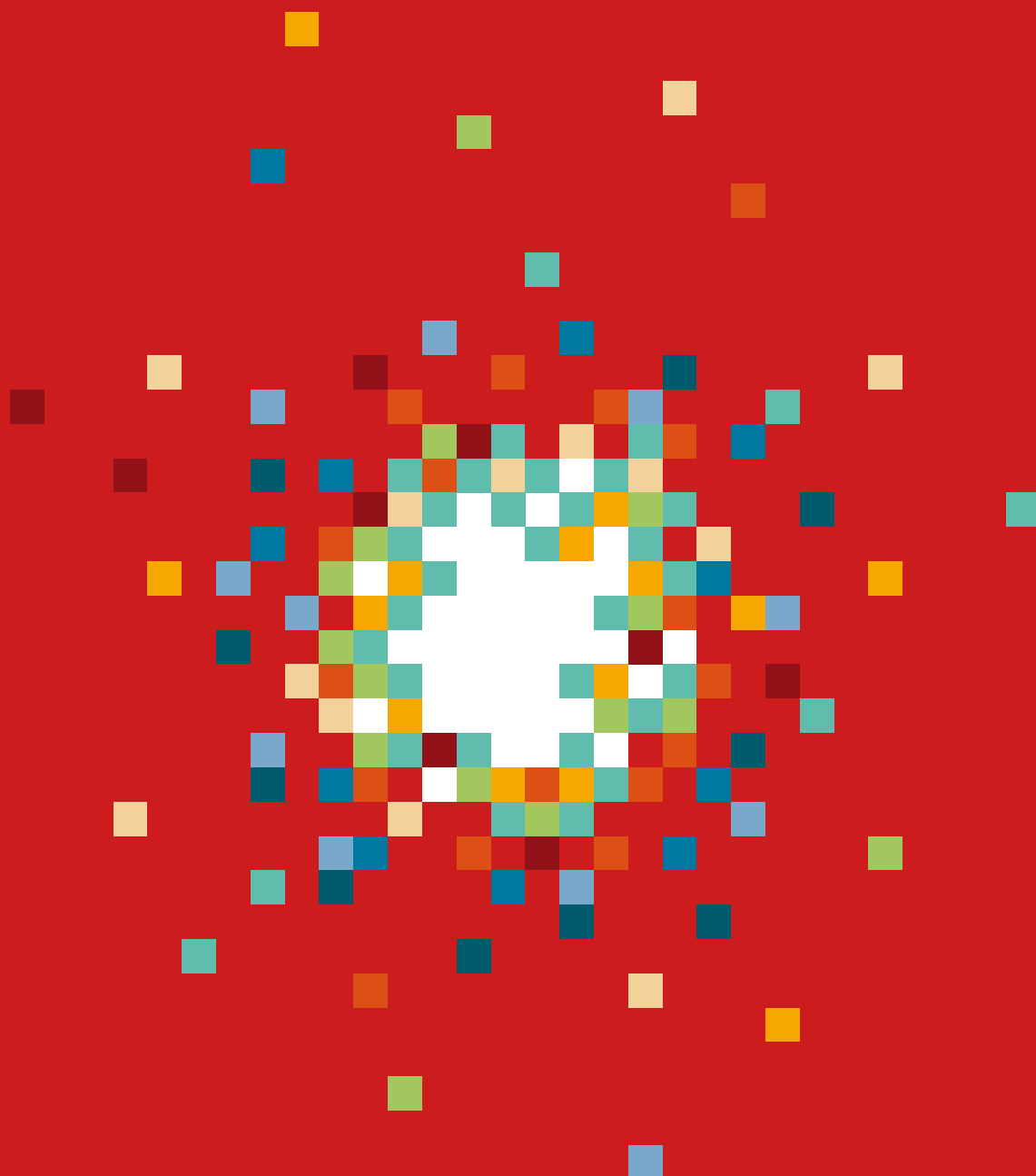


Gender equality in climate action:

Taking stock of progress and lessons learned from the NDC
Support Programme (2017-2025)



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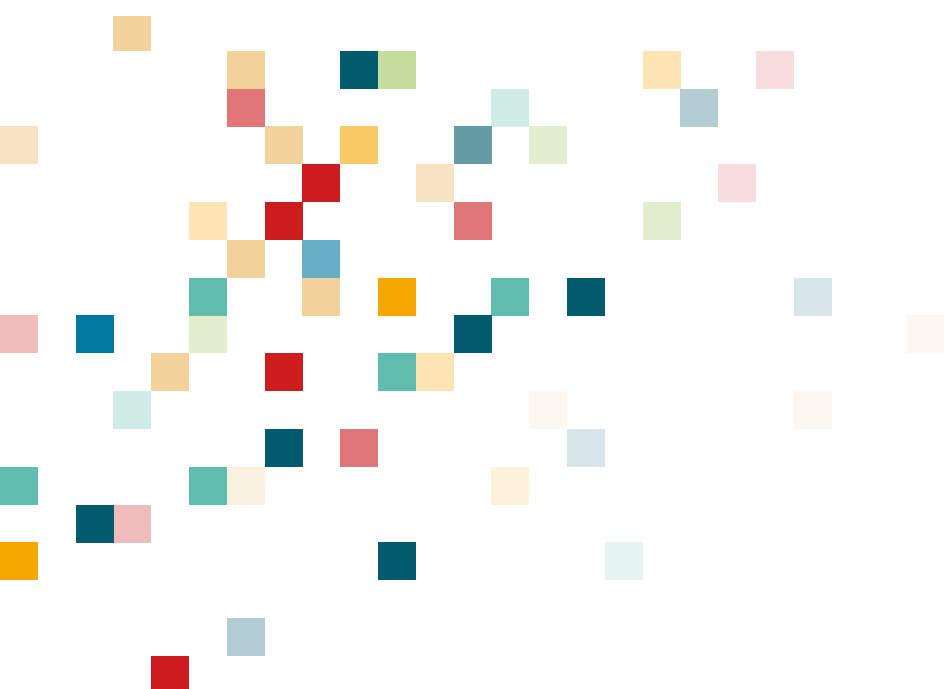
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Acronyms

| | |
|----------------|--|
| 4C | The Scientific Council on Climate Change (Costa Rica) |
| 5C | The Citizen's Council on Climate Change (Costa Rica) |
| CAEP | Climate Action Enhancement Package |
| CCD | Climate Change Department (Uganda); Climate Change Directorate (Kenya) |
| CCGAP | Climate Change Gender Action Plan (Ghana) |
| CICC | Intersectoral Commission on Climate Change (Colombia) |
| CNCC | National Climate Change Council (Guatemala) |
| CTICC | The Inter-ministerial Technical Committee on Climate Change (Costa Rica) |
| DCC | Climate Change Directorate (Costa Rica) |
| ETICC | Interministerial Technical Team on Climate Change (Chile) |
| GCF | Green Climate Fund |
| GEF | Global Environment Fund |
| GSI | Gender and social inclusion |
| ICCBA | Climate Change Benefit Analysis Working Group (Thailand) |
| INAMU | The National Women's Institute (Costa Rica) |
| LEDs | Low-Emission Development Strategy |
| LGIF | Lebanon Green Investment Facility (Lebanon) |
| MADS | Ministry of Environment and Sustainable Development (Colombia) |
| MARN | Ministry of Environment and Natural Resources (Guatemala) |
| MDAS | Ministries, Departments and Agencies (Uganda) |
| MESTI | Ministry of Environment, Science, Technology and Innovation (Ghana) |
| MFPEd | Ministry of Finance, Planning and Economic Development (Uganda) |
| MGLSD | Ministry of Gender, Labour and Social Development (Uganda) |
| MINAE | Ministry of Environment and Energy (Costa Rica) |
| MMA | Ministry of Environment (Chile) |
| MME | Ministry of Mines and Energy (Colombia) |
| MMEG | Ministry of Women and Gender Equity (Chile) |
| MOE | Ministry of Environment (Lebanon) |
| MOEW | Ministry of Energy and Water (Lebanon) |
| MOGCSP | Ministry of Gender, Children, and Social Protection (Ghana) |
| MRG | Mainstreaming Reference Group (Bhutan) |
| MRV | Measurement, Reporting and Verification |
| MWE | Ministry of Water and Environment (Uganda) |
| NCCAPS | National Climate Change Action Plans (Kenya) |
| NCCC | National Climate Change Council (Kenya) |
| NCCSC | National Climate Change Steering Committee (Ghana) |
| NCLW | National Commission for Lebanese Women (Lebanon) |
| NCWC | National Commission for Women and Children (Bhutan) |
| NDC | Nationally Determined Contribution |
| NDC SP | Nationally Determined Contribution Support Programme |
| NEC | National Environment Commission (Bhutan) |
| ONEP | Office of Natural Resources and Environmental Policy and Planning (Thailand) |
| PAGCC | National Action Plan for Gender Equality in Climate Action (Costa Rica) |
| PIGCCS | Integrated Sectoral Climate Change Management Plans (Colombia) |
| SCC | Climate Change System (Costa Rica) |
| SDGS | Sustainable Development Goals |
| SEPLASA | Secretariat for Sectoral Planning of the Environment, Energy, Seas and Land Use (Costa Rica) |
| SEPREM | Presidential Secretariat for Women (Guatemala) |
| TWG | Technical Working Group (Kenya) |
| UNDP | The United Nations Development Programme |
| UNFCCC | United Nations Framework Convention on Climate Change |

1. Introduction

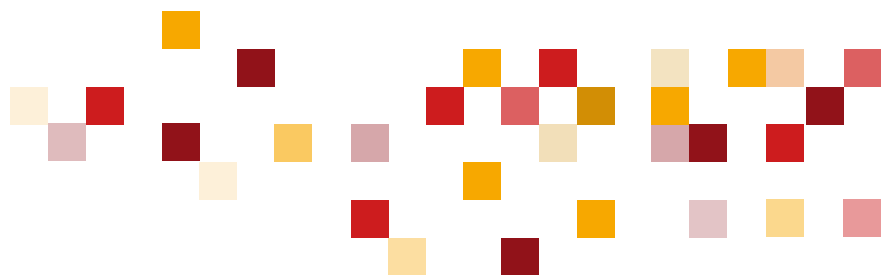
The United Nations Development Programme (UNDP) has been a leader in climate action, working across more than 140 countries implementing a portfolio of over US\$2.3 billion in grant financing that benefits 37 million people. Committed to fostering ambitious progress towards resilient, low-carbon development, UNDP supports the implementation of the United Nations Convention on Climate Change (UNFCCC) Paris Agreement by working with countries to achieve their national climate pledges, or Nationally Determined Contributions (NDCs). Through NDCs, countries are raising their ambition by setting bold targets to reduce emissions from greenhouse gases (GHGs) while also strengthening their adaptation goals to increase resiliency to climate change impacts. UNDP's **Climate Promise** supports developing countries to achieve their NDC priorities and deliver the Paris Agreement goals.

