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GENDER ANALYSIS FOR THE USAID CLIMATE STRATEGY 2022-2030

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THIS GENDER ANALYSIS WAS CONDUCTED UNDER THE DIRECTION OF THE GENDER EQUALITY AND WOMEN'S EMPOWERMENT HUB (GENDEV) IN THE BUREAU FOR DEVELOPMENT, DEMOCRACY, AND INNOVATION (DDI) IN COLLABORATION WITH THE LAND AND RESOURCE GOVERNANCE (LRG) DIVISION IN DDI.
IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT GENDEV.

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CLIMATE CHANGE AND GENDER LINKAGES: GENDER ANALYSIS FOR THE USAID CLIMATE STRATEGY 2022-2030

INTRODUCTION

Climate change is not gender neutral. The effects of climate change vary across individuals and populations, with dramatically different impacts based on gender, class, race, ethnicity, disability, geography, and more. Gender norms shape the way that climate change affects populations, and thus, climate vulnerability cannot be effectively addressed without understanding the effects of climate stressors on women, girls, men and boys, as well as how intersecting identities, geographies, and social positions contribute to those vulnerabilities. A gender lens strengthens all approaches by providing insights into the norms, power dynamics, laws and policies, governance structures and more that dictate the lived realities of all members of society who are impacted by climate change and can contribute to targeted climate action that benefits and responds to the needs and priorities of women and girls, particularly those facing multiple and intersecting forms of exclusion. Moreover, integrating gender equality and women's empowerment into all aspects of climate action—including mitigation and adaptation efforts—is essential to achieving more effective, equitable, and sustainable outcomes.

METHODS

This gender analysis was conducted using a desk review of the available literature, consultations with gender and climate experts from across USAID, including through a gender analysis workshop hosted by DDI/LRG and DDI/GenDev. As part of the climate strategy development process, USAID/GenDev hosted a gender and climate listening session with experts from around the world. Their recommendations have been integrated into this analysis. This analysis takes an intersectional approach, considering how gender intersects with other identities and subject positions. The tables below provide illustrative guidance that broadly aligns with requirements under ADS 205 to integrate gender into USAID programming based on and drawing from gender analysis. Table 1 provides general recommendations that may be applicable across the entire Results Framework. Table 2 provides more targeted recommendations for specific Intermediate Results.

LAWS, POLICIES, REGULATIONS, AND INSTITUTIONAL PRACTICES

Women and girls bear the brunt of climate change impacts due to social and legal gender inequities which grant greater access to and control over resources to men and boys. Women and girls are significantly more likely, on average, than men to die from natural and climate disasters and to die at earlier ages,¹ and due to discriminatory laws, policies and practices, as well as harmful gender norms, they are the first to feel the impacts of depleting natural resources resulting from climate change.² Although working to create more gender-responsive laws can take time, this work provides an important foundation for shifting social norms and improving women's equal opportunity.

¹ Neumayer, Eric and Plümper, Thomas (2007). "[The Gendered Nature of Natural Disasters: The Impact of Catastrophic Events on the Gender Gap in Life Expectancy, 1981-2002](#)." *Annals of the Association of American Geographers*, 97(3): pp. 551-556.

² Nellemann, C. Verma R., and Hislop, L (2011). "[Women on the Frontline of Climate Change: Gender Risks and Hopes](#)." United Nations Environment Programme: pp. 15-35.

ACCESS TO AND CONTROL OVER ASSETS AND RESOURCES

Inequalities in access to, use of, and control over natural resources and assets, such as land, forests and water for women and men are linked to harmful gender norms, intra-household dynamics, discriminatory customary systems, and legal policies and regulations. For example, on average women own smaller sized land holdings compared to men, regardless of how its ownership is considered.³ Moreover, because women and girls have less control over resources, traditional coping mechanisms to climate stressors often come at their expense. In times of crisis. Small livestock and poultry, traditionally under the purview of women and girls, are often the first assets to be liquidated in times of crisis.⁴ As families' asset bases shrink, girls are often withdrawn from school to save money and assist with household work. Such strains on family resources create negative incentives to push young girls into child, early, and forced marriage, disrupting their education, decreasing their economic opportunities, leading to early maternity and poor pregnancy outcomes, and increasing the likelihood that they will experience future intimate partner violence.⁵

GENDER ROLES, RESPONSIBILITIES, AND TIME USE

Gender norms shape labor roles, which in turn determine how women and men are differently impacted by climate stressors and adaptations to them. In particular, women's roles within food and water systems, along with their frequently limited access to resources and information, can increase their risk exposure and ability to adapt to climate impacts.⁶ Importantly, adaptations to climate change, including development activities to address climate change, can increase women's time poverty and unpaid work burdens. Women's time and labor burdens must be understood in order to ensure that interventions do not increase these burdens.⁷ For example, because traditional, gender neutral approaches to climate smart agriculture do not consider gender roles, preferences, and resources in program design, they may significantly increase women's labor burden and time poverty. Also, in many locations men have migrated to find work. Women left behind have additional, unpaid work burdens. Adaptive strategies that do not identify such burdens may inadvertently overburden women. The strenuous nature of agricultural work, exacerbated by heightened temperatures caused by the changing climate, places women and men agricultural workers at an elevated risk from heat stress.⁸ In times of drought, male farmers in developed and developing countries experience higher rates of suicide due to weaker or non-existent support networks.

CULTURAL NORMS AND BELIEFS

Gendered norms and beliefs can dictate and determine how climate disasters impact women and girls, men and boys—in all their diversity, differently. For example, in disasters, men may be under particular pressure to perform first-responder, “heroic” roles, which may make them more susceptible to injury or death, while women may be more susceptible to disadvantage due to their responsibilities to care for children and older persons.⁹ Moreover,

³ Palacios-Lopez, A., L. Christiansen and T. Kilic (2015). “[How Much of the Labor in African Agriculture is Provided by Women?](#)” World Bank Group, Africa Region.

