Gender Action Plan

SAP074: Yemen Climate Water Information Management & Early Warning Systems (CWIMEWS)

Yemen | World Bank | GCF/B.46/02/Add.0

5 October 2026

GREEN CLIMATE FUND

professional opportunities is increased; and gender-responsive guidelines for climate service delivery are developed and adopted.

Activity	Alignment with CWIMEWS Activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
Recruit and deploy a full-time Social and Gender Safeguards (SGS) Specialist within UNDP JPIU	Cross-cutting (all components)	No dedicated gender expertise within CWIMEWS JPIU	SGS Specialist recruited by Year 1, Month 2; annual GAP progress reports produced	Signed contract; APRs	UNDP	Year 1	$150,000
Design and deliver gender mainstreaming training for MWE, YMS, and NWRA technical staff, including GBV and SEA/SH awareness[2]	Component 3 (Enabling Environment)	Women constitute only 1 in 15 employees in water institutions; no existing gender training programme in target agencies	1) At least 3 national partner agencies complete gender mainstreaming training by Year 2; at least 30% of trainees are women 2) Percentage of women participating in project-supported technical training and capacity-building activities	Training records; participant lists disaggregated by sex; post-training assessments	UNDP (SGS Specialist), MWE, YMS, NWRA	Years 1–2	$60,000
Promote women's participation in project-supported technical and professional opportunities through targeted outreach and gender-responsive recruitment.	Component 3: Enabling Environment and Capacity Building	Women constitute only 1 in 15 employees in water institutions, and no project-specific measures are currently in place to encourage women to apply for technical positions and assignments.	1)All project-financed technical vacancies, consultancies, internships, secondments, and similar opportunities include targeted outreach to qualified women. 2) Percentage of project-	Vacancy announcements; applications and shortlists; recruitment records; contracts; staffing reports; APRs.	UNDP/JPIU, MWE, YMS/CAMA, NWRA, and the SGS Specialist.	Years 1–5	Included in project staffing and Component 3 costs.

[2] The project will encourage partner institutions to nominate female staff for technical training and capacity building activities and will support greater participation of women while taking into account local context and practical implementation considerations.

			supported technical and professional opportunities filled by qualified women by Year 4.[3] The end target will be determined during the Results Framework and indicator end target-setting process and will be reflected in the AF Project Paper. 3. The number and percentage of women applying for and selected for these opportunities are tracked annually and reported through the APRs.				
Develop gender-responsive guidelines for climate information and early warning communications[4]	Component 2 (MH-EWS)	No gender-responsive communication guidelines exist for Yemen's hydrometeorological services	1)Guidelines developed and adopted by YMS and MWE by end of Year 2; rated at minimum "Gender Responsive" on GCF scale 2)At least two documented consultations are held with women's organizations, female technical staff,	Adopted guidelines document; consultation records; sex-disaggregated participant lists; response matrix; review report	UNDP (SGS Specialist), YMS/CAMA	Years 1–2	$30,000

[3] This has been discussed with UNDP, which advised that the proposed 30% target may be overestimated. The final target will therefore be determined during the Results Framework and indicator end target-setting process and will also be reflected in the Project Paper.
[4] Women participate in consultations undertaken during the preparation of communication guidelines.

			and female community representatives during the preparation of the guidelines. Participation records will be disaggregated by sex, and the project will document how the feedback received was considered.				
Conduct annual gender audits of CWIMEWS implementation progress and adapt GAP accordingly	Cross-cutting	No gender monitoring mechanism in current institutional practice	Annual gender audit report produced for Years 1–5; at least 2 adaptive adjustments to GAP documented over project lifetime	Audit reports; APRs	UNDP (SGS Specialist), World Bank	Years 1–5	$50,000
Core Area 1 Sub-total							**$290,000**

CORE AREA 2: Governance and Policy

Impact Statement: Yemen's water and climate governance frameworks — at national, basin, and community levels — reflect gender-responsive principles and mandate women's meaningful participation.

Outcome Statement: Inter-agency coordination platforms and basin-level governance bodies achieve measurable improvements in female representation and gender-responsive procedures.

Output Statement: Inter-agency coordination platform and basin-level platforms include gender representation requirements; legal and policy frameworks are reviewed for gender gaps.

