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About PROADAPT
PROADAPT was launched in 2013 by the Inter-American Development Bank in partnership with the Nordic Development Fund to improve climate resilience among small and medium enterprises and to foster business opportunities to provide climate resilience solutions, or products and services that help buyers to reduce or transfer their vulnerability to climate risk.

This report shall be referenced as:

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Introduction

Women and men adapt differently to the impacts of climate change. Communities have absorptive, adaptive, and transformative capacities that help them contribute to climate-resilient socio-ecological systems (SES) and men and women employ these capacities in different ways.¹ While some evidence suggests that men have certain advantages in coping with climate shocks, much of the adaptation literature suggests that women and men are both able to adapt, but do so in different ways. Women are often disproportionately vulnerable to the effects of climate change, and climate change can exacerbate gender disparities. However, there are many opportunities to create more climate resilient SES. Globally, gender-sensitive climate change adaptation and mitigation programs show positive, measurable results: increasing women’s participation in decision making can protect fragile natural resources, reduce greenhouse gases, and build resilience for current and future generations.²

This toolkit summarizes five key dimensions of climate resilience—social, ecological, economic, physical, and institutional—that PROADAPT climate change adaptation projects are addressing in the Latin America and the Caribbean (LAC) region. Many of the existing climate resilience tools focus on specific sectors (e.g., agriculture, energy, agro-forestry) but few explicitly focus on gender equality.

The PROADAPT facility, financed by the Inter-American Development Bank (IDB) and the Nordic Development Fund (NDF), supports innovative business models aimed at building climate resilience in Latin America and the Caribbean (LAC), and creates and disseminates climate resilience knowledge. PROADAPT seeks to promote a responsible private sector that protects livelihoods and creates jobs through a new market for goods and services that help micro, small, and medium enterprises (MSMEs) build climate resilience. It develops practical business models and tools to help MSMEs and their framework institutions anticipate and prepare for climate-related threats to their assets, value chains, and local communities. In view of the vulnerabilities and gender disparities that negatively impact women and women-led MSMEs, this toolkit seeks to guide PROADAPT projects on how to integrate gender considerations into climate resilience projects. The toolkit presented in this report is based on a framework developed by the German development agency Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) along with the United Nations University.
Key Definitions

The following are definitions of key terms used in this toolkit:

**Absorptive capacity:** The ability of a system to prepare for, mitigate or recover from the impacts of negative events using predetermined coping responses to preserve and restore essential basic structures and functions (e.g. human life, housing, productive assets).¹

**Adaptive capacity:** The ability of a system to adjust, modify, or change its characteristics and actions to better respond to existing and anticipated future climatic shocks and stresses and to take advantage of opportunities.²

**Climate resilience:** The ability of an SES to absorb disturbances while retaining the same basic structure and ways of functioning, the capacity for self-organization, and the capacity to adapt to stress and change.³ The SES comprises five dimensions: social, ecological, economic, physical and institutional. Climate resilience is determined by analyzing these five dimensions at the household, community, and country level and the interdependence among them, as well as risks, uncertainty, and change.

**Gender roles:** The behavioral characteristics socially attributed to women and men in each historical, cultural, and socioeconomic context—beyond their biological differences—and that help shape the responsibilities, opportunities, and barriers encountered by them over the course of their lives. Gender roles are learned and therefore can change over time.

**Gender equality:** The extent to which women and men enjoy the same conditions and opportunities to exercise their rights and reach their social, economic, political, and cultural potential. The pursuit of equality requires actions aimed at gender equity.

**Gender equity:** Implies providing and distributing benefits and/or resources in a way that narrows the existing gaps between genders, recognizing that these gaps can harm both women and men.

**Transformative capacity:** The ability of a system to fundamentally change its characteristics and actions when existing conditions become untenable in the face of climatic shocks and stresses.⁴
The Five Dimensions of Climate Resilience

There are five dimensions of the SES that can be used to analyze climate resilience—the social, ecological, economic, physical, and institutional. These dimensions and their relationship to gender differences, climate change, and climate resilience are defined and described below.

Social Dimension
The social dimension consists of characteristics such as health, education, food security, and the social networks that help deal with climate shocks and stresses.

*Women’s agricultural, household, and productive work may be invisible to climate change adaptation efforts.* Since women’s work is frequently unpaid and performed in the household, it can be invisible to project teams and policymakers. Women’s work at home and their childrearing role often mean that they cannot attend community trainings or cooperative meetings.

*Climate change is likely to increase the risk of food insecurity.* A growing body of evidence shows that climate change disproportionately and negatively impacts the nutrition of women and girls. Women are more likely than men to reduce their food consumption in response to drought. At the same time, women are key agents in building up food security and resilience to climate change because of their role in tending to subsistence crops, preparing food, and feeding children.

*Certain climate change-related negative health outcomes disproportionately affect women’s health.* Warmer temperatures and increased rainfall may extend the range, and prolong the seasonality, of transmission of vector-borne diseases like dengue, malaria, Chikungunya, and Zika.

