



Practical Guidance

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# Developing an assessment report on the state of gender equality and climate change



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# Abbreviations and acronyms

<b>ASEAN</b>	Association of Southeast Asian Nations
<b>COVID-19</b>	Coronavirus Disease
<b>DPSIR</b>	Drivers-Pressures-State-Impacts-Responses
<b>ICIMOD</b>	International Centre for Integrated Mountain Development
<b>NDC</b>	Nationally Determined Contribution
<b>NGOs</b>	Non-governmental Organizations
<b>UNEP</b>	United Nations Environment Programme
<b>UNFCCC</b>	United Nations Framework Convention on Climate Change
<b>UN Women</b>	United Nations Entity for Gender Equality and the Empowerment of Women

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Photo: UNEP/Andrew Ball

# I. Introduction

## I.1 Background

To support and accelerate gender-responsive climate action in the Asia-Pacific region, it is critical to bridge the knowledge gap at the highly relevant nexus of gender equality, climate change, renewable energy and disaster risk reduction. In response to this need, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) developed this practical guidance to encourage research institutions and governments to conduct gender analysis and assessments of environment-related programmes, plans and policies, including in sectors pertinent to climate change adaptation and mitigation, such as agriculture, forestry, waste, water and energy.

UN Women and the United Nations Environment Programme (UNEP) worked in close collaboration with national and regional research partners to assess the state of gender equality and climate change under the project “EmPower: Women for Climate-Resilient Societies (2018–2022)”. The assessment reports – four country reports ([Bangladesh](#), [Cambodia](#), [Nepal](#) and [Viet Nam](#)) and two subregional reports ([South-East Asia](#) and [South Asia and Hindu Kush Himalaya](#)) – highlight the importance of advancing gender equality to deliver effectively on climate commitments, such as the Paris Agreement and nationally determined contributions (NDCs), by analysing the gender impacts of climate change and suggesting ways to enhance and mainstream gender equality into key sectoral policies for climate change adaptation and mitigation.

The assessment report research partners, including the [International Union for Conservation of Nature](#) (IUCN) in Bangladesh, [Cambodia Development Resource Institute](#) (CDRI) in Cambodia, [Institute of Strategy and Policy on Natural Resources and Environment](#) (ISPONRE) in Viet Nam, [International Centre for Integrated Mountain Development](#) (ICIMOD) for Nepal and South Asia, the [Stockholm Environment Institute](#) (SEI) for the Association for Southeast Asian Nations (ASEAN), brought in thematic expertise, vast experience and knowledge of the national or regional context and provided critical analysis by examining governance structures, key sectoral policies, legal frameworks and action plans in select climate-priority sectors.

The assessment reports serve as critical resources in strengthening regional cooperation and country-driven processes on advancing gender equality and building climate resilience, including ensuring the integration of gender into efforts to recover from the coronavirus disease (COVID-19) pandemic. Moreover, they highlight some of the best policy practices from the region that can be referred to or replicated by other stakeholders to further gender responsive climate action.

This practical guidance document was developed for stakeholders wishing to conduct an assessment of gender equality and climate change, to meet the critical need for data on the gender-environment nexus and ensure that climate action contribute towards achieving gender equality.

## I.2 Objectives and scope

The complex and interconnected challenges of disaster risks and climate change impacts facing the Asia-Pacific region require an integrated and holistic approach to ensure no one is left behind, and assessments of gender equality and climate change are key to achieving that aspiration. This practical guidance provides an overview of the processes, challenges and opportunities in conducting the assessments of gender equality and climate change. It has the following specific aims:

- To outline the importance of conducting periodic gender analysis and policy assessments to inform climate-related decision-making;
- To provide practical guidance on methodologies, including analytical frameworks such as Drivers-Pressures-State-Impacts-Responses (DPSIR) framework and the gender equity policy continuum;
- To share step-by-step guidance on the process of assessment reports from conceptualization to dissemination and monitoring and evaluation;
- To document lessons from the experiences of research partners who conducted assessments under the EmPower project between 2020 and 2022.

The steps outlined in this practical guidance document are for reference purposes only and are based on the collective experience of developing national and regional assessment reports under the EmPower project. The guidance is designed to be flexible and adaptable to the specific priorities of the user. It can be used to review subnational or sector-specific policies and plans, and the primary focus of the guidance is on the preparation and dissemination of assessment reports.

## I.3 Intended audiences

This practical guidance document provides valuable insights for any stakeholder engaged in promoting gender equality and catalysing climate action, including civil society organizations, community-based organizations, development partners and researchers. However, given the significant time, skills and resources needed to conduct assessments of gender equality and climate change, this guidance is intended primarily for research institutions and governments authorities at the regional, national or subnational levels that wish to conduct similar assessments of the evidence, relevant data and best available science on gender and climate.

## I.4 Overview

This practical guidance document is organized into seven sections. This structure was derived mainly from the six published assessment reports, as well as a desk review of relevant publications and key informant interviews with the research partners. The sections of the document are listed below.

1. **Introduction** – This section outlines the background of the practical guidance, its objectives, scope and limitations.
2. **Why do we need assessment on the state of gender equality and climate change?** – This section provides a snapshot of the linkages between gender equality and climate action and sheds light on the scope and rationale of such assessments.
3. **Getting started** – This section offers practical guidance on research team formation and developing research questions.
4. **Collecting information** – This section provides a summary of the process of gathering information from various primary and secondary sources.
5. **Analysing information** – This section introduces analytical frameworks for gender analysis in relation to climate change.
6. **Summarizing findings and developing recommendations** – This section provides practical tips and illustrations of how to organize findings and form recommendations.
7. **Dissemination** – This section explains the importance of a clear dissemination strategy and the role of monitoring and evaluating outcomes.

