Gender Action Framework

Strengthening the National Designated Authority's Institutional and Technical Capacity to Mobilize Gender-Responsive Climate Finance for Eswatini

NATIONAL DESIGNATED AUTHORITY:
Ministry of Tourism and Environmental Affairs (MTEA)

IMPLEMENTING INSTITUTION:
Global Water Partnership Organisation (GWPO)

GREEN CLIMATE FUND

Global Water Partnership Southern Africa

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Acronyms and Abbreviations

AGDI	Africa Gender and Development Index
AWPS	Africa Women Progress Scoreboard
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
GAF	Gender Action Framework
GBV	Gender Based Violence
GCF	Green Climate Fund
GDP	Gross Domestic Product
GEC	Gender Equality Continuum
GII	Gender Inequality Index
GSI	Gender Status Index
GWP	Global Water Partnership
IPCC	Intergovernmental Panel on Climate Change
KII	Key Informant Interview
MEAL	Monitoring, Evaluation, Accountability, and Learning
NDA	National Designated authority
UNECA	United Nations Economic Commission for Africa
UNICEF	United Nations International Children's Emergency Fund
WFP	World Food Programme

1. Introduction

Eswatini is exposed to climate change induced hazards such as prolonged dry spells, droughts, floods and rapidly altering mean temperatures. The country also experiences natural hazards such as violent storms, forest fires, epidemic diseases and others. Climate change induced hazards are however recognized to have a significant impact on disaster management efforts and pose a significant threat to the efforts to meet the growing needs of the most vulnerable populations of Emaswati. This is expected to have an increasingly adverse effect of agricultural production and particularly smallholder farmers and communities. The country heavily relies on rain-fed agriculture and natural resources, making it susceptible to the variability of rainfall patterns and extreme climatic conditions such as droughts and floods. Such variabilities have exacerbated the existing challenges of food insecurity and ability to attain development targets.

With an agro-based economy and up to 70% of its population dependent on subsistence farming, climate change has posed serious development challenges for the Kingdom. Observed climate variability and changes are having and are projected to have a huge impact on the country's economy and society. These impacts present negative impacts not only on the agriculture sector but also on other sectors such as energy, water, tourism, health and forestry. All these sectors, both in urban and rural areas will likely be affected[1]. Moreover, evidence has shown that the impacts of climate change perpetuate and magnify structural inequalities, such as those between women and men. For instance, women commonly face higher risks and greater burdens from the impacts of climate change in situations of poverty, and the majority of the world's poor are women. It is, therefore, important that as the country builds climate resilience to its population, gender considerations are integrated to ensure no one is left behind.

2. Green Climate Fund and Gender Mainstreaming

The Green Climate Fund's (GCF) Governing Instrument stresses the impact of climate change and the importance of gender integration by stating that 'the Fund will strive to maximize the impact of its funding for adaptation and mitigation, and seek a balance between the two, while promoting environmental, social, economic and development co-benefits and taking a gender-sensitive approach'[2]. In addition, the GCF Gender Policy (2020-2023) clearly states that countries that proposed activities under the GCF Readiness and Preparatory Support Programme must ensure that women and men are provided with equal opportunities for active participation in stakeholder consultations and decision-making processes during project preparation, implementation and evaluation.

Furthermore, the GCF Gender Policy guides that GCF will encourage the National Designated Authority (NDAs) / focal points serving as coordinating mechanisms for the engagement of their countries with GCF to apply the principles of inclusion, equality and non-discrimination with respect to stakeholder consultations and decision-making aligned with any existing capacities and applicable policies and priorities of the country on gender. The gender sensitive approach is embedded not only in the GCF Gender Policy but also its Governing Instrument, Readiness and Preparatory Support Programme Guidebook and Gender Action Plan.

Therefore, the above GCF policy provisions show that gender integration is critical to Readiness programming, thus Eswatini through the Ministry of Tourism and Environmental Affairs (MTEA), as the NDA, and other key stakeholders should ensure that women and men, girls and boys, including those from marginalized communities are all engaged in the design, development and implementation of project strategies and activities. It is evident that climate change is not gender neutral as it impacts women and men differently. It is for this

reason that gender mainstreaming into climate actions is emphasized thence the NDA's institutional and technical capacity will be strengthened to fulfill its role as far as coordination, stakeholder engagement, programming and priority setting for gender equality and social inclusion is concerned.