1.1 NDC Support Programme background

As one of UNDP's flagship programmes contributing to the Climate Promise, the **NDC Support Programme** (NDC SP) launched in 2017 and supported over 47 programme countries and territories to implement their NDCs and drive transformational change by scaling up climate investments. The NDC SP's resources exceeded \$74.7 million, with contributions aimed to enhance the capacity of governments to deliver on their climate commitments. The programme focused on six result areas that were underpinned by peer-to-peer knowledge sharing and advocacy efforts:

1. Leadership strengthened and championed to promote ambitious climate change vision;
2. Integrated governance enhanced to deliver NDC outcomes;
3. Evidence-based design and planning of mitigation actions delivered;
4. Capacities developed to design climate-friendly investment opportunities, address investor risk, and blend and catalyze climate finance;
5. Enabling environment enhanced for private sector engagement; and
6. Alignment between COVID-19 recovery efforts and NDC enhancement and implementation processes strengthened.

Notably, the NDC SP builds on earlier UNDP initiatives, such as the Low Emission Capacity Building (LECB) Programme, and continues to support countries in fulfilling their Paris Agreement commitments. The results achieved under the NDC SP are part of an ongoing effort that integrates previous and current initiatives, demonstrating the continuity and evolution of UNDP's support for climate action. As such, the NDC SP's results, in many cases, are being sustained and scaled up through the [Climate Promise](#) portfolio, as well as other joint funding arrangements and other complementary UNDP programming.



1.2 Gender in the NDC Support Programme

Acknowledging that climate change has differentiated impacts on women, who often face higher risks and greater burdens from its impacts, the NDC SP supported strengthening gender equality in climate action as a cross-cutting component. The work aimed to coordinate and connect the interlinked processes of climate change and gender equality by using NDCs as a platform to promote inclusive and successful development outcomes. Supporting systematic efforts in many countries¹, this initiative ensured gender equality considerations were embedded in NDC processes by leveraging analysis, strengthening institutional processes and frameworks, promoting gender-responsive climate actions and disseminating good practices to enhance national-level capacities. There were three broad areas of focus of the gender support under the NDC SP: (i) governance; (ii) planning and implementation; and (iii) NDCs and policy.

- (i) In term of **governance**, the aim was to strengthening climate change governance structures to advance gender equality. This in essence required clear institutional arrangements to engage relevant actors, strengthening NDC coordination mechanisms and increasing institutional capacity. It also required deliberate efforts to encourage the effective engagement of institutions or ministries working on gender, as well as the meaningful participation of underrepresented actors such as women's groups, to ensure inclusive decision-making process. Activities focused on capacity-building and encouraging high-level coordination committees or structures to be created or strengthened.
- (ii) The focus on **planning and implementation** sought to embed gender in the initial stages of the planning process to better understand the specific needs, roles and priorities of diverse segments of society. This was also intended to help identify capacity gaps in NDC-related planning and implementation processes from a gender perspective. Activities centred around ensuring women's organizations were consulted, supporting gender analysis, and ensuring gender was mainstreamed into NDC implementation plans, climate change action plans, Measurement, Reporting and Verification (MRV) systems and financing or investment strategies. To address financial barriers to climate action, the programme employed a structured approach to scale up sectoral investments and facilitate a transparent, enabling investment environment. Within this context, several countries were supported to strengthen their capacity to integrate gender into climate finance investments to create a foundation for more targeted and effective interventions.
- (iii) Support to **integrated policy frameworks** focused on ensuring coherence between climate and gender equality policies. Integrating gender-specific priorities into relevant sectoral and climate policies can address longstanding inequalities such as access to and control over resources such as finance, technology, and markets. It can ensure that women's challenges, risks and opportunities are reflected in policy, and ultimately, influence targeted mitigation and adaptation actions that enhance women's roles and benefit from resilience-building and the transition to a low-carbon economy. Activities centred on strengthening national and/or sectoral policies or laws to integrate gender and climate dimensions, including a gender-responsive enhanced NDC.

In addition to direct country support, the NDC SP facilitated global knowledge exchange on NDC implementation, leveraging its close collaboration with the UNFCCC and other partners. In 2019, UNDP organized a [global gender workshop on NDC planning and implementation](#) bringing countries together in 2019.

1 The NDC SP supported systematic gender work in 10 target countries that included Bhutan, Chile, Colombia, Ecuador, Ghana, Kenya, Lebanon, the Philippines, Uganda and Zambia. 14 additional countries integrated gender in their programming with NSC SP support, these included Argentina, Costa Rica, Cote d'Ivoire, Guatemala, Mali, the Marshall Islands, Mongolia, Nigeria, Paraguay, Thailand, Togo, Trinidad & Tobago, Tunisia and Viet Nam.

1.3 Report objectives and methodology

This report takes stock of progress made and specific lessons learned on gender and climate action across the three key areas of support under the NDC SP, governance, planning and implementation, and policy integration. It analyses support provided in 10 countries and demonstrates how the NDC SP served as a catalyst for numerous gender-related results and how this foundational work has subsequently been built upon.² Lessons learned and conclusions outline common elements across countries that can be replicated or scaled up elsewhere. While not always explicitly stated, the case studies illustrate how the NDC SP has contributed to Sustainable Development Goals (SDGs) 5 and 13.

The methodology for producing this report involved multiple sources of data. National climate policies, strategies and action plans along with UNDP reports were reviewed to assess what gender-related milestones have been achieved across governance, planning and policy dimensions. A set of gender mainstreaming questions and benchmarks or indicators were compiled to allow for an identification of patterns, trends and key enablers across the selected countries. A range of UNDP officers were interviewed across the 10 countries analysed.

Each case study detailing UNDP's gender-related support during the implementation of the NDC SP is presented as follows. First, the national context is outlined, providing a brief overview of climate and gender governance frameworks. This is followed by an outline of progress made in governance, planning and implementation initiatives undertaken, and NDC-related policy outcomes achieved. Lastly, lessons learned are presented in bulleted format and consolidated in Section 3, with conclusions in Section 4.

The report offers strategic insights to improve gender inclusion in climate governance, planning and policy frameworks, supporting more effective and equitable NDC implementation for Parties to the Paris Agreement.



2 Bhutan, Chile, Colombia, Costa Rica, Ghana, Guatemala, Kenya, Lebanon, Thailand and Uganda.

2. Country case studies

2.1 Bhutan

Bhutan's Climate Change Policy (2020) indicates that gender issues should be integrated into climate actions and informed by a situational analysis. The [National Environment Commission](#) (NEC) is the high-level policy agency responsible for climate in Bhutan, with the Climate Change Coordinating Committee (C4) serving as a technical body. The [National Commission for Women and Children](#) (NCWC), headed by the Cabinet Secretary as the Chairperson, leads efforts to promote women's rights.

Gender milestones

Governance

A key milestone to strengthen gender and climate action in Bhutan was the increased institutional collaboration between the NCWC and the NEC. Although NCWC already had a focal point working with NEC, the NDC SP facilitation expanded and deepened engagement for better incorporation of gender in climate governance. To further build capacity of actors in the gender governance structure in Bhutan, the NDC SP supported capacity-building initiatives of mechanisms such as the Mainstreaming Reference Group (MRG), which supports the integration of cross-cutting issues such as gender, environment, climate, disaster and poverty. Large scale civil service reform was initiated in 2022, aimed at strengthening governance systems, restructuring and merging or eliminating entities.³ As a result, the NCWC Secretariat, previously an autonomous body, was integrated into the Ministry of Education, Skills, and Development. Prior to the reform, NCWC's inclusion in the C4 was accepted, and is likely to be reinstated. Even with reforms, including those within the MRG and the C4, inter-institutional collaboration mechanisms have been strengthened and remain operational.

Planning and implementation

In 2019, under the NDC SP, the NCWC and the NEC led a gender analysis that examined the differentiated impacts and opportunities surrounding women and climate change in the agriculture, energy and waste sectors. This gender analyses included statistical information from 600 households, and specifically pinpointed gendered roles and responsibilities, challenges and opportunities in each sector while also identifying how men and women are affected differently by climate change in those sectors. Prior to this study, the government's support to gender-related issues primarily focused on gender-based violence and increasing women's representation. While both issues are extremely important, the new studies meant that the NCWC was able to discuss technical issues related to gender and climate change adaptation, and plan actions in specific sectors. To increase the use of the gender analysis, NDC SP supported the development of a [summary version](#) which enhanced its accessibility to high-level actors as well as a broader range of stakeholders.

With the gender analysis as its foundation, the NDC SP further supported the development of a [gender mainstreaming toolkit](#) (2022) for NDC priority sectors of agriculture, energy and waste. The toolkit was sensitized to 34 officials in the agriculture, waste and energy sector (13 men and 21 women) with tailored training sessions. This proved instrumental in ensuring that key strategies from these three sectors incorporated gender mainstreaming or included gender action plans. For example, the gender analysis of the waste sector revealed gender dimensions to the solid waste problem and eventually led to the creation of smaller and more localised waste drop off facilities. As solid waste disposal is largely the responsibility of women, this action allowed waste disposal and collection to become more efficient and accessible for households and reduced the workload of women. This initial result catalysed further funding from the World Bank, through a 'cash for trash' initiative which resulted in increased income-earning opportunities for women by incentivizing waste collection and recycling efforts.

The results from the gender analysis had other far-reaching influences too. For example, it emphasized how women's energy demands differ from men's as they engage in housework, including cooking and heating, and many women rely largely on fuelwood / biomass for these tasks. The analysis emphasised how grid-tied solar energy benefits women in many households' through lower energy costs, improved indoor air pollution and household energy security. In agriculture, the gender analysis highlighted ways to better include and promote

3 Reform was solidified through the enactment of the Civil Service Reform Act of 2022. See also Dorji, R. (2021). [A Civil Service for the Future](#). The Druk Journal, 7(1), 23-31.

women in the sector, such as by identifying the tools women may need to employ climate-smart agricultural practices. As a result, the agriculture sector strategy made stronger efforts to improve women's access to these tools and resources, ultimately, improving the resilience of these women farmers to the impacts of climate change. [UNDP's partnership](#) with other funding sources (for example, the Green Climate Fund (GCF) and the Global Environment Facility (GEF) supported projects) facilitated and promoted climate resilient agricultural practices that technologically enabled agriculture to reach vulnerable farmers included women.

At the district level, Gender Focal Points and Gender and Child Focal Points were identified as playing key roles in gender mainstreaming across district governance structures, civil society organizations (CSOs) and the private sector.⁴ Their responsibilities include raising awareness, sensitizing stakeholders about gender issues and fostering a gender-friendly workplace. To ensure that these key gender resource persons understood the intersection of gender and climate change, they received training and capacity-building support on these dynamics from the NCWC and the gender expert group through the NDC SP.



Policy coherence

Bhutan's climate targets were enhanced in the country's [second NDC](#) submitted in June 2021. The NDC indicated how the sectoral gender analysis supported under the NDC SP was instrumental in informing gender mainstreaming opportunities in the preparation of the NDC and Bhutan's Low Emission Development Strategy (LEDS). Additionally, Annex 1 in the NDC contains information to facilitate understanding about domestic institutional arrangements and highlights how public participation and engagement with local communities and Indigenous Peoples, was done in a gender-responsive manner. As the government develops its 3rd NDC, it will build on the foundations created under the NDC SP to continue strengthening its gender mainstreaming efforts in the NDC.

4 Since 2013, under decentralization, efforts have been made to expand their work to district, local and community levels, emphasizing the role of local governments in gender mainstreaming.

