GENDER-RESPONSIVE CRITERIA

FOR

SUB-NATIONAL CLIMATE FINANCING FRAMEWORK DEVELOPMENT INCLUDING RESULTS FRAMEWORK

EmPower: Women for Climate-Resilient Societies Phase II Project

Prepared by:

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FOR ALL WOMEN AND GIRLS

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PREFACE

Achieving climate-resilient development requires climate finance systems that are not only effective in addressing climate risks but also equitable, inclusive, and responsive to the diverse needs of women, men, and marginalized groups. As Cambodia advances the development of its Sub-national Climate Finance (SCF) Framework, integrating gender equality and social inclusion (GESI) into climate finance governance has become essential to ensuring that investments contribute to both climate resilience and sustainable development.

This document, "Gender-Responsive Criteria for Framework Development Including Results Framework," has been prepared under the EmPower: Women for Climate-Resilient Societies Phase II Project, implemented by the National Committee for Sub-national Democratic Development Secretariat (NCDD-S). It represents the third key technical deliverable supporting the development of Cambodia's Sub-national Climate Finance Framework and Operational Manual. Building upon the findings of the SCF Gender-Responsive Criteria on National and Sub-national Fiscal and Climate Finance, this document translates policy commitments and analytical findings into practical criteria, operational requirements, and measurable indicators that can be systematically applied throughout the climate finance cycle.

The document establishes a comprehensive framework for integrating gender considerations into the design, appraisal, implementation, monitoring, and evaluation of climate finance investments at the sub-national level. It presents guiding principles for gender-responsive climate finance, minimum gender requirements for the SCF Framework, gender-responsive investment criteria, a practical gender scoring system for project appraisal, and a comprehensive results framework with measurable indicators. In addition, it outlines requirements for gender-responsive budgeting, data collection, reporting, accountability, and documentation to ensure that gender equality is embedded within institutional systems rather than treated as a stand-alone consideration.

The criteria presented in this document are intended to provide practical guidance for government institutions, Sub-National Administrations (SNAs), technical appraisal committees, development partners, and implementing agencies responsible for planning and managing climate finance investments. By establishing clear standards, transparent assessment criteria, and measurable performance indicators, the framework seeks to strengthen the quality, consistency, and accountability of gender integration across all stages of the SCF project cycle. Ultimately, it aims to ensure that climate finance investments not only reduce climate risks but also expand opportunities for women's leadership, improve equitable access to resources and services, strengthen the resilience of vulnerable communities, and contribute to inclusive local development.

This document also reflects Cambodia's commitment to aligning its climate finance architecture with national policies on gender equality, decentralization, public financial management reform, and international commitments under the Paris Agreement, the Sustainable Development Goals, and other global frameworks on gender-responsive climate action. By institutionalizing gender-responsive criteria within the SCF Framework, Cambodia has an important opportunity to establish a national model for inclusive climate finance that

can enhance transparency, strengthen accountability, improve investment quality, and maximize the social and environmental benefits of public climate investments.

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GENDER-RESPONSIVE CRITERIA FOR SCF FRAMEWORK DEVELOPMENT (INCLUDING RESULTS FRAMEWORK)

I. INTRODUCTION

Cambodia has made significant progress in establishing policy and institutional commitments to gender equality and gender-responsive public finance. National frameworks, including the Neary Rattanak Strategic Plan, the Master Plan on Gender and Climate Change (2018–2030), the Cambodia Climate Change Strategic Plan (2024-33), the Nationally Determined Contribution (NDC 3.0), and the Public Financial Management Reform Program (PFMRP), recognize the importance of integrating gender considerations into development planning, budgeting, and climate action. These policy commitments seek to strengthen women's participation in decision-making, improve equitable access to finance and climate-resilient livelihoods, promote gender-responsive budgeting, and enhance the use of sex-disaggregated data to support evidence-based planning and monitoring.

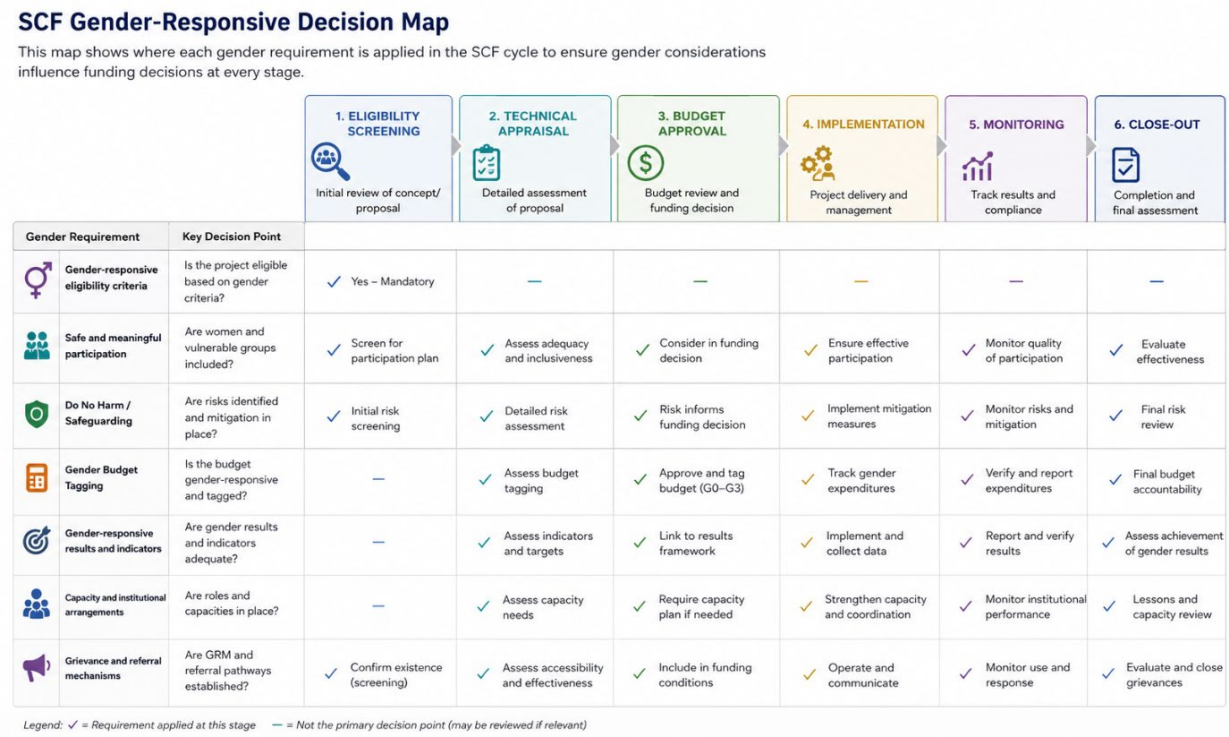
The gender analysis undertaken for this study indicates important implementation gaps between these policy objectives and current practice. Although gender equality is increasingly reflected in national climate and development policies, gender-responsive climate finance at the sub-national level remains fragmented and not yet systematically embedded within planning, budgeting, project appraisal, implementation, monitoring, and reporting processes. The barriers, including limited access to finance and productive assets, underrepresentation of women in climate finance decision-making, inadequate sex-disaggregated data, limited institutional capacity, and the absence of standardized gender-responsive budgeting and monitoring tools, continue to constrain the effectiveness and equity of climate investments. These findings call for the need for the proposed Sub-national Climate Finance (SCF) Framework with aims to operationalize Cambodia's gender finance objectives by embedding gender-responsive criteria, budgeting, monitoring, and accountability mechanisms throughout the climate finance cycle. This can bridge the gap to translate national policy commitments on gender integration into practical actions at the sub-national level.

This document presents a set of gender-responsive criteria to support the development and operationalization of the Sub-national Climate Finance (SCF) Framework in Cambodia, including its results framework. It is grounded in the recognition that climate change impacts are not gender-neutral and that existing social and economic inequalities can intensify vulnerability, particularly among women and marginalized groups at the sub-national level. As Cambodia advances its climate finance architecture, there is a critical need to ensure that financing mechanisms and investments are designed and implemented in ways that are inclusive, equitable, and responsive to diverse needs and capacities.

The proposed criteria aim to guide Sub-National Administrations (SNAs) and relevant stakeholders in systematically integrating gender considerations across all stages of the SCF cycle from policy formulation and investment selection to budgeting, implementation, monitoring, and reporting. By embedding gender equality and social inclusion into climate finance systems and tools, this document seeks to enhance the effectiveness, accountability,

and sustainability of climate actions, while contributing to national development priorities and international commitments on gender equality and climate change.