3. Rationale for the Gender Action Framework

The Eswatini government, through the Ministry of Tourism and Environmental Affairs (MTEA) seeks to advance gender equality and women empowerment in the development and implementation of climate finance related projects in Eswatini. Whilst the country has in place its GCF Country Programme highlighting engagement priorities and pipelines with the GCF, it does not currently have a Gender Action Framework (GAF) that can be relied upon in the implementation of the GCF Country Programme. To address this, the country received funding from the GCF to implement a Readiness project which aims to build country's institutional and technical capacity to access gender responsive climate finance with technical assistance from the Global Water Partnership Organization (GWP). Through this project, Eswatini embarked on an exercise to conduct a gender analysis study in order to identify gaps and challenges hindering the successful integration of gender in Eswatini's climate finance projects. The gender analysis study further informed actions and activities to address the gaps and guide the integration of gender equality and women empowerment in climate change and water security programming through the development of this GAF. The GAF provides a platform or framework within which Eswatini will advance prioritized project ideas in a way that addresses gender-related concerns and proactively promotes gender equality. Therefore, the purpose of the GAF is to address and operationalize the gaps and actions identified during the gender analysis and stakeholder workshops and integrate them into the project cycle.
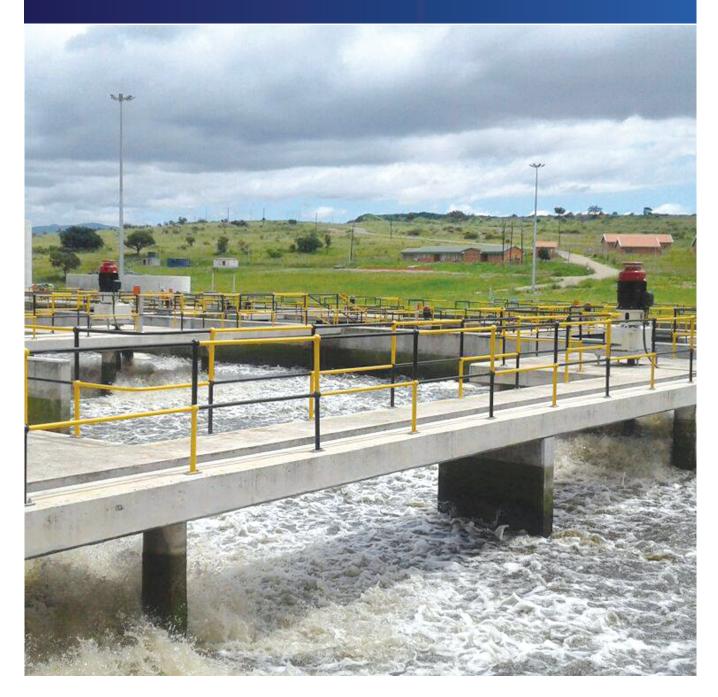
4. The Gender Action Framework

A Gender Action Framework is a gender mainstreaming or integration instrument for ensuring gender-inclusive planning, design, development and/or implementation of projects. The framework will provide a road map for project monitoring, and evaluation which ultimately will help to improve the quality of project implementation by keeping a focus on the beneficiaries that the project intends to serve. The Gender Action Framework includes clear identified actions and indicators which should be understood and fully owned by the executing and implementing agencies with outlined responsibilities and implementation timeline. This Framework forms the basis for operationalizing the findings and recommendations of the gender analysis that was conducted earlier. The gender analysis report contains specific gender elements to be considered in the project design, development and implementation.

The data used to generate this GAF was collected from the document review of international, regional and national level literature; Key Informant Interviews (KII) involving key stakeholders and stakeholder consultation workshops in Eswatini. The key issues focussed on during the gender analysis include generating empirical evidence of the country context in mainstreaming gender equality into climate change, water security and development planning. In addition to the findings, recommendations made in the gender analysis were captured for use in the formulation of this gender action framework indicator matrix.

5. Objectives of the Gender Action Framework

- To provide guidance on how to address gender inequalities in the country and promote gender equality and social inclusion in the Country's GCF project pipeline.

- To provide guidance for a gender transformative and participatory approach in project cycle considerations in the country.

- To present the priority areas, gender actions and gender performance indicators that will form part of the project formulation and implementation.

6. Definitions

The table below presents the definitions of key terms that are used in this Gender Action Framework and these help in understanding the context in which the respective terms are used.