⁴ “Shean, Allison and Alnouri, Sahar (2014). [Rethinking Resilience: Prioritizing Gender Integration to Enhance Household and Community Resilience to Food Insecurity in the Sahel](#).” Mercy Corps.

⁵ Deubel, Tara and Boyer, Micah (2017). “[Gender, Markets and Women's Empowerment in the Sahel Region: A Comparative Analysis of Mali, Niger, and Chad](#).” World Food Programme.

⁶ Bryan, Elizabeth (2019). “[A Focus on Gender is Key to Climate Adaptation](#).” International Food Policy Research Institute.

⁷ UNDP Climate (2016). Women. Work. Climate. Retrieved from: <https://undp-climate.exposure.co/women-work-climate>

⁸ Kato-Wallace, Jane (2019). “[Men, Masculinities, and Climate Change: A Discussion Paper](#).” MenEngage Alliance: pp. 1-4.

⁹ Boyer, A.E., Meijer, S.S., and Gilligan, M (2020). “[Advancing Gender in the Environment: Exploring the Triple Nexus of Gender Inequality, State Fragility, and Climate Change](#).” The International Union for Conservation of Nature with the United States Agency for International Development.

cultural norms regarding the role of women in society can particularly constrain the movement of women with disabilities,¹⁰ dictating who may assist them and where they may shelter during climate-related emergencies, significantly increasing their risk of harm. In disaster and post-disaster situations, LGBTQI+ people are often excluded from formal and informal aid services, experience a heightened risk of violence and harassment, and often have a reduced capacity for recovery due to pre-disaster discrimination and marginalization in education, workplaces, and families.¹¹ Harmful social norms, practices and beliefs create often-intense pressures for women and girls to forgo education, remain out of the labor force, renounce control of assets and resources, accept onerous work burdens caring for family, and limit their participation in planning processes, resource management bodies, and governance structures. Additionally, women's economic status and lack of access to mobile phones and other technology limits their access to early warning information, hindering their ability to cope with disaster. These norms and practices constrain women's resilience and keep their voices and solutions out of decision making and planning processes.

PATTERNS OF POWER AND DECISION-MAKING

Women and girls have valuable knowledge and skills that make them powerful change agents in designing and implementing climate solutions that benefit all people. Women and girls should be integrally involved in programs and policies to address climate change. Women's unique experiences with climate impacts can also offer important insights for climate solutions. For example, research has shown that having more women in Parliament contributes to more ratified environmental treaties and higher rates of land protection,¹² each of which can lay an important groundwork for additional ambitious climate action. Empowering Indigenous women and girls to leverage their important sociocultural roles and knowledge to design and implement culturally appropriate interventions can promote sustainable nature-based solutions. Including women in forest management groups results in better governance and conservation outcomes.¹³ Similarly, gender-inclusive water projects have been found to be far more effective than projects that are not gender inclusive.¹⁴ When we create inclusive access to leadership opportunities, increase women's access to finance and resources, and build their capacities to actively participate in decision-making, the design and implementation of climate change solutions are more effective, benefit more people, and increase resilience.¹⁵ USAID programming should promote these positive outcomes through robust analyses that identify gaps and critical entry points for engagement, support, and evaluation and learning.

POLICY FRAMEWORK

There is increasing recognition of the connection between gender and climate change in policy frameworks and strategies at international and national levels. Parties to the UN Framework Convention on Climate Change adopted the enhanced Lima Work Programme on Gender (ELWPG) and its associated Gender Action Plan (GAP) at the 25th Conference of Parties (COP25) in 2019. The ELWPG works to advance knowledge, understanding, and

¹⁰ United Nations (2020). "[Analytical Study on the Promotion and Protection of the Rights of Persons with Disabilities in the Context of Climate Change](#)." United Nations General Council.

¹¹ Dwyer, Emily and Woolf, Lana (2018). "[Down by the River: Addressing the Rights, Needs and Strengths of Fijian Sexual and Gender Minorities in Disaster Risk Reduction and Humanitarian Response](#)." Oxfam.

¹² Norgaard, Kari and York, Richard (2005). "[Gender Equality and State Environmentalism](#)." *Gender and Society*, 19(4): pp 506-522.

¹³ Leisher, Craig, Gheda Temsah, Francesca Booker, Michael Day, Leah Samberg, Debra Prosnitz, Bina Agarwal, Elizabeth Matthews, Dilys Roe, Diane Russell, Terry Sunderland & David Wilke (2016). "[Does the gender composition of forest and fishery management groups affect resource governance and conservation outcomes? A systematic map](#)." *Environmental Evidence* 5:6.

¹⁴ Dalia Saad (April 25, 2019). "[Why women's involvement is so vital to water projects' success - or failure](#)." *The Conversation*.

¹⁵ De Pinto, Alessandro, Greg Seymour, Elizabeth Bryan, and Papti Bhandari (2020). "[Women's empowerment and farmland allocations in Bangladesh: evidence of a possible pathway to crop diversification](#)." *Climatic Change* 163, 1025-1043.

implementation of gender-responsive climate action under five priority areas: 1) capacity-building, knowledge management, and communication; 2) gender balance, participation and women's leadership; 3) Coherence; 4) Gender responsive implementation and means of implementation; and 5) Monitoring and reporting. At the US Government level, the Biden-Harris administration has made gender equality and equity fundamental to U.S. foreign policy broadly, including climate. This includes the first-ever National Strategy on Gender Equity and Equality, under which "Promot[ing] Gender Equity in Mitigating and Responding to Climate Change" is one of ten priority areas.