Diagram below illustrates the gender-responsive decision-making process mapping throughout the SCF project cycle. At each stage from eligibility screening, technical appraisal, and budget approval to implementation, monitoring, and project close-out decision-makers assess project proposals against key gender requirements. These include gender-responsive eligibility criteria, safe and meaningful participation, the Do No Harm and Safeguarding principles, Gender Budget Tagging, gender-responsive results and indicators, institutional capacity and governance arrangements, and grievance redress mechanisms (GRM). This decision mapping helps ensure that gender considerations are systematically integrated into project appraisal, funding decisions, implementation, and performance monitoring, thereby strengthening accountability and the effectiveness of gender-responsive climate finance.



SCF Gender-Responsive Decision Map

This map shows where each gender requirement is applied in the SCF cycle to ensure gender considerations influence funding decisions at every stage.

Gender Requirement	Key Decision Point	1. ELIGIBILITY SCREENING Initial review of concept/ proposal	2. TECHNICAL APPRAISAL Detailed assessment of proposal	3. BUDGET APPROVAL Budget review and funding decision	4. IMPLEMENTATION Project delivery and management	5. MONITORING Track results and compliance	6. CLOSE-OUT Completion and final assessment
Gender-responsive eligibility criteria	Is the project eligible based on gender criteria?	✓ Yes – Mandatory	—	—	—	—	—
Safe and meaningful participation	Are women and vulnerable groups included?	✓ Screen for participation plan	✓ Assess adequacy and inclusiveness	✓ Consider in funding decision	✓ Ensure effective participation	✓ Monitor quality of participation	✓ Evaluate effectiveness
Do No Harm / Safeguarding	Are risks identified and mitigation in place?	✓ Initial risk screening	✓ Detailed risk assessment	✓ Risk informs funding decision	✓ Implement mitigation measures	✓ Monitor risks and mitigation	✓ Final risk review
Gender Budget Tagging	Is the budget gender-responsive and tagged?	—	✓ Assess budget tagging	✓ Approve and tag budget (G0–G3)	✓ Track gender expenditures	✓ Verify and report expenditures	✓ Final budget accountability
Gender-responsive results and indicators	Are gender results and indicators adequate?	—	✓ Assess indicators and targets	✓ Link to results framework	✓ Implement and collect data	✓ Report and verify results	✓ Assess achievement of gender results
Capacity and institutional arrangements	Are roles and capacities in place?	—	✓ Assess capacity needs	✓ Require capacity plan if needed	✓ Strengthen capacity and coordination	✓ Monitor institutional performance	✓ Lessons and capacity review
Grievance and referral mechanisms	Are GRM and referral pathways established?	✓ Confirm existence (screening)	✓ Assess accessibility and effectiveness	✓ Include in funding conditions	✓ Operate and communicate	✓ Monitor use and response	✓ Evaluate and close grievances

Legend: ✓ = Requirement applied at this stage — = Not the primary decision point (may be reviewed if relevant)

1.1 Purpose of Gender-Responsive Criteria

This document provides gender-responsive criteria to guide the design, implementation, monitoring, and reporting of the Sub-national Climate Finance (SCF) Framework in Cambodia. The purpose of the criteria is to ensure that climate finance mechanisms, processes, and investments supported under SCF at the sub-national level are inclusive, equitable, and responsive to the differentiated needs, priorities, and capacities of women, men, girls, boys, and marginalized groups, particularly in climate-vulnerable communities.

Recognizing that climate risks and socio-economic inequalities intersect, these criteria aim to strengthen the ability of Sub-National Administrations (SNAs) to identify, address, and reduce gender-based disparities in access to climate finance, resources, decision-making, and benefits. The criteria also seek to enhance the effectiveness, sustainability, and accountability

of climate investments by ensuring that gender considerations are fully integrated across the SCF cycle.

1.2 Scope of Criteria

These gender-responsive criteria apply to both the SCF institutional framework and all phases of the SCF project cycle (development and operational cycle) to ensure that gender equality and social inclusion are systematically integrated into climate finance governance, resource allocation, implementation, monitoring, and learning. Specifically, the criteria apply to:

- **SCF governance and fund management:** Integrating gender equality and social inclusion principles into the governance, institutional arrangements, decision-making processes, financing mechanisms, and operational policies of the SCF. This includes periodically assessing the gender responsiveness of the SCF portfolio using gender-responsive budgeting (GRB) principles to identify systemic barriers to climate finance, evaluate the distribution of resources across women and vulnerable groups, and inform improvements to funding allocation and accountability.
- **Framework formulation and validation:** Ensuring that gender equality and social inclusion principles are embedded in the design of SCF policies, guidelines, and institutional arrangements, with meaningful participation of women and relevant stakeholders.
- **Eligibility and selection of climate actions and investments:** Integrating gender criteria into project screening and appraisal processes to prioritize investments that address gender-specific climate vulnerabilities and promote equitable outcomes.
- **Budget planning, resource allocation, and execution:** Applying gender-responsive budgeting approaches to ensure that financial resources are allocated and utilized in ways that benefit both women and men equitably, with targeted support for vulnerable groups.
- **Capacity development and institutional strengthening:** Enhancing the technical and institutional capacities of SNAs and relevant stakeholders to apply gender analysis, design gender-responsive interventions, and implement inclusive climate actions.
- **Monitoring, Evaluation, Accountability, and Learning (MEAL):** Establishing systems to track gender-related results, assess impacts, ensure accountability, and generate lessons learned to continuously improve gender responsiveness in climate finance.
- **Reporting for national and international stakeholders:** Supporting transparent and consistent reporting on project and portfolio level gender outcomes and contributions to national policies and international commitments related to gender equality and climate change.

1.3 Application into SCF Systems and Tools

These criteria are designed to be operational and actionable, supporting their integration into key SCF processes and instruments, including:

- **Investment planning and budgeting processes at SNA level**: ensuring gender considerations are embedded in Commune/Sangkat and District/Municipal investment plans
- **Project appraisal and screening tools**: incorporating gender-responsive eligibility and scoring criteria
- **Financial management and reporting systems**: enabling tracking of gender-responsive expenditures and benefits
- **Results framework and performance monitoring tools**: including gender-responsive indicators, targets, and reporting mechanisms.

These are a list of gender-responsive tools for SCFs' operationalization

- Tools for gender analysis for SCF projects
- Tools for gender and sex disaggregated data preparation
- Tools for gender-responsive planning
- Tools for gender-responsive budgeting
- Tools for appraisal and approval
- Tools for gender-responsive implementation and safeguarding
- Tools for gender-responsive monitoring, evaluation, and learning
- Tools for reporting and accountability

II. PRINCIPLES FOR GENDER-RESPONSIVE SUB-NATIONAL CLIMATE FINANCE

The Sub-national Climate Finance (SCF) Framework shall systematically integrate gender equality and social inclusion (GESI) considerations across all policies, processes, and investments. The following principles provide a foundation to ensure that climate finance interventions are not only effective in addressing climate risks, but also equitable, inclusive, and transformative in reducing gender inequalities.

2.1 Equity and Inclusion

SCF shall promote fair, inclusive, and non-discriminatory access to climate finance resources, services, and benefits, with particular attention to groups that are disproportionately affected by climate change and socio-economic inequalities. This includes, but is not limited to, women and girls in climate-affected households, female-headed households, persons with disabilities, indigenous peoples and ethnic minorities, poor households and landless families, remote households and communities, informal workers and climate-dependent livelihood groups, and elderly people and youth (UNDP, 2016a).

Operational implications:

- Prioritize investments that target vulnerable and underserved groups
- Apply inclusive targeting criteria in project selection
- Ensure accessibility of services (e.g., location, affordability, language)
- Address intersecting vulnerabilities (e.g., gender + poverty + disability)
- Incorporate sex-disaggregated financial reporting to promote access to inclusive financial products (e.g. concession loans, flexible debt instruments etc.)

2.2 Gender Responsiveness and Climate Justice

The SCF shall address gender-specific climate vulnerabilities and inequalities by ensuring that investments and services reduce climate risks while removing barriers for women's participation, leadership, and access to resources (UN Women, 2023a). SCF shall adopt a gender-responsive and climate justice approach by recognizing that climate change impacts are not experienced equally and often exacerbate existing gender inequalities.

Climate finance interventions shall:

- **Responsive**: Identify and address gender-specific climate risks, vulnerabilities, and adaptation needs.
- **Inclusive**: Remove structural barriers that limit women's access to climate finance, resources, services, technologies, information, and decision-making opportunities.
- **Equitable**: Promote the equitable distribution of climate finance benefits and ensure women and vulnerable groups have equitable access to opportunities and resources.
- **Empowering**: Support women's leadership, women's economic empowerment, resilience, and adaptive capacity, and meaningful participation in climate action.

