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CHILDREN SERVICES**
STATE DEPARTMENT FOR GENDER AFFAIRS
AND AFFIRMATIVE ACTION

**MINISTRY OF ENVIRONMENT, CLIMATE
CHANGE AND FORESTRY**
STATE DEPARTMENT FOR ENVIRONMENT
AND CLIMATE CHANGE



GUIDELINES FOR GENDER MAINSTREAMING INTO CLIMATE ACTION



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Foreword



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Climate change remains one of the greatest challenges facing Kenya today, posing significant risks to the country's socio-economic development, environmental sustainability, and the well-being of its people. Rising temperatures, erratic rainfall patterns, prolonged droughts, floods, and other extreme weather events continue to affect key sectors of the economy, including agriculture, water, energy, health, and infrastructure. These impacts threaten livelihoods, food security, and the resilience of communities across the country, particularly in regions that are already highly vulnerable to climate variability. On the other hand, different societal livelihood and development activities contribute differently to greenhouse gas emissions that cause climate change.

The impacts of climate change are not experienced equally across society. Women, men, youth, persons with disabilities, and other marginalized groups not only experience climate change impacts differently, but also contribute differently to greenhouse gas emissions. This is due to existing social, economic, and cultural inequalities that influence access to resources, information, opportunities, and decision-making processes, which in turn shape vulnerability and the capacity to meaningfully contribute to climate action.

The Government of Kenya recognizes that identifying and addressing these inequalities is essential for achieving effective and sustainable climate action. Through key policy and legal frameworks, including the Climate Change Act, the National Climate Change Action Plan, Kenya's Nationally Determined Contribution, and the National Gender and Climate Change Action Plan, the Government has reaffirmed its commitment to integrating gender equality and social inclusion in climate responses.

The Guidelines on Gender Mainstreaming into Climate Change Actions have therefore been developed to support the systematic integration of gender considerations into climate change policies, strategies, programmes, and projects. By providing practical tools for gender analysis, gender-responsive planning and budgeting, and gender-sensitive monitoring and reporting, the guidelines will support stakeholders in advancing inclusive and effective climate action.

Their implementation will require coordinated efforts across national and county governments, development partners, the private sector, civil society, and communities to build a resilient and sustainable future for Kenya.



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Preface and Acknowledgement



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The Guidelines on Gender Mainstreaming into Climate Change Actions have been developed to support the systematic integration of gender considerations into climate change policies, strategies, programmes, and projects in Kenya. They provide practical guidance to policymakers, planners, and practitioners on translating national commitments on gender equality and climate action into concrete interventions at both national and county levels.

The guidelines present key concepts on gender mainstreaming and climate change, emphasizing the importance of conducting gender analysis in planning and implementing climate initiatives. They offer practical approaches for integrating gender considerations across policies, strategies, programmes, and projects, including gender-responsive budgeting, gender-sensitive monitoring, reporting, and verification, as well as the development of gender-responsive indicators to track progress and outcomes.

Recognizing that effective gender mainstreaming into climate action requires strong institutional arrangements and technical capacity, the guidelines highlight the need to strengthen coordination, build the expertise of gender and climate practitioners, and mobilize resources to support gender-responsive climate action. The guidelines provide practical tools, checklists, and step-by-step guidance to assist stakeholders in integrating gender considerations throughout the climate action cycle.

The development of these guidelines was made possible through the collaboration of institutions and partners committed to advancing gender equality and climate action in Kenya. The State Department for Gender Affairs and Affirmative Action (SDGAAA) in partnership with the State Department for

Environment and Climate Change express sincere appreciation to all stakeholders from national government, country governments, Civil Society Organisations, academia and Private Sector who through technical support of the Africa CSID enriched the document's content. Special thanks to the Government of Canada for funding support towards development of these guidelines through the federal Department of Environment and Climate Change, through the NDC Partnership. Finally, we appreciate the technical teams from the two State Departments led by Ms. Jackline N. Makokha – Director Gender and Mr. Michael O. Okumu Deputy Director, Climate Change who worked tirelessly to support the process to completion.

It is our hope that these guidelines will serve as a practical reference for advancing gender-responsive climate action and building resilient, inclusive, and sustainable communities across Kenya..

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List of Acronyms

AU	African Union
BPFA	Beijing Platform for Action
BTR	Biennial Transparency Reports
CCD	Climate Change Directorate
CECs	Council Executive Committee (members)
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CIDP	County Integrated Development Plan
CSOs	Civil Society Organisations
EAC	East African Community
ECOSOC	Economic and Social Council (of the UN)
ETF	Enhanced Transparency Framework
FGDs	Focus Group Discussions
GAP	Gender Action Plan
GRB	Gender Responsive Budgeting
KII	Key Informant Interview
KNBS	Kenya National Bureau of Statistics
M& E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MRV	Measurement, Reporting and Verification
MTP	Medium Term Plan
NAP	National Adaptation Plan
NCCAP	National Climate Change Action Plan
NDC	Nationally Determined Contributions
NGCCAP	National Gender and Climate Change Action Plan
NGEC	National Gender and Equality Commission
NIMES	National Integrated Monitoring and Evaluation System
SDG	Sustainable Development Goals
SDGAAA	State Department for Gender Affairs and Affirmative Action
SIGs	Special Interest Groups
UDHR	Universal declaration on Human Rights
UN	United Nations
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change





Chapter One

INTRODUCTION



1.1 Background

Climate Change is undoubtedly one of the greatest developmental challenges of the 21st century. Climate Change poses a fundamental threat to people, livelihoods, economies and the environment at large. The degree to which people are affected by climate change impacts, is partly a function of their social status, gender, poverty, disability, age as they influence power relations including access to and control over resources.

