



Food and Agriculture
Organization of the
United Nations



SCALA Gender and Social Inclusion Strategy

Scaling up Climate Ambition on Land Use and
Agriculture (SCALA)

March 2022

Acknowledgements

This Gender and Social Inclusion (GSI) Strategy was drafted in January 2021 by Catherine Hill, Independent Consultant on Gender and Climate Change. This version was revised in January 2022 by Sibyl Nelson, Lead Programme Advisor and Gender Specialist (FAO) and Giulia Gagliardi, Climate Change Consultant (FAO). Overall supervision and guidance on this Strategy are provided by Julie Teng, SCALA Coordinator (UNDP) and Julia Wolf, SCALA Coordinator (FAO).

Contents

Acknowledgements	2
1. Background	4
2. Objectives of SCALA's gender and social inclusion strategy	4
3. SCALA's contribution to gender equality and social inclusion.....	5
4. Rationale	6
5. Integrating gender and social inclusion into nationally determined contributions and National Adaptation Plans	6
6. Gender and social inclusion impact pathway	8
7. Approach to gender and social inclusion interventions under SCALA.....	10
8. Monitoring and evaluation	11
9. Implementation partners and key stakeholders/synergies	12
Annex 1: Gendered food systems	13
Annex 2: Proposed gender and social inclusion interventions at country level.....	14
Annex 3. Checklist: mainstreaming gender and social inclusion into SCALA programming at country level.....	19
Annex 4. Glossary of key terms.....	21
Annex 5. References	22

1. Background

Funded by the German Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection (BMUV) through its International Climate Initiative (IKI), and co-led by UNDP and FAO, the Support Programme on Scaling up Climate Ambition on Land Use and Agriculture through nationally determined contributions and National Adaptation Plans (SCALA) provides in-depth support to the following 12 countries in Africa, Asia and Latin America from 2020-2025: Argentina, Cambodia, Colombia, Costa Rica, Cote d'Ivoire, Egypt, Ethiopia, Mongolia, Nepal, Senegal, Thailand, and Uganda. It also simultaneously promotes sharing across a wider selection of countries through a technical facility set up under the programme focused on private sector engagement and public-private collaboration. SCALA's national level work is linked to global activities, which will inform global policy, especially the United Nations Framework Convention on Climate Change (UNFCCC), based on national level lessons learned and good practices.

SCALA is designed to support transformative climate action in the land use and agriculture sectors to reduce greenhouse gas emissions and/or enhance removals, as well as strengthen resilience and adaptive capacity to climate change in participant countries. Its specific objective is for countries to have translated their nationally determined contributions (NDCs) and/or National Adaptation Plans (NAPs) into actionable and transformative climate solutions in land use and agriculture with multi-stakeholder engagement. It emphasises collaboration between the public and private sectors to drive implementation. This will be achieved through three outcomes:

- **Outcome 1:** Information and assessments used by national stakeholders to identify and appraise transformative climate actions to advance NDC/NAP priorities in land use and agriculture.
- **Outcome 2:** Climate risk-informed land use and agriculture sector priorities integrated into national and sectoral planning, budgeting and monitoring.
- **Outcome 3:** Private sector engagement in climate action in land use and agriculture increased.

Inequity is seen as a powerful barrier to climate action because it reinforces vulnerability to climate change impacts and also prohibits participation in making changes through mitigation or adaptation. The Programme thus promotes whole-of-government approaches through purposive multi-stakeholder engagement and consultation. It works directly with key government stakeholders in delivering programme activities, namely Ministries of Agriculture, Environment, Finance and Planning as well as Climate Change Coordination bodies, whilst liaising with other institutions in charge of related sectors and sub-sectors. It is inclusive and encourages collaboration with representatives of civil society; the private sector; research and academia.

2. Objectives of SCALA's gender and social inclusion strategy

The objectives of SCALA's **gender and social inclusion (GSI) strategy** are to:

- define the programme's GSI targets; and
- outline the GSI interventions at country and global levels that will be implemented to ensure the transformative climate solutions supported by the programme respond to the needs, interests, and challenges of marginalized women and men and result in equitable benefits.

3. SCALA's contribution to gender equality and social inclusion

SCALA contributes to the transformation of food systems through climate action. The latest evidence on the pathways for transforming food systems in equitable ways divides the changes needed into four categories (United Nations Food Systems Summit 2021 and IFPRI, 2021; see Annex 1):

1. **Women's agency** (for example, choices, bargaining power)
2. **Access to and control over resources** (for example, information, land, finance)
3. **Gendered social norms** (for example, expectations, traditions)
4. **Policies and governance** (for example, plans, laws)

SCALA operates primarily in the "policies and governance" space, and thus contributes to GSI through **climate actions, policies and plans that protect against social and gender discrimination and advance equality**. In the context of systems assessments to appraise climate actions (outcome 1), this means:

- Promoting climate and agriculture decision-making using gender analysis.
- Ensuring consultation with women's and farmer's groups.
- Including GSI among criteria for selection of climate actions.

In the context of integrating climate priorities into plans, budgets and monitoring systems (outcome 2), this encompasses:

- Promoting participatory and inclusive methods in climate planning, in particular reducing barriers to women's participation in decision-making.
- Addressing discrimination and power imbalances in decision-making.
- Including Ministry of Gender/Women's Affairs in efforts to coordinate across agencies.
- Including collection of sex- and age-disaggregated data in monitoring systems.
- Supporting gender-responsive budgeting.

SCALA also contributes to **improved access to and control over resources**, especially in the context of private sector engagement (outcome 3). More specifically this entails:

- Including gender-responsiveness criteria in the selection of private sector partners (closing the gender gap in access to and control over natural resources and generating socio-economic benefits or services for women).
- Promoting equal distribution of benefits and services among women and men as a critical outcome of investment in transformative climate action.
- Prioritizing pilot actions that contribute to women's empowerment.
- Advocating for the importance of gender criteria in climate finance.

As gender-transformative change across food systems cannot be achieved through action in policies and governance alone, wherever possible, GSI activities under SCALA will be implemented in collaboration with partners who work for change in informal spaces, such as through **consciousness raising** and **shifting social norms**, in order to increase impact and sustainability of efforts.