TABLE 1: DEFINITIONS OF KEY TERMS[3]

KEY TERM	DEFINITION
GENDER	Refers to the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women. Gender also refers to the relations among women and those among men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes.
GENDER ANALYSIS	Is an examination of the differences in gender roles, responsibilities, needs, opportunities, and rights of women, men, girls and boys within various contexts. It gives explicit attention to the relative situation and status of women and men in a given context by investigating differences, inequalities and underlying gender relations.
GENDER EQUALITY	Refers to the equal rights, responsibilities and opportunities of women, men, girls and boys. Gender equality does not imply sameness but implies that the interests, needs and priorities of all genders are taken into consideration. Gender equality is not a women's issue but should concern and fully engage all genders while recognizing that neither all men nor all women are a homogenous group.
GENDER MAINSTREAMING	Refers to the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated.
GENDER RESPONSIVE	Describes processes or outcomes that explicitly take gender equality into account, for example through research, data collection, analyses, consultation and other processes. Gender responsiveness implies consistent and systematic attention to gender-based differences and inequalities between women and men, with a view to addressing systemic and structural constraints to gender equality.
GENDER TRANSFORMATION	Actively examines, questions and changes rigid gender norms and imbalances of power that advantage boys and men over girls and women. It aspires to tackle the root causes of gender inequality and reshape unequal power relations; it moves beyond individual self-improvement among girls and women towards redressing the power dynamics and structures that serve to reinforce gendered inequalities[4].
SOCIAL INCLUSION	Is the process of improving the terms for individuals and groups to participate in society and improving the ability, opportunity, and dignity of people, disadvantaged on the basis of their identity, to take part in society . People may be disadvantaged based on gender, age, location, occupation, race, ethnicity, religion, citizenship status, disability among other factors.
CLIMATE FINANCE	Refers to local, national, or transnational financing, which may be drawn from public, private and alternative sources of financing and it is critical to addressing climate change because large-scale investments are required to significantly reduce emissions and is equally important for adaptation, for which significant financial resources will be similarly required to allow societies and economies to adapt to the adverse effects and reduce the impacts of climate change[6].
RESILIENCE	Refers to the ability of a system and its component parts to anticipate, absorb, accommodate, or recover from the effects of a hazardous event in a timely and efficient manner, including through ensuring the preservation, restoration, or improvement of its essential basic structures and functions . This also includes the ability to anticipate, prepare for, and respond to hazardous events, trends, or disturbances related to climate.

[3]UN Women (2022) Handbook on Gender Mainstreaming for Gender Equality Results
[4]UNICEF (2020) Technical Note on Gender-Transformative Approaches in the Global Programme to End Child Marriage Phase II: A Summary for Practitioners.
[5]World Bank (2013) What Do We Mean by Social Inclusion?
[6]https://www.unep.org/explore-topics/climate-action/what-we-do/climate-finance

7. Guiding Principles

This Gender Action Framework will be anchored on the following six guiding principles:

STAKEHOLDER ENGAGEMENT:
A coordinated, and participatory approach will be used to ensure that the relevant government agencies, executing entities, private sector, research and academia, civil society organizations among others are involved in the project processes.

TRANSPARENCY:
There should be full participation of relevant stakeholders and the stakeholders should take responsibility for their decisions made, actions taken and be held accountable; the plans, processes and actions should be clear with available information.

SUSTAINABLE DEVELOPMENT:
Investments for climate actions shall be formulated and implemented without compromising the needs of the future generations as well as contributing to social development objectives like gender equality and social inclusion.

EQUITY:
The NDA and key stakeholders shall ensure that women and men are fairly and equally treated in all respects. Gender equity will help address gender-related concerns and proactively promote gender equality and social inclusion in the project.

CAPACITY BUILDING:
Institutional capacity building for the NDA and coordination of the key stakeholders to ensure adequate private sector engagement, mobilization of climate finance and mainstreaming of gender considerations in the project development.

GOOD GOVERNANCE:
In strengthening the NDA's institutional and technical capacity to mobilize gender-responsive climate finance for Eswatini, the process shall be undertaken in an integrated, consultative and multi-stakeholder approach while adhering to the rule of law.

8. Gender Profile of Eswatini

Eswatini is a landlocked, lower middle-income country situated in Southern Africa with a land area of approximately 17, 360 square kilometres. Eswatini has a population of about 1.2 million and despite being classified as a lower-middle income country, 40% of the population live below the poverty datum line of USD1.99 per day, which make Eswatini really to be a low-income country (World Bank, 2021).

Eswatini is one of the African countries that endorsed and implemented the Beijing Declaration and Platform for Action, as well as other human rights conventions which challenge countries to ensure gender equality for sustainable development. To operationalise the conventions, resolutions and agreements, the government of Eswatini included gender equality as a principle in the National Constitution Act, 2005, the National Development Strategy envisioned 2022 (1997-2022), the National Strategy for Development and Inclusive Growth (2017) and the National Development Plan (2023-2027).

