

# Climate Change and Water Security Gender Analysis Report

Strengthening the National Designated Authority's institutional and technical capacity to mobilize gender responsive climate finance for Eswatini.



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# List of Acronyms

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|               |   |
|---------------|---|
| <b>CSO</b>    | Civil Society Organisation                            |
| <b>DPMO</b>   | Deputy Prime Ministers Office                         |
| <b>DGFI</b>   | Department of Gender and Family Issues                |
| <b>DWA</b>    | Department of Water Affairs                           |
| <b>FPCAF</b>  | Feminist Policy Critical Analysis Framework           |
| <b>GAF</b>    | Gender Action Framework                               |
| <b>GCF</b>    | Green Climate Fund                                    |
| <b>GWPO</b>   | Global Water Partnership Organisation                 |
| <b>GEC</b>    | Gender Equality Continuum/Rating                      |
| <b>GIPT</b>   | Gender Inequality Problem Tree                        |
| <b>NDC</b>    | Nationally Determined Contributions                   |
| <b>NDA</b>    | National Designated Authority                         |
| <b>OECD</b>   | Organisation for Economic Cooperation and Development |
| <b>UNFCCC</b> | United Nations Framework Convention on Climate Change |
| <b>WASH</b>   | Water Sanitation and Hygiene                          |



# Definition of Terms

| TERM                                     | DEFINITION  |
|--|---|
| <b>Gender</b>                            | Refers to the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for men, boys, women and girls   |
| <b>Gender Roles</b>                      | Behaviours, attitudes and actions a society feels are appropriate or inappropriate for girls, women, men and boys, which are constructed according to cultural norms and traditions   |
| <b>Gender Discrimination/ Inequality</b> | Any exclusion or restriction made on the basis of gender that creates barriers for boys, girls, men, women in recognising, enjoying or exercising their full and equal human rights   |
| <b>Gender Equality</b>                   | Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys.   |
| <b>Gender Gaps</b>                       | The disproportionate difference in access and control of reproductive resources between sexes in attitudes and practices  |
| <b>Gender Equity</b>                     | The process of being fair to boys, girls, women and men by applying strategies and measures to compensate for gender discrimination   |
| <b>Gender Integration/ Mainstreaming</b> | The process of assessing the implications of an intervention for girls, boys, men and women and making strategies for men, boys, women and girls concerns and experiences to be integral dimension of the design, implementation, monitoring and evaluation of programmes. Often referred as Gender Integration |
| <b>Gender Based Violence</b>             | Refers to all harm inflicted or suffered by individuals on the bases of gender which in turn reinforces gender power imbalances and perpetuate gender inequalities  |
| <b>Gender Sensitive Indicators</b>       | Measures of the unique benefits to and challenges for girls, boys, men and women, the changes in gender roles, norms, access, control, attitude, behaviour to enable us to optimally understand the impact of programmes on men, women, boys and girls  |
| <b>Gender Exploitative</b>               | Interventions that take advantage of the rigid gender norms, relations and existing imbalances in power to achieve program objectives   |
| <b>Gender Blind/Unaware</b>              | Interventions are designed without taking into account/consideration the specific needs of girls, boys, women and men. These inadvertently reinforce gender inequalities  |
| <b>Gender Sensitive</b>                  | Interventions taking into account the different needs, opportunities and abilities for boys, girls, women and men   |
| <b>Gender Transformative</b>             | Interventions that utilise the gender sensitive approach and promote gender equality while working with stakeholders to identify and positively transform the root causes of gender inequality  |
| <b>Sex</b>                               | The biological and physiological characteristics that identify a person as either male or female  |
| <b>Stand-Alone Gender Programming</b>    | Programming that focuses specifically on gender inequalities or gender issues in order to achieve gender equality   |



# 01

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## Background and Context





## 1.1 Background

Eswatini is a landlocked lower middle-income country with a population of around 1.2 million. The country ranks 138th out of 189 countries on the 2019 Human Development Index (HDI) and 141st out of 160 countries<sup>1</sup>. According to the World Food Programme (WFP) Gender Analysis Report published in 2021<sup>2</sup>, Income inequality among women and men is a significant characteristic, with high unemployment and rural poverty where 70% of the population is poor, and the majority of the affected are women. The ratio between men and women is 3:2, indicating that women represent a majority of the total population. With regards to the proportion of women headed in relation to men headed households, the study shows that just under half (48%) of rural households in Eswatini are headed by women and more than 50% of children are raised in women headed households. In examining the dimensions of vulnerabilities and exposure to pandemics, the study indicates overlapping vulnerabilities between men headed and women headed households due to low-incomes and HIV impacts that often affect women headed households negatively. The affected female heads carry the burden to care for the chronically ill, elderly, orphaned and Vulnerable Children (OVC) and people living with disabilities.

An analysis of climate change impacts on women, the United Nations Country Analysis Report (2020)<sup>3</sup> identifies that traditional values, cultural practices and norms have made Eswatini women who are mainly engaged in roles that are more exposed to climate change and climate variability. To add the report states that the roles assigned to women include cooking household food which implies that they carry the burden of sourcing cooking energy, which mainly involves collecting firewood. The report indicates that the use of firewood as cooking fuel exposes women to harmful chemicals and gases from which are commonly generated from burning fossil fuels. In addition, the report states that the incessant exposure to harmful gases has implications on the health of women and their households and this can be mitigated through inducing a shift from the use of wood as a source of fuel towards the use of renewable energy sources such as solar, hydro and wind generated electricity

and Liquefied Natural Gas. The report highlights that, when targeted interventions are not responsive to the different needs of women, women often lose time to focus on productive work that include venturing in income generating activities and engage in education for personal development, which can significantly improve women agency in community development and their livelihoods when targeted interventions are not responsive to the specific needs of women and men.

The report further indicates that gender roles and relations have influenced communities to consider responsibilities such as sourcing drinking water for households, as appropriate and the primary responsibility of women, where women are made to travel longer distances to the nearest water source. Adding, the report indicates that the increase in the magnitude (intensity and frequency) of drought episodes, as induced by climate change, has detrimental effects on women. Women are also gravely exposed to the impacts of climate change induced disasters as they are mainly engaged in subsistence agriculture, which is often characterised by decreasing production.

In the final analysis, the point of convergence established in both reports is that women are



Figure 1: The Map of Eswatini

<sup>1</sup>Government of Eswatini (2016), Swaziland Gender and Development Index. <https://www.gov.sz/>

<sup>2</sup>World Food Programme Eswatini Country Office, Gender Analysis Report, 2021. <https://eswatini.un.org/en>

<sup>3</sup>United Nations Country Analysis, 2020. <https://eswatini.un.org/en>

disproportionately affected by climate change as compared to their male counterparts. This means that comprehensive gender analysis studies need to be conducted in all sectors affected by climate change in order to comprehensively understand all impacts and inform the design of appropriate interventions to alleviate women suffering in the face of the constantly evolving incidence of climate change.

## 1.2. Country Context

Eswatini is one of the African countries that endorsed and implemented gender equality and women empowerment global frameworks that include the Beijing Declaration and Platform for Action (1995), the Convention on the Elimination of all forms of Discrimination against Women (1979), the Declaration on the Elimination of Violence against Women (1993), as well as other human rights conventions that safeguards the rights of women. To operationalize the frameworks, conventions, resolutions and agreements, the government of Eswatini incorporated gender equality and women empowerment as a development principle in the National Constitution Act, 2005, and as a development target in the National Development Strategy envisioned 2022 (1997-2022), the National Strategy for Development and Inclusive Growth (2017) and the National Development Plan (2023).

In 2010 the Government launched the National Gender Policy which has since been reviewed and updated to come up with the Revised National Gender Policy (2019-2030). The policy aims to eradicate the barriers that hinder full and equal participation of men and women in mainstream development as well as challenging harmful gender stereotypes and practices. The government further launched the National Strategy and Action plan (2020-2025), which operationalise the commitments of the Revised National Gender Policy (2019-2030) and it provides a time bound framework that establishes national priorities to support gender equality. The strategy further outlines gender equality and women empowerment service delivery mechanisms, strategies, roles and responsibilities and corresponding budget estimates.

To facilitate effective evaluation of the impacts of national gender equality and women empowerment programme, the National Strategy and Action Plan has a Monitoring and Evaluation Framework (MEF)

which outlines the intervention logic (the results chain and logical model), enabling the quantification and documentation of gender equality mainstreaming outputs and outcomes to further inform public policy intervention.



Figure 2: GWP Eswatini Chairperson Mr Bheki Ginindza making his input during the stakeholder workshop (Credit: GWP Eswatini)

Riding on the tone set by the government, the Ministry of Tourism and Environmental Affairs (MTEA), seeks to advance gender equality and women empowerment in the implementation of climate finance projects in Eswatini. In this regard, MTEA with support from the Global Water Partnership Organisation (GWP) is embarked on an exercise to conduct the 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 will further recommend actions and activities to address the gaps and guide the integration of gender equality and women empowerment in climate change and water security programming and in the development of the Gender Action Framework (GAF).

## 1.3. Gender Equality Commitments of the Green Climate Fund (GCF)

The legal instruments and decisions emanating from the Conference of Parties (COP) and other intergovernmental processes, have over the last decades, started to consider promoting gender equality and human rights, in climate action<sup>4</sup>. These



instruments include the outcomes of the Multilateral Environmental Agreements (MEAs) that include the Convention on Biological Diversity (CBD), the United Nations Framework Convention on Climate Change (UNFCCC), the United Nations Convention to Combat Desertification (UNCCD), the Basel, Rotterdam and Stockholm Conventions. Moreover, the environmental financing mechanisms that include the Green Climate Fund (GCF), the Global Environment Facility (GEF), the Climate Investment Fund and the Adaptation Fund (AF) have heightened the call for partners to incorporate gender and human rights considerations in programming for climate action.

To align with the call to gender equality mainstreaming in climate interventions and finance, the GCF<sup>5</sup> through the practical guide on mainstreaming gender in Green Climate Fund (GCF), 2017, acknowledges that the impacts of climate change on communities, results into differentiated impacts for men and women. The GCF further acknowledges that the understanding of the different gender perceptions on the roles and status of both men and women and how the economic power of men and women affect and is affected differently by climate change, will improve the actions taken to reduce vulnerability and combat climate change.

This call to action to mainstream gender equality was further integrated in the sectoral guidelines developed to build institutional capacity in mitigating climate change including gender mainstreaming. In this regard the GCF sectoral guideline on Health and Wellbeing (2022)<sup>6</sup> identifies that climate change may exacerbate existing water shortages and can result into increased care burden for women who are largely responsible for water collection at household and community levels. the guideline further notes that climate change has of late made women to be more sensitive to the changes in seasons and climatic conditions that affect water quantity and accessibility, adding that this development induce an increase in the time women spend collecting water. Furthermore, the GCF sectoral guidelines on water security (2022), has noted that climate change has further affected health in a variety of ways including the spread of vector borne and water-borne diseases,

reduced availability of domestic water, increased food insecurity due to reduced agricultural production and increased heat stress and respiratory diseases. This means that as primary caregivers in families, women may experience an increase in responsibilities to care for family members who suffer from various climate change induced ailments. In addition, the GCF through the sectoral guidelines on Agriculture and Food Security has further noted that climate change has resulted into changes in crop and livestock production, particularly in the sub-Saharan Africa and these changes have induced an increase in the gendered division of labour which have a negative impact on the livelihoods and incomes of both men and women. Moreover, the GCF through sectoral guideline on Energy generation and Forestry, indicate that climate change has further affected the access of women to natural resources such as firewood, which has further increased the care burden for women. Women are also significantly dependant to plant and animal resources for their livelihood and the diminishing forest and animal resources, has deprived women of their livelihood and sustenance.

The Ministry of Tourism and Environmental Affairs (MTEA), therefore seeks to align with the GCF<sup>7</sup> commitments on gender mainstreaming by conducting the gender analysis. The gender analysis will enable MTEA and climate change partners to understand relationships between men and women with respect to gender roles, access to resources and constraint they face relative to each other. This will in turn inform that gender responsiveness of GCF funded projects to improve development outcomes in the sectors affected by climate change.



<sup>4</sup><https://www.greenclimate.fund/>

<sup>5</sup>Green Climate Fund (2017) Mainstreaming Gender in Green Climate Fund Projects; A practical guide to support the integration of gender equality in climate change interventions and climate finance. <https://www.greenclimate.fund/>

<sup>6</sup>Green Climate Fund, 2022, sectoral guideline on Health and Wellbeing. <https://www.greenclimate.fund/>

<sup>7</sup>Green Climate Fund, 2022, sectoral guides. <https://www.greenclimate.fund/>

# 02

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## Scope of the Gender Analysis Study

The Gender Analysis Study was conducted within the specified scope of the assignment and in line with the assignment component objectives as outlined in the Terms of Reference and inception report. The Gender Analysis Study is based on the scope of the assignment elements, which is conducting a Gender Analysis and a Stakeholder Consultation Workshop. The purpose of this report, therefore, is to present the Gender Analysis study findings, outlining strengths, significant gaps (challenges and constraints) and recommendations to be considered when formulating the GAF.

# 03

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## Methodology and Approach





The Gender Analysis methodology outlines the tasks that were conducted as well as outputs that were realised when conducting the Gender Analysis Study. It further outlines the key literature resources that were reviewed in order to generate empirical evidence of the country context in mainstreaming gender equality into climate change, water security and development planning. The approach outlines how

data and information was collected from the relevant stakeholders as well as how quality assurance was conducted to enhance the integrity of the information.

### 3.1. Methodology

The methodology that was applied in conducting the Gender Analysis study is outlined as follows;

Table 2: Methodology Matrix outlining completed Tasks and Outputs


#### OUTPUTS

#### COMPLETED TASKS



**Desktop Review/ Analysis**

The consultant conducted a desktop review of secondary data literature resources, conducted an analysis of the resources that include legislation/laws, development policies, strategies and action plans, established strengths, gaps and made recommendations to be used as inputs when formulating the Gender Action Framework



**Key Informant Interviews**

To complement information and data generated through the document analysis, the consultant administered a questionnaire to generate stakeholder inputs and compile report on findings (strengths, gaps, challenges, recommendations) which were incorporated as input into the draft report.



