



Strengthening Gender Reporting and Implementation

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ADAPTATION FUND

Overview

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Introduction & Objective

Overview of webinar goals and agenda.

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Session 1: FY25 GSC Report

Key findings and results

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Session 2: Gender in the PPR

Guidance and best practices for reporting

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Panel Discussion

Implementing Entities' Reflections on GSC Results

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Q&A Session

Open floor for questions and suggestions



A photograph of three people harvesting carrots in a field. In the foreground, a woman in a grey long-sleeved shirt and black shorts is smiling and holding several large orange carrots. Behind her, a man in a blue t-shirt is also harvesting. In the background, another person in a red shirt is visible. The field is filled with green carrot tops and orange roots. The background shows a line of trees and a netted area.

FY25 AF Gender Scorecard Implementation



GSC OVERVIEW

MANDATE

- AF Gender Policy “to work within its operational framework and with its partners to contribute to gender equality”
- Compliance with AF GAP 2021-2023

OBJECTIVE

- To track the performance/progress of gender mainstreaming activities
- To improve data collection and analysis

COMPONENTS

- Two-Part GSC:
 - ✓ *Quality during entry (Concept Note & Full Proposal before secretariat technical review)*
 - ✓ *Quality during Implementation & at exit (PPRs, MTRs, and final evaluations)*
- Indicators on how gender is integrated across the project cycle.



METHODOLOGY

Timeframe:

Submissions(CN, FP, PPR) received between **July 1, 2024 – June 30, 2025.**

Data Source:

Quality at Entry: CN and FP at first submission, before secretariat technical review.

Quality During implementation: Cleared PPRs within the same timeframe.

Data Analysis:

Quantitative Data: Frequencies, percentages, and graphs

Qualitative Data: Qualitative data collection and thematic analysis to identify key themes



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**FY25 GSC
FINDINGS:
Quality at
entry**



FY25 GSC FINDINGS: Quality at entry

Project proposals (CN and FP) reviewed for FY25 GSC

Project	Number	Percentage
Submission Type		
Concept Note	13	37.1
Full Proposal	22	62.9
Type of Implementing Entity		
National Implementing Entities (NIEs)	14	40.0
Regional Implementing Entities (RIEs)	9	25.7
Multilateral Implementing Entities (MIEs)	12	34.3
Region		
Africa	14	40.0
Asia-Pacific (APAC)	11	31.4
Eastern Europe (EE)	2	5.7
Latin America and the Caribbean (LAC)	8	22.9
Total	35	100.0



FY25 GSC FINDINGS: Quality at entry

Overview of findings

Submission Type	Indicators	Number	Percentage
Concept Note (N = 13)	Includes Gender Analysis/Assessment	7	54.0
	Includes a gender-responsive consultation	12	95.5
Full Proposal (N = 22)	Includes Gender Analysis/Assessment	22	100.0
	Includes a gender-responsive consultation	21	92.3
	Includes Gender-Responsive Indicators	17	77.3
	Includes a Gender Action Plan	12	54.5
	Includes Gender-Responsive Interventions	18	81.8
	Includes Gender-Responsive Grievance Mechanism	14	63.6
Total Submissions (N=35)	Submissions with Gender Analysis/Assessment	29	82.9



FY25 GSC FINDINGS: Quality at entry

Gender Analysis in CN and FP

Submission Type	Indicators	Number	Percentage
Concept Note (N = 13)	Identified gender related risks and impacts	6	46.2
	Identified equal participation opportunities for women and men	6	46.2
	Included project/program -specific gender statistics	5	38.5
	Included general gender statistics	5	38.5
	Described gender relations context	5	38.5
Full Proposal (N = 22)	Identified gender related risks and impacts	21	95.5
	Identified equal participation opportunities for women and men	21	95.5
	Included gender-specific statistics	12	54.5
	Included general gender statistics	19	86.4
	Described gender relations context	21	95.5
	Considered intersectionality	13	59.1



FY25 GSC FINDINGS: Quality at entry

Gender-Related Challenges

Exclusion from Decision-Making and Governance

- Women underrepresented in local planning and governance.
- Patriarchal norms limit women's agency in decisions.

Limited Access to Resources and Opportunities

- Barriers to land, credit, training, and markets.
- Gendered labor divisions restrict women to unpaid roles.

Disproportionate Vulnerability to Climate Impacts

- Women bear greater burdens during climate shocks.
- Risk of exclusion from project benefits if gender is not mainstreamed .

Opportunities and Entry Points

Participation and Leadership

- Minimum targets for women's participation.
- Inclusion in decision-making bodies.
- Gender-sensitive consultations.

Economic Empowerment and Livelihoods

- Grant schemes for women-led businesses.
- Support for income-generating activities.

Capacity Building and Skills Development

- Training in climate adaptation and leadership.
- Climate schools and exchange visits.
- Gender-focused training for staff.

Access to Resources and Services

- Access to land, credit, technology, and markets.
- Gender-responsive climate services.
- Inclusion in resource mapping and planning.



FY25 GSC FINDINGS: Quality at entry

Arrangements for women's participation

Safe Spaces for Women's Voices

Separate focus groups for women and youth enabled open dialogue on roles, needs, and vulnerabilities.