In 2010, a National Gender Policy was launched which has since been reviewed and updated to be the Revised National Gender Policy (2023). The revised policy is currently being implemented to eradicate the barriers that hinder full and equal participation of men and women in mainstream development. The government further launched the National Gender Strategy and Action plan (2023-2030), which is implemented to operationalise the commitments of the Revised National Gender Policy of 2023 and it provides a time bound framework that establishes national priorities to support gender equality, outlines service delivery mechanisms, strategies, roles and responsibilities and budget estimates for implementing the strategies. The National Strategy and Action Plan has a Monitoring and Evaluation Framework, which establishes the results chain and logical model which enables quantification and documentation of gender equality mainstreaming outputs and outcomes to further inform public policy.

Eswatini Gender Equality Index

The United Nations Economic Commission for Africa (UNECA) established a self-administered monitoring mechanism for Member States (MS) to assess the progress made towards the attainment outcomes and milestones in mainstreaming gender equality using the Africa Gender and Development Index (AGDI). Eswatini joined other nations and prepared this baseline AGDI report. The main goal of the report is to establish the country's progress status in planning, policy formulation, programming, budgeting and monitoring processes and the responsiveness of these to gender equality. The AGDI explores the similarities between men and women and presents the level of equality in terms of rights, participation, opportunities, voice, access and control over resources. The AGDI, a composite index is measured through two components, the Gender Status Index (GSI) and the Africa Women Progress Scoreboard (AWPS).

The Gender Status Index is a quantitative measure of relative gender inequality using country specific data on selected indicators. The indicators are organised through three (3) power blocks: Social, Economic and Political. On the other hand, the Africa Women's Progress Scoreboard (AWPS), provides a qualitative measurement of progress made in women's empowerment and advancement. Progress is measured on how far the country has implemented the different human rights and development instruments. These include UN conventions, Global and Regional Programmes. The assessment in this component is organised into four (4) blocks: Human and Women's Rights, Social, Economic and Political.

The Gender Status Index for the country showed that Eswatini has made some progress towards the attainment of gender equality scoring 0.75 against 1.00 in the quantitative analysis (gender parity across the key development sectors). Furthermore, the country scored 0.65 against 1.00 (qualitative analysis) when measuring the extent to which the country has committed to domestication and implementation of International and regional Instruments to attain gender equality including CEDAW and the Maputo Protocol. Generally, Eswatini has made significant progress in addressing

areas including women's representation and participation in power structures, politics and decision making. The Human development index 2021-22 has categorised Eswatini among countries with Medium Human development and as such with a Gender Inequality Index (GII) at 0.540 against a target of 0.00 (zero gender inequality). Consequently, Eswatini ranks 138 out of 191 countries globally.

In addition, the GII is another composite measure reflecting inequality in achievement of gender equality between women and men in three dimensions: reproductive health, empowerment and the labour market. According to the GII for Eswatini, the gender inequalities are because of the existing gender imbalances in the labour market participation, empowerment as well as reproductive health respectively.

Document Analysis of Laws, Policies, Strategies, Programmes and Action Plans

The gender analysis study reviewed about 37 national documents on climate change and these resource documents underpin the development initiatives of sectors that are affected by climate change, that include health, agriculture, climate change, livestock, energy, tourism, forestry and disaster management. The Feminist Policy Critical Analysis Framework was applied, and it indicated that all laws (Acts of Parliament) of the eight (8) sectors affected by climate change, do not integrate a gender equality perspective which has rendered these to be categorised gender blind/unequal according to the Gender Equality Continuum (GEC) that is adapted by the Global Water Partnership (GWP).

The analysis further indicated that development policies for these development sectors are gender blind/unequal, gender neutral and gender aware which required that they are enhanced to integrate a gender responsive perspective. Strategies, programmes and action plans for operationalising the policies have been found to be gender neutral, partially gender mainstreaming which necessitated strengthening of these strategies, programmes and action plans to integrate the gender transformative perspective meant to challenge harmful gender norms stereotypes, biases and practices that are discriminating against women.

The analysis further indicated that all laws, most policies, strategies, programmes and action plans do not include sex and age disaggregated data, do not incorporate the concept of intersectionality by highlighting the inequalities and exclusions that pattern the lives and experiences of women. The analysis further indicated that all laws and most of policies, strategies, programmes and action plans do not include commitments, interventions and targets that are aimed at empowering women as well as transformative interventions for challenging existing harmful gender norms, practices, biases and stereotypes that perpetuates women discrimination. Lastly the document analysis indicated that all laws, most policies, strategies, programmes and action plans do not comply with international and regional frameworks that safeguard the rights of women.

Gender and Water

It has been estimated that approximately 64% of women in rural households in Eswatini have access to improved water sources including piped water, which makes a significant number of women headed households to have access to safe drinking water . However, the water stress as a result of incessant drought episodes that are induced by climate change, has a disproportionate impact on women and girls who spend more time collecting water during drought onsets. This is due to unequal distribution of household caring responsibilities between men and women, which makes women and girls to spend a disproportionate amount of time gathering drinking water for their households.