This gender analysis was conducted under the direction of the Gender Equality and Women's Empowerment Hub (GenDev) in the Bureau for Development, Democracy, and Innovation (DDI) in collaboration with the Land and Resource Governance (LRG) Division in DDI. If you have any questions, please contact GenDev.

Activity	Potential gender issues	Recommendations
SO 1: Targeted Direct Action: Accelerate and scale targeted climate actions		
IR 1.1: Catalyze urgent mitigation (emissions reductions and sequestration) from energy, land use, and other key sources	<ul style="list-style-type: none"> • Legal frameworks for compulsory acquisition and resettlement associated with infrastructure (and agribusiness) development may not be gender equitable • Transport, energy, infrastructure (and agribusiness) projects may bring benefits but may also disproportionately impact women, possibly displacing them and/or making it more difficult to access needed resources and support livelihoods; men may be disenfranchised as industries transition, affecting their livelihoods, with knock-on effects on gender dynamics. • Transport, energy, infrastructure (and agribusiness) projects may contribute to rising real property values which can benefit some women but make it more difficult for others to access housing, business space, and/or farming/ag lands • Efforts to limit agricultural expansion and protect forests or other carbon pools may limit women's access to resources needed for food security and livelihoods. • Gender roles and power dynamics and gender differences in access to and control of assets and resources may limit women's access to crop varieties that reduce emissions, to perennial crops or to improved livestock breeds • Gender roles may create incentives for women, men, boys and girls to continue traditional practices that contribute to 	<ul style="list-style-type: none"> • Support partner country efforts to strengthen compulsory acquisition laws to ensure they are gender-responsive and provide women with equitable compensation for economic and physical displacement • Support partner country efforts to identify laws that restrict women's employment in transport, energy, infrastructure and agribusiness sectors and make them gender responsive • Build partner country capacity for gender-responsive NDC development and implementation, and national climate, energy and related policies/strategies at all levels • Build partner country capacity to collect, analyze and disseminate gender-differentiated data to support evidence-based climate policy making, planning and implementation • Support transport, energy, infrastructure and agribusiness firms to develop and implement operational guidelines, employment and compensation targets that promote gender equality and women's empowerment - hire, train and retain more women, particularly for mid- and senior-level management • Support women and women's organizations to participate in public consultations, planning, design and implementation processes involving transport, energy, infrastructure, and agribusiness development • Work with men and boys to build support for women's engagement in climate mitigation activities and to change some of the norms that govern indoor household air pollution. • Identify and address any gendered norms that make it difficult for men and boys, women and girls to change behaviors that contribute to greenhouse gas emissions, such as not using public transport • Promote women's entrepreneurship around transport, energy, infrastructure and agribusiness projects • Ensure women's active participation in projects that restrict access to lands, forests and carbon pools to mitigate risks of disparate impact • Ensure women have equitable access to rangelands and forest management trainings and opportunities to meaningfully participate in associated governance bodies • Support trainings on GBV to reduce likelihood of backlash from women's engagement in the workforce or women's mobility and support delivery of GBV-related legal, health and employment services for victims • Support behavior change and communications campaigns that help increase acceptance of women's participation and decision making in sectors critical to climate mitigation efforts, working closely with male champions • Work to ensure transport services are safe and accessible for women and girls, persons with disabilities, and LGBTQI+ people

	<p>greenhouse gas emissions and/or to avoid behavior that could reduce emissions.</p> <ul style="list-style-type: none"> • Projects, such as efforts to reduce food waste or change diets, fail to take into consideration women's safety and time burden concerns • Gender roles limit women's ability to do certain kinds of work (foresters, electricians, etc.) and expose women and girls to disparate health risks from a changing climate • Projects to decarbonize infrastructure may impose disproportionate financial and/or time and labor burdens on some women and create labor dislocations for some men • Transport, renewable energy, infrastructure (and agribusiness) projects may contribute to GBV if women's employment or mobility are seen as disruptive, if environmental or land rights defenders are targeted or if project workers harm women and girls • Lack of knowledge around clean energy technologies, financing options, or rental relief programs limits women's decision making • Failure to recognize intersectional vulnerabilities that exacerbate inequalities such as those discussed above • Adolescent girls may be forced to leave school, limiting their opportunities to take leadership roles in the private and public sector addressing climate change, and are less informed about their role in carbon emissions and accelerating climate change 	<ul style="list-style-type: none"> • Support social marketing and financing approaches to increase women's access to energy and electrical systems, including clean energy alternatives • Ensure women are recognized as rights holders to lands including agricultural lands, forests, mangroves, marshes, peat and drylands • Enable women's active participation in coastal and other blue carbon sequestration activities • Support rigorous research and analysis of impacts of energy, transport, other infrastructure and agribusiness project development on women and girls • Identify, understand and assess gendered and other intersecting vulnerabilities to climate change and climate change mitigation interventions and adjust programming to reflect differential needs and capacities of women and girls, men and boys • Create gender sensitive outreach/communication material and ensure that information pertaining to pollution and health are delivered in a medium accessible to women • Engage women's organizations and ensure that the viewpoints of populations who spend significant time at home are involved and active contributors to these processes • Increase investment in and efforts to promote the retention of adolescent girls in education and skills training programs to reduce carbon emissions • Protect, manage, and restore forests, mangroves, peatlands, and other high-carbon ecosystems to achieve climate mitigation benefits using gender mainstreaming and socially inclusive approaches • Support smallholder female food producers to invest in nature-based solutions that protect forests and increase soil carbon • When designing climate interventions, consider how best to address the additional intersecting, marginalized identities of women, such as disability, class, race, sexuality, ethnicity, among others • Support men through capacity-building and norms change programs to facilitate their transition into previously feminized sectors such as the care economy, including childcare, eldercare, residential care, healthcare and home healthcare, and other forms of domestic and care work.
IR 1.2: Strengthen climate resilience of people vulnerable to climate impacts (adaptation)	<ul style="list-style-type: none"> • Legal frameworks for asset/resource control, ownership and management may not be gender equitable • Power dynamics, social norms and beliefs limit women's participation in policy making and governance processes 	<ul style="list-style-type: none"> • Support partner country efforts to strengthen laws and policies, including family laws, to enable equitable access to, control and accumulation of, assets and natural resources including land, forests and water • Support partner country efforts to strengthen laws and policies to enable participatory, gender equitable land and urban planning and resource management • Build partner country capacity for gender-responsive NAP planning and review processes and implementation efforts and national climate, energy and related policies/strategies at all levels

