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# Gender Action Plan

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## **FP012: Africa Hydromet Program – Strengthening Climate Resilience in Sub-Saharan Africa: Mali Country Project**

Mali | World Bank | B.13/23



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- [Gender Action Plan](#)

Designing a Gender Action Plan (GAP) requires a thorough plan for measuring results. A key piece of project creation is setting up a sturdy framework for monitoring and evaluation to determine important project milestones and targets as indicators of success and true progress toward equality in entrepreneurship.

The following five steps can be used to guide the design of a gender-sensitive monitoring and evaluation framework:

**1. Provide a detailed, written description of project activities to be monitored.** The first step in designing a gender-sensitive monitoring and evaluation (M&E) framework is to conduct the identification and design phases of an intervention using a gender-focused point of view. Project team will ensure that activities include consultations with women's groups and relevant stakeholders, that initial data collection gathers gender-disaggregated data, and that all preparatory assessments integrate gender issues.

**2. Identify indicators to be measured, data sources and monitoring tools to be developed, and agree on frequency of data collection.** The focus of this step is for the project team and all partners to agree on what specific indicators will be included in the results framework, the data sources, along with the tools that would have to be developed to collect data, and the frequency of data collection. A gender-sensitive monitoring framework would include a mix of indicators related to outputs (goods and services), outcomes (behavioral, institutional and societal changes) and impact (positive or negative, direct or indirect long-term effects).

**3. Agree on evaluation methods.** Evaluation methods should be based on program priorities and desired data. A combination of quantitative and qualitative approaches in the M&E framework is strongly recommended, specifically for projects promoting female entrepreneurship. Since some key dimensions are difficult to capture with quantitative data, such as changes in women’s assertiveness or self-confidence, qualitative data can be collected in focus group discussions with the beneficiaries and household members, or through direct observation of the team implementing the project.

**4. Develop communication channels that govern the flow of monitoring data, and identify resources, constraints and opportunities available for monitoring.** Project monitoring data must flow from the field to the project management team under set communications and reporting requirements. Such requirements will help the program team know who will be responsible for collecting, documenting, checking, and reporting on data collected at each stage of the project.

**5. Bring it all together.** The M&E framework outlines gender-disaggregated data to be collected during project implementation and to be used to determine impact on men and women at the end of the project. The framework should be integrated into the program’s work plan and should be updated if program objectives or activities change. Progress on gender-sensitive indicators should be reviewed regularly in order to make mid-course corrections to the program.

PDO	Gender Action Plan (GAP)	Gender-Sensitive Indicators
1 - Capacity building and institutional development	<ul style="list-style-type: none"> <li>• Equal opportunities are granted to men and women in accessing jobs in DRM in various types of technical and scientific expertise.</li> <li>• Women’s organizations are involved in decision-making, and communities are consulted.</li> <li>• Produce case studies of successful gender-sensitive Early Warning Systems (ESW) for training and to sensitize senior government and political leaders</li> <li>• Gender is mainstreamed in the legislation mandating the preparation of hazard and vulnerability maps for all communities. Hazard and vulnerability maps are based on the analysis of gender-disaggregated data.</li> </ul>	

2 -  
Improvement  
of hydromet  
and early  
warning  
infrastructure

- Communities (equally women and men) are involved in the review and update of risk data each year.
- Use gender-sensitive indicators and involve non-governmental organizations in collecting data and encourage the communities to contribute.
- Allocate appropriate resources to gender mainstreaming across all agencies, designate a gender focal point to strengthen mechanisms of systematic coordination of gender action plan across agencies involved in ESW.
- Ensure an adequate study sample size, which is important to make confident statements about gender-differentiated impacts; however, researchers should be careful about generalizing results for representative populations.
- Integrate indigenous knowledge (including women's specific knowledge) and build community support around data collection and transmission
- Train communities – both men and women - to collect data, use equipment and maintain basic infrastructure
- Identify champions/catalysts in behavioral change
- Establish an effective hazard monitoring and warning service that consider the **current abilities and needs** of both men and women
- Women and men are involved equally in the development of risk and hazard maps
- In case of emergency, facilities and information are in place to prevent and **address GBV, domestic violence, and child abuse**. Specialized personnel are mobilized, funds are allocated to hire the personnel and buy the necessary equipment.
- In case of population displacement or mass migration, facilities are in place to help unaccompanied minors and teen-agers access information. Shelters are identified for the vulnerable population (women and teen-agers)

### 3- Enhancement of service delivery and warnings to communities

head of household, lactating and pregnant women, families experiencing domestic violence, unaccompanied children, disabled persons)

- Curricula are developed for schools to train children and youth to disaster risk preparedness.
- Analyze **women's capabilities in understanding warnings, taking action and responding**. Pay attention to difference in behavioral patterns across ethnic groups, casts and social classes.
- Identify **women's communication channels** for dual system data transmission and include them in the EWS, even though they look as less orthodox
- **Central library or GIS database include gender-differentiated information, tools and case studies**. It is easily accessible and provides suggestions on how to address gender-specific challenges.
- **Identify and profile end-beneficiaries** for a better accuracy of data collection and better targeting
- Develop **new products tailored on specific end-users** (e.g. small plot farmers, nomad or semi-nomad pastoralists, fishermen, petty traders, artisanal miners).
- Analyze behavior patterns of men and women, children and elders – time of the day, type of hazard exposure, financial and social vulnerability, repeated stress or shocks to which they are exposed
- Make sure that messages incorporate values, concerns and interest of women and men
- Studies can be carried out to evaluate messages' impact and resonance among women and men of different age groups, social class, etc.

- Gender-sensitive lessons should be incorporated into dissemination efforts.
- Warning dissemination channels ensure that both men and women receive information
- Women and men are both part of volunteer network trained and empowered to receive and disseminate warnings to remote households and communities
- Warning communication technology is accessible and reaches women and men
- Gender experts and women's groups are consulted to assist with identification and procurement of appropriate equipment for warning dissemination
- Gender-sensitive strategies are developed to build credibility and trust in EWS development