4. Rationale

Achieving climate-related goals in land use and agriculture requires nothing less than the transformation of food and agricultural systems. This includes transforming systems and structures in ways that promote gender equality and social inclusion (such as for smallholders and marginalised groups) not only to address differences in vulnerability, but also to build upon the knowledge, needs and insights different groups can contribute to climate solutions. The impacts of climate change are more pronounced among the poor, particularly women and typically marginalized/vulnerable groups. Depending on the country's context, this may include vulnerabilities across ecosystems or livelihood systems, such as, pastoralists, fishing communities and/or other factors based on identity such as indigenous peoples, youth, or persons with disabilities. This is particularly true in rural areas as the poor tend to rely more on ecosystems, engage in agricultural production for livelihoods and food and nutrition security, and manage natural resources. At the same time, they often have limited access to land, services, financial capital, and decision-making processes. Social and cultural norms may systematically limit the options available to vulnerable and marginalized groups including poor rural women.

Institutions engaged in identifying, appraising, and implementing climate solutions may reinforce inequitable power dynamics in households, communities, and institutions - especially among marginalized and more vulnerable groups. This includes in relation to access to resources, inputs, and agricultural credit. Inequitable power relations may lead to the exclusion or marginalization of certain groups of people (for example, women, youth, persons with disabilities, indigenous peoples, pastoralists) in decision-making, leading to crucial gaps in knowledge, experience, and contributions to climate solutions. Ignoring vulnerable and marginalized peoples in the process of identifying, prioritizing, and implementing climate actions can threaten the effectiveness and sustainability of climate solutions, and can add to existing vulnerabilities of groups already disproportionately burdened (Resurrección et al, 2019).

Climate solutions are most effective when they move beyond addressing only biophysical risk factors to consider how social and cultural factors including gender, physical ability, ethnicity, livelihood system, age and so on influence how individuals, households, and communities experience climate change (IDRC 2019). Structural constraints and unequal power dynamics must be addressed to enable rural women and typically marginalized and vulnerable groups to embrace transformative climate solutions, adopt adaptation measures and strengthen their resilience.

5. Integrating gender and social inclusion into nationally determined contributions and National Adaptation Plans

Addressing the gender equality and social inclusion gap in NDCs and NAPs facilitates inclusive, whole-of-government climate action in land use and agriculture. Yet, NDCs and NAPs overall have not fully addressed gender and inclusion issues despite general agreement on the importance of addressing gender in the response to climate change¹ (UNFCCC, 2015; WEDO, 2020). This calls for stronger inclusion of gender/social analyses in NDCs and NAPs to ensure they are systematically addressed. Broadening consultation from centralized, limited stakeholder consultation is important to include vulnerable or traditionally marginalized groups and/or their representatives, such as rural women, small-scale farmers, fishers, pastoralists, indigenous peoples, youth, and persons with disabilities.

¹ Parties to the UNFCCC have recognized the importance of involving women and men equally in UNFCCC processes and in the development and implementation of national climate policies that are gender-responsive by establishing a dedicated agenda item under the Convention and by including overarching text on GSI in the Paris Agreement.

Recent assessments of the progress countries are making to address social equity issues in their NAPs and NDCs indicate that the SCALA GSI interventions are in line with where there are outstanding needs. A study of efforts that countries are making to tackle the gender dimensions of climate change through NAP processes looked at 18 NAP documents, rapid review of 35 NAP readiness proposals, documentation and monitoring of NAP Global Network country engagement (Dazé, 2020). The study found that there has only been some or limited progress in the areas where SCALA works, validating the priority given to GSI interventions in SCALA:

- Significant Progress: Positioning of women as adaptation stakeholders.
- Significant Progress: Use of gender analysis to inform adaptation planning.
- Some Progress: Creation of an enabling legal and policy environment for gender-responsive NAP processes.
- Some Progress: Integration of gender considerations in adaptation monitoring and evaluation (M&E).
- Limited Progress: Inclusive and gender-equitable stakeholder engagement in the NAP Process.
- Limited Progress: Consideration of gender in institutional arrangements for Adaptation.

SCALA's approach to GSI is further validated by an analysis of NDCs by CARE International, 2020, building on work by the UNDP NDC Support Programme, that recommends three key areas for advancing gender equality more substantially in Global: governance, planning and implementation. SCALA picks up on specific recommendations, including but not limited to:

- there is a need to integrate **gender equality in the criteria for prioritizing mitigation and adaptation priorities;**
- there should be a **participatory and inclusive mechanism** or process for monitoring or implementing the NDCs in each country; and
- there should be **engagement of the gender- specific institutional arrangements** within the government.

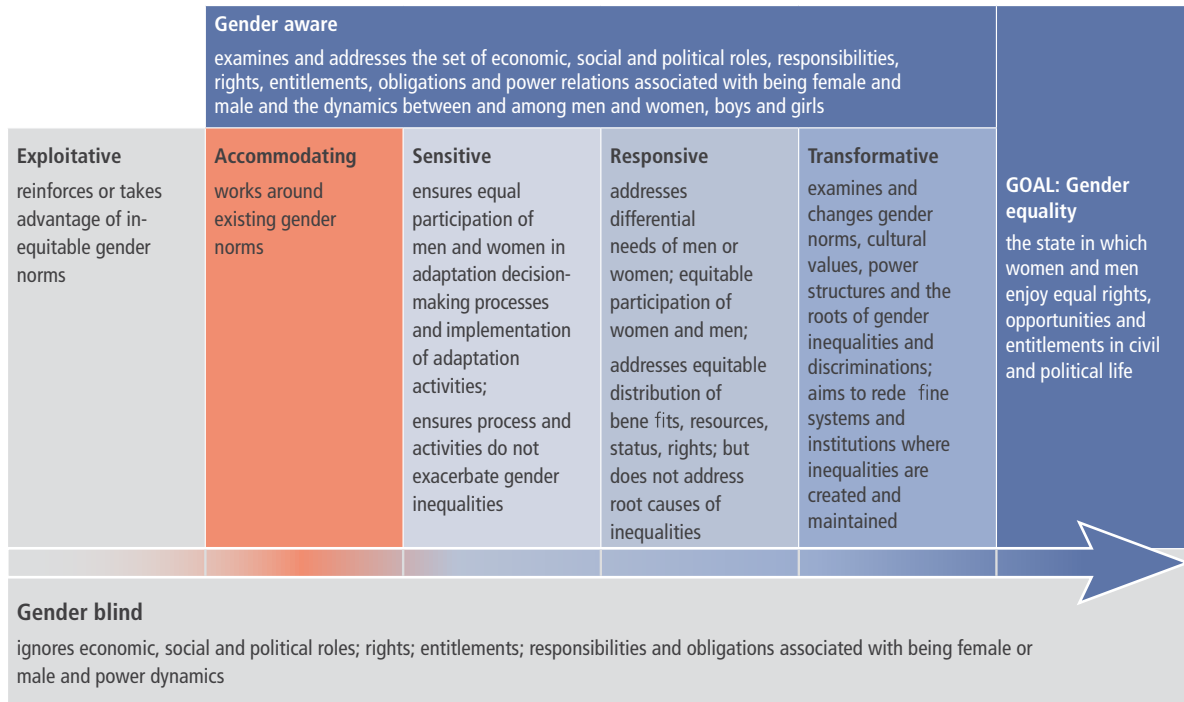
Lessons from agriculture and natural resources research indicate that greater levels of engagement of vulnerable groups in the roll-out of NDCs and/or NAPs can lead to more resources or benefits reaching those groups and lead to more relevant results. Ultimately, it is expected that NDCs and NAPs will be more likely to succeed if they tackle pervasive gender and social inequalities that constrain the land use and agriculture sectors from achieving their full potential, and when they build on the contributions and leadership potential of different groups of women and men. NAP and NDC processes offer entry points for building resilience and for ensuring gender transformative and socially inclusive approaches are included in medium and long-term priorities and actions and, if translated into transformative climate solutions (NAP Global Network, 2021). However, they must consider the gender-and socially differentiated impacts of the COVID-19 pandemic – of which there are many. COVID-19 affected more than half the world's women farmers through restrictions on movement, closure of shops and markets, and disrupted supply chains (UN Women, 2020). This has impacted their food and nutrition security and overall health (FAO, 2020).