	<ul style="list-style-type: none"> ● Power dynamics, social norms and beliefs limit access to and control of assets and resources, mobility, health care, extension services, education and employment limiting adaptive capacities ● Gender roles limit women's ability to do certain kinds of work (ploughing, pruning trees, fire fighting, "technical" work) and expose women and girls to disparate health risks, including sexual health risks, from a changing climate ● Gender roles often encourage men to see themselves as primary providers for families; if they lose traditional livelihoods as a result of impacts of climate change they may be more likely to engage in violence or self-harm. Women and girls may also experience self-harm due to impacts to livelihoods and debt burdens. ● Gender roles lead to different needs and preferences for climate (adaptation) solutions - technologies and practices - as well as for risk management strategies and approaches. ● Gender roles and power dynamics may limit women's equitable participation in benefit sharing or PES schemes ● Increased levels of GBV associated with increasing socio-economic/environmental stress ● Lack of knowledge around climate laws, policies, programming, financing, and climate science limits women's effective participation and decision making ● Increasing competition/demand for resources creates/exacerbates power dynamics, creates conflicts, and limits women's access and control of resources 	<ul style="list-style-type: none"> ● Build partner country capacity to engage with and integrate gender-responsive approaches into disaster risk reduction planning and other activities ● Build partner country capacity to collect, analyze and disseminate gender-differentiated data to support evidence-based climate policy making, planning and implementation ● Build partner country capacity to engage with and integrate gender-responsive approaches in social protection schemes ● Consider support for Gender Advisors and/or the creation of Gender Units at appropriate partner country ministries and offices, including designating a Gender and Social Inclusion Expert as key personnel in partner contracts and agreements ● Enable robust integration of gender and attention to women and girls' unique health risks, including sexual health, in One Health and other programming ● Identify and address, including through behavior change activities, gender norms that create unique risks for men and boys. ● Support behavior change programs for families and couples and awareness raising campaigns for communities to understand, address and mitigate risks for climate-related GBV ● Promote women's participation and leadership in climate solutions' innovation cycle from research and development to dissemination to include CSA technologies and advances ● Develop programming to support male and female farmers considering self-harm as a result of drought, other climate-related livelihood losses and debt burdens ● Support women, women's organizations and coalitions to build capacity for equitable and active participation in climate policy development, project design and implementation and to collect and analyze climate data ● Increase gender equitable access to climate information, including early warning systems, digital and other technologies to support adaptation ● Support hiring, training and retaining women extension agents and expand women's access to extension services that provide climate information and training on climate-resilient practices including CSA and crop diversification practices and how to address disease spread due to climate impacts ● Improve access to credit, including through unsecured lending, and provide crop/livestock insurance tailored to women's resource and asset portfolios ● Identify, understand and assess gendered and other intersecting vulnerabilities to climate change and adjust programming to reflect differential needs and capacities of women and girls, men and boys ● Increase investment in and efforts to promote the retention of adolescent girls in education and skills training programs that build resilience and adaptation to climate change ● Employ a holistic, context-aware approach that tackles systemic and specific power imbalances in designing climate adaptation measures ● Promote equal access to and control over resources and assets as key to realizing gender-equal adaptation measures
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	<ul style="list-style-type: none"> Proposed programs or activities add to women's time/labor burdens Failure to recognize intersectional vulnerabilities Critical and persistent gender gaps in access to financial, digital and other technology shape women's ability to mitigate the impacts of climate shocks and to adapt 	<ul style="list-style-type: none"> Strengthen local protection systems against child abuse, sexual and domestic violence afflicting women and children especially during disasters and climate crises Strengthen the capability of local responders to prevent and mitigate, and respond to cases of abuse and violence against women and children especially during disasters and climate crises Develop programming to support households to better plan for safe and productive migration of a household member including planning ahead for issues such as women's labor burden and land tenure security, how remittances will be transferred and how the household and migrant will communicate When designing climate interventions, consider how best to address the additional intersecting, marginalized identities of women, such as disability, class, race, sexuality, ethnicity, among others
IR 1.3: Increase the flow of and equitable access to finance to support adaptation and mitigation	<ul style="list-style-type: none"> Legal frameworks for financial services may not be gender equitable, limiting women's access to credit Climate financing may disproportionately benefit men, entrenching or expanding existing inequality, limiting women's access to assets and resources Power dynamics, social norms and beliefs limit women's participation in the design, implementation, or evaluation of climate finance projects/programs Women lack skills and capacity to participate effectively in climate finance programs and projects limiting decision making Power dynamics and social norms constrain women's ability to be equally represented at senior levels in climate finance decision making Climate finance structures tend to limit women's access to funding opportunities Power dynamics, social norms and beliefs will make it difficult for women to access and benefit from increasing levels of financing Failure to recognize intersectional vulnerabilities 	<ul style="list-style-type: none"> Support partner country efforts to develop gender equitable financial services laws/regulations to improve equitable access to credit Support partner country efforts to ensure consumer protection in accessing financial services and preventing predatory debt Include gender equality goals in funding criteria as key objectives (as with GCF's NAP funding) Promote gender balance and gender expertise on climate funding boards and technical advisory groups Ensure new funds require robust gender analyses and implementation plans Work with private sector partners to review social safeguard policies and strengthen company capacity to implement gender provisions of safeguard policies and standards Work with private sector partners to Increase accountability for meeting gender equality targets through audits of gender impacts and the collection of gender-differentiated project/program data Support efforts to improve women's access to affordable and patient finance/capital to support adaptation choices, women-run businesses that provide critical services and promote climate-related entrepreneurship Support programs to increase women's and girls digital and financial literacy Support gender-responsive public budgeting for climate funding Seek regular input and active participation of women and women's organizations from concept to design and implementation and monitoring and evaluation stages of climate finance projects/programs Identify, understand and assess gendered and other intersecting vulnerabilities to climate change, finance (including credit and debt), and adjust programming to reflect differential needs and capacities of women and girls, men and boys Support efforts to expand women's access to and control of financial services through the use of appropriate digitally-enabled financial services, including payments, savings, credit, and insurance. Ensure women do not bear an undue debt burden from accessing financial services by ensuring interest rate and fee transparency