Annexes to this guidance draw on recent assessments of gender equality and climate change to provide examples as references for stakeholders to consider. The samples include a report outline, research questions, summary of policy analysis, case study highlighting best practice and DPSIR framework questions.





Photo: UNEP/Andrew Ball

## 2. Why are assessments of the state of gender equality and climate change needed?

Anthropogenic climate change has led to an unprecedented increase in the global surface temperature (Allan and others, 2021). The impacts of climate change are no longer a distant consequence; they are already affecting social, economic and political structures and systems. However, the impacts of climate change are unevenly distributed across different populations. The disproportionate impacts of climate change aggravate existing gender inequalities and power imbalances. Gender differences in roles and responsibilities shape individual, household and community level coping strategies and adaptation (Habtezion, 2013). For example, when disasters hit, women have higher death rates than men, which is directly attributable to the lower level of economic and social rights of women compared to men (Picard, 2021).

With mounting evidence of the disproportionate impacts of climate change, it has never been more important to prioritize policy frameworks that leave no one behind. There is an increasing realization that the window of opportunity to fulfil the commitments made under the Paris Agreement is rapidly closing, and this has led to the adoption of numerous policy frameworks, programmes and platforms at global and national levels. The overarching aim of these actions is to accelerate green, equitable and resilient development. Some of the key global commitments to achieve gender equality and reduce disaster risks include the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Paris Agreement, Sendai Framework for Disaster Risk Reduction 2015–2030, and the 2030 Agenda for Sustainable Development. Meanwhile, gender equality has been integrated into some national policies and programmes, such as the National Target Program to Respond to Climate Change (2008), the National Strategy on Climate Change (2011) of Viet Nam and the Bangladesh Climate Change and Gender Action Plan (BCCGAP) 2013.

While progress has been made in national policy formulation, critical gaps remain in the effective implementation of these policies. Despite the growing sense of urgency to achieve gender equality and build climate resilience, the approaches to meet these goals are often siloed. Some of the key issues surrounding these challenges include a lack of evidence and sex, age and disability disaggregated data (SADDD), particularly at the sectoral level. Furthermore, limited resources, technical capacity and guidance for translating policy into action as well as the absence of specialized and tailored support pose critical challenges to the effective implementation of policies. For example, the Association of Southeast Asian Nations (ASEAN) Plan of Action for Energy Cooperation 2016–2025 and the 6th ASEAN Energy Outlook 2017–2040 do not include the gender dimension of the energy sector:

The transition to low-carbon development pathways requires gender mainstreaming in mitigation and adaptation solutions across climate-relevant sectors. Against this backdrop, conducting an analysis on the state of gender equality and climate change is highly relevant to the following aims:

- Exploring the linkages and gathering evidence of the gendered dimensions of climate change impacts in specific highly vulnerable sectors such as agriculture, forestry, energy and so on;
- Providing recommendations on integrating and enhancing gender equality considerations in climate-relevant instruments, processes and mechanisms;
- Identifying and sharing best practice on policies for gender mainstreaming in climate-relevant sectors;
- Bridging the quantitative and qualitative knowledge gap on the nexus of gender equality and climate change.

## 3. Step I: Getting started

Some of the key considerations in launching this assessment include determining the availability of resources to outline the scale and timeline of the work and securing government buy-in to ensure that outcomes of the assessments feed into ongoing and upcoming policy discourse on the nexus of gender and climate change. While the research team is responsible for the overall delivery of the assessment, making the process inclusive and participatory across all stages of report development ensures the assessment caters to the need and reality of target audiences. It is important to note that the process of conducting assessments varies according to the local, national and institutional contexts.

The different stages of producing the assessment report may progress concurrently. On average, it takes nine months to a year from initial conceptualization to the final launch of a country-level assessment report. It is critical to consider this time commitment, especially while forming the research team. Any change in the team structure could delay progress and even cause the project to backslide. Thus, it is recommended to have thorough documentation of step-by-step activities, progress and challenges to smooth the handover process, if needed.

### 3.1 Design phase

The design phase of the project usually includes 1) problem assessment and situation analysis, 2) formulation of the detailed project plan and 3) appraisal and approval. During this phase, the feasibility of different ideas for the project are assessed, and the business and sustainability plans are explored, evaluated and presented to decision-makers with authority to allocate funding.

### 3.2 Research team formation

Once the design phase is completed and funding is secure, the next step is to form a research team. Usually, the details about the project team and timeline are already set out in the detailed project plan. The team usually comprises authors, researchers, reviewers and production team. Authors and researchers are usually thematic experts on gender and climate, professionals working on relevant sectors such as renewable energy, natural resources management, or anyone with a solid understanding of the subject landscape. Reviewers are usually the collaborators and professionals from partner institutions. The production team might consist of report copy editor(s) and designer(s). Depending on the scope, budget availability and partnership modality, the number of research team members could greatly vary. If there are multiple people working on the same team, it is good to have a coordinator to better streamline the process. It is essential to ensure that the team is gender balanced and proficient in facilitating stakeholder engagement.

Key stakeholders in the assessment led by UN Women-UNEP included authorities from environment, climate and women ministries, technical experts from relevant sectoral ministries, civil society organizations, women-focused organizations, the Gender Focal Point of the United Nations Framework Convention on Climate Change (UNFCCC), and representatives of youth groups, research institutions, non-governmental organizations (NGOs), international NGOs and regional organizations working on gender and climate.