In relation to Bhutan's 2021 [Low Emission Development Strategy \(LEDS\) for industry](#), the gender analysis influenced mainstreaming efforts in this policy instrument. The study is referenced in the LEDS, and gender considerations are outlined in paragraphs that were developed by the Ministry of Economic Affairs. While the LEDS does not acknowledge gender specific interventions in the manufacturing sector, it does indicate that there is a need to recognise the specific needs of women at the workplace, with interventions such as providing gender segregated restrooms, childcare facilities and physically less demanding work for pregnant women. Such actions are to be considered in LEDS implementation.

Lessons learned

- Strong governance structures including high-level committees, are key to ensuring the effective integration of gender and climate considerations, even with structural reorganization within government.
- Generation of gendered evidence, through in-depth gender analyses, was instrumental in integrating a gender-responsive approach into sectoral climate policies and to catalyse gender-responsive activities.
- Inter-institutional coordination on gender and climate change is necessary to integrate gender in non-traditional sectors.

2.2 Chile

Chile's legal and planning framework for climate is guided by the Framework Law on Climate Change (2022), the Long-Term Climate Strategy (2021) and the NDC (2020). The NDC aims to strengthen adaptation measures to increase resilience to climate change, with special emphasis on vulnerable populations and serves as the primary policy framework that guarantees the mainstreaming of gender considerations in climate action. The Ministry of Environment (MMA) is the lead institution for climate policy, while the Ministry of Women and Gender Equity (MMEG) is responsible for promoting gender equality. Since 2017, the [Interministerial Technical Team on Climate Change](#) (ETICC) has incorporated gender considerations, with the active participation of MMEG in shaping policies and decision-making processes.

Gender milestones

Governance

In 2019, the NDC SP facilitated the establishment of the Gender and Climate Change Roundtable (MGCC), a collaborative initiative between the MMA and the MMEG to serve as a platform for dialogue and collaboration. The Roundtable comprises gender focal points from various ministries and public officials from ETICC, and it enhanced inter-ministerial coordination for integrating gender into climate policies and processes.

By 2020, with sustained support from the NDC SP, Chile had strengthened its institutional frameworks for NDC implementation, reaching a significant milestone with the formal inclusion of MMEG in the ETICC for the NDC revision process. This facilitated gender considerations to be systematically integrated into climate policy discussions at technical levels. In the same year, Chile appointed two gender and climate change focal points to engage with official UNFCCC processes for the first time. These focal points, who were representatives from the Ministry of Foreign Affairs and the MMA, established a direct channel for collaboration with the UNFCCC Gender and Climate Change Working Group.

Planning and implementation

In 2020, the NDC SP facilitated collaboration between the MMA and the MMEG to develop a methodology for incorporating a gender perspective into climate change instruments, for both the national and sectoral levels. As part of this effort, a conceptual framework was created to map and design the first gender and climate change indicators, resulting in 16 gender-climate indicators. These indicators used a multidimensional poverty approach to assess gender-based vulnerabilities and were subsequently included in the [Checklist for Integrating a Gender Perspective into Climate Change Management Instruments](#).

To ensure the effective application of this Checklist, the NDC SP supported training sessions for 72 individuals (13 men and 59 women) on its use. The checklist resulted in recommendations for multiple climate initiatives, including (i) strengthening the [Long-Term Climate Strategy \(ECLP\)](#); (ii) setting up an Environmental Protection Fund; (iii) updating the National Adaptation Plan; (iv) developing a Landscape Restoration Plan; and (v) updating

the Climate Change Adaptation Plan for the Forestry and Livestock Sector. Additionally, the Checklist played a key role in integrating gender-responsive measures into sectoral adaptation plans, particularly in tourism, energy, agriculture, fisheries and aquaculture. For instance, the [Climate Adaptation Plan for the tourism sector](#), incorporated measures to analyse climate change vulnerability in Zones of Tourist Interest (ZOIT), incorporating attention to ecosystem services, nature-based solutions, water security and vulnerable communities, while also addressing gender equality, cultural and social gaps. In the energy sector, the implementation of the [Energía + Mujer](#) initiative helped to bridge gender gaps in the energy sector by creating pathways for women's inclusion in climate governance and technical roles.



Led by the NDC SP, a stakeholder mapping identified key decision-makers, positioning the Ministry of Finance (MoF) as a pivotal actor in climate action and consequently strengthened engagement with MoF for initiatives promoting gender mainstreaming. Capacity-building programmes were developed for public servants enhancing their understanding of gender mainstreaming in climate finance and policy. These programmes were coordinated through the MMA, in collaboration with the Ministry of Women and Gender Equity. As a result of these efforts, the Checklist for Integrating a Gender Perspective became a key tool guiding the formulation and updating of public policies on climate change. It continues to be used today, playing a significant role in shaping adaptation and mitigation plans, including Chile's Long Term Climate Strategy (ECLP).

With the MoF, the NDC SP also supported the development of a [fiscal framework for measuring climate change expenditure](#) for the National Budget Office (DIPRES). This framework has since been institutionalized through the [Climate Change Framework Law](#) and has led to the creation of a public expenditure labelling system. A [Public Expenditure with a Gender Perspective](#) methodology was developed to analyse social programmes, revealing that gender-climate expenditure labelling already existed but was not being used effectively. To strengthen these efforts, 22 officials (10 men and 12 women) from the ministries of finance, energy, agriculture, and sustainable development and climate change agency were trained on climate budget tagging. These actions have reinforced Chile's climate expenditure framework, leading to the development of a report on the [2022 budget law](#). This report led to the institutionalization of the Climate Investment Report in the Climate Change Law (Article 38) with reports submitted in [2023](#) and [2024](#) with support from UNDP's Climate Promise.

The NDC SP and UNDP's Climate Promise have also been instrumental in securing financial resources for gender-responsive climate action such as Luxembourg funding for a gender and environment project under COP25. Such funds enabled the collection of gender-disaggregated data for the country's [Gender Action Plan \(GAP\)](#).

Policy coherence

The NDC SP played an important supporting role in assisting the government with the development of its enhanced [NDC submission](#) in 2020. A key aspect of this updated contribution was the explicit incorporation of gender equality as a cross-cutting issue, emphasizing the need to ensure a fair allocation of costs and benefits of climate action. Special emphasis was placed on sectors, communities and ecosystems that are particularly vulnerable to climate change. A significant milestone in this process was the funding provided by the NDC SP for the public consultation process during Chile's NDC update. This support enabled the MMA to integrate gender considerations through participatory processes, ensuring that diverse voices were heard in shaping the NDC. As a result of these early efforts, the Gender and Climate Change Roundtable was established, reinforcing institutional commitments to gender-responsive policies.

The updated 2020 NDC positioned just transition and sustainable development as key social pillars, ensuring that climate action is not only focused on emissions reductions but is also equitable and inclusive. Risk and vulnerability assessments, which inform the design of 33 adaptation measures, were expected to incorporate gender equality considerations, further strengthening a gender-responsive approach to climate resilience.

The Gender and Climate Change Roundtable played a pivotal role during the formulation of the Long Term Climate Strategy (ECLP). As the technical advisory body, it provided critical guidance on integrating a gender perspective, including the application of the Checklist for Integrating a Gender Perspective.

The NDC SP also provided technical inputs upon request in the preparation of the draft [Framework Law on Climate Change](#). Its adoption in 2022 marked a significant step in institutionalizing gender-responsive climate action. This law establishes the legal framework for climate change adaptation and mitigation measures, with the aim to reduce vulnerability and enhance the country's resilience to the adverse effects of climate change. Equity and climate justice are central principles of the law. The Law mandates collaboration between sectoral authorities and the MMEG to ensure that mitigation and adaptation policies and plans are gender-sensitive and consider the particular needs of vulnerable groups. Women are considered not just as a vulnerable group, but as critical agents in implementing sustainable climate solutions. The NDC SP has played a supporting role in strengthening these synergies in a country where institutions have traditionally operated within rigid sectoral frameworks.

Lessons learned

- Gender mainstreaming requires sustained capacity-building and dedicated resources within sectoral ministries.
- Tailoring and aligning methodologies for integrating gender into climate with institutional processes and structures facilitates smoother adoption by public officials and enhances effectiveness compared to generic international approaches. Tailored tools (such as the Gender Checklist) were instrumental in ensuring that gender considerations were systematically embedded in climate planning and decision-making processes.
- Supporting and building strong alliances between climate and gender institutions are essential for ensuring policy continuity. Stakeholder mapping can be used as a strategic tool from the outset, as it contributes to and strengthens this process.



2.3 Colombia

Colombia's climate planning framework is guided by the Law on Climate Change (2018) and Law 2169 (2021), which provide the legal foundation for national climate action. The National Climate Change Policy (2017), the Long-Term Climate Strategy (E2050) and the NDC (2020) prioritize adaptation measures and increased resilience, with a special emphasis on vulnerable populations. The Ministry of Environment and Sustainable Development (MADS) leads the formulation and implementation of environmental and climate policies in the country, including sectoral guidelines in key sectors such as mining and energy, transport, agriculture, industry, housing and environment, and in the [Gender and Climate Change Action Plan](#) (2023). In 2023, the government established the Ministry of Equality and Equity, which plays a central role in integrating gender perspectives across national policies. In parallel, the Intersectoral Commission on Climate Change (CICC) coordinates climate-related actions across different ministries, ensuring that gender is systematically incorporated. The CICC is composed of various ministries and governmental entities. However, the Ministry of Equality and Equity is not yet part of this Commission.



Gender milestones

Governance

Through the facilitation of the NDC SP, Colombia designated a National Focal Point for Gender and Climate Change to ensure the inclusion of a gender perspective in climate policies at the UNFCCC ([BUR, 2021](#)). The creation of Sectoral Gender Committees in mining and energy and transport played a fundamental role in systematically integrating a gender perspective within these institutions. These committees influenced sectoral plans, strategies and projects, ensuring that gender considerations were embedded in decision-making and policy development. A key factor was strengthening policy frameworks within institutions, demonstrating a significant commitment to gender equity. One notable achievement was the commitment showcased by the Ministry of Mines and Energy (MME) who become one of the first public entities to implement *Sello Equipares*, a gender equality certification led by the Ministry of Labor and UNDP. During the pilot phase, with NCP SP encouragement, the MME redesigned data collection tools, conducted an internal self-assessment, and is currently implementing its action plan, to promote gender equity within its operations. This initiative has set a precedent for other public entities, such as the Ministry of Transport, which has since developed an institutionalized Gender, Equality and Diversity Policy. As a result, there has been an increase in women's representation in decision-making roles.

Planning and implementation

Recognizing the need for capacity-building at the sectoral level, the government, with support from the NDC SP, designed and implemented the [Gender and Climate Change: Capacity-building programme for gender mainstreaming in climate change management](#). The programme was delivered through 12 workshops across six ministries, including Mines and Energy, Agriculture and Rural Development, Transport, Housing, City and Territory, Trade, Industry and Tourism, and Environment and Sustainable Development. These workshops engaged 419 participants (204 men, 215 women), building awareness and addressing misconceptions about gender equality, while also examining how gender intersects with climate change.⁵ A specific module focused on integrating gender perspectives into the Integrated Sectoral Climate Change Management Plans (PIGCCS).