It is within this global context that SCALA aims to contribute to transformative change via NDCs and NAPs. Transformative climate solutions in land use and agriculture call for transformative approaches to addressing social, economic, and political barriers including gender-based inequalities and social exclusion. This means addressing the different vulnerabilities of different groups of people to climate change impacts and facilitating equitable participation in decision-making to make changes through mitigation or adaptation.

Increasingly, gender transformative (see figure 1) and socially inclusive approaches are promoted as ways of facilitating the kind of structural change needed to bring about transformative climate solutions at all levels. While SCALA uses the language of “gender-responsive” in alignment with the UNFCCC, wherever appropriate in the local context, the programme works to promote gender-transformative and social inclusion approaches.

FIGURE 1 Approaches to addressing gender: The gender integration continuum

While the UNFCCC process currently uses “gender-responsive”, gender discourse, research and planning interventions in the agriculture and land use sector are focusing increasingly on “gender-transformative” in recognition of the need for addressing structural/systemic discrimination (for example, discriminatory social/gender norms, unequal power relations and institutions, and so on). The terms used vary depending on country context.



Source: Nelson, S. & Hill, C., 2019. Gender in adaptation planning for the agriculture sectors: Guide for trainers. Rome.

6. Gender and social inclusion impact pathway

SCALA’s GSI strategy impact pathway (figure 2) aligns with the Programme’s overall Theory of Change. It is based on the understanding that, to support transformative climate solutions in the land use and agriculture sectors, **it is essential to identify and address the factors and their underlying causes that lead to the underrepresentation and imbalanced participation of vulnerable and marginalized groups in decision-making processes.** Discriminatory policies, legislation, and social/cultural norms, unequal social and gender relations, and lack of agency can also impact women’s and men’s differential use, and management and stewardship of land, water, and other agricultural resources.

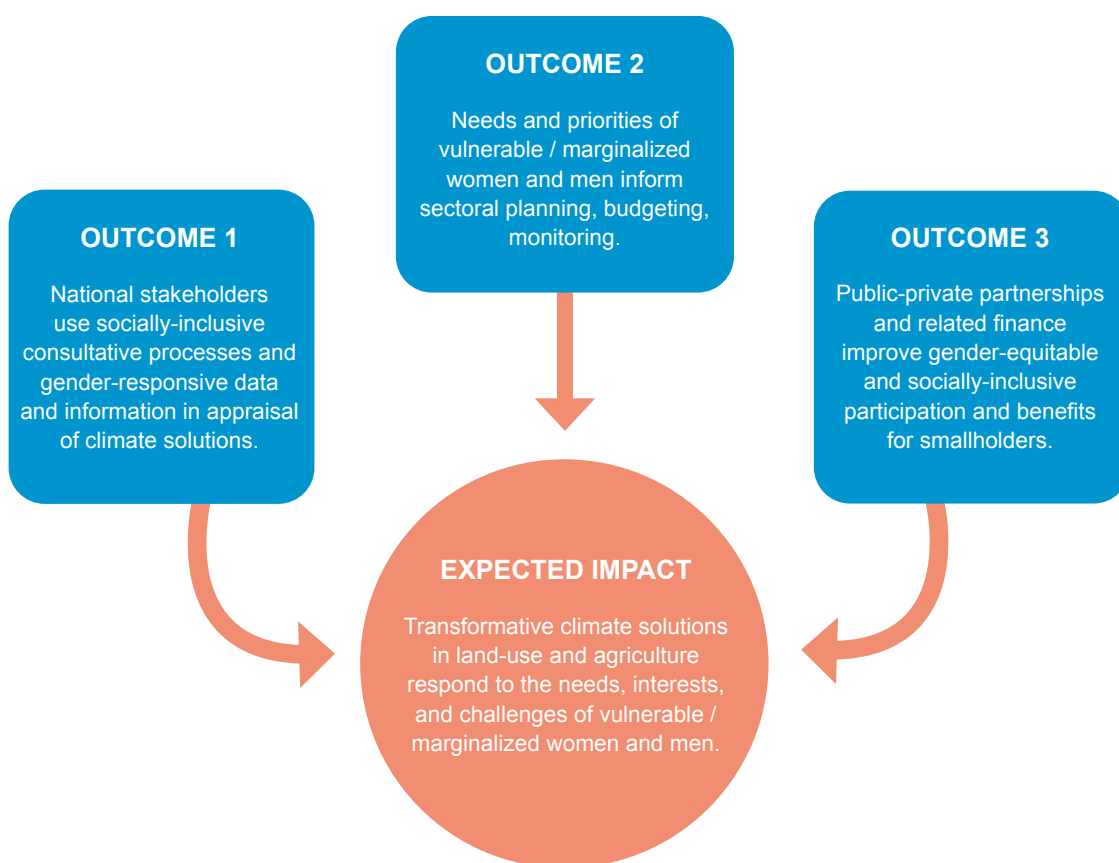
SCALA countries will translate their NDC and/or NAP priorities for land use and agriculture into actionable, transformative (including gender transformative and socially inclusive) climate solutions by focusing on three key entry points:

(1) Under Outcome 1, integrate gender and social analysis as well as gender-responsive, inclusive consultative approaches into climate assessments. This is the foundation for informing planning, budgeting, and monitoring processes that will promote gender equality and social inclusion.