Operational implications:

- Integrate gender analysis into project design and appraisal
- Prioritize actions that reduce women's workload and climate-related risks
- Promote women-led and women-benefiting climate solutions

2.3 Meaningful Participation and Representation

SCF shall ensure that women and marginalized groups are actively and meaningfully engaged in decision-making processes throughout the entire project cycle, including planning, prioritization, implementation, and monitoring (NAP Global Network, 2020). Participation must go beyond representation to ensure voice, influence, and agency. Participation shall be:

- **Accessible:** Consider timing, location, language, literacy, and cultural appropriateness
- **Inclusive:** Ensure representation of diverse groups, including the most vulnerable
- **Safe and respectful:** Free from discrimination, intimidation, or social exclusion

Operational implications:

- Facilitate separate consultations where needed (e.g., women-only groups)
- Strengthen women's leadership in local committees and governance structures
- Provide capacity-building to enable effective participation

2.4 Do No Harm and Safeguarding

As adapted from GCF (2025), the SCF shall adopt a "Do No Harm" approach to prevent unintended negative consequences of climate finance interventions, particularly those affecting women and vulnerable groups. This "Do No Harm" needs to be treated as a minimum safeguard screening as well as a scoring criterion.

Potential risks to be avoided include:

- Increased burden of unpaid care and domestic work
- Exclusion of vulnerable groups or elite capture of benefits
- Exposure to gender-based violence (GBV), sexual exploitation, abuse and sexual harassment (SEA/SH)and other forms of exploitation
- Unequal access to employment opportunities, discrimination, or unsafe and unhealthy working conditions

Operational implications:

- Conduct social and gender risk screening for all projects
- Integrate safeguarding measures into project design and implementation
- Require contractors and implementing partners, where applicable, to adopt and comply with a **Code of Conduct** addressing GBV/SEA/SH prevention, non-discrimination, respectful behaviour, and occupational health and safety
- Establish referral pathways for GBV and grievance redress mechanisms

2.5 Accountability and Transparency

SCF shall maintain transparent selection, budgeting, and reporting mechanisms, including gender-tagged results and budgets, and community-level feedback mechanisms. SCF shall also ensure transparent, accountable, and participatory governance of climate finance, with clear mechanisms for tracking, reporting, and addressing gender-related outcomes. Key elements include:

- Transparent criteria for project selection and resource allocation
- Use of gender-responsive budgeting and expenditure tracking
- Public disclosure of project information and results
- Accessible grievance redress and feedback mechanisms at community level

Operational implications:

- Apply gender tagging or markers in budgeting and reporting
- Regularly report on gender outcomes and impacts
- Enable community monitoring and social accountability processes

2.6 Evidence-based and Result-Oriented Planning

SCF shall be grounded in robust evidence, context-specific analysis, and results-based planning to ensure that climate finance investments effectively address climate risks, reduce gender inequalities, and deliver measurable and sustainable outcomes (NAP Global Network, 2020). Investment planning shall be informed by reliable data and analysis while adopting a results framework that links gender and climate challenges to clear objectives, indicators, and expected outcomes. Key sources of evidence include:

- Sex-disaggregated and other relevant gender disaggregated data
- Gender analysis and climate vulnerability assessments
- Local climate risk assessments and projections analysis of social norms, cultural practices, and power dynamics and intersectional vulnerabilities
- Lessons learned and evidence from previous climate and development interventions

Planning shall be:

- **Evidence-based:** Grounded in reliable data, gender analysis, and climate risk assessments.
- **Results-oriented:** Designed with clear objectives, measurable outputs, outcomes, and impacts supported by gender-responsive indicators.
- **Context-specific:** Responsive to local climate risks, development priorities, and the differentiated needs of women, men, and vulnerable groups.
- **Adaptive:** Able to incorporate monitoring results, learning, and emerging evidence to improve implementation and investment effectiveness.

Operational implications:

- Institutionalize gender analysis as a mandatory step in project preparation
- Develop project result frameworks with gender-responsive outputs, outcomes, and impacts, and indicators aligned with SCF objectives
- Strengthen local data systems and analytical capacities
- Combine quantitative data with qualitative insights from communities
- Use monitoring, evaluation, and learning results to inform adaptive management and continuous improvement of SCF investment.

III. MINIMUM GENDER REQUIREMENTS FOR SCF FRAMEWORK DEVELOPMENT

The Sub-national Climate Finance (SCF) Framework shall meet the following minimum gender-responsive requirements to ensure that gender equality and social inclusion are systematically integrated into its design, operational mechanisms, and results framework. These requirements serve as foundational standards that all SCF-related processes and instruments must comply with.

3.1 Gender Analysis as Foundation

A comprehensive and context-specific gender analysis shall be conducted (or updated) as a prerequisite for SCF framework development. This analysis provides the evidence base to identify gender-differentiated climate risks, needs, capacities, and opportunities (MoWA, 2018b and UNDP, 2016b). The gender analysis shall cover, at a minimum:

- **Gender roles in climate-sensitive livelihoods:** Assessment of how women and men participate in sectors such as agriculture, fisheries, forestry, and informal wage labor, and how climate change affects their productivity, income, and workload differently.
- **Access to and control over resources:** Analysis of disparities in ownership, access, and decision-making over key resources, including land, water, financial services, climate-resilient technologies, and extension services.
- **Differential exposure and vulnerability to climate hazards:** Identification of how women, men, and vulnerable groups experience climate risks (e.g., floods, droughts, extreme heat) differently due to location, roles, mobility, and socio-economic conditions.
- **Barriers to participation in climate governance and investment processes:** Examination of structural, social, cultural, and institutional barriers that limit women's meaningful participation in planning, budgeting, and decision-making.
- **Institutional capacity gaps for gender mainstreaming:** Assessment of the knowledge, skills, tools, and resources available within Sub-National Administrations (SNAs) to integrate gender into climate finance processes.
- **Climate-induced migration and mobility patterns:** Analysis of how climate change influences migration (e.g., male out-migration), and the resulting impacts on women's workload, decision-making roles, and vulnerability.

Operational requirements:

- Use sex-disaggregated data and qualitative insights from community consultations
- Ensure participation of diverse groups, including marginalized populations
- Translate findings into clear gender issues, priorities, and entry points for SCF investments.

3.2 Gender Integration in Policy Alignment

As referred to MoE (2024) and UNDP (2021), the SCF framework must align with Cambodia's national policies and sub-national governance frameworks, ensuring that gender mainstreaming is consistent with existing strategic directions and mandates (e.g., gender equality policies, decentralization reforms, climate change frameworks). This includes ensuring consistency with:

- National gender equality policies and action plans
- Climate change strategies and sectoral plans
- Decentralization and Deconcentration (D&D) reforms
- Relevant sector policies (agriculture, water, disaster risk management)

Key requirements:

- Gender equality objectives are explicitly reflected in SCF goals and guiding principles
- SCF design supports implementation of existing gender and climate commitments
- Avoid duplication and ensure complementarity with ongoing programs

Operational implications:

- Map policy linkages during framework development
- Integrate gender-responsive objectives and indicators aligned with national frameworks
- Ensure coherence between SCF and Commune/Sangkat Development Plans (C/S DPs) and Investment Programs (CIPs)

3.3 Institutional Roles and Responsibilities

As referred to MOWA (2018a) and NCDD (2021), the SCF Framework shall clearly define institutional arrangements, roles, rights, and accountability mechanisms to ensure effective gender integration and social inclusion throughout the SCF project cycle. To operationalize these arrangements, the framework should clearly define institutional responsibilities and decision rights for key gender-responsive functions including gender screening, validation of gender assessments and scores, gender-responsive budgeting, and quality assurance. The framework should ensure that at least one designated gender focal point or gender specialist serves as a member of the technical appraisal committee to provide gender expertise and strengthen the consistency and credibility of project appraisal and funding decisions. Key elements include:

- **Leadership and oversight:** Designation of responsible institutions or committees to provide strategic direction and ensure compliance with gender-responsive criteria.
- **Technical review and appraisal functions:** Integration of gender expertise into project screening, appraisal, and approval processes to assess gender responsiveness and risks.

- **Gender focal points and coordination mechanisms:** Appointment or strengthening of gender focal points within SNAs and establishment of coordination mechanisms across sectors and administrative levels.
- **Monitoring and reporting responsibilities:** Clear assignment of responsibilities for collecting, analyzing, and reporting gender-related data and results.
- **Community-level engagement and grievance handling:** Mechanisms to ensure inclusive community participation and accessible systems for feedback, complaints, and dispute resolution.