		<ul style="list-style-type: none"> • Create investment programs that develop human capacities and help improve the adaptation conditions of women in territories vulnerable to climate change • Increase financial and technical resources for women-led and gender equality organizations to enable a leadership role in addressing the climate crisis • Support the strengthening of internal areas within Indigenous organizations whose objective is to promote the participation of women in the various priority issues and decision-making spaces • When designing climate interventions, consider how best to address the additional intersecting, marginalized identities of women, such as disability, class, race, sexuality, ethnicity, among others
IR 1.4 Partner with Indigenous Peoples and local communities to lead climate action	<ul style="list-style-type: none"> • Legal frameworks and customary laws and practices make it difficult to recognize and protect Indigenous women's territories and resources • Legal frameworks criminalize activities of environmental and land rights defenders who are from Indigenous communities • Power dynamics, social norms and beliefs raise vulnerability of women in Indigenous and local communities to GBV • Indigenous women may lack skills and capacity to lead climate actions limiting decision making, engagement and empowerment (for example, language barriers) • Time/labor burdens make it difficult or impossible for some women in Indigenous and local communities to lead climate solutions • Women in Indigenous and local communities are poorly represented and may not participate in international, national, and local fora • Indigenous women have few opportunities to participate in NDC and NAP development processes • Women in Indigenous and local communities may lack access to climate information and/or may lack skills to use and deploy climate information • Indigenous and traditional women's knowledge is not adequately incorporated into the 	<ul style="list-style-type: none"> • Support partner government efforts to improve processes to recognize and protect Indigenous Peoples' territories • Strengthen capacity of Indigenous women and their organizations to participate in processes, information gathering and consultations to recognize territorial claims • Consider support for Gender Advisors and/or the creation of Gender Units at appropriate partner country ministries and offices, including designating a Gender and Social Inclusion Expert as key personnel in partner contracts and agreements • Explore options to decriminalize peaceful protests of environmental and land rights defenders • Support and protect environmental and land rights defenders who are from Indigenous and local communities • Strengthen skills and capacity of Indigenous women to manage and lead Indigenous organizations • Support efforts to combat GBV directed towards women in Indigenous and local communities, particularly GBV resulting from engagement in and support for climate or conservation processes • Provide targeted training to support Indigenous women's participation in NDC and NAP policy development processes • Support Indigenous women to enter STEM fields to build skills and contribute to climate actions • Work with women, men, and other gendered leaders of Indigenous and local community organizations to champion women and girls as agents of climate change • Increase opportunities for women and youth in Indigenous and local communities to participate in climate processes, policy making and governance structures at all levels, including at international fora • Support behavior change and communications campaigns that help increase acceptance of Indigenous women's participation and leadership on climate actions, identify and hold up Indigenous women as agents of positive change and work with male champions to support and encourage Indigenous women's active participation and their support for Indigenous women's land rights • Support opportunities for Indigenous women to access, analyze and use climate information and technologies • Support efforts to integrate traditional/local and Indigenous women's knowledge in climate planning processes • Identify, understand and assess intersecting gender, Indigenous and other vulnerabilities and adjust programming to reflect differential needs and capacities