Removing Participation Barriers

Consultations tailored to women's schedules, responsibilities, and literacy levels & participation targets.

Intersectional Inclusion

Active engagement of indigenous women, women with disabilities, and other marginalized groups through partnerships with government and NGOs

Gender responsive interventions

Participation & Leadership

Women actively engaged in governance through quotas, consultations, and committee representation.

Economic Empowerment & Livelihoods

Women supported via targeted grants, value chains, and labor-saving technologies.

Gender Norms & Intersectionality

Inclusive approaches addressed cultural, disability, and identity-based barriers.

Capacity Building & Training

Gender-sensitive training empowered women at household and institutional levels.



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**FY25 GSC
FINDINGS:
Quality during
Implementation**



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FY25 GSC FINDINGS: Quality during implementation

Overview of findings

	Indicators	Number	Percentage
1	Projects that reported challenges/issues regarding gender equality and women's empowerment during implementation	34	60.7
2	Projects that reported IE has put in place arrangements to comply with AF GP	51	91.1
3	Projects that reported EE has put in place arrangements to comply with AF GP	53	94.6
4	Projects that identified capacity gaps affecting AF GP compliance	3	5.4
5	Projects completed gender-responsive interventions	38	67.9
6	Projects that reported lessons learned related to gender-responsive interventions	49	87.5
7	Projects that reported having received grievances related to gender-related issues	2	3.6
	Total	36	



FY25 GSC FINDINGS: Quality during implementation

Gender Equality and Women Empowerment Issues

Gender Norms & Power Dynamics

- Cultural norms and gender roles limited women's agency and participation.
- Male-dominated structures and stereotypes led to unequal representation.
- GBV linked to economic empowerment and project activities.
- Projects responded with awareness campaigns and psychosocial support.

Participation & Leadership

- Women underrepresented in governance and decision-making forums.
- Flexible scheduling and gender-sensitive communication improved inclusion.

Access to Economic Resources

- Women faced land tenure insecurity and limited financial access.
- Projects promoted inclusive planning and alternative value chains.

Training & Capacity Building

- Low female participation and institutional gaps hindered training.
- Gender quotas and tailored methods enhanced access and impact.



FY25 GSC FINDINGS: Quality during implementation

Implementation arrangements to comply with AF GP

Institutional Arrangements & Staffing

- Gender specialists and focal points integrated into project teams.
- Gender-balanced staffing and decision-making bodies promoted.

Policy & Legal Framework

- Projects aligned with national gender policies and AF GP.
- Gender criteria embedded in beneficiary selection and operations.

Gender Action Plans (GAPs)

- GAPs tailored to local contexts and integrated into project tools.
- Regular reviews and ESG expert oversight ensured compliance.

Inclusive & Participatory Approaches

- Gender-sensitive targeting and community-led planning adopted.
- Women's groups, gender-balanced consultations, and awareness campaigns supported inclusion.

Capacity Building & Training

- Staff trained on gender budgeting and participatory methods (e.g., GALS).
- Gender champions cascaded training in farming communities.

Monitoring, Evaluation & Reporting

- Gender indicators integrated into M&E systems and templates.
- Regular audits and sex-disaggregated data supported accountability.



FY25 GSC FINDINGS: Quality during implementation

Gender-responsive interventions

Gender Norms & Power Dynamics

- Projects enhanced awareness of gender roles and rights through training, sensitization, and inclusive engagement.
- In Malawi, household visioning sessions facilitated joint decision-making and gender role awareness

Participation & Leadership

- Projects promoted women's involvement in leadership and decision-making at community and project levels.
- In Lao PDR, women's leadership was promoted in planning water infrastructure, targeting 50% female beneficiaries.

Access to Economic Resources

- Projects increased women's access to agricultural inputs, grants, climate-resilient housing, and market systems.
- In Bangladesh, women-led households were prioritized for climate-resilient housing and livelihood support.

Training & Capacity Building

- Projects equipped women with technical skills and leadership training for climate-related planning.
- In Bhutan, 70% of trained engineers were women, supporting climate-resilient water infrastructure.



FY25 GSC FINDINGS: Quality during implementation

Lessons learned



Inclusive participation

enhances understanding of community needs and yields sustainable outcomes



Cultural adaptation boosts women's participation

Projects that align with local norms have seen increased female engagement.



Engaging both women and men

fosters shared ownership of gender equality initiatives.



Economic empowerment

should include robust safeguards to prevent and mitigate adverse impacts and unintended consequences such as GBV



Institutional capacity is a critical enabler

Projects with strong institutional capacity demonstrate more effective implementation.



FY25 GSC: Key takeaways



Strong progress in gender mainstreaming across the portfolio

83% of projects included **gender analysis** at entry; most addressed risks and context

>90% of projects implemented **institutional arrangements** to comply with AF GP

Inclusive consultations and gender-responsive plans improve participation and accountability



Barriers remain: social norms, limited capacity, and risks like GBV

Strengthening **institutional capacity and reporting** is key for future impact

Capacity gaps identified affecting gender equality within projects

Gender-responsive interventions reported in only 7 of 10 projects





Thank You

