

# Readiness Proposal

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**with International Union for Conservation of Nature (IUCN)  
for Islamic Republic of Pakistan**

03 October 2019 | Strategic Frameworks



**GREEN  
CLIMATE  
FUND**

# Readiness and Preparatory Support Proposal

SECTION 1: SUMMARY	
<b>1. Country submitting the proposal</b>	<p>Country name: <b>Pakistan</b></p> <p>Name of institution representing National Designated Authority (NDA) or Focal Point: Ministry of Climate Change (MoCC), Government of Pakistan</p> <p>Name of NDA/Focal Point: Mr. Hassan Nasir Jamy (Focal Point) Position: Federal Secretary MoCC, GoP</p> <p>Telephone: +9251 922 2479 Email: <a href="mailto:Pakistangcf@gmail.com">Pakistangcf@gmail.com</a>;</p> <p>Full office address: 3<sup>rd</sup> floor, Ministry of Climate Change, LG &amp; RD Complex, G-5/2, Islamabad, Pakistan</p>
<b>2. Date of initial submission</b>	February 2018
<b>3. Last date of resubmission</b>	(N/A)
<b>4. Which entity will implement the Readiness and Preparatory Support project?</b>	<p><input type="checkbox"/> National Designated Authority <input type="checkbox"/> Accredited Entity <input checked="" type="checkbox"/> Delivery Partner</p> <p><i>(Please provide contact information if the implementing partner is not the NDA/focal point)</i></p> <p>Name of institution: International Union for Conservation of Nature and Natural Resources (IUCN)</p> <p>Name of official: Sébastien Delahaye Position: Portfolio Manager, GEF and GCF Coordination Unit</p> <p>Telephone: +41229990251 Email: <a href="mailto:Sebastien.Delahaye@iucn.org">Sebastien.Delahaye@iucn.org</a></p> <p>Full Office address: GEF and GCF Coordination Unit IUCN Headquarter, Gland Switzerland</p>
<b>5. Title of the Readiness support proposal</b>	Gender-responsive Readiness: Building capacities and innovative approaches through development of a national Climate Change Gender Action Plan (ccGAP)
<b>6. Type of Readiness support sought</b>	<p><i>Please select one option below (one box or circle)</i></p> <p><input checked="" type="checkbox"/> Readiness</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Establishing and strengthening national designated authorities or focal points</li> <li><input type="checkbox"/> Strategic frameworks, including the preparation of country programmes</li> <li><input type="checkbox"/> Support for accreditation and accredited direct access entities</li> </ul> <p><b>ccGAP requested</b></p> <p>Adaptation Planning</p>

<p><b>7. Brief summary of the request</b></p>	<p><i>Please include a brief description of the general readiness context; specific readiness challenge; solution/outcome identified; how GCF Readiness support activities will advance this solution; and how this change will be visible over time. (200 words maximum)</i></p> <p>Pakistan ranks among the most vulnerable countries to the widespread and cross-sectoral impacts of climate change. The Global Climate Risk Index 2016 emphasizes that Pakistan is among those experiencing extreme weather events continuously and year after year; in 2014, for example, monsoons following periods of low rainfall affected 2.5 million people, destroying 130,000 homes and over 1 million acres of cropland.</p> <p>At the same time, despite considerable gains in human development, gender inequality limits widespread social, political and economic security and well-being; according to the World Economic Forum’s Global Gender Gap Report 2015, for example, Pakistan ranks 144 out of 145 countries worldwide. <b>Pakistan recognizes that climate change affects women and men differently and that women and men have distinct capabilities as agents for change toward effective adaptation and mitigation. Narrowing the gender gaps will be essential to building climate preparedness and resilience for all.</b></p> <p>To that end, the Ministry of Climate Change requests to partner with the International Union for Conservation of Nature and Natural Resources (IUCN) to develop a <b>national climate change gender action plan (ccGAP)</b> to ensure national action across priority sectors is gender-responsive, complementing and enhancing its Readiness work. Through a multi-stakeholder, cross-sectoral, participatory approach, Pakistan’s ccGAP process will build institutional and stakeholder capacity on gender and environment linkages; synergize national commitments already made both to gender and to climate action; and develop innovative projects for implementation that empower women and men alike as agents for change, including them in the project pipeline. A multi-part outcome, which includes integrating gender considerations in governance structures as well as preparation toward project proposals, the ccGAP process and the action plan itself will strengthen Pakistan’s readiness for climate action and resilience.</p> <p>The project will be focused on the capacity building of NDA and key stakeholders in the process of developing the ccGAP document. On-job training, workshop sessions, joint tools development and working together will support capacity building. The specific beneficiaries include: The government of Pakistan, specifically the NDA (Ministry of Climate Change) itself; its partner Ministries, agencies and organizations; the Ministry of Social Welfare; the Parliamentary caucus; National Disaster Management Authority (NDMA), National Rural Support Programme (NRSP), civil society members of Pakistan National Committee (PNC) of IUCN, Women organizations and networks, institutional gender focal points, National, subnational and international organizations working on climate change and their beneficiaries.</p>
<p><b>8. Total requested amount and currency</b></p>	<p><i>Please provide amount in Euros (€) or US dollars (US\$) only.</i> US\$ 526,971</p>
<p><b>9. Anticipated duration</b></p>	<p><i>Please specify duration in multiples of six months.</i> Eighteen months period</p>

## SECTION 2: BACKGROUND

Pakistan ranks among the most vulnerable countries to the widespread and cross-sectoral impacts of climate change. The Global Climate Risk Index 2016 emphasizes that Pakistan is among those experiencing extreme weather events continuously and year after year; in 2014, for example, monsoons following periods of low rainfall affected 2.5 million people, destroying 130,000 homes and over 1 million acres of cropland.

At the same time, despite considerable gains in human development, gender inequality limits widespread social, political and economic security and well-being; according to the World Economic Forum's Global Gender Gap Report 2015, for example, Pakistan ranks 144 out of 145 countries worldwide. Pakistan recognizes that climate change affects women and men differently and that women and men have distinct capabilities as agents for change toward effective adaptation and mitigation. Narrowing the gender gaps will be essential to building climate preparedness and resilience for all.

Pakistan has so far received four Readiness grants from GCF, two of which have been completed and two have been recently approved and yet to be implemented. The Readiness Grants were following;

1. Strengthening of NDA – included NDA staff and BoD training on GCF. It was completed.
2. Country Strategy Framework – that helped provinces to identify the projects while building their capacity. It was completed.
3. Accreditation of national entities - It is recently approved, yet to be implemented.
4. Building capacities to advance National Adaptation Plan (NAP) process in Pakistan – Recently approved, yet to be implemented.

None of the above grants had focused on gender mainstreaming so far; however this proposal will build upon the previous results and influence the two ongoing grants.





	<p><b>Sub-outcome 1.3</b> Women's organizations and gender focal points are engaged and have strengthened capacity to partner/implement on climate change action (especially readiness and implementation projects).</p>	<p>1 (Women, women's organizations, gender focal points, etc., exist but may not have sufficient capacity on climate change issues/processes in particular)</p>	<p>2 (Women, focal points, etc., are trained)</p>	<p><b>Activity 1.3.1:</b> Train Pakistani women organizations, gender focal points and other identified stakeholders (including NGO, grassroots networks, women's private enterprise, etc.) to address climate change adaptation and mitigation through participatory capacity-building workshop (referred to as the ccGAP <b>Women's Workshop</b>)</p> <p><b>Sub-activity:</b></p> <ul style="list-style-type: none"> <li>• One Training of the local women organizations and experts will be conducted.</li> <li>• One International Gender Expert of IUCN and Regional Gender Expert of IUCN Asia will travel to Pakistan to conduct the training.</li> </ul> <p><b>Deliverable 1.3.1:</b> Training curriculum on gender and climate change</p>																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
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#### SECTION 4: ADDITIONAL INFORMATION

*Please explain how this grant will help deliver on the country's readiness needs as identified above and build on institutions, processes or existing work already underway in the country. Please refer to the Guidebook for more specific information on completing this section.*

The Ministry of Climate Change in Pakistan is a relatively new institution that is continuously evolving in order to address key challenges of climate change. Climate change financing is also a new portfolio, demanding institutional capacity development to be able to access climate finance from the financing windows such as the Green Climate Fund. The Climate Finance Unit at the NDA is making great efforts in collaboration with various development actors including IUCN to strengthen capacity of key stakeholders. Readiness and Preparatory Support has been successful already in the stakeholders' engagement in the process; the ccGAP process proposed herein aids and enhances these processes underway and adds unique value, especially to build competencies and coordinating capabilities of the NDA and of its primary partners across ministries and other institutions.

The GCF is the first climate finance mechanism to have mainstreamed gender from the start; Pakistan recognizes that gender-responsive climate action programmes and projects are foundational to effective and sustainable adaptation and mitigation. Understanding the importance of building national capacity and coordination on gender and climate considerations, the Government of Pakistan expressed interest to IUCN in developing a ccGAP a few years ago; to develop one now under the auspices of the GCF Readiness phase significantly enhances its potential impact.

Through the ccGAP process, the NDA together with IUCN and a wide range of stakeholders, implements GCF and related UNFCCC decisions on gender including the Gender Action Plan agreed at COP23, engaging women, women's organizations and gender focal points, as well as the Ministry of Women's Affairs, building cross-sectoral and institutional capacity on gender-climate change issues, positioning women and men as stakeholders and actors in climate change actions, and promoting innovative gender-responsive activities.

Pakistan has so far received four Readiness grants from GCF, two of which have been completed and two have been recently approved and yet to be implemented. The Readiness Grants were following;

5. Strengthening of NDA – included NDA staff and BoD training on GCF. It was completed.
6. Country Strategy Framework – that helped provinces to identify the projects while building their capacity. It was completed.
7. Accreditation of national entities - It is recently approved, yet to be implemented.
8. Building capacities to advance National Adaptation Plan (NAP) process in Pakistan – Recently approved, yet to be implemented.

None of the above grants had focused Gender mainstreaming so far. Development of ccGAP will help in mainstreaming gender considerations in the upcoming projects to be developed through the readiness grants under NAP. The process of ccGAP development will engage various stakeholders to ensure inclusion in the process of developing the projects by mainstreaming Gender. The gender analyses prepared will be invaluable to other project development processes and the activities identified



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can be embedded into other projects. NDA itself will benefit from this grant to enhance its focus on gender aspects.

The ccGAP process also brings specific capacity-building workshop opportunities for the relevant ministries along with key stakeholders; moreover, the process affords the NDA the chance to identify new stakeholders and possible implementation partners in the form of women's organizations and gender champions. This may influence future proposals and implementation arrangements, in line with GCF's leadership in promoting women's empowerment and gender-responsive climate change action.

