



# Gender Equality and Social Inclusion

This brief explains the relevance of gender equality and social inclusion to SCALA, outlines proposed interventions to address this topic in the SCALA country work plans and summarizes useful resources as well as support available from the global team.

1	<p>Information and assessments used by national stakeholders to identify and appraise transformative climate actions to advance NDC/NAP priorities in land use and agriculture</p>	2	<p>Climate risk-informed land use and agriculture sector priorities integrated into national and sectoral planning, budgeting and monitoring</p>	3	<p>Private sector engagement in climate action in land use and agriculture increased</p>
<p><b>Output 1.1 (Country):</b> Evidence base for implementation of transformative climate action in land use or agriculture strengthened</p>		<p><b>Output 2.1 (Country):</b> NDC and NAP priorities for land use and agriculture enhanced and integrated into sectoral planning and budgeting</p>		<p><b>Output 3.1 (Country):</b> Enabling environment and incentives enhanced for private sector engagement in NDCs and NAPs implementation</p>	
<p><b>Output 1.2 (Global):</b> Tools for assessing implementation options for transformative climate action disseminated</p>		<p><b>Output 2.2 (Global):</b> Advocacy conducted to integrate transformative actions in NDCs and NAPs</p>		<p><b>Output 3.2 (Global):</b> Knowledge expanded on opportunities and options for private sector engagement in transformative climate action</p> <p><b>Output 3.3 (Global):</b> Technical assistance facility to enhance private sector engagement through public-private sector collaboration in NDCs and NAPs implementation on land use and agriculture established</p>	

## CONTEXT

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 (e.g. for smallholders and marginalized groups) not only due to their vulnerability but also for the knowledge, needs, and insights they can contribute to climate solutions (IFAD, 2018; Nelson & Hill, 2019) (see Annex 1 for a glossary of terms).

The impacts of climate change are more pronounced among the poor, including women and typically marginalized/vulnerable groups (e.g. pastoralists, indigenous peoples [IP], youth, elderly, and persons with disabilities [PWD]). 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, women and groups who are typically marginalized often have limited access to land, services, financial capital, and decision-making processes (Huyer et al, 2016). Social and cultural norms may systematically limit the options available to particular groups of people (Huyer et al, 2016). The institutions and organizations engaged in climate planning and actions also tend to reinforce existing roles and power dynamics, meaning that women's and marginalized people's voices may be excluded or diminished in decision-making processes, leaving out crucial knowledge and needs when it comes to setting adaptation or mitigation priorities (see Annex 2 for further reading).

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 gender and social inclusion in the [Paris Agreement](#) (Article 7.5). At COP 25 in 2019, countries took steps to accelerate attention to gender in climate action by adopting a comprehensive [Enhanced Lima Work Programme on Gender and its Gender Action Plan \(GAP\)](#). The [Sendai Framework for Disaster Risk Reduction 2015 – 2030](#) (Decision 3/CP. 25. Article 19 [d]) also acknowledges that disaster risk reduction requires an all-of-society engagement and partnership -- inclusive, empowering, accessible, non-discriminatory participation. Further, there is alignment between [SDG 5 \(Gender Equality\)](#) and the NDCs' agriculture sector climate actions, particularly on social, economic, and political inclusion, well-being, and institutions and governance-related measures.

Addressing the gender equality and social inclusion (GSI) gap in NDCs and NAPs calls for inclusive, whole-of-government climate action in land use and agriculture. Ultimately, NDCs and NAPs are more likely to succeed when 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.

## SCALA'S APPROACH

SCALA's objective is for countries to have translated their NDC and/or NAPs into actionable and transformative climate solutions in land use and agriculture with multi-stakeholder engagement. Transformative climate solutions require transformative approaches to tackling social, economic, and political barriers including gender-based inequalities and social exclusion to address different vulnerabilities to climate change impacts and facilitate participation in making changes through mitigation or adaptation.