Ecological Dimension
The ecological dimension refers to the diversity and state of the natural environment. Biodiversity and the rate of deforestation determine not only the ecosystem’s ability to adapt to a changing climate but also the functioning of certain ecosystem services on which human beings critically depend, such as drinking water and fresh air. This dimension also comprises the agricultural activities that both impact and are impacted by climate change. The roles played by women and men in SES, particularly in agriculture and the management of land
resources such as forests, mean that climate impacts on crops, biodiversity, water, and the ecosystem also have gender-differentiated impacts. Climate change will affect a community’s agricultural value chain, from direct impacts on primary production, which may lower crop yields, to indirect impacts such as damage to infrastructure from extreme events, for example roads, making transport of food difficult. The intensity of weather events brought about by climate change, such as temperature and rainfall changes, more intense flooding and droughts, and saltwater intrusion and ocean acidification, directly impact food production, amplifying the need for smallholder farmers to adopt resiliency-increasing techniques.

**Men and women’s livestock activities are impacted differently by climate change.** In many regions, women are responsible for the management of small livestock (e.g., chickens, pigs) and men for larger livestock (e.g., cattle, goats). Interventions in climate-smart technology and practices for larger livestock can have beneficial impacts for climate adaptation but not much benefit to women’s productive activities.

**In smallholder households, women engage in subsistence farming while men tend to commercial crops or work as agricultural laborers, fishermen, or in other rural jobs.** In some contexts, men are more involved in commercial forms of agriculture and will face pressure to cope with damage to crops and reduced productivity due to the impacts of climate change. In other contexts, women are involved in commercial agriculture as producers or in harvesting, processing, or sale activities. Tending to subsistence agriculture gives women a unique knowledge of a wider range of crops and plants.

**From fetching water and firewood to cooking in traditional stoves, women are traditionally responsible for managing energy-related resources and disproportionately impacted by energy efficiency and adaptation efforts.** Men and women are focused on buying, producing, or procuring different energy sources. Since women are less likely to own land, demand from bio-fuel projects may push them onto more marginal lands or deprive them of land access. The lack of access to cooking fuel forces women and children to spend up to five hours per day gathering fuel or use significant household income to purchase fuel. In some countries, women make 91 percent of households’ efforts to collect fuel and water, and they work an average of 11-14 hours a day compared to 10 hours for men.8

**Economic Dimension**

The economic dimension comprises the economic activities within a SES as well as the availability and distribution of financial assets and other endowments.

**Women are traditionally economically vulnerable and poorer than men, which in turn heightens their vulnerability to climate change.** Areas with endemic poverty and vulnerability also have high levels of gender inequality. Forty percent of rural women in LAC
do not have incomes because they perform unpaid work. In the case of female-headed households, their lower incomes increase their vulnerability to climate shocks.9

**Women in LAC have less access to financial services and resources needed to withstand climate shocks or invest in climate-smart practices.** According to the World Bank’s Global Findex survey, only 11 percent of women in LAC save at a financial institution compared to 15 percent of men, and men and women in rural areas are even less likely to have savings accounts. Thirty-six percent of women in LAC reported not having money for emergencies compared to 28 percent of men. Further, only 5 percent of women borrowed from a financial institution to start, operate, or expand a farm or business compared to 8 percent of men.10 These statistics obscure the fact that in many LAC countries, more women save than men (although not necessarily at a formal financial institution). Women save less because they earn less than men, rather than because of a lower propensity to save.

**Climate change exacerbates women’s time poverty.** Because of women’s important role in planting crops, the amount of time they must spend planting is likely to increase due to crop losses related to climate change. These crops are not always the cash crops that receive the most attention from climate change adaptation programs; therefore, less attention is paid to women’s vulnerabilities in these programs.

**Women have less access to inputs such as training and technology that help improve their climate change and climate-smart agriculture knowledge.** Only 5 percent of all extension resources are directed at women worldwide, and only 15 percent of extension personnel are female.11 Various studies from the developing world suggest that poor access to information on CSA practices tends to make women disproportionately more vulnerable to the impacts of climate change. One key strategy for adapting to the effects of climate change is to change farming practices and the inputs used.

**Women can often be “hidden influencers” in their communities.** They perform the back-end work in local associations or serve as mid-level managers in key value chains such as agribusinesses, energy companies, or water management utilities. Because of their less visible roles, they do not always receive knowledge to implement climate-smart agricultural practices. Further, climate change adaptation efforts may not prioritize women’s entrepreneurial activities, since they focus on changing practices related to cash crops, fishing, land management, and raising large livestock. Yet, women’s entrepreneurial activities are a key pillar in the diversification of local economies.