The ccGAP process supports implementation of and coherence between existing commitments to gender and climate change issues. For example, gender considerations are recognized as essential components in major national climate change policies and plans, including:

- Pakistan's 2012 National Climate Change Policy has a section on gender, noting *"Pakistan fully recognizes that women are powerful agents of change. It is therefore vital to ensure participation of women and gender experts in all policies, initiatives and decisions relating to climate change."*
- The 2005 National Environmental Policy also has a section on gender, explicitly stating that *"all environment related policies, projects and programs [will be] gender-sensitive and promote empowerment of women"*. Possible actions include mainstreaming gender in all relevant policies and plans, and addressing the environmental issues which impact women more adversely.
- The National Disaster Management Authority (NDMA) has a Gender and Child Cell working to ensure mainstreaming in all the DRR and DRM initiatives.

Grounded in the existing policy landscape, the action plan portion of the ccGAP is expected to explore synergies among all of the above and, importantly, include women's innovative actions and ideas as crucial opportunities for climate change adaptation and mitigation alike, informing future climate planning and implementation.

As a Delivery Partner, IUCN has not only spearheaded the ccGAP methodology, implementing it 23 times to date around the world, but is considered a global and regional leader for gender and climate change knowledge generation, technical support and capacity building, demonstrating capacity for gender-responsive programming, as well, in wide efforts such as the Mangroves for the Future initiative.

Mangrove for the Future (MFF) is a unique partner led initiative co-chaired by IUCN and UNDP, promoting investment in coastal ecosystems for sustainable development and increased resilience of coastal communities. Evolving over the last decade and being truly regional in scope, MFF has programmes in 11 member countries across Asia, and has already implemented more than 340 projects. The programme now has more than 220 institutional partners from governments, civil society and the private sector and more than 300 implementing partners and has also implemented a vast number of training courses and other activities across the region.

MFF recognizes that gender equality is fundamental to conservation and sustainable development, and has established gender as a cross-cutting or strategic consideration in its programme. MFF activities are designed to ensure that both men and women equally share the benefits achieved from the promotion of sustainable livelihoods and sustainable coastal resource management plans. More than 50 % of all MFF SGF projects addressed women's needs and interests. Pakistan



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became a member country in 2010 and today the Ministry of Climate Change / NDA chairs the National Coordinating Body (NCB) of MFF Pakistan, whereas the members include Pakistan Navy, Forest department, fisheries department, other government departments, civil society organizations and private sector also.

MFF has a Regional Gender Roster which is regularly updated, comprising of 49 national and 123 regional/global gender focal points/experts. MFF also has a regional Strategic Framework and Action Plan for Gender Integration which:

- Facilitates integration of gender equality in the design, planning and execution of activities promoted and supported by MFF (including Resilience Analysis, Small Grants project selection, Project Cycle Management (PCM) training, Monitoring, Learning and Evaluation (MLE) process etc.)
- Sets out the principles, approaches, and explains how gender integration in MFF will be delivered with concrete milestones and indicators.

MFF has also developed a Gender Analysis toolkit that provides a set of illustrative research questions to guide data collection when performing a gender analysis in the context of coastal ecosystem dependent communities. The toolkit is intended for officers, managers and technical staff that develop program objectives, design activities, formulate and monitor indicators and support implantation.

IUCN has also been an important partner at national level, supporting the NDA as a young institution. In Pakistan IUCN has in particular worked with the NDA already in capacity strengthening of stakeholders jointly with the Climate Finance Unit. IUCN has moreover played a technical support role to the GCF since its inception to ensure a gender-responsive framework for action at all levels. The NDA thus expresses confidence in IUCN's ability to support, complement and enhance Pakistan's readiness phase.



<p>Activity 1.2.2: Establish a gender roster of experts to support the Climate Change Authority, including a network of at least 5 local experts, and 5 local organizations</p> <p>Sub-Activities:  <ul style="list-style-type: none"> <li>Identify gender experts / resource persons and women's organizations to serve on the roster of experts for on-going efforts as part of the network.</li> <li>Invite the identified experts/resource persons/ organizations to engage in ccGAP process.</li> <li>Roster of experts are engaged in ccGAP process, including especially workshops, but also NDA stakeholder/project partner lists.</li> <li>Support NDA on gender considerations throughout readiness and implementation, including through engaging above experts as relevant and as possible.</li> </ul> </p> <p>Deliverable 1.2.2: Trained gender expert roster to support the Climate Change Authority is established.</p>	International ccGAP Expert of IUCN	W/Day	5	860.00	4,300.00	<b>44,050.00</b>		2,580.00	1,720.00	-			
	IUCN Staff Time Local	W/Day	15	350.00	5,250.00			2,800.00	1,750.00	700.00			
	Consultant - Individual - Local	W/Day	30	350.00	10,500.00			5,250.00	4,200.00	1,050.00			
	Workshop/Training	W/Day	1	20,000.00	20,000.00			5,000.00	15,000.00	-			
	Travel - International	Pax	1	3,000.00	3,000.00			-	3,000.00	-			
	Travel - Local	Lumpsum	1	1,000.00	1,000.00			200.00	500.00	300.00			
<p>Activity 1.2.3 Identify other countries and country representatives, from inside and outside region, to share experiences and engage in Pakistan ccGAP process (e.g., this may include representatives from 1 previous ccGAP country and one potential future ccGAP country).</p> <p>Sub-activity:  <ul style="list-style-type: none"> <li>Facilitate participation of representatives in Pakistan ccGAP workshops (approx. month 12)</li> <li>Two to Three international participants will travel to Pakistan for ccGAP workshop including the countries who have developed ccGAP and countries who want to develop the ccGAP for experience sharing and learning. One IUCN ccGAP Expert from Global Gender Office Washington.</li> </ul> </p> <p>Deliverable 1.2.3: Learning report with key lessons and promising practices for ccGAP implementation (by approx. month 18)</p>	International ccGAP Expert of IUCN	W/Day	2	860.00	1,720.00	<b>15,970.00</b>		860.00	860.00	-			
	IUCN Staff Time Local	W/Day	5	350.00	1,750.00			700.00	1,050.00	-			
	Travel - International	Pax	3	3,000.00	9,000.00			-	3,000.00	6,000.00			
	Travel - Local	Lumpsum	1	1,000.00	1,000.00			-	500.00	500.00			
	Audio Visual & Printing	Lumpsum	1	2,500.00	2,500.00			-	1,000.00	1,500.00			
<p>Activity 1.2.4 Organize and host National Stakeholders Workshop to build NDA's own capacity and that of cross-sectoral ministries/agencies on gender and climate change and to propose gender-responsive actions.</p> <p>Sub-activity:  <ul style="list-style-type: none"> <li>One National Stakeholders workshop will be organized with NDA and multiple ministries participation.</li> <li>One International Gender Expert of IUCN Gender Global Office and one IUCN Regional Gender Expert from Asia to travel for the National Workshop.</li> </ul> </p> <p>Deliverable 1.2.4 Workshop outcome report, detailing objectives, activities, indicators, timeline and indicative budget needs that feed into the action plan of the ccGAP.</p>	International ccGAP Expert of IUCN	W/Day	5	860.00	4,300.00	<b>39,500.00</b>		1,720.00	860.00	1,720.00			
	IUCN Staff Time Local	W/Day	7	350.00	2,450.00			1,050.00	1,050.00	350.00			
	Consultant - Individual - Local	W/Day	25	350.00	8,750.00			5,250.00	1,750.00	1,750.00			
	Workshop/Training	Event	1	16,000.00	16,000.00			3,000.00	13,000.00	-			
	Travel - International	Pax	1	3,000.00	3,000.00			-	3,000.00	-			
	Travel - Local	Lumpsum	1	2,000.00	2,000.00			700.00	800.00	500.00			
	Audio Visual & Printing	Lumpsum	1	3,000.00	3,000.00			-	2,000.00	1,000.00			







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### 5.2. Procurement Plan

For goods, services, and consultancies to be procured, please list the items, descriptions in relation to the activities in Section 3, estimated cost, procurement method, relevant threshold, and the estimated dates. Please include the procurement plan for at least the first tranche of disbursement requested below and provide a full procurement plan for the entire duration of the implementation period if available at this stage.

Item	Item Description	Estimated Cost (US\$)	Procurement Method	Thresholds (Min-Max monetary value for which indicated procurement method must be used)	Estimated Start Date	Projected Contracting Date
<b>Goods and Non-Consulting Services</b>						
Audio, Visual & Printing (1.1.1)	Awareness and reporting material, DVDs, USBs	3,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
1.1.1 Equipmnet	2 laptops, multimedia projector, conference call equipment, 2 printers, camera etc.	6,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (1.2.3)	Awareness and reporting material, DVDs, USBs	2,500.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (1.2.4)	Awareness and reporting material, DVDs, USBs	3,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (1.3.1)	Awareness and reporting material, DVDs, USBs	4,500.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (1.4.1)	Awareness and reporting material, DVDs, USBs	20,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (1.4.2)	Awareness and reporting material, DVDs, USBs	2,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (2.1.1)	Awareness and reporting material, DVDs, USBs	6,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (2.2.1)	Awareness and reporting material, DVDs, USBs	2,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
<b>Sub-Total (US\$)</b>		<b>\$ 49,000.00</b>				
<b>Consultancy Services</b>						
National Consultant	Gender Expert (1.1.1)	10,500.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
Technical Expert at NDA	Climate Change Expert (1.1.1)	36,000.00	as per IUCN HR Policy	3,000 - 40,000	1.10.2019	1.11.2019
National Consultant	Gender Expert (1.2.1)	10,500.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
National Consultant	10 Gender Experts on Roster (1.2.2)	10,500.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
National Consultant	Climate Change Specialist (1.2.4)	8,750.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
National Consultant	Gender Trainer (1.3.1)	7,000.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
National Consultant	One Translator and One Editor (1.4.1)	5,250.00	as per IUCN HR Policy	4200 - 10500	1.10.2019	1.11.2019
National Consultant	Gender Expert (1.4.2)	3,500.00	as per IUCN HR Policy	3500 - 10500	1.10.2019	1.11.2019
National Consultant	Climate Change Specialist (2.1.1)	8,750.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
National Consultant	Gender Expert (2.2.1)	7,000.00	as per IUCN HR Policy	4200 - 10500	1.10.2019	1.11.2019
<b>Sub-Total (US\$)</b>		<b>\$ 107,750.00</b>				

### 5.3. Disbursement schedule

Specify the proposed schedule for requesting disbursements from the GCF, including amounts and periodicity. For amounts requested, keep to multiples of USD 5,000, and for periodicity, specify whether it's quarterly, bi-annually or annually only.

Given that the project timeline is 18 months, the NDA and Delivery Partner proposes a simple, 3-part disbursement:

- **1st Tranche: USD 207,573 (Two hundred seven thousand and five hundred seventy three US Dollars)** only will be disbursed upon or after effectiveness of the Grant Agreement and also upon fulfilment of the disbursement conditions specified in the Grant Agreement and Standard Conditions.
- **2nd Tranche: USD 205,021 (Two hundred five thousand and twenty one US Dollars)** only, will be transferred (provided that at least 70% of the 1<sup>st</sup> Tranche has been incurred) upon submission of an interim progress report and Certified Financial Report and also upon fulfilment of the disbursement conditions specified in the Grant Agreement and Standard Conditions.
- **Final Tranche: USD 114,377 (One hundred fourteen thousand and three hundred seventy seven US Dollars)** only, will be transferred upon submission of a project completion report and final Audit Report. Submission of a completion and audit report will be furnished no later than three (3) months after the completion of the Readiness Support and also upon fulfilment of the disbursement conditions specified in the Grant Agreement and Standard Conditions.