(2) Under Outcome 2, integrate gender-responsive and socially inclusive priorities into plans and budgets so that in implementation, the needs of women and men will more likely be met, and representation in decision making around climate change, agriculture, and land use will be broader.

(3) Under Outcome 3, support the equitable allocation of resources and the design of projects for the implementation of gender-responsive and socially inclusive actions.

FIGURE 2 Simplified impact pathway for GSI in SCALA



7. Approach to gender and social inclusion interventions under SCALA

SCALA's approach to GSI operates at three levels, as summarized in Table 1:

TABLE 1 Proposed GSI interventions in SCALA country work plans

	Outcome 1 National stakeholders use socially-inclusive consultative processes and gender-responsive data and information in appraisal of climate solutions	Outcome 2 Needs and priorities of vulnerable / marginalized women and men inform sectoral planning, budgeting, monitoring	Outcome 3 Public-private partnerships and related finance improve gender-equitable and socially-inclusive participation and benefits for smallholders
Country activities²	<ul style="list-style-type: none"> Consulting relevant women's/farmer's groups in identifying priority land use/agriculture actions. Include GSI criteria in climate action selection matrix. Incorporating gender/social analysis in assessments. Promoting participatory and inclusive methods. Disseminating findings. Advocating for importance of GSI. 	<ul style="list-style-type: none"> Including Ministry of Gender/Women's Affairs and Gender/CC Focal Points to coordinate across agencies. Including disaggregated data in M&E/ measuring, reporting and verification (MRV). Engaging typically marginalized groups. Gender-sensitive climate budgeting. Improving engagement capacity of underrepresented groups/ representatives (women, persons with disabilities, youth, indigenous peoples , and so on) in climate planning. 	<ul style="list-style-type: none"> Including gender-responsiveness/social inclusion criteria in private sector partner selection. Promoting equal distribution of benefits and services as outcome of investment in transformative climate action. Prioritising pilot actions that contribute to women's empowerment, social inclusion. Advocating for the importance of gender criteria in climate finance.
Global activities	<ul style="list-style-type: none"> Global resources are allocated to support activities on GSI at country level. Sharing lessons learned between countries, regions and global community. 		
Programme management	<ul style="list-style-type: none"> Coaching and peer-to-peer learning among the teams of the SCALA programme. Monitoring progress toward GSI results. 		

² See Annex 2 for a more detailed description of GSI interventions at country level and Annex 3 for the checklist used during country work planning.

8. Monitoring and evaluation

The SCALA GSI strategy is guided by the Programme's overall framework and indicators (see box 1) that will be used to track progress. The country work plans will be screened to fit with the indicators of the results framework and the GSI monitoring framework will be developed based on country work plans.

Box 1. Indicators in the SCALA results framework with GSI dimensions

Objective and Outcome indicators

- 2: Number of countries adopting whole-of-government, participatory approaches to translate their NDC and NAP agriculture and land use priorities for implementation and tracking through gender-responsive domestic plans, policies and budgets, and monitoring systems.

Outcomes and Outputs indicators

- 1.1.A. Number of assessments (i) conducted on transformative, gender-responsive climate actions in a landscape, food, or related systems identified through NDC and/or NAPs reviews and (ii) assessed through inclusive multi-stakeholder consultations that address the needs and priorities of women and men.
- 1.2.A. Number of tools and accompanying guidance documents produced and/or adapted for NAP-NDC review, integration or systems-level assessments including gender analysis.
- 2.1.A. Number of ministries having adopted sectoral plans and/or budget submissions that (i) incorporate gender-responsive NAPs and NDC land use and agriculture priorities and (ii) are based on consultations with representatives that increase the participation of women and women's representatives in decision-making of different stakeholders including women.
- 2.1.B. Number of MRV and/or M&E systems operationalised at national and/or sectoral level for monitoring and reporting on mitigation and/or adaptation in land use and agriculture, including sex-disaggregated data.
- 2.1.C. Number of NDCs and/or NAPs enhanced with updated land use and agriculture priorities and gender-responsive targets.
- 2.1.D. Number of plans, budget submissions and MRV and/or M&E systems that are formulated based on gender analysis and include gender-equality activities, targets, and allocations.
- 3.1.A. Number of gender-responsive de-risking strategies validated by existing institutional coalitions of public, civil society and private sector actors taking into account well-being of local communities/ different actors along value chain.
- 3.1.B. Number of project concept notes for transformative and gender-responsive climate action with public private partnerships.
- 3.2.A. Number of guidelines produced on transformative and gender-responsive climate action with private sector engagement.
- 3.2.B. Number of countries having mechanisms for public-private collaboration that increase information sharing and co-design of climate solutions on sector-level NDC or NAP actions and/or having identified innovative opportunities for inclusive private sector engagement on climate action.

9. Implementation partners and key stakeholders/synergies

Implementation partners are identified during inception and also as program activities are rolled out. They may include, depending on the country context, Ministries of Agriculture, Land use, Forestry, Planning, Finance, Gender, Economy, Trade as well as their decentralized authorities. Country-level stakeholders may also include, for example:

- national and sub-national level officers of the Ministry of Women/Gender/Social Affairs;
- gender focal points (GFPs) of different line ministries (and potentially at different levels) (for example, Water, Agriculture, Livestock, Finance, Planning, and so on);
- representatives of non-governmental organisations (NGOs), civil society organizations (CSOs), networks, associations (for example, women's groups/networks on climate change/agriculture/pastoralism/fisheries);
- farmers' groups/organizations/apex organizations;
- associations/networks of persons with disabilities;
- indigenous peoples' organizations, groups, networks;
- pastoralists'/fishers' associations/networks, youth organizations/networks (including youth agricultural entrepreneurs/"agripreneurs");
- research institutes/academia (faculties, departments) focused on rural sociology, gender, other marginalized/vulnerable groups, and;
- other private sector networks/organizations with a gender/social inclusion focus.

