



**Ministry of Environment, Climate
Change and Technology**

Gender Monitoring Framework

CBIT Maldives

**Capacity Building for Improved Transparency of Climate
Change Mitigation and Adaptation Actions in the Maldives**





Ministry of Environment, Climate Change and Technology
Male', Republic of Maldives

Gender Monitoring Framework

CBIT MALDIVES

*Capacity Strengthening for Improved Transparency of
Climate Change Mitigation and Adaptation Actions in
the Maldives Project*





Ministry of Environment, Climate Change and Technology

Capacity Strengthening for Improved
Transparency of Climate Change
Mitigation and Adaptation Actions in
the Maldives Project (CBIT Maldives)



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1. Introduction

The “Capacity Strengthening for Improved Transparency of Climate Change Mitigation and Adaptation Actions in the Maldives (CBIT)” project is conducted by the Government of Maldives via financing of Global Environment Facility (GEF) and assisted by United Nations Environment Program (UNEP). The objective of this project is to strengthen the institutional capacity to track, mitigate and adapt actions and establish climate finance tracking system in the Maldives.

The project includes two components:

Component 1: The Maldives’ National Greenhouse Gas (GHG) Inventory System improved.

Component 2: The Maldives’ Transparency Framework for mitigation and adaptation actions and resilience building, including tracking support for implementation.

The project activities are focused around strengthening and formalizing long term institutional arrangement, systemizing data collection and processing and developing indicators and advancing methodologies along with improving the overall data quality and management procedures for preparing GHG inventories, tracking mitigation and adaptation actions and climate finance in an integrated manner. The end goal is to inform the national decision-making process as well as regularly report to the UNFCCC process.

The project ensures that gender is considered in all project activities, including training and awareness-raising. It is identified that men and women experience climate change differently, with women being disproportionately affected. Three areas have been identified that could influence gender considerations: (1) Formalization of roles and responsibilities within the legal framework and institutional arrangements, (2) Collection of sex disaggregated data; and (3) training and capacity building provided to stakeholders with an equal gender split where possible.

2. Gender Monitoring Framework for CBIT

The new GEF policy on Gender Equality requires collecting and analyzing sex-disaggregated data and information in order to inform project design, project implementation and monitoring and evaluation of the project activities. Collecting and maintaining sex-disaggregated data is crucial in ensuring evidence-based policy making in the design, implementation and monitoring and leads to progress towards gender -responsive policy goals.

This gender monitoring framework has been developed based on the outputs for the components 1 and 2 of the Maldives CBIT project. The framework is based on the 5 key points highlighted in the Gender Action Plan (GAP) prepared for the project (See Annex 1). These include:

- Participation in steering committees and decision-making bodies
- Ensuring project outputs mainstream gender issues
- Providing equal access to training and capacity building activities
- Measuring the impact of the gender participation
- Financial resources for ensuring the implementation of the Gender Action Plan

Special attention has been given to identify and propose SMART (Specific, Measurable, Achievable, Realistic, and Time-bound) indicators as well collection of as sex disaggregated data. Monitoring periods have been proposed based on the project workplan and deliverables in the CBIT Maldives project document and will be revised with changes to the work plan.

Annex 2 of this document presents the format to record the outputs of the Gender Monitoring Framework.

Table 1 Gender Monitoring Framework for CBIT Maldives

Goal	Indicator	Target	Monitoring Period	Supporting Stakeholders	Actions to achieve target
1. Participation in steering committee and decision-making bodies	Number of gender focused institution included in project steering committee	At least 1 gender focused institution	Throughout the project	Inline ministries and institutions	-Ensure that gender focused institution is include in project steering committee
	Percentage of women and men participating in project steering committees	50% women and 50% men	Throughout the project		- Ensure gender balance when appointing committee members. - Advocate for gender parity in decision-making roles.
2. Ensure project outputs mainstream gender issues	Number of gender equality awareness sessions conducted for project stakeholders	At least 2 sessions (inception and steering committee)	Throughout the project	Inline ministries and institutions	- Conduct gender equality awareness session during the inception of the project to emphasize the importance of gender mainstreaming. - Conduct gender equality awareness session to the project steering committee to ensure informed

					decision-making regarding gender issues.
	Percentage of men and women consulted during various consultation workshops held under the project	50% women and 50% men	Throughout the project	Inline ministries and institutions	<ul style="list-style-type: none"> - Actively invite both men and women to attend workshops. - Ensure consultation timing and location are accessible to both genders.
	Number of project deliverables reviewed to ensure gender analysis and incorporation of gender-disaggregated data	All deliverables	Throughout the project	Gender Expert	<ul style="list-style-type: none"> - Gender expert to review all deliverables to ensure they include gender analysis and incorporate gender-disaggregated data.
3. Provide equal access to training and capacity building activities	Percentage of women and men participating in training and capacity-building activities	50% women and 50% men	Throughout the project	Inline ministries and institutions	<ul style="list-style-type: none"> - Actively invite women to participate in training activities. - Ensure training sessions are accessible to both genders in terms of timing, location, and content.