On average, each water collection trip to the nearest source on average takes around 30 minutes and this creates a double work burden of work for women, when they spend extra time collecting drinking water which could have been used for other household chores and income generating activities. It is therefore imperative for water security polices and strategies to take into account a gendered perspective to be effective in addressing gender gaps in the sector.

Gender and Tourism

Eswatini ecosystems and bio-diversity have an economic value for women engaged in ecotourism. A significant percentage of women in rural households depend on plant and animal products to support their livelihood. Ecotourism has further significantly contributed to the economic and social well-being of the respective communities . Key informant interviews during the gender analysis indicate that in the past 20 years, climate change has induced pressures and stress to biodiversity and ecosystems, in that it diminished waterfalls and forests that attracted tourists, resulting to a slight decrease in Gross Domestic Product (GDP). The impacts of climate change has further resulted in the significant decrease in income for women headed households who are dependent on biodiversity for income. The nexus therefore on tourism and gender is important to be taken into account in tourism programming due to the devastating effects it has on the livelihoods and incomes of women headed and dependant households.

Gender and Energy

The gender analysis study indicated that the decreasing incomes from farm wage labour for most rural households has exacerbated the lack of access to clean cooking alternative technology. The situation has further increased the burden for care work for women, as they bear the primary responsibility to collect wood and plant biomass used for domestic cooking. This means that now women and girls spend more time gathering biomass and solid fuels such as wood for fuel as rural households cannot afford to buy fuel for cooking.

The World Food Programme (WFP) gender analysis report (2019) shows that rural women lack access to modern energy (electricity and natural gas) as compared to urban and peri-urban women in Eswatini, and this state of affairs has a disproportionate impact in their health as they are exposed to indoor pollution from cooking with bio mass fuels such as wood. The report indicates that women are often excluded as decision makers and as drivers of energy transition and this has worsened the state of lack of access to clean cooking technology to improve women health outcomes. In this regard the relationship between energy and gender bears much importance in the formulation of this gender action framework.

Gender and Health

The study indicated that the increasing temperatures induced by climate change has resulted in significant increase of risks to neonatal and maternal outcomes for women at childbearing age. The increase in temperatures has further resulted in an increase in the incidence of vector borne, water borne diseases and extreme heat health conditions, such as Malaria and heat-strokes. The increase in the diseases and health conditions has further induced an increase in women's care work burden, as they are made to spend time women spend caring for the sick at their household's level. The unequal gender differentiated household care work roles and responsibilities has made women to be mainly engaged to do household care work than men. In addition, the significant increase in neonatal diseases significantly worsen neonatal and maternal outcomes for women at childbearing age is depriving women of valuable time to participate in income generating productive work, which has further diminished household income and worsened the health of households.

Gender and Agriculture

A gender analysis study conducted by WFP in 2019, indicate that gender roles and responsibilities in Eswatini, often intersect with access and control of resources that determine how women engage with factors of production, which are land, labour and capital. The report further indicates that women tend to farm small areas, with less labour and fewer inputs .

A study conducted by Dlamini and Huang (2020) indicate that in Eswatini women are the mainstay of the agricultural sector, the farm labour force and food systems. The study further indicates that women account for 11% of the agriculture labour force in Eswatini and are often linked with the responsibility in livestock rearing and crop farming , as male household males attend off-farm employment. The study further indicates that local traditional agricultural markets are mainly served by women, which highlights the importance of women in agricultural production and marketing functions. However, the study notes that women still lack access to resources such as land due to some traditional and cultural customs, adding that even though women access to land is a guaranteed constitutional right, in practice women find it difficult to access land. The study adds that female farmers are often less educated and less, privileged to adaptive farming techniques and lack opportunities to access extension information.

To compound the situation for women, the study indicates that agriculture is exposed to increased water stress that results into low productivity which is also attributed to limited technology such as irrigation and mechanisation, leaving large numbers of women in agriculture in poverty. Low agricultural productivity often results in food insecurity and malnutrition is exacerbated for women headed and women dependant households. Examining the relationship between agriculture and gender is therefore important in developing the gender action framework.

Gender and Forestry

Climate change has depleted the natural forest resources that households depend on for forest-based livelihood and income in Eswatini. The gender analysis indicate that the depletion of natural forest resources has mainly affected women than men. In this regard, women are made to travel long distances to collect firewood and forest biomass for domestic cooking and handicraft, often risking rape

violation and GBV. In addition, women that depend on forests are affected by the access and control of forestry resources and they do not participate in decision making platforms on forestry and biodiversity management. This is despite that women have specialised knowledge of trees and forests in terms of biological diversity, sustainable management, conservation practices and use for various medicinal purposes. Feedback further indicated that women make significant contribution to forestry and agroforestry value chains which are important for incomes, well-being and food security. Lack of sex and gender disaggregated data in the sector makes it difficult to implement policy interventions to address women issues.