**Stakeholder Consultations**

To complement information generated through the Key Informant Interviews, the consultant presented preliminary/initial findings to stakeholders, generated further insights and inputs through plenary sessions and breakaway sessions and developed a workshop report



**First Draft Gender Analysis Study Report**

The consultant compiled the comprehensive first draft output findings including best practices/strengths/catalysts, challenges, risks and barriers with recommendations for validation



**Final Draft Output Report**

Incorporating the feedback from the client, the consultant has compiled Final Draft Output, Gender Analysis Study report

### 3.2. Approach

#### 3.2.1. Document Analysis/Literature Review

The initial step in approaching the Gender Analysis Study, was to conduct a document review of existing climate change, water security, and agriculture, gender mainstreaming, laws/legislation, development policies, strategies and action plans using the Feminist Policy Analysis Critical Framework (FPACF). In addition, conclusions on the quality of the resource documents in integrating a gender equality mainstreaming perspective was rated based on the

rating categories of the Gender Equality Continuum (GEC) that has been adapted by the Global Water Partnership Organisation (GWPO).

A total 37 literature resources, for 10 development sectors, were analysed, being climate change, water security, gender mainstreaming, development planning, agriculture, tourism, health, energy, forestry and disaster management. The analysed resources were sourced from the NDA and implementing partner agencies. The list of the secondary data resources, is presented as follows in the table below;

TABLE 3: List of literature resources that were reviewed.

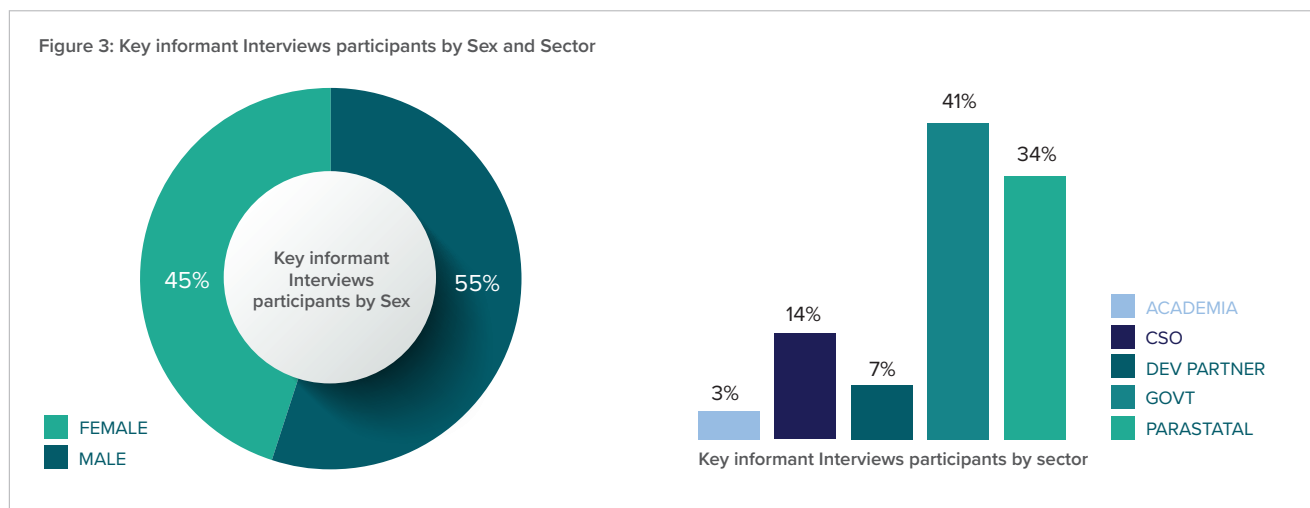
|     | Name   | Date        | Criteria Match       |
|-----|--|-------------|----------------------|
| 1   | Environmental Management Act   | 2002        | Climate Change       |
| 2   | National Climate Change Policy                                       | 2016        | Climate Change       |
| 3   | National Climate Change Strategy and Action Plan                     | 2015 - 2020 | Climate Change       |
| 4   | Eswatini Green Climate Fund Programme                                | 2021        | Climate Change       |
| 5   | Intended Nationally Determined Contribution (INDC)                   | 2015-2030   | Climate Change       |
| 6   | Update of the Nationally Determined Contributions                    | 2021        | Climate Change       |
| 7   | National Water Policy  | 2018        | Water Security       |
| 8   | Water Act  | 2003        | Water Security       |
| 9   | WASH Sector Strategic Development Plan                               | 2017 - 2022 | Water Security       |
| 10  | Master Plan for Improvement of Integrated Water Resources Management | 2016        | Water Security       |
| 11  | National Irrigation Policy   | 2005        | Agriculture          |
| 12  | National Drought Plan  | 2020        | Agriculture          |
| 13  | National Food Security Policy  | 2005        | Agriculture          |
| 14  | Livestock Development Policy   | 1995        | Agriculture          |
| 15  | National Forest Policy   | 2002        | Agriculture          |
| 16  | Comprehensive Agricultural Sector Policy                             | 2005        | Agriculture          |
| 17  | Swaziland National Agricultural Investment Plan                      | 2015        | Agriculture          |
| 18  | Revised National Gender Policy                                       | 2019-2030   | Gender Mainstreaming |
| 19  | National Strategy and Action Plan for implementing the Gender Policy | 2020-2025   | Gender Mainstreaming |
| 20  | National Development Strategy (NDS)                                  | 1997-2022   | Development Planning |
| 21  | National Development Plan  | 2019-2022   | Development Planning |
| 22  | National Strategy for Development and Inclusive Growth               | 2017        | Development Planning |
| 23  | National Sanitation and Hygiene Policy                               | 2019        | Health               |
| 24  | National Sanitation and Hygiene Strategy                             | 2019-2023   | Health               |
| 25  | Eswatini National Health Policy                                      | 2016-2026   | Health               |
| 26  | Public Health Act  | 1969        | Health               |
| 27  | National Health Sector Strategic Plan                                | 2008-2013   | Health               |
| 28  | National Tourism Policy Implementation Plan                          | 2018        | Tourism              |
| 29  | National Tourism Policy  | 2018        | Tourism              |
| 30  | Swaziland Second national Biodiversity Strategy and Action Plan      | 2016        | Tourism              |
| 31. | National Energy Policy   | 2003        | Energy               |
| 32  | Eswatini Energy Master Plan 2034                                     | 2018        | Energy               |
| 33  | Biofuels Strategy  | 2009        | Energy               |
| 34  | Petroleum Act  | 2020        | Energy               |
| 35  | Energy Efficiency and Conservation Policy                            |             | Energy               |
| 36  | Disaster Management Act  | 2006        | Disaster Management  |
| 37  | Disaster Risk Management Policy                                      | 2011        | Disaster Management  |



### 3.2.2. Key Informant Interviews (KII)

To complement the information generated through the documents analysis and to assure the quality of the information, the consultant applied a structured questionnaire to collect inputs from designated key informants. The targeted participants were selected based on a predetermined criterion, which included the relevant experience, training and an expressed current mandate in climate change and water security

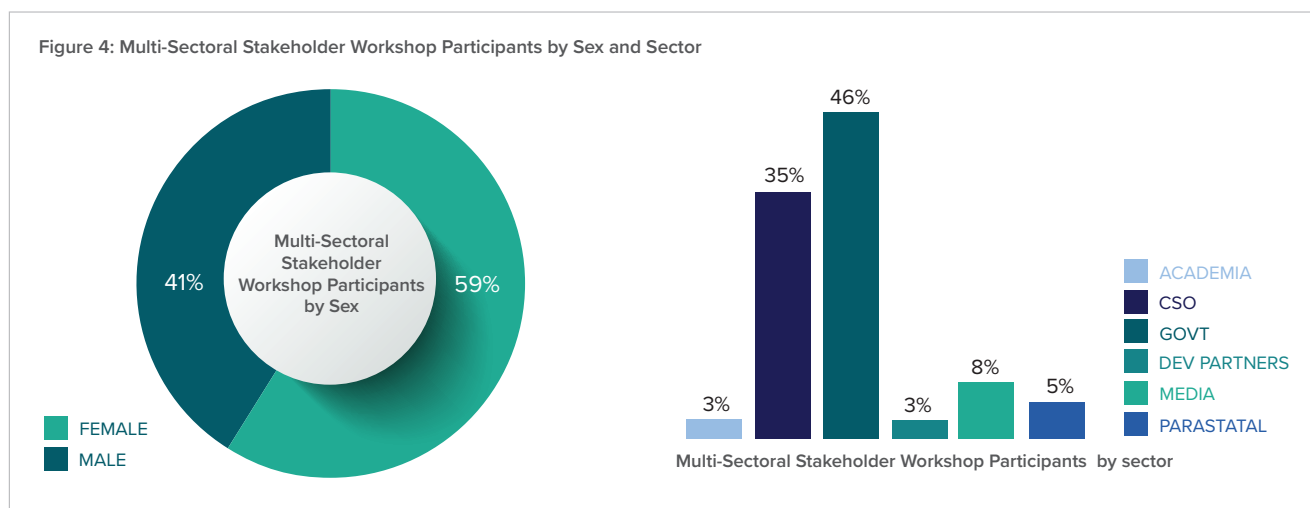
programming. The key informant’s category comprised of Programme Managers, Programme Officers, Gender Focal Points, Monitoring, Evaluation, Accountability and Learning (MEAL) officers responsible for climate change and water security programming. The figure below presents the percentage of Key informants by sex, where 55% were men and 45% women and the graph presents percentages of participants per stakeholder segment, as indicated in Annex 2.



### 3.2.3. Multi-Sectoral Stakeholder Consultation Workshop

To present preliminary findings on information gathered through the document analysis and Key Informant Interviews, as well as to stimulate discussions and identify actions in response to identified gaps, the consultant convened stakeholders into a consultative workshop. The workshop participants were drawn from the government departments, parastatals, academia, implementing/ development partner agencies and Civil Society Organisations (CSO) stakeholder segments. A total of 78 participants were

consulted in the workshop while the target was 100 participants, and this represented a 76% participation rate. The chart below shows the participation of the representatives of the different stakeholder segments, by percentage, where 59% were Female and 41% Male. Furthermore, the graph below presents the percentage of stakeholders that participated in the workshop, being Government Departments (46%), Civil Society Organisations (35%), Media (8%), Parastatals (5%), Academia (3%) and Development Partners (3%).



### 3.3. Gender Analysis Frameworks

The consultant selected and applied relevant analysis frameworks, to ensure that the right balance of information is generated and reviewed to arrive at meaningful conclusions. The frameworks that were applied was the **Feminist Policy Critical Analysis Framework**, which was used to analyse the quality of the relevant Laws/Legislation, Policies, Strategies, Programme of Action and Action Plans. In addition, the **Gender Equality Continuum (GEC)** categories were used to assign ratings to each resource document based on the literature review findings. Lastly, the inputs from the **Key Informant Interviews (KII)** and **Stakeholder Consultation Workshop**, were analysed using the **Gender Inequality Problem Tree (GIPT)**. The elements of the analysis frameworks are discussed in detail below.

#### 3.3.1. Feminist Policy Analysis Critical Framework

The Feminist Policy Critical Analysis Framework (FPCAF<sup>8</sup>) was propounded by Beverly A. McPhail, in 2003 and is grounded on the feminist theory that is underpinned by the premise that acknowledges that society is organised around gender and is often regulated through policy that mainly is biased in the favour of men. The framework is a product of synthesising multiple feminist analytical perspectives which are commonly known as critical analysis quality categories on policy to acknowledge the way gender is used to organise societal structures. The consultant selected to apply FPCAF based on the premise that is hinged on claim that most often, policies and strategies are formulated without applying a gendered lens, yet empirical evidence indicate that women disproportionately discriminated, excluded and their differentiated needs are often overlooked in development endeavours in addition, women's valuable contribution has often been overlooked as compared to the contribution of men in Eswatini society. To further elucidate the initial claim, literature related climate and gender relations indicate that women suffer disproportionate inequalities, and exclusions from participating in development initiatives which present barriers for women to benefit from development endeavours equally as men<sup>9</sup>. It is therefore on the basis of the following claim that the FPCAF was preferred to examine the status of climate

change development policies, strategies, programmes and action plans with regards to integrating a perspective on the contribution, participation and equal benefits of women and men in development programme lifecycle.

The configuration of the Framework is in that, a set of research questions are framed and are aligned to critical quality criteria categories, which are used by social scientists, researchers, and analysts to examine how gender is systematically integrated into policy. For this assignment the framework was applied to assess the overall quality of policies, laws/legislation, programmes, strategies and action plans in mainstreaming gender equality in climate change and water security programming. The assessment was conducted at three (3) dimensions as follows;

**Assessment 1** – Is an index assessing the quality of the policies in mainstreaming gender equality by using a rating system, where for each research/guiding questions aligned to the five (5) quality criteria categories, are scored on a scale of 0 – 1, with 1 representing the criteria being met, 0.5 representing the policy meets the criteria to a certain extent, and 0 representing the policy poorly meets the criteria. The five criteria categories are: (1) Gendering of the Policy, (2) Intersectionality, (3) Empowerment of Women, (4) Transformation and (5) Regional and International Contextualisation of the policy to meet gender equality normative standards. The guiding questions in line with each quality criteria categories, are presented in the following table number 4 on quality criteria categories and corresponding research questions;

**Assessment II** – Assesses the quality of the policy's conclusions in terms of specific targets/commitments/indicators and or next steps regarding gender planning which is meant to ensure accountability of gender targets and plans. The rating scale of this level of assessment is from 0 – 4 with (0) representing a policy that has no mention of gender in the conclusion, (1) representing a gender irrelevant/tokenistic conclusion, (2) representing a conclusion that has some sex but not gender conclusions, (3) representing has some gender conclusions but basic or unhelpful and (4) representing a highly relevant gender aware conclusion.