Colombia MADS, with support from the NDC SP, developed a Gender Toolbox to facilitate the integration of gender considerations in climate change initiatives. This toolbox provides sectoral ministries, including [Transport](#), [Commerce](#), [Industry and Tourism](#), [Mines and Energy](#), [Housing](#), [Agriculture](#), [Environment and Sustainable Development](#), with practical guidelines that remain in use today, informing policies such as the Gender and Climate Change Action Plan (2023). By offering capacity-building materials, the toolbox has enabled government institutions to replicate and scale gender-responsive approaches across various sectors and stakeholders. For example, the MME developed [tools](#) that incorporate an intersectional approach and identify gender disparities in their sector.

The NDC SP also played a pivotal role in supporting ministries in the preparation of PIGCCS. These plans serve as key strategic instruments, guiding the mainstreaming of climate change mitigation and adaptation measures across sectors. A fundamental component of the PIGCCS is their cross-cutting gender focus, ensuring that climate policies acknowledge gender-differentiated vulnerabilities, access and opportunities in sectors such as [Commerce, Industry, and Tourism](#), [Agriculture](#), [Housing](#) and [Health](#).

In 2020, MADS, with technical support from the NDC SP, conducted a [diagnostic assessment and formulated strategic recommendations for incorporating just transition principles](#) into the 2050 Climate Strategy. This assessment introduced a model for a fair and inclusive climate transition, where gender equity was identified as a core pillar of the shift toward a sustainable economy. Key gender-focused recommendations included the creation of labour and educational incentives to increase women's participation in traditionally male-dominated sectors such as mining and energy and ensuring women's inclusion in green jobs linked to sustainable projects that drive economic diversification and reduce inequalities. Additionally, the assessment highlighted the importance of strengthening protection for women in the informal labour sector, securing access to healthcare and pension services to safeguard their rights in the evolving economic landscape.

Policy coherence

With support from the NDC SP, the government enhanced its Long-Term Climate Strategy (E2050) and the 2020 update of its NDC by embedding gender-responsive strategies into these key planning and policy instruments.

A major milestone in this process was the development of the [Roadmap for the 2050 Strategy](#), which laid the groundwork for a more integrated and inclusive approach to climate planning at national, sectoral and subnational levels. The roadmap introduced gender-responsive strategies, emphasizing the importance of a just transition for the workforce to ensure that climate actions benefit both men and women equally. The roadmap includes a gender perspective to ensure that the transition does not exacerbate gender inequalities. The insights generated from these studies informed [Colombia's Long-Term Climate Strategy \(E2050\)](#).

The NDC SP provided assistance in organizing the consultation process for [Colombia's NDC update \(2020\)](#) organizing stakeholder dialogues, surveys and consultations that engaged a diverse range of actors, including Indigenous Peoples, Afro-Colombian communities, women's groups and youth representatives.⁶ The engagement of these groups helped ensure that the updated NDC reflected a broad and inclusive perspective, recognizing the differentiated impacts of climate change on women and men. The updated NDC also incorporates measures to promote women's leadership in climate decision-making, develop adaptation actions focused on rural, Indigenous, and Afro-descendant women, and create gender-sensitive financing mechanisms for resource access.

5 Content of the capacity-building training: [Gender and Climate Change](#), [Gender in Sustainable Urban Development](#), [Gender in Sustainable Industrial Development](#), and [Gender and Climate Change and Transport](#).

6 In this process, UNDP collaborated with Climate Action Enhancement Package (CAEP) partners and other relevant projects within the Climate Promise initiative, such as Sustainable Amazon for Peace, which contributes to the analysis, modelling and participation of the private sector and subnational entities.

To further support gender-responsive climate action, Colombia developed dissemination documents on the NDC (2020) update, focusing on priority sectors. With NDC SP assistance, these documents were designed to help sectoral actors better understand their roles in implementing and monitoring Colombia's international climate commitments, ensuring that their strategies align with national climate goals. These efforts contributed to increasing awareness and improving institutional knowledge for sustained gender-responsive climate action and policy coherence.

Lessons learned

- Training and support processes are essential for integrating a gender perspective into policy formulation and implementation. These efforts should be targeted at the specific stakeholders involved in the process and tailored to the specific needs of the sector.
- Developing reference guides or tools for gender equality considerations into climate related initiatives enables any new staff or team members to access the necessary information, regardless of the stage of the process.
- Continued gender mainstreaming in climate policies depends on sustained institutional commitment, adequate funding and policy continuity. Ensuring that gender equality remains a cross-cutting priority in climate governance requires continuous efforts.

2.4 Costa Rica

The Ministry of Environment and Energy (MINAE) oversees the country's climate policies through its Climate Change Directorate (DCC), which manages the [Climate Change System \(SCC\)](#) to promote inclusive institutional and stakeholder engagement. This system is supported by four governance structures in its implementation: i) The Inter-ministerial Technical Committee on Climate Change (CTICC), based in the Directorate of Climate Change, is a permanent advisory and support body to the MINAE for the monitoring of climate actions at the institutional level; ii) The Secretariat for Sectoral Planning of the Environment, Energy, Seas and Land Use (SEPLASA) functions as a body providing support and technical advice to MINAE, and is key to the generation of climate policy and its mainstreaming in the institutions that comprise it; iii) The Citizen's Council on Climate Change (5C) is a consultative body that provides feedback and contributes substantively to the formulation of public policy, improving it with different approaches and realities while enabling climate action to be taken and strengthened in different sectors and territories; iv) The Scientific Council on Climate Change (4C) is a space to encourage academia and the scientific world to contribute to the construction of climate policy and climate action.

Costa Rica's climate planning framework is guided by the [National Climate Change Strategy 2018 \(ENCC\)](#) and the National Policy for Adaptation to Climate Change 2018-2030 (PNACC). The PNACC incorporates gender equality in its guiding principles, implementation strategies and monitoring mechanisms. In 2023, the country launched the [National Action Plan for Gender Equality in Climate Action \(PAGCC\)](#), which ensures the integration of a gender perspective into climate policies, aiming to provide women and historically excluded groups with equal access to opportunities, financial resources and participation in decision-making. The National Women's Institute (INAMU) monitors the situation of women and men through the development of action plans, training and the promotion of inclusive policies, including on climate change.

Gender milestones

Governance

With support from the NDC SP, the enhanced collaboration between INAMU and MINAE played a significant role in incorporating gender equality considerations into climate initiatives. The NDC SP's engagement with INAMU in 2018 marked a turning point for women's participation in climate governance, achieving two key milestones: the integration of INAMU into climate governance structures (SCC and CTICC), and the inclusion of a climate-specific objective within the National Policy for Effective Equality between Women and Men (PIEG) (2018-2030) for the first time. This development represented a shift, as gender equality policies now explicitly address climate action, risk management and biodiversity conservation.

A governance structure was established between INAMU and MINAE through a dedicated Management Unit, involving both institutions in the PAGCC's execution. With support from NDC SP, institutional capacities were

built across key climate governance bodies within the MINAE, including the National Forestry Financing Fund (FONAFIFO), the National System of Protected Wildlife Areas, and the National Commission for Biodiversity Management. Additionally, non-traditional sectors such as tourism, transportation, housing and vocational training obtained training and support to align with the National Action Plan for Gender Equality in Climate Action (PAGCC), under the leadership of MINAE and INAMU.

A major milestone in these efforts was working through the Citizen Advisory Council on Climate Change (5C) which was set up in 2018 but initially lacked formal representation of women in its governance framework. Recognizing this gap, NDC SP supported the government in strengthening governance structures with targeted capacity-building activities. As part of its [Gender Equality Seal](#) certification process and with NDC SP support, created [5C Mujeres](#). Two representative seats were secured for women, reinforcing their participation in national climate governance and institutional decision-making.

Planning and implementation

Through the NDC SP, institutional capacities were strengthened to ensure effective regional implementation of the National Action Plan for Gender Equality in Climate Action. In addition, capacity-building for over 105 5C participants to ensure they were able to contribute to policy discussions took place and the NDC SP organized preparatory dialogues for women leaders so they could actively communicate local and national issues that affect them to the Climate Parliament. To expand this experience across other territories, a methodological guide was developed for 5C members. A virtual training session on climate change was conducted by DCC and NDC SP for the Indigenous Huetar community of Zapatón, held in Guácimo, Upala.



In collaboration with DCC, the development of the Green Portfolio of Financeable Projects aligned with the NDC, was supported by NDC SP, to identify fundable projects. This study identified 200 projects and the barriers experienced by micro and small enterprises in accessing finance. The portfolio included a gender analysis with specific indicators to assess the gender and diversity impact of the selected projects.

In 2019, the Digital Gender and Climate Change Portfolio, which documented and improved the visibility of 14 projects led by women or incorporating a gender focus in climate action was created through NDC SP support. Notably, it highlighted the work of Mujeres de Acomuita, an organization of Bribri and Cabéca Indigenous women who produce organic cocoa building economic autonomy for 88 Indigenous women.

With support from UNDP through The Biodiversity Finance Initiative (BIOFIN) and in collaboration with MINAE [three financial mechanisms](#)—two public and one private—worth around \$30 million per year were created. These mechanisms seek to address institutional gender disparities so that women can access financial instruments that support climate change adaptation and biodiversity loss. These financial mechanisms included: (i) a [rural women's credit programme](#) which provides low-interest state-backed loans to support climate-adaptive businesses led by women; (ii) a [gender-specific Payment for Environmental Services \(PSE\)](#); and (iii) a [private-sector hybrid fund for vulnerable women engaged in sustainable initiatives](#). Women landowners obtained an additional 25 points in the assessments so they could gain access to these financial mechanisms. In 2019, the *+Mujeres +Natura* programme, also established a legal framework to ensure that gender-responsive financial mechanisms become a state commitment through the [Executive Directive \(005-2019\)](#).

To enhance stakeholder engagement in climate action, NDC SP and DCC lead a [Climate Conversations](#) initiative in 2021, which facilitated inclusive discussions, engaging diverse populations, including Indigenous Peoples, the trans community, the elderly, women, Afro-descendants and people with disabilities. Capacity-building efforts were a key component, ensuring that these groups were able to engage with the webinars organized so they had the necessary tools to actively participate in public consultations on the NDC update.

The establishment of the [National Climate Monitoring System](#) (SINAMECC) by MINAE and supported by NDC SP enabled the tracking of gender indicators, such as the percentage of climate adaptation projects led by women. An intersectional gender analysis for climate change served as a diagnostic tool, assessing the social, economic and environmental conditions at the national level. Both these initiatives helped to institutionalize gender considerations in climate policy.

The [National Action Plan for Gender Equality in Climate Action](#) was launched in 2023, and coordinated action between the INAMU and the MINAE, with NDC SP support. Declared of public interest by the President, the action plan includes an analysis of gender gaps in key sectors and is being adapted for six key regions to support localized implementation. It also outlines institutional responsibilities to ensure effective execution.

Policy coherence

Working with the INAMU, the NDC SP provided technical support for the development of Costa Rica's [National Policy for Equality between Women and Men 2018-2030](#). This policy has been instrumental in ensuring that climate action promotes gender equality by setting objectives to enhance women's resilience to climate change and increase their engagement in risk management. The policy also promotes women's involvement in green economy projects, laying the groundwork for gender-responsive climate action.