### 4.4. Additional information

This box provides an opportunity to include further explanations related to the budget, procurement plan and disbursement schedule, including any details on the assumptions to justify costs presented in the budget.

The delivery partner, IUCN Pakistan Country Office, will receive and manage resources, adhering to its institutional regulations and procedures.

IUCN Staff Position or Consultant and Project Need	Staff Time Rate as per IUCN Staff Time Policy	Bullet Point TOR	Linkage to Log Frame Activity
IUCN ccGAP Expert from Global Gender Office, Washington Office	USD 860 per day	<ul style="list-style-type: none"> <li>• Technical lead in developing the ccGAP</li> <li>• Inception meeting and consultative workshops</li> <li>• Coordination mechanism establishment.</li> <li>• Conduct Training workshops</li> <li>• Finalize the ccGAP document</li> <li>• ccGAP launching event</li> </ul>	All activities in Logframe
IUCN Asia Regional Gender Expert, Bangkok	USD 795 per day	<ul style="list-style-type: none"> <li>• Technical support in developing the ccGAP</li> <li>• Inception meeting and consultative workshops</li> <li>• Co-Trainer for Training workshops</li> <li>• Contribute to ccGAP development</li> <li>• ccGAP launching event</li> <li>• Oversight and monitoring at the regional level.</li> </ul>	All activities in Logframe
Technical Expert at NDA	USD 2000 per month	<ul style="list-style-type: none"> <li>• Focal point in ccGAP development during 18 months</li> <li>• Facilitate the process of ccGAP development at NDA</li> <li>• Coordination and communication</li> <li>• Facilitation for incorporating ccGAP components in the pipeline projects.</li> </ul>	All activities in Logframe
Manager Islamabad Programme Office	USD 350 per day	<ul style="list-style-type: none"> <li>• Coordination and facilitation with NDA</li> <li>• Coordinating meetings with NDA and</li> </ul>	All activities in Logframe

IUCN Pakistan		<ul style="list-style-type: none"> <li>other stakeholders</li> <li>• Coordination with key stakeholders</li> <li>• Overall communication among the stakeholders</li> </ul>	
Project Manager ccGAP Project	USD 350 per day	<ul style="list-style-type: none"> <li>• Overall implementation of the project activities</li> <li>• Preparations for meetings and workshops</li> <li>• Reporting of the project</li> <li>• Coordination and communication with NDA and Stakeholders</li> </ul>	All activities in Logframe
Programme Officer	USD 150 per day	<ul style="list-style-type: none"> <li>• Support in the implementation of project activities</li> <li>• Support in organizing the meetings and workshops</li> <li>• Support in the project reporting of the project</li> <li>• Support in coordination and communication with NDA and stakeholders</li> </ul>	All activities in Logframe
IUCN Admin and Finance Officer	USD 150 per day	<ul style="list-style-type: none"> <li>• Overall admin and finance support in Islamabad</li> <li>• Logistics support for events</li> <li>• Procurement support through HR</li> <li>• Project audit at the end of the project</li> </ul>	All activities in Logframe

## SECTION 6: IMPLEMENTATION ARRANGEMENTS AND OTHER INFORMATION

### 6.1 Implementation Plan

**Please attach an “implementation map” or describe how funds will be managed by the NDA/FP or delivery partner**

*If the entity implementing the readiness support is not an accredited entity of the GCF, please complete the [Financial Management Capacity Assessment \(FMCA\)](#) questionnaire and submit it with this proposal.*

The ccGAP process will be conducted over 18- months period, (with the exact timing of in-country ccGAP workshops to be determined via consultative process once the project is approved and start date is confirmed). Typically the in-country workshops are organized at least three months following the project’s start date, allowing for an adequate preparatory period, including research and stakeholder engagement and consultation. (See section 5.2 below for additional information.)

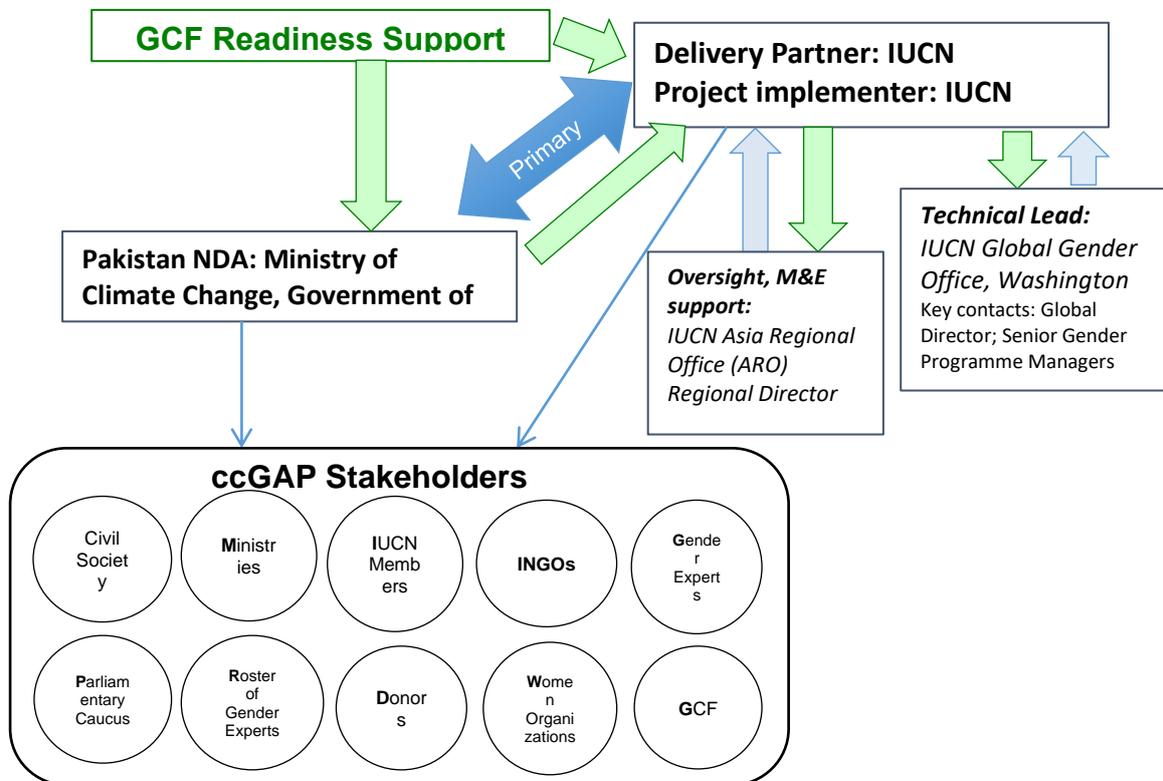
IUCN will be the Delivery Partner for this project, working in close cooperation with the NDA, as the NDA’s selected partner. IUCN Pakistan Country Office, as represented by its Country Representative, will be the main delivery contact, responsible for direct coordination with both GCF and NDA. Project coordination will be led by IUCN Islamabad Programme Office, with technical support from IUCN Global Gender Office (GGO). The IUCN GGO, headquartered out of Washington DC and engaging gender focal points and technical specialists around the world, will be the technical leader of the ccGAP process and activities. IUCN Asia Regional Office will be monitoring the overall implementation of the project and the financial management. As indicated above, resources will be received and managed by IUCN Pakistan Country Office.

Technical coordination, workshop development, workshop facilitation, training, and facilitation of the ccGAP overall will be mainly led and managed by IUCN GGO in coordination with IUCN Islamabad Office. Logistical arrangements, as well as local gender expertise, will be facilitated by the IUCN Islamabad Programme Office, in close cooperation with the NDA, as well as IUCN GGO; IUCN Islamabad will also ensure consistent communication with the NDA and its coordinating body. IUCN-Islamabad Office representing IUCN Pakistan will play an important role as part of the NDA’s partner in implementation and will support the validation process. Participatory monitoring of the implementation will be jointly done by NDA and IUCN. IUCN will apply its experience and knowledge of results based management in conducting the monitoring and evaluation activities including assessing progress against the given criteria (Relevance, Effectiveness, Efficiency, Impact and Sustainability). Case studies and lessons learned will be documented through interactions with stakeholders. Periodic progress and financial reports will be submitted as per the requirement. IUCN GGO will bear responsibility for incorporating comments and edits and developing, designing and circulating a final draft ccGAP (in close coordination with the NDA, through IUCN Pakistan offices). IUCN-Pakistan Country Office will also coordinate technical inputs, as necessary, from IUCN Asia Regional Office (ARO).

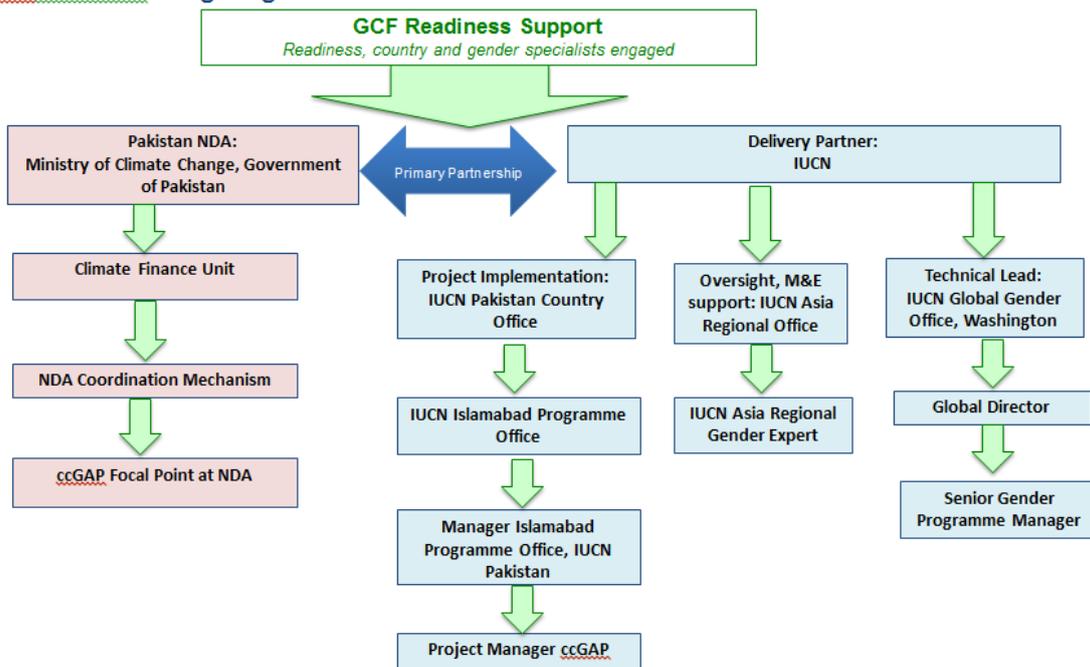
Key stakeholders from different ministries, NGOs, Parliamentary Caucus, Gender experts, International organizations, civil society, donors, UN Agencies and IUCN member organizations will be engaged in consultations to formulate the ccGAP document. Their involvement and participation will be ensured in the workshops with stakeholders. Individual or cluster meetings with the ministries will be organized for their awareness, involvement and ownership. Role of NDA will also be to lead in the implementation of the ccGAP through the Climate Change Authority (CCA). Coordination mechanism will be developed at the CCA for the engagement of key stakeholders. Capacity building of the stakeholders is an important component to support the ccGAP implementation and to build the project pipeline accordingly.