**Assessment III** – Policies were assessed in terms of their level of implementation to date regarding

<sup>8</sup>The criteria and research questions for the first exercise are adapted from: Druzca, K and Rodriguez, C.M 2018. Feminist policy analysis: implications for the agricultural sector in Ethiopia. CIMMYT, Addis Ababa, Ethiopia

<sup>9</sup>World Food Programme, 2021: Gender Analysis Study

TABLE 4: FPCAF Quality Criteria Categories and Research Questions

| Quality Criteria Categories   | Research Questions  |
|---|---|
| <b>1 Gendering of the policy (Policy Content)</b>                         | 1.1. Does the background/situational analysis/ literature review section explore the issues facing women and men?<br>1.2. Does the policy include sex-disaggregated data consistently?<br>1.3. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section only)?   |
| <b>2 Intersectionality (Policy Content)</b>                               | 2.1. Does the policy incorporate the concept of “intersectionality”? (Intersectionality defined as the multidimensional forms of exclusion and inequality that pattern women’s lives and experiences, for example, ethnicity, sexual identity, class, religion, marital status, disability or other identity criteria)? For example, does it discuss the different needs of pastoral women to water compared to farming women? Disabled women and men...? |
| <b>3 Empowerment of women (Policy Process)</b>                            | 3.1. Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?<br>3.2. Does the policy mention consulting women and men, or women’s civil society groups and associations during the policy’s development?<br>3.3. Does the policy aim to increase women’s leadership roles in the water sector?  |
| <b>4 Transformation (Policy Outcome)</b>                                  | 4.1. Does the policy aim to transform unequal roles and relationships?<br>4.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the water sector?<br>4.3. Does the policy aim to address the specific needs and interests of women entrepreneurs/ women working in the water, water related, or environment /climate sectors?  |
| <b>5 Regional and international contextualization (Policy Compliance)</b> | 5.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights?  |

progress and achievements on gender responsive programming, gender equality programming and mainstreaming interventions. The rating is for 0 – 1 where (1) represents the policy is fully implemented, (0.5) represents the policy is partially implemented and (0) representing the policy is not fully implemented. Implementation progress for the policies was tracked through assessing if gender commitments/targets/indicators were translated to specific and concrete interventions in strategies and actions plans.

### 3.3.2. Gender Inequality Problem Tree (GIPT)

The GIPT is the tool that is widely used in development programming and is often designed and adapted to conduct gender analysis. In gender analysis the GIPT is used to identify gender inequalities in a programming context, and this is achieved through establishing root causes of gender inequality which include lack of opportunities, harmful stereotypes and toxic practices that are discriminatory against women and girls. The GIPT enables programmers and analysts to design interventions targeting to

address the existing inequalities. The consultant applied the GIPT to establish the causality and - effect relationship between the identified gender biases, attitudes, and practices which in turn impede programming and project management capacity. Identified gender gaps (challenges/ constraints) were assessed against root causes that are described as barriers in climate change and water security sector to gender equality mainstreaming/integration. Promising practices, that were identified were enlisted as strengths and were documented to be reinforced as success factors. The tool further enabled the consultant to determine specific impediments in sustaining gender equality programming in development efforts at national and community level as well as to ensure quality of services of the NDA to implementing partners (immediate beneficiaries) and the recipients of support (end-beneficiaries). Lastly the framework enabled the consultant to determine catalysts for promising practices, which can be reinforced to strengthen gender mainstreaming. The inputs from the key informants and stakeholders were, therefore, organised and logically grouped into seven (7) analysis themes/ domains. Strengths, capacity gaps (limitations,

challenges and constraints), were then identified against each domain/theme in the overall climate change and water security programme lifecycle. The analysis domains/themes for this analysis are (1) Programme and Project Management Capacity, (2) Information and Knowledge Management capacity, (3) Legislative, Policy, Strategy and Programme Capacity, (4) Gender Responsive Planning and Budgeting Capacity, (5) Institutional and Coordination Capacity, (6) Gender Equality Education, Attitudes and Practices, and (7) Integration of Science, Technology and Innovation (STI). The Significant Gaps (Challenges and Constraints) in the analysis findings section are presented in line with the domains/themes.

### 3.3.3. Gender Equality Continuum (GEC)

The Gender Equality Continuum (GEC) is a planning and programming framework which helps programmers to determine the level at which development interventions integrate a gender perspective in the planning, implementation, monitoring and evaluation stages. Due to its

usefulness in gendering development planning, the GEC is an appropriate tool to be used in assessing, conducting a diagnosis and analyse how development policies, strategies, programmes and action plans are currently identifying, examining and addressing gender equality considerations. In addition, the GEC is also useful in helping programmers determine the orientation of interventions towards achieving gender sensitive and transformative programming which are acceptable standards for gender equality mainstreaming in development planning.

The analysis applied the GEC to enable the consultant to outline conclusions on the status of laws, policies, strategies, programmes and action plans, in mainstreaming a gender equality perspective. The consultant applied the GWP adapted version of the GEC to assign the ratings of the resource documents in line with the level at which each has integrated a gender equality perspective. Figure 3 below presents the ratings per category and further outlines the description of each category.



Figure 5: Gender Equality Continuum (GEC) as adapted by the GWP



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## Global and regional policy frameworks informing the study





The study reflected upon numerous international, regional and sub-regional policy frameworks on sustainable development, gender equality mainstreaming and women empowerment. The policy frameworks were selected on the basis of having elements that policy adds value in furthering gender equality goals and objectives as well as in enabling development strategies and

plans to integrate a gender equality and women empowerment perspectives. In addition these policy frameworks provide clear guidance to member states in designating institutional frameworks, provide quality controls, identify gender impacts and track programme results. The following tables presents the policy frameworks that informed the climate change and water security gender analysis study.

TABLE 1: Summary of International, Regional and sub-regional Frameworks informing the Study

| Frameworks   | Main Objective  |
|--|---|
| <b>Convention on the Elimination of Discrimination Against Women (CEDAW), 1979</b><br><a href="https://www.un.org/womenwatch/daw/cedaw/cedaw.htm">https://www.un.org/womenwatch/daw/cedaw/cedaw.htm</a>  | The framework outlines a series of measures to end all forms of discrimination against women that guide Members States to incorporate the principle of equality of men and women in legal systems, abolish all discriminatory laws, adopt appropriate legislation and policy, and develop and implement robust strategies to improve the capacity of government and their institutions to prohibit forms of discrimination against women. |
| <b>Sustainable Development Agenda, 2030</b><br><a href="https://sdgs.un.org/2030agenda">https://sdgs.un.org/2030agenda</a>   | The sustainable development agenda is a global programme of action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. Has a standalone goal 5 on gender equality and women empowerment and integrates gender mainstreaming in all 16 sustainable development goals.  |
| <b>Gender Policy of the GCF, 2019</b><br><a href="https://www.greenclimate.fund/document/gender-policy">https://www.greenclimate.fund/document/gender-policy</a>   | The policy provides a mandate for the GCF to enhance a gender sensitive approach in its processes and operations  |
| <b>Gender Action Plan of the GCF (2020-2023)</b><br><a href="https://www.greenclimate.fund/document/gender-policy">https://www.greenclimate.fund/document/gender-policy</a>  | The action plan provides a time-bound framework within which to operationalise the Gender Policy of the GCF (2019) to ensure that accredited entities have established competencies, tools and processes to achieve results on gender mainstreaming and women empowerment in the overall GCF programme lifecycle  |
| <b>African Union Gender Policy , 2009</b><br><a href="https://au.int/sites/default/files/documents/36195-doc-au_strategy_for_gender_equality_womens_empowerment_2018-2028_report.pdf">https://au.int/sites/default/files/documents/36195-doc-au_strategy_for_gender_equality_womens_empowerment_2018-2028_report.pdf</a> | The policy expresses the AU's commitment to gender equality and is reinforced by the protocol to the charter on Human and Peoples Rights on the rights of women in Africa, the solemn declaration of gender equality in Africa and the reconstruction and development adopted by heads of state and governments in 2006   |
| <b>African Union Strategy on Gender Equality and the Empowerment of Women (2018- 2028)</b><br><a href="https://au.int/en/articles/au-strategy-gender-equality-and-womens-empowerment">https://au.int/en/articles/au-strategy-gender-equality-and-womens-empowerment</a>  | The strategy incorporates the commitments of AU member's states on an inclusive and multi-sectoral approach in mitigating and elimination of major constraints hindering gender equality and women empowerment to enable women to participate in economic activities, political affairs and socio-economic development endeavours.  |
| <b>SADC Gender Policy, 2005</b><br><a href="https://www.sadc.int/file/3728/download?token=kqCSpXid">https://www.sadc.int/file/3728/download?token=kqCSpXid</a>   | The policy aims to guide members' states towards creating an enabling policy environment at all levels, facilitate capacity building of key stakeholders, development of gender mainstreaming guidelines and indicators to monitor progress as well as take affirmative action towards gender equality and the empowerment of women.  |
| <b>SADC Regional Strategic Implementation Framework on Gender and Development, 2006-2010</b><br><a href="https://www.sadc.int/file/3728/download?token=kqCSpXid">https://www.sadc.int/file/3728/download?token=kqCSpXid</a>  | The Framework outlines regional development themes and intervention areas that include policy development, gender mainstreaming, women's empowerment programmes, coordination capacity development, collaboration, networking, information sharing, monitoring and evaluation.  |
| <b>Revised SADC Protocol on Gender and Development, 2016</b><br><a href="https://www.sadc.int/file/3728/download?token=kqCSpXi">https://www.sadc.int/file/3728/download?token=kqCSpXi</a>  | The protocol provides a framework for the empowerment of women, eliminate discrimination and achieve gender equality and equity through the development and implementation of gender responsive legislation, policies and programmes.   |
| <b>Revised National Gender Policy, 2020-2030</b><br><a href="https://www.gov.sz/">https://www.gov.sz/</a>  | The policy provides a vision for improving the living conditions of women and men through developing practical and forward looking guidelines, strategies, monitoring and evaluation systems.   |
| <b>Strategy and Action Plan for implementing the Revised Gender Policy, 2023- 2025</b><br><a href="https://www.gov.sz/">https://www.gov.sz/</a>  | The strategy and action plan operationalise the implementation of the Revised Gender Policy, 2019-2030.   |

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## Analysis Findings





## 5.1. Highlight of Document Analysis Findings

The gender analysis study is informed by the review of 37 resource documents on sectors affected by climate change and water security. These resource documents include laws, policies, strategies, programmes and action plans underpinning the development initiatives of sectors that are affected by climate change, that include water, forestry, health, agriculture, energy, tourism and disaster management. The analysis was conducted by applying the Feminist Policy Critical Analysis Framework (FPCAF) that enabled the consultant to establish gender equality mainstreaming gaps in the climate change and water security sector.

In the foremost the analysis findings indicated that all laws/legislation in these sectors, 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 Organisation (GWPO). The analysis further indicated that some development policies for these sectors are rated gender blind/unequal, gender neutral and gender aware which required that these to be enhanced to integrate a gender responsive perspective. Some strategies, programmes and action plans that were developed to operationalise the development policies have been found to be gender neutral and partially gender mainstreaming which necessitated strengthening of these strategies, programmes and action plans to integrate the gender transformative perspective. A gender transformative perspective seeks to challenge harmful gender norms, stereotypes, biases and practices that are discriminating against women.

The analysis further indicated that the all laws, most policies, most strategies, programmes and action plans does not include sex and age disaggregated data (SADD). Where statistics are included they are reflected in a vague manner and are meaningless to inform gender responsive interventions.

Furthermore, the analysis established that most laws, strategies and action plans do not incorporate the concept of intersectionality which highlights the existing gender inequalities, discrimination and exclusions that pattern the lives and experiences of men and women. It was also noted that in cases where some resources integrated the concept of intersectionality, the outline of gender inequalities was presented in a vague and tokenistic manner that

does not add value to gender equality mainstreaming in development outcomes. Some of these resources also 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 some laws, most policies, strategies, programmes and action plans do not comply with international and regional frameworks that safeguard the rights of women, something that can render these ineffective in addressing the prejudice and discrimination suffered by women and men.

## 5.2. Cross-Cutting Gaps from the Document Analysis

The document review identified gaps that were common gaps across all document resources that were analysed. These gaps include gender blind/unequal monitoring and evaluation frameworks, gender neutral stakeholder consultation methodology as well as the inconsistent use of gender language in all sections of the documents. These observations were made in line with the research/guiding questions of the FPCAF where sections that include the introduction, background, aims/purpose, objectives and goals, situation analyses, and outline of policy statements and strategies, were examined.

Monitoring and evaluations are the means used to determine the outputs and outcomes achieved by Strategies, Programme and Action Plans, which are also means for implementing policies and laws. The desk review has shown that most of the monitoring and evaluation frameworks (MEF) for measuring implementation progress and programmes performance, were limited in integrating a gender





equality mainstreaming perspective. It was also established that some strategies, programmes and action plans lacked corresponding Monitoring and Evaluation Framework/Systems. This highlighted as a significant gap because it is impossible for sector agencies to be accountable and to be able to measure implementation progress for gender equality mainstreaming commitments. This also means there are existing limitations in measuring the development of relevant performance indicators.

What was also common across all resources is the lack of references on the inputs of end-beneficiaries during the development of the laws, policies, strategies and plan. This can be attributed Stakeholder Consultation Methodology that omitted the concerns and needs of end-beneficiaries inform the elements of the climate change and water security resource documents. Failure to integrate the views of end-beneficiaries at the development stages would mean it is will be impossible to include their concerns at implementation, monitoring and evaluation stages.

Lastly, the analysis proved that there was an inconsistency use of gender sensitive and transformative language in all sections of the analysed documents. This gap inclined the consultant to conclude that these resources were developed without the support of gender experts and specialists. These observation was made in line with applying the research questions of the FPCAF quality criteria category on investigating the extent to which the content of the laws, policies and strategies were gendered.

In the section below a summary of the identified gaps from the documented analysis of each resource document (laws, policies, strategies, programmes and action plan).

### **5.2.1. Legislative Commitments for Promoting Gender Equality**

The documents analysis indicated that all legislative documents that include the Environment Management Act (2002), Public Health Act (1969), Petroleum Act (2020), Water Act (2003) and National Disaster Management Act (2006), lack a gender equality mainstreaming perspective. The analysis further highlighted that the lack of attempts to address gender in these laws, can be attributed to the format preferred by the Government of Eswatini in the development of laws, which results in the legislation focusing on outlining the purpose, the scope of its

application, establishment of institutional/coordination arrangements, respective institutions mandated to administer the Act, financing arrangements and lastly, revision and repeal provisions. This means that the configuration of all the laws (Acts of parliament), in the climate change, water security, health, agriculture, forestry, energy and tourism sectors, are likely to perpetuate gender inequalities and as such were categorised as Gender Blind/Unequal according to the Gender Equality Continuum rating as adapted by the GWPO.

### **5.2.2. Capacity of Development Policies to Mainstream Gender Equality**

This section presents the findings of the document review of development policies for the climate change, water security, health, energy, tourism, and agriculture and forestry sectors. The development policies were analysed using the Feminist Policy Critical Analysis Framework (FPCAF) research questions and the Gender Equality Continuum (GEC) rating was used to appraise policies regarding the level of mainstreaming gender equality.