**Physical Dimension**

The physical dimension includes transportation, energy infrastructure, communication networks, and health facilities whose operations may be impacted by extreme weather conditions or natural disasters. Additionally, this dimension covers ownership of key assets such as land and housing.
Higher poverty rates among female-led households in rural areas in LAC are reflected in the vulnerability of their housing structures. Female-led households in LAC are more likely to be poor (20 percent compared to 15 percent for those led by men)\textsuperscript{12} with more vulnerable housing structures and locations. Additionally, female-led households have fewer resources to make improvements that will protect the house from severe weather conditions. Women in LAC often lack proof of ownership of their homes, and women hold only 22 to 46 percent of housing titles and 20 percent of land titles in LAC countries.\textsuperscript{13} Access to reliable electricity can help women by reducing the amount of time they spend on household choices, generate income, and improve their health and safety.

Climate vulnerability and natural disasters impact women more than men. In the past 10 years, 87 percent of disasters have been climate-related, and studies have shown there are differences in how men and women are affected by the direct effects and the aftermath of natural disasters.\textsuperscript{14} Women are more likely to be killed by natural disasters,\textsuperscript{15} and challenges associated with disaster aftermath impact women and men differently.

Institutional Dimension

The institutional dimension determines how the process of building climate resilience is managed within a SES and how different perceptions and objectives are harmonized.

Women’s lower level of participation in communal, local, and national level decision-making that is relevant for climate adaptation efforts significantly limits their potential to contribute to and influence climate resilience at all these levels. Since women very often are not invited to become members of farmer-led cooperatives and producers’ associations, they also lack access to the benefits of these organizations, such as participating in activities that explore and promote climate-smart knowledge or new agricultural practices. Nor will they reap the other traditional benefits of these organizations, such as better prices for their products due to pooling of resources, or linking their products to buyers and premium markets. Access to better prices and premium markets enables producers to increase income and savings, making households more resilient to climatic shocks.

Women are underrepresented in the workforce and in leadership of renewable energy companies and climate change-related jobs. As of 2015, women headed only 12 percent of environment ministries globally.\textsuperscript{16} At the World Energy Council, only 4 percent of chairs and 18 percent of secretaries are women,\textsuperscript{17} and at the UNFCCC COP 20 meeting in 2014, only 36 percent of government delegates were women.\textsuperscript{18} In LAC, this is partly attributable of women’s lower propensity to pursue science, technology, engineering, and math (STEM) fields, which are prerequisites for many renewable energy, environmental management, and green technology jobs.
Opportunities to Increase Gender Equality in Climate Resilience

Women’s diverse productive activities present opportunities to increase climate resilience in LAC. Women tend to significantly lead income diversification in their households and communities, as workers or owners of restaurants, tour operators, processed food vendors, store owners, or entrepreneurs. Women plant a greater diversity of crops and provide close to 80 percent of the total wild vegetable food collected in 135 different subsistence-based societies. Taking advantage of women’s role in the diversification of rural and agricultural activities is crucial to ensure the sustainability and impact of projects.

If women had the same access to productive resources as men, they could increase yields on their farms by 20 to 30 percent. This would raise total agricultural output in developing countries by 2.5 to 4 percent, which could reduce the number of hungry people in the world by 12 to 17 percent. Increased productivity can come about as a result of the employment of CSA practices and can lead to a reduction of the land used for agriculture.

Climate risks present opportunities to propel women into change-agents for climate resilience. It has been claimed that gender inequality and local gender dynamics are unchangeable; however, empirical evidence points to specific interventions that have proven otherwise. A quasi-experimental evaluation of a rural roads project in Peru that mandated increased participation of women in local roads committees and set targets for women’s membership in road repair microenterprises found that women benefited from the program in the form of increased economic participation and access to education and health services. In Kenya, encouraging women to participate in local water committees led to significant increases in participation that were sustained over a three-year period.

If gender inequalities in funding, technology, and knowledge are redressed, then wider climate change adaptation efforts stand to benefit. The United Nations Environmental Program 2015 Adaptation Gap Report identified three main challenges for global climate change adaptation: (i) more adaptation finance flows, (ii) the transfer of technology to developing countries, and (iii) the integration and transfer of knowledge for adaptation. Since the primary focus of climate finance has been on renewable energy and energy efficiency, there is a more limited understanding of climate adaptation risks and the concrete investments that can be made to address them. Gender inequalities in access to these resources further exacerbate the challenges, since 50 percent of the population is being underutilized in climate change adaptation efforts.
Toolkit on Gender Equality and Climate Change Adaptation

This toolkit provides a guide to climate resilience project teams that helps them capitalize on women’s role as agents in climate change adaptation and promote gender equality. Whether the objective of the intervention is to promote gender equality and climate change or to mainstream gender into a wider climate change adaptation project, the following steps are a useful basis for analysis.