### 3.3 Setting research questions

Assessing the state of gender equality and climate change can be a broad, complex and time intensive undertaking. Often, the central question is framed around the overarching objective of the study. Thus, it is essential to choose the key focus areas for the specific country. This selection could be based on the national climate policy, NDCs, national adaptation plans, low carbon development plan or other relevant national documents. Once the focus areas are defined, the research questions should aim to establish clear linkages and relevance to the country context. Since this assessment consists of both quantitative and qualitative components, good research questions in a mixed-research design will have the following characteristics:

- Questions have well defined objective and theme;
- Questions seek to understand the trends and phenomena that result from a given problem;
- Questions attempt to identify the strengths, gaps and challenges based on the local context;
- Questions build on or lead to the narrative supporting the data, evidence and experiences.

Sample research questions are included in Annex 2.

## 4. Step 2: Collecting information

The quality of the assessment report largely depends on the quality of information gathered. The following methods and sources could be employed to assess the state of gender equality and climate change.

### 4.1 Government consultation

One of the key objectives of assessing gender equality and climate change is to influence policy change, thus it is imperative that the Government is closely engaged and consulted throughout the process. This is beneficial not only to understand the implementation status of existing policies but also to gather insights on the plans and discussions underway for new policies and policies reforms. Consultations with ministries of women affairs, environment, energy and climate change, and with sectoral focus ministries, such as ministries of agriculture and water resources, could be relevant. Building lasting relationships with government requires continuous investment of effort and time. Having a local team with an existing working relationship with government agencies will be beneficial. Understanding the chain of command, communication mechanisms and preferred communication channel(s) can improve the efficiency and effectiveness of engagement. In the age of the COVID-19 pandemic, virtual meetings may be less time consuming and easier than in-person meetings. Last but not least, it is crucial to understand the policy landscape within a country and ensure that the assessment serves a specific purpose. For instance, in Viet Nam the UN Women-UNEP assessment report was published at the right time, namely as the Viet Nam Climate Change Strategy was being formulated.

Since it takes a few months to prepare the report, a change in the government leadership may be likely during the assessment period. Maintaining consistent communication could help avoid potential obstacles resulting from sudden changes in the government structure.

### 4.2 Literature review

The review of published literature on the nexus of gender, climate and climate-relevant sectors provides potential entry points for gender mainstreaming into relevant policies, plans and actions. The **assessment reports** of the Intergovernmental Panel on Climate Change could be a great asset for this purpose. Such reports focus on the linkages between climate change and gender inequality and shed light on gaps and challenges in addressing the issue holistically.

Peer-reviewed literature specific to a country or region in relation to gender and climate might be limited. However, researchers may refer (with caution) to grey literature<sup>1</sup> to obtain recent and valuable information. Even when published sources are adequate, language barriers could limit access. For instance, the assessment report on the State of Gender Equality and Climate Change in South Asia and the Hindu Kush Himalaya does not include in-depth analysis of China as many documents and official reports were not available in English (UN Women and ICIMOD, 2022). To overcome language barriers, it is recommended to hire a professional translator or request translation assistance from partners and collaborators.

### 4.3 Key informant interviews and focus group discussions

Interview and focus group discussion with selected individuals who are experienced and knowledgeable in the subject matter can provide greater depth and insight for assessment reports. These methods can be used to validate the information collected via desk reviews. A questionnaire should be prepared in advance to guide interviews and discussions. The quality of the information gathered depends on several factors, such as the appropriate sample size (number of participants), relevant questions, level of engagement and effective moderation (Gundumogula, 2020).

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1. Grey literature refers to information produced outside of traditional publishing and distribution channels.



Photo: UNEP/Andrew Ball

Researchers must guarantee the safety of participants so they can engage freely. All insights from the interviews should be anonymized to respect the privacy of respondents. Recordings of the interviews and focus group discussions should be made if participants consent to being recorded, as recordings are useful the later stages of analysis.

#### 4.4 Multi-stakeholder consultation

Multi-stakeholder consultation provides a common platform to bring together government authorities, representatives of civil society organizations, women-focused groups, the private sector and academia, as well as researchers and journalists, to understand their diverse perspectives on the concept of gender and climate. Multi-stakeholder consultations can generate valuable leads on some of the best policy practices on the given subject matter.

Usually, such consultation runs for half-day or full-day sessions, and they may be conducted online, in-person or in a blended environment. Stakeholders are divided into small groups to discuss different themes, such as women's participation in climate-related policymaking, access to information on gender and climate, improving data accessibility, challenges in gender mainstreaming in climate policies and plans. Discussions may become heated and one dominant participant in the group may impact and influence the views of other stakeholders, preventing members from the group from having an equal say in the process. One way to mitigate such unfavourable situations is to assign one facilitator (usually from the project team) to each group and allow enough time for each participant to engage in the consultation process (Sauvage and others, 2021).

The inputs from multi-stakeholder consultations may be collected in a number of ways. Each group can designate a scribe to jot down ideas from the discussion on a flipchart. In a virtual setting, survey questionnaires are a good alternative. With permission from the participants, the discussion could be recorded and revisited later during report writing.

It is desirable to organize at least two multi-stakeholder consultations – one should take place before finalizing the research questions and one should take place after drafting the recommendations. This way the assessment process is participatory, and the findings can be validated.

## 5. Step 3: Assessing information

An assessment critically evaluates the current state of knowledge on a particular subject, the assessment leads to recommendations for revising, strengthening, or adopting relevant policies or action plans.