#### **5.2.2.1. Climate Change Policy (2015)**

The analysis indicated that the Climate Change Policy (2015) under section 6 on “means of implementation” outline a general policy statement on addressing gender equality, promoting gender equity and gender responsive programming which makes the policy to integrate a gender perspective. Under sub-section 6.5, the policy acknowledges that climate change affects women, men, youth and vulnerable groups in different ways and that gender inequality increases the vulnerability of women and that support is needed to improve women’s ability to respond to climate change. The policy further indicates that women and youth are susceptible to the climate change impacts because they are not financially stable and lack coping capacity/ mechanism. The policy further acknowledges the need to engage women and youth in decision making, planning for climate change adaptation and mitigation interventions, implementation, control and monitoring. The policy however does not include sex and age disaggregated data, does not indicate that women were consulted during its formulation, does not incorporate the perspective of intersectionality which highlights the inequalities and exclusions that pattern the lives and experiences of women. The policy also does not comply with the frameworks that safeguard the rights of women and does not provide statements on the

sex and age differentiated impacts of climate change, explicit commitments to empower women, as well as targets and indicators for accounting for progress in mainstreaming gender. In line with the GEC rating the Climate Change Policy is rated Gender Aware in that it acknowledges gender differences but does not sufficiently address gender inequalities.

#### **5.2.2.2. Water Policy (2018)**

The analysis indicated that under subsection 4.5.2 on “gender mainstreaming” as read with article 4.5.2.1 on Gender Balance in Water Development and Management acknowledges the signatory status of Eswatini to gender treaties and conventions and further expresses the commitment of government to ensure that women are involved and represented in Integrated Water Resource Management (IWRM) structures and policy processes. The policy further indicates a commitment to ensure that men, women, boys and girls share equal opportunities and participate as equal partners in decision making and that they have equal access to water resources development and management. Under section D on “cross sectional issues” the policy indicates that government undertakes to ensure that all stakeholders and communities, including women, shall play a central role in the provision, safeguard and management of water resources. The National Water Policy (2018) is rated partially gender mainstreaming (GM) in that significant effort is made to include women and men as beneficiaries in the water security sector.

#### **5.2.2.3. Comprehensive Agricultural Development Policy (2005)**

The CASP (2005) under subsection 3.5 acknowledges that women and youth are more vulnerable to participate in agriculture and further enlists commitments and strategies to ensure that women and youth have access to land and credit facilities. The CASP (2005) has been categorised partially gender mainstreaming in line with the GEC rating in that it makes efforts to include women as beneficiaries.

#### **5.2.2.4. National Irrigation Policy (2005)**

An examination of the National Irrigation Policy (2005), revealed that there are gender issues that contribute to gender gaps which in turn constrain women in accessing factors of production such as land and credit facilities. The outline of gaps is shown under section 3.2 on “institutional measures and policy measures” sub-section 3.2.1 and article 3.2.1.1. The policy further enlist a policy statement to ensure women have equal access to irrigation facilities,

including credit services and to ensure that women fully participate in leadership of irrigation water user committees. The policy further acknowledges the need to put in place into irrigation but was short to outline the targeted strategies and for challenging harmful stereotypes, norms and biases. The National Irrigation Policy (2005) is rated gender aware in that it makes efforts to include women as beneficiaries.

#### **5.2.2.5. National Food Security Policy (2005)**

One of the policy objectives of the National Food Security Policy (2005) sub-section 2.3 is targeting to make women and men agents of change in addressing the severity of malnutrition and micronutrient deficiencies. Under chapter 3, article 3.1.1.8 acknowledges the need to promote the role of women and youth in food production. The policy incorporates a policy statement the impact of food security on gender through the introduction of specific programmes. It further incorporates a strategy to promote women’s full and equal participation in the food security economy as well as to gather information on women’s traditional knowledge and skills in agriculture. Lastly the policy indicates compliance with the resolutions and commitments of the fourth world conference on women, Beijing (1995). The National food Security Policy (2005) has been categorised as partially gender mainstreaming, according to the GEC rating, in that it makes efforts to include women as beneficiaries.

#### **5.2.2.6. Livestock Development Policy (1995)**

The analysis indicated that the Livestock Development Policy (1995) does not integrate a gender mainstreaming perspective in all its sections. It has therefore been categorised Gender blind/unequal, in line with the GEC rating in that it does not indicate attempts to address gender and likely perpetuates gender inequalities.



#### **5.2.2.8. National Sanitation and Hygiene Policy (2019)**

The analysis indicated that under section 3.5 on “Guiding Principles” the policy includes gender consideration as one of the guiding principles but does not incorporate the concept intersectionality that highlights the gender exclusions and inequalities that pattern the lives and experiences of women. It also does not incorporate interventions (commitments, targets and indicators) on the empowerment of women and for challenging harmful gender stereotypes, norms, biases and practices. The Sanitation and Hygiene Policy (2019) is categorised gender neutral, according to the GEC rating, as it contains vague, erratic and insubstantial effort to mainstream gender equality.

#### **5.2.2.9. National Health Policy (2016-2026)**

The National Health Policy (2016-2026) under chapters 2 and 3, subsection 3.1 indicates that gender equity is one of the policy’s guiding principles and further has a policy statement that ensures that promoting the quality of health shall address social determinants that include gender equity. The National Health Policy (2019-2026) is categorised Gender Neutral in that it contains vague, erratic and insubstantial effort to mainstream gender equality.

#### **5.2.2.10. National Tourism Policy (2018)**

The analysis indicated that the National Tourism Policy (2018), under article 6.4.2 indicates a policy aim to encourage the participation of women in tourism development and operations yet it does not indicate the inequalities and exclusions that pattern the lives and experiences of women in the sector. It does not also integrate statements, strategies and interventions to empower women and lastly does not comply with international and regional frameworks that safeguard the lives of women. The National Tourism Policy (2018) is categorised Gender Neutral in that it contains vague, erratic and insubstantial effort to mainstream gender equality.

#### **5.2.2.11. National Energy Policy (2003)**

The National Energy Policy (2003) under subsection 5.6.3 acknowledges the value of the contribution of women in energy and states that improving their involvement in various facets of the energy sector is important for the successful implementation of the policy. Section 5.6.4 on energy careers for women acknowledges that the low representation of women



in the energy industry and agencies is of concern and steps to improve the situation will need to be taken. The policy statement under subsection 5.6.3 indicates that government shall ensure that women are motivated to participate in energy programmes and activities by formulating guidelines and strategies for including gender concerns in energy programmes. Section 7.1 on policy priorities, part B on enhancing employment creation, enlists an intervention to improve the participation of women in energy programmes and activities and greater enrolment in energy related disciplines. Subsection 7.3.4 on linkages with national and international polices, acknowledged the National gender Policy (2010) as one of the relevant instruments that informed the National Energy Policy (2003). The National Energy Policy (2003) is categorised partially gender mainstreaming (GM) according to the GEC rating in that it makes efforts to include women as beneficiaries in the energy sector.

#### **5.2.2.12. Revised National Gender Policy (2019-2030)**

The concept of intersectionality which outlines gender exclusions and inequalities that pattern the lives of men and women is adequately incorporated in the Revised Gender Policy (2019-2030). The policy is also compliant to regional and international frameworks that safeguards the rights of women. The Revised Gender Policy (2019-2030) is categorised Gender Transformative, according to the GEC rating, in that it addresses the underlying causes gender-based inequalities and seeks to address harmful norms, practices and traditions.

#### **5.2.2.13. National Disaster Risk Management Policy (2011)**

The examination of the National Disaster Risk Management Policy indicated that it includes a gender mainstreaming perspective under subsection 2.4 on the “core values” which acknowledge the value for a gender sensitive, inhumane and compassionate



approach. The analysis further indicated that under article 6.3.4 of the policy on promoting media involvement in public awareness, indicates that media practitioners themselves should be directly represented in disaster risk management institutions to engender the feeling of belonging and promote the spirit of obligation. Furthermore, the under subsection 7.4 on “the gender issue” the policy states that the disaster risk management programme will take into account the fact that many disasters place a heavy burden on women and children and will implement measures aimed at protecting those who are vulnerable and are at risk of disasters. The policy in this way scantily acknowledged the differentiated impact on women and youth but does not provide a sufficient on inequalities and exclusion that pattern the lives of women and youth. In addition, the policy does not include interventions for empowering women, and does not indicate that women were consulted during its formulation. Safeguard the rights of women. Lastly the policy does not comply with international and regional frameworks that safeguards the rights of women. The National Disaster Risk Management Policy (2011) is therefore categorised gender aware, according to the GEC rating, in that it acknowledges gender differences but does not sufficiently address gender inequalities.

### 5.2.3. Effectiveness of Strategies, Programmes and Action plans

This section presents findings of the document review of strategies, programmes and action plans in the in the climate change, water security, health, agriculture, forestry, tourism and energy sectors. Strategies, programmes and action plans are developed operationalise and implement development policies. The research questions of the Feminist Policy Critical Analysis Framework (FPCAF) were used to conduct the analysis and conclusions on the effectiveness of relevant strategies, programmes and action plans to effectively mainstream gender equality was rated



using the Gender Equality Continuum (GEC) rating scale.

#### 5.2.3.1. National Climate Change Strategy and Action Plan (2016-2022)

The analysis indicated that the climate change strategy and action plan does not include sex and age disaggregated data, does not incorporate inequalities and exclusions that pattern the lives and experiences of women in the sector and does not indicate that women were consulted during the plan formulation. Furthermore, the strategy and plan does not include interventions for challenging and transforming harmful gender stereotypes, biases, attitudes and practices. Lastly the strategy and plan does not comply with regional and international frameworks that safeguards the rights of women. The National Climate Change Strategy and Action Plan (2016-2022) is categorised gender blind/unequal, according to the GEC rating, in that it makes no attempts to address gender inequality and likely perpetuates gender inequalities.

#### 5.2.3.2. Green Climate Fund (GCF) Programme (2021)

The analysis indicated that the section on “Capacity Gaps” of the Green Climate Fund Programme (2021) acknowledges that there is inadequate inclusion of gender into climate action and yet it does not outline targeted interventions for addressing inequalities and exclusions that pattern the lives and experiences of women. The analysis further indicated the programme acknowledges lack of participation of the youth and vulnerable groups in climate action yet does not delineate the exact areas in which women are exclude and/or suffer inequalities. In addition, the programme does not outline interventions aiming for the empowerment of women and does not include interventions for transforming toxic gender stereotypes, biases and norms. The Green Climate Fund (GCF) Programme (2021) is therefore categorised gender aware, according to the GEC rating, in that it acknowledges gender differences but does not sufficiently address gender inequalities.

#### 5.2.3.3. Revised Nationally Determined Contributions (2019)

The analysis indicated that the Intended Nationally Determined Contributions (2015 2030) integrates the implication on climate change on gender based on the socially constructed roles for women and men. The revised INDC draft technical report outlines the

significant gender gaps (inequalities and exclusions) that increases the exposure and vulnerability of women to climate change impacts. The technical report further indicates in terms of socially constructed gender roles, women are responsible for primary household care duties that include water collection, cooking food for the household, and subsistence agricultural work. To add, rural women use wood as fuel for cooking food and are often exposed to chemicals that induce ill-health. Women are also made to spend a large proportion of their time collecting water as a result of water deficits induced by drought and this makes them to spend less time doing productive work that enable them to earn income and improve livelihoods of their households. Women are also dependent on animal and plant product for livelihoods and the diminishing bio-diversity affect women the income of women entrepreneurs. However, the INDC technical report does not include sex and age disaggregated data. Furthermore, the revised INDC does not include interventions for challenging and transforming harmful gender stereotypes, biases, attitudes and practices and yet it does comply with regional and international frameworks that safeguards the rights of women. The Revised Intended Nationally Determined Contributions (INDC) 2015-2030 is categorised partially gender mainstreaming, according to the GEC rating, in that it addresses gender inequality and likely perpetuates gender inequalities but does not outline strategies for transforming toxic gender norms and stereotypes.

#### **5.2.3.4. WASH Strategic Development Plan (2017-2022)**

The analysis indicated the WASH Strategic Development Plan include statistics on 53% of women affected by WASH in Eswatini. Subsection 1.2 of the strategic development plan on “WASH and realising the country’s vision 2022” acknowledges the low participation of women in decision making and high incidence of GBV among women and children which indicates an inequality and exclusion that patterns the lives and experiences of women in WASH. Under section seven (7) the strategic development plan envisages to integrate gender mainstreaming priorities in all activities as key to the successful implementation of the WASH strategic development plan (2017-2022). Subsection 7.2 on “Constraints” indicate that the strategic plan acknowledges that gender mainstreaming activities are low and available data to inform interventions is weak, which highlights a significant data and information gap to support gender mainstreaming. Subsection 7.3 on “Interventions” the



strategic development plan enlists an intervention that aims to promote fair representation of women and men in water user committees, consult both women and men in selecting and managing rural water supply schemes and the empowerment of women to actively participate in decision making, planning, supervision of implementation, management of operations and maintenance of water supply schemes. The WASH Strategic Development Plan (2017-2022) is categorised gender mainstreaming, according to the GEC rating, in that it includes statements around gender mainstreaming across the programme but does not focus to transform harmful gender norms, stereotypes, biases, attitudes and practices.

#### **5.2.3.5. National Water Master Plan (2020)**

The analysis indicated that the National Water Master Plan (2020) does not include sex and age disaggregated data, does not incorporate inequalities and exclusions that pattern the lives and experiences of women in the sector and does not indicate that women were consulted during the plan formulation. Furthermore, the strategy and plan does not include interventions for challenging and transforming harmful gender stereotypes, biases, attitudes and practices. Lastly the strategy and plan does not comply with regional and international frameworks that safeguards the rights of women. The National Water Master Plan (2020) is categorised gender blind/unequal, according to the GEC rating, in that it makes no attempts to address gender inequality and likely perpetuates gender inequalities.

#### **5.2.3.6. National Strategy and Action Plan for implementing the Revised Gender Policy (2020-2025)**

The analysis indicated that the National Strategy and Action Plan for implementing the Revised Gender Policy (2020-2025) integrates the commitments, targets and indicators on mainstreaming gender equality, empowering women, ensuring diversity,

equality and inclusion and transforming gender norms, stereotypes and practices that are outlined in the Revised National Gender Policy (2019-2030). The National Strategy and Action Plan for implementing the Revised Gender Policy (2020-2025) is categorised Gender Transformative, according to the GEC rating, as it addresses the underlying causes of gender-based inequalities and transforms harmful gender norms, roles and relationships.