The NDC SP also supported and provided feedback to MINAE and the DCC on the formulation of [The National Decarbonization Plan 2018-2050](#). This strategy for a green transition is grounded on principles of social justice, inclusion of gender equality and human rights across key sectors such as transport, energy, industry, waste management, agriculture and territory. Promoting women's engagement in the transport and energy sectors is emphasized in the Plan. The NDC SP supported MINAE and DCC in the development of Costa Rica's [National Climate Change Adaptation Policy 2018-2050](#) which includes a cross-cutting gender perspective and acknowledges that women, particularly those in vulnerable communities, may face disproportionate risks from climate change and therefore require targeted support.

Building on these efforts, Costa Rica updated its [NDC](#) in 2020 to incorporate a climate justice vision. The updated NDC includes three key gender commitments: (i) conducting a gender gap analysis; (ii) developing a gender action plan; and (iii) implementing capacity-building initiatives to enhance gender-responsive climate policies.

Lessons learned

- Strengthening institutional capacity at many levels is necessary. Many officials do not immediately recognize the link between gender and climate change, often viewing it as an external mandate rather than a strategic advantage.
- Demonstrating the return on investment and institutional benefits of gender-responsive financial mechanisms is essential to gaining their commitment.
- Integrating gender into climate action does not necessarily require additional resources, but rather, better organization of existing institutional budgets for planning. Engaging budget and planning departments helps to optimize resources to mainstreaming gender without incurring extra costs.

2.5 Ghana

Ghana's Ministry of Environment, Science, and Technology (MEST) holds the key responsibility for the country's climate change issues and reporting to the UNFCCC. The ministry's work is supported by the National Climate Change Steering Committee (NCCSC), which is an intersectoral multistakeholder committee with responsibility for guiding and overseeing the implementation of climate change policies and strategies. However, due to limited financial resources, the NCCSC in recent years has been unable to meet, discuss and effectively deliver on its mandate. In 2013, Ghana launched its National Climate Change Policy with provisions to ensure the integration of gender equality principles in many social areas including education, health, water and sanitation. It promotes equal opportunities and affirmative action for women and vulnerable groups in climate change adaptation and mitigation by requiring gender to be mainstreamed into national and subnational climate change-related policies. Further, there is the National Gender Policy (2015) aimed at incorporating gender equality into national development initiatives. Though this policy briefly mentions climate change processes in the agriculture sector, it is largely silent on climate in general. However, since its adoption, the Ministry of Gender, Children, and Social Protection (MoGCSP) has established a focal point for climate change.

Gender milestones

Governance

The NDC SP engaged with the Gender Technical Working Group (TWG) established to support the preparation and implementation of Ghana's NDCs. The then Ministry of Environment, Science, Technology and Innovation (MESTI) aimed to make Ghana a regional leader in promoting gender equality in climate action. In March 2019, with support from NDC SP and under the leadership of MESTI and MoGCSP, an implementation plan for Ghana's NDC was developed in collaboration with three other ministries. That same year, the NCCSC was expanded to include representatives from civil society and gender equality organizations.

Planning and implementation

Through the Gender TWG, efforts were made to improve knowledge and strengthen institutional capacity on how gender and climate change are linked, both nationally and locally. The NDC SP organized training sessions for gender focal points across different sectors and regions. Through NDC SP, Ghana benefited from increased collaborative efforts where MoGCSP supported training efforts and helped other stakeholders and agencies



identify approaches to integrate gender issues in sectoral planning and implementation. For example, in 2019, four technical workshops enhanced knowledge and capacity on differential impacts of climate change on men and women and encouraged reflection on how gender can be included in NDC implementation across different sectors. In 2020, 86 officials responsible for planning and budgeting, along with gender focal persons across seven key sectors such as agriculture, water and sanitation and transportation, participated in training on the integration of gender equality into climate action. Additionally, collaboration with a representative from the Statistical Service at the Ministry of Finance, where a climate change unit is also in operation, contributed to the improvement of gender-disaggregated data collection. The necessity of this data for the successful conception and execution of climate fund project applications has been widely recognized by officials, along the value of such data in tracking the impact of project actions on different communities and individuals within those communities.

In 2020, the NDC SP commissioned a gender audit of Ghana's Draft National Energy Policy, identifying gaps and suggesting ways to make it more inclusive. That same year, the country analysed how gender issues were addressed in water, waste, health, transport, disaster risk reduction and climate services sectors. In September 2021, the findings from these gender analyses, together with an earlier analysis conducted on the agriculture and energy sectors were combined into a shorter, more accessible [synthesis report](#). MESTI recognized this report as a useful tool for improving how gender is integrated into NDC design and implementation. To address the challenges highlighted in the report, MESTI, and MoGCSP under the NDC SP and alongside other partners, developed a [Gender Mainstreaming and NDC toolkit](#) to help ensure gender is included in climate planning. This toolkit continues to be used, particularly within MEST.

To ensure gender issues were effectively included in climate policies, the NDC SP played a key role in bringing MESTI and MoGCSP together to develop a [Climate Change Gender Action Plan \(CCGAP\)](#) targeting all seven of the NDC's targeted sectors in January 2021, setting up an intersectoral working committee to facilitate co-ordination and collaboration among stakeholders. The CCGAP focused on the key sectors in Ghana's NDC and stressed the importance of aligning national climate policies with the National Gender Policy. One of the 15 chapters specifically addressed gender and vulnerable populations, aiming to strengthen their ability to cope with climate challenges.

In January 2021, the [NDC Financing Strategy](#) was released, and it briefly highlights gender as a cross-cutting issue along with disaster risk reduction and health. The strategy also sets out seven principles for sustainable banking, with one principle committing to promote gender equality. Women are recognized as beneficiaries in various projects, particularly in the energy sector and agro-processing.

Policy coherence

[Ghana's updated NDC](#) (2020-2030), published in September 2021, covers key sectors important to the economy. The level of gender integration within these sectors varies, being stronger in water, waste, and health, but limited in transport, disaster risk reduction and climate services. Ghana's NDC includes an Annex featuring a table outlining contributions to adaptation and mitigation efforts. This table has a column that shows how gender-responsive each NDC policy action is, rating them as high, medium or low. Moreover, some actions are listed with an indicative budget for implementation, such as actions to manage climate induced and gender-related health risks and to promote gender-responsive sustainable forest management. The reorganization of ministries in Ghana will be a key factor in continued NDC implementation. In addition, there is a sense that the necessary policies and strategies are in place, to build on the work NDC SP has already undertaken.

In a related effort, following the earlier NDC SP gender audit of the draft policy, the Ministry of Energy, incorporated a section on mainstreaming gender equality (and disabilities) into the 2021 [National Energy Policy](#).

Lessons learned

- Catalytic funding is essential for carrying out different studies that help integrate gender equality considerations into the NDC or into important related policies (energy).
- While setting up gender focal points in each ministry is important, they must have technical knowledge on how to integrate gender equality into key sectors. It is just as important to have climate focal points to ensure that gender is effectively integrated into climate initiatives. Ongoing training and capacity-building are also necessary because changes in staff can impact these efforts and progress.
- Budgeting for gender actions is essential to ensure that planning is realistic and that climate initiatives can be implemented effectively.
- Pro-actively setting gender participation quotas in climate action can improve women's participation and benefit from climate action.

2.6 Guatemala

Guatemala has an extensive legal framework on climate action, such as the National Policy on Climate Change (2009) and the National Climate Change Law (Decree 7-2013), both include a focus on gender equality and the inclusion of vulnerable populations. The Ministry of Environment and Natural Resources (MARN) is responsible for formulating, coordinating and implementing national environmental policies, including those related to climate change. Guatemala has established the National Climate Change Council (CNCC), which plays a crucial role in coordinating climate action, is chaired by the President of the Republic and includes representatives from institutions, private sector entities, academia, Indigenous Peoples and civil society. The involvement of the Presidential Secretariat for Women (SEPREM) in the CNCC is significant in enhancing the Council's recognition of gender issues, although SEPREM does not hold decision-making power.

Gender milestones

Governance

Collaboration between key government institutions with the NDC SP resulted in important steps to institutionalize gender considerations in climate action. In 2019, an inter-institutional agreement between MARN and [SEPREM](#) was formalized to ensure gender integration into climate policies. This agreement led to the strengthening of the Gender Unit within MARN, tasked with overseeing gender-sensitive climate strategies and was a catalyst for promoting mainstreaming of gender equality considerations in the NDC. The agreement, initially set for four years with an extension option, led to the development of the [Strategy for Mainstreaming Gender Considerations in Climate Change in Support of Nationally Determined Contribution](#) (2020). A network of Gender Focal Points across ministries, including the Ministry of Agriculture, Livestock, and Food (MAGA), the National Institute of Forests (INAB), the National Council for Protected Areas (CONAP) and the Ministry of Public Health and Social Assistance (MSPAS), played an essential role in ensuring gender considerations were integrated in climate related work within these government bodies.



Planning and implementation

In collaboration with MARN, and through the NDC SP, efforts were undertaken to strengthen the enabling environment for gender-responsive climate action by building institutional capacity, generating gender-sensitive data, and integrating gender considerations into NDC monitoring and planning. The government prioritized capacity-building initiatives, beginning with the consultation process for the drafting of 2020 Strategy for Mainstreaming Gender Considerations in Climate Change in Support of Nationally Determined Contribution, which enhanced expertise among climate and gender specialists. By 2022, the initiative expanded to include a training course on gender, climate change, and Indigenous Peoples, targeting key government staff across planning, climate change and gender units in sectoral ministries. These capacity-building initiatives strengthened long-term institutional frameworks for gender-responsive planning.

Under the leadership of MARN, the NDC SP supported the development of a conceptual model and Theory of Change (ToC) to identify gender gaps in climate policy planning and implementation, proposing strategies to ensure the equitable participation of women and men in climate action. This initiative provided technical groups with structured guidance on integrating gender into institutional frameworks and played a fundamental role in shaping the updated NDC. The conceptual model and ToC were further incorporated into and informed the Strategy for Mainstreaming Gender Considerations in Climate Change in Support of Nationally Determined Contribution in 2020. This strategy, which, with NDC SP support, became the primary tool for integrating gender considerations into national climate planning, particularly in the [NDC](#) revision. The strategy was developed through a participatory collaborative process that engaged gender focal points and climate change specialists from many and various government institutions.⁷ The strategy was developed around four key principles: building institutional capacity for gender-responsive planning and policymaking, generating gender-disaggregated data to support evidence-based decision-making, enhancing local-level capacities, with a special focus on municipalities and mainstreaming gender in the National Climate Action Plan (PANCC), the NDC update, and implementation processes. This strategy provided an implementation plan for gender integration in the PANCC, outlining gender and climate change issues, and highlighting the need for gender indicators and sex-disaggregated data across all sectors to ensure gender-responsive climate action. The foundational work done under the NDC SP laid the groundwork for continued progress in mainstreaming gender into Guatemala's climate policies and actions.⁸

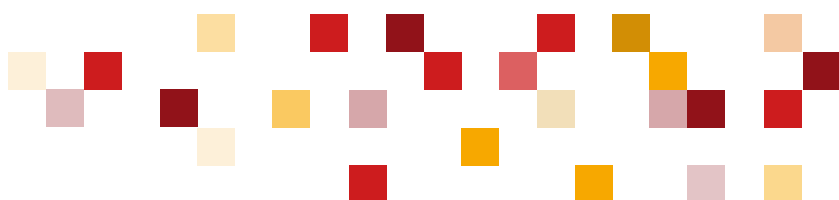
Under the leadership of MARN, the NDC SP also supported the design and development of the Monitoring, Evaluation, and Reporting (MER) System for Marine-Coastal Zones within the National Climate Change Information System (SNICC). This system was designed integrating a gender perspective, taking into account perspectives from women, Indigenous Peoples and persons with disabilities. Of the 173 participants consulted during its design, 69 were women, reflecting efforts to enhance gender balance in decision-making processes.