### 5.1 Quantitative data mining

It is unlikely to find all the data required for an assessment of gender equality and climate change in a central database. Often, the respective government ministry and department websites publish data on population demographics, economic and social indicators such as literacy rates, average income per household, labour force participation of men and women, gender gaps, recorded disasters and data on climate parameters. However, in some cases digital data will be available only for recent years. If time and team capacity permits, researchers may consider requesting that the Government provide hard copies of data that have yet to be digitized. Even when data for the general population are available, the production and use of gender data, including sex, age and disability disaggregated data (SADDD) remain limited. It adds an extra challenge in the quantitative analysis of the differential impacts of climate change on women and men.

In preparing a regional assessment report, standardization could be a challenge owing to inconsistencies in data collection and reporting. Despite efforts worldwide for open access to data, transboundary sensitivities remain an obstacle to accessing some national data. The World Bank database, [World Bank Data](#), may be a useful resource. Researchers can filter and narrow the results by country, indicator and time, and the database can generate customized tables, charts and maps.

### 5.2 Policy and legal framework review

Since there may be many relevant policy and legal documents in key sectors for the assessment (box 1), qualitative review of those documents could become tedious. Thus, researchers must be strategic and develop a workable plan for the selection of documents to analyse. For example, the research team should consider if there is time and capacity to review documents pertaining to subnational administrative units. Where possible, it is advantageous to review the institutional settings, processes and capacity to formulate and implement climate-relevant policies. Any misinterpretation of policy or the legal framework in the assessment report could jeopardize relationships with government bodies and impact future work. Thus, it is suggested to receive clearance (official or unofficial) from policymaking of government before making the assessment report public.

For global records, the [NDC Registry](#) maintains public records of reports submission by parties to UNFCCC. Grantham Research Institute's [Climate Change Laws of the World](#) – a global repository of national-level climate change legislation and policies – is another valuable resource.

Some of the issues frequently encountered during this stage include 1) outdated documents on the official websites 2) language constraints 3) incorrect links, and 4) the lack of digital copies. Close coordination with the government would ease access to the documents which cannot be easily located otherwise. Similarly, having local team member(s) proficient in the official language of the study location would save time and effort in recruiting external translators.

### Box 1: Examples of documents for policy and legal framework analysis

- National climate change policy
- Nationally determined contributions
- National adaptation plan
- Disaster reduction act
- National constitution
- Gender action plan
- National gender policy
- Sustainable development strategy
- Water act
- Forestry act
- Alternative and renewable energy policy
- Economic development policy
- Agriculture development plan
- National communication plan on climate change
- Local adaptation plan
- National energy outlook
- Disaster risk management plan
- National environment policy and strategy
- Regional vision/call to action on climate change
- Food security plan

## 5.3 Analytical framework and methodology

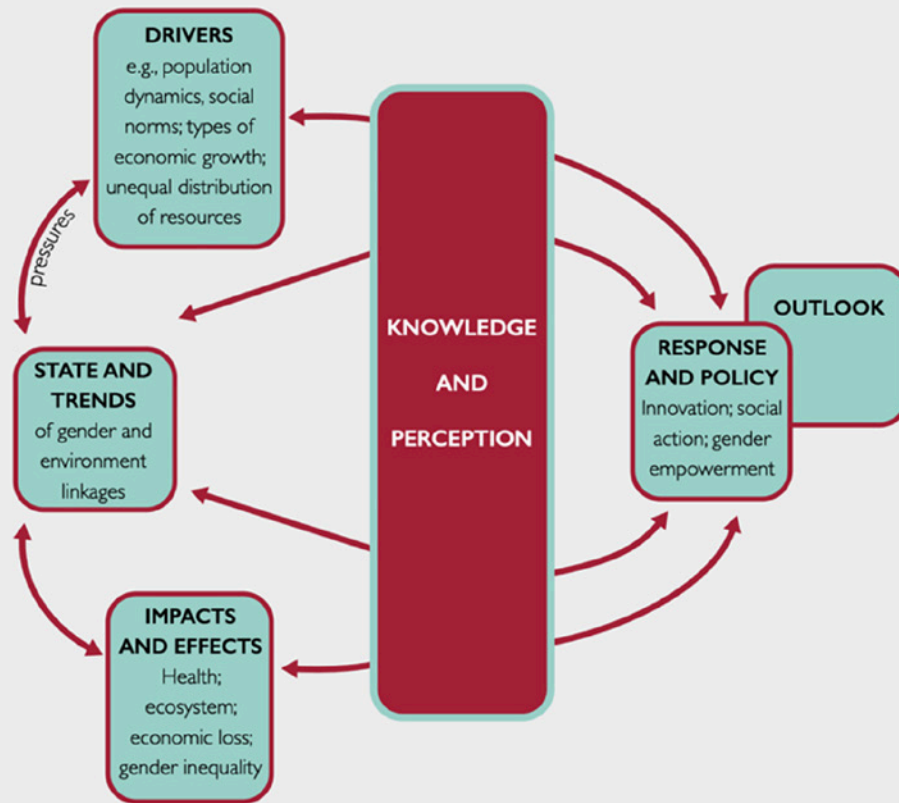
### 5.3.1 Drivers-Pressures-State-Impacts-Responses (DPSIR) framework

The UN Women-UNEP assessments used a variety of tools to analyse the integration of gender in climate policies, the actions taken in selected sectors and how gender interacts with social factors to shape vulnerability and capacity in the context of climate change. The major challenges in applying these analytical frameworks included a lack of data, but there may also be some resistance within the Government, depending on the social norms of the country.