IUCN will not enter into any other sub-grants or agreements whether binding or non-binding for implementing project activities. The flow of funds will be from GCF to IUCN HQ to IUCN Pakistan. IUCN will do all the procurement. IUCN do not intend to establish sub-grants to other organizations. Involvement of the local organizations will be only for the purpose of consultations and capacity building as stakeholders.

**ccGAP-Pakistan –**



**ccGAP-Pakistan – Organogram**



**6.2 Risks, monitoring and evaluation (M&E), and other relevant information**

To avoid any possible conflicts of interest deriving from the Delivery Partner’s role as an Accredited Entity, the prioritization of investments and projects in the context of this readiness grant will be made through a broad consultation process with relevant stakeholders, including other potential implementing entities. The final validation of these priorities will be carried out through the countries’ own relevant coordination mechanism and institutional arrangements, with the participation of other government agencies, as well as representatives from civil society and private sector as the NDA deems relevant, to ensure chosen priorities are fully aligned with national plans and strategies and adequately includes inputs from consulted stakeholders.

Risks are identified as follows, with corresponding mitigation actions:

<i>Potential Risk</i>	<i>Likelihood of occurrence</i> (Low, Medium, High)	<i>Mitigation Measure</i>
Low political will to address gender considerations limit efficacy of ccGAP	Medium	The NDA has already demonstrated political will to develop this project, including through cross-agency coordination, and thus exhibits “ownership” over this process. Moreover, the IUCN offices have close regular working relationships with the NDA. In other countries, the cross-sectoral coordination also creates a “positive peer pressure” to focus on awareness rising and capacity building on gender.
Competing priorities make it difficult to schedule ccGAP workshops	Medium	This is a common occurrence in ccGAP processes, as with any multi-stakeholder process that requires coordination with multiple actors. The selection of priority sectors as well as preliminary workshop dates will be included in the inception workshop. The facilitators will remain flexible to changes as necessary.
The ccGAP workshops are “stand alone” events and do not result in sustainable actions.	Medium	As political will and priorities customarily fluctuate, not least due to political cycles, the momentum of action planning can be lost without sustainability measures entrenched. The final phase of this project will be emphasized from the start and shepherded through by the NDA: the ccGAP process is meant to result in a gender-responsive project pipeline, embedding ccGAP principles, strategies and activities. The development of capacities across sectors and the establishment of the cadre of experts will also support sustainability. Finally, the actions to support cross-country learning will raise broader awareness and capacity for impact, with possibility to influence future GCF projects.

**Monitoring and Evaluation:**

The project will ensure participatory implementation and monitoring jointly by NDA and IUCN as delivery partner. Regular meetings for progress update will be done and the meeting minutes will be recorded with next action points. IUCN online projects portal has a global monitoring mechanism that is regularly updated by Project Managers and reviewed at both regional and global level. The monitoring indicators for progress, the budget management, deliverables and knowledge products are regularly updated.

**Start Date:**

After the approval of the Grant, a notification letter will be sent by the GCF to NDA with a copy to the Delivery Partner. The date of such notification by the GCF will be treated as the start date for project implementation. From that date, the end date of implementation will be calculated considering the total duration of the project as presented in the approved proposal.

**Due Diligence:**

IUCN has well established due diligence systems in place at multiple levels. It includes anti-fraud policy, anti-harassment policy, anti-terrorism policy etc. IUCN has enterprise resource planning based online systems for travel, procurement, and finance and also an online human resource management system at global level. There is a comprehensive audit policy and internal audit system. At all levels multiple internal controls are in place.

IUCN administrative and financial processes are robust and uses top of the line Enterprise Resource Packages to deliver its services. IUCN maintains a communication and education programme. The Organization is well positioned to provide the AE related services and to help the Government and PMU to implement the proposed project towards the anticipated transformational change.

*This box provides an opportunity to include any important information you wish to bring to the attention of the GCF Secretariat, but did not have an opportunity to provide in the sections above.*

**ANNEX I: ccGAP Overview**

*Background on the ccGAP methodology*

At the global level, governments have widely agreed that gender equality is a key aspect to achieving climate change goals. Parties to the UNFCCC have agreed decisions in recent years that include upwards of 60 gender references, including in the Paris Agreement and in gender-focused decisions such as those pertaining to the Lima Work Programme on Gender. In 2018, Parties are set to agree the first-ever UNFCCC Gender Action Plan at SB47/ COP24.

Despite this widespread recognition and support at the global level, a gap exists in technical knowledge to be able to implement global, national or regional policies and plans with a gender perspective. A critical step in the implementation process is anchoring global agreements within national contexts—such as through the development and implementation of climate change gender action plans (ccGAPs). Over the last seven years, with support from varied partner/donors including the Finnish Government and USAID, IUCN has facilitated its flagship ccGAP methodology in 23 countries/regions around the world, helping turn commitments to practical action across sectors.

The ccGAP process, anchored in existing national climate change strategies and/or processes, which is critical to ensuring ownership and avoiding a stand-alone process, is an opportunity to embrace and implement the UNFCCC and specifically GCF commitments to gender and to build cross-sectoral institutional capacity to address gender considerations in climate change planning and programming. This is vitally important at part of the readiness process.

Because ccGAPs are driven and led by countries themselves, they are built on the capacity of local actors, entrenched in the local context, responsive to local needs, and suitable to internal institutional arrangements; a final validation and approval process secures ultimate success toward implementation. As the ccGAP is validated and approved, guardianship of the strategy by the NDA and its coordinating body is critical so that it can be shepherd through toward adoption.

The ccGAPs facilitate governments taking action on their commitments to gender equality and environmental sustainability—as well as, in particular, action to promote women’s empowerment and leadership in the context of combatting climate change. Governments that have prepared ccGAPs have expressed that national strategies create coherence and stimulate cooperation between different government departments and stakeholders dealing with both gender and climate change issues. Through the cross-sectoral, multi-stakeholder and participatory process, the strategies increase public awareness of climate change and gender equality issues to stimulate interest, participation, and consultation with different stakeholders in developing climate change policies, and to increase capacity of those national actors to continue their involvement. As part of a readiness process, the ccGAP can also unlock a category of stakeholders and potential implementation partners that are typically overlooked: women’s organizations and gender-focused agencies. This can have considerable impact in subsequent project development, implementation planning, and proposals.

Additional information can be found [here](#).

*To complement the logical framework above, the following provides a summary of the process.*

The development of the ccGAP on the ground implies a six-step process:

1. Meetings with the NDA, its coordinating body, and representatives from the Ministry of Women’s Affairs, local NGOs (with special attention to women-led organizations and will oversee the development and facilitation of the

ccGAP process. NDA existing structures will oversee the process, including by engaging the donor and development community (for example, in Dominican Republic, the Committee members are: the Ministries of Environment, Finance, Energy, Agriculture, Women, Health and Tourism; Climate Change and National Emergency Commissions; Vice-Presidency; academia, women NGOs, private sector and donors). The Committee also designates the national policy or plan (e.g., National Climate Change Nationally Determined Contribution (NDC), or other) that the ccGAP will aim to complement, including by focusing on those respective priority sectors;

2. A set of meetings and interviews, in complement to desk research, to develop an analysis of the status of gender and climate change in the country. This will require the collection and processing of pertinent data and information from the country, including across various ministries/agencies, and per the priority sectors as identified in step 1 above;
3. The development and facilitation of a two-day national training course for women and women's/gender organizations to build awareness and capacity on climate change, [as well as the GCF and its process and resource opportunities]. In order to enhance engagement with women and women's organizations in the development of a ccGAP and in climate change activities in general, a tailor-made training session is organized to build both technical knowledge and women's confidence on climate change themes, and to identify women's needs, knowledge, priorities and ideas. Depending on the country context, the representation in training sessions ranges from women with experience in national and global policy, to technical practitioners, to women who are farmers or entrepreneurs;
4. The development and facilitation of a three-day national stakeholders' workshop to build cross-sectoral and cross-institutional capacity on gender and climate linkages and to develop the action plan portion of the ccGAP document itself. The national session brings together the core contacts from across the spectrum of agencies, organizations, and networks working on, *inter alia*, climate change, women's/gender issues, energy, water, disaster risk reduction, and environmental conservation, along with other relevant government departments, such as finance and foreign affairs, as well as civil society (with special attention to women and indigenous organizations), and especially donors;
5. Validation (electronic and in-person consultation) and formalization/approval of the ccGAP, ushered by the ccGAP Committee; and
6. Follow-up/implementation of the ccGAP. IUCN GGO, IUCN ARO and other IUCN counterparts will remain in-country additional days (after the ccGAP workshops) to support the ccGAP Committee to organize follow-up meetings, in particular with potential bi-lateral and multi-lateral partners, and/or to develop project proposal ideas for subsequent GCF proposals. A ccGAP implementation plan will be elaborated at this stage.

The proposed schedule of development of ccGAP below is illustrative.

<b>Deliverable/Activity</b>	<b>Dates/ time</b>
Identify the coordinating structure (part of the NDA coordinating body in cooperation with IUCN)	15 days
Desk research, meetings and interviews to develop an analysis of the status of gender and climate change in the country. This will require the collection and processing of pertinent information, including across various ministries/agencies. (IUCN, with support from NDA)	2 months
Development of a 2-day national training course on climate change for women and women's/gender organizations (IUCN with support from SC)	2 months
Development of a 3-day national stakeholder workshop to build capacities on gender and climate change and create the national climate change gender action plan (ccGAP) (IUCN with support from SC)	
Facilitation of workshops (exact dates TBD by NDA and IUCN) (IUCN, with SC representatives)	
Follow-up meetings at NDA and development of implementation plan (IUCN, NDA, all)	1 month
Validation of ccGAP (process defined by NDA)	1 month
Final version of the ccGAP produced (IUCN, upon receiving validation comments)	15 days
Formalization/Approval (NDA)	1 month (depending on national circumstances)

**ANNEX 2:**

The following is a ToR for the ccGAP monitoring authority at NDA:

**Draft Terms of Reference (ToR)  
ccGAP Development and Monitoring**

**Introduction**

The NDA, together with IUCN, will utilize existing structure in NDA to guide the ccGAP process. It will complement existing NDA coordination structures, enhancing capacity to identify opportunities for and programme gender-responsive activities. It will play a key role in advising the shape of the ccGAP, reviewing and finalizing workshop agendas, and ensuring validation and approval of the ccGAP zero draft. It will also support the NDC and other delivery partners as needed in considering the implementation of ccGAP principles and activities in future programme design and proposal submission processes (e.g., future GCF proposals).