Operational requirements:

- Define roles at national, provincial, district, and commune levels
- Provide capacity development and technical support to assigned staff
- Establish coordination with ministries and institutions responsible for gender and climate

3.4 Gender-Responsive Budgeting and Resource Allocation

The SCF Framework shall include a structured and transparent approach to gender-responsive budgeting (GRB) to ensure that financial resources are allocated, implemented, monitored, reported, and utilized in ways that contribute to gender equality and climate-resilient outcomes. As referred to UN Women (2022) and UNDG (2013), the SCF shall apply a gender budget tagging approach to identify, classify, validate, and monitor expenditures that contribute to gender equality throughout the project cycle. The key components include:

- **Gender budget tagging and classification:** Application of gender markers or gender budget tagging to classify project expenditures based on their contribution to gender equality and social inclusion (e.g., gender-budget-targeted, gender-sensitive, neutral). Gender responsiveness expenditures may be categorized as:
    - **Direct gender-targeted expenditures:** Investments that explicitly address gender inequalities or women's empowerment, including women's economic empowerment, leadership, climate adaptation, and targeted support for vulnerable groups.
    - **Enabling expenditures:** Resources allocated to support gender-responsive implementation, including gender analysis, inclusive consultations, capacity development, outreach and communication, safeguarding measures, grievance redress mechanisms, and monitoring and evaluation.
    - **Mainstream gender-responsive expenditures:** Climate investments that primarily pursue climate objectives while delivering demonstrable gender benefits, such as reducing women's time burden, improving equitable access to climate-resilient infrastructure, technologies, services, livelihood opportunities, and strengthening adaptive capacity.

- **Allocation criteria and incentives:** Establishment of minimum gender-responsive requirements or project scoring incentives to prioritize projects that demonstrate strong gender responsiveness, equitable benefits sharing and measurable outcomes for women and vulnerable groups.
- **Gender budget validation and verification:** All proposed gender-responsive expenditures shall be justified through gender analysis that is linked to project objectives and activities, and validated during project appraisal by using SCF Gender Budget Tagging and Gender Scoring Tools.
- **Dedicated budget lines:** Allocation of specific resources for:
    - Gender actions (e.g., gender-responsive climate actions);
    - Community engagement and inclusive consultations;
    - Capacity development and gender training;
    - Outreach and communication (e.g., accessible formats for women); and
    - Safeguarding, grievance redress, and risk mitigation measures
- **Expenditure tracking and reporting:** Systems to monitor, track, and report on financial flows and gender-responsive expenditures using gender budget-tagging categories to assess the extent to which climate finance contributes to gender equality outcomes.

Operational requirements:

- Integrate gender-responsive budgeting into annual budgeting planning, project appraisal, implementation and budget execution processes
- Link gender-responsive budget allocations to gender-responsive indicators in the results framework;
- Apply the SCF Gender Budget Tagging Tool during project appraisal, budget approval, implementation, and reporting.
- Periodically validate and verify gender-tagged expenditures through monitoring, financial reporting, and performance reviews.
- Ensure transparency, accountability, and accessibility of gender-responsive budget information for decision-makers and stakeholders

IV. GENDER-RESPONSIVE CRITERIA FOR SCF INVESTMENT AND PROGRAM DESIGN

This section provides core criteria for determining whether SCF investments are gender-responsive and eligible for support. These criteria may be used for proposal assessment, scoring systems, and quality assurance. For appraisal purposes, the gender-responsive criteria shall be applied through a two-stage assessment process. First, proposals shall be assessed against a set of **mandatory minimum gender requirements** to determine their eligibility for SCF support. These minimum requirements include, at a minimum, a gender problem statement, evidence of safe and meaningful stakeholder participation, compliance with safeguarding requirements, identification of sex-disaggregated beneficiaries, and adequately

costed gender-responsive actions. Proposals that satisfy these mandatory requirements shall then be assessed using the **SCF Gender Scoring System**, which evaluates the quality and comprehensiveness of the remaining gender-responsive criteria to support project prioritization, funding decisions, and quality assurance. As referred to UNDP (2016b), World Bank (2020), FAO (2015), MAFF (2015), UN Women (2023b), MoWA (2018b), UNDP (2025a), MEF (2004), UNDP (2025b), UN Women (2025a) & NSPC (2024), these gender responsive criteria of SCF shall be as described below:

Criterion 1: Gender and Climate Vulnerability Relevance

The proposal demonstrates a clear understanding of how climate risks affect women and men differently, and how the proposed intervention responds to these differences.

Minimum Requirements:

- Climate risks and impacts described with gender dimensions
- Target communities identified using vulnerability criteria
- Evidence includes sex-disaggregated data or qualitative gender findings

Assessment Questions:

- Does the proposal explain how women, men, girls, and boys are affected differently by the climate hazard?
- Are specific vulnerable sub-groups identified (e.g., pregnant women, disabled persons, female-headed households)?
- Are the proposed solutions tailored to these differentiated needs?

Criterion 2: Meaningful Participation and Leadership of Women

The investment ensures women's meaningful participation in planning, decision-making, and implementation, including leadership in community structures and sub-national governance processes. Meaningful participation here refers to active and informed involvement of women and vulnerable groups in decision-making, where their views influence project decisions and outcomes.

Minimum Requirements:

- Women consulted in needs assessment and design
- Women included in decision-making bodies/committees
- Participation plan identifies time and mobility constraints

Assessment Questions:

- Are women represented in at least the minimum participation threshold (as relevant policies do not put an exact threshold but preferent to reach 30-40% for consultation participants or committee membership) established by the SCF operation guideline?

If the threshold cannot be achieved, has the proposal provided a clear justification and appropriate mitigation measures to ensure women's meaningful participation and influence? Are meeting times and locations convenient for women and caregivers?

- Are women supported to take leadership roles (facilitation, monitoring, group leadership)?
- Is there documented evidence that women's inputs and priorities have influenced project design, budget allocations, site selection, technology choices, implementation arrangements, or monitoring and evaluation plans?

Criterion 3: Accessibility and Benefit for Women and Marginalized Groups

The investment improves access for women and marginalized groups to climate services, infrastructure, technology, information, and resources.

Minimum Requirements:

- Clear beneficiaries identified
- Measures taken to ensure access for women and marginalized groups
- Barrier reduction strategies included

Assessment Questions:

- Does the intervention reduce barriers like cost, distance, safety, literacy, or digital access?
- Are benefits designed to reach groups often excluded?
- Does it improve access to climate-resilient resources or services for women?

Criterion 4: Economic Empowerment and Livelihood Resilience

The investment supports women's economic resilience, including income generation and opportunities, resilient livelihoods, gender-responsive economic benefits such as reduced climate-related losses, time savings, improved access to markets and services, employment opportunities, procurement from women-led enterprises, and enhanced capacity to manage climate shocks.

Minimum Requirements:

- Women benefit from livelihood interventions
- Skills development and market linkages addressed
- Fair employment opportunities promoted

Assessment Questions:

- Does the proposal increase women's income or livelihood stability under climate stress?

- Does it provide equal opportunities for training, paid work, or entrepreneurship?
- Are women supported to access finance, equipment, or cooperatives?

Criterion 5: Reduction of Unpaid Care and Time Burden

The investment reduces women's unpaid labor burdens or avoids increasing them.

Minimum Requirements:

- Potential impacts on unpaid work assessed
- Mitigation actions included if workload may increase

Assessment Questions:

- Will the intervention increase women's time burden (e.g., community labor, meetings)?
- Does it reduce time spent on water collection, fuel gathering, or household-level coping?
- Are labor requirements fair, voluntary, and safe?

Criterion 6: Social Safeguarding, Gender-Based Violence (GBV), and SEA/SE Risk Mitigation and Safety

The investment shall identify, prevent, and mitigate potential social, gender and safeguard risks, including GBV, SEA/SH that may arise from SCF project activities, infrastructure development, workforce engagement, or community interactions.

Minimum Requirements:

- **Basic safeguarding measures applied**: Minimum actions are in place to identify, prevent, and mitigate potential social, gender, and environmental risks associated with climate finance interventions.
- **Safe and meaningful participation measures integrated**: Appropriate measures are implemented to ensure that women and vulnerable groups can participate in consultations, planning, decision-making, implementation, and monitoring without fear of discrimination, intimidation, harassment, exploitation, or violence.
- **Referral pathways and reporting mechanisms known**: Project participants, beneficiaries, workers, and affected communities are informed of confidential reporting channels, grievance mechanisms, and available referral services for safeguarding concerns.
- **Construction and workforce safeguarding measures (where applicable):** Projects involving contractors, civil works, labour influx, transport routes, shelters, water points, cash-for-work activities, or other higher-risk interventions shall include

contractor codes of conduct, safeguarding obligations, SEA/SH prevention measures, and safe reporting procedures.