Step 1: Analyze It

*Climate Resilience Assessments with a Gender Lens*

When designing interventions at the intersection of gender equality and climate resilience, project teams should start with a needs assessment. For gender mainstreaming, the first step is a gender analysis that identifies women and men’s different needs and priorities in a given issue or intervention by assessing the differences in gender roles and available opportunities for men and women. In the case of climate resilience, an assessment looks at climate risks and observed and projected climate changes and how the livelihoods of a given community respond (or could respond) to these changes. Every SES has its own structure and set of actors, all of which need to be analyzed when undergoing a climate resilience assessment with a gender lens. Box 1 *Developing a Climate Resilience Assessment with Gender Lens* outlines key questions that project teams can answer to identify climate risks and opportunities that can help develop interventions that promote climate resilience.

It is important to first **conduct a gender analysis of the five dimensions of climate resilience to determine the roles that women play in and outside relevant SES and value chains, the constraints they face, and what opportunities exist** to build resilient communities. Additionally, it is important to identify opportunities to strengthen climate resilience through gender equality for key stakeholders like anchor firms, tourism operators, food service companies, financial institutions, and retailers. Project teams could do relatively quick assessments of the gendered division of tasks within the household, community, and value chain. Behind each of the questions and lines of analysis, the objectives are to identify:

- What strategies men and women in the SES of interest are employing in response to the stresses or shocks of climate change.
- How men and women at the household, community, and local levels are coping (absorptive capacity), adapting, or transforming to
climate change, particularly the underlying sources of current and future SES vulnerability.

- Potential climate absorptive, adaptive, transformative activities that will create a climate resilient ecosystem and women’s roles within them.

This initial analysis will strengthen the project, as it requires an understanding of the participants’ basic features and obstacles and can thus provide additional lessons learned and information critical for scaling the project at another point in time. After the initial analysis, project teams should know if there are major gender inequalities, relations, or norms that either can affect the achievement and sustainability of the project’s results or can stand to be improved upon by the proposed intervention. For example, during the assessment for a project that provides green and organic techniques to farmer cooperatives, the project team might have identified that women are not represented among the participants in the workshops even though 40 percent of producers are women. To improve women’s participation, facilitators can be trained to encourage men to bring their spouses and ask the cooperative leadership to extend invitations to women (mainstreaming into project activities). However, the assessment might have also found that the cooperative membership is mainly male and women are presented with barriers to joining. A specific component can be developed to sensitize cooperative members and leaders on the importance of including women in the cooperative. This component would benefit women producers and expand the project’s impact on farmers’ productivity. Regardless of the scale of the intervention proposed, all gender components and activities need to be assigned financial or human resources, which should be clearly reflected in the project budget and documents.22

**Box 1: Developing a Climate Resilience Assessment with Gender Lens**

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Gender Analysis Questions</th>
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<tbody>
<tr>
<td>Social</td>
<td><strong>What are the drivers of climate change vulnerability and how do gendered barriers exacerbate them?</strong></td>
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<tr>
<td></td>
<td>-Which livelihoods are most vulnerable to climate variability and disasters and which are least affected and why?</td>
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<td></td>
<td>-How does climate change affect different groups within the community, which groups are most vulnerable to which hazards and why? Within each group, how are women affected</td>
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</table>
by these hazards and how are men affected?

- Is climate change (droughts, floods, or other extreme weather events) impacting food security (e.g., subsistence farming)?

- What is the level of knowledge between men and women of specific CSA and resilient practices?

**How is climate change impacting gender dynamics within households and communities?**

- Are there gender differences in how men and women perceive the impacts of climate change?

- Do men and women think the burden of climate shocks (e.g., droughts, floods) is on them versus their partners?

- Have women’s productive roles in the household changed because of climate change (e.g., decreased yields leading them to start income-generating activities, i.e. in microenterprises or associations)? Are men migrating and leaving women to tend to the household?

**What are women’s roles within producer groups, cooperatives, and local councils?**

- Do women participate in the management and leadership of relevant groups?

- Are women who are not producers allowed to join?

- Does the cooperative include members who are active in a variety of economic activities in the cooperative or community?

**Are there gender-differentiated climate resilience-building opportunities?**

- Are there women leaders or women from other communities who can serve as mentors and role-models in the implementation of climate-smart and gender-equitable
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<tr>
<th>Ecological</th>
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<tr>
<td><strong>Ecological</strong></td>
<td><strong>What are the most important climate-related impacts and risks facing the region and/or ecological zone?</strong></td>
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<td>- What changes in the weather have men and women observed over decades or in recent years? Are there important differences?</td>
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<tr>
<td></td>
<td><strong>Men and women's roles in managing different natural resources and their direct and indirect importance for their respective livelihoods.</strong></td>
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<td></td>
<td>- Are there significant gender differences in reforestation, biodiversity, or conservation efforts?</td>
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<tr>
<td></td>
<td>– What are the most important climate related hazards the region and/or ecological zone faces?</td>
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<tr>
<td></td>
<td>- What are women's roles in the collection of key inputs like water and energy resources (e.g., firewood)?</td>
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<td></td>
<td>- Is the productive activity being dealt with male-dominated?</td>
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<td></td>
<td>- Do producer groups support diversification of crops and livestock in member households or within the cooperative?</td>
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<tr>
<td></td>
<td><strong>Are there gender-differentiated climate resilience-building opportunities?</strong></td>
</tr>
<tr>
<td></td>
<td>- Are male or female dominated productive activities: (1) reducing or increasing biodiversity; or (2) reducing or...</td>
</tr>
</tbody>
</table>
| Economic | increasing emissions or pollution?  
- Are there significant gendered differences in reforestation, biodiversity, or conservation efforts? |
|-----------|----------------------------------------------------------------------------------|
|           | **What are the most important sources of income in households and respective communities?**  
- What percent of household and/or cooperative incomes come from any given productive activity (e.g., coffee, cattle, fishing, oil)  
- Identify the proportion of income in the household coming from: (1) male- and female-dominated activities; and (2) the relevant climate adaptation activity.  
- Which assets and services are key for the ability of men and women to buffer shocks and adapt to changes, and what degree of access to and control over them do they have?  
- Are Payments for Ecosystem Services (PES) resources equally distributed?  