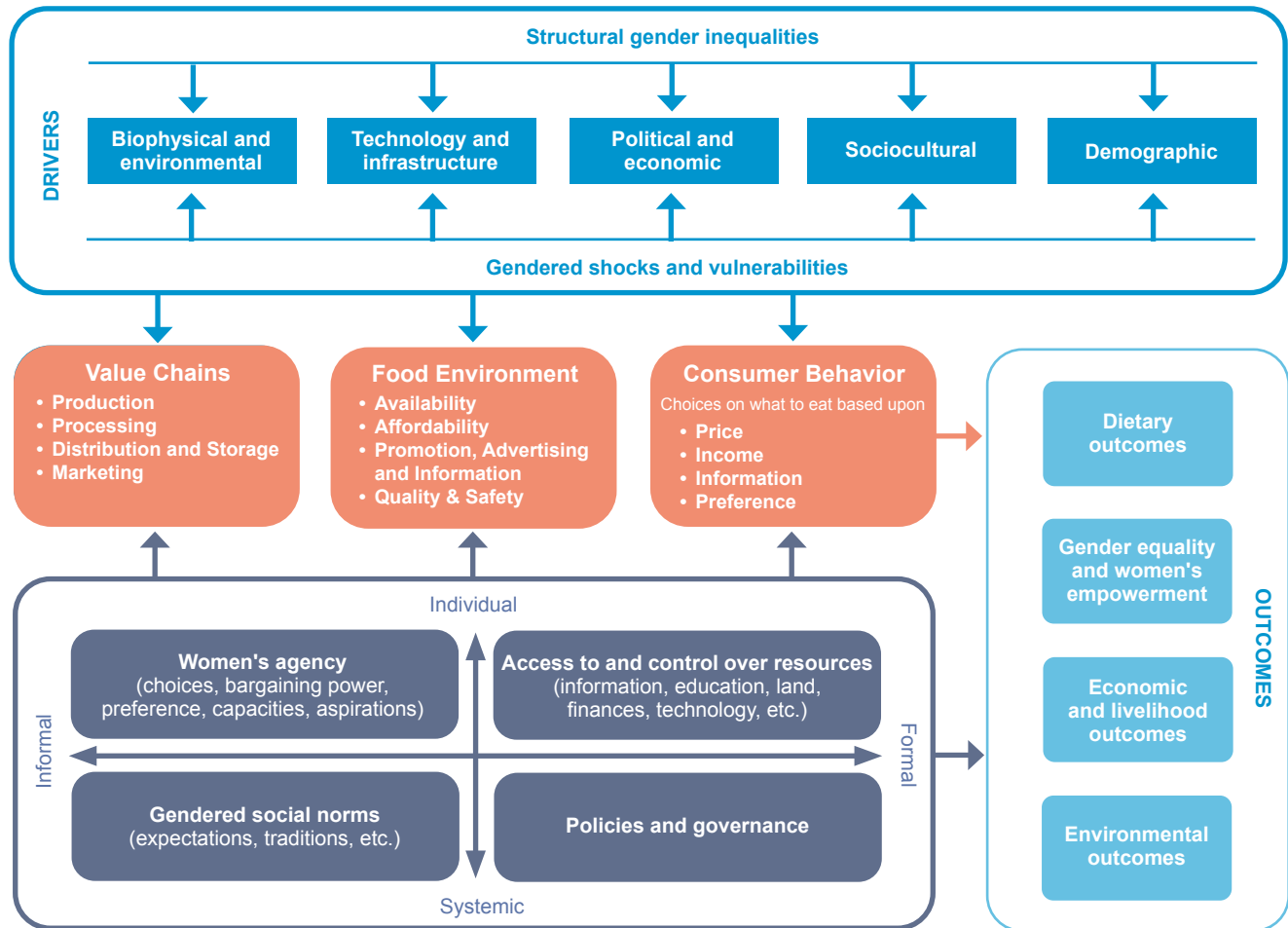
Synergies are being identified with other partners across participating countries and organizations. This includes UNDP's NDC Support Programme which supports countries to advance their climate solutions through translating into action the Paris Agreement. The NDC Partnership has a Gender Strategy which focuses on providing technical gender support to partner countries and uses the starting point of existing country gender policies and strategies and also sharing knowledge on how gender-responsive NDCs can enable more equitable and sustainable climate action.

Other relevant partners (depending on country/regional presence/involvement) could include:

- UN agencies and bodies including, for example UN Women, IFAD (strong cross-cutting focus on indigenous peoples, youth, gender, persons with disabilities, climate change), UNITAR (for capacity on gender and climate change including appraisal/prioritization of options), UNICEF (focus on youth and climate change), World Bank (also strong focus on cross-cutting GSI and climate change issues); UN Capital Development Fund (re: investment and finance including sub-national level);
- NGOs including IUCN, CARE, Oxfam (strong focus on all the above including gender-transformative and social inclusion approaches and climate change), regional private sector organizations);
- CGIAR's Climate Change Agriculture and Food Security (CCAFS) (strong focus on gender, youth and climate change in the agriculture sector), International Livestock Research Institute (ILRI) (robust work on gender-transformative approaches in relation to livestock and climate change), Research Program on Fish Agri-Food Systems (FISH) (also robust work on gender transformative approaches), Bioversity (to bring in the agricultural biodiversity and gender/social inclusion aspects), International Food Policy Research Institute (IFPRI) (strong focus on gender/social inclusion, climate change in policy and planning), and so on.

Annex 1: Gendered food systems

The four categories of change needed to transform food systems in equitable ways are depicted in the dark grey boxes, in relation to the food system drivers and outcomes.



Source: United Nations Food Systems Summit 2021 and IFPRI, 2021

Annex 2: Proposed gender and social inclusion interventions at country level

The table below is excerpted from the country-level SCALA guidance brief on GSI. It focuses on proposed country-level interventions and also highlights targeted global technical assistance/tools.

Key activities and objective of activity	Methodology	Target stakeholders	Final outputs and indicative budget
<p>Activity 1.1.1 Conduct participatory technical reviews of NDCs and/or NAPs to identify priority land use and agriculture actions with transformative and systems-change potential.</p>	<p>Scope: This will ensure a GSI perspective is included in the review of NDCs and/or NAPs to identify climate solutions in land use and agriculture that are transformative and that contribute to gender equality and social inclusion. Depending on the needs identified and the specific country context, this may include the following:</p> <ul style="list-style-type: none"> • Integrate GSI perspectives into stakeholder consultations on the latest NDC and NAP and related adaptation plans (brought together under Activity 2.1.1). • Organize inclusive review exercise (for example, ensure participation of representatives of women and marginalized/vulnerable groups, such as, indigenous peoples, youth, persons with disabilities, pastoralists, fishers) and ensure process facilitates the active inclusion of different voices and ideas to identify potentially transformative, inclusive climate solutions (developed under Activity 1.2.2). • Incorporate GSI issues in relation to NDCs and NAPs in a robust way (not superficial “gender” paragraph) in report of review results and recommendations of climate solutions to take forward. <p>Global support: Through Activity 1.2.1 (and 1.2.2), compile, adapt, disseminate relevant tools (for example, participatory consultation, promoting GSI tailored to country context. Provide targeted technical assistance on GSI/participatory consultation.</p>	<p>Ministries responsible for climate change, land use and agriculture, and other climate-vulnerable sectors.</p> <p>Ensure inclusion of Ministries of Gender/ Social Affairs, gender focal points, group representatives (women, vulnerable groups depending on context, for example, persons with disabilities, indigenous peoples, pastoralists, youth, and so on).</p>	<p>Final outputs: Technical reviews of NDCs and/or NAPs incorporate GSI perspective, contributing to changes across social, economic and environmental systems.</p> <p>Deliverables contribute to the selection of partners under Activity 1.1.2 and the assessments to be conducted under Activity 1.1.3.</p> <p>Indicative budget: Memorandum of understanding (MoU) with national partner to provide support on GSI (for example, government, consulting firm, academia, NGO) throughout the review exercise.</p>