Assessment Questions:

- Could the investment increase social, expose women and girls to unsafe spaces, and GBV, SEA/SH?
- Have appropriate safeguarding and risk mitigation measures been incorporated into project design and implementation?
- Are confidential grievance and reporting mechanisms accessible to women, workers, and affected communities?
- Are project staff, contractors, and implementing partners trained on safeguarding and respectful engagement, and referral procedures?
- Where applicable, do contractors and implementing partners comply with safeguarding requirements, including codes of conduct and SEA/SH prevention measures?

Criterion 7: Institutional Capacity and Gender Accountability

The investment strengthens sub-national institutions' ability to implement gender-responsive climate finance.

Minimum Requirements:

- Gender roles and responsibilities assigned
- Capacity gaps identified and addressed
- Resources for gender implementation included

Assessment Questions:

- Are gender focal points involved in screening and monitoring?
- Is there budget for training, facilitation, and gender-responsive monitoring?
- Are there accountability mechanisms for gender targets?

Criterion 8: Monitoring, Results, and Learning with Gender Indicators

The investment has a results framework with gender-sensitive indicators, baselines, targets, and reporting mechanisms.

Minimum Requirements:

- Indicators are sex-disaggregated where relevant
- Targets reflect meaningful outcomes (not only participation)
- Monitoring tools are practical for SNAs

Assessment Questions:

- Are results measured separately for women and men?
- Are outcomes beyond numbers (e.g., empowerment, decision-making power) included?
- Is there a plan for learning and adaptive management?

Criterion 9: Inclusion of Marginalized Groups and Intersectionality

The investment identifies and addresses intersecting vulnerabilities so that climate finance benefits women and other marginalized groups equitably. Assessment should consider relevant characteristics such as sex, age, disability, poverty status, ethnicity, indigenous, geographical location, and household type, while respecting poverty confidentiality.

Minimum Requirements:

- Specific actions are included to address the needs of women and marginalized groups experiencing intersecting vulnerabilities.
- Outreach, consultation, and communication methods are inclusive, accessible. and cultural appropriate.
- Project design and service delivery are adapted to address accessibility and inclusion needs.
- Relevant disaggregated data are used, where feasible and appropriate, without collecting unnecessary sensitive personal information.

Assessment Questions:

- How does the proposal identify and address the needs of women and marginalized groups based on relevant characteristics (e.g., age, disability, poverty status, ethnicity/Indigenous status, geographic location, or household type)??
- Are outreach and communication methods accessible and appropriate for different beneficiary groups(visual, local language, disability-inclusive format)?
- Are participation barriers explicitly identified and addressed (timing, location, language, literacy, disability, and cultural appropriateness)?
- Does the proposal use appropriate disaggregated data while ensuring privacy, confidentiality, and the protection of personal information?

Criterion 10: Sustainability and Long-term Gender Equality Outcomes

The investment ensures long-term sustainability while generating structural improvements for gender equality and climate resilience.

Minimum Requirements:

- Maintenance and sustainability plan included
- Long-term ownership model outlined
- Institutional and social change considered

Assessment Questions:

- Will benefits continue after funding ends?
- Are women supported to sustain leadership and resource access?
- Does the intervention influence longer-term gender norms and equity outcomes?

V. GENDER SCORING SYSTEM FOR SCF INVESTMENT APPRAISAL

To operationalize the criteria, SCF may adopt a simple appraisal scoring system for proposals. It is a transparent and standardized gender scoring system to assess the quality of gender integration in proposed climate projects and investments. This system supports objective appraisal, prioritization, and accountability, while encouraging continuous improvement in proposal design (Sida, 2020 & UNDP, 2025c).

The gender scoring system for the SCF framework should be simple, practical, and transparent so that appraisal committees can apply it consistently. The scoring system should adopt a 6-step process as below

- **Submit proposal**: Project proponent submits the proposal with the required gender documentation.
- **Gender screening:** Verify compliance with the mandatory gender requirements.
- **Gender assessment and Scoring:** Assess the proposal against the SCF gender criteria and assign scores.
- **Gender classification:** Classify the proposal (e.g., G0 - G3) based on the overall score.
- **Funding decision and Prioritization:** Use the gender classification and score to support appraisal, prioritization, and funding decisions. Proposals that do not meet minimum requirements are returned for revision.
- **Implementation, monitoring and verification -** Monitor compliance with approved gender commitments, verify gender-responsive expenditures and results, and report progress throughout project implementation.

5.1 Suggested Scoring Categories

Each proposal shall be assessed across a set of core gender criteria, using a 0 - 3 scoring scale:

- **0 = Not addressed:** No reference to gender considerations; proposal is gender-blind.
- **1 = Mentioned but weak/no evidence:** Gender issues are acknowledged, but there is no clear analysis, action, or supporting evidence.

- **2 = Adequately addressed with actions:** Proposal includes relevant gender analysis and practical actions, but may lack depth in targets, indicators, or budget allocation, or implementation arrangements.
- **3 = Strongly addressed with evidence, targets, and budget:** Proposal demonstrates robust gender analysis, clearly defined actions, measurable targets, dedicated budget, assigned responsibility, and monitoring arrangements.

Indicative evidence for scoring:

- **Score 1:** General reference to gender issues with limited supporting evidence.
- **Score 2:** Gender analysis or local evidence, consultation records, proposed gender-responsive actions, indicative beneficiary estimates, and identified implementation responsibilities.
- **Score 3:** Comprehensive gender analysis, documented stakeholder consultations, dedicated budget allocations, measurable indicators and targets, clearly assigned responsible persons, and defined means of verification and monitoring arrangements.

Core Criteria for Scoring: Each proposal shall be assessed against the ten gender-responsive criteria described in Section IV.

Optional: Selected criteria (e.g., participation, direct benefits, monitoring, evaluation, accountability, and learning) shall be assigned higher weight according to SCF priorities.

5.2 Suggested Minimum Qualification

Drawing on UNDP (2022b) & UN Women (2022), the SCF Gender Scoring System shall apply both an overall qualification threshold and minimum performance standard for key gender criteria to ensure that projects meet essential gender-responsive standards.

Minimum qualification requirements:

- **Minimum** overall score: the proposal shall receive at least 60% of the total possible gender score.
- **Minimum** score for key criteria: the proposal shall achieve a minimum score of2 (adequately addressed) for each of the following key criteria:
    - Gender analysis and evidence;
    - Participation and inclusion;
    - Direct benefits to women and vulnerable groups actions;
    - Gender-responsive budgeting and costed gender actions;
    - Safeguarding (including GBV/SEA/SH risk mitigation, where applicable), and
    - Gender-responsive monitoring, reporting, and indicators

- **Minimum compliance requirements:** Proposals shall not receive a score of **0 (Not Addressed)** for any critical criterion. Proposals with unfunded gender commitments

or without allocated resources for agreed gender-responsive actions shall not qualify for approval until these deficiencies are addressed.

Additional considerations:

- Proposals scoring below threshold shall be returned to the proponent with comments and recommendations for revision. Technical assistance may be provided, where appropriate, to strengthen gender responsiveness before resubmission.
- High-scoring proposals may be prioritized for funding, scaling, or recognition as good practice

5.3 Gender Responsiveness Classification

Based on the scoring results, SCF proposals may be classified into the following categories to support decision-making and reporting (UNDG, 2013).

1. **Gender-blind** (very low score)
   - No gender analysis or actions included
   - Risks reinforcing existing inequalities
2. **Gender-sensitive** (basic score)
   - Acknowledges gender differences
   - Includes limited or general actions without strong evidence or targeting
3. **Gender-responsive** (moderate to strong score)
   - Includes clear gender analysis
   - Defines specific actions, targets, and measurable benefits
   - Allocates resources to support gender equality outcomes
4. **Gender-transformative** (advanced/high score)
   - Goes beyond responsiveness to challenge structural inequalities and social norms
   - Promotes women's leadership, decision-making power, and control over resources
   - Generates long-term, systemic change toward gender equality and climate resilience

5.4 Application and Use

The gender scoring system shall be applied at key stages of the SCF cycle:

- **Project screening and appraisal:** To assess eligibility and prioritize proposals
- **Budget allocation decisions:** To incentivize high-quality gender-responsive proposals
- **Monitoring and reporting:** To track improvements in gender integration over time

Operational recommendations:

- Provide *clear scoring guidance and examples* to appraisers
- Ensure *gender expertise* is included in appraisal committees
- Use the scoring results to inform *capacity development and technical support needs*

Expected Outcome

The adoption of this scoring system will:

- Improve the *quality and consistency of gender integration* in SCF investments
- Enhance *transparency and objectivity* in project selection
- Encourage *progressive improvement* from gender-sensitive to gender-transformative approaches
- Strengthen the *impact of climate finance on gender equality and resilience outcomes*

VI. GENDER-RESPONSIVE RESULTS FRAMEWORK AND INDICATORS FOR SCF

A gender-responsive SCF Results Framework shall ensure that gender equality is integrated across outputs, outcomes, and impacts, and that progress is measurable and reportable. This results framework ensures that gender equality and social inclusion (GESI) are systematically integrated across impact, outcome, and output levels, and that progress is measurable, trackable, and reportable. It enables Sub-National Administrations (SNAs) to demonstrate how climate finance contributes not only to resilience, but also to equitable and inclusive development outcomes (UNDP, 2002; UNICEF, 2020; & UN Women, 2025b; MoP, 2022).