**How have economic activities changed because of climate change?**  
- Have women's productive roles in the household changed as a result of climate change (e.g., decreased yields leading them to start income-generating activities)?  
- What productive activities do women undertake within the SES and value chain, and has the distribution of labor changed because of climate change?  
- Are women to a lesser or greater extent engaged in climate-smart practices?  
- What are women's sources of income? Do women have access to community resources like technology inputs for CSA upgrading or insurance mechanisms? |
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<tr>
<th>Are households financially prepared for climate shocks?</th>
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<tr>
<td>- Do households have formal savings accounts? If so, are they used to soften income shocks caused by climate change? Do both men and women have access to them?</td>
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<tr>
<td>- Do women and men have access to a savings and credit union or other financial institution?</td>
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<tr>
<td>- Do women and men have access to climate-risk (micro) insurance?</td>
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<tr>
<td>- How are remittances and credit used in the household? Are they used to mitigate climate shocks?</td>
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</tbody>
</table>

What are women’s roles and potential in climate adaptive and transformative activities?
- Are women or women-led MSMEs being engaged as part of the distribution system of new green or CSA technologies?
- Are women to a lesser or greater extent implementing climate-smart practices?
- How are the technological innovations impacting men and women differently?

<table>
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<tr>
<th>Physical</th>
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<tbody>
<tr>
<td>What are the climate-related impacts and risks for social and productive infrastructure?</td>
</tr>
<tr>
<td>- Are there any risks to infrastructure or crops because of climate change? What is the gender composition of the owners or users of the infrastructure?</td>
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<tr>
<td>- What is the composition of male vs. female-led households in areas at risk of erosion or flooding?</td>
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How does women’s access to titling for key assets (e.g., land, homes, cars) impact community resilience?
- Are there explicit or implicit inheritance rules that
<table>
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<th><strong>Institutional</strong></th>
<th><strong>Women in Key Decision-making Positions</strong></th>
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<tr>
<td></td>
<td>- What is the gender composition of technicians or extension agents from the organization?</td>
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<td></td>
<td>- Are there women leaders or women from other communities who can serve as mentors and role models in the implementation of climate-smart and gender equitable activities?</td>
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<tr>
<td></td>
<td>- How do local planning processes work? Who is involved, or influences decisions at the community level? Whose interests are represented externally, e.g., toward local government?</td>
</tr>
<tr>
<td></td>
<td><strong>Mapping Gender and Climate Resilience Issues in the SES and Value Chain Actors, Cooperatives, and Producer Groups</strong></td>
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<tr>
<td></td>
<td>- Does the group have plans to diversify income sources?</td>
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<td></td>
<td>- What does the gendered distribution of benefits and finance look like?</td>
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<tr>
<td></td>
<td>- What is the participation of women in cooperatives and local decision-making bodies?</td>
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<tr>
<td></td>
<td>- Does the group support diversification of crops and livestock in member households or within the cooperative?</td>
</tr>
<tr>
<td></td>
<td>- Is the group linked to a savings and credit union or other financial institution? Can members take part in it?</td>
</tr>
<tr>
<td></td>
<td>- Does the group have insurance for climate-related risks (e.g., drought, hurricanes)?</td>
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</table>
**Financing Resilience**

- What percent of borrowers of green finance products are women-led MSEs?
- Does the institution provide insurance for climate-based risks? If so, what is the gender composition of the client base?
- Are there opportunities in gender and climate innovations that provide openings for climate risk insurance?

**Anchor, Agribusiness, and Energy Firms**

- What percent of total suppliers are women or women-led MSMEs (cooperatives and producer groups)?
- What is the gender distribution of management and agro-processing employees?
- Are there relevant supplier diversity or corporate social responsibility (CSR) policies in the anchor firm, hotel, or restaurant that can be capitalized on?
- For retailers, is there a market for products made with gender equality standards or made by women?