**ToRs**

A key committee for the oversight and ownership of the ccGAP, the authority is responsible of the following:

- Agree on the criteria for invitees to both workshops (women’s workshop and national multi-stakeholder workshop)
- Ensure participation from relevant ministries and other national authorities (e.g., women’s affairs/gender ministry)
- Review the budget for both workshops
- Define the sectors that the ccGAP will include (e.g., aligning with priorities identified in the NDC, national climate policy, or other national programme)
- Endorse the agendas for both workshops
- Review the text of the ccGAP zero draft
- Define and facilitate the validation and approval process
- Host/oversee launch event, if applicable
- Convene subsequent meetings, as needed, to define implementation opportunities
- Ensuring ccGAP is reflected and actions realized in complementary readiness /implementation programming

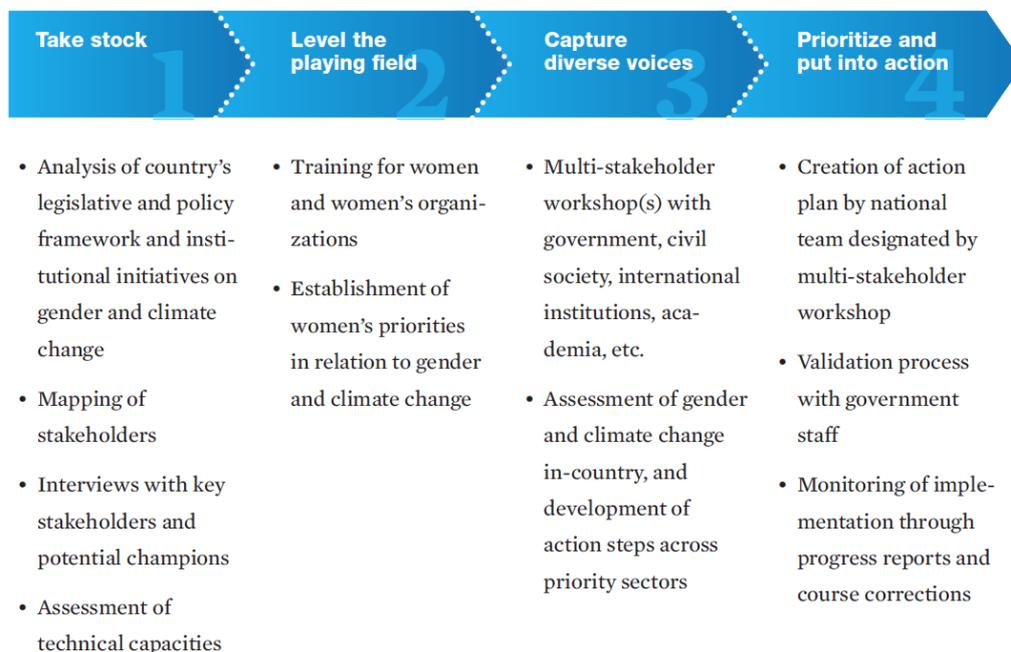
**ToRs for the Delivery Partner (IUCN)**

In complement to the above, IUCN as Delivery Partner and facilitator of the ccGAP process, will be responsible for the following:

- Support the NDC in convening meetings (in person and virtual) as necessary to launch and subsequently guide the ccGAP process (*IUCN Pakistan, with GGO virtually*)
- Conduct gender analysis of national climate change context, including legal framework and sector-specific plans (*IUCN GGO and IUCN Pakistan*)
- Manage the budget, including for both workshops
- Develop draft invitation list and invitations for both workshops (*IUCN Pakistan*)
- Develop draft agendas for both workshops (*IUCN GGO, with IUCN Pakistan*)
- Draft technical background sections of ccGAP to inform workshops (*IUCN GGO, with IUCN Pakistan*)
- Prepare logistics for both workshops (*IUCN Pakistan*)
- Facilitate workshops (*IUCN GGO, with IUCN Pakistan, as well as invited key speakers TBD*)
- Convene follow-up working days to clean inputs from workshop and prepare ccGAP zero draft (*IUCN GGO, with IUCN Pakistan*)
- Convene meetings, together with the authority, to explore implementation opportunities (*IUCN Pakistan, with IUCN GGO*)
- Accept and integrate comments from validation process and prepare final ccGAP draft (*IUCN Pakistan, with IUCN GGO*)

*Overview of ccGAP process*

### Steps Toward the Development of a ccGAP



#### The ccGAP process:

- Is anchored in national processes, policies and initiatives (e.g., NDC, national climate policy, NAMAs, NAPAs, etc.)
- Supports the operationalizing of policies on and commitments to gender and environment/ development / poverty reduction, as well as the strengthening of existing coordination mechanisms
- Develops the capacity of both men and women in relation to gender and climate considerations during the workshops
- Positions women's and gender-focused organizations as stakeholders and potential partners in implementation
- Champions innovative activities for adaptation, mitigation and resilience building
- Enhances readiness across sectors and offers the opportunity to synergize existing programmes from a gender perspective

5.1 Budget Plan

Please add rows for Outcomes, Outputs and Cost Categories as required. Additional budget categories may be added by manually typing them on the Budget Category sheet.

Outcomes	Budget Categories <small>choose from the drop-down list</small>	Unit	Detailed Budget (in US\$)				Total Budget <small>(per sub-outcome)</small>	Total Budget <small>(per outcome)</small>	Disbursement Plan						
			# of Unit	Unit Cost	Total Budget <small>(per budget category)</small>	Total Budget <small>(per sub-outcome)</small>			6m	12m	18m	24m	30m	36m	
Outcome 1: Country capacity strengthened to implement gender-responsive climate change programme.	1.1 Sub-outcome: Effective gender-equality coordination mechanism is established at NDA.					-	-								
	Activity 1.1.1 Establish an institutional coordination structure on gender and climate change so the NDA can effectively deliver on its role through the Climate Change Authority for the development, as well as eventual approval and implementation of the ccGAP.	International ccGAP Expert of IUCN	W/Day	4	860.00	3,440.00	96,370.00	342,415.00	1,720.00	1,720.00	-				
		Asia Region Gender Expert of IUCN	W/Day	4	795.00	3,180.00		1,590.00	1,590.00	-					
	Sub-activities: • Conduct inception workshop (1 event) • Convene consultative meeting(s) of the Climate Change Authority to establish the gender equality coordination mechanism of relevant stakeholders (5 meetings) • Develop the roles and responsibilities of the gender equality coordination mechanism and obtain endorsement of the same (see indicative draft ToR as annex) • Place and support a full time senior technical support at NDA.. • Organize an orientation training of NDA staff on ccGAP. (1 event of 2 days) • Facilitate meetings to discuss and agree nationally prioritized sectors (i.e. to complement NDC, NAP or other national climate change policy and implementation framework) to begin shaping ccGAP process and background analysis (e.g. Agriculture, Forests, Health, Energy) - (at least 5 sectoral meetings). • Shepherd process, and ultimately approve fina+B68I ccGAP. • One International Gender Staff and one Asia Region Gender Staff of IUCN will travel to Pakistan.	IUCN Staff Time Local	W/Day	15	350.00	5,250.00		2,450.00	2,100.00	700.00					
		Consultant - Individual - Local	W/Day	30	350.00	10,500.00		5,250.00	3,500.00	1,750.00					
		Technical Expert at NDA	Months	18	2,000.00	36,000.00		12,000.00	12,000.00	12,000.00					
		Equipment	Lumpsum	1	6,000.00	6,000.00		6,000.00	-	-					
		Meetings	W/Day	10	500.00	5,000.00		2,500.00	2,000.00	500.00					
		Workshop/Training	Event	1	5,000.00	5,000.00		5,000.00	-	-					
		Workshop/Training	Pax	30	400.00	12,000.00		12,000.00	-	-					
	Deliverable 1.1.1 • National Gender and Climate Change Committee is established in the Climate Change Authority. (by approx. month 3)	Travel - International	Pax	1	3,000.00	3,000.00		3,000.00	-	-					
	Deliverable 1.1.2 • Final approved ccGAP by above (by approx. month 15)	Travel - International	Pax	1	2,000.00	2,000.00		2,000.00	-	-					
		Travel - Local	Lumpsum	1	2,000.00	2,000.00		1,000.00	500.00	500.00					
		Audio Visual & Printing	Lumpsum	1	3,000.00	3,000.00		2,000.00	1,000.00	-					
	1.2 Sub-outcome: NDA has improved knowledge and capacity to guide other ministries/sectors through implementation of gender responsive national climate change action plans.						-	-							
	Activity 1.2.1: Develop sector-specific gender analysis reports for each of the identified national priority sectors, including through literature reviews, interviews, consultations with the gender equality coordination mechanism, and legal framework and data analysis.	International ccGAP Expert of IUCN	W/Day	5	860.00	4,300.00	31,025.00	2,580.00	1,720.00	-					
		Asia Region Gender Expert of IUCN	W/Day	5	795.00	3,975.00		2,385.00	1,590.00	-					
	Sub-activities: • Develop outline of the ccGAP document.	IUCN Staff Time Local	W/Day	15	350.00	5,250.00		2,450.00	1,750.00	1,050.00					
	Deliverable 1.2.1: Sector-specific gender analysis, for each priority sector identified by the gender equality coordination mechanism, which will feed the ccGAP process, workshops, action plan activities and final report.	Consultant - Individual - Local	W/Day	30	350.00	10,500.00		5,250.00	4,200.00	1,050.00					
		Meetings	Lumpsum	1	5,000.00	5,000.00		2,500.00	2,500.00	-					
		Travel - Local	Lumpsum	1	2,000.00	2,000.00		800.00	700.00	500.00					
	Activity 1.2.2: Establish a gender roster of experts to support the Climate Change Authority, including a network of at least 5 local experts, and 5 local organizations	International ccGAP Expert of IUCN	W/Day	5	860.00	4,300.00	44,050.00	2,580.00	1,720.00	-					
	Sub-Activities: • Identify gender experts / resource persons and women's organizations to serve on the roster of experts for on-going efforts as part of the network. • Invite the identified experts/resource persons/ organizations to engage in ccGAP process. • Roster of experts are engaged in ccGAP process, including especially workshops, but also NDA stakeholder/project partner lists. • Support NDA on gender considerations throughout readiness and implementation, including through engaging above experts as relevant and as possible.	IUCN Staff Time Local	W/Day	15	350.00	5,250.00		2,800.00	1,750.00	700.00					
	Consultant - Individual - Local	W/Day	30	350.00	10,500.00	5,250.00		4,200.00	1,050.00						
	Workshop/Training	W/Day	1	20,000.00	20,000.00	5,000.00		15,000.00	-						
	Travel - International	Pax	1	3,000.00	3,000.00	-		3,000.00	-						
Deliverable 1.2.2: Trained gender expert roster to support the Climate Change Authority is established.	Travel - Local	Lumpsum	1	1,000.00	1,000.00	200.00		500.00	300.00						