6.1 Gender-Responsive Results Framework

6.11 Results Chain

A. Impact Level

Climate-resilient and inclusive sub-national development strengthened, with equitable benefits for women and men in climate-vulnerable communities.

Expected Result: at the impact level, SCF contributes to long-term transformation where:

- Climate risks are reduced for all, particularly vulnerable groups
- Women and marginalized populations benefit equitably from climate investments
- Gender inequalities in resilience, access to resources, and adaptive capacity are reduced

B. Outcome Level

Outcome statement: Sub-national administrations plan, finance, and implement climate actions that reduce vulnerability and strengthen resilience, while advancing gender equality and inclusive participation.

Expected changes: At the outcome level, the focus is on institutional performance and behavioral change, including:

- Integration of gender analysis into planning and budgeting
- Increased number of gender-responsive climate investments
- Improved participation and leadership of women in decision-making
- Increased access to climate finance by women and vulnerable groups
- Improved institutional capacity
- Stronger accountability for gender equality results.

C. Output Level

Output 1: Gender-responsive climate finance governance and systems established

Policies, guidelines, institutional arrangements, and tools for SCF integrate gender equality principles and provide clear direction for implementation.

Key elements:

- Gender-responsive SCF framework and operational manual developed and adopted
- Gender criteria integrated into project screening, appraisal, and approval
- Institutional roles and coordination mechanisms defined
- Investments are designed to cater to women's and vulnerable groups' needs

Output 2: Gender-responsive climate investments implemented at sub-national level

Climate projects financed under SCF effectively address gender-differentiated needs and deliver equitable benefits.

Key elements:

- Investments target women and vulnerable groups
- Interventions improve access to resources, services, and climate-resilient livelihoods
- Measures reduce women’s workload and climate risk
- Enhancement for gender implementation, monitoring, evaluation, reporting and learning

Output 3: Capacity development and institutional strengthening for gender-responsive SCF delivered

SNAs and stakeholders have enhanced knowledge, skills, and systems to design and implement gender-responsive climate finance.

Key elements:

- Training on gender analysis, budgeting, and project design
- Strengthening of gender focal points and technical staff
- Development of tools, guidelines, and knowledge products

Output 4: Monitoring, accountability, and community feedback systems functional and inclusive

Systems are in place to track gender results, ensure accountability, and incorporate feedback from communities, especially women and vulnerable groups.

Key elements:

- Gender-responsive indicators and targets integrated into MEAL systems
- Community feedback and grievance mechanisms established and accessible
- Regular reporting on gender outcomes

6.1.2 Cross-Cutting Requirements for the Results Framework

To ensure effectiveness, the SCF results framework shall:

- Apply gender-responsive indicators at all result levels
- Use sex-disaggregated and gender-responsive indicators at all levels
- Define clear baselines, targets, and means of verification
- Integrate qualitative and quantitative data (e.g., perception surveys, case studies)
- Align with national monitoring systems and reporting frameworks
- Ensure data collection methods are inclusive and accessible

6.2 Results Measurement Framework

The following are recommended indicators that they can be adapted depending on SCF scope and reporting requirements. The following indicators provide a practical menu of gender-sensitive measures to support tracking of results under the SCF framework. These indicators should be adapted to local context, data availability, and reporting requirements, while ensuring consistency with national systems (UN Women, 2025b & IPCC, 2022).

6.2.1 Impact Indicators (Long-term)

These indicators measure long-term changes in resilience, equity, and well-being resulting from SCF investments

A1. % of women and men in targeted communities reporting improved resilience to climate shocks

- *Definition:* Proportion of beneficiaries who perceive increased ability to anticipate, cope with, and recover from climate events
- *Measurement:* Household surveys (baseline vs. endline or periodic)
- *Data sources:* Community surveys, perception studies

A2. Reduction in climate-related losses (assets/livelihood disruption) among female-headed and poor households

- *Definition:* Decrease in reported economic or livelihood losses due to climate hazards
- *Measurement:* Comparison of pre- and post-intervention loss data
- *Data sources:* Household surveys, disaster loss records, commune data

A3. % of sub-national climate investments demonstrating equitable benefit distribution

- *Definition:* Percentage of SCF-supported climate investments that demonstrate equitable access to, and distribution of, project benefits among women, men, and vulnerable groups, based on the objectives and type of investment. Equitable benefit distribution may include outcomes such as reduced travel time for water collection, improved accessibility for persons with disabilities, increased access to and use of climate information and early warning services, reduced climate-related livelihood losses, or improved access to climate-resilient infrastructure, services, and livelihood opportunities.
- *Measurement:* Assessment of project results using project monitoring reports, beneficiary analysis, community feedback, and evidence of equitable benefits appropriate to the investment type.
- *Data sources:* Project monitoring and evaluation reports, beneficiary surveys, participatory monitoring records, sex-disaggregated and other relevant disaggregated data, grievance records, and project completion reports.

6.2.2 Outcome Indicators

These indicators assess institutional performance, behavior change, and quality of implementation.

B1. % of SCF-funded climate action plans integrating gender analysis and gender-responsive measures

- *Definition:* Proportion of approved plans that include gender analysis and concrete gender actions
- *Measurement:* Document review using gender criteria checklist
- *Data sources:* Project proposals, appraisal reports

B2. % of SCF resources allocated to gender-responsive investments

- *Definition:* Share of total SCF budget allocated to projects classified as at least "gender-responsive"
- *Measurement:* Budget tagging and financial tracking
- *Data sources:* Financial reports, SCF database

B3. Number/percentage of women in leadership roles in local climate decision-making structures

- *Definition:* Women holding formal positions (e.g., committee members, leaders) in SCF-supported governance structures
- *Measurement:* Administrative records and committee rosters
- *Data sources:* SNA records, project documentation

B4. % of women beneficiaries reporting increased decision-making influence

- *Definition:* Proportion of women reporting greater influence in household or community climate-related decisions
- *Measurement:* Surveys, focus group discussions
- *Data sources:* Beneficiary assessments, qualitative studies

B5. % women/vulnerable communities with improved access to climate finance

6.2.3 Output Indicators

Output 1: Governance and Systems

C1.1. SCF operational guidelines include gender-responsive tools (Yes/No)

- *Definition:* Presence of gender criteria in screening, budgeting, and reporting tools
- *Measurement:* Document verification

C1.2. Number of SNAs applying gender criteria in investment selection

- *Definition:* SNAs using gender scoring or screening tools in appraisal
- *Measurement:* Administrative tracking

C1.3. % of SCF proposals reviewed with documented gender analysis and scoring

- *Definition:* Proportion of proposals assessed using gender criteria
- *Measurement:* Appraisal records

Output 2: Investments and Services

C2.1. Number of climate-resilient infrastructure/services improving access for women and marginalized groups

- *Definition:* Investments that explicitly address access barriers (e.g., water systems, early warning access)
- *Measurement:* Project reports, beneficiary validation

C2.2. % of beneficiaries who are women

- *Definition:* This is necessary but limited on its own. It may be useful to pair it with quality-of-benefit measures, access, use, satisfaction, time saved, income protected, safety and influence over decisions, so that projects are not only counting women but changing outcomes for them
- *Measurement:* Beneficiary registration records complemented, where appropriate, by beneficiary surveys, project monitoring data, user satisfaction assessments, and participatory feedback mechanisms to assess both the reach and quality of project benefits.