The assessments applied modified DPSIR framework to analyse gender integration in climate policies and actions across the selected key sectors. The DPSIR framework is the causal framework to illustrate the interactions between society and the environment, adopted by the European Environment Agency and an extension of the pressure-state-response model developed by the Organisation for Economic Co-operation and Development (Tscherning and others, 2012). The modified DPSIR framework includes a new key component, knowledge and perceptions, to reflect that responses to environmental problems are channelled through perceptions, and gender is integrated throughout the model components: drivers, pressures, state and trends, impacts and effects, and response and policy (figure 1). Drivers are the socioeconomic or human activities such as economic growth and population dynamics that exert stresses (pressures) and as a result, have implications on gender and environmental linkages (state and trends). Gender-differentiated impacts mediate consequences (impacts and effects), eventually leading to responses and policy.



Figure 1: Modified DPSIR framework



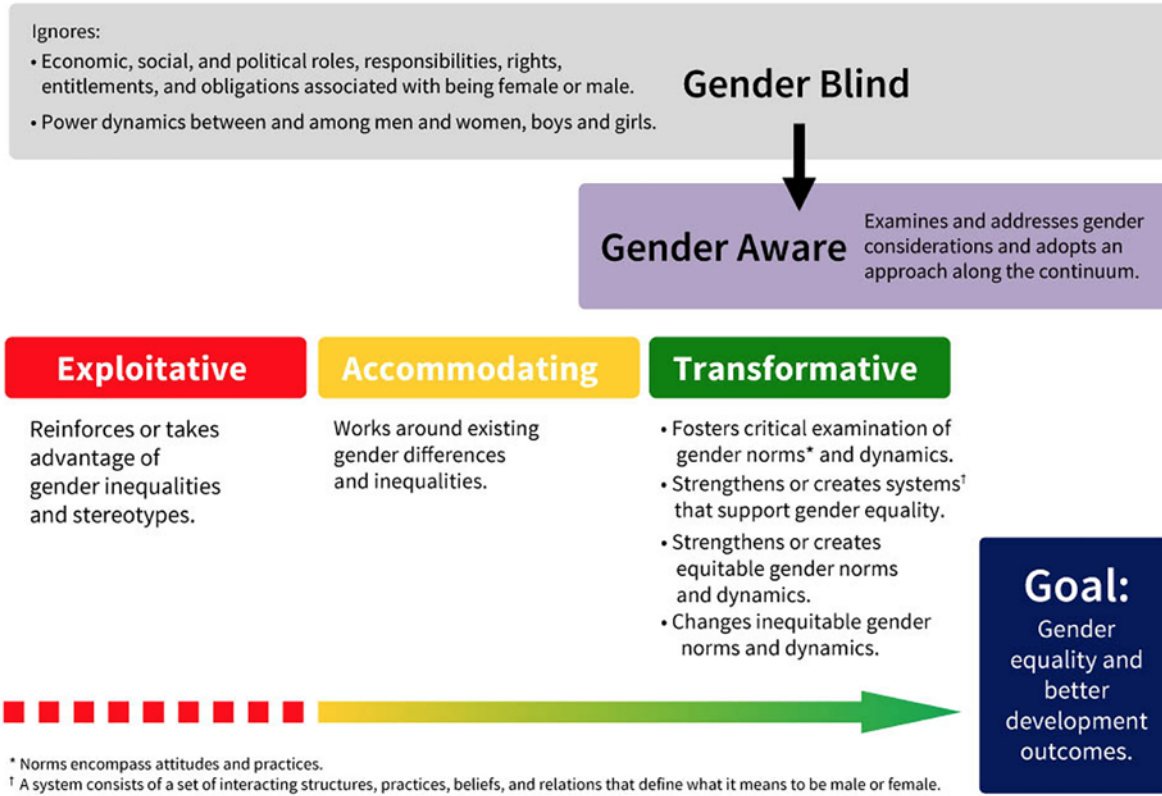
Source: United Nations Environment Programme, 2016, [Global Gender and Environment Outlook](#).

First, Drivers are the factors that cause the change, which include population dynamics, socio-political structures, and economic growth pathways. For instance, the assessment report for Viet Nam includes two main factors under drivers: 1) economic situation and social norms; and 2) long-term factors (from gender and social inclusion perspectives). Second, pressures include the stress caused by human activities on environment such as greenhouse gas emissions, unsustainable resource use and other forms of pollution. Third, state and trends define the context for how pressures lead to gender-differentiated impacts. Fourth, impacts and effects assess the immediate and long-term impacts of climate change across population spectrum. Fifth, responses and policy capture the overall actions and commitments by the public and the private sector, as well as civil society and communities. Lastly, knowledge and perceptions interact with the other components of the framework and are influenced by gender.

### 5.3.2 Gender integration continuum

The gender integration continuum shown in figure 2 can be used to assess the level of gender integration in climate-relevant policy tools and instruments. The Interagency Gender Working Group (IGWG) developed the gender integration continuum to categorized policies and programmes as exploitative, accommodating or transformative. Exploitative policies and programmes reinforce or benefit from existing gender inequalities and stereotypes. This is strictly against the overarching objective of humanitarian and development programming to do no harm. Accommodating policies recognize gender differences and work around them but fail to take significant action, but transformative programming challenges the status-quo, promotes gender equality and attempts to eliminate any gender-based biases. Policymakers and programme leaders should always aim to design transformative policies and programmes.