#### **5.2.3.7. Swaziland National Agricultural Investment Plan – SNAIP (2015)**

The analysis ascertained that under section 8(l) on “Situation and Gaps”, the SNAIP has a statement on gender and youth development in agriculture that acknowledges that women and youth have limited access to land and agricultural inputs. The analysis further indicated that the SNAIP does not include strategies, plans and actions to address inequalities and exclusions that pattern the lives and experiences of women. In addition, the SNAIP does not incorporate interventions for empowering women and is not compliant to regional and international frameworks that safeguard the rights of women. The SNAIP (2015) is categorised gender neutral in that it contains vague, erratic and insubstantial effort to mainstream gender equality.

#### **5.2.3.8. National Development Strategy (1997-2022)**

The analysis indicated that the National Development Strategy (1997-2022) integrates the commitments, targets and indicators on mainstreaming gender equality, empowering women, ensuring diversity, equality and inclusion and transforming gender norms, stereotypes and practices that are outlined in the Revised National Gender Policy (2019-2030) and the Strategy and Action Plan for implementing the Revised Gender Policy (2020-2025). The National Development Strategy (1997-2022) is categorised Gender Transformative, according to the GEC rating, as it addresses the underlying causes of gender-based inequalities and transforms harmful gender norms, roles and relationships.

#### **5.2.3.9. National Action Plan (2019-2022)**

The analysis has shown that the National Action Plan (2019-2022) integrates the commitments, targets and indicators on mainstreaming gender equality, empowering women, ensuring diversity, equality and inclusion and transforming gender norms, stereotypes and practices that are outlined in the Revised National Gender Policy (2019-2030) and the Strategy and Action

Plan for implementing the Revised Gender Policy (2020-2025). The National Action Plan (2019-2022) is categorised Gender Transformative, according to the GEC rating, as it addresses the underlying causes of gender-based inequalities and transforms harmful gender norms, roles and relationships.

#### **5.2.3.10. National Strategy for Sustainable Development and Inclusive Growth (2017)**

The analysis indicated that the National Strategy for Sustainable Development and Inclusive Growth (2017) integrates the commitments, targets and indicators on mainstreaming gender equality, empowering women, ensuring diversity, equality and inclusion and transforming gender norms, stereotypes and practices that are outlined in the Revised National Gender Policy (2019-2030) and the Strategy and Action Plan for implementing the Revised Gender Policy (2020-2025). The National Strategy for Sustainable Development and Inclusive Growth (2017) is categorised Gender Transformative, according to the GEC rating, as it addresses the underlying causes of gender-based inequalities and transforms harmful gender norms, roles and relationships.

#### **5.2.3.11. National Health Sector Strategic Plan (2008-2013)**

The analysis indicated that the National Health Sector Strategic Plan (2008-2013) include population statistics that are sex and age differentiated. The analysis indicates that under Strategic Priority area 3.2.1 the strategy and action plan enlist activities that targets women and men for reproductive, maternal and new-born health interventions. Furthermore, strategic intervention (ii) under safe motherhood, maternal and new-born health targets women of all reproductive ages to have access to essential, affordable, quality and skilled maternal, new-born and infant health care that promote safe pregnancy and delivery of healthy children. Strategic intervention (iii) on curative interventions targets women of all reproductive ages and seeks to ensure that health care services are strengthened to ensure the safety and well-being of women and new-born. The strategic plan complies with the WHO92008) Ouagadougou Declaration on Primary Health Care and Health Systems in Africa, which safeguards the rights of women to access affordable, quality and essential maternal health care. The National health Sector Strategic Plan (2008-2013) is categorised gender mainstreaming, according to the GEC rating, in that it includes statements around gender across the programme but does not focus on addressing gender norms and harmful practices.



#### **5.2.3.12. Swaziland Second National Bio-Diversity Strategy and Action Plan (2016)**

The analysis established that the Swaziland's Second National Bio-Diversity Strategy and Action Plan (2016) includes sex and age differentiated statistics in its introduction. The analysis further indicated that under subsection 1.2.3 on Ecosystems and Biodiversity uses and benefits acknowledge that handicrafts and utensils made from plant and animal parts contribute significantly to women headed households and, in some cases, where the household is headed by an unemployed male. Under section 1.3, on Threats to biodiversity, the strategy and action plan acknowledges that women lack the influence in the management of biodiversity and ecosystems yet their live hoods are dependent on these. Section 1.4 on legal and institutional frameworks the strategy and action plan acknowledge the Revise Gender Policy (2019-2030) to be impacting upon diversity and its conservation. The Swaziland Second National Bio-Diversity Strategy and Action Plan (2016) is categorised as gender aware, according to the GEC rating, in that it acknowledges gender differences but does not sufficiently address gender inequalities.

#### **5.2.3.13. National Tourism Policy Implementation Plan (2018)**

The National Tourism Policy Implementation Plan (2018) does not include sex and age disaggregated data, does not incorporate inequalities and exclusions that pattern the lives and experiences of women in the sector and does not indicate that women were consulted during the plan formulation. Furthermore, the strategy and plan does not include interventions for challenging and transforming harmful gender stereotypes, biases, attitudes and practices. Lastly the strategy and plan does not comply with regional and international frameworks that safeguards the rights of women. The National Tourism Policy Implementation Plan (2018) is categorised gender blind/unequal, according to the GEC rating, in that it makes no attempts to address gender inequality and likely perpetuates gender inequalities.

#### **5.2.3.14. Eswatini Energy Master Plan 2034 (2018)**

The analysis indicated that the Eswatini Energy Master Plan 2034 (2018) does not include sex and age disaggregated data, does not incorporate inequalities and exclusions that pattern the lives and experiences of women in the sector and does not indicate that women were consulted during the plan formulation. Furthermore, the strategy and plan does not include interventions for challenging and transforming

harmful gender stereotypes, biases, attitudes and practices. Lastly the strategy and plan does not comply with regional and international frameworks that safeguards the rights of women. The Eswatini Energy Master Plan 2034(2018) is categorised gender blind/unequal, according to the GEC rating, in that it makes no attempts to address gender inequality and likely perpetuates gender inequalities.

#### **5.2.3.15. Biofuels Strategy (2009)**

In examining the Biofuels Strategy (2009), it was established that the strategy does not include sex and age disaggregated data, does not incorporate inequalities and exclusions that pattern the lives and experiences of women in the sector and does not indicate that women were consulted during the plan formulation. Furthermore, the strategy and plan does not include interventions for challenging and transforming harmful gender stereotypes, biases, attitudes and practices. Lastly the strategy and plan does not comply with regional and international frameworks that safeguards the rights of women. The Biofuels Strategy (2009) is categorised gender blind/unequal, according to the GEC rating, in that it makes no attempts to address gender inequality and likely perpetuates gender inequalities.

#### **5.2.3.16. Energy Efficiency and Conservation Policy**

The assessment of the Energy Efficiency and Conservation Policy, has shown that the policy does not include sex and age disaggregated data, does not incorporate inequalities and exclusions that pattern the lives and experiences of women in the sector and does not indicate that women were consulted during the plan formulation. Furthermore, the strategy and plan does not include interventions for challenging and transforming harmful gender stereotypes, biases, attitudes and practices. Lastly the strategy and plan does not comply with regional and international frameworks that safeguards the rights of women. The Energy Efficiency and Conservation Policy is categorised gender blind/unequal, according to the GEC rating, in that it makes no attempts to address gender inequality and likely perpetuates gender inequalities.

## **5.3. Findings of KII and Stakeholder workshop**

This section presents the highlights from feedback of stakeholders during the KII and stakeholder consultative workshops.

### 5.3.1. Women Empowerment and Participation in Decision-Making processes.

Identifying avenues of active participation and leadership for women and men help improve the design of interventions. Strengthening women's empowerment in programme and project lifecycle activities informs inclusive approaches. Identifying women's constraints and challenges for their full and active engagement on governance, programme and project management structures create enabling conditions for their participation in decision making related to natural resources management, climate change and water security.

In examining the gender inclusion and power dynamics in decision making, reflections from stakeholders indicate that in the climate change and water security sectors, women are meaningfully involved and participate in decision-making using internally available information/knowledge to inform the implementation of projects and programmes. A classic example is the composition of the Climate Change Unit of the NDA. As a result, this practice has a value add in that most projects are designed to be sensitive to gender differences and dynamics particularly in consideration of the end beneficiaries of project outcomes as well as programmes that are being implemented in various communities. Furthermore, because of this involvement and participation of women in programme and project design and implementation, more and more projects and programmes are inclusive ensuring that no one sector of society is left behind nor discrimination by any intervention. However, this reality can be considered an outcome of an accidental bias than a strategic bias if it is not informed by policy directives at organisational level.



Figure 6: Stakeholders engaging in group during the gender analysis consultation workshop (photo credit; GWP Eswatini)

### 5.3.2. Gender Mainstreaming into the Programme and Project lifecycle

Gender mainstreaming is a cornerstone for good development practice as it involves taking into account the specific needs of programme and project beneficiaries in the design, implementation, monitoring, evaluation, accountability and learning (MEAL) components of the programme and project lifecycle. Incorporating gender perspectives into programming leads into higher impact interventions and better outcomes across all sectors, including climate change and water security. Gender mainstreaming into programming involves an analysis of gender inequalities and gender differentiated needs.

Stakeholders indicated that climate change and water security implementing partners do incorporate a gender perspective and considerations in the design, implementation, monitor and evaluation of programmes and projects. Stakeholders further indicated the gender differentiated programming considerations are often analysed in terms of how they intersect with underlying factors such as poverty, diversity and ability. However, stakeholders acknowledged that none of the gendered practices are informed by Gender Analysis and Gender Action Plan/Frameworks (GAF) and that gender mainstreaming considerations are often informed by previous experience and knowledge of the programme managers and project coordinators. Stakeholders further indicated that there is limited Sex and Age Disaggregated Data (SADD) to inform design, implementation and monitoring and in that regard, it is difficult to report on progress and achievements in implementing gender mainstreaming and integration interventions. Stakeholders added that there lacks data on gender norms, discriminatory practices and stereotypes, which can be used to incorporate stand-alone gender mainstreaming interventions to challenge the toxic norms and practices and ensure equal realisation of benefits of the interventions by both men and women. Stakeholders further indicated that programming and project lifecycle exercises do not benefit from the Gender Expert knowledge and technical know-how of gender focal points, adding that it's imperative to establish the climate change and water security gender expert working group and to designate gender focal points within the NDA and implementing partner level. Finally, stakeholders acknowledged the lack of gender parity in leadership positions for most implementing partner agencies, while it is obvious that the climate change unit of the NDA has achieved a favourable gender parity.

### **5.3.3. Institutional role in Mainstreaming Gender Equality**

The study examined the role of relevant climate change and water security institutions mandated to promote gender responsive programming through formulation of gender responsive, strategies and stand-alone corporate policies aimed to challenge toxic gender norms, discriminatory practices and barriers for women and men in realising equal benefits from institutional processes.

Stakeholder's feedback indicated that organisational practice implemented besides the dictates of existing policy, is to promote gender balance in the recruitment and placement of staff to positions of control and influence. However, the lack of policy directives can be considered as a gender equality practice that is based on accidental bias as opposed to strategic bias. Moreover, stakeholders acknowledged that most organisations in the climate change and water security sectors do not have stand-alone gender policies, to facilitate a strategic and systematic approach to achieving gender parity in staff recruitments and placement. In terms of proposal development as much as that services of gender specialists are not utilised by most organisations in projects proposal development, the GCF funded project documents come with toolkits and guidelines as well as training manuals for gender inclusion and inclusivity generally. Gender responsive planning and budgeting trainings are to some extent integrated into institutional projects and programmes as per funding guidelines. Generally, it appears that most institutions require more capacity building in gender responsive and transformative approaches to programme or project design as well as gender responsive planning and budgeting.

### **5.3.4. Gender Responsive Budgeting**

The study examined the level at which the Ministries of Economic Planning and Development (MEPD) and Finance (MoF) have put in place a mechanism for ensuring gender responsive budgeting (GRB) and the extent to which these central ministries have developed relevant GRB tools to be applied by government ministries and departments. Furthermore, the study examined the level at which private sector entities in the climate change and water security sector ensure gender responsive budgeting and reporting.

Reflections from stakeholders indicate that GRB has not been institutionalised in climate change and water security sector. Gender responsive planning

and budgeting tools are not available, while most institutions do make gender considerations in institutional budgeting processes. Furthermore, planners and programmers have received some gender responsive budgeting basic training. Despite the lack of existing GRB tools, a majority of stakeholder agencies indicated that development funding benefactors/resource partners, do make requirements for proposing agencies to mainstream and use gender responsive approaches into planning and budgeting and thus this ensures budgets have integrated gender considerations and gender transformative actions. Stakeholders added it was a daunting task to account for gender differentiated benefits at the end of project cycle, due to the lack of GRB guideline and tools.

### **5.3.5. Gender Stereotypes Attitudes and Practices**

The study examined existing gender stereotypes, attitudes and practices affecting climate change and water security institutions and beneficiary constituencies. In implementing a development programme and project, it is important to understand the cultural norms, traditions, perceptions and stereotypes that impact how an initiative or intervention performs within a development context. It is also important to have and share the knowledge of how intended outcomes of interventions (programme and project) might be affected by existing stereotypes, attitudes and practices. Additionally, knowledge on the culture and traditions is important to analyse how communities and people define their social interactions, which has a direct linkage to project success and impacts.

Stakeholders acknowledged that an understanding of power dynamics and views on gender norms was important to enable the NDA and implementing partners to identify situations that may contribute to conflict and lack of opportunities and impede advance of women rights in a meaningful and constructive way. In addition, stakeholder feedback indicated that the NDA and partners do incorporate considerations on gender stereotypes and discriminatory attitudes and practices at institutional level. These regards to providing equal opportunities to women and men to participate in project implementation. However, stakeholders acknowledged that projects are initiated without conducting a gender analyses, which can account for toxic gender stereotypes, attitudes and practices that may affect project performance.



Stakeholders also highlighted that during project scoping phase, gender considerations are not considered yet when the project is implemented, programme and project managers do ensure that women and men participate equally.

### 5.3.6. Gender Mainstreaming Awareness, Knowledge and Education

The study further examined the level of awareness, knowledge and education of men and women, as end-beneficiary constituents of the rights available to and held by women and men, and how these rights are regarded to influence the outcomes of climate change and water security interventions. In addition, the study examined the available knowledge on gender norms and the level of awareness of end-beneficiary communities on the guarantees of certain rights and available opportunities and benefits for both men and women, enabling women and girls to take advantage of those available opportunities. Finally, the study focused on the internal knowledge of the organisations themselves, so to take stock of how the implementing agencies take into account gender mainstreaming to promote gender equality and empower women staff in positions of higher control and influence.