Annex 1 – Gender Action Plan

Gender Action Plan¹

To address the issues raised by the Gender Analysis above and building on gender sensitization under TNC project, a five-point Gender Action Plan is included as follows:

- Participation in steering committees and decision-making bodies

To ensure the project continually strives to address the areas that have an impact on gender considerations, outlined above, it will be important to include representation in the Project Management Unit, a gender focused organization in the Project Steering Committee and in the formalized institutional arrangements for the national MRV system itself. The project will hire a Gender Expert who will sit within the PMU and will develop a Gender Monitoring Framework. The Gender Monitoring Framework will introduce measures and KPIs that can be tracked throughout the project to ensure gender issues are being considered and addressed.

A session on gender will be included during the inception workshop (activity 2.5.1) to discuss how to ensure a gender balanced project implementation.

The Gender Expert, a part-time role, will provide support to the PMU on how to implement the Gender Action Plan and guidelines on how to monitor the indicators included in the Gender Monitoring Framework. The Project manager will be responsible for monitoring the gender action plan using the gender monitoring framework. The Ministry of Gender, Family and Social Services will be represented in the Project Steering Committee and will facilitate discussion and review of the Gender Monitoring Framework during project review meetings. This will include, for example, ensuring that formalization of the institutional arrangements includes roles and responsibilities for gender expertise and consideration.

- Ensuring project outputs mainstream gender issues

The Gender Monitoring Framework will be developed at the start of the project and will be integrated with the project M&E plan. This will include indicators and guidelines for drafting legal instruments that need to consider gender parity. For example, data sharing agreements or MoUs, when defining data types and formats, should specify that sex disaggregated is required as much as possible. The project itself will not be developing policy however it will be designing the data management system that forms the evidence base for policy and strategic decision. Therefore, the Gender Monitoring Framework will also specify requirements for communicating the climate action (mitigation and adaptation) tracking data on the data management platform. Requirements for communication of this data will include sex disaggregated views that can then be readily mainstreamed into the decision making and policy development process. Furthermore, the gender expert will be responsible, under activity 2.2.1, for developing gender-sensitive indicators for NDC implementation, taking into account that climate change affects women and children to a greater

¹ Page 53 of CEO Endorsement Document

degree. This will be important for tracking and monitoring adaptation and for providing the evidence base needed to address gender-related vulnerabilities.

- Providing equal access to training and capacity building activities

The Gender Expert and PMU will work closely with contracted consultants and firms to ensure that training and capacity building exercises are made available for men and women equally. During the gender focused session in the inception workshop any potential issues within line ministries or working groups will be discussed for example, not enough female technical experts to attend the training sessions. Possible solutions and workarounds will be agreed, including the possibility of making all training materials available online for future technical experts to avoid any current gender bias within line ministries from having a long-lasting future impact. Possible barriers for access to training will also be discussed during project inception, with flexible and remote working options made available. The Gender Expert will provide guidance and support to the PMU to promote women's participation in all capacity building and consultation exercises.

- Measuring the impact of the gender participation

KPIs developed in the Gender Monitoring Framework will be tracked and reviewed through the project to ensure that equal access to capacity building and training is available for men and women. These KPIs could include, but are not limited to:

- The gender split of the focal points in key NDC sectors
- The gender split of organizations in the proposed institutional arrangements
- Availability of training to implementation partners
- Access to the online data management platforms
- Access and operational knowledge of tools, templates and guidelines for MRV of climate change data
- Representation at workshops and webinars

However, sex-disaggregated data is not always sufficient to determine whether the project outputs have responded appropriately to the differentiated needs of women and men. Therefore, further qualitative information needs to be gathered on whether equality of opportunity has been provided. This includes conducting surveys that assess the effectiveness of training provided and analyses of gender barriers to appointed positions. The framework for gathering this information will be included in the Gender Monitoring Framework, tracked by the PMU and will be reviewed in Project Steering Committee meetings. Lessons learnt will be fed back into the development process.

- Financial resources for ensuring the implementation of the Gender Action Plan

The project will allocate \$15,000 USD for the procurement of the gender expert who will be responsible for implementing this Gender Action Plan and developing the aforementioned Gender Monitoring Framework. These resources will be disbursed over the initial three months of the project, after which the action plan will be integrated into the M&E framework of the project. In-kind co-finance resources will also be provided for the involvement of the Ministry of Gender, Family and Social Services in the Project Steering Committee.

Annex 2 – Format to monitor the Gender Monitoring Framework

Goal	Indicator	Target	Monitoring Period	Supporting Stakeholders	Actions to achieve target	Actions Undertaken	Progress Towards Target
						[List of actions taken so far]	[Percentage or description of progress]