Gender and Disasters

Climate related hazards such as drought and floods have a disproportionate impact on women as compared to men. The key informant interviews indicated that water scarcity often result into food shortages, poorer health and malnutrition. Furthermore, feedback indicates that women lack access to early warning information and likely to die due to disasters more than men as long standing gender inequalities create disparities in access to information, mobility, access to resources, training and decision making. In the aftermath women are less able to access relief and assistance, further threatening their livelihoods and well-being and recovery which creates a vicious cycle of vulnerability to future disasters. Finally, women often occupy structurally weak buildings at risk of collapse due to climate related hazards such as flooding and tropical cyclones.

Brief Overview of the Gender Analysis Results

GENDER GAPS AND CHALLENGES

- Programmes and projects are partially mainstreaming gender equality.

- Resource mobilisation proposals are gender neutral, and they do not reflect gender differentiated participation, inclusion and benefits of projects and programmes.

- Project sustainability planning was found to be gender neutral too.

- Lack of sex and age disaggregated data (SADD) to

support gender mainstreaming in the programme and project lifecycle.

- Gender blind/unaware Monitoring, Evaluation, Accountability and Learning (MEAL) plans and frameworks resulting to gender blind/unaware programme and project performance reporting.

- Limited sharing of gender differentiated data and information due to lack of information sharing portals.

- Gender blind/unaware Laws/Legislation in all the relevant sectors affected by climate change.

- Gender Blind/Unaware development policies that reflect no attempt to address gender inequalities.

- Gender aware policies that acknowledge gender differences but does not sufficiently address gender inequalities.

- Partially gender mainstreaming policies, programmes, strategies and action plans that however do not focus and transform harmful gender norms and practices.

- Gender neutral strategies and programmes that contain vague, erratic and insubstantial effort in mainstreaming gender equality.

- Limited gender responsive planning, budgeting and reporting by implementing partners.

- Gender neutral organisational/corporate and policies, procedures and systems.

- Limited staff training and institutional capacity development on gender mainstreaming.

- Limited gender equality education, sensitization and awareness raising targeting programme and project end-beneficiaries.

- Limited gender differentiated information on harmful gender practices and attitudes affecting climate change programming.

- Limited scientific solutions, technology and innovation (STI) that user friendly available and accessible to women.

KEY RECOMMENDATIONS FOR THE IDENTIFIED GENDER GAPS AND CHALLENGES

- Develop guidelines for gender mainstreaming during programme/project design, implementation, monitoring and evaluation.

- Enlist the support of gender specialists/ focal points for project sustainability planning.

- Designate and train gender focal points to support gender mainstreaming activities in the programme cycle.

- Collect and analyse sex and age disaggregated data that will be sector specific.

- Incorporate a gender perspective in the existing institutional Monitoring, Evaluation, Accountability, and Learning (MEAL) frameworks that are gender blind.

- Establish information sharing portal for use by project stakeholders.

- Disseminate and communicate research findings on gender mainstreaming and gender equality.

- Revise the laws, policies, programmes, strategies and action plans to incorporate the gender mainstreaming and gender transformative perspectives.

- Promote gender responsive planning, budgeting and reporting tools.

- Revise organizational/corporate policies, procedures, systems and processes to incorporate a gender mainstreaming/transformative perspective.

- Establish training programmes on gender mainstreaming targeting technical staff at organisational level.

- Provide financial support to the Department of Gender and Family Issues to implement the national gender mainstreaming capacity development programme.

- Provide financial support for implementing gender equality education programmes at community level.

- Conduct research, gender assessments at community level on gender practices, stereotypes and biases that affect the sectors.

- Conduct research on user-friendly technologies that can be adapted for climate change interventions.

9. Priority Areas

The Gender Action Framework is structured into five priority areas adopted from the GCF Gender Action Plan. These priority areas are accompanied by implementation actions as presented later in the Matrix below.

8.1 FIRST PRIORITY AREA – GOVERNANCE

For the NDA's institutional and technical capacity to mobilize gender-responsive climate finance to be strengthened, they will need to work towards achieving gender parity in all key advisory and decision-making positions. The NDA will be overseeing the implementation of the Gender Action Framework focusing on the action items, indicators and the allocated responsibilities for implementation arrangements. The National Steering Committee will provide project oversight by ensuring good governance of the readiness project among others. In strengthening the institutional capacities, training activities can be conducted which include clarification of roles and responsibilities of the different governance structures in order to address possible power dynamics among actors. In line with this, the climate change gender coordination framework to be adapted into the National Climate Change Committee (NCCC) has been drafted and this will help to effectively integrate gender equality into the national climate change programme.