Policy coherence

Guatemala's commitment to integrating gender into climate policy is reflected in the [Third National Communication on Climate Change](#), which used the Strategy for Mainstreaming Gender Considerations in Climate Change in Support of Nationally Determined Contribution as a reference to incorporate gender equality perspectives into climate analysis and recommendations.

Lessons learned

- Creating spaces for dialogue and intersectoral coordination is crucial to overcoming siloed approaches and ensuring the meaningful participation of stakeholders in climate policy formulation and implementation.
- Targeted training programmes and ongoing capacity-building on both gender and climate change within gender and environmental institutions are needed to build ownership for gender-responsive climate policy formulation.
- The participation of prestigious entities (e.g. SEPREM) in high-level climate decision-making bodies (CNCC) and the ministry responsible for climate change (MARN) is an important step in ensuring gender considerations influence decision-making processes.



7 This includes the Ministry of Agriculture, Livestock, and Food (MAGA), the National Institute of Forests (INAB), the National Council of Protected Areas (CONAP), the Ministry of Energy and Mines (MEM), the Ministry of Public Health and Social Assistance (MSPAS), the National Coordinator for Disaster Reduction (CONRED), the Ministry of Communications, Infrastructure, and Housing (MICIVI), the Secretariat of Food Security and Nutrition (SESAN), the Secretariat of Planning and Programming of the Presidency (SEGEPLAN), international organizations, NGOs and universities.

8 Guatemala received support from the NDC SP since 2017 and also benefited from the Climate Action Enhancement Package (CAEP), which fostered collaboration with new partners and strengthened the cooperative approach to NDC implementation.

2.7 Kenya

The Climate Change Act (2016) serves as the legal framework for climate change governance in Kenya. It established the Climate Change Fund and the National Climate Change Council (NCCC), which is responsible for approving National Climate Change Action Plans (NCCAPs) and advising on climate change policies and responses. The Climate Change Directorate (CCD) is a department within the Ministry of Environment and Forestry. Meanwhile, the Ministry of Public Service, Youth, and Gender is responsible for promoting gender equality and engaging with relevant state and non-state actors. The country has made significant progress on gender balance, a principle enshrined in its Constitution, along with decentralizing power to 47 counties.

Gender milestones

Governance

Support through the NDC SP in Kenya was facilitated by a Technical Working Group (TWG) with representation from government ministries, private sector, civil society, academia and UNDP, UN Women and UNEP and others. The TWG supported gender analysis in NDC planning and implementation which proved helpful in strengthening various support channels available to the government in the development of their NCCAPs. The NDC SP's close collaboration with the Ministry of Public Service, Youth, and Gender was particularly significant, as this ministry participates in high-level bodies that oversee NDC implementation. The NDC SP also worked with the National Gender and Equality Commission, which contributed to the development of the NCCAP and was part of the NCCAP Taskforce as 1 of 16 institutions involved in shaping the [2018-2022 NCCAP](#), providing technical advice as needed.

According to Kenya's 2016 Climate Change Act, every ministry is required to establish a climate change unit, and some ministries also have a dedicated gender unit. For example, the Ministry of Agriculture, Livestock, and Fisheries and the Ministry of Energy have dedicated gender units, while the Ministry of Water has a gender mainstreaming committee. In some sectors (agriculture, water and energy) gender focal points are assigned from the Ministry of Public Service, Youth and Gender. With NDC SP support, gender capacity-building initiatives took place at many levels including for these gender focal points, the CCD, and for climate unit focal points, and finance officers.

County governments must also mainstream intergenerational and gender equity in all aspects of climate change responses and establish a climate change unit which should link with their gender committee. Some counties, influenced by the government's emphasis on gender through the NDC SP and other programmes, considered gender equality when tracking County Climate Change Funds once these funds were received.

Planning and implementation

Engaging various government stakeholders, the NDC SP supported a gender analysis in 2019 for the energy, water and agriculture sectors. The analysis was validated by the TWG and [synthesized](#) to reach a broader audience. Results informed capacity-building efforts for gender and climate change focal points within line ministries.

To enhance national stakeholder awareness and capacity for gender mainstreaming, the NDC SP first supported stakeholder consultations for the NCCAP in 2018. This included a workshop on integrating gender into the NCCAP and training at various levels. Over 30 stakeholders, including government officials and civil society representatives, were trained by the NDC SP on integrating gender into climate planning. Notably, a training-of-trainers workshop established a gender-balanced pool of trainers, and CCD further trained officers to incorporate gender perspectives into the NCCAP. In 2019, gender and climate change focal points across ministries and some County Climate Change Units (responsible for developing climate plans for funding) received training on mainstreaming gender in NDC priority sectors. These training and capacity-building efforts contributed to the inclusion of gender considerations in the Climate Change Action Plans (2018–2022 and 2023–2027) to varying degrees depending on the sector.

Having supported gender mainstreaming initiatives in the National Integrated MRV tool, including workshops to develop gender-responsive indicators for three priority NDC sectors, UNDP partnered with the FAO GCF Readiness Project in 2020. This collaboration resulted in training for 16 county governments on MRV systems, which included a focus on gender-responsive planning and budgeting. To track climate finance flows, a [Handbook on climate change budget coding tracking](#) was developed to support finance officers

at both national and county levels. The Handbook states that gender perspectives, principles and tools should be integrated at all levels of governance structures, procedures, processes, and operations of climate finance mechanisms.

The NDC SP also supported the government in the development of the [NDC Financing Strategy](#), which includes a gender mainstreaming paragraph to guide its implementation. Country Climate Change Funds have regulations that guide its implementation and propose measures to ensure that women and other vulnerable groups benefit equitably from its resources. In parallel, UNDP provided gender-related guidance for [adaptation investments in the agriculture sector](#).

Policy coherence

[Kenya's NDC in 2020](#) stressed that the impacts of climate emergencies are not gender neutral, impacting women and men differently and states that Kenya will implement adaptation and mitigation priorities in a gender responsive manner. The [NCCAP \(2023-2027\)](#) contains clearly outlined gender activities, with gender considerations integrated and mainstreamed across all priority action areas and interventions, along with outlining specific measures that should be taken.

Since the mid-2000s, UNDP and various other organizations, including the European Union, ENERGIA International, the East African Energy Technology Development Network and the University of Nairobi, have supported the Ministry of Energy in mainstreaming gender in the energy sector. This effort culminated in the 2019 launch of the [Ministry of Energy's Gender Policy](#), which was developed following a gender audit of the sector's policies and programmes – in parallel the NDC SP had supported a gender analysis in the energy sector.

Lessons learned

- Although Kenya has various policies and frameworks for gender equality, financial and human resources as well as technical capacity are required for implementation at national and county levels.
- In particular, devolved government levels require capacity-building and support to strengthen institutional and structural arrangements for gender mainstreaming, as this is where implementation takes place when funds are available.
- Even with legislation and good will to support gender activities, climate funds that also track who benefits are an essential part of gender equality integration in NDC process.



2.8 Lebanon

Lebanon's climate planning framework is guided by its 2021 [NDC](#), which integrates a gender perspective into its climate change mitigation and adaptation strategies, recognizing the key role of women in implementing climate change actions. The Ministry of Environment (MoE) is responsible for overseeing the environmental framework and coordinating the implementation of the NDC through the Inter-ministerial NDC Committee, which was established in 2017. The National Commission for Lebanese Women (NCLW) implements the [National Strategy for Women in Lebanon](#), and has strong partnerships with local, regional and international organizations, and is a key contributor to the promotion of women and gender issues in Lebanon.

Gender milestones

Governance

Progress on gender and climate was made possible through deepened collaboration between the NCLW and the NDC SP. The NCLW plays a key role in gender mainstreaming, managing gender focal points and ensuring that climate policies integrate gender considerations effectively. The inclusion of a representative from the NCLW as a full member of the NDC Committee was a key step in strengthening gender-responsive climate governance in Lebanon. This inclusion, leveraged by the NDC SP, positioned NCLW as a critical stakeholder in advancing gender mainstreaming efforts within climate policies and planning.



Planning and implementation

To advance gender-responsive climate action, a prioritization exercise was conducted by NCLW, MoE and NDC SP to identify the sectors where gender integration could have the most impact. Energy, waste and water were selected based on their potential for change, and opportunities available for mainstreaming gender into existing strategies and policies, and their available human and financial resources. Along with this exercise, a list of entry points and indicators was developed to identify concrete steps to integrate gender responsiveness within the three sectors.

A [gender analysis](#) was conducted under the NDC SP, and provided critical insights into the gaps and opportunities for increasing gender responsiveness in climate policies, strategies, planning and reporting across the prioritized sectors. The gender analysis had four recommendations: it identified the significant role that CSOs and international organizations play in advocating for gender-responsive climate policies, often filling institutional gaps left by national governance structures. It also provided recommendations to increase women's participation in governance, decision-making, and access to climate finance, laying the groundwork for future gender-responsive climate initiatives. Building on these findings, a guide was developed to support institutions integrate gender considerations into climate action. The guide outlines a structured seven-step process to mainstream gender across the prioritized sectors and provides a framework for embedding gender-responsive approaches at the sectoral level. This was complemented by a separate [guide on implementing gender-responsive climate solutions](#), offering a step-by-step methodology for mainstreaming gender into the NDCs.

Efforts to integrate gender into climate finance mechanisms were also undertaken. With MoE leading, the NDC SP completed an assessment of existing private climate finance instruments to inform future efforts to track and scale up private sector investment in gender-responsive climate solutions. The NDC SP mobilized funding through the NDC Partnership (CAEP support), and with the support of the World Bank and the Islamic Development Bank, developed the concept of the Lebanon Green Investment Facility (LGIF), aimed to mobilize climate blended finance (from private investors to private sector support). In follow-up efforts, and particularly under the Climate Promise work, which further developed the LGIF, gender considerations were integrated within the LGIF's impact measurement criteria. To promote gender-responsive investments, LGIF mandates that projects demonstrate gender impacts, such as job creation for women and improved access to resources. Additionally, it encourages collection and reporting of gender-disaggregated data and encourages women's participation in decision-making processes and project implementation.

Institutionalizing gender mainstreaming within climate governance structures was another key focus. With support from the NDC SP and in coordination with NCLW, [Standard Operating Procedures \(SOPs\)](#) were developed to ensure the systematic integration of gender considerations into climate policies, reporting and planning. These SOPs provide a structured approach for public servants to mainstream gender across the prioritized sectors. The SOPs are finalized and ready for implementation, pending confirmation to become binding for ministries in policy development.