Kenya continues to experience the adverse impacts of climate change such as droughts, floods and water level rises, which are felt across all economic sectors. This has led to loss of lives, diminished livelihoods, reduced crop and livestock production, displacement of persons, and damaged infrastructure, among other adverse impacts. Climate change impacts different genders differently, to the detriment of the marginalised groups which include women, children, persons with disability, older persons, intersex persons and the Indigenous Peoples. Their unequal participation in decision-making processes and labour markets compound inequalities and often prevent them from fully contributing to climate-related planning, policymaking and implementation. This exacerbates the existing gender inequalities.

In response to the challenges and opportunities posed by climate change, the country has developed comprehensive policy and legal frameworks. Kenya's Constitution and vision 2030 recognise the importance of mainstreaming gender including through inclusion of the youth and other marginalised groups into the country's socio-economic development agenda. Additionally, the Climate Change Policy and the Climate Change Act (Cap 387A) provide for the legal and regulatory framework for the enhanced response to climate change. The Act requires both national and county governments to mainstream intergenerational and Gender equity in all aspects of climate change responses.

These guidelines were developed by the State Department of Environment and Forestry together with the State Department

of Gender Affairs and Affirmative Action (SDGAAA) with support from the Government of Canada through NDC Partnerships, and UNDP through NDC Support Programme. The aim of the guidelines is to enable different stakeholders' mainstream Gender into climate action in line with the existing legal frameworks.

1.4 Policies and Legal Frameworks on Gender

Kenya is party to several international and regional treaties, conventions, resolutions and declarations that are instrumental to the advancement of gender equality across sectors. International legal instruments provide a framework for mainstreaming gender and play an important role in promoting gender equality and equity. Below are some of the international, regional and national frameworks:

1.1.1 International and Regional Frameworks

Kenya's gender and climate actions are guided by a range of global, regional, and national frameworks. At the global level, they include the Universal Declaration of Human Rights (UDHR, 1948), the International Labour Organization Convention No. 169 on Indigenous and Tribal Peoples (ILO 169, 1989), the United Nations Framework Convention on Climate Change (UNFCCC, 1992), the Beijing Platform for Action (BPFA, 1995), the International Covenant on Economic, Social and Cultural Rights (ICESCR, 1966), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979), the Convention on the Rights of Persons with Disabilities (CRPD, 2006), the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP, 2007), the Paris Agreement (2015), the United Nations Sustainable Development Goals (SDGs, 2015), the Local Communities and Indigenous Peoples Platform (LCIPP, 2015), and the Gender Action Plan (GAP) under the UNFCCC (most recently updated at COP 30).

At the regional level they include African Charter on Human and Peoples' Rights (Banjul Charter, 1986), the East African Community Treaty (1999), the Protocol to the African Charter on the Rights of Women in Africa (Maputo Protocol, 2003), the Intergovernmental Authority on Development (IGAD) Gender Policy and Strategy (2004), the African Union Gender Policy (2009), the African Charter on the Rights and Welfare of the Child (ACRWC, 2009), the African Union Agenda 2063 (2015), the African Commission on Human and Peoples' Rights jurisprudence on indigenous peoples' rights, the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa (2018), and the African Leaders Nairobi Declaration on Climate Change and Call to Action (2023), African Union Climate Change and Resilient Development Strategy & Action Plan (2022-2032), East African Community Climate Change Policy (2011), EAC Climate Change Master Plan (2011-2031), Lake Victoria Basin Commission Climate Change Strategy, and EAC Disaster Risk Reduction & Management Strategy.

At the national level the frameworks include the Constitution of Kenya (2010), the Persons with Disabilities Act (2003), the National Gender and Equality Commission Act (2011), Kenya Vision 2030, the Community Land Act (2016), the National Climate Change Policy, the National Gender and Development Policy (2019), the Nationally Determined Contributions (NDCs) 2020-2030, the Climate Change (Amendment) Act (2023), the National Climate Change Action Plan (NCCAP) 2023-2027, the Medium Term Plan IV, the Carbon Markets Regulations (2024), and the National Gender and Climate Change Action Plan (NGCCAP) 2025-2027.

Despite the above-mentioned policies and legislative frameworks, gender disparities persist in legal, social, economic and political levels of decision making, as well as in access to and control of resources, opportunities and benefits including in relation to climate change response. There is need therefore to not only rely on the existence of the frameworks but to deliberately align the development of sector plans with the various gender policy documents to ensure that the different activities being implemented in each sector appropriately mainstream gender concern

1.3 Objectives and Use of Guidelines

The overall goal of the guidelines is to promote gender equality in climate change responses in Kenya. The specific objectives are:

- a) To implement the provisions of the climate change laws, policy and regulations
- b) To provide guidance and understanding on gender mainstreaming into climate change responses for different stakeholders

- c) To highlight key entry points and prerequisites for effective implementation of gender responsive climate actions