8.2 SECOND PRIORITY AREA – COMPETENCES AND CAPACITY DEVELOPMENT

In order to address gender-related concerns and proactively promote gender equality, the framework is expected to strengthen the NDA's gender transformative capacity. Gender competences and capacity development are crucial for the NDA and it is anticipated that the staff will undergo learning sessions in relation to gender equality and climate change. The NDA working with key actors will need to ensure that resources are available for the staff capacity building and strengthening of competences. This means that the NDA staff will not only undergo training on gender mainstreaming approaches, but they will also be supported to operationalize the Gender Action Framework. Resources allowing, gender specialists (short term and long term) may need to be appointed to perform various gender related functions ultimately helping to ensure that skills and knowledge are transferred to the institution effectively.

8.3 THIRD PRIORITY AREA – RESOURCE ALLOCATION, ACCESSIBILITY AND BUDGETING

In the allocation of resources for various programmes and projects, it is important to ensure that the planning and budgeting is gender responsive so that both men and women access and benefit equitably from the activities. GCF stresses that its resource allocation for adaptation and mitigation projects contributes to gender and women's empowerment and it will ensure that its projects support initiatives addressing the inequity of climate change impacts and provide solutions to climate change mitigation, adaptation, and country-driven readiness and national-level adaptation programs. Therefore, the NDA working with other actors should consider political, social, legal or economical restrictions that may hinder women and men from accessing the resources equitably. Furthermore, adequate human, financial and material resources should be budgeted for, allocated and accessed throughout the processes while mainstreaming gender. In addition, the NDA should include a budget for screening sector proposals as far as gender integration is concerned so that there is adequate financial resources for gender expertise in programming, implementation, monitoring and training components for sectors.

8.4 FOURTH PRIORITY AREA – OPERATIONAL PROCEDURES

This gender action framework includes action items and indicators in the matrix that are meant to guide the NDA and other actors on how to mainstream gender across a strengthened climate finance pipeline. The action items include gender equality and social inclusion aspects related to climate action. Gender specialists involved in the project should ensure that gender issues are clearly visible and that gender responsiveness is maintained in project preparation, design, implementation, monitoring, evaluation and reporting. In line with the GCF guidance, the project operational procedures should have in place gender

equality competencies to support the operationalization of the GAF and that where necessary, the NDA should seek guidance on project design elements, budgets, results, monitoring, and impact indications, preparation, implementation and the monitoring of institutional arrangements.

8.5 FIFTH PRIORITY AREA - KNOWLEDGE GENERATION AND COMMUNICATIONS

In prioritizing knowledge generation and communications, it is expected that the NDA will document the experience and knowledge gained from applying the Gender Action Framework to project/programme activities. The NDA will not only need to communicate to stakeholders on how the GAF is being implemented but also seek periodic feedback from them on the same. This means that the mechanisms for knowledge management and sharing experience in preparing projects for climate financing need to be strengthened and it is assumed that the climate change portal that is currently being developed for Eswatini will be used by stakeholders for information dissemination. In the GCF Gender Action Plan, it is emphasized that GCF stands ready to support national and subnational knowledge exchange activities on gender and climate change finance.

10. Gender Action Framework Matrix

This section summarizes, in a tabular form, all priority areas, implementation actions, performance indicators and allocated responsible implementing agencies. This section is important because it makes it easy for implementers to quickly track performance on each key indicator.