Figure 2: Gender integration continuum

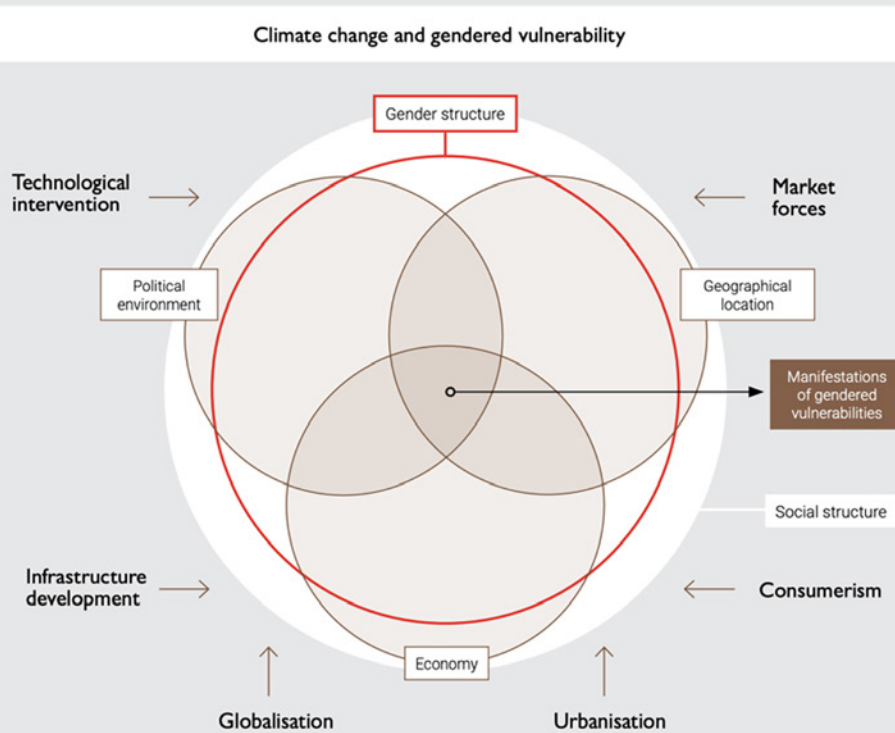


Source: Interagency Gender Working Group.

### 5.3.3 Gender and intersectionality framework

A broad theoretical framework on gender and intersectionality can be used to better understand the linkages between gender equality, climate and development. The assessment report on the State of Gender Equality and Climate Change in South Asia and the Hindu Kush Himalaya used this framework in addition to the modified DPSIR framework and gender integration continuum. Gender differences derived from social construction change over time and intersect with vulnerability and capacity (Goodrich, Udas and Larrington-Spencer, 2019). The intersectional analysis of climate change sheds light on ways to renegotiate and challenge power structures in a warming world (Kajiser and Kronsell, 2014). This approach shifts the focus beyond gender dichotomies and builds a case for fit-for-purpose policies and practices that leave no one behind.

**Figure 3: Gender and intersectionality framework**



Source: UN Women and ICIMOD, 2022, State of Gender Equality and Climate Change in South Asia and the Hindu Kush Himalaya, p. 21, based on C.G. Goodrich, P.B. Udas and H. Larrington-Spencer, 2019, Conceptualizing gendered vulnerability to climate change in the Hindu Kush Himalaya: Contextual conditions and drivers of change. Environmental Development, vol. 31, p. 11

## 5.4 Identifying best practices

Best practices in integrating gender dimensions in climate-relevant sectors may be identified through desk research, multi-stakeholder consultation and key informant interviews. Qualifying criteria should be established to identify best practices. This may include the following questions: is gender prominently integrated in the given plan or policy?; is there a robust monitoring and evaluation process to ensure gender-responsiveness?; is there adequate budget allocation for gender-responsive mechanisms?; and is there enough technical capacity to implement the policy?

Although there is no hard and fast rule, it is desirable that the selected best practices are balanced in terms of geographic and sociocultural representation. As a rule of thumb, if the assessment focuses on three key sectors, it should include at least one best practice per sector.

### Box 2: Characteristics of best practices

- Effective in delivering measurable results
- Efficient in the use of time and resources
- Sustainable practice
- Ethically sound
- Clear links with existing policy framework
- Adheres to the pledge to 'Leave No One Behind'
- Adaptable
- Scalable
- Replicable
- Contextual



Photo: UNEP/Maxwell Gutteridge

## 6 Step 4: Summarizing findings and developing recommendations

The assessment findings should be objective, backed by evidence and free from personal or institutional biases. For example, an assessment of the state of gender equality and climate change in Nepal found that agricultural policy had become more progressive in addressing gender and inclusion issues (ICIMOD and UN Women, 2022). An evidence-based report must include the basis for this finding. For example, there could be provisions to establish mechanisms for integrating gender equality and social inclusion at the policy level, or there may be dedicated focal points monitoring and evaluating the integration of gender equality and social inclusion.

The modified DPSIR framework, gender integration continuum, gender and intersectionality framework and the identification of best practices are mutually reinforcing and form the basis for developing findings and recommendations. Findings may include general policy analysis, trends and changes to the socioeconomic landscape, including the conditions and position of women and key enablers. It is a good practice to structure the recommendations to follow a similar logic to the findings, and as obvious as it sounds, the recommendations should be based on the assessment findings and supported by evidence.

Recommendations should be clear, concise, time-bound and, where possible, divided into groups designated by subheadings. For example, recommendations may be grouped by operational distinctions (such as institutional arrangements, monitoring and implementation, climate financing) or sectors (such as energy, forestry, water, agriculture). The key to ensure that recommendations are actionable and practical is to clearly identify the audience and recommend actions within their spheres of influence.