	<p>creation, design, implementation and evaluation of climate actions</p> <ul style="list-style-type: none"> ● Failure to recognize the intersectional vulnerabilities of Indigenous women within and outside of their communities 	<ul style="list-style-type: none"> ● When designing climate interventions, consider how best to address the additional intersecting, marginalized identities of women, such as disability, class, race, sexuality, ethnicity, among others
IR 1.5: Enable and empower women and youth and other marginalized and/or under-represented groups to lead climate action	<ul style="list-style-type: none"> ● Legal frameworks fail to recognize rights of women, including young, disabled, minority, and women who are members underrepresented and marginalized groups, to access resources needed to lead or contribute to climate action ● Time/labor burdens and family responsibilities make it difficult or impossible for women, including young women and women who are members of underrepresented and marginalized groups to engage in and lead climate solutions ● Power dynamics, social norms and beliefs limit opportunities for women, including young women and members of underrepresented and marginalized groups to engage in climate policy planning and decision making ● Women, including young women, often lack skills and capacity to participate in climate actions limiting engagement and empowerment ● Climate financing does not reach and support women and youth-led organizations working on climate ● Women, including young women and women who are members of underrepresented and marginalized groups, are poorly represented and may not participate in international, national, and local fora ● Failure to recognize intersectional vulnerabilities of women, particularly young women and women who are members of underrepresented and marginalized groups 	<ul style="list-style-type: none"> ● Consider support for Gender Advisors and/or the creation of Gender Units at appropriate partner country ministries and offices, including designating a Gender and Social Inclusion Expert as key personnel in partner contracts and agreements ● Support partner governments to address gaps in legal frameworks that restrict women, youth, and underrepresented and marginalized groups' access to resources to promote leadership on climate action ● Support partner governments and other key stakeholders to bring women, including young women and women who are members of underrepresented and marginalized groups, purposefully into climate processes including those related to NDC and NAP development ● Consider supporting partner governments to develop gender-responsive youth parliaments that can participate in a variety of policy making actions, including those related to climate change (see "Youth Engagement in Climate Action" in resources) ● Support local civil society organizations to strengthen capacity of women, including young women, to engage in climate policy making including through development of climate relevant policy documents, as strategic communicators, as climate youth champions and as climate advocates through youth councils ● Support partner countries to use targeted subsidies to encourage women, particularly young women, to remain in school and take part in regular health care initiatives ● Support women, including young women to enter STEM fields to build skills and contribute to climate actions ● Support civil society and the private sector to engage directly with all youth, including young women, including as youth ambassadors for climate change ● Support youth and women's organizations with grants and other financial support to promote youth and women's leadership for climate action ● Support youth and women's organizations with grants and other financial resources to enable women, including young women and women who are members underrepresented and marginalized groups to travel to and participate in climate decision-making fora ● Support contests to promote women, youth, and underrepresented and marginalized persons-led climate innovations ● Support behavior change and communications campaigns that help increase acceptance of women, including young women and women who are members underrepresented and marginalized groups, activism, and leadership on climate action and education' ● Carry out a rapid scan(s) of women's, environmental, and other civil society and research organizations to determine potential partners on air pollution, gender, and transport issues ● Identify and engage women's self-help groups as potential community-based partners for air quality monitoring, entrepreneurship, clean air advocacy, and climate change

	<ul style="list-style-type: none"> ● Failure to recognize the vulnerabilities of women from countries with gender discriminatory nationality laws of becoming stateless, particularly for low-lying island states that risk becoming uninhabitable 	<ul style="list-style-type: none"> ● Engage men and boys in gender-transformative climate actions to foster change in socio cultural perceptions, discriminatory structures, and imbalanced power dynamics ● Develop strong gender-transformative education and training pathways, including internships, apprenticeships, and on-the-job training for girls and boys, and to create gender-responsive transition support, especially for girls and historically marginalized youth, into green industries, including mentoring ● Assist partner countries in identifying barriers, such as traditional roles in their society to the advancement of women and institute appropriate policies and programs to address these barriers ● Support projects that are designed, implemented, monitored and evaluated with a gender-responsive lens, are informed by data disaggregated by gender, wealth, age, education, ethnicity and disability status, among others ● Recognize and address women's time poverty due to care and domestic work in design of climate programming ● Promote the participation of women in participation in decision-making on climate change at the household, community, national, and sub-national levels ● Invest in and support women, including adolescent girls' skills training and TVETs – innovating and strengthening TVETs as a key hub for private sector engagement and inter-ministerial planning about green + blue jobs, growth markets, and opportunities related to forestation, fisheries, water and sanitation ● Integrate gender into situation analyses, results frameworks, and program design to advance the effectiveness and sustainability of climate interventions through gender-responsive and transformative approaches ● Support the leadership development, mentoring and coaching of women leaders to enable their success in leading organizations and initiatives focused on tackling climate change ● When designing climate interventions, consider how best to address the additional intersecting, marginalized identities of women, such as disability, class, race, sexuality, ethnicity, among others
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Activity	Potential gender issues	Recommendations
SO 2: Systems Change: Catalyze transformative shifts to net-zero and climate-resilient pathways		
IR 2.1: Advance transformation of key systems and essential services to reduce emissions and enhance climate resilience	<ul style="list-style-type: none"> ● Legal frameworks associated with delivery of renewable/green energy services, infrastructure and nature-based solutions may not be gender equitable ● Women parliamentarians and officials may lack information and support to create and implement participatory, gender-responsive legal frameworks for net-zero services and infrastructure and effective nature-based solutions ● Subsidies designed to promote needed transformations, including those for agriculture, flow primarily to businesses owned and controlled by men, inadvertently disadvantaging women-owned or controlled businesses ● Private investors fail to integrate gender considerations and women's employment/compensation targets into low-carbon projects limiting women's access to assets ● Women lack access to land and face legal and social challenges to land ownership, limiting women's access to assets ● Emissions reductions projects may inadvertently increase women's time/labor burdens ● Emissions reductions projects may not address gender norms and roles that would limit women's participation; men may also be disenfranchised as industries transition, 	<ul style="list-style-type: none"> ● Conduct gender audits of national and regional legal frameworks to create and implement net-zero, resilient policies to improve gender-responsiveness ● Support partner countries to design and deliver infrastructure, renewable/green energy and other services and projects that focus on nature-based solutions to improve gender-responsiveness ● Support women parliamentarians to strengthen skills and access information needed to craft gender equitable policies and legislation for net-zero, climate-resilient services and systems, including those related to agricultural subsidies ● Support the development of “gender and climate” caucuses in partner countries to promote a net-zero and climate resilient agenda, engage men as champions for this work ● Support women's organizations and coalitions to effectively participate in climate policy planning processes and in systematic climate and gender data collection, enhancing access and use of such data for planning and decision making processes. ● Identify and address gender norms and roles that may limit men's willingness to participate in emissions reduction projects ● Support women to enter and succeed in STEM fields, TVET and non-traditional service sectors (electricians, real property assessors, etc.) ● Support programs to address GBV associated with women's engagement in STEM, TVET and non-traditional service sectors ● Provide support to partner countries at multiple levels for the development of gender-equitable procurement policies and processes that promote net-zero and climate-resilient economies ● Support efforts to promote a just transition to a net-zero economy by enabling men to transition into sectors that are traditionally feminized, including the care sector ● Work with private sector partners to promote gender equitable employment and compensation targets across green supply chains—hire, train and retain more women in these sectors ● Support partner countries, traditional and Indigenous leaders and local communities to strengthen women's land rights and improve gender responsiveness of land governance systems ● Support women to build the skills necessary to engage at all levels of green mineral supply chains ● Support women at all levels to participate in consultations and deliberative process and structures that promote climate adaptation ● Conduct rigorous research and analysis of impacts of transitions to low-emissions services and infrastructure development on women and girls