PRIORITY AREAS	RESULTS TO BE ACHIEVED: IMPLEMENTATION OF THE GENDER ACTION FRAMEWORK			
	Action	Key performance indicators	Responsibility	Timing
1 Governance	Monitoring of the implementation of the Gender Action Framework focusing on the action items, indicators and the allocated responsibilities for implementing partners.	Number of times the implementation of the GAF has been monitored and evaluated. Number of progress reports developed. Application of monitoring results done. Number of times the implementing partners have utilized the GAF.	NDA -Department of Gender and Family Issues	Short term – Long term
	Stakeholder mapping to be conducted which include clarification of roles and responsibilities of the different stakeholders.	Stakeholder mapping conducted. Comprehensive reports that captures all the feedback from the stakeholders.	NDA Implementing Partners. Department of Gender and Family Issues	Short term
	Gender parity in governance structures and decision-making positions/processes.	Number of people of all genders and marginalized groups involved in the governance structures and decision-making positions/processes.	NDA, Implementing partners Department of Gender and Family Issues	Medium – Long Term
	Development and/or revision of climate change legislation, policy, strategies, programmes and plan of actions to integrate meaningful commitments, targets and indicators on gender responsive programming in climate change and water security programmes and projects.	Number of policy and legal documents developed with meaningful commitments, targets and indicators on gender responsive programming. Number of policy and legal documents revised with meaningful commitments, targets and indicators on gender responsive programming	MTEA Climate change focal point Department of Gender and Family Issues	Medium to Long Term
2 Competences and Capacity Development	Undertake a Gender-disaggregated capacity needs assessments taking into consideration the other marginalized groups.	Gender disaggregated capacity needs assessment conducted. Capacity assessment report detailing disaggregated capacity needs for each of the targeted stakeholders developed.	NDA, Implementing partners Department of Gender and Family Issues	Short Term
	Develop gender mainstreaming training materials and conduct training for the NDA and implementing partners' staff.	Number, language, and type of materials developed for gender mainstreaming training. Number of training sessions conducted. Comprehensive feedback reports prepared. Number of NDA and implementing partners' staff trained in gender mainstreaming disaggregated by gender.	NDA, Department of Gender and Family Issues	Short term
	Build the gender transformative capacity of NDA and implementing partners by training them on gender transformation as it relates to agriculture, climate change and water sector.	Number, language, and type of training materials developed for gender transformation. Number of training sessions conducted. Number of NDA and implementing partners' staff trained in gender transformation as it relates to agriculture, climate change and water disaggregated by gender.	NDA, Department of Gender and Family Issues	Short to Medium Term

	Ministries to nominate gender focal points that will be trained and provide continual technical support to staff to ensure that skills and knowledge are transferred to the respective institutions effectively.	Number of gender focal points engaged and trained to provide technical support to various Ministries. Number of Ministries receiving gender technical support from the gender focal points.	NDA Implementing Partners Department of Gender and Family Issues	Short Term
3 **Resource Allocation, Accessibility and Budgeting**	DPMO to promote the development of gender responsive planning and budgeting tools, training and their application by respective ministries, departments and implementing partners.	Number of gender responsive planning and budgeting tools developed. Number of institutions applying the gender responsive planning and budgeting tools.	Department of Gender and Family Issues Ministry of Finance.	Short Term
	DPMO to promote gender-responsive budgetary processes within government, private sector and non-governmental organizations targeting GCF implementing partners.	Gender-responsive budgetary processes within government, private sector and non-governmental organizations targeting GCF implementing partners promoted. Number of government entities, private sector and non-governmental organizations implementing gender responsive budgetary processes.	Implementing Partners Department of Gender and Family Issues Ministry of Finance.	Short to Long Term
	Mobilize and allocate funding to support gender interventions for the NDA and key stakeholders.	Amount of funds mobilized for gender interventions. Amount of funds actually allocated for gender interventions.	All Stakeholders	Short to Medium Term
4 **Operational Procedures**	Integrate gender into organizational policies and guidelines.	Number of organizational policies and guidelines which have integrated gender	NDA Implementing partners.	Short to Medium
	Develop and implement gender responsive guidelines for project selection, appraisal and monitoring and evaluation.	Gender responsive guidelines for project appraisal and M&E developed. Gender responsive guidelines for project appraisal and M&E implemented.	NDA Implementing partners	Short to Long Term
5 **Knowledge Generation and Communications**	Conduct stakeholder engagements where all genders and marginalized groups are given an equal platform to provide feedback on project activities.	Number of stakeholder engagements conducted. Number of stakeholders engaged disaggregated by gender. Number of stakeholders providing feedback on project activities.	NDA Implementing partners	Short Term
	Develop and implement strategies for gender and culturally responsive communication for climate action.	Number of strategies for culturally sensitive and gender responsive communication for climate action developed. Number of strategies for culturally sensitive and gender responsive communication for climate action implemented.	NDA Department of Gender and Family Issues.	Short to Long Term
	Coordination of the collection and analysis of data by the NDA on gender inequality causes, and advanced impacts in the contexts where climate change and water security programmes and projects are implemented.	The collection and analysis of data coordinated by the NDA. Number and type of datasets developed after the collection and analysis of data on gender inequality causes, climate change and water security.	NDA Department of Gender and Family Issues Academia -Department of Economic Planning	Short to Medium Term
	Document and communicate best practices and results in the application of the GAF and implementation of the project activities.	Number and type of documents for best practices of the GAF application and implementation of project activities developed. Number of communication activities conducted on best practices and results in the application of the GAF and implementation of the project activities.	NDA Department of Gender and Family Issues Ministry of Information, Communication and Technology.	Short Term to Long term