The NDC SP also conducted an assessment on gender representation within prioritized sectors. As such, a gender census was conducted within the MoE and the Ministry of Energy and Water (MoEW). The findings revealed that while the MoE had a higher proportion of women than men, leadership positions remained male-dominated. In contrast, MoEW had significantly fewer women in its workforce, with a major barrier identified as the gendered distribution of educational choices. These insights provide valuable evidence to inform future policies aimed at increasing women's representation in decision-making roles within the climate and energy sectors.

As part of the NDC revision process, a technical analysis was conducted with assistance from the NDC SP to ensure gender considerations were integrated into sectoral policies and action plans. This process was informed by a multi-stakeholder consultation that engaged line ministries, academia, youth organizations, the private sector and CSOs. Recognizing the intersection between gender and climate change, capacity-building sessions were organized for gender focal points within various institutions which enhanced their understanding of gender dynamics in climate action and equipped them with tools to mainstream gender in planning and implementation.

Policy coherence

Lebanon's updated [NDC](#), with the support of the NDC SP, incorporated gender-responsive measures and aligned its commitments with the SDGs, particularly SDG 5 on gender equality. The NDC prioritizes vulnerable groups, including women, acknowledging that climate change exacerbates existing socio-economic inequalities. The integration of findings from the gender analysis further reinforces Lebanon's commitment to inclusive and equitable climate action. The energy sector is mentioned as an important sector because of women's central role in household energy management, which underscores the need to involve them in the design and implementation of energy efficiency measures and the transition to clean energy sources. The solid waste management sector highlights the active participation of women in recycling and waste reduction efforts, emphasizing the importance of recognizing and formalizing their contributions. In the water sector, the critical role of women in managing household water resources has been acknowledged, leading to efforts to promote their inclusion in decision-making processes aimed at improving water distribution and efficiency.

Lessons learned

- Effective gender mainstreaming in climate action requires well-coordinated governance structures across institutions. Strengthening interministerial collaboration helps to address policy coherence.
- Women face a limitation in access to high-level positions within institutions. Leveraging access for women in middle-management roles can help ensure women's voices reach higher level decision-making spaces.
- Ensuring the sustainability of gender mainstreaming efforts requires strong national ownership, government commitment and long-term institutional frameworks that integrate gender considerations into climate strategies.
- The availability of gender-disaggregated data makes it possible to show how gender mainstreaming improves the effectiveness of climate action and promotes more equitable actions on the ground, and facilitates political buy-in.

2.9 Thailand

Thailand's National Climate Change Policy Committee, chaired by the Prime Minister, is responsible for aligning ministries' and agencies' operations on climate change, and drives financial and treasury operations. The Department of Climate Change and Environment has been recently established by the Ministry of Natural Resources and Environment to focus on the country's climate change efforts. Gender related issues are the responsibility of the Office of Women's Affairs and Family Development, although they are not one of the 15 position-based members of the National Climate Change Policy Committee, which include Permanent Secretaries from various Ministries.⁹ The Gender Equality Act (2015) established the Gender Equality Promotion Fund, whereas the 2017 Constitution introduced a provision for gender responsive budgeting.

Gender milestones

Governance

To enhance collaborative structures and the capacity of actors within the existing gender governance structure, the NDC SP, in collaboration with the Office of Natural Resources and Environmental Policy and Planning (ONEP) formed the gender-responsive Climate Change Benefit Analysis Working Group (iCCBA) in 2019. The iCCBA acted as a gender governance mechanism, endorsing activities at national and provincial levels. The NDC SP was also able to work through iCCBA to bring a focus on gender-responsive climate change budget analysis, and to advance the integration of social and gender equality dimensions into climate-related initiatives.



Planning and implementation

In 2019, under the NDC SP and endorsed by the iCCBA Working Group, UNDP led a study on the Social Dimension of Climate Change Impacts in Thailand. The study revealed that although Thailand's national climate policies and strategies acknowledge that climate change has relatively more of a negative impact on poor and vulnerable populations, there is a disconnect between climate change policy goals and implementation guidelines with respect to poverty reduction and addressing gender equality. The study was shared at a gender-focused climate change workshop for various government line ministries in 2019, bringing gender dimensions to the fore. As a result, agencies that had not previously looked at climate through an inclusive and integrated lens, joined in these discussions. There was broad agreement that subnational pilot programmes would provide valuable insights on integrating these issues into the central budgeting process.

⁹ Other members of the National Climate Change Policy Committee include Experts' Committees as well as five important subcommittees and the Governor of Bangkok, the Secretary-General of the National Economic and Social Development Council, the Director-General of the Budget Bureau, legal experts, economists, environmentalists, scientists, technologists, energy experts and other experts.

In turn, with support from NDC SP, efforts were made to understand gender and social inclusion at the provincial level which would inform insights for inclusion in national-level tools. Through the iCCBA, ONEP and other government partners in collaboration with NDC SP, two provincial pilot assessments took place, in Maha Sarakham and Uthai Thani. Government agencies, as well as researchers and local communities jointly learned how to conduct a GSI-climate vulnerability and impact assessment. For example, in Maha Sarakham, 240 households were surveyed and focus group discussions conducted to assess climate impacts and vulnerabilities, and research on climate change impact analysis was undertaken in selected communities in Uthai Thani province. Following an analysis of the findings from these two provinces, and a national workshop, through iCCBA, NDC SP supported the development of the [Handbook on Integrating Climate Change \(CC\)-Gender and Social Inclusion \(GSI\) into Planning and Budgeting](#). This Handbook has been useful in helping government agencies and stakeholders develop project proposals with budgets that incorporate climate change, gender and social inclusion considerations. Endorsed by the Cabinet in December 2021, this Handbook is designed to align with and complement the Department of Women's Affairs and Family Development (DWF) provision on the implementation of gender responsive budgeting. The Handbook continues to be used by local authorities to prepare and submit budget proposals on climate adaptation and gender (e.g. Pattani province and subdistricts).

The collaboration between the NDP SP and iCCBA spurred interest in GSI in climate change adaptation planning and played a role in highlighting the importance of considering gender dimensions in adaptation investments. This influence is clearly reflected in the [Climate Finance Handbook to Parliament](#) (2023), which was developed through a collaboration between the National Assembly of Thailand and UNDP. The handbook serves as a vital tool and resource to enhance capacity of Thai Parliamentarians and parliamentary staff in integrating gender equality and social consideration into their budget review processes. It emphasizes the importance of using disaggregated data to ensure that financial decisions are informed by a comprehensive understanding of key socio-economic factors. This includes data on gender, household composition, poverty levels, occupational groups, and other relevant dimensions, enabling more inclusive and equitable policy and budgetary decisions. Later, in 2023, the UNDP Regional Office published guidelines on baseline data collection and analysis entitled [Gender-responsive and socially inclusive Climate Cost Benefit Analysis](#) which included case studies from Thailand. These guidelines include a useful GESI checklist.

Policy coherence

Thailand submitted their [second updated NDC](#) in November 2022. Gender responsiveness was listed amongst other principles considered when formulating the National Adaptation Plan (NAP) along with good governance, public participation and human rights.

Lessons learned

- Agencies whose main responsibilities are not directly linked to social issues lack awareness, knowledge and understanding of cross-cutting issues.
- Even when there is a national provision for gender-responsive budgeting, outcomes may not be reflected in climate change planning and strategies due to a lack of awareness or expertise or because of a lack of gender disaggregated data.
- The integration of GSI into public climate finance requires strong institutional capacity, coordination and cooperation across government agencies.
- Agencies responsible for budgeting must collaborate with those responsible for climate change policies and those with expertise on GSI. Unless offered opportunities for discussion and capacity-building on gender related issues, they are unable to formulate persuasive justifications in their budget proposals that include climate change and GSI.

2.10 Uganda

The 2021 National Climate Change Act established a legal framework and institutional arrangement for climate change in Uganda. The Climate Change Department at the Ministry of Water and Environment (MWE) is the Designated National Authority for the UNFCCC and offers policy guidance. A high-level ministerial committee under the Office of the Prime Minister oversees NDC policy implementation and includes the Ministry of Gender, Labour and Social Development (MGLSD) amongst other Ministries, Departments and Agencies (MDAs). Coordination is expected to ensure that gender and climate change, as cross-cutting issues, are effectively integrated into all government programmes and plans. The Gender Policy (2007) establishes Gender Focal Point Persons across government, including one tasked with coordinating gender and climate change processes in the Climate Change Department (CCD).

Gender milestones

Governance

Through the NDC SP, a Gender and Climate Change Technical Committee was established bringing together the MWE the MGLSD and other MDAs. CSOs, the private sector, academia and UN agencies. In alignment with the National Climate Change Policy (2015), climate change focal points were designated across MDAs and local governments to coordinate and integrate climate change into their day-to-day work. The NDC SP supported gender focal points within national MDAs and local governments, to mainstream gender in climate initiatives. The NDC SP was able to refer to existing policy instruments such as the 2016 budget call circular from the Ministry of Finance, Planning and Economic Development (MFPED) which mandates the integration of gender and climate change considerations into all programme budget framework papers and district level government plans.

Planning and implementation

Guided by the Gender and Climate Change Technical Committee, and through the CCD, the NDC SP conducted gender analyses in the agriculture, energy, and waste sectors. The Gender and Climate Change Technical Team agreed that they required information from districts as it was necessary for understanding gender gaps and challenges at the community level. In response, District Coordinators in Moroto and Mbale supported these analyses, mobilizing key informants, facilitating focus group discussion participants and survey respondents. The findings, outlined in the report [Gender-Responsive Measures for Implementing NDCs](#), provided a foundation for Uganda's gender-responsive NDC implementation. To increase the use of the gender analysis results, NDC SP supported the development of a [summary version](#) which enhanced accessibility to high-level actors.

Using the gender analysis as a foundation, capacity-building activities for gender focal points in line ministries took place in 2019, encouraging them to mainstream gender in NDC priority sectors. Training occurred in at least nine agencies or line ministries, and as a result these institutions developed sector specific actions or set up gender-responsive climate actions for inclusion into the relevant section of the NDCs. Training was also conducted for men and women representatives from 10 districts in the Central region of Uganda. In 2020, gender focal points from different government institutions received further training on integrating gender equality into climate action planning and implementation. A regional workshop in 2021 further reinforced these efforts by strengthening reporting through Uganda's integrated MRV (iMRV) tool.

The gender analysis also informed the development of UNDP Uganda's [Gender Equality Strategy](#), which outlined concrete steps to enhance the gender responsiveness of the NDC in the agriculture, forest and other land use, energy and waste sectors. It also provided recommendations on governance, planning, budgeting and policy recommendations for different authorities including the MFPED, MWE, the Ministry of Local Government (MoLG), the National Planning Authority (NPA), National Environment Management Authority (NEMA), and Ministry of Agriculture, Animal Industry and Fisheries (MAAIF).

Encouraging engagement with the private sector was a key government priority. With UNDP support in 2018, a dialogue on private sector engagement in climate action brought together over 120 participants from financial institutions, government and the private sector to discuss a proposal for an NDC Private Sector Committee. Additionally, business leaders (33 women, 47 men) were trained to implement climate projects and to be able to consider green investments. In 2019, the development of gender-responsive NDC investment plans began, involving government, the private sector and civil society with NDC SP support. In many communities, both men and women were actively engaged in testing and implementing adaptation and mitigation activities but required resources.