Stakeholders indicated that there are no existing programmes and processes for raising awareness, sharing of knowledge and educating end-beneficiaries on available rights and how these rights influence outcomes of interventions. In fact, stakeholders submitted that due to lack of a proper Gender Analysis and gender scoping exercises, there is no information existing on how gender issues may affect project and programme performance. It was further stated that awareness raising, and education is conducted during project scoping and implementation stages, yet it is not properly informed by gender analysis outputs. Stakeholders further acknowledged that knowledge on the rights held by women and men, is normally not taken into consideration particularly at implementation, monitoring and evaluation stages of the project. Stakeholders highlighted the need to enlist the services of gender focal points to incorporate issues of gendered rights and benefits realisation during project monitoring, accountability and learning.

Stakeholders further indicated that, the Department of Gender and Family Issues (DGFI) needs to develop and implement a comprehensive gender

mainstreaming training programme targeting the NDA and implementing partner agencies technical staff on the imperatives of raising awareness on gender rights and influence of climate change and water security interventions to women empowerment and equal benefits realisation between men and women. The DGFI of the DPMO indicated that a capacity building plan does exist, but the department lack the resources to implement the plan comprehensively, adding that resources support may have to be provided by implementing partners and the NDA.



Figure 7: Stakeholders attentively listening to the workshop presentations (Credit; GWP Eswatini)

### 5.3.7. Sex-and-Age Disaggregated Data (SADD) and Information

The act of collecting and documenting information and data on gender differences on adapting and coping with environmental and climate change impacts, is a crucial element that contributes immensely to tailoring approaches and interventions as well as ensure the interventions outcome benefits equally the livelihoods of both women and men. In addition, targeting activities to addressing gender differentiated needs of women and men in response to climate change/ environmental changes and shocks, can strengthen their long-term adaptive capacity. Furthermore, information and data make the diverse needs and capacities of different people more visible, facilitates unlocking of opportunities, enable support to all people and place men and women as equal change agents in gender equality mainstreaming.

Reflections from stakeholders indicate that the lack of sex and age disaggregated data (SADD) on climate change impacts on livelihoods, access and control of natural resources and gender differentiated benefits from climate change interventions is an area that needs to be addressed with urgency. Stakeholders further indicated that there are SADD needs for both the NDA and implementing partners in understanding

the reliance of both men and women on environmental resources, social relationships, impacts on livelihood by climate change and gender differentiated benefits from climate change and water security interventions.

Moreover, stakeholders indicated that respective organisations documents information on sex aggregated participation in project management through attendance registers which indicates the numbers of women and men involved in managing climate change and water security projects. Stakeholders further indicated that the shallow depth of this information often impede the basis to account for women participation, inclusion and empowerment and benefits realisation from project outcomes for both men and women. Stakeholders contributed that there is a need to incorporate gender mainstreaming and integration results measurement in the overall development results chain and the generation of SADD with relevant indicators (baselines, targets and means of verification). Lastly stakeholders recommended that participatory monitoring and evaluation be applied when conducting gender impact assessments, in order to take into account, the voice of both women and men on how interventions impacted them and how they were enabled to realise differentiated benefits.

## 5.4. Gender Mainstreaming Strengths

The document analysis<sup>10</sup>, interviews and consultations examined the practices and elements that can be regarded as strengths in the endeavour for the climate change and water security sector to mainstream gender equality and empower women. The following findings were made in relation to the gender equality mainstreaming strengths in sectors affected by climate change;

### 5.4.1. Knowledge of Gender Differentiated Climate Change Impacts

Feedback from stakeholders indicate there is knowledge of climate change related impacts on women across all sectors affected by climate change and water. The climate change policy which is a principal framework on climate change integrates the concept of intersectionality in that it acknowledges that women are disproportionately affected by climate change than men due to the socially constructed roles that are performed by women at household level. These roles include collecting firewood, cooking food for the household, collecting water as well as the

dependency of women on plant and animal products for livelihood. Interventions to address the gender gaps and transforming toxic gender norms and practices are also fairly incorporated in strategies, programme and action plans.

### 5.4.2. Recognising the need for capacity building

There is a consensus on the need for enhanced capacity building on gender equality mainstreaming and women empowerment across all development sectors affected by climate change. The analysis reveals that programming activities that include policy development, strategy formulation, resource mobilisation, monitoring and evaluation are not well supported by gender experts and specialists which in most cases results in gender blind/unequal, gender neutral and gender aware programmes and projects. This was also attributed to that technical officers were lacking the capacity to conduct gender analysis and mainstream gender equality and women empowerment in the programme and project lifecycle. In this regard a majority of study participant's cited the need for capacity development for technical officers, planners and project managers on gender equality mainstreaming.

### 5.4.3. Positioning of gender equality machinery

The study has shown that the government has positioned the Department of Gender and Family Issues (DGFI) to coordinate gender equality and women empowerment mainstreaming in the development sectors. The positioning of the DGFI is considered and national institutional arrangement that is mandated to develop gender equality and women guidelines. The positioning of the DGFI also as an opportunity that climate change affected sectors can take advantage of in building the necessary capacity and technical competencies on gender equality programming.

### 5.4.4. Civil society and private sector engagement

The examination of stakeholder engagements and partnerships, in line with conducting the gender analysis study indicated that the civil society and private sector is engaged in the development of systems and processes for gender equality mainstreaming in the climate change sector. The private sector and

civil society organisations in most cases possess the necessary skills that need to be applied in gender equality programming and also possess knowledge sets and technology that can enable government to advance the national gender equality mainstreaming agenda, particularly in the climate change and water security sectors

#### **5.4.5. Women identified as beneficiaries**

Reflections from interviews, workshops and review of related literature has demonstrated that women are included as beneficiaries in the projects implemented to mitigate climate change impacts. This is despite that the development sectors lacked guidelines and tools to integrate the gender equality perspective in project concepts and plans. Feedback further indicated that women were involved in the implementation stages of the project cycle while they are normally not involved at the design, development, monitoring and evaluation of projects.

#### **5.4.6. Addressing cultural and historical gender inequality issues**

The study has further revealed that there were some commitments in climate change sector policies and strategies that were aimed at challenging harmful norms, stereotypes and practices which resulted in women being excluded and discriminated in participating in project planning, implementation which ultimately prohibited women from benefitting in the project outcomes.

#### **5.4.7. Revised National Gender Policy (2019-2030)**

Eswatini has a Revised National Policy (2019), which provide adequate policy statements, a comprehensive strategy and action plan to operationalise implementation. Strategy and Action Plan (2023-2025) incorporates targeted interventions for gender responsive and transformative programming, with a Results Monitoring Framework (RMF) that outline comprehensive indicators for monitoring outputs as and outcomes. These policy and strategy instruments will enable government to improve targeting and accounting for programme performance and results.

#### **5.4.8. Integration of Gender Equality into National Development Planning**

Gender Equality is sufficiently mainstreamed in the

National Development Strategy (1997-2022), the reviewed National Development Plan (2023) and the Strategy for Sustainable Development and Inclusive Growth (2017). The national development planning instruments have adequate references on promoting gender equality in Environmental Management and Climate Change and comprehensively outlines National Commitments for mainstreaming Gender equality and interventions for addressing GBV root and underlying causes, as reflected in the Revised National Gender Policy (2019-2030).

## **5.5. Significant Gaps (Challenges and Constraints)**

The analysis further examined the significant gaps that are limiting the capacity of the climate change and water security sectors to effectively mainstream gender equality in the programme. This section presents the climate change and water security gender mainstreaming gaps (challenges and constraints), as identified in the document analysis, KII and stakeholder feedback from the consultation workshop. In essence gaps depict challenges and constraints impeding the capacity of the NDA and implementing partner agencies, to effectively mainstream gender equality into the climate change and water security sector programme and project lifecycle. As indicated earlier the analyses of the gaps (challenges and constraints) is aligned to specific domains/themes that were tailored to analyse the capacity of the NDA and implementing partner agencies in mainstreaming gender equality in climate change and water security sector. The analysis enabled the consultant to logically group capacity deficiencies and document feedback from stakeholder discussions on capacity challenges and constraints. In the end recommendations were formulated in line with mitigation strategies to address the identified gaps.

### **5.5.1. Programming and Project Management Capacity**

A gender analysis is considered a starting point and core activity in mainstreaming gender in the programme and project lifecycle. It is conducted to collect, analyse and interpret data and information in specific programme and project situations. It leads to an understanding on the opportunities and needs of men and women and enable programmers to tailor projects in a manner that responds to the gender disaggregated needs and opportunities.



In this analysis, stakeholders indicated that there is a promising practice that is observed by most stakeholder agencies and that is to incorporate a gender perspective in the programme and programme lifecycle. Stakeholders further indicated that the development practice is however not backed by empirical data and information on gender differentiated dynamics, to ensure that women and men participate equality in the programme and project design, planning, implementation, monitoring and learning. In addition, stakeholders acknowledged that conducting Gender Analysis at project scoping stage is not a common practice. This has therefore indicated that the development practice on mainstreaming gender equality in the programme and project lifecycle, is a cause of accidental bias as opposed to a strategic bias. Strategic bias involves an application of logic in the whole programme and project development exercise. In this regard, the study indicates that the lack of a proper guideline on mainstreaming gender equality and lack of access to gender expert's guidance on conducting a gender analysis during programme and project design, implementation, monitoring, accountability and learning, often results into gender blind/unequal or partial mainstreaming of gender equality into programmes and projects, which represents a major gap. Other gaps under this domain/theme include gender neutral project funding proposals, gender neutral project sustainability plans and inconsistent use of gender language in project documents. These gaps limit the capacity of implementing partners in accounting for opportunities and benefits realised by both men and women at impact level.

### **5.5.2. Information and Knowledge Management (IKM) Capacity**

Information and Knowledge Management is the most important element contributing to the success of an organisation, industry and sector and is vital means to appraise implementation progress and achievement of results. Information management entails how organisations, sectors and businesses establish data and information requirements, develop tools and collect required data, process data to generate information, analyse information to inform policy and strategy and archive the existing information to be used as baseline reference for future programmes and projects.

Climate change and water security stakeholders acknowledge that the effectiveness of the climate

change mitigation and adaptation programming in the country, including corresponding policy aspirations are hinged on effective IKM. Stakeholders indicated that there have been limited assessments and research in Eswatini, conducted to examine the gender dynamics affecting climate change and water security programme performance and yet there is still a huge gap in SADD and related statistics that can be used as baselines when planning. Stakeholders acknowledged that much of the information available is qualitative and there is a gap in gendered quantitative data that can attribute and/or associated gender to programme performance. This has resulted in Gender Blind/unaware MEAL Frameworks, Plans and Reporting. Quantitative data on the equal access to opportunities for men and women and gender differentiated benefits on climate change and water security projects and interventions is also not available to back up targeted programming. The limited sharing of gender differentiated data and information was cited as another gap affecting the IKM capacity in climate change and water security.

### **5.5.3. Legislative, Policy, Strategy and Programme Capacity**

Sustainable Development, as a concept acknowledges that mainstreaming gender equality is a human right, contributes to sustainability development and is a business imperative. Development practitioners have reached consensus that national policy development and development planning requires the integration of a gender equality perspective in order to position policies, strategies and development plans toward greater accountability for results as well as to ensure coherence and complementarity of development goals.

Climate change and water security stakeholders identify the need to align sector policies, strategies and plans towards realisation of projected sector specific development outcomes. This can be achieved through integration of gender equality into sector specific sustainable development efforts. Stakeholders have consensus that most sector policies, strategies and plans contain vague and tokenistic statements on gender mainstreaming, which constituted a huge gap in gender mainstreaming programming for climate change and water security. In addition, findings in the documents analysis indicated that indeed all laws (Acts of Parliament) for climate change and water security are gender exploitative, while development policies are either gender blind/unaware or gender

neutral, and strategies and plans are either gender neutral and partially mainstreaming gender equality, which constitutes a significant gap. The analysis indicated a need to improve the quality of the laws, policies, strategies and action plans to ensure these meet the minimum gender mainstreaming standard.

#### **5.5.4. Gender Responsive Planning and Budgeting Capacity**

A Gender Responsive Budget (GRB) recognises the different needs, interests and realities of women and men in society and the underlying inequalities that arise from these and further provides resources to address them. The GRB concept does not necessarily refer to provisions for a separate budget for women and men, but simply refers to an analysis of differentiated benefits for men and women in the budget. Stakeholders from the KII and workshop indicated that the NDA and implementing partners in both government and private sector, do not effectively conduct GRB and this renders climate change and water security budgets being gender blind. This is because they lack the relevant guidance and tools to be applied in the process. This is attributed to the limited regulation of the Ministry of Economic Planning and Development (MEPD) and Ministry of Finance (MoF) in enforcing GRB requirements and standards in the national budgeting cycle. Stakeholders further indicated that reporting on the gender differentiated benefits from the budget and Official Development Assistance (ODA) is not adequately conducted and hence this was highlighted as a significant gap in gender equality mainstreaming. In addition, stakeholders highlighted the need for effective coordination of GRB monitoring and reporting in order to determine gender mainstreaming results in monetary commitments.

#### **5.5.5. Institutional and Coordination (Systems and Processes) Capacity**

Climate Change action and sustainable development require strong and functioning institutions in order to realise meaningful mitigation and adaptation outcomes. Coordination needs to extend from the attainment of programmatic targets towards. Institutional capacity in the context of this analysis, refers to the scope of development and organisational policies, systems and processes in integrating a gender perspective. Stakeholders identified that the scope of the NDA and implementing partner agencies policies, systems and processes is limited in integrating a gender

perspective. In essence there is consensus that most organisational policies are gender neutral and unaware and affects the consistency of procedures, systems and processes in mainstreaming gender equality. In this regard the endeavours to promote gender equality and empowerment of women are seen as a consequence of accidental bias than a strategic bias. Stakeholders further concurred that most entities do not have stand-alone policies on gender equality, as much as that all relevant development and organisational policies lack key references and commitments on gender mainstreaming. Moreover, the study identified that stakeholder agencies does not provide regular training and development for staff on gender mainstreaming and often lack designated gender focal points to conduct gender mainstreaming support.

#### **5.5.6. Gender Equality Education, Attitudes and Practices**

Stakeholders acknowledged that gender biased attitudes, behaviours, practices and beliefs do perpetuate the exclusion of women in participating in the design, development of climate change and water security and in the management of natural resources at community level. To add stakeholders added that common gender practices and attitudes are often reflected by how gender roles are assigned, where communities determine the roles that are either appropriate or inappropriate for men and women. Due to the segregation of gender roles, women roles are often identified with unpaid household chores and this perspective serves as a barrier for women's participation in the design, development, operation and maintenance of interventions infrastructure and assets. Stakeholders further shared that it is also common for women's voices undervalued in community engagement, project review and project sustainability meetings.