Key activities and objective of activity	Methodology	Target stakeholders	Final outputs and indicative budget
<p>Activity 1.1.2 Conduct participatory systems-level assessments to define evidence-based transformative and inclusive implementation options.</p>	<p>The evidence base will include gender-responsive and socially inclusive climate information and risk and vulnerability analyses where relevant, including, for example, the projected social and economic impacts of climate change (on marginalized/vulnerable populations) and will contribute to the analyses and development of business cases, policies, and project concept notes under Outcome 3.</p> <p>Depending on the needs identified and the specific country context, some of the following approaches/interventions may be included:</p> <ul style="list-style-type: none"> • Work with assessment team to ensure evidence base includes climate solutions that are gender transformative/ socially inclusive and assess gaps. Evidence may be available in ministries, national/regional research institutions (including CGIAR), and through programmes and projects. • Review terms of reference (TORs) to ensure scope of assessment(s) to ensure they include a gender and social inclusion perspective and identify key academic/ NGO/CSO, private sector stakeholders that have experience with gender transformative/social inclusion focus in climate change and land use/agriculture to support the assessment exercise. • Include GSI in the inception workshop and ensure GSI tools are made accessible as needed (for example, gender and social impact, gender and social analysis, and so on). • Conduct/validate assessment(s) with stakeholder consultation (including reps for women’s groups and other marginalized groups depending on country context). The solutions proposed should be scanned by GSI experts and if needed, by external social/ environmental safeguards experts. • Include GSI focus in drafting of lessons learnt. <p>Global support: Activity 1.2.2 (and 1.2.1), provide targeted technical assistance, development/ adaptation of GSI and participatory consultation tools, best practices. This will include, for example, the gender and value chain (VC) tool developed under the NAP-Ag Programme.</p>	<p>Governments, private sector, other stakeholders.</p> <p>Also ensure consultation of representatives of farmers’ organisations, women’s groups youth, persons with disabilities, indigenous peoples (as relevant to context).</p>	<p>Final outputs: Participatory systems-level assessments include evidence on climate solutions that have addressed gender and /or social inclusion and contribute to a strengthened evidence base related to climate solutions.</p> <p>Contribute to Outputs 2.1 and 3.1.</p> <p>Indicative budget: Assessment should include GSI expertise (for example, team member) or contract/ develop MoU with a GSI specialist or organization who can provide support.</p>

Key activities and objective of activity	Methodology	Target stakeholders	Final outputs and indicative budget
<p>Activity 2.1.1 Strengthen multi-stakeholder coordination and organisational capacities for the integration of NDC and/or NAPs' priorities on land use and agriculture in policies, plans and budgets.</p>	<p>Under this activity, SCALA will take stock of/undertake assessment of GSI and climate change capacities, for example, gender and climate change mainstreaming in planning and budgeting, and so on. Identify, address GSI capacity gaps in terms of political will, lack of awareness, understanding of GSI in climate-related land use and agriculture issues, lack of or ineffective coordination mechanisms, non-inclusive decision-making processes. There is a need to shift from silos towards integrated and cross-sectoral approaches to policy and planning to maximise synergies and negotiate trade-offs, including between target ministries and gender/women's affairs.</p> <p>Depending on the needs identified and the specific country context, some of the following approaches may be included:</p> <ul style="list-style-type: none"> • Identify barriers to gender equality and social inclusion in enabling environment relevant to systems-level changes in land use and agriculture. • Map stakeholders (for example, government bodies, private sector, NGOs, CSOs) working on or representing women, youth, persons with disabilities, indigenous peoples, pastoralists, fishers as relevant to the context and also highlight their specific role/responsibilities and capacities and how they can support the project's objectives. • Include GSI perspectives throughout stakeholder training, such as, mainstreaming, planning, budgeting, systems-leadership, and so on. Training will include tools/approaches that mainstream GSI (for example, gender-responsive, socially inclusive budgeting). • Organise mentoring initiatives for representatives/ coalitions of organizations, for example, women, farmers, indigenous peoples, youth, persons with disabilities, along particular landscapes/VCS assessed under Outcome 1 to participate in NDC and/or NAP related processes. • Set up climate and gender/inclusive budget tagging system in ministries/departments (for example, agriculture, forestry, water, or land use in coordination with Ministry of Finance). • Integrate GSI perspective in the review, revision of strategic, policy or planning documents in land use and agricultural sectors, including policy, planning and countries' responses to COVID 19, to harmonise/align them with NDC and/or NAP and other climate related commitments. <p>Global support/material available: Activity 2.2.1 (country-context dependent), provides GSI guidance/ tools to support multi-stakeholder engagement, budgetary and planning integration, MRV and M&E for land use and agriculture sectors. This may also include virtual technical support through the organisation of webinars and other virtual training events.</p>	<p>Ministries of agriculture, environment, water and irrigation lands, land use planning, gender/women's affairs, planning and finance.</p> <p>Should also ensure inclusion of representatives of typically marginalized and/or vulnerable groups which will differ depending on country context.</p>	<p>Final outputs: Sectoral plans and/ or budget submissions that incorporate gender-transformative and socially inclusive NAPs and NDC land use and agriculture priorities.</p> <p>Contributes to Output 1.1 with regards to stakeholders' participation and to Activity 2.1.3 through iterative identification of priorities that could be reflected in NDCs and/ or NAPs.</p> <p>Indicative budget: GSI expert included in barrier identification, stakeholder mapping exercise, developing mentoring initiatives that respond to the needs of different groups of women and men.</p> <p>There may also be a need for a separate gender and inclusive budgeting expert from a specific ministry or other institution who can provide this specific area of expertise.</p>