	<p>affecting their livelihoods, with knock-on effects on gender dynamics.</p> <ul style="list-style-type: none"> ● Potential for GBV if women are employed in fields that do not comply with gender roles and social norms ● Failure to recognize intersectional vulnerabilities 	<ul style="list-style-type: none"> ● Identify, understand and assess gendered intersecting vulnerabilities with regard to essential services and infrastructure and adjust programming to reflect differential needs and capacities ● When designing climate interventions, consider how best to address the additional intersecting, marginalized identities of women, such as disability, class, race, sexuality, ethnicity, among others
IR 2.2: Support a transition to climate-resilient, net-zero economies and financial systems	<ul style="list-style-type: none"> ● Legal frameworks and policies to support the development of green jobs may not be gender equitable and may frustrate a just transition to net-zero economies ● Women may be legally barred from pursuing some green jobs ● Gender norms and roles may expose men to additional safety risks in some green jobs ● Power dynamics, social norms and beliefs limit women's participation in policy making and governance structures needed to support a green economy ● Women may lack skills and information needed to participate effectively in new markets and financial systems associated with a green economy ● Carbon and other green taxes, fees and administrative processes may be more burdensome for women-owned businesses ● Women may be at heightened risk of GBV through employment in STEM, TVET or non-traditional and green economy jobs ● Failure to recognize intersectional vulnerabilities 	<ul style="list-style-type: none"> ● Explore opportunities to support development of gender-responsive Green Jobs Acts with partner countries ● Work with partner countries to ensure use of carbon and other green taxes and fees do not disproportionately harm women-owned businesses ● Support women officials in partner countries to develop the skills and expertise needed to design and implement gender-equitable policies and laws that promote net-zero, climate-resilient economies, engage with men as champions for this work ● Support women's organizations and coalitions to effectively participate in net-zero, climate resilient policy planning processes ● Ensure women are involved in the design, implementation, monitoring of payment for ecosystems service projects and that men champion this involvement ● Support efforts to expand women's access to and control of financial services through the use of appropriate digitally-enabled financial services, including payments, savings, credit, and insurance ● Support women to build and scale net-zero, climate-resilient businesses and climate solutions through improved linkages to markets, access to finance, challenge grants and mentorship programs ● Identify and address gender norms and roles that may expose men to additional safety risks in some green careers and jobs ● Support women to enter and succeed in STEM, TVET, finance and other related fields that will contribute to net-zero, climate-resilient economies ● Work with private sector partners to promote gender-equitable employment and compensation targets across green supply chains ● Support behavior change campaigns that promote women's employment in STEM, TVET non-traditional and other green economy jobs and reduce risks associated women's employment and participation, including GBV ● Conduct long-term, rigorous research and analyses of impacts of transitions to green economies for women and girls ● Support capacity building at national universities and research institutions in partner countries to contribute to and conduct long-term, rigorous research and analysis of impacts of transitions to green economies for women and girls ● Identify, understand and assess gendered intersecting vulnerabilities and adjust programming to reflect differential needs and capacities

		<ul style="list-style-type: none"> ● Work with the private sector to nurture a methodical inclusion of women-centered funds into existing sustainable development financing vehicles. ● When designing climate interventions, consider how best to address the additional intersecting, marginalized identities of women, such as disability, class, race, sexuality, ethnicity, among others
IR 2.3: Strengthen responsive, transparent governance and citizen engagement for effective climate action	<ul style="list-style-type: none"> ● Adaptation and other climate and disaster risk reduction plans may not be gender-responsive and may inadvertently reinforce harmful gender norms that encourage men and boys to engage in risky behaviors ● Power dynamics, social norms and beliefs limit women's ability to participate in policy making, planning and implementation processes at all levels ● Women lack skills and information needed to participate effectively in climate action and governance processes ● Women may not be included or equitably represented in national delegations at international climate fora ● Stakeholders, including women, lack access to gender-differentiated data to support more equitable policy making and project design and implementation ● Failure to recognize intersectional vulnerabilities affecting access to participation in governance structures 	<ul style="list-style-type: none"> ● Build partner country capacity for gender-responsive NDC development and implementation, national climate, energy and related policies/strategies at all levels ● Support government officials to create more participatory, gender-equitable climate action plans, implementation and monitoring processes, engage with men to act as champions for this work ● Support governments to engage in gender budgeting in order to identify the distribution of budgeted resources to women and men and use this information in order to implement a gender-equitable budget ● Ensure disaster risk reduction plans do not inadvertently reinforce gender norms that encourage men and boys to take on risky behaviors ● Build partner country capacity to collect, analyze and disseminate gender-differentiated data to support evidence-based climate policy making and assess impacts for women and girls of climate action ● Support women's organizations to participate in climate policy development, to collect/analyze climate data and participate in consultations and governance institutions ● Support women officials and other women leaders to actively participate in national delegations at international climate fora, engage with men to act as champions for this work ● Support women as peace builders and dispute resolvers to address conflicts related to increasingly scarce resources ● Support behavior change and communications campaigns that help increase acceptance of women's participation and decision making in climate policies and climate action and work with male champions to support and encourage women's active participation ● Provide legal assistance to women whose rights are negatively impacted by the effects of climate change, including through conflict over increasingly scarce resources, compulsory acquisition of land and property, and discrimination in the workplace ● Identify, understand and assess gendered intersecting vulnerabilities and adjust programming to reflect differential needs and capacities ● Work with the private sector to nurture a methodical inclusion of women-centered funds into existing sustainable development financing vehicles. ● Support e-government and other digitally-enabled services that enable women and men to more effectively engage with relevant government agencies and to coordinate climate action—and ensure these efforts are accompanied by digital inclusion actions targeting women and girls ● Promote efforts to use national laws, regulations and policies that provide an enabling environment for gender mainstreaming into the project framework and to have these to trickle down at all levels of governance