Another aspect that is shaped by attitudes and practices, is that women are often excluded in accessing education and training on natural resource management and they also lack the relevant artisanal skills that are required during project development, operation and maintenance. This education and training barrier, in turn, compromise the ability of women to generate additional household income. Stakeholders also acknowledged that the lack of education on natural resource management exclude women from earning a living through the exploitation of biodiversity products such as plant and animal products.

Finally, stakeholders concurred that harmful attitudes and practices, perpetuating stigma against women are attributed to lack of adequate education, awareness and sensitisation on gender equality and women empowerment at community level. They further acknowledged that education programmes targeting men and women constituents in beneficiary communities should be delivered, as a package with the implementation of the project, in order to ensure equal participation and equal benefit realisation of benefits between men and women from climate change and water security interventions. Stakeholders also recommended that extensive action research, (assessments and surveys) be conducted to get a better understanding of gendered attitudes and practices that may impede the achievement of development outcomes in the climate change and water security sectors.



### 5.5.7. Integration of Science, Technology and Innovation (STI)

In the recent years STI has been recognised as a viable avenue to achieve low carbon and build climate resilience. Over the past 10 years, it has been recognised that climate change and water security interventions have failed to yield positive outcomes for women. This was despite that climate change impacts disproportionately affect women than men. Development partners have recognised over the years that technologies used in mitigating climate change impacts did not favour women due to physical and masculinity limitations. Women had limited capacity to operate certain technological devices that were meant to alleviate their suffering. In a particular case, the identification of STI limitations for women, led to development partners in the

water security sector to cease installation of hand-pumps to abstract water from boreholes in favour of solar powered pumps, to benefit women and girls. Stakeholders therefore acknowledged that gender mainstreaming is an integral part in selecting the kind of technologies that are packaged with interventions to ensure the women and men realise equal benefits to development interventions. Furthermore, there is consensus amongst stakeholders for programme and project interventions to take into account the physical limitations for women to operate certain technologies. Stakeholders acknowledge that limited gender mainstreaming to STI is still a significant gap in designing climate change and water security interventions. Limited innovation in women friendly development support technologies, is enlisted as another significant gap. In fact, stakeholders' claims that approaches over the years have been gender blind but mainly aligned to preferences of the use of renewable energy sources. Lastly stakeholders highlighted the need for extensive research that would enable programmers to make gender mainstreaming to STI, integral to the design, planning and implementation of climate change and water security interventions, in favour of women friendly technologies. Subsequent to the identification of significant gaps, stakeholders participating in the KII and stakeholder workshops were assigned to reflect on the gaps to identify proposed actions that can be implemented to address the significant gaps that impede the gender mainstreaming capacity in the climate change sector.

The table below presents a summary of the significant gaps and corresponding mitigation actions, as identified by the climate change stakeholders during the KII and stakeholder workshops.

TABLE 6: Summary of Gaps and Proposed actions highlighted in the KII and Stakeholder Consultations

| Significant Gaps (Challenges/Constraints)  |   | Proposed Actions   |
|--|---|--|
|  <b>Programming and Project Management Capacity</b>   |   |  |
| 1  | Programmes and Projects that are partially mainstreaming gender equality  | Develop guideline for mainstreaming gender equality during programme/project design, implementation, monitoring and evaluation                           |
| 2  | Gender neutral resource mobilisation proposals that (do not reflect gender differentiated participation, inclusion and benefits of projects and programmes) | Develop guideline for mainstreaming gender equality or adapt the Organisation for Economic Cooperation and Development (OECD) Gender Marker version 2.0. |
| 3  | Gender neutral project sustainability planning  | Enlist the support of gender experts / specialists/ focal points in project sustainability planning  |
| 4  | Inconsistent use of gender responsive (sensitive and transformative) language in programme and project documents and reports                                | Enlist the support of gender experts / specialists/ focal points in project sustainability planning  |
|  <b>Information and Knowledge Management Capacity</b> |   |  |



| Significant Gaps (Challenges/Constraints)  |  | Proposed Actions  |
|--|--|---|
| 5  | Lack of sex and age disaggregated data (SADD) to support gender mainstreaming in the programme and project lifecycle   | Collect and analyse sex and age disaggregated data that will be sector specific   |
| 6  | Gender blind/unaware Monitoring, Evaluation, Accountability and Learning (MEAL) plans and frameworks resulting to gender blind/unaware programme and project performance reporting | <ul style="list-style-type: none"> <li>Develop guideline for mainstreaming gender equality during programme/project design, implementation, monitoring and evaluation.</li> <li>Incorporate a gender perspective in the existing MEAL frameworks that are gender blind.</li> </ul>  |
| 7  | Limited sharing of gender differentiated data and information due to lack of information sharing portals   | <ul style="list-style-type: none"> <li>Establish information sharing portal.</li> <li>Upload information on gender equality mainstreaming.</li> </ul> Disseminate and communicate research reports on gender mainstreaming  |
|  <b>Capacity of Legislation, Strategies, Programmes and Action Plans</b>  |  |   |
| 8  | Gender blind/unaware Laws/Legislation in all the relevant sectors affected by climate change   | Revise the laws to incorporate the gender mainstreaming perspective   |
| 9  | Gender Blind/Unaware development policies that reflect no attempt to address gender inequalities   | Revise the policies to incorporate the gender mainstreaming perspective   |
| 10   | Gender aware policies that acknowledge gender differences but does not sufficiently address gender inequalities  | Strengthen the gender aware policies, programmes, strategies and action plans to integrate a gender responsive (mainstreaming and transformative) perspective   |
| 11   | Partially gender mainstreaming policies, programmes, strategies and action plans that however does not focus and does not transform harmful gender norms and practices             | Enhance strategies, programmes and plans that are partially mainstreaming gender to be gender transformative  |
| 12   | Gender neutral strategies and programmes that contain vague, erratic and insubstantial effort in mainstreaming gender equality   | Strengthen gender neutral policies, strategies, programmes and action plans to integrate a gender responsive (mainstreaming and transformative) perspective   |
|  <b>Gender Responsive Planning and Budgeting</b>                         |  |   |
| 13   | Limited gender responsive planning, budgeting and reporting by implementing partners   | Integrate gender responsive planning, budgeting and reporting tools   |
|  <b>Institutional and Coordination (Systems and Processes) Capacity</b> |  |   |
| 14   | Gender neutral organisational/corporate and policies, procedures and systems   | Revise organizational/corporate policies, procedures, systems and processes to incorporate a gender mainstreaming perspective   |
| 15   | Limited staff training and institutional capacity development on gender mainstreaming  | <ul style="list-style-type: none"> <li>Establish training programmes on gender mainstreaming targeting technical staff at organisational level.</li> <li>Provide financial support to the DGFI to implement the national gender mainstreaming capacity development programme.</li> </ul> Designate and train gender focal points to support gender mainstreaming activities in the programme cycle. |
|  <b>Gender Equality Education, Attitudes and Practices</b>              |  |   |
| 16   | Limited gender equality education, sensitization and awareness raising targeting programme and project end-beneficiaries (women and men)   | <ul style="list-style-type: none"> <li>Develop and implement an education, awareness raising and sensitization programme targeting project end- beneficiaries.</li> <li>Provide financial support for implementing gender equality education programmes at community level</li> </ul>   |
| 17   | Limited gender differentiated information on harmful gender practices and attitudes affecting climate change programming   | <ul style="list-style-type: none"> <li>Conduct quantitative research, gender assessments at community level on gender practices, stereotypes and biases that affects the sectors</li> </ul>   |
|  <b>Science, technology and Innovation</b>                              |  |   |
| 18   | Limited scientific solutions, technology and innovation (STI) that user friendly available and accessible to women.  | <ul style="list-style-type: none"> <li>Conduct research on user-friendly technologies that can be adapted for climate change interventions.</li> <li>Conduct a benchmarking exercise on user-friendly technologies that are adopted in the region.</li> </ul>   |
| 19   | Limited innovation for women friendly development support technologies among partners and stakeholders   | <ul style="list-style-type: none"> <li>Support innovation programmes that are beneficial to the climate change sector.</li> <li>Strengthen collaboration, cooperation and partnerships between the public and private sector on science, technology and innovation.</li> </ul>  |

## Recommendations





In this section, all recommendations made by stakeholders during the KII and stakeholder consultation workshop are consolidated. The consultant made additional recommendations drawing from inputs and reflections of stakeholders on essential interventions and mitigation strategies that the NDA in collaboration with implementing partner agencies and the central line ministries. The envisaged outcome in implementing the recommendations will be realised in enhanced capacity in the strategic policy and programme areas that form the analysis themes and domains. The recommendations are presented as follows.

## 6.1. Programming and Project Management Capacity Strengthened

6.1.1. The NDA and Department of Water Affairs in liaison with the Department of Gender and Family Issues (DGFI) under the DPMO coordinates the formulation of gender equality mainstreaming guideline for GCF beneficiaries to be applied at legislation and policy development, strategic planning, funding proposal development, implementation, monitoring, evaluation, accountability and learning (MEAL). This is to ensure that women, men, boys and girls participate meaningfully in decision making and planning, implementation of projects and programmes and that they realise equal benefits from the outputs, products and services of climate change and water security projects.

6.1.2. The NDA and implementing partners train programme/project managers, MEAL officers and key project/programme technical staff on techniques for conducting gender equality programming.

6.1.3. The NDA and implementing partners design stand-alone interventions to challenge toxic gender biases and norms that are impeding achievement of climate change and water security related programme and project results.

6.1.4. The implementing partners to consider gender equality dynamics by conducting project specific Gender Analysis, during projects scoping, projects initiation and planning exercises.

6.1.5. The NDA and implementing partners to ensure

there is gender parity in projects sustainability mechanisms such as the water user committees.

## 6.2. Information and Knowledge Management Capacity Strengthened

6.2.1. The NDA train programme staff on conducting action research/surveys on mainstreaming gender equality and this will have to include the application of the relevant gender assessment tools.

6.2.2. The NDA establishes a gender data and information sharing portal, ensure interoperability and/or scalability (upscale the capability of an existing information portal), to facilitate gender related information and knowledge exchange among stakeholders.

6.2.3. The NDA coordinate the collection and analysis of quantitative data on gender inequality root causes, underlying causes, immediate causes and advanced impacts in the contexts where climate change and water security programmes and projects are implemented.

6.2.4. The NDA and implementing partners integrate information management technology systems to facilitate effective and efficient decision support information systems (DSIS).

6.2.5. The NDA establish a research unit, designate and train MEAL officers, develop and implement a comprehensive research schedule on gender equality dynamics.

6.2.6. The NDA and implementing partners develop Monitoring and Evaluation Frameworks for Projects that will incorporate Development Results Chain (DRC) for gender mainstreaming outlining indicator matrixes/description (baselines, targets and means of verification)

6.2.7. The NDA and implementing partners establish plausible Logical frameworks to demonstrate how inputs targeted for gender equality programming will be directed to the implementation of activities that will result to equal benefits to men and women.

## 6.3. Legislative, Policy, Strategy and Programme Capacity Enhanced

6.3.1. The NDA and MNRE coordinates revision



of climate change legislation, development 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.

6.3.2. The NDA and implementing partner agencies revise organisational/corporate Human Resources policies, procedures, systems and processes to integrate a gender equality perspective, promote gender equality and empower women.

6.3.3. The NDA and implementing partners to mainstream gender equality into other organisational policies.

6.3.4. The NDA and implementing partners formulate and implement stand-alone gender equality interventions, monitor implementation of progress and results.

## 6.4. Institutional Capacity (Systems and Processes) Strengthened

6.4.1. The NDA and implementing partners enlist the gender mainstreaming function to gender experts and specialists that will train and provide continual advise to Gender Focal Points and the Gender Equality Working Group

6.4.2. The NDA establishes the Gender Equality Working Group (GEWG) and designate gender focal points within NDA and implementing partner agencies.

6.4.3. The NDA allocates specific budget lines for gender responsive programming training and capacity development.

## 6.5. Gender Responsive Planning and Budgeting Capacity Strengthened

6.5.1. The NDA adapt and enforce the application of the guideline for mechanism to implement gender responsive planning, budgeting and reporting on climate change and water security projects funding proposals of the GWPO.

6.5.2. The NDA coordinates that ESPPRA develop a guideline for gender mainstreaming into procurement through influencing legislation reviews, communicating good practices and ensuring relevant tools are available to GCF implementing partners.

6.5.3. The NDA facilitates the integration and application of gender responsive planning and budgeting tools by respective departments and implementing partners.

6.5.4. The NDA and MNRE coordinates that the Ministry of Economic Planning and Development (MEPD) and Ministry of Finance (MoF) integrate specific gender responsive budgeting tools to be adapted across the climate change and water security sectors.

6.5.5. The NDA advocates for gendered budgetary processes within government, private sector and NGO targeting GCF implementing partners.

## 6.6. Gender Mainstreaming into Education, Attitudes and Practices

6.6.1. The NDA working with the Department of Gender and Family Issues (DGFI) develop and implement a comprehensive training programme on gender equality programming targeting implementing partners.

6.6.2. The NDA and implementing partners facilitate the empowerment of women and men through providing comprehensive gender equality education to project and programme beneficiaries. This can be achieved through incorporating a training component in project plans to ensure that end-beneficiary women and men are aware of their inherent rights and that man can be used as the agents of change in protecting and promoting those rights.

6.6.3. NDA and MNRE provide support to DGFI to implement the gender mainstreaming education programme.

## 6.7. Science, Technology and Innovation (STI) Integration

6.7.1. The NDA and implementing partners design and implement a programme for integrating STI to enable women to participate in the planning for the adoption of women friendly technologies.

6.7.2. The NDA and implementing partners promote the use and facilitate integration of STI into climate change mitigation and adaptation programming, ensuring that STI is tailored in a way to mitigate physical limitations for women and girls end-beneficiaries.

# 07

## Conclusion



The Gender Analysis Study for Climate Change and Water Security sector has indicated the need for the NDA and the entire climate change and water security development sectors to double the efforts in implementing concrete steps towards addressing the barriers for gender equality programming. The findings have further indicated the need for the sector to hasten its steps in putting in place interventions and harnessing resources towards challenging toxic gender norms, practices and traditions that are impediments to the access of women to productive and reproductive resources, leadership positions, as well as participating meaningfully in decision making and planning. The discriminatory gender biases often induce toxic practices, which by extension deprive

women of their inherent human rights to benefit equally with men from climate change and water security interventions (programmes and projects).

