



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

Progress of Gender Monitoring Framework

CBIT Maldives

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





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

Progress of Gender Monitoring Framework

CBIT MALDIVES

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





Ministry of Climate Change, Environment and Energy

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



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1. Introduction

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

The project includes two components:

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

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

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

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

2. Gender Monitoring Framework for CBIT

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

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

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

The following Table 1 tracks the progress made so far in implementing the gender monitoring framework for CBIT Maldives.

Table 1 Progress in Implementing Gender Monitoring Framework for CBIT Maldives

| Goal | Indicator | Target | Monitoring Period | Actions to achieve target | Actions Undertaken | Progress Towards Target |
|---|---|---------------------------------------|------------------------|--|--|------------------------------------|
| 1. Participation in steering committee and decision-making bodies | Number of gender focused institution included in project steering committee | At least 1 gender focused institution | Throughout the project | -Ensure that gender focused institution is include in project steering committee | The PMU has requested for a focal point from the Ministry of Social and family Development (MSFD), to be part of the PSC, however, this process is currently pending. PMU also invited MSFD to join the 1st and 2nd PSC meetings, however, they have not been able to join the meetings due to unavailability. | 0% |
| | Percentage of women and men participating in project steering committees | 50% women and 50% men | Throughout the project | - Ensure gender balance when appointing committee members. - Advocate for gender parity in decision-making roles. | The gender composition of the PSC at the first steering committee meeting was 62.5% males and 37.5% females. At the second steering committee meeting, the composition was 71.4% males and 28.6% females. | Average: 67% males and 33% females |

Progress of Gender Monitoring Framework

| Goal | Indicator | Target | Monitoring Period | Actions to achieve target | Actions Undertaken | Progress Towards Target |
|--|---|--|------------------------|---|--|-------------------------|
| 2. Ensure project outputs mainstream gender issues | Number of gender equality awareness sessions conducted for project stakeholders | At least 2 sessions (inception and steering committee) | Throughout the project | <ul style="list-style-type: none"> - Conduct gender equality awareness session during the inception of the project to emphasize the importance of gender mainstreaming. - Conduct gender equality awareness session to the project steering committee to ensure informed decision-making regarding gender issues. | <p>2 gender equality awareness sessions conducted.</p> <ul style="list-style-type: none"> • A session on “Ensuing a Gender Balanced Project Implementation” was conducted during the project inception workshop on 6th March 2023. A total of 26 participants including 13 males and 13 females attended the workshop. • A session on “Ensuing a Gender Balanced Project Implementation” was conducted to the PSC on 6th March 2024. A total of 11 members including 5 males and 6 females joined the meeting. | 100% |
| | Percentage of men and women consulted during | 50% women and 50% men | Throughout the project | - Actively invite both men and women to attend workshops. | 45% women and 55% men consulted during various consultation workshops. The specific consultations include: | 45% |

| Goal | Indicator | Target | Monitoring Period | Actions to achieve target | Actions Undertaken | Progress Towards Target |
|------|---|--------|-------------------|---|---|-------------------------|
| | various consultation workshops held under the project | | | - Ensure consultation timing and location are accessible to both genders. | <ul style="list-style-type: none"> • Inception Workshop to Strengthen Climate Change Reporting Under CBIT Maldives Project conducted on 28th August 2023, where a total of 18 participants, including 11 males and 7 females attended the workshop. • Consultations for the Energy Supply and Demand Study was initiated with an inception meeting on 18th December 2023. Further consultations were conducted with key stakeholders including the Energy Department of MCCEE, STELCO, FENAKA, Maldives Customs Service and Fuel Supply Maldives. Across these consultations, a total of 7 participants, including 1 male and 5 females were consulted. • Inception Workshop to initiate climate risk assessments and adaptation support was conducted on 22nd May 2024 where a total of 15 participants including 10 males, 5 females attended the workshop. | |

Progress of Gender Monitoring Framework

| Goal | Indicator | Target | Monitoring Period | Actions to achieve target | Actions Undertaken | Progress Towards Target |
|--|--|-----------------------|------------------------|--|--|-------------------------|
| | | | | | | |
| | Number of project deliverables reviewed to ensure gender analysis and incorporation of gender-disaggregated data | All deliverables | Throughout the project | - Gender expert to review all deliverables to ensure they include gender analysis and incorporate gender-disaggregated data. | GE has so far reviewed the following 7 documents prepared under the project: 3 Draft MOUs on data sharing, Maldives ETF Roadmap Report, Maldives Mitigation Action Institutional Arrangement Report, stocktaking and Design Option report and the draft Regulation on Institutional Arrangement for MRV and NDC Mitigation Action | 41% |
| 3. Provide equal access to training and capacity building activities | Percentage of women and men participating in training and capacity-building activities | 50% women and 50% men | Throughout the project | - Actively invite women to participate in training activities. - Ensure training sessions are | NA | - |

Progress of Gender Monitoring Framework

| Goal | Indicator | Target | Monitoring Period | Actions to achieve target | Actions Undertaken | Progress Towards Target |
|------|-----------|--------|-------------------|---|--------------------|-------------------------|
| | | | | accessible to both genders in terms of timing, location, and content. | | |

Annex 1 – Gender Action Plan

Gender Action Plan¹

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

- Participation in steering committees and decision-making bodies

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

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

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

- Ensuring project outputs mainstream gender issues

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

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

- Providing equal access to training and capacity building activities

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

- Measuring the impact of the gender participation

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

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

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

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

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