C2.3. Number of women-led livelihood groups/cooperatives supported

- *Definition:* Groups led by women benefiting from SCF-supported activities
- *Measurement:* Project monitoring data

C2.4. Number of women and vulnerable groups that perceive the SCF as meeting their needs

Output 3: Capacity Development

C3.1. Number of SNA staff trained on gender-responsive climate finance (women/men)

- *Definition:* Staff receiving training, disaggregated by sex
- *Measurement:* Training attendance records

C3.2. % of trained staff demonstrating improved knowledge/skills

- *Definition:* Improvement in knowledge measured through pre/post assessments
- *Measurement:* Test scores or evaluation tools

C3.3. Number of gender focal points supported with tools and mentoring

- *Definition:* Staff assigned gender roles receiving technical support
- *Measurement:* Program records

Output 4: Monitoring and Accountability

C4.1. SCF monitoring reports include sex-disaggregated data and gender narrative (Yes/No)

- *Definition:* Reports systematically include gender analysis
- *Measurement:* Report review

C4.2. Number of community consultations/feedback events with minimum female participation threshold

- *Definition:* Events meeting defined participation criteria (e.g., ≥40–50% women)
- *Measurement:* Attendance records

C4.3. Functional grievance mechanism accessible to women and vulnerable groups

- *Definition:* Existence and effective operation of a grievance redress mechanism (GRM) that is accessible to women and vulnerable groups, with evidence that beneficiaries are aware of the mechanism, complaints are managed confidentially, and grievances are addressed in a timely manner, including referrals where appropriate.
- *Measurement:* Verification of the GRM through project documentation and monitoring records, including beneficiary awareness of the mechanism, number of grievances received (disaggregated by sex and complaint category where appropriate and safe to record), percentage of grievances resolved within the agreed timeframe, completion of referrals where applicable, and beneficiary feedback on the accessibility and effectiveness of the GRM.

6.3 Key Considerations for Indicators Application

- Ensure sex-disaggregation as a minimum standard, with further disaggregation where feasible
- Combine quantitative indicators with qualitative insights to capture empowerment and social change
- Set realistic baselines and targets based on local context
- Align indicators with national reporting systems and donor requirements
- Avoid overburdening SNAs; prioritize a manageable set of core indicators

Expected outcome of use of these indicators will:

- Strengthen results-based management and reporting
- Improve tracking of gender equality outcomes in climate finance
- Support evidence-based decision-making and resource allocation
- Enhance accountability to communities, government, and development partners

VII. REQUIREMENTS FOR DATA, REPORTING, AND LEARNING

To ensure that gender equality and social inclusion (GESI) are effectively integrated and tracked, the SCF Framework shall establish robust systems for data collection, reporting, and continuous learning**.** These systems are essential to support evidence-based decision-making, accountability, and adaptive management across all stages of SCF implementation. All SCF monitoring and reporting processes shall require the systematic collection, analysis,

and use of disaggregated data to capture differences in access, participation, and benefits among diverse population groups (UNSD, 2024 & UNDS, 2025).

Minimum requirements:

- Disaggregation by sex (women/men) for:
  - Beneficiaries of SCF-funded projects
  - Participants in consultations, trainings, and decision-making processes

Additional disaggregation (where feasible and contextually appropriate):

- Age**:** youth, adults, elderly
- Disability status**:** aligned with national definitions where applicable
- Poverty status**:** poor, near-poor, vulnerable households
- Ethnicity or indigenous status**:** indigenous peoples and ethnic minority groups

Operational guidance:

- Integrate disaggregation requirements into standardized data collection templates and reporting formats
- Ensure data collection methods are inclusive, accessibility, culturally appropriate, and available in local languages where needed
- Prioritize a manageable set of core indicators to avoid overburdening SNAs
- Strengthen collaboration and interoperability with existing data/information systems (e.g., Commune Database and relevant sector databases)

Data Governance and Privacy:

- Obtain informed consent before collecting personal information, where appropriate.
- Collect only the minimum personal information necessary for monitoring and reporting purposes and avoid collecting sensitive identifiers unless clearly justified.
- Protect personal information through data anonymization, secure storage, and controlled access to raw data.
- Ensure that only authorized personnel have access to identifiable data and that reporting presents aggregated information to protect individual privacy, particularly in small communities.
- Apply national data protection requirements and ethical standards when collecting, storing, analyzing, and sharing disaggregated data.

VIII. MINIMUM DOCUMENTATION REQUIRED IN SCF PROPOSALS

To ensure consistency and quality in gender integration, every SCF proposal submitted by Sub-National Administrations (SNAs) shall include a dedicated gender section that meets the following minimum documentation requirements. This section should demonstrate how the

proposed intervention is informed by gender analysis and contributes to equitable and inclusive climate outcomes (MOWA, 2020 & MOWA, 2018).

8.1 Gender and Climate Risk Problem Statement

To clearly articulate the gender-differentiated climate problem the project seeks to address. This required:

- Describe key climate risks (e.g., flood, drought, heat) and their impacts on communities
- Explain how these impacts differ for women, men, and vulnerable groups
- Highlight specific gender inequalities (e.g., access to resources, workload, mobility, decision-making)
- Reference evidence from gender analysis or local consultations

Good practice: Use specific, localized evidence rather than general statements (e.g., "women farmers in X commune face reduced yields due to limited irrigation access").

8.2 Target Beneficiaries with Sex-Disaggregated Estimates

To define who will benefit and ensure equitable targeting. This required:

- Provide estimated number of beneficiaries disaggregated by:
  - Women and men
  - Where possible: age, disability, poverty status, ethnicity
- Identify priority groups (e.g., female-headed households, landless families)
- Explain targeting approach and selection criteria

Good practice: Ensure targets reflect **intentional inclusion**, not just proportional representation.

8.3 Participation and Consultation Summary

To demonstrate inclusive and meaningful stakeholder engagement. This required:

- Describe who was consulted (women, men, vulnerable groups, local leaders)
- Explain methods used (FGDs, community meetings, key informant interviews)
- Provide summary of key findings and priorities raised by women and marginalized groups
- Indicate how inputs influenced project design

Good practice: Include separate consultations with women where appropriate to ensure open participation.

8.4 Proposed Activities Addressing Gender Gaps

To show how the project responds to identified gender issues. This required:

- Clearly describe activities that:
  - Reduce gender-specific climate vulnerabilities
  - Improve women's access to resources, services, or technologies
  - Enhance women's economic opportunities and resilience
  - Strengthen women's participation and leadership
- Link activities directly to identified gender gaps

Good practice: Move beyond generic actions (e.g., "include women") to specific, actionable interventions**.**

8.5 Risk Analysis (Including Safeguarding/GBV)

To identify and mitigate potential negative impacts. This required:

- Identify potential risks such as:
  - Increased unpaid care burden
  - Exclusion of vulnerable groups
  - Gender-based violence (GBV) or safety risks
  - Unequal benefit distribution
- Propose mitigation measures and safeguards
- Indicate availability of grievance redress mechanisms

Good practice: Consider context-specific risks and ensure mitigation measures are practical and resourced.

8.6 Budget Allocation for Gender-Responsive Actions

Purpose: To ensure that gender commitments are adequately resourced and reflected in project budgeting**.**

Minimum Requirement:

- Clearly identify and cost all gender-responsive actions (e.g., gender analysis, inclusive consultations, capacity development, outreach/training, safeguarding, and monitoring activities)
- Apply the SCF Gender Budget Tagging Tool to classify the overall project according to its expected contribution to gender equality and social inclusion.
- Demonstrate that proposed gender-responsive actions are adequately funded and aligned with the project's objectives, activities, and expected results.

Good practice: Ensure that all gender commitments are supported by dedicated budget allocations and are consistent with the Gender Action Matrix, project activities, and expected results. Avoid unfunded gender commitments and ensure that gender budget tagging is

applied consistently in accordance with the SCF Gender Budget Tagging guidance rather than relying on an estimated proportion of the total budget contribution to gender equality.

8.7 Results Framework (Gender Indicators, Baseline, Targets)

To track and measure gender-related results. This required:

- Include **gender-sensitive indicators** aligned with SCF results framework
- Provide baseline (where available) and realistic targets
- Ensure indicators are:
  - Measurable
  - Sex-disaggregated
  - Linked to project activities

Good practice: Combine quantitative indicators (e.g., % women beneficiaries) **with** qualitative indicators (e.g., decision-making influence)**.**

8.8 Implementation Roles and Responsibilities

To ensure accountability for gender integration. This required:

- Clearly define who is responsible for:
  - Gender mainstreaming in implementation
  - Data collection and reporting
  - Monitoring and safeguarding
- Identify gender focal points or responsible staff
- Describe coordination mechanisms (e.g., with relevant departments or partners)

Good practice: Assign specific roles**,** not generic institutional responsibility.

Key Quality Assurance Requirements

To be considered gender-responsive and eligible for appraisal, the proposal should demonstrate:

- Consistency between the gender analysis, proposed activities, budget allocation, indicators, and expected results
- An evidence-based project design informed by local gender analysis and stakeholder consultations
- Clear institutional responsibilities, accountability arrangements, and monitoring mechanisms for gender implementation
- Meaningful participation of women and vulnerable groups throughout project design and implementation.