Key activities and objective of activity	Methodology	Target stakeholders	Final outputs and indicative budget
<p>Activity 2.1.2 Improve/develop MRV/M&E systems at national and/ or sectoral level for monitoring/reporting in regard to mitigation/adaptation in land use/ agriculture, including collection of gender disaggregated data.</p>	<p>This activity should highlight gender equality and social inclusion and need for measuring and reporting on GSI dimensions of NDCs and NAPs and underlying policies in relation to UNFCCC primarily, as well as the Sendai Framework for Disaster Risk Reduction (SFDRR), the 2030 Agenda and the Convention on Biological Diversity.</p> <p>Depending on the needs identified and the specific country context, some of the following approaches may be included:</p> <ul style="list-style-type: none"> Align GSI dimensions in MRV/M&E systems and processes as well as indicators with other M&E systems and commitments such as Goals 5 and 10 of the Sustainable Development Goals (SDGs), SFDRR's focus on gender and inclusion, and other commitments. <p>Global support: Provide targeted technical assistance/ tools/links to expertise on GSI in MRV/M&E systems.</p>		<p>Final outputs: Contribute to Activity 2.1.1 and Activity 2.1.3 for the revision of NDCs and/or NAPs and Output 3.1.</p> <p>Indicative budget: MoU with research institute/other organization with GSI in MRV/M&E systems and framework or contract with national GSI expert(s).</p>
<p>Activity 2.1.3 Enhance NDCs and/ or NAPs by integrating transformative and inclusive land use and agriculture priorities.</p>	<p>This activity will ensure evidence of gender-responsive and socially inclusive climate solutions from the evidence base developed under Outcome 1 inclusion and inclusive societal engagement on climate risk-informed planning and alignment with other national development priorities under Activity 2.1.1 and 2.1.2., and the identification of opportunities for private sector engagement under Outcome 3.</p> <p>Depending on the needs identified and the specific country context, some of the following approaches may be included:</p> <ul style="list-style-type: none"> Include women's groups and representatives of other marginalized/vulnerable groups in multi-stakeholder workshops and consultations (in view of NDCs revision and sectoral or overall NAPs in relation to land use and agriculture). Where relevant, undertake specific gender and social analysis to produce studies required in addition to those undertaken under Output 1.1, other activities under Output 2.1, and under Output 3. <p>Global support: Activity 2.2.1 (and country-context dependent). GSI technical guidance and tools that could include topics such as participatory, inclusive multi-stakeholder engagement, gender and inclusive budgetary integration for the land use and agriculture sectors, MRV and M&E for the land use and agriculture sectors.</p> <p>This may also include virtual technical support through the organisation of webinars and other virtual training events.</p>	<p>Ministries of agriculture, environment, water and irrigation, lands and land use planning, gender/women's affairs, planning and finance.</p> <p>Should also ensure inclusion of representatives of typically marginalized and/or vulnerable groups which will differ depending on country context.</p>	<p>Final outputs: Government websites, NDC and/or NAPs and other documents that address issues of gender inequality/social exclusion and integrate gender transformative and socially inclusive approaches are submitted to UNFCCC, strategic documents from ministries of planning, agriculture or environment address issues of gender inequality and social exclusion.</p> <p>Deliverables contribute to informing Activity 2.2.2 on global advocacy and knowledge sharing, and Outcome 3 to ensure the alignment of Programme activities with updated Government priorities.</p> <p>Indicative budget: Budget to work with gender and social inclusion expert (could be NGO/CSO, gender focal point, and so on) to support inclusive consultations and tool adaptation/inclusion of GSI in events.</p> <p>Budget for any specific gender/social inclusion analyses needed and tool adaptation.</p>

Key activities and objective of activity	Methodology	Target stakeholders	Final outputs and indicative budget
<p>Activity 3.1.1 Identify policy and financial de-risking measures and business opportunities.</p>	<p>This will support public sector agencies to understand and incorporate effectively, GSI perspectives in relation to private sector engagement and include, where relevant, perspectives of poor rural women, men, indigenous peoples, persons with disabilities, youth, pastoralists, and so on, involved along different value chains and other agriculture-based enterprises (as relevant to country context).</p> <p>Depending on the needs identified and the specific country context, some of the following approaches may be included:</p> <ul style="list-style-type: none"> • Include GSI criteria (experience and/or interest) in the identification of key private sector actors, especially those who are, or with potential to become “climate change champions”; this should include women’s, indigenous peoples, and persons with disabilities micro and small enterprises, youth “agri-preneur” groups, and so on. • Include a GSI perspective in the analysis of key business models and production practices around climate solutions appraised under Outcome 1 and the optimal provision breakdown between the public and private sectors to drive sustainable agriculture at scale in alignment with NDC/NAP. <p>Global support/material available: Under Activity 3.2.1, provide technical guidance/tools on how private sector can be more socially inclusive, support opportunities and support the identification of companies with sustainability and gender equality/women’s empowerment/social inclusion focused initiatives/interest.</p>	<p>Government stakeholders, private sector.</p> <p>Should also ensure inclusion of representatives of typically marginalized and/or vulnerable groups which will differ depending on country context.</p>	<p>Final outputs: De-risking strategies developed including GSI perspective (such as considering well-being of local communities/ different actors along value chain) and validated by existing institutional coalitions of public, civil society and private sector actors.</p> <p>Deliverables under Activity 3.1.1 will feed into Output 2.1 as certain measures may be integrated into the sectors’ planning and budgeting and into revised NDCs and/or NAPs, and into Activity 3.1.2 where actions could be included in the concept notes.</p> <p>Indicative budget: Include gender/social expertise on team undertaking analysis of key business models.</p> <p>Adaptation of tools/ provision of guidance needed from global team.</p>

Annex 3. Checklist: mainstreaming gender and social inclusion into SCALA programming at country level