Increasingly, **gender-transformative** (see Annex 3)<sup>1</sup> and **social inclusion** approaches are promoted as ways of facilitating structural change at all levels. While SCALA uses the language of "gender-responsive," in alignment with the UNFCCC, it is recommended that where possible, SCALA work to promote approaches to identify and translate into action climate solutions that are gender-transformative and socially inclusive. The Programme will do so through mainstreaming gender equality and social inclusion across interventions to ensure that climate solutions are designed to promote gender equality and women's empowerment and the enjoyment of climate action benefits by all.

SCALA is expected to contribute to gender equality and social inclusion by identifying and reducing barriers to participation in decision making (either directly or through representatives) specifically in the areas of technical assessments of adaptation and mitigation actions; inter-ministerial coordination to integrate land use and agriculture priorities into national plans, budgets, and monitoring systems; and in the implementation of climate actions via partnerships with the private sector. By working toward the identification and reduction of institutionalized gender-based discrimination and social exclusion, including employing an approach for addressing power imbalances, SCALA will contribute to an enabling environment for gender equality and social inclusion. The Programme will also include gender equality and social inclusion as key criteria in its assessments of climate actions and their implementation (with the private sector) closing the gender and social inclusion gap in access to and control over natural resources and generating socio-economic benefits for rural women and marginalized groups.