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**Step 2: Consult it**

*Identifying Men and Women’s Climate Adaptation and Resilience Priorities*

A best practice in climate resilience assessments is to employ participatory approaches with the affected communities to capture men and women’s perceptions about climate change and obtain their inputs in the development of climate resilience interventions. It is important to ask women (and men) throughout the respective SES and value chains what they want from the project. The literature agrees that the social aspects of SES are the most overlooked in climate resilience assessments, even though the participation of local stakeholders allows them to evaluate current conditions and reach agreement on priority actions. A participatory approach to climate resilience assessments seeks to identify the priorities of the direct beneficiaries (e.g., members of cooperatives, recipients of technical assistance, women-led MSMEs) and the indirect beneficiaries.
For climate change resilience, it is important to include women even if they have not been identified as direct beneficiaries given their important role in the development of resilient ecosystems. Depending on the scope and size of the project, needs assessments or consultations can take the form of simple meetings with stakeholders, to group discussions with potential beneficiaries, to full-fledged studies with assigned budgets. Regardless of the form they take, consultations and project analysis missions should:

**At a minimum**
- Ask both men and women about their perceptions on climate change over the last few years or decades and how this has changed their livelihoods.
- Work with men and women to identify climate resilience priorities and interventions.
- Ensure that women, women’s committees, or women’s organizations are included in stakeholder meetings, particularly given their role in community climate resilience.
- Ask organizations or staff members planning the meetings to include women, particularly when climate-smart action plans and land or marine resource management is involved.

**Ideal**
- Ask about the changes that men and women hope to see to make these aspirations possible—in terms of services and resources, social rules, the natural environment or security issues.
- Hold group discussions with ample representation and participation of women beneficiaries or potential beneficiaries and, when necessary, hold separate discussions with women or their representatives (e.g., women’s cooperatives, committees, or civil society organizations).
- Undertake an institutional mapping and include a breadth of local actors and organizations in the consultation process.

**Avoid**
- Assuming that because women are not in the room they are not interested or not relevant.
- Assuming that women in the room who are not speaking agree with all that is being said.
Box 2: In the Field - Consultations / Needs Assessment Checklist

Organizing the meeting and identifying participants
- Has a diverse group of women been identified and invited even if they are not direct beneficiaries?
- Have you considered what assumptions you might be making when identifying groups to consult, based on traditional roles of women and men?
- Are the gendered barriers to attending meetings?
- Are there resources available to reimburse those attending meetings for alternative care arrangements and transportation?
- Has there been more than one meeting scheduled and are they staggered over the week?

During the meeting(s)
- Is the group size appropriate for the members in attendance?
- Have participants been told about the potential for change by contributing their suggestions?
- Are there regular opportunities to ask questions or comment?

After the meeting(s)
- Have the results of the changes made following the meetings been communicated back to women and men?

Step 3: Change it

After opportunities for promoting gender equality and resilience in a specific sector or value-chain are identified, project teams can think about the interventions they want to develop to build gender-inclusive and climate-resilient ecosystems. These activities can range from minor alterations to existing design elements to major project revisions. Box 3 below outlines a list of potential interventions along the five dimensions of climate resilience that, together with the ideas listed in the Innovative Solutions section, align efforts to promote gender equality with climate resilience.
### Box 3: Potential Actions to Increase Climate Resilience with a Gender Lens

<table>
<thead>
<tr>
<th>Dimensions</th>
<th>Potential Actions</th>
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</table>
| Social     | **Absorptive/Adaptive Interventions**  
- Adapt delivery mechanisms and marketing strategies to reach diverse groups in the community, including women at home.  
- Ensure climate information services are disseminated to both men and women.  
**Transformative Interventions**  
- Develop capacity-building interventions that help women organize themselves or join wider decision-making organizations that seek to change the main productive activities of the community (e.g., from fishing to tourism, smallholder to commercially sustainable agriculture)  
**Cross-cutting Interventions**  
- Develop and introduce time-saving and emissions reduction technologies.  
- Develop trainings that promote positive gender attitudes within the household with both men and women and encourage a better distribution of assets and work.  
- Identify women or potential leaders for leadership trainings so they can become spokeswomen on climate-transformative practices in other communities. |
| Ecological  | **Absorptive/Adaptive Interventions**  
- Engage women in agricultural diversification initiatives that seek to diversify subsistence crops and |
improve food security.

- Map women and men’s differentiated knowledge about local biodiversity and land management to identify relevant climate-resilient practices.

- Work with women, who usually tend to subsistence farming, to: provide them with drought (or other climatic shock)-resistant seeds or livestock; develop climate-smart land and crop management techniques; implement water-saving technologies or methods.

**Transformative Interventions**

- Target women in interventions that seek to transform how households use: energy resources (e.g., clean cook stoves that rely on gas versus firewood); water resources (e.g., well, piping, and sanitation upgrades that improve water management and reduce pollution); climate-smart livestock and crops that are significantly XXX than those currently being used in the community and where women may have a comparative advantage vis-à-vis men.