The Gender Action Framework will have to be tailored in a manner that will suit the country's context in addressing existing stereotypes, putting in place structural and institutional arrangements, aligning relevant legislation and policy framework, attracting adequate resourcing and financing, as well as monitoring progress and results (outputs and outcomes) to ensure that women and men contributes to development and realise development benefits equally

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# Annex 1

## List of Key Informants Interview (KII) Participants

| S/N | Names       | Surname        | Sex | Category             | Institution                          |
|-----|-------------|----------------|-----|----------------------|--------------------------------------|
| 1.  | Belusile    | Mhlanga        | F   | Parastatal           | Eswatini Environment Authority (EEA) |
| 2.  | Lindiwe     | Malaza         | F   | Development Partners | UNDP                                 |
| 3.  | Meketane    | Mazibuko       | F   | Parastatal           | ESWADE                               |
| 4.  | Nompumelelo | Dladla         | F   | Government           | Ministry of Finance                  |
| 5.  | Nomzamo     | Dlamini        | F   | Government           | DPMO                                 |
| 6.  | Nontokozo   | Dlamini        | F   | Development Partner  | UNICEF                               |
| 7.  | Sakhile     | Dlamini        | F   | CSO                  | World Vision                         |
| 8.  | Samu        | Busika         | F   | Government           | Centre for Financial Inclusion (CFI) |
| 9.  | Sibongile   | Dvuba          | F   | Government           | MEPD                                 |
| 10. | Thobile     | Phungwayo      | F   | CSO                  | Water Aid                            |
| 11. | Banele      | Mavimbela      | M   | Government           | MEPD                                 |
| 12. | Daniel      | Dladla         | M   | Government           | Ministry of Agriculture              |
| 13. | Dumisani    | Sithole        | M   | Government           | MTAD                                 |
| 14. | Eric        | Seyama         | M   | Parastatal           | NDMA                                 |
| 15. | Mancoba     | Zwane          | M   | Government           | Ministry of Agriculture              |
| 16. | Musa        | Simelane       | M   | Parastatal           | NAMBOARD                             |
| 17. | Owen        | Sibiya         | M   | Government           | Ministry of Agriculture              |
| 18. | Sibusiso    | Shiba          | M   | CSO                  | Thirst Projects                      |
| 19. | Spencer     | Green-Thompson | M   | Government           | DWA                                  |
| 20. | Thulani     | Methula        | M   | Parastatal           | ENTC                                 |
| 21. | Wisdom      | Dlamini        | M   | Academia             | UNESWA                               |
| 22. | Bahetsile   | Sibandze       | F   | Media                | SRWA                                 |
| 23. | Ntombifuthi | Mavuso         | F   | CSO                  | Green Living Movement                |
| 24. | Sibongile   | Langwenya      | F   | CSO                  | ECCA                                 |
| 25. | Takhona     | Dlamini        | F   | Parastatal           | JRBA                                 |
| 26. | Nokuthula   | Dlamini        | F   | Government           | MTEA                                 |
| 27. | Bianca      | Dlamini        | F   | Parastatal           | EEA                                  |
| 28. | Thembeke    | Nkhambule      | M   | Parastatal           | Irrigations District                 |
| 29. | Ncamiso     | Ngcamphalala   | M   | Government           | MEPD                                 |
| 30. | Kuhle       | Hlophe         | F   | Parastatal           | EEA                                  |
| 31. | Mbhekeni    | Nxumalo        | M   | Government           | Forestry Department                  |
| 32. | Thembinkosi | Ndzimandze     | M   | Government           | Energy Department                    |

# Annex 2

## Gender Analysis Questionnaire

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### Gender Analysis Key Informants Questionnaire

Title: Green Climate Fund Readiness Implementation: Strengthening the national Designated Authority's Institutional and Technical Capacity to Mobilize Gender-responsive Climate Finance for Eswatini.

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#### 1. BASIC INFORMATION

Please provide the following background information about yourself.

**Name:** \_\_\_\_\_

**Gender:**  Male  Female  Other  Rather not say

**Name of your organization:** \_\_\_\_\_

#### What type/category of organization do you work for? (Please tick)

- Government/national research organization  Local NGO  International NGO
- International Intra-government institutions (UN, WHO, IFAD, WFP, etc.)
- International research organization/university  Private company/consultancy
- Regional Economic Community/River Basin Organization
- Other, please specify: \_\_\_\_\_

#### What is the nature of the organization's work? (Please tick)

- Governance  Policy  Assignment implementation  Research  Outreach
- Advocacy  Finance  Aid/Relief
- Other, please specify: \_\_\_\_\_

**What program area are you primarily responsible for in your current job position? (Please select the option that best applies).**

- Strategic Management (defining overarching objectives, strategies, long-term goals)
- Operational Management (decision-making on financial and logistic strategies)
- Implementation Management (managing projects implementation and partners, field or head-quarter based)
- Advocacy and Policy       Technical Advisor
- Other, please specify: \_\_\_\_\_

**2. ATTITUDES**

The Attitudes section in the Gender Analysis Study aims to capture beliefs and attitudes about the importance of gender approaches in institutions and processes.

**How is your organization applying the following considerations in mainstreaming / integrating gender?**

|  |  |
|--|--|
| Mutual respect for colleagues regardless of age, gender or experience                    |  |
| Mutual respect for colleagues regardless of religion                                     |  |
| All points of view welcomed in professional scoping, design, and planning conversations  |  |
| Seeking out divergent opinions in discussions of assumptions, vulnerabilities, and risks |  |
| Challenging power structures and hierarchies to strengthen the institution               |  |



### 3. KNOWLEDGE

The Knowledge section in the Gender Analysis study aims to capture access to and preferences for information, and knowledge integration and application to program and projects contexts.

**Does your organization have access to the following information that it can use to apply in programmes and projects? Please elaborate.**

|  |  |
|--|--|
| Research findings on climate change as it relates to gender.   |  |
| Research findings on water security as it relates to gender  |  |
| Policies, plans, or strategies related to water and gender   |  |
| Policies, plans or strategies related to climate change and gender   |  |
| Gender disaggregated data related to water   |  |
| Gender disaggregated data related to climate change  |  |
| Guidelines for integrating gender perspectives into different assignment cycle stages (i.e.) design, implementation, and (M&E) |  |
| Your institution's gender policies or strategies   |  |
| Please explain constraints with regards to access to data and information  |  |
| Please provide any other information on data and information access  |  |

**3.1 How does your organization integrate the available knowledge in the implementation of projects and programmes (e.g. considering women’s involvement in the interpretation of the information)**

|  |  |
|--|--|
| <p>Scientific forecasts or predictions (e.g. water models or predicted climate change impacts)</p>   |  |
| <p>Implications of policies, programmes, technologies and approaches for women and men</p>   |  |
| <p>Adaptive capacity of women and men (e.g. differences in access to resources, information, and assets needed for climate adaptation)</p> |  |
| <p>Gender differences during proposal writing, program, or assignment design</p>   |  |
| <p>Addressing inequalities for marginalized targeted communities</p>   |  |
| <p>Please explain constraints / challenges</p>   |  |

#### 4. BUDGETING PHASE

|  |  |
|--|--|
| <p>Are there any gender considerations in institutional budgeting processes?</p>   |  |
| <p>Are there any tools that inform integration of gender in institutional budgeting processes? Please explain.</p>                       |  |
| <p>Is there any annual stand-alone budget allocation to support gender equality in the institution? Please explain and share a copy.</p> |  |
| <p>Have you had any training on gender responsive budgeting?</p>   |  |
| <p>Are there any challenges faced in mainstreaming gender in budgeting? Please explain. If yes, how are they addressed?</p>              |  |
| <p>What additional recommendations would you share on the above?</p>   |  |



## 5. ASSIGNMENT SELECTION/ APPRAISAL, PLANNING, DESIGN AND IMPLEMENTATION

|   |  |
|---|--|
| <p>How does your organization promote gender equality during the selection of assignment beneficiaries?</p>   |  |
| <p>How does your institution consider intersectionality—where gender, class, age, religion, ethnicity, and other social categories overlaps.</p>                          |  |
| <p>How does your institution consider inclusion of both men and women during assignment design and planning</p>   |  |
| <p>What are the measures used to verify acceptability to both women and men of the technologies and practices introduced</p>  |  |
| <p>Do your institutions develop activities to specifically address gender inequalities</p>  |  |
| <p>Is Gender accepted by all as a team responsibility? Please elaborate</p>   |  |
| <p>Do the Assignment leadership and staff engage in identifying and eliminating barriers to women’s and men’s participation in programme activities. Please elaborate</p> |  |
| <p>Does your organization have female and male assignment staff and please provide disaggregated data in percentage</p>   |  |
| <p>Do the assignment leadership and staff have training, reflection, and feedback on how to conduct gender sensitive programming</p>                                      |  |

## 6. MONITORING, EVALUATION, ACCOUNTABILITY AND LEARNING

How does your organization make gender considerations during monitoring, evaluation, accountability and learning?

**Does your organization have access to the following information that it can use to apply in programmes and projects? Please elaborate.**

|  |  |
|--|--|
| Tracking women's and men's participation in program meetings and activities  |  |
| Monitoring gender imbalance in adoption of technologies and practices  |  |
| Monitoring gender differences in costs/benefits of program participation (e.g. changes in income, access to resources, workloads)  |  |
| Monitoring behavioural changes related to gender norms (e.g. women recognized in new decision-making roles or leadership positions, men taking up household tasks, etc.) |  |
| Collecting gender disaggregated data from women and men separately   |  |
| Participatory monitoring and evaluation with criteria set, measured, and interpreted by beneficiaries  |  |
| Gender disaggregated impact assessments  |  |

## 7. PRACTICES

Which, if any, of the following factors constrain your ability to make programming gender-transformative programming and please elaborate.

|  |  |
|--|--|
| Availability of financial resources from financiers to support gender transformative investments       |  |
| Availability and/or access to gender disaggregated data  |  |
| Availability and/or access to gender analyses  |  |
| Institutional commitment to gender transformative approaches   |  |
| Capacity of programme staff in areas related to gender transformative approaches                       |  |
| Social or cultural barriers to women's decision making   |  |
| Willingness of local authorities/community assignment leaders to involve women in projects as intended |  |
| Availability of a platform or community of practice for sharing and learning from experiences          |  |
| Conceptual clarity on what the approach requires   |  |
| Critical mass of non-gender specialists with necessary gender-related skills                           |  |



## 8. CAPACITY OF ORGANIZATION

Please explain how your organizational policy is ensuring gender balance

|  |  |
|--|--|
| In recruitment of staff.   |  |
| In facilitating gender integration in research, capacity building  |  |
| What is the overall staff compliment in the institution? Please disaggregate by sex and position (technical, non-technical).   |  |
| Does the institution have a gendered /engendered recruitment policy in place? (Please share a supporting document, if any).  |  |
| If yes, to what extent does it integrate gender issues?  |  |
| If yes, does it have special consideration for recruitment of women?   |  |
| If yes, does it support capacity building/ training for women?   |  |
| Are there any special measures taken to recruit more men or women for tasks that are traditionally undertaken by women or men?   |  |
| Are there any challenges faced in mainstreaming gender in recruitment policy, procedures? Has there been any effort to address these challenges? Please explain. If none, how can they be addressed? |  |

**9. ANY OTHER COMMENTS/RECOMMENDATIONS?**

# Annex 3

## Stakeholder workshop participants

| S/N | Names        | Surname        | Sex | Organisation                                 |
|-----|--------------|----------------|-----|--|
| 1.  | Nqobizwe     | Dlamini        | M   | GWPSA  |
| 2.  | Kuhle        | Hlophe         | M   | Ministry of Tourism & Environment (MTEA-CCU) |
| 3.  | Thembelihle  | Maseko         | M   | MTEA-CCU                                     |
| 4.  | Sandile      | Bhembe         | M   | MTEA-CCU                                     |
| 5.  | Minky d      | Groenewald     | F   | MTEA-CCU                                     |
| 6.  | Lauren       | Ogg            | F   | MTEA-CCU                                     |
| 7.  | Ntombifuthi  | Mavuso         | F   | Green Living Movement                        |
| 8.  | Ncamiso      | Ngcamphalala   | M   | MEP-ACMS                                     |
| 9.  | Widosm       | Dlamini        | M   | UNESWA-C3SR                                  |
| 10. | Nompumelelo  | Ntshalinsthali | F   | Consultant                                   |
| 11. | Meketane     | Mazibuko       | F   | ESWADE                                       |
| 12. | Baphetsile   | Sibandze       | F   | SRWA   |
| 13. | Minky        | Sithole        | F   | SRWA   |
| 14. | Khetsiwe     | Khumalo        | F   | MTEA-CCU                                     |
| 15. | Deepa        | Pullanikantil  | F   | MTEA-CCU                                     |
| 16. | Sibongile    | Langwenya      | F   | ECGA   |
| 17. | Philile      | Dlamini        | F   | Eswatini Observer                            |
| 18. | Simangele    | Mahlindza      | F   | MTEA-CCU                                     |
| 19. | Takhona      | Dlamini        | F   | JRBA   |
| 20. | Thembela     | Nkhambule      | M   | Siphofaneni Irrigation District              |
| 21. | Valencia     | Fakudze        | F   | Hlumisa                                      |
| 22. | Temahlubi    | Mngomezulu     | F   | Thirst project Eswatini                      |
| 23. | Sinenhlanhla | Mamba          | F   | Thirst Project Eswatini                      |
| 24. | Ntando       | Mabuza         | M   | World Vision Eswatini                        |
| 25. | Nokuthula    | Dube           | F   | MTEA   |
| 26. | Lenny        | Hlatshawayo    | M   | SAYWIN                                       |
| 27. | Bianca       | Bianca Dlamini | F   | EEA  |
| 28. | Gcinile      | Ndzinisa       | F   | Hlumisa                                      |
| 29. | Banele       | Mavimbela      | M   | MEPD   |
| 30. | Baphelele    | Dlamini        | F   | MTEA   |
| 31. | Themba       | Shabangu       | M   |  |
| 32. | Nosizo       | Mthupha        | F   | DPMO   |
| 33. | Nkosinathi   | Jele           | M   | MTEA   |
| 34. | Lindani      | Mavimbela      | M   | FAO  |
| 35. | Thulani      | Sibiya         | M   | MoA  |
| 36. | Sonto        | Mlangeni       |     | Eswatini TV                                  |
| 37. | Mpendulo     | Masuku         | M   | DPMO   |



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