<p>Activity 1.2.3 Identify other countries and country representatives, from inside and outside region, to share experiences and engage in Pakistan ccGAP process (e.g., this may include representatives from 1 previous ccGAP country and one potential future ccGAP country).</p> <p>Sub-activity: • Facilitate participation of representatives in Pakistan ccGAP workshops (approx. month 12) • Two to Three international participants will travel to Pakistan for ccGAP workshop including the countries who have developed ccGAP and countries who want to develop the ccGAP for experience sharing and learning. One IUCN ccGAP Expert from Global Gender Office Washington.</p> <p>Deliverable 1.2.3: Learning report with key lessons and promising practices for ccGAP implementation (by approx. month 18)</p>	International ccGAP Expert of IUCN	W/Day	2	860.00	1,720.00	<b>15,970.00</b>
	IUCN Staff Time Local	W/Day	5	350.00	1,750.00	
	Travel - International	Pax	3	3,000.00	9,000.00	
	Travel - Local	Lumpsum	1	1,000.00	1,000.00	
	Audio Visual & Printing	Lumpsum	1	2,500.00	2,500.00	
<p>Activity 1.2.4 Organize and host National Stakeholders Workshop to build NDA's own capacity and that of cross-sectoral ministries/agencies on gender and climate change and to propose gender-responsive actions.</p> <p>Sub-activity: • One National Stakeholders workshop will be organized with NDA and multiple ministries participation. • One International Gender Expert of IUCN Gender Global Office and one IUCN Regional Gender Expert from Asia to travel for the National Workshop.</p> <p>Deliverable 1.2.4 Workshop outcome report, detailing objectives, activities, indicators, timeline and indicative budget needs that feed into the action plan of the ccGAP.</p>	International ccGAP Expert of IUCN	W/Day	5	860.00	4,300.00	<b>39,500.00</b>
	IUCN Staff Time Local	W/Day	7	350.00	2,450.00	
	Consultant - Individual - Local	W/Day	25	350.00	8,750.00	
	Workshop/Training	Event	1	16,000.00	16,000.00	
	Travel - International	Pax	1	3,000.00	3,000.00	
	Travel - Local	Lumpsum	1	2,000.00	2,000.00	
	Audio Visual & Printing	Lumpsum	1	3,000.00	3,000.00	
1.3 Sub-outcome: Women's organizations and gender focal points are engaged and have strengthened capacity to partner/implement on climate change action (especially readiness and implementation projects).						
<p>Activity 1.3.1: Train Pakistani women organizations, gender focal points and other identified stakeholders (including NGO, grassroots networks, women's private enterprise, etc.) to address climate change adaptation and mitigation through participatory capacity-building workshop (referred to as the ccGAP Women's Workshop).</p> <p>Sub-Activity: • One Training of the local women organizations and experts will be conducted. • One International Gender Expert of IUCN and Regional Gender Expert of IUCN Asia will travel to Pakistan to conduct the training.</p> <p>Deliverable 1.3.1: Training curriculum on gender and climate change</p>	Asia Region Gender Expert of IUCN	W/Day	5	795.00	3,975.00	<b>41,975.00</b>
	IUCN Staff Time Local	W/Day	10	350.00	3,500.00	
	Consultant - Individual - Local	W/Day	20	350.00	7,000.00	
	Workshop/Training	Events	1	20,000.00	20,000.00	
	Travel - International	Pax	1	2,000.00	2,000.00	
	Travel - Local	Lumpsum	1	1,000.00	1,000.00	
	Audio Visual & Printing	Lumpsum	1	4,500.00	4,500.00	
1.4. Sub-Outcome: Learning and promising practices are documented from this Readiness-phase ccGAP for NDA use, GCF and to share with other countries.						
<p>Activity 1.4.1: Develop a short knowledge product that summarizes process, key lessons and promising practices, showcasing Pakistan as the pilot country.</p> <p>Deliverable 1.4.1: • Knowledge product on pilot Readiness-phase ccGAP.</p>	International ccGAP Expert of IUCN	W/Day	5	860.00	4,300.00	<b>37,025.00</b>
	Communication Expert of IUCN	W/Day	5	795.00	3,975.00	
	IUCN Staff Time Local	W/Day	10	350.00	3,500.00	
	Consultant - Individual - Local	W/Day	15	350.00	5,250.00	
	Audio Visual & Printing	Lumpsum	1	20,000.00	20,000.00	
<p>Activity 1.4.2: Organize National Launch Event to showcase Pakistan's innovative Readiness-phase ccGAP.</p> <p>Sub-activity: • Present the highlights of the ccGAP Pakistan to key stakeholders at national level. • Participation of the IUCN Global Gender Expert to present the ccGAP and Representation of IUCN Asia Region Office at the launching event.</p> <p>Deliverable 1.4.2:</p>	International ccGAP Expert of IUCN	W/Day	6	860.00	5,160.00	<b>36,500.00</b>
	Asia Region Gender Expert of IUCN	W/Day	2	795.00	1,590.00	
	IUCN Staff Time Local	W/Day	15	350.00	5,250.00	
	Consultant - Individual - Local	W/Day	10	350.00	3,500.00	

860.00	860.00	-			
700.00	1,050.00	-			
-	3,000.00	6,000.00			
-	500.00	500.00			
-	1,000.00	1,500.00			
1,720.00	860.00	1,720.00			
1,050.00	1,050.00	350.00			
5,250.00	1,750.00	1,750.00			
3,000.00	13,000.00	-			
-	3,000.00	-			
700.00	800.00	500.00			
-	2,000.00	1,000.00			
2,385.00	1,590.00	-			
1,400.00	1,400.00	700.00			
3,500.00	2,450.00	1,050.00			
10,000.00	10,000.00	-			
-	2,000.00	-			
200.00	800.00	-			
2,000.00	2,500.00	-			
1,720.00	1,720.00	860.00			
1,590.00	1,590.00	795.00			
1,050.00	1,750.00	700.00			
1,750.00	1,750.00	1,750.00			
7,000.00	8,000.00	5,000.00			
1,720.00	1,720.00	1,720.00			
-	795.00	795.00			
1,750.00	1,750.00	1,750.00			
1,400.00	1,050.00	1,050.00			

	National Launch Event with key stakeholders is organized.	Workshop/Training	W/Day	1	15,000.00	15,000.00			2,000.00	3,000.00	10,000.00			
		Travel - International	Lumpsum	1	3,000.00	3,000.00			-	-	3,000.00			
		Travel – Local	Lumpsum	1	1,000.00	1,000.00			200.00	200.00	600.00			
		Audio Visual & Printing	Lumpsum	1	2,000.00	2,000.00			-	2,000.00	-			
<b>Outcome 2: The Project Pipeline is enhanced with gender-responsive actions.</b>	2.1 Sub-outcome: National ccGAP developed including adaptation priorities in the country programme.								<b>94,335.00</b>					
	Activity 2.1.1: Finalize and validate a national ccGAP, anchored around the country's priority sectors (i.e. those specified in the national climate change policy including e.g. water, health, agriculture), which empowers women and men as change agents for climate resilience and promotes gender-responsive governance, planning, project development and budgeting.	International ccGAP Expert of IUCN	W/Day	10	860.00	8,600.00			3,440.00	1,720.00	3,440.00			
		Asia Region Gender Expert of IUCN	W/Day	3	795.00	2,385.00			795.00	795.00	795.00			
	Sub Activity: • Circulate the draft ccGAP document to all stakeholders for validation and get the feedback to accordingly finalize the original. • Conduct a validation workshop with participation of national stakeholders to compile feedback and agree on the provincial involvement in implementation.	IUCN Staff Time Local	W/Day	10	350.00	3,500.00	<b>47,235.00</b>		1,400.00	1,050.00	1,050.00			
		Consultant - Individual - Local	W/Day	25	350.00	8,750.00			3,500.00	2,800.00	2,450.00			
	Deliverable 2.1.1: National ccGAP final draft	Workshop/Training	Lumpsum	1	15,000.00	15,000.00			5,000.00	5,000.00	5,000.00			
		Travel – Local	Lumpsum	1	3,000.00	3,000.00			500.00	1,500.00	1,000.00			
		Audio Visual & Printing	Lumpsum	1	6,000.00	6,000.00			1,000.00	3,000.00	2,000.00			
	2.2 Sub-outcome: National project pipeline embeds gender-responsive activities and specific projects from ccGAP													
	Activity 2.2.1 Convene donors and cross-sectoral implementation partners, including women's organizations and gender focal points, to consider gender-responsive implementation, including through identification of priority ccGAP activities that might inform or comprise project proposals.	International ccGAP Expert of IUCN	W/Day	10	860.00	8,600.00			4,300.00	2,580.00	1,720.00			
		IUCN Staff Time Local	W/Day	10	350.00	3,500.00			1,050.00	1,050.00	1,400.00			
	Sub-Activity: • Provincial sessions to review pipeline projects to identify and include ccGAP activities. • Follow up on the preparation of the pipeline projects to finalize. • Meetings with the donors regarding the pipeline projects. • Travel of IUCN Global Gender Expert to Pakistan to support in development of the project pipeline and donor's meetings.	Consultant - Individual - Local	W/Day	20	350.00	7,000.00	<b>47,100.00</b>		2,800.00	2,450.00	1,750.00			
		Workshop/Training	W/Day	6	3,000.00	18,000.00			6,000.00	7,000.00	5,000.00			
		Travel - International	Pax	2	3,000.00	6,000.00			-	1,000.00	5,000.00			
		Travel – Local	Lumpsum	1	2,000.00	2,000.00			500.00	1,000.00	500.00			
	Deliverable 2.2.1 A project pipeline that includes gender-responsive elements in concepts/ proposals.	Audio Visual & Printing	Lumpsum	1	2,000.00	2,000.00			500.00	1,000.00	500.00			
<b>Total Outcome Budget</b>								<b>436,750.00</b>	<b>172,035.00</b>	<b>169,920.00</b>	<b>94,795.00</b>	-	-	-
<b>Project Management Cost (PMC)</b> Up to 7.5% of Total Activity Budget	IUCN Admin & Finance Staff Time Local	W/Days	54	150.00	8,100.00	<b>27,100.00</b>	Percentage of PMC requested: <b>6.2%</b>							
	Office Supplies	Stationary, copying, general supplies	1	7,000.00	7,000.00									
	Travel – Local	Month	18	500.00	9,000.00									
	Audit Fee	Lumpsum	1	3,000.00	3,000.00									

FOR GREEN CLIMATE FUND SECRETARIAT'S USE ONLY

Breakdown (per budget category)	Total (per budget category)
Audio Visual & Printing	43,000.00
Audit Fee	3,000.00
Equipment	6,000.00
Consultant - Individual - Local	71,750.00
Asia Region Gender Expert of IUCN	15,105.00
Communication Expert of IUCN	3,975.00
Office Supplies	7,000.00
Travel - International	31,000.00
Travel – Local	24,000.00
Workshop/Training	121,000.00
Meetings	10,000.00
IUCN Staff Time Local	39,200.00
International ccGAP Expert of IUCN	44,720.00
Technical Expert at NDA	36,000.00