Developing robust recommendations for gender-mainstreaming in climate-related programmes, policies and plans requires a meticulous review and thorough assessment of existing policies and frameworks. Guiding questions for developing recommendations may include the following:

- Where are the gaps in the existing climate and climate-relevant sectoral policies related to gender-mainstreaming? What are the systemic barriers limiting the effectiveness of these policies? Can these barriers be addressed by practical, cost-effective and socially acceptable means?
- Do the existing institutions have time, capacity and resources to effect change? If not, who could they potentially collaborate with?
- Are there any unwanted consequences from the proposed solutions? What can be done to mitigate unwanted outcomes?
- Do these recommendations align with or support the existing regional and global frameworks on achieving gender equality, disaster and climate resilience?

Once the research team drafts the recommendations, it is good practice to share them with key stakeholders for validation. Often, multi-stakeholder consultation serves as a conducive platform to finalize recommendations.

### 6.1 Acknowledging the limitations of assessment

Even the most comprehensive assessments have some limitations which are beyond the control of project team. It is important to acknowledge any limitation. For example, the assessment may have excluded subnational policies, the COVID-19 pandemic or other global events may have impacted multi-stakeholder engagement, while limited data availability may have led to the exclusion of some aspects of gender and climate. Acknowledging limitations may help target audiences to have an accurate understanding of the assessment, and it may avoid any misunderstanding and misinterpretation of the findings and conclusions.

## 7 Step 5: Dissemination

The overarching objective of assessment reports on the state of gender equality and climate change is to influence and strengthen policy processes in integrating gender into key climate adaptation and mitigation measures. It is vital to link the report to ongoing policy processes so that it feeds into relevant action rather than remaining in a silo. A clearly laid out communication plan is critical to ensure that target audiences engage with the report. For example, if decision-makers are the primary audience, then it is advisable to develop a very concise policy brief to accompany the assessment report.

In this digital age, there are multiple ways of officially launching the report. Ideally, a virtual, in-person or blended launch session can be convened to help the project team, target audiences and key stakeholders to come together, celebrate and discuss the findings. If organizing such an event is not feasible, a social media launch is a great alternative. Partners can be encouraged to post and share the report to increase its visibility. A communication kit can be provided with the report, including suggested text phrases, pictures and a QR code for downloading the report. Besides social media, outreach could include drafting an op-ed for a relevant newspaper on the findings and way forward to raise the profile of effective gender integration in climate change policies and practices.

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# Annexes

## Annex I: Sample report outline

**Foreword**  
**Abbreviations**  
**List of figures**  
**List of tables**  
**List of boxes**  
**Acknowledgement**  
**Executive summary**

### **1. Introduction**

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 1.3.1 The DPSIR and global gender and environment outlook frameworks  
 1.3.2 Priority sectors and gender integration tools  
 1.3.3 Methodology

### **2. National circumstances, legal framework and institutional arrangements relating to gender equality and climate change**

2.1 Socio-economic situation  
 2.1.1 Economy  
 2.1.2 Demographic information  
 2.1.3 Employment  
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 2.2 Climate change impacts across the country  
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### **3. National laws, policies, strategies and action plans related to climate change and gender equality**

3.1 Climate change policy documents  
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 3.3 Gender integration assessment in relevant laws and policy documents  
 3.4 Climate change institutional arrangements  
 3.5 Overview of existing national women's affairs and national climate change committees  
 3.5.1 Institutional arrangements for the coordination of climate change response  
 3.5.2 Institutional framework for gender mainstreaming in Cambodia  
 3.6 Current nationally determined contribution (NDC)  
 3.6.1 Circumstances of Cambodia's NDC  
 3.6.2 Analysis of existing and missing elements to streamline gender equality responses in the NDC



#### **4. Key sectors and scope of the study**

##### 4.1 Energy

4.1.1 The current state of gender integration in energy

4.1.2 Drivers and pressures

4.1.3 Impacts and effects

4.1.4 Responses

##### 4.2 Agriculture

4.2.1 The current state of gender integration in agriculture

4.2.2 Drivers and pressures

4.2.3 Impacts and effects

4.2.4 Responses

##### 4.3 Rural development

4.3.1 The current state of gender in rural development

4.3.2 Drivers and pressures

4.3.3 Impacts and effects

4.3.4 Responses

##### 4.4 Forestry

4.4.1 The current state of gender in the forestry sector

4.4.2 Drivers and pressures

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4.4.4 Responses

#### **5. Good practices, experience and lessons**

5.1 Cases involving energy

5.2 A case involving agriculture

5.3 A case involving rural development 5.4 A case involving forestry

#### **6. Conclusion and recommendations List of annexes**

6.1 Conclusion

6.2 Recommendations

#### **References**

Source: UN Women and Cambodia Development Resource Institute, 2021, State of Gender Equality and Climate Change in Cambodia.

## **Annex 2: Sample research questions**

1. What are the linkages between gender equality and climate change?
2. What is the status of gender equality in the region and in the countries?
3. What is the climate change scenario in the region?
4. What is the gender equality and climate change policy landscape in the region?
5. To what extent have gender considerations been integrated into policy documents in the agriculture, energy, and water sectors in the region and in the countries?
6. What are the gendered impacts of climate change on agriculture, energy, and water in the region and in the countries?
7. What are the enablers and barriers to successful implementation of gender inclusion in these sectors?
8. How can inclusive and gender transformative climate action be implemented in existing climate policies and policy documents in the region (e.g., the NDC implementation roadmaps and action plans), especially in the agriculture, water, and energy sectors?

Source: UN Women and ICIMOD, 2022, State of Gender Equality and Climate Change in South Asia and the Hindu Kush Himalaya.