Quality Gate: Proposals with significant inconsistencies between the gender analysis, proposed activities, budget allocation, and results framework may be returned to the proponent for revision before detailed appraisal. This quality assurance step helps ensure that gender commitments are supported by adequate resources, measurable indicators, and implementation arrangements rather than narrative statements alone.

Expected Outcome

By meeting these documentation requirements, SCF proposals will:

- Improve the quality and credibility of gender integration
- Enable more effective appraisal and scoring
- Strengthen implementation, monitoring, and reporting of gender results
- Ensure that climate investments deliver equitable and inclusive benefits

8.9 Gender Action Matrix

To strengthen the link between gender analysis, project design, budgeting, implementation, and monitoring, each SCF proposal shall include a concise **Gender Action Matrix** summarizing the key gender-responsive commitments of the project.

The matrix should include, at a minimum:

Gender issue identified	**Gender-responsive action**	**Budget line**	**Responsible person/unit**	**Indicator**	**Target**	**Means of verification**
Identified gender gap or climate vulnerability	Specific action to address the identified issue	Budget allocation or budget tag	Responsible implementing agency or focal point	Gender-responsive indicator	Expected target	Data source or verification method

Good practice: Ensure that every gender issue identified through the gender analysis is linked to a corresponding action, dedicated budget, responsible implementing entity, measurable indicator, realistic target, and means of verification. The Gender Action Matrix should demonstrate clear consistency between the project's gender analysis, activities, budget, implementation arrangements, and expected results, thereby facilitating transparent appraisal, implementation, monitoring, and reporting.

The gender-responsive criteria above provide a structured basis for designing and implementing an SCF framework that delivers both climate resilience results and gender equality outcomes at Cambodia’s sub-national level. Application of these criteria ensures that SCF investments are not only technically effective, but also socially equitable, inclusive, and aligned with Cambodia’s gender equality and decentralization objectives.

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ANNECES

Annex 1: Some Photos of Field Data Collection and Discussions



Photo 1: Discussed with MoI' GMAG


Photo 2: Discussed with NCDD-S



Photo 3: Discussed with MoWA



Photo 4: Discussed with UN-Women



Photo 5: Discussed with MoE



Photo 6: Discussed with NCDD-S



Photo 7: DIscussed with National Bank of Cambodia



Photo 8: Discussed with Prey Veng Provincial Administration



Photo 9: Discussed with Pursat Provincial Administration

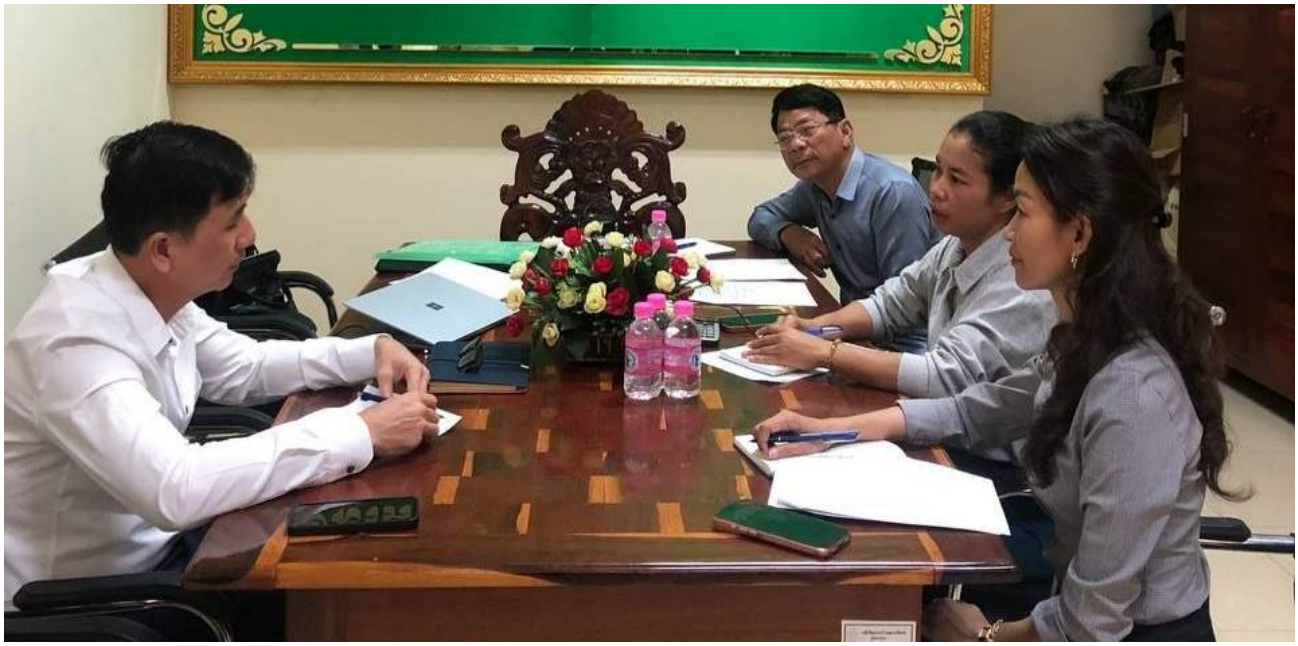


Photo 10: Discussed with PDoWA of Pursat



Photo 11: Discussed with Kagnchreach District Administration


Photo 12: Discussed with Svay Daun Keo Commune Councilors



Photo 13: Discussed with Tnoat Commune Councilors



Photo 14: Interviewed with Head of Provincial Gender Working Group of Prey Veng Province



Photo 15: Interviewed with Kagnchreach District Vice-Governor in charge of women and children affairs



Photo 16: Interviewed with Vice-Head of Provincial Division of Planning and Investment of Prey Veng

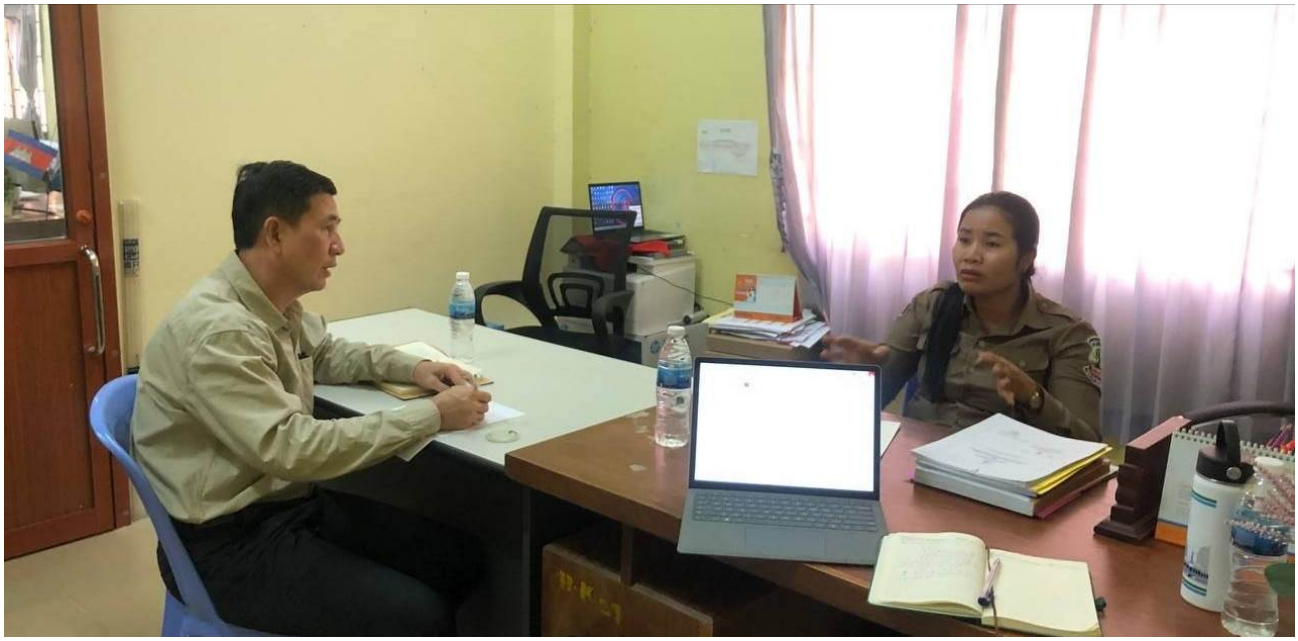


Photo 17: Interviewed with Svay Daun Keo Vice-Governor in charge women and children affairs



Photo 18: Interviewed with female farmer and seller

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