<table>
<thead>
<tr>
<th>Economic</th>
<th>Absorptive/Adaptive Interventions</th>
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<tbody>
<tr>
<td></td>
<td>- Develop programs that link women’s household savings and remittances to formal or informal insurance mechanisms that can help smooth income during climate shocks.</td>
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<tr>
<td></td>
<td>- Identify markets or clients that will pay a premium for products produced by women.</td>
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<tr>
<td></td>
<td>- Develop and promote climate finance initiatives.</td>
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</tbody>
</table>

**Transformative Interventions**

- Identify diverse income sources and enterprises that can be strengthened as sources of economic
diversification.

- When offering new goods and services, consider business opportunities for both women-led firms as business owners and employers.

**Cross-cutting**

- Develop “woman-owned” brands or climate-plus-gender certifications that promote quality, environmentally friendly products that promote gender equality.

**Financial Institutions**

- Work with financial institutions to build resilience in the face of shocks by: (1) identifying remittance-receiving individuals (mainly women) that could benefit from financing or savings for improved agricultural or environmental practices; (2) taking advantage of the large female client base at microfinance institutions to develop and market climate insurance products to women as key decision-makers in household finances; (3) developing alternative credit-risk assessment methodologies that reduce barriers to credit, such as collateral requirements and improved recognition of women’s different income-producing activities in the household; (4) developing credit products for opportunity-led women micro-entrepreneurs looking to diversify household incomes; and (5) helping financial institutions develop credit risk assessment.

<table>
<thead>
<tr>
<th>Physical</th>
<th>Cross-cutting Interventions</th>
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<tbody>
<tr>
<td></td>
<td>- Develop programs that link women’s household savings and remittances with housing finance to improve housing structures.</td>
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<td></td>
<td>- Use GIS to identify the “feminization” of areas and infrastructure vulnerable to climate change by</td>
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<tr>
<td>Institutional</td>
<td><strong>Decision-Making Bodies</strong></td>
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<td></td>
<td>- Engage women as key change agents in PES interventions for the management and distribution of resources.</td>
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<td></td>
<td>- Develop incentive and capacity-building interventions that increase women’s participation in cooperatives as members and leaders.</td>
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<td></td>
<td>- Develop role model and mentoring interventions for women to help women from different communities in the development of climate adaptation (e.g., CSA practices) or transformative activities (e.g., development of restaurants, tourism operations).</td>
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<tr>
<td></td>
<td><strong>Agribusinesses and Anchor Firms</strong></td>
</tr>
<tr>
<td></td>
<td>- Develop CSR programs that create inclusive opportunities for the social and environmental bottom line.</td>
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<td></td>
<td>- Identify markets or clients that will pay a premium for products produced by women.</td>
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<tr>
<td></td>
<td>- Develop and hire more female extension agents and/or provide internships for young women starting their careers.</td>
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<tr>
<td></td>
<td><strong>Cross-cutting</strong></td>
</tr>
<tr>
<td></td>
<td>- Support climate-resilient innovations by women for women.</td>
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<tr>
<td></td>
<td>- Develop focused vouchers and technology transfer programs for women.</td>
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</table>
Project teams should ensure that men and women are equally informed and benefit from project objectives. This may require the adaptation of delivery mechanisms and marketing strategies to reach diverse groups in the community, including women at home (see in the Field Checklist for Ensuring Equitable Distribution of Benefits). Additionally, to “move the needle” in different projects, gender trainings and workshops may be needed to sensitize key stakeholders on the importance of gender equality, diversity, and women’s empowerment. When done correctly, these trainings can help set the stage for positive project outcomes on gender equality and climate resilience. Some key activities that projects can undertake are outlined below.

**Use Role Models as Speakers:** MIF experience in PROADAPT and climate-smart agriculture projects shows that not all groups and cooperatives are ready for these types of trainings. In these cases, it may be best to bring in role models to talk about their experiences or to partner with experienced organizations that have ample experience starting from scratch.

**Develop sensitization trainings on importance of including women** for cooperative members and managers on the importance of inclusiveness in their businesses.

**Deliver trainings on gender-equitable norms, sensitization about violence against women, and sharing of household responsibilities.** What happens in the household matters. Men are usually the gatekeepers for access to household resources, training, income, and leadership positions. The involvement of both men and women in gender workshops from the beginning has led to real changes in the balance of power within the household in projects such as the MIF-financed Haiti Hope project. Workshops should focus not only on women’s roles as members of cooperatives or producers but also on internal household dynamics. One idea is to have men and women in the same workshop and encourage men to do some of the tasks traditionally performed by women, thus allowing women to engage in other activities.

**Give trainings for technicians and implementing agency staff.** Projects that aim to promote gender equality should work with implementing agency staff so that they understand the biases that can be inherent in the project and help them think through strategies to be more inclusive (e.g., encouraging women to join trainings, hiring women to be disseminators and local advocates for climate change, etc.).
Box 4: In the Field - Checklist for Ensuring Equitable Distribution of Benefits

**Participation:** Are women participating in the trainings or technical assistance programs?
- Has the project staff actively and publicly encouraged women’s participation?
- Have you taken sex-disaggregated attendance?