## Annex 3: Sample summary of policy analysis

### Key findings

Bangladesh has strong stand-alone policies in both climate change and gender equality. The Government of Bangladesh has made efforts to mainstream gender equality into climate actions through the Bangladesh Climate Change and Gender Action Plan (BCCGAP) 2013. Bangladesh has also adopted a unique approach to integrate the NDC and NAP under a joint governance structure, connecting with key national processes, such as the Five-Year Plan and the implementation of the Sustainable Development Goals, and with strategic documents like BCCSAP. While these initiatives provide an enabling environment for NDC implementation, there remains a gap with regards to the interlinking of gender equality and climate change. Furthermore, there is little evidence of uptake of BCCGAP 2013 by government agencies, donors and NGOs. Some of the significant challenges include: limited capacity to mainstream gender into national and local policies, programmes and actions; lack of investment in gender-responsive actions; limited access of women's organizations; and low numbers of women in decision-making. The assessment found that policies, strategies and plans acknowledge and provide the scope to recognize gender roles in adaptation measures under the NDC. However, mitigation measures rarely have explicit references to gender equality especially in renewable energy. When it comes to critical sectors for climate change adaptation (agriculture, water resource management and forestry) measures do not accord adequate recognition or acknowledgement to gender equality. Moreover, the lack of gender responsive monitoring mechanisms, or of evaluation frameworks and indicators, hinder the assessment of gender-related outcomes. Further, implementation remains limited due to absence of resources, capacity and clear guidance for translating policy into action.

### Sectoral finding

**Crop agriculture:** An estimated 59.7 per cent of employed women are engaged in agriculture, including fisheries and forestry, while only 18.6 per cent of women are formally recognized as agricultural labour (BBS, 2018). Women's contribution to agriculture is labelled as "assistants" (ALRD, 2020). The lack of access to resources, including land, forests and water, and infrastructure makes it difficult for women to take effective action in response to climate change. Often, the choice of crop also varies between men and women. Typically, given their limited access to funds, women refrain from cultivating high-value cash crops, which are cash-intensive. There is inequality in wages between males and females in the unorganized agrarian sector. Relevant policies such as the National Agriculture Policy 2018 and the Agriculture Extension Policy 2021 strive for women's effective participation and recognition of their efforts by engendering decision-making spaces, forming women farmer groups, promoting small and medium-sized enterprises (SMEs), and raising awareness. However, agriculture policies and strategies lack any analysis of sex-differentiated impacts of climate change on women and men. Furthermore, they do not provide specific measures that link climate change impacts and gender.

Source: UN Women and International Union for Conservation of Nature, 2022, State of Gender Equality and Climate Change in Bangladesh.

## Annex 4: Sample best practice

### Best practices: Local energy planning in Tân Hưng Đông Commune

The Green Innovation and Development Center (GreenID) of Viet Nam has pioneered the Local Energy Planning (LEP) programme as a participatory method to enable more sustainable and efficient energy use through a bottom-up and participatory approach. Since 2014, GreenID has worked closely with the Cà Mau Women's Union to introduce LEP in Tân Hưng Đông commune, Cà Mau province. Government agencies such as the Department of Agriculture and Rural Development, Department of Industry and Trade, and Department of Science Technology has also been engaged. When the programme started, about 40 per cent of households in the commune lacked access to the power grid, and some purchased electricity from their neighbours at an inflated price, causing economic difficulties. The lack of energy also limited access to technology, information, education and job opportunities. The impacts on poor women or women headed households were even more pronounced when compounded with existing gendered inequalities. The LEP spearheaded various sustainable energy solutions, including establishing a local technician team in charge of advancing alternative energy sources such as biogas, improved cookstoves and LED lightbulbs. As of 2019, more than 323 households had benefited, and two public facilities (including a primary school) had actively applied different sustainable energy solutions. Increasing uptake of renewable energy led to specific gendered benefits, such as better health and well-being (through a decrease in indoor air pollution thanks to improved cookstoves), a decrease in manual labour and drudgery for women, and improved educational outcomes for children, who can study better with reliable electricity. Furthermore, the bottom up and participatory approach of the LEP allowed members of the community to gain a sense of ownership around their energy future.

Source: Association of Southeast Asian Nations (ASEAN), 2022, State of Gender Equality and Climate Change in ASEAN.

## Annex 5: DPSIR framework questions

1. **What is the state or trend (S) of gender equality in responding to climate change?**
  - [A] What is the current state or trend of gender integration in the specific sector?
  - [B] What is the intended or aspired state of gender integration in the specific sector?
2. **What are the pressures (P) responsible for the present state of gender equality and climate change?**
  - [A] What are the root causes and social forces exerting pressure on the present state (short-term)?
  - [B] What are the external factors (outside of the scope of a specific sector) exerting pressure on the present state?
3. **What drivers (D) led to these pressures (P)?**
  - [A] Economic situation and social norms.
  - [B] Long-term factors (from gender and social inclusion perspectives).
4. **What are the impacts and effects (I) on the present state of gender equality and climate change on society?**
  - [A] If we do not successfully integrate gender into the specific sectors, what will be the impacts or effects?
  - [B] How do the changes in climate affect women and men differently? What are the gendered vulnerability impacts?
  - [C] Are there gendered differences in the emissions profile?
5. **What responses(R) or actions/policies (P) have been or should be taken?**
  - [A] Where are we heading in terms of policy work aimed at gender integration in the sector?
  - [B] What are the recommendations for policy work that will put women and men on an equal ground or establish them as equal agents in this sector?
  - [C] What research work on gender integration is still required to address the revealed gaps?
  - [D] What socioeconomic factors will shape different outcomes and resources and should be taken into account? What is the gender sensitivity of the actions/policies?

Source: Institute of Strategy, Policy on Natural Resources and Environment (ISPONRE), 2021, State of Gender Equality and Climate Change in Viet Nam.