In turn, and in collaboration with the MWE's CCD, the NDC SP established the [Climate Challenge Grants](#) initiative, with grants awarded to women or youth run businesses, and community-based groups that were testing and using climate change mitigation and adaptation technologies. Grants ranged from between \$8,000 and \$10,000. Some examples included energy efficient cook stoves, climate smart agricultural practices, tree growing, solar PV for households, and energy efficient cooking technologies including briquettes. Twelve women or youth-led organizations received support across two rounds of grants. Six of these organizations promoted access to renewable energy technologies, benefiting women by reducing firewood collection time and air pollution.



Policy coherence

Uganda's 2022 [NDC](#) was informed by the gender analysis and integrated gender sensitivity into the selection and prioritization of adaptation and mitigation measures. This approach was further elaborated in the updated NDC, which now includes a dedicated section on gender mainstreaming. The MWE developed an iMRV tool and database to monitor NDC actions, which included attention to gender impacts. The NDC SP supported this process and helped with [gender-responsive measures](#) for implementing gender-responsive climate actions with gender-responsive indicators. Gender is addressed as a cross-cutting issue alongside human rights and vulnerable groups.

The [Forth National Development Plan](#) (NDP IV 2025/26 - 2029/30) approved by Parliament in January 2025, continues to highlight the need to address gender inequality and emphasizes the role of green financing in supporting climate action.

[Uganda's Green Growth Development Strategy \(UGGDS\)](#) also incorporates considerations to promote equity and social inclusiveness, with UNDP playing a key role in supporting this process. The NDC SP provided support to the MGLSD who plays a key role in UGGDS implementation. The strategy sets targets for women's participation, including 40 percent of jobs for women, 50 percent of forest land restoration on private land led by women, and equal employment opportunities in transport development. Women, children and vulnerable households are prioritized as beneficiaries of renewable energy expansion, with an emphasis on strengthening women's resource rights. Gender equality has been mainstreamed across all programmes including a programme-based reporting system under MFPED.

Lessons learned

- Working through existing policy instruments is important for interministerial collaboration and for donor funded programmes such as the NDC SP. For example, the budget circular call (2016) to mainstream gender in all sectoral budgets was an important policy instrument, which the NDCP SP was able to refer to when working with MDAs and local governments to mainstream gender and climate change in programme implementation action plans.
- As much of the practical implementation of the NDC takes place at the local government level, it is necessary to ensure funding reaches that level and it is important to strengthen gender knowledge amongst district teams emphasizing linkages between climate, gender and programme areas of focus. While climate change focal points and gender focal points exist in many governance bodies, they lack capacity to coordinate initiatives that bring climate change and gender together in project proposals.

3. Lessons learned

The NDC SP provided catalytic funding and technical assistance to mainstream gender into climate change and NDC-related work. The following outlines the lessons learned from the case studies, spanning the key focus areas of gender support under the NDC SP.

Governance

- Effective gender mainstreaming in climate action requires well-coordinated governance structures across institutions, strengthened interministerial collaboration, ensuring policy coherence, and institutionalizing capacity-building programmes.
- Strong governance structures, including high-level climate committees, are effective entry points to integrate gender equality and climate considerations into climate action. Ensuring that representatives from women's/gender ministries or institutions are part of these committees provides a foundation to reinforce this integration.
- Women face barriers to accessing high-level positions in institutions. Strengthening pathways for women to reach middle or higher levels of management can improve their leadership and decision-making in climate action.
- Creating spaces for dialogue and intersectoral coordination helps overcome siloed approaches and ensures meaningful stakeholder participation in climate policy formulation.
- Inter-institutional coordination is essential for integrating gender into sectors such as energy and waste management, where it has not traditionally been a focus, extending beyond sectors like health and education.
- Identifying key decision-makers and building alliances between climate focused entities and those advocating for climate change outside government is necessary. Stakeholder mapping can be used to enhance collaboration.
- Embedding technical teams within different government entities strengthens institutional capacity and builds greater ownership. Gender focal points, with in-depth knowledge of the gendered impacts of climate change, are important for catalysing gendered actions within specific climate-relevant sectors.
- Many officials do not immediately recognize the link between gender and climate change. Gender mainstreaming requires sustained capacity-building and dedicated human resources within sectoral ministries. Targeted capacity-building programmes on both gender and climate change within gender and institutions leading on climate are necessary for deeper understanding of the nexus between both.
- The frequent rotation of staff in government institutions poses a challenge to long-term capacity-building. To mitigate this, institutionalizing guidelines and handbooks, along with continuous training rather than one-off workshops, is essential. Training-of-trainers programmes can help create a sustainable cohort of trainers to build capacities across institutions.
- Devolved government levels require capacity-building support on gender and climate change, as project proposals are often prepared at this level, and implementation takes place at the district or local level.

Planning and implementation

- Creating evidence through in-depth gender analyses is essential for integrating a gender-responsive approach into climate and sectoral policies and catalysing action.
- Gender-disaggregated data strengthens evidence for political buy-in and effective programming and can later demonstrate the tangible benefits of integrating gender into specific climate mitigation and adaptation action.
- Tailoring gender training to specific sectors ensures more effective sectoral gender-responsive planning and implementation.
- Budgeting for gender actions is important to ensure realistic planning and effective implementation of climate initiatives. However, integrating gender into climate initiatives does not always require additional resources but better organization of existing institutional budgets. Engaging budget and planning departments can optimize resources without extra costs.
- Those responsible for climate action planning, must understand the climate-gender nexus so they can develop justifications for gender-responsive budget proposals. Working through existing policy instruments, such as budget circulars mandating gender mainstreaming can help. However, even when gender-responsive budgeting provisions exist, a lack of awareness, expertise, and gender-disaggregated data can prevent gender integration into climate planning and funding applications for climate-related activities.

Policy coherence

- Building national ownership and government commitment is necessary for sustaining gender mainstreaming efforts, which may have initially been donor driven. Continued integration of gender equality in climate policies depends on institutional commitment, adequate funding and policy continuity even when restructuring takes place within ministries.
- Countries with solid and clear gender and climate change legislation are more likely to develop implementation actions. This highlights the importance of encouraging countries that still lack a legal framework to push for one. While the existence of these regulatory frameworks does not guarantee the effective implementation of actions, it does establish accountability mechanisms.
- Demonstrating the national benefits of gender-responsive NDCs and related climate policies is essential to gaining commitment.
- Presenting and validating gender analyses results in specific sectors is necessary for integrating gender into climate related policies and helps to ensure public and private entities recognize the importance of this analysis.
- As much of the practical policy implementation of NDCs occurs at the local level, strengthening gender knowledge among district teams is necessary, particularly on the intersections of climate, gender and sectoral priorities.

4. Conclusions

Whilst this report is not a formal evaluation of gender results in the NDC SP, it draws from interviews with UNDP staff and evidence from programme documents and reports. Working through government structures, the NDC SP has had considerable impact on ensuring gender issues are included in political agendas at the national level and consolidated in institutional frameworks for climate action. The insights from the country-level analysis and case studies reveal key findings and common patterns of progress in **policy, governance and planning** across countries, despite differences in economic, cultural and governance structures.

The experiences from the 10 case studies demonstrated that governments through the NDC SP improved and strengthened their governance structures to facilitate gender considerations into some climate policy instruments. In terms of **governance**, countries have advanced in the creation of mechanisms through two key strategies: (i) institutional coordination arrangements between entities with responsibility for gender and the ministry or unit leading on climate, and (ii) the designation of gender focal points in prioritized climate sectors. Both governance structures are necessary. Institutional collaboration, between national gender authorities and ministries with responsibility for climate change worked well in many of the 10 countries of study. A solid gender and climate change technical team set up to work with government, CSOs, academia and the private sector can be an effective mechanism for integration. On the other hand, gender focal points with in-depth knowledge of the gendered impacts of climate change, are important for catalysing actions within specific sectors.

The case studies demonstrate that support for detailed gender analyses helped identify gender-specific issues and inform **planning and implementation**. The NDC SP supported the development and use of key tools such as gender analysis and gender indicators for important climate change priority sectors (for example, waste management, agriculture, forestry and other land use, and energy). This assistance also enabled some countries to develop Standard Operational Procedures (SOPs). For example, in Lebanon, SOPs were developed to help public officials integrate gender into climate policies, reporting and planning tools, and this process helped operationalize gender mainstreaming. While in Uganda, the Equal Opportunities Commission (EOC) is mandated to evaluate all government entities on gender compliance across all programmes. The institutionalization of Climate Finance Unit (CFU) at Ministry of Finance, Planning and Economic Development has strengthened the planning, budgeting and operationalization of National Climate Act (2021).

Policy coherence has improved, reflecting the focus on collaborative governance structures to advance gender mainstreaming in climate policy. This progress also signals strong political will, which can help sustain and build on these gains. For instance, in Colombia, NDC SP helped support the development of new climate policy tools, including the Gender and Climate Change Action Plan (2023). In Chile, Costa Rica, Kenya and Uganda, gender and climate working groups encouraged policy coherence.

However, once gender has been embedded in NDCs, NAPs, and national climate policies and action plans, further **planning** is needed to operationalize these efforts, which depends on political will (and in some cases requires a change of mentality in doing things a certain way, and in other cases funding can be a limitation). Many of the 10 countries are now at a stage where they can **implement** their NDC strategies and action plans and operationalize their commitments. In countries where the NDC SP enhanced gender considerations in climate finance mechanisms (for example in Colombia, Costa Rica, Kenya, Thailand and Uganda), it was more likely that climate finance projects were designed to integrate a gender perspective and benefit women, youth or groups vulnerable to climate change impacts. For instance, in Kenya, the NDC Financing Strategy incorporated gender mainstreaming in climate finance mechanisms. Some countries have started developing methodologies to track public spending on climate action. In Chile, a fiscal framework for measuring climate change public expenditure is now aiming to incorporate a gender perspective into national budgets. In Uganda, the Climate Finance Unit has developed the national climate financing strategy 2023/24 - 2029/30 that integrates gender interventions.

The valuable lessons learned from the NDC SP have been drawn upon for new UNDP programming on NDCs through the Climate Promise, and the expectation is that countries will continue working autonomously and ensure their updated NDCs include gender equality aspects. However, challenges remain. One key persistent issue is the lack of gender-disaggregated data analysis, which has proven to be essential in many countries for evidence-based policymaking. Addressing this gap requires continued efforts and support for data collection and analysis so that future policies and strategies are informed by accurate and inclusive data. Other challenges include the rotation of staff trained in gender and climate-related issues and the restructuring of government ministries or offices, which may reassign key personnel responsible for these areas to different roles or locations.

Moving forward, some areas require further attention to ensure the sustainability of gender-responsive climate action. CSOs, NGOs and other actors have an important watchdog role to play, which requires transparency in governance and reporting. Attention to governance mechanisms and interministerial collaboration will be essential to ensure that gender-transformative policies are not just developed but fully implemented. This requires an investment in ongoing capacity-building at all levels. Attention to finance must also be a priority, encouraging governments to ensure that gender-responsive climate actions are integrated into national budgets and climate finance strategies. Improving data collection and monitoring systems will ensure progress is tracked on gender outcomes.

The case studies demonstrate how the NDC SP has played a pivotal role in helping countries integrate a gender equality perspective in their climate mitigation and adaptation related processes, with many tools and guidelines still in use. National stakeholders must ensure this work continues.





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