Activity	Alignment with CWIMEWS Activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
Establish inter-agency coordination platform with explicit gender representation	Component 3 (Enabling Environment)	No formal inter-agency coordination body exists; women represent 8% of community governance	At least 30% of members of the inter-agency coordination platform are women by Year 2	Platform terms of reference; membership lists disaggregated by sex	UNDP, MWE, YMS, NWRA	Year 1–2	$20,000

requirements[5]		leadership					
Establish or reform basin-level governance platforms (Water Basin Committees) across 9 priority basins with gender balance requirements[6]	Component 3 (Enabling Environment)	Existing basin committees are predominantly male-dominated	At least 30% female representation achieved in at least 6 of 9 basin-level platforms by Year 3	WBC membership records; meeting minutes	UNDP, MWE, NWRA, local CSOs	Years 2–4	$40,000
Review relevant legal and policy frameworks (including Civil Defence Law and inter-agency data sharing agreements) for gender gaps; recommend and support reforms[7]	Component 3 (Enabling Environment)	Civil Defence Law does not reflect gender-responsive EWS concepts; no data sharing agreements include gender provisions	At least 1 key policy or legal document revised to include gender-responsive language by Year 3	Policy documents; legal review report	UNDP (SGS Specialist), MWE, UNDP governance team	Years 2–3	$25,000
Ensure the System Management Unit (SMU) hosted by MWE includes at least one senior female staff member	Component 3 (Enabling Environment)	SMU does not yet exist; women are systematically underrepresented in MWE leadership	SMU established with at least 1 senior female staff member by Year 1; maintained through Year 5	SMU staffing records	UNDP, MWE	Year 1	Included in Component 3 costs
Core Area 2 Sub-total							**$85,000**

CORE AREA 3: Women's Leadership and Participation in Climate Services

Impact Statement: Women in Yemen actively participate in and benefit from climate information systems and early warning services, with their roles and knowledge recognized as central to effective climate risk management.

[5] Local women's groups and organizations, female technical staff, and female community representatives will be consulted during the review and updating of relevant policies and governance arrangements supported by the project. Consultations will be documented through sex-disaggregated participation records and reported in APRs

[6] The project will aim to increase women's participation across basin-level coordination platforms while recognizing differences in local context, institutional arrangements, and the availability of female representatives.

[7] consultation with local women's organizations, female technical staff, and female community representatives.

Outcome Statement: Women are meaningfully represented in the technical design, operation, and use of CWIMS and MH-EWS, and specific barriers to their participation have been identified and addressed.

Output Statement: At least 30% of technical training participants are women; female community facilitators are deployed; gender-specific content is integrated into early warning advisories and training curricula.

Activity	Alignment with CWIMEWS Activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
Target women in technical training for CWIMS operation, GIS, hydrology, and forecasting	Component 3 (Capacity Building)	Only 1 in 15 water sector employees are women; no targeted female recruitment for technical training	At least 50 female technical staff trained in CWIMS operation, GIS, or hydrometeorology by Year 4; at least 30% of all CWIMS training participants are women	Training participation records disaggregated by sex; APRs	UNDP/JPIU, MWE, YMS, NWRA	Years 2–4	$40,000
Engage and train female community facilitators and local women's associations to serve as early warning relay agents at community level[8]	Component 2 (MH-EWS)	Community warning structures are predominantly male; women's associations have been excluded from climate information planning	1) At least 30 female community facilitators trained and active across 9 priority basins by Year 3 2) number of women participating in community warning committees and local early warning structures, tracked annually	Facilitator training records; community EAP documentation	UNDP, local CSOs, women's associations	Years 2–4	$60,000
Integrate gender-specific content (women's roles, female-headed household needs, GBV risks) into at least 50% of multi-hazard	Component 2 (MH-EWS)	No gender-specific content in current early warning communications	At least 50% of MH-EWS advisories include gender-specific content by Year 3; rated "Gender Responsive" or above	Advisory content review; YMS records	UNDP (SGS Specialist), YMS/CAMA	Years 2–5	$20,000

[8] The project will encourage the participation of women in community warning committees and other local early warning structures, taking into account local context and cultural considerations.

sector advisories and early warning messages							
Develop gender-responsive training modules for community-based disaster preparedness and EWS drills[9]	Component 2 (MH-EWS), Component 3	No gender-responsive training materials exist for community EWS in Yemen	1) Gender-responsive training modules developed by Year 2; at least 20% of drill content addresses gender-specific preparedness needs including GBV risks 2) At least 70% of relevant project-supported training activities use gender-responsive training materials by Year 3	Training materials; drill evaluation reports	UNDP, SGS Specialist, local CSOs	Year 2	$25,000
Core Area 3 Sub-total							**$145,000**

CORE AREA 4: Community-Level Empowerment and Last-Mile Inclusion

Impact Statement: Women, female-headed households, and vulnerable groups in Yemen's most climate-exposed communities receive timely, accessible, and actionable early warnings that enable them to protect their lives and livelihoods.

Outcome Statement: Community-based Early Action Plans are co-designed with women and vulnerable groups; multi-channel early warning dissemination reaches women and IDPs in 30+ priority communities.

Output Statement: Gender-balanced community warning committees established; EAPs co-designed with women's associations; multi-channel dissemination (SMS, radio, community networks) reaches female-headed households; and sex- and vulnerability-disaggregated baseline and monitoring data are established.