FOR GREEN CLIMATE FUND SECRETARIAT'S USE ONLY

<b>Total Outcome Budget</b>		<b>436,750.00</b>
<b>Project Management Cost (PMC)</b>	6.2% requested	<b>27,100.00</b>
<b>Contingency</b>	5% requested	<b>21,837.50</b>
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<b>Sub-Total</b> (Total Outcome Budget + Contingency + PMC)		<b>485,687.50</b>
<b>Delivery Partner Fee (DP)</b> - Up to 8.5% of the Sub-Total		<b>41,283.44</b>
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IUCN Admin & Finance Staff Time Local	8,100.00
<b>Total Outcome Budget + PMC</b>	<b>463,850.00</b>

<b>Total Project Budget</b> (Total Activity Budget + Contingency + PMC + DP)	<b>\$</b>	<b>526,971.00</b>
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Budget Note	Detailed Description
Example - "A"	Example - One national consultant (climate change specialist) for 30 working days @ \$500 per day for activity 1.1.1, 1.1.2
1.1 Sub-outcome:	Effective gender equality coordination mechanism is established at NDA.
Activity 1.1.1	Establish an institutional coordination structure on gender and climate change so the NDA can effectively deliver on its role through the Climate Change Authority for the development, as well as eventual approval and implementation, of the ccGAP.
1.1.1. International ccGAP Expert of IUCN	One International ccGAP Expert of IUCN Global Gender Office Washington (IUCN staff) for 4 working days @ \$860 per day. She will prepare and conduct the inception workshop and draft the inception report. Various consultation meetings with NDA and other stakeholders will be done. Consultation meeting of the Climate Change Authority will be done. A coordination mechanism will be discussed and agreed with NDA. She will prepare required documentation and ToRs of the National Gender and Climate Change Authority. She will conduct a training of the NDA staff on ccGAP.
1.1.1. Asia Region Gender Expert of IUCN	One Gender Expert from IUCN Asia Regional Office (IUCN staff) for 4 days @ \$795 will join for the Inception Workshop and initial consultations meetings with NDA, other stakeholders, Climate Change Authority and Coordinating body. She will contribute in facilitating the inception workshop and drafting the inception report. She will join for the consultation meetings with NDA, Climate Change Authority, Coordinating body and other stakeholders. She will co-facilitate the training of NDA staff on ccGAP.
1.1.1. IUCN Staff Time Local	Local staff of IUCN for 15 working days @ \$350 that will support in coordination and facilitation with NDA and key stakeholders. Will organize the consultant ToRs, organize meetings and manage logistics. Lead the overall process. Concerned staff time will be charged for the work done and as per IUCN time charge policy on approved rates.
1.1.1. Consultant - Individual - local	One National Consultant for 30 working days @ \$350 who will support the International Experts in local context and will also facilitate after the mission.
1.1.1. Technical Expert at NDA	One national Technical Expert will be hired at NDA to be the focal point in ccGAP development during 18 months @\$2000 per month, who will facilitate the process and incorporation in the pipeline projects.
1.1.1 Equipment	Equipment purchase for NDA support and project implementation including 2 laptops, multimedia projector, conference call equipment, 2 printers, camera, photocopier etc.
1.1.1. Meetings	Various meetings of NDA and IUCN with different stakeholders, different sectoral meetings with various ministries for consultation and institutional capacity strengthening. Consultative meetings of the National Gender and Climate Change Authority and the coordinating body. The cost will include logistics cost especially for the participants from provinces.
1.1.1. Workshop/ Training	Inception workshop with participation of the federal and provincial representatives. This will be a half day event and it will include venue, food, travel and logistics of the provincial participants will be included.
1.1.1. Workshop/ Training	Orientation training of approx. 30 NDA staff for 2 days on ccGAP development, implementation and mainstreaming. It will be organized on a neutral venue hence the travel and logistics will also be included. It will be \$400 per person for 30 persons.
1.1.1. Travel - International	One trip of International ccGAP expert travelling from IUCN Global Gender Office based in Washington DC. The purpose of the trip is to attend inception and consultation meetings, training of NDA staff including economy air travel, logistics and DSA as per IUCN Rates for Pakistan.
1.1.1. Travel - International	One trip of Regional Gender expert travelling from IUCN Asia Regional Office based in Bangkok. The purpose of the trip is to attend inception and consultation meetings, training of NDA staff including economy air travel, logistics and DSA as per IUCN Rates for Pakistan.
1.1.1. Travel - Local	Local travel of consultants and staff for various meetings with NDA and other stakeholders. Inception meeting with stakeholders. Travel of the participants to the meetings and any logistics.
1.1.1. Audio Visual & Printing	Printing and copying of awareness and training materials for inception workshop and orientation training and other meetings. The awareness material, folders, brochures and reports will be designed and printed in hard copy and on USBs etc.
1.2 Sub-outcome:	NDA has improved knowledge and capacity to guide other ministries/sectors through implementation of gender responsive national climate change action plans.
Activity 1.2.1	Develop sector-specific gender analysis reports for each of the identified national priority sectors, including through literature reviews, interviews, consultations with the gender equality coordination mechanism, and legal framework and data analysis.
1.2.1. International ccGAP Expert of IUCN	One International ccGAP Expert of IUCN Global Gender Office Washington (IUCN staff) for 5 working days @ \$860 will lead in developing the structure / format of the sector specific gender analysis reports in coordination with the local Consultant and local IUCN staff. This support will be done remotely.
1.2.1. Asia Region Gender Expert of IUCN	One Asia Regional Gender Expert of IUCN, Bangkok (IUCN staff) 5 working days @ \$795 will support in developing the structure / format of the sector specific gender analysis reports in coordination with the local Consultant and local IUCN staff and also will facilitate the development of the reports. This support will be done remotely.
1.2.1. IUCN Staff Time Local	Local IUCN Staff for 15 working days @ \$350 will coordinate with international IUCN staff and local consultant for developing the format for sector specific gender analysis and conducting the analysis in coordination with the local consultant.
1.2.1. Consultant - Individual - Local	One National Consultant for 30 working days @ \$350 who will lead in conducting the sector specific gender analysis through multiple meetings and consultations with the respective ministries.
1.2.1. Meetings	Consultation sessions with NDA, IUCN and with various sectors / ministries through national consultant who will compile the required information for the sector specific gender analysis in coordination with IUCN team. These meetings will happen with different select sectors. The budget includes venue, refreshments, stationary etc.
1.2.1. Travel - Local	Travel of local consultants, IUCN and NDA staff for the consultation meetings on sectoral guidelines..
Activity 1.2.2	Establish a gender roster of experts to support the Climate Change Authority, including a network of at least 5 international experts, 10 local experts, and 5 local organizations.
1.2.2. International ccGAP Expert of IUCN	One International ccGAP Expert of IUCN Global Gender Office Washington (IUCN staff) will be engaged for 5 working days @ \$860 for identifying international gender experts for the roster, develop their ToRs and conduct one workshop of all identified experts on Gender Roster.

1.2.2. IUCN Staff Time Local	Local IUCN Staff will be engaged for 15 working days @ \$350 for identifying 10 local gender experts and coordinate with them, finalize their ToRs, and organize one workshop in lead by international staff and local consultant.
1.2.2. Consultant - Individual - local	Five National Gender Experts and five local organizations will be engaged for 3 days each for 15 working days @ \$350 to be on the Gender Roster and provide their support and input as per the defined ToRs. One national consultant will provide support in identifying the experts for Roster and will facilitate in conducting the workshop and will be engaged for 10 days @ \$350.
1.2.2. Workshop/Training	One workshop will be organized for the Gender Roster involving all international experts, national experts and local organizations to provide support to the National Gender and Climate Change Authority. This will include cost of venue, food, stationary, travel of local participants (5 experts & 5 organizations), logistics of all participants. .
1.2.2. Travel - International	Travel and logistics of IUCN International ccGAP Expert (IUCN Staff) from IUCN Global Gender Office Washington.
1.2.2. Travel - Local	Local travel of participants to attend the workshop.
Activity 1.2.3	Identify other countries and country representatives, from inside and outside region, to share experiences and engage in Pakistan ccGAP process (e.g., this may include 1 previous ccGAP country and one potential future ccGAP country).
1.2.3. International ccGAP Expert of IUCN	One International ccGAP Expert of IUCN Global Gender Office Washington (IUCN staff) for 2 working days @ \$860 will design the experience sharing and identify the participants from other countries..
1.2.3. IUCN Staff Time Local	Local IUCN Staff will be engaged 5 working days @ \$350 to prepare and coordinate the meetings and events. All logistics and preparations will be done.
1.2.3. Travel - International	Two to three International participants from countries who have done ccGAP and those who want to develop, to participate in the ccGAP workshops for learning and exchange.
1.2.3. Travel - Local	Local travel and logistics for the meetings and participation of local stakeholders.
1.2.3 Audio Visual & Printing	Designing and printing of the report on the learning at the end of the project..
Activity 1.2.4	Organize and host National Stakeholders Workshop to build NDA's own capacity and that of cross-sectoral ministries/agencies on gender and climate change and to propose gender-responsive actions.
1.2.4. International ccGAP Expert of IUCN	One International ccGAP Expert of IUCN Global Gender Office Washington (IUCN staff) for 5 working days @ \$860 will prepare the contents and conduct the national stakeholders workshop for national and provincial participants
1.2.4. IUCN Staff Time Local	Local IUCN Staff will be engaged in organizing the workshop, coordination, communication and logistics for 7 working days @ \$350.
1.2.4. Consultant - Individual - local	National Consultant with climate change expertise will be engaged to coordinate with IUCN International staff in conducting the National Stakeholder Workshop for 25 days @ \$350.
1.2.4. Workshop/Training	One national workshop event will be organized with the senior level participation of cross sectoral participants from NDA, various ministries and provinces. Approximately 50 participants in the workshop for one day. Logistics for the Senior level participants for the workshop from different ministries and provinces.
1.2.4. Travel - International	One International staff of IUCN Gender Global Office will travel to conduct the workshop, travel and logistics.
1.2.4. Travel - Local	Miscellaneous Local travel
1.2.4. Audio Visual & Printing	Compiling, designing, printing and copying of various materials for the National Workshop in hard copy and USBs for the National Stakeholders Workshop participants. Workshop report will be designed and printed with copies for distribution
1.3 Sub-outcome:	Women's organizations and gender focal points are engaged and have strengthened capacity to partner/implement on climate change action (especially readiness and implementation projects).
Activity 1.3.1	Train Pakistani women organizations, gender focal points and other identified stakeholders (including NGO, grassroots networks, women's private enterprise, etc.) to address climate change adaptation and mitigation through participatory capacity-building workshop (referred to as the ccGAP Women's Workshop).
1.3.1. Asia Region Gender Expert of IUCN	IUCN Asia Region Gender Expert, Bangkok (IUCN staff) for 5 working days @ \$795 will lead to prepare the training material and conduct the training.
1.3.1. IUCN Staff Time Local	Local IUCN Staff will be engaged for 10 working days @ \$350 to facilitate the preparation for the training and coordinate the participation.
1.3.1. Consultant - Individual - local	National Consultant will be engaged as Co-trainer with IUCN International Gender Expert in preparing and conducting the Training event and then compiling report and recommendations for 20 days @ \$350
1.3.1. Workshop/Training	One training workshop (3 days) for various national stakeholders including NDA, various ministries and related stakeholders for capacity building. Travel of local consultant and participants for training workshops, approximately 40 participants. The budget includes, venue, stationary, backdrop, hall set up, travel, food, accommodation of participants etc.
1.3.1. Travel - International	One trip of IUCN Asia Regional Gender Expert for conducting the training of stakeholders, including travel and logistics
1.3.1. Travel - Local	Local travel in organizing the workshop
1.3.1. Audio Visual & Printing	Printing and copying of the knowledge products to be used for the training event, including training material, USBs, reference documents and training report.
1.4 Sub-outcome:	Learning and promising practices are documented from this Readiness-phase ccGAP for NDA use, GCF and to share with other countries
Activity 1.4.1	Develop a short knowledge product that summarizes process, key lessons and promising practices, showcasing Pakistan as the pilot country.
1.4.1. International ccGAP Expert of IUCN	One International ccGAP Expert of IUCN Global Gender Office Washington (IUCN staff) will take lead in developing the knowledge product / innovative tool for outreach for the documentation in Readiness Phase over 5 days @ \$860
1.4.1 Communication Expert of IUCN	IUCN Communication Expert (IUCN staff) will work for 5 working days @ \$860 to design and finalize the knowledge product / innovative tool for outreach.