**Active Participation:** Are women participating actively?
- Has the team developed a strategy to encourage women to be involved?
- Are women talking, or “taking a back seat” during trainings?

**Cultural Sensitivity:** In indigenous and traditional communities:
- Have you thought about holding activities with women’s groups separately?
- Does your team include women that make the women more comfortable?

**Communication:**
- Were women explicitly invited to participate in the activity (e.g., in communications material or through extension agents encouraging spouses to participate)?
- Do communications materials include images of women actively participating in related activities (e.g., include male and female producers, fisher people, etc.)?
- In the case of SME-related projects, were women-led businesses explicitly invited to apply?
- Have you thought of engaging women’s organizations as key agents for communicating climate change adaptation messages?

**Avoid:**
1) Assuming that women’s low participation rates are only a reflection of wider gender inequalities in the community;
2) assuming that because women are not in the room they are not interested or not relevant; and
3) Assuming that women in the room who are not speaking agree with all that is being said.
Given the sensitivity around topics regarding gender, sometimes it is best to discuss issues such as being more inclusive in cooperatives, developing diverse income streams, and shared responsibility in household and caring responsibilities. Similarly, sometimes it is best to talk about specific climate-change issues such as reduced yields, changing magnitude and strength of weather conditions, droughts, and other relevant issues.

**Step 4: Budget for it**

As with any other project component, teams need to budget for gender-related activities. While this may seem simple, many projects do not budget for gender activities. When these activities are included with wider technical assistance, training, or other activities, the project team should seek to ensure that the budget lines for these activities include budget for gender activities. More inclusive projects looking to support a wide range of climate-smart and economic activities will need bigger budgets.

**At a minimum**

- Ensure budget lines for key components include any tailoring or additional costs included with holding more inclusive trainings (e.g., budget for bigger groups which include both genders, longer distances, longer meeting times, and additional groups of women beneficiaries).

**Ideal**

- Set aside specific budget lines for gender-related activities or identify specific budget lines that the project will incur as it becomes more inclusive.
- Analyze the percentage of the budget that is going towards male dominated value chains (e.g., cattle production) versus female dominated chains (e.g., fruit production).
- Ensure an equitable distribution of resources and that entities handling the budget resources understand the importance of inclusiveness.

**Avoid**

- Assuming that the budget is gender-blind.
- Setting aside budget for generic gender trainings at the expense of bigger budgets for making the main activities of the project more inclusive.
Step 5: Measure it
The final step in the process of developing projects that promote climate resilience with a gender lens is to monitor and measure outcomes and impacts. However, measuring climate resilience outcomes is not an exact science, and the literature on the subject notes that there are no standard indicators to use. Simple indicators like measuring soil phosphorus or poverty levels can capture key aspects of SES but, by its nature, climate resilience is interrelated and multidisciplinary. Measuring climate resilience requires an inter-sectoral approach that looks at the five dimensions of climate resilience in each specific context. The complexity of measuring climate resilience is compounded when looking at gender equality, which requires sex-disaggregated data and analyses. Below are some recommendations for the measurement of climate resilience impacts with a gender lens.

At a minimum
• Ensure indicators cover both social and environmental/ecological outcomes.
• Monitor sex-disaggregated participation in the sub-sectors of relevant SES and value chains (e.g., agriculture and tourism or small and large livestock).
• Include sex-disaggregated results and impact indicators to measure the results of the activities and to simultaneously make gender gaps visible throughout the lifecycle of the project.

Ideal
• Agricultural productivity indicators should be paired with economic diversification indicators, including the percentage of income coming from activities were women are overrepresented, to provide a more accurate proxy for resilience.
• Measure changes in women and men’s perceptions on both gender and climate issues.
• Include indicators that measure changes men and women’s knowledge of climate-smart practices and include targets that seek to close gender gaps in these areas.

Avoid
• Assuming that the budget is gender-blind.
• Setting arbitrary targets for men and women’s participation (50/50), particularly those set without a sex-disaggregated baseline.
• Measuring for the sake of measurement. Set a baseline and seek to establish hard and soft targets for women's participation (always in conjunction with gender sensitization activities and eliciting buy-in from cooperative leadership).

Additionally, some key indicators to monitor the gender inclusiveness of cooperatives that are participating in a project are:

**At a minimum**
• Percentage and number of women on the board of directors
• Presence of at least one woman in a leadership position (entrepreneur or manager)
• Number and percentage of women members

**Ideal**
• Number and percentage of women in middle management
• Number and percentage of women agro-processing employees (if relevant)
• Number and percentage of women agronomists, biologists, engineers (if relevant)
• Number and percentage of women accessing loans through enterprise’s internal credit fund (if relevant)
• Number and percentage benefitting from climate risk-related insurance (if relevant)
References


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