INTERNAL CAPACITY	
QUESTION	POSSIBLE ACTION BY BACKSTOPPER, NATIONAL TECHNICAL SPECIALIST <i>February-March 2021</i>
Do country backstoppers and other global team members have an understanding of the key areas of impact on GSI to aim for and ways to mainstream GSI?	<ul style="list-style-type: none"> • Read the SCALA GSI guidance brief and strategy. • Request support from the gender focal points on the global team. • Online courses may be a good place to start for individual learning (see resources at end).
Are the country coordinator and team members aware of opportunities in the SCALA programme to promote gender equality and social inclusion in line with national and international trends?	<ul style="list-style-type: none"> • Ensure that the national colleagues have received the internal guidance brief on GSI. • Dedicate time in work planning meetings to discuss GSI and relevant activities. • If needed, request support from the gender focal points on the global team to help raise awareness and strengthen skills on GSI of the national team.
Have the GSI Officers or Focal Points (FPs) in the FAO office, UNDP office, Ministry of Agriculture and Ministry of Environment been informed of the SCALA programme? Are they available to support it going forward?	<ul style="list-style-type: none"> • If FPs are not available, consider hiring a gender consultant at national level.
PLANNING	
QUESTION	POSSIBLE ACTION BY BACKSTOPPER, NATIONAL TECHNICAL SPECIALIST <i>February-March 2021</i>
Has the team discussed the indicators and targets that include “gender-responsive” and “inclusive”, and agreed on what overall impact on GSI inclusion will be achieved through SCALA in the national context?	<ul style="list-style-type: none"> • Ensure that the national colleagues have received the internal guidance brief on GSI. • Dedicate time in work planning meetings to discuss GSI and related targets, impact. • Refer to country mapping and guidance from gender focal points on global team.
Does the national work plan include gender-sensitive indicators?	<ul style="list-style-type: none"> • Consult resources at the end of this document. • Ensure a gender specialist reviews the work plan and can provide inputs to its revision.
QUESTION	POSSIBLE GSI ACTIVITIES TO INTEGRATE INTO WORK PLAN (SEE GUIDANCE BRIEF FOR MORE DETAILS)
Are GSI interventions embedded in the outputs and activities in the work plan?	
Outcome 1	<ul style="list-style-type: none"> • Consulting relevant women’s/farmer’s groups in identifying priority land use/ agriculture actions; include GSI criteria in applying the climate action selection matrix. • Incorporating gender/social analysis in assessments. • Promoting participatory and inclusive methods. • Disseminating findings. • Advocating for importance of GSI.

PLANNING (continued)	
QUESTION	POSSIBLE GSI ACTIVITIES TO INTEGRATE INTO WORK PLAN (SEE GUIDANCE BRIEF FOR MORE DETAILS)
Outcome 2	<ul style="list-style-type: none"> • Including Ministry of Gender/Women’s Affairs and Gender/CC Focal Points to coordinate across agencies. • Including disaggregated data in M&E/MRV. • Engaging typically marginalized groups. • Improving engagement capacity of underrepresented groups/representatives (women, persons with disabilities, youth, indigenous peoples, and so on) in climate planning.
Outcome 3	<ul style="list-style-type: none"> • Including gender-responsiveness/social inclusion criteria in private sector partner selection. • Promoting equal distribution of benefits and services as outcome of investment in transformative climate action. • Prioritising pilot actions that contribute to women’s empowerment, social inclusion. • Advocating for the importance of gender criteria in climate finance.

IMPLEMENTATION	
QUESTION	POSSIBLE ACTION BY BACKSTOPPER, NATIONAL TECHNICAL SPECIALIST <i>June 2021-ongoing</i>
Are efforts made to ensure equal participation by women and men and traditionally less powerful actors in programme activities?	<ul style="list-style-type: none"> • Consult and include a broad range of types of organizations in activities. • Ensure facilitators are skilled at creating inclusive settings. • Allow time to negotiate unequal power dynamics between stakeholders.
Do knowledge management and communications pieces (reports, presentations, web content, and so on) reflect GSI issues and reach women and men and different groups?	<ul style="list-style-type: none"> • Require inclusion of gender-related findings in communications . • Identify communication channels for reaching women and men, indigenous groups and other underrepresented groups.
Are GSI issues reported on as part of monitoring?	<ul style="list-style-type: none"> • Ensure sex-disaggregated data is collected wherever relevant in program monitoring. • Seek support from the GFP to ensure this is accomplished.

Annex 4. Glossary of key terms

Gender: Socially constructed roles, behaviours, activities and attributes that a particular society considers appropriate when ascribed to men or women. Gender refers to both women and men and the relations between them. Gender roles are learned or acquired during socialization of individuals as members of a given community. Because these attributes are learned behaviour, they can (and do) change over time, and vary across cultures and contexts. The concept of gender does not only apply to women. Gender and sex are also not the same. Unlike the sex of males and females or women, which is biologically determined, the gender roles of women and men are socially constructed (Nelson, 2015; CARE International, 2012).

Gender equality: The “equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women’s issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development” (UN Women Training Centre, 2019 in Nelson and Hill, 2019).

Gender mainstreaming / integration: Gender mainstreaming is “the chosen approach of the United Nations system and international community toward realizing progress on women’s and girl’s rights, as a sub-set of human rights to which the United Nations dedicates itself. It is not a goal or objective on its own. It is a strategy for implementing greater equality for women and girls in relation to men and boys” (UN Women Training Centre, 2019). Further, “gender mainstreaming is the process of assessing the implications for men and women of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a way to ensure women’s and men’s concerns and experiences are an integral dimension of all development efforts. The goal of gender mainstreaming is gender equality. Gender mainstreaming is a ‘whole of government’ responsibility” (Nelson, 2015, p.7). Alternatively, sometimes the term, “gender integration” is used.

Gender-responsive: Gender-responsive refers to projects, programmes, plans, actions, budgets, workplans, and so on, that reflect an understanding of and response to, identified gender relations and roles in ways that try to address gender inequalities including encouraging equal, active participation equal opportunities, and fair distribution of benefits. Gender responsiveness is accomplished through gender analysis and gender inclusiveness (Adapted from Nelson, 2015).

Gender-sensitive: Gender-sensitive “adaptation actions and plans acknowledge existing gender differences in needs and priorities, consider them in design and implementation, and monitor and assess gender-sensitive indicators” (UN Women Training Centre, 2019 in Hill and Nelson, 2019).

Gender-transformative: Gender transformative “approaches go beyond just considering the symptoms of gender inequality, and addresses the social norms, attitudes, behaviours and social systems that underlie them. Gender is central to promoting gender equality and achieving positive development outcomes. Transforming unequal gender relations to promote shared power, control of resources, decision-making, and support for women’s empowerment” (UN Women Training Centre, 2019 in Hill and Nelson, 2019).

Inclusive: Inclusive approaches ensure that the views and needs of different groups or individuals are considered and that each actor a voice in the planning process. These groups or individuals could include different types of organizations and individuals including by gender, age, class, caste, among others.

Social inclusion involves gender, socioeconomic status, ethnicity, disability and age (youth and seniors) and affects dynamics around perspectives, needs and access to resources (FAO and CCAFS 2013; Huyer et al, 2016). The World Bank defines social inclusion as improving the ability, opportunity and dignity of people disadvantaged based on their identity to take part in society. This is achieved through increasing opportunities, voice and decision-making as well as equal access to assets and services, and to social, political and physical spaces (World Bank, 2013).

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SCALING UP CLIMATE AMBITION ON LAND USE AND AGRICULTURE
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