1.4.1. IUCN Staff Time Local	Local IUCN Staff will be engaged to support the International Gender Expert and Communications Expert for 10 working days @ \$350 in developing the tool, translation and designing. Will organize peer review, editing and finalizing of the document and then organize printing.
1.4.1. Consultant - Individual - local	One National Consultant will be engaged to translate the Innovative tool for 10 days @ \$350. One National Consultant will be engaged to edit the English and Urdu documents for 5 days @ \$350.
1.4.1. Audio Visual & Printing	Editing, translation, designing, proof reading, printing in English and Urdu of the knowledge product / innovative tool for outreach, and copying on USBs for dissemination.
Activity 1.4.2	Organize National Launch Event to showcase Pakistan's innovative Readiness-phase ccGAP.
1.4.2. International ccGAP Expert of IUCN	One International ccGAP Expert of IUCN Global Gender Office (IUCN staff) for 6 working days @ \$860 to organize the National Launch Event of the ccGAP of Pakistan
1.4.2. Asia Region Gender Expert of IUCN	Representation of the IUCN Asia Regional expert (IUCN Staff) for 2 working days @ \$795 to prepare for launching and participate.
1.4.2. IUCN Staff Time Local	IUCN staff local will be involved for 15 working days @ \$350 to organize the launch event of ccGAP at national level by inviting the key stakeholders.
1.4.2. Consultant - Individual - local	One National Consultant for 10 working days @ \$350 to organize and conduct the launch event jointly with IUCN experts
1.4.2. Workshop/Training	One launching event will be organized with the participation of all the relevant stakeholders involved in the process including various ministries and provinces. Approximately 60-80 participants for one day. Travel and logistics for out-station provincial participants will be included. Refreshments and Lunch will be included. Stationary, equipment rental, venue, backdrop, standees etc. will be included
1.4.2. Travel - International	One trip of International ccGAP Experts of IUCN Global Gender Office and IUCN Asia Representative to Pakistan for the national launch event of ccGAP, involving logistics and travel.
1.4.2. Travel - Local	Travel and logistics of the participants to the National Launch event with approximately 50 participants.
1.4.2. Audio Visual & Printing	Printing and copying of the knowledge products to be used for the national launch.
2.1. Sub-outcome:	National ccGAP developed including adaptation priorities in the country programme.
Activity 2.1.1	Finalize and validate a national ccGAP, anchored around the country's priority sectors (i.e. those specified in the national climate change policy including e.g. water, health, agriculture), which empowers women and men as change agents for climate resilience and promotes gender-responsive governance, planning, project development and budgeting.
2.1.1. International ccGAP Expert of IUCN	One International ccGAP Expert of IUCN Global Gender Office (IUCN staff) for 10 working days @ \$860 to work on finalizing the ccGAP document as per national priorities.
2.1.1. Asia Region Gender Expert of IUCN	One international Gender expert, Bangkok of IUCN @ 795 for 3 days for remote support.
2.1.1. IUCN Staff Time Local	Local IUCN Staff will be engaged for 10 working days @ \$350 to support the International Gender Expert to ensure the ccGAP document is drafted as per national priorities and facilitate various meetings at national level for validation of the document.
2.1.1. Consultant - Individual - local	One National Gender Expert will be engaged for 10 days @ \$350 and One Climate Change Expert will be engaged for 15 days @ \$350 to conduct the consultation meetings to collect information and validate the information provided.
2.1.1. Workshop/Training	Validation workshop (one day) will be organized with approximately 50 participants from all provinces and stakeholders. This includes venue, refreshments, logistics, printing of backdrop etc.
2.1.1. Travel - Local	Travel of local consultants and IUCN staff for consultation and validation meetings including travel and logistics. Various meetings for consultation and validation of the ccGAP document by key stakeholders and NDA will be required,
2.1.1. Audio Visual & Printing	Proof reading, editing, designing and printing of the ccGAP document (1000 copies) for dissemination.
2.2. Sub-outcome:	National project pipeline embeds gender-responsive activities and specific projects from ccGAP.
Activity 2.2.1	Convene donors and cross-sectoral implementation partners, including women's organizations and gender focal points, to consider gender-responsive implementation, including through identification of priority ccGAP activities that might inform or comprise project proposals.
2.2.1. International ccGAP Expert of IUCN	One International ccGAP Expert of IUCN Global Gender Office (IUCN staff) for 10 working days @ \$860 to review and provide input in the pipeline projects with the gender lens and incorporation of ccGAP activities
2.2.1. IUCN Staff Time Local	One local IUCN staff will be involved for 10 working days @ \$350 to facilitate the review process and provide feedback to the concerned project owners and facilitate through meetings with International Gender Expert and the National Gender Expert.
2.2.1. Consultant - Individual - local	One National Expert will be engaged for 20 days @ \$350 to participate in the review of the pipeline projects through meetings.
2.2.1. Workshop/Training	Various meetings of NDA and IUCN with donors, partners and other stakeholders for ccGAP implementation and mainstreaming into the project pipeline. Sessions in provinces will be conducted to review and refine the project guidelines.
2.2.1. Travel - International	Two trips of International ccGAP Expert for various meetings and presentations at the key meetings including air travel, logistics
2.2.1. Travel - Local	Travel of local Gender Expert and IUCN staff for various meetings with donors including logistics and travel.
2.2.1. Audio Visual & Printing	Printing and copying of various materials in hard copy, USBs etc. required for the meetings and presentations.
Project Management Cost (PMC)	
PMC - IUCN Admin & Finance Staff Time Local	Time charge of IUCN staff for 3 days per month over 18 months (Admin 2 day and Finance 1 day). This will be charged through the staff time invoice and timesheets as per IUCN Staff Time Policy. The charge out rates are standard as per staff levels under the policy.
PMC - Office Supplies	Stationary, copying and general office supplies for project implementation.

PMC - Travel - Local	Local travel during the project implementation and for administrative purpose.
PMC - Audit Fee	Project Audit at the end of the project

<b>Budget Categories</b>
Audio Visual & Printing
Audit Fee
Equipment
Consultant - Individual - Local
Asia Region Gender Expert of IUCN
Communication Expert of IUCN
Office Supplies
Travel - International
Travel – Local
Workshop/Training
Meetings
IUCN Staff Time Local
International ccGAP Expert of IUCN
Technical Expert at NDA
IUCN Admin & Finance Staff Time Local

*Indicate additional budget categories*

<b>Choose percentage</b>
0
1%
2%
3%
4%
5%

## 5.2 Procurement Plan

For goods, services, and consultancies to be procured, please list the items, descriptions in relation to the activities in Section 3, estimated cost, procurement method, relevant threshold, and the estimated dates. Please include the procurement plan for at least the first tranche of disbursement requested below and provide a full procurement plan for the entire duration of the implementation period if available at this stage.

Item	Item Description	Estimated Cost (US\$)	Procurement Method	Thresholds (Min-Max monetary value for which indicated procurement method must be used)	Estimated Start Date	Projected Contracting Date
<b>Goods and Non-Consulting Services</b>						
Audio, Visual & Printing (1.1.1)	Awareness and reporting material, DVDs, USBs	3,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
1.1.1 Equipmnet	2 laptops, multimedia projector, conference call equipment, 2 printers, camera etc.	6,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (1.2.3)	Awareness and reporting material, DVDs, USBs	2,500.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (1.2.4)	Awareness and reporting material, DVDs, USBs	3,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (1.3.1)	Awareness and reporting material, DVDs, USBs	4,500.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (1.4.1)	Awareness and reporting material, DVDs, USBs	20,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (1.4.2)	Awareness and reporting material, DVDs, USBs	2,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (2.1.1)	Awareness and reporting material, DVDs, USBs	6,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
Audio, Visual & Printing (2.2.1)	Awareness and reporting material, DVDs, USBs	2,000.00	as per IUCN Procurement Policy	1100 - 20000	1.10.2019	1.11.2019
<b>Sub-Total (US\$)</b>		<b>\$ 49,000.00</b>				
<b>Consultancy Services</b>						
National Consultant	Gender Expert (1.1.1)	10,500.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
Technical Expert at NDA	Climate Change Expert (1.1.1)	36,000.00	as per IUCN HR Policy	3,000 - 40,000	1.10.2019	1.11.2019
National Consultant	Gender Expert (1.2.1)	10,500.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
National Consultant	10 Gender Experts on Roster (1.2.2)	10,500.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
National Consultant	Climate Change Specialist (1.2.4)	8,750.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
National Consultant	Gender Trainer (1.3.1)	7,000.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
National Consultant	One Translator and One Editor (1.4.1)	5,250.00	as per IUCN HR Policy	4200 - 10500	1.10.2019	1.11.2019
National Consultant	Gender Expert (1.4.2)	3,500.00	as per IUCN HR Policy	3500- 10500	1.10.2019	1.11.2019
National Consultant	Climate Change Specialist (2.1.1)	8,750.00	as per IUCN HR Policy	7000 - 10500	1.10.2019	1.11.2019
National Consultant	Gender Expert (2.2.1)	7,000.00	as per IUCN HR Policy	4200 - 10500	1.10.2019	1.11.2019
<b>Sub-Total (US\$)</b>		<b>\$ 107,750.00</b>				