Activity	Alignment with CWIMEWS Activities	Baseline	Indicators and Targets	Means of Verification	Actors	Timeline	Budget (USD)
Co-design Community-Based Early Action Plans (EAPs) with	Component 2 (MH-EWS), Component 3	No community-level EAPs exist in target areas; women	At least 30 EAPs co-designed with active participation of women's associations by Year 4; at least 40% of EAP	EAP documentation; participant lists; Community	UNDP, local CSOs, women's associations, community	Years 2–4	$80,000

[9] Gender-responsive training materials will be incorporated into relevant project-supported training activities.

women's associations and vulnerable group representatives in 30+ priority communities		are excluded from warning committee planning	participants are women	validation records	leaders		
Establish or reform gender-balanced community warning committees across 30+ priority communities	Component 2 (MH-EWS)	Warning committees are male-dominated in most governorates	At least 25 community warning committees reformed to include at least 30% female membership by Year 3	Committee membership records; local government endorsements	UNDP, local CSOs, community leaders	Years 2–3	$30,000
Implement multi-channel early warning dissemination specifically designed to reach women and female-headed households (SMS, community radio, mosque networks, female facilitators)	Component 2 (MH-EWS)	Alert dissemination is not designed to reach women; women have lower mobile phone ownership	Multi-channel dissemination system operational by Year 2; at least 70% of targeted female-headed households in priority basins report receiving early warnings during Year 4 evaluation	Beneficiary surveys disaggregated by sex; dissemination records; system performance reports	UNDP, YMS/CAMA, local CSOs, community facilitators	Years 2–5	$20,000
Conduct community-level GBV risk assessments and implement mitigation measures during EAP development and EWS drills	Component 2 (MH-EWS), Component 3	GBV risks during community engagement not formally assessed	GBV risk assessment completed for all 30+ priority communities by Year 2; GBV referral protocols embedded in all EAPs	Risk assessment reports; EAP GBV protocols; GRM referral records	UNDP (SGS Specialist), local GBV service providers	Years 1–3	$30,000
Produce gender-disaggregated beneficiary data for M&E reporting, including reach of early warnings, training participation, and CWIMS usage[10]	Cross-cutting (M&E)	No sex-disaggregated data currently collected in hydromet or EWS systems in Yemen. A systematic baseline on women and men within the relevant vulnerable groups in the	1) 100% of CWIMEWS M&E indicators related to training, beneficiary reach, and community engagement disaggregated by sex from Year 1 onwards. 2)Baseline information and beneficiary mapping for the priority communities are completed by the end of Year 1 through targeted consultations, beneficiary mapping, and the project monitoring system. 3)	APRs; M&E system reports; evaluation reports, baseline report; beneficiary mapping and consultation records.	UNDP/JPIU, World Bank, SGS Specialist and JPIU M&E Specialist.	Years 1–5	$20,000

[10] Including participation in technical training, outreach activities, warning drills, governance structures, the SMU, inter-agency platform, and basin-level platforms.

	targeted communities is also not currently available.	Where feasible, appropriate, and safe, relevant data are disaggregated by sex within vulnerable groups, including displacement status, disability status, age group, household type, and rural or remote location. 4) Related indicators and targets are confirmed or refined by the end of Year 1 based on the baseline findings.	
Core Area 4 Sub-total			**$180,000**

8. GAP Budget Summary

Core Area	Focus	Budget (USD)
Core Area 1	Institutional Capacity and Gender Expertise	$290,000
Core Area 2	Governance and Policy	$85,000
Core Area 3	Women's Leadership and Participation in Climate Services	$145,000
Core Area 4	Community-Level Empowerment and Last-Mile Inclusion	$180,000
Total GAP Budget		**$700,000**

Note: Some activities in Core Area 2 are partially embedded in Component 3 institutional costs and are noted accordingly. The total above reflects dedicated gender-specific budget lines.

9. Monitoring and Reporting of Progress

Progress against the Gender Action Plan (GAP) will be monitored throughout the project lifecycle and reported to the Green Climate Fund (GCF) through Annual Performance Reports (APRs). The SGS Specialist, hosted within the JPIU, is the primary responsible party for tracking GAP implementation, consolidating gender-disaggregated data from all project components, and preparing the gender section of each APR.

Each APR will include a dedicated GAP progress update covering the following:

- Status of each activity against its planned timeline and targets, including activities that are on track, delayed, or completed
- Sex-disaggregated data on participation in training, consultations, governance structures, and community warning activities, and project-supported technical and professional opportunities
- Sex- and vulnerability-disaggregated baseline and monitoring data, including data on women and men within relevant vulnerable groups, where feasible, appropriate, and safe
- Progress against all GAP indicators and targets, including new indicators added in response to GCF review
- Any barriers or implementation challenges encountered in advancing gender objectives, and adaptive measures taken or proposed in response
- Budget expenditure against GAP allocations

If any changes to the GAP are required during implementation, including revisions to targets, such changes will be reported to GCF through the applicable reporting process, together with the justification for the change. Minor adaptive adjustments, such as refinement of indicators based on data collected during Year 1, will be documented in the relevant AF PP.