		<ul style="list-style-type: none"> When designing climate interventions, consider how best to address the additional intersecting, marginalized identities of women, such as disability, class, race, sexuality, ethnicity, among others
IR 2.4: Strengthen the coordination of humanitarian, development, and peacebuilding assistance to address climate impacts	<ul style="list-style-type: none"> Legal frameworks related to disaster risk management/reduction and relocation/resettlement may not be gender equitable Legal frameworks may prevent or limit refugee or displaced women's abilities to build and expand businesses in the formal sector Increasing health burdens from climate change add to women's time and care burdens Power dynamics, social norms and beliefs make it difficult for women to pursue adaptation-supporting activities or serve as agents of positive change Host communities engage with male heads of households when providing (renting) land or housing and needed services, disempowering women, limiting access to assets or resources Women may be at heightened risk of GBV in relocation sites or due to disaster-related stressors Women's capacities as peace builders and dispute resolvers are overlooked Failure to recognize intersectional vulnerabilities 	<ul style="list-style-type: none"> Support partner countries to ensure disaster planning policies and processes, relocation and resettlement policies and processes and climate action plans and processes are coherent and gender responsive Strengthen skills and capacity of women and women's organizations to participate in disaster planning processes and to collect, access, analyze and use gender-differentiated data to contribute to climate resilient and sustainable disaster planning, engage with men to champion this work Strengthen capacity of women and women's organizations to actively participate in disaster planning, relocation and resettlement processes Provide women and men with skills to provide effective, efficacious self-care and care for family members to address physical and mental health risks from climate change Support women to enter and succeed in STEM, urban planning and other related fields that will contribute to climate resilient and sustainable humanitarian response efforts Support efforts to remove barriers to women's entrepreneurship in the formal sector, particularly for refugee or displaced women Support behavior change programs for displaced or disaster-impacted families and couples and awareness raising campaigns for host communities to understand, address and mitigate risks for climate- and disaster-related GBV Support partner country efforts to support gender-equitable property rental markets and service provision Enhance women's long-term economic and social opportunities in IDP camps and resettlement areas, engage with men to champion this work Support women as peace builders and dispute resolvers to address conflicts related to increasingly scarce resources Conduct long-term, rigorous research and analysis of impacts of efforts to integrate humanitarian and development responses to climate change in fragile, conflict-affected contexts on women and girls Identify, understand and assess gendered intersecting vulnerabilities and adjust programming to reflect differential needs and capacities Support women's health and reproductive care during conflict, displacement and/or natural disasters Work with the local governments to create a safe space for women and girls with immediate access to basic amenities Include USAID and national government gender investments in coordination efforts

Activity	Potential gender issues	Recommendations
<p align="center">SP O: Doing Our Part: Strengthen operations and approaches to programming to address climate change and further climate justice within USAID and our partner organizations.</p>		
	<ul style="list-style-type: none"> ● Increased telework to reduce emissions may increase domestic work burdens for women ● Increased telework may increase incidence of intrapersonal conflicts with partners or family members ● In the US, increased telework may impact child/elder care responsibilities and may raise rates of depression among primary caregivers (evidence related to other locations is limited) ● Research has shown that telework may inadvertently create biases about “presentism” which disadvantages women¹⁶ ● Gender-responsiveness may not be robustly integrated into USAID’s climate risk management processes and materials ● Social safeguard policies may not sufficiently address gender concerns 	<ul style="list-style-type: none"> ● Develop and deliver trainings to help staff negotiate equitable home and family care arrangements ● Continue to provide access to mental and physical health services for staff adversely impacted changing work arrangements ● Conduct internal messaging campaigns around importance of self-care and options for employee assistance ● All managers, supervisors and staff need to be made aware of the potential for “presentism” bias so that they can proactively mitigate any inequities ● Ensure employment review processes address potential for bias associated with differential in-person attendance ● Identify gaps and needed revisions to the “Climate Risk Management for USAID Project and Activities” reference document for ADS 201 to effectively integrate equity and inclusion ● Consider reviewing existing Climate Risk Profiles to address gender and social inclusion issues ● Ensure efforts to update and strengthen social safeguards policies robustly address and integrate intersectional gender concerns, including those associated with social norms and practices ● Ensure that paid parental leave, short- and long-term disability benefits are offered to all employees regardless of hiring mechanism

¹⁶ Ibarra, Herminia, Gillard, Julia, & Tomas Chamorro-Premuzic. “[Why WFH Isn’t Necessarily Good for Women.](#)” Harvard Business Review. July 16, 2020.

ADDITIONAL RESOURCES

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- Kwauk, Christina (2021). "[The Road to a Net Zero Economy Requires Building Girls' Green Skills for Green Jobs.](#)" The Brookings Institution.
- [Gender and Climate Listening Session Key Takeaways.](#) (2021) (Internal)
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