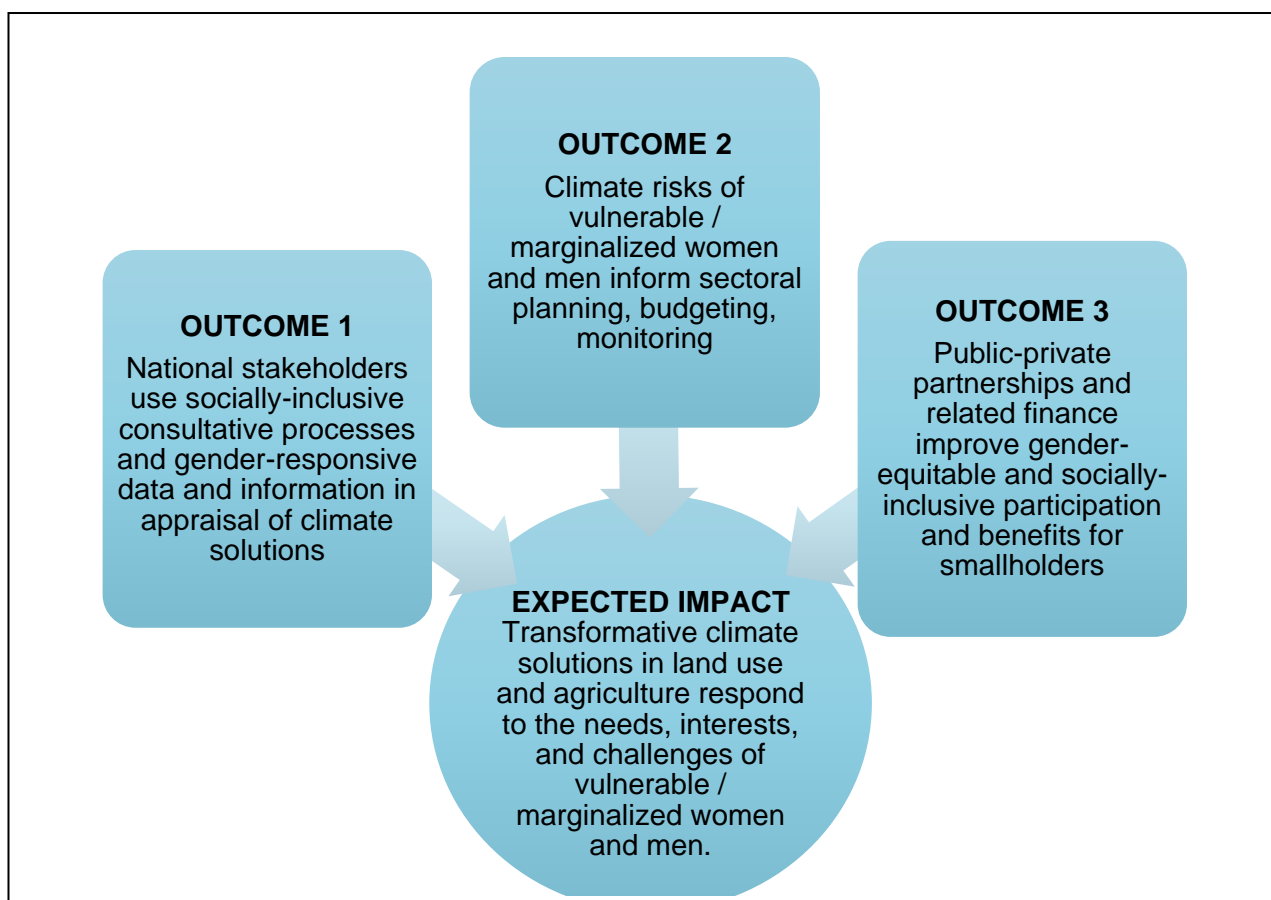
## PROPOSED INTERVENTIONS

The objective of the proposed interventions is to integrate a number of gender-responsive and socially-inclusive measures across the three outcomes of SCALA so that transformative climate solutions in land use and agriculture respond to the needs, interests, and challenges of vulnerable/marginalized women and men (see Figure 1).

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<sup>1</sup> 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 (e.g. discriminatory social/gender norms, unequal power relations and institutions, etc.). While this brief uses the term, "gender-responsive" in line with UNFCCC usage, current gender discourse and promoted action leans towards "gender-transformative" approaches

**FIGURE 1** Simplified impact chain for gender and social inclusion in SCALA



The interventions in the following table build on the activities outlined in the SCALA project document and focus on country interventions. Global support is highlighted.

Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
<p><b>Activity 1.1.1</b> 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><b>Scope:</b> 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.</p> <p>Depending on the needs identified and the specific</p>	<p>Ministries responsible for climate change, land use and agriculture, and other climate-vulnerable sectors</p> <p><b>Ensure inclusion of Ministries of</b></p>	<p><b>Final outputs:</b> Technical reviews of NDCs and/or NAPs <b>incorporate GSI perspective</b>, contributing to changes across social, economic and environmental systems.</p>

Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
	<p>country context, this may include the following:</p> <ul style="list-style-type: none"> <li>Integrate gender and social inclusion perspectives into stakeholder consultations on the latest NDC and NAP and related adaptation plans (brought together under Activity 2.1.1).</li> <li>Organize inclusive review exercise (i.e. ensure participation of representatives of women and marginalized/vulnerable groups, e.g. IPs, youth, PWDs, 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).</li> <li>Incorporate gender and social inclusion issues in relation to NDCs and NAPs in a robust way (i.e. not superficial “gender” paragraph) in report of review results and recommendations of climate solutions to take forward.</li> </ul> <p><i>Global support:</i> Through Activity 1.2.1 (and 1.2.2), compile, adapt, disseminate relevant tools (e.g. participatory consultation,</p>	<p>Gender/ Social Affairs, gender focal points, group representatives (women, vulnerable groups depending on context, e.g. PWDs, IPs, pastoralists, youth, etc.).</p>	<p><b>Deliverables</b> contribute to the selection of partners under Activity 1.1.2 and the assessments to be conducted under Activity 1.1.3.</p> <p><b>Indicative budget:</b></p> <p>MoU with national partner to provide support on gender and social inclusion (e.g. government, consulting firm, academia, NGO) throughout the review exercise.</p>



Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
	promoting gender and social inclusion tailored to country context. Provide targeted technical assistance on GSI/participatory consultation.		
<p><b>Activity 1.1.2</b> 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"> <li>• 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.</li> <li>• Review terms of reference (TORs) to ensure scope of assessment(s) to ensure they include a gender and</li> </ul>	<p>Governments, private sector, other stakeholders</p> <p>Also ensure consultation of representatives of farmers' organisations, women's groups youth, PWDs, indigenous peoples (as relevant to context)</p>	<p><b>Final outputs:</b></p> <p>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><b>Indicative budget:</b></p> <p>Assessment should include GSI expertise (e.g. team member) or contract/develop MoU with a GSI specialist or organization who can provide support.</p>

Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
	<p>social inclusion perspective and identify key academic/NGO/CSO, private sector stakeholders that have experience with gender-transformative/social inclusion focus in climate change in land use/agriculture to support the assessment exercise.</p> <ul style="list-style-type: none"> <li>• Include GSI in the inception workshop and ensure GSI tools are made accessible as needed (e.g. gender and social impact, gender, and social analysis, etc.).</li> <li>• 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.</li> <li>• Include GSI focus in drafting of lessons learned.</li> </ul> <p><i>Global support:</i> Activity 1.2.2 (and 1.2.1), provide targeted technical assistance, development/ adaptation of GSI and participatory consultation tools, and best practices. This will include, for example, the gender and VC</p>		

Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
	tool developed under the NAP-Ag Programme.		
<p><b>Activity 2.1.1</b> Strengthen multi-stakeholder coordination and organizational 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 an assessment of GSI and climate change capacities, e.g. gender and climate change mainstreaming in planning and budgeting, etc. Identify, and 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, and non-inclusive decision-making processes. There is a need to shift from silos towards integrated and cross-sectoral approaches to policy and planning to maximize 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"> <li>• Identify barriers to gender equality and social inclusion in enabling environment relevant to systems-level changes in land use and agriculture.</li> <li>• Map stakeholders (e.g. government bodies, private sector, NGOs, CSOs) working on or representing women, youth, persons with disabilities, indigenous</li> </ul>	<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><b>Final outputs:</b> 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><b>Indicative budget:</b> Gender and social inclusion 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</p>



Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
	<p>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.</p> <ul style="list-style-type: none"> <li>• Include gender and social inclusion perspectives throughout stakeholder training, e.g. mainstreaming, planning, budgeting, systems-leadership, etc. Training will include tools/approaches that mainstream gender and social inclusion (e.g. gender-responsive, socially inclusive budgeting).</li> <li>• Organise mentoring initiatives for representatives/coalitions of organizations, e.g. women, farmers, IPs, youth, PWDs, along particular landscapes/VCS assessed under Outcome 1 to participate in NDC and/or NAP related processes.</li> <li>• Set up climate and gender/inclusive budget tagging system in ministries/departments (e.g. agriculture, forestry, water, or land use in coordination with Ministry of Finance).</li> <li>• Integrate GSI perspective in the review, revision of strategic, policy, or planning documents in</li> </ul>		<p>provide this specific area of expertise.</p>

Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
	<p>land use and agricultural sectors, including policy and planning and countries' responses to COVID 19, to harmonize/align them with NDC and/or NAP and other climate-related commitments.</p> <p><b>Global support/material available:</b> Activity 2.2.1 (country-context dependent), provides gender and social inclusion guidance/tools to support multi-stakeholder engagement, budgetary and planning integration, MRV, and M&amp;E for land use and agriculture sectors. This may also include virtual technical support through the organization of webinars and other virtual training events.</p>		
<p><b>Activity 2.1.2</b> Improve/develop MRV/M&amp;E systems at national and/ or sectoral level for monitoring/reporting in regard to mitigation/adaptation in land use/ agriculture, including the collection of gender-disaggregated data</p>	<p>This activity should highlight gender equality and social inclusion and the need for measuring and reporting on GSI dimensions of NDCs and NAPs and underlying policies in relation to UNFCCC primarily, as well as the SFDRR, the 2030 Agenda, and the CBD.</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"> <li>Align GSI dimensions in MRV/M&amp;E systems and processes as well as</li> </ul>		<p><b>Final outputs</b></p> <p>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><b>Indicative budget:</b> MoU with research institute/other organization with GSI in MRV/M&amp;E systems and framework or</p>

Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
	<p>indicators with other M&amp;E systems and commitments such as Goals 5 and 10 of the SDGs, SFDRR's focus on gender and inclusion, and other commitments.</p> <p><i>Global support.</i> Provide targeted technical assistance/tools/links to expertise on GSI in MRV/M&amp;E systems.</p>		<p>contract with national GSI expert(s).</p>
<p><b>Activity 2.1.3</b> 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"> <li>• Include women's groups and representatives of other marginalized/vulnerable groups in <b>multi-stakeholder workshops and consultations</b> (in view of NDCs revision and sectoral or overall NAPs in</li> </ul>	<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><b>Final outputs:</b></p> <p>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><i>Deliverables contribute to informing Activity 2.2.2 on global advocacy and knowledge sharing, and Outcome 3 to</i></p>

Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
	<p>relation to land use and agriculture).</p> <ul style="list-style-type: none"> <li>Where relevant, <b>undertake specific gender and social analysis to produce studies required in addition</b> to those undertaken under Output 1.1, other activities under Output 2.1, and Output 3.</li> </ul> <p><b>Global support:</b> 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&amp;E for the land use and agriculture sectors.</p> <p>This may also include virtual technical support through the organization of webinars and other virtual training events.</p>		<p>ensure the alignment of Programme activities with updated Government priorities</p> <p><b>Indicative budget:</b> Budget to work with gender and social inclusion expert (could be NGO/CSO, gender focal point, etc.) 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>
<p><b>Activity 3.1.1</b> Identify policy and financial de-risking measures and business opportunities</p>	<p>This will support public sector agencies to understand and incorporate effectively, gender and social inclusion perspectives in relation to private sector engagement and include, where relevant, perspectives of poor rural women, men, IPs, PWDs, youth, pastoralists, etc. involved along different value chains and other agriculture-</p>	<p>Government stakeholders, private sector.</p> <p>Should also ensure inclusion of representatives of typically marginalized and/or vulnerable groups which will differ</p>	<p><b>Final outputs:</b> De-risking strategies developed including GSI perspective (i.e. considering well-being of local communities/different actors along value chain) and validated by existing institutional coalitions of public, civil society</p>

Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
	<p>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"> <li>• Include <b>gender and social inclusion criteria (experience and/or interest) in the identification of key private sector actors</b>, especially those who are, or with potential to become “climate change champions”; this should include <b>women’s, IP, and PWD micro-and small enterprises, youth “agri-preneur” groups, etc.</b></li> <li>• <b>Include a GSI perspective in the analysis of key business models and production practices</b> 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.</li> </ul> <p><b>Global support/material available:</b> Under Activity 3.2.1, provide technical guidance/tools on how private sector can be more socially inclusive and support opportunities and support the identification of companies</p>	<p>depending on country context.</p>	<p>and private sector actors</p> <p><b>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.</b></p> <p><b>Indicative budget:</b> 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>



Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
	with sustainability and gender equality/women's empowerment/social inclusion focused initiatives/interest.		
<p><b>Activity 3.1.2</b> Develop project concept notes to leverage investment for transformative and inclusive action in partnership with the private sector</p>	<p>Concept notes (for new project ideas and proposals) must include strong gender (and social inclusion) dimensions to be considered by public and private climate funds.</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"> <li>• Conduct review of <b>government priority programmes/projects ensuring the inclusion of those that incorporate gender and/or social inclusion perspective.</b></li> <li>• <b>Consult with focal points in government, Ministry of Women/Social Affairs, and other stakeholders focused on gender and social inclusion (in government, private sector, and NGOs/CSOs, representatives of women's/marginalized groups)</b> to ensure a GSI focus is included in the concept notes, including in the theories of change (noting GSI barriers and pathways) on options identified under 3.1.1.</li> <li>• <b>Incorporate GSI focus</b> on M&amp;E metrics.</li> <li>• <b>Screen concept notes by external gender/social</b></li> </ul>	<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><b>Final outputs:</b> Project concept notes for transformative (including gender-transformative and socially inclusive) climate action with public private partnerships.</p> <p><i>Deliverables under Activity 3.1.2 will feed into Output 2.1 as they could provide concrete actionable solutions to include in plans, budgets, and NDCs and/NAPs.</i></p> <p><b>Indicative budget:</b> Support by gender/social inclusion expertise on team to develop concept notes, screening of concept notes by external GSI experts.</p> <p>Budget to ensure broad consultation.</p>

Key activities and objectives of activity	Methodology	Target stakeholders	Final outputs and indicative budget
	<p><b>experts</b> before submission for funding to ensure proposals ensure intended benefits will be enjoyed by women and men across different social groups.</p> <ul style="list-style-type: none"> <li>• <b>Provide GSI-related inputs into agricultural and land use investment plans and climate change strategies.</b></li> </ul>		

## PARTNERSHIPS

An initial list of key stakeholders working on **gender and social inclusion** in countries could include the following:

- 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) (e.g., Water, Agriculture, Livestock, Finance, Planning, etc.);
- representatives of NGOs, CSOs, networks, and associations (e.g., women's groups/networks on climate change/agriculture/pastoralism/fisheries);
- farmers' groups/organizations/apex organizations;
- associations/networks of Persons with Disabilities (PWDs);
- indigenous peoples' organizations, groups, and 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.

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

- UN agencies and bodies including, e.g., **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 gender and social inclusion 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), and;

**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), **Biodiversity** (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), etc.

## ANNEX 1: GLOSSARY OF 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 the socialization of individuals as members of a given community. Because these attributes are learned behavior, 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, 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-centered development” (UN Women Training Centre, 2019 in Nelson and Hill, 2019).

**Gender-responsive:** Gender-responsive refers to projects, programmes, plans, actions, budgets, workplans, etc. 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 address 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).

**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 on the basis of 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).

## ANNEX 2: FURTHER READING

- CARE. 2019. Gender-transformative adaptation: From good practice to better policy <https://insights.careinternational.org.uk/publications/gender-transformative-adaptation-from-good-practice-to-better-policy> (available in English and French)
- FAO and UNDP. 2020. Toolkit for value chain analysis and market development integrating climate resilience and gender responsiveness - Integrating agriculture in National Adaptation Plans (NAP-Ag) Programme. Bangkok. <https://doi.org/10.4060/cb0699en>
- Huyer S, Gumucio T, Chanana N, Cramer L, Mungai C, Ouedraogo M, Simelton E, Tavenner K, Twyman J. 2019. Learning and action for gender-transformative climate-smart agriculture. CCAFS Working Paper No. 279. Wageningen, the Netherlands: CGIAR Research Program on Climate Change, Agriculture and Food Security (CCAFS). <https://cgspace.cgiar.org/handle/10568/105556>
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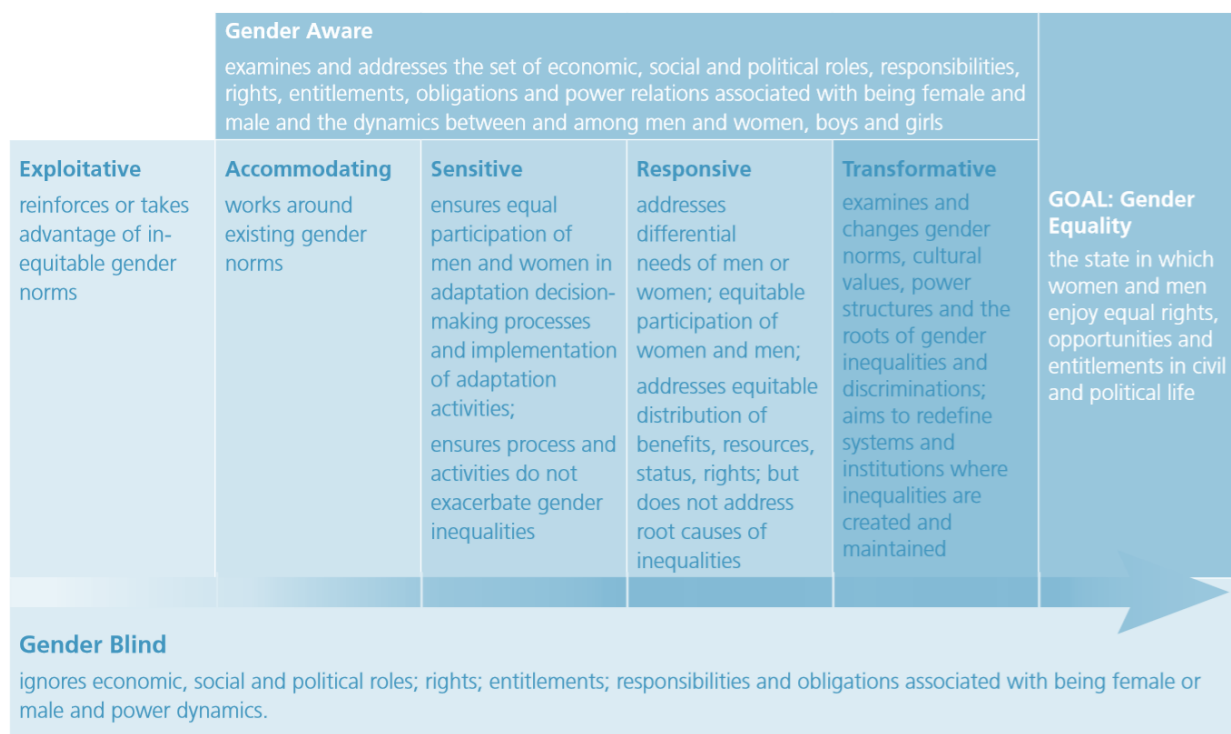
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## ANNEX 3: GENDER INTEGRATION CONTINUUM FOR NAPS AND NDCS



Based on: IGWG & USAID (2017), UNFCCC (2012), Dazé & Dekens (2017), UNDP (2015)



The Support Programme on **Scaling up Climate Ambition on Land Use and Agriculture through Nationally Determined Contributions and National Adaptation Plans (SCALA)** is a five-year initiative led by FAO and UNDP, with funding from the German Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection (BMUV) through the International Climate Initiative (IKI). SCALA responds to the urgent need for increased action to cope with climate change impacts in the agriculture and land use sectors. The twenty million euro programme supports at least twelve countries in Africa, Asia and Latin America to build adaptive capacity and to implement low emission priorities.

Country support includes strengthening policies, adopting innovative approaches to climate change adaptation and removing barriers related to information gaps, governance, finance, gender mainstreaming and integrated monitoring and reporting. To achieve this shift, the programme engages the private sector and key national institutions.

SCALA supports countries to develop the capacity to own and lead the process to meet targets set out in their National Adaptation Plans and Nationally Determined Contributions under the Paris Agreement, and to achieve the Sustainable Development Goals. The SCALA initiative builds on another FAO-UNDP led programme, Integrating Agriculture in National Adaptation Plans (2015-2020) which has closed.

**Food and Agriculture Organization  
of the United Nations**

[www.fao.org/in-action/scala/en](http://www.fao.org/in-action/scala/en)

**United Nations Development Programme**

[www.adaptation-undp.org/scala](http://www.adaptation-undp.org/scala)

**International Climate Initiative (IKI)**

[www.international-climate-initiative.com](http://www.international-climate-initiative.com)

**German Federal Ministry for the  
Environment, Nature Conservation, Nuclear  
Safety and Consumer Protection (BMUV)**

[www.bmuv.de/en/](http://www.bmuv.de/en/)

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based on a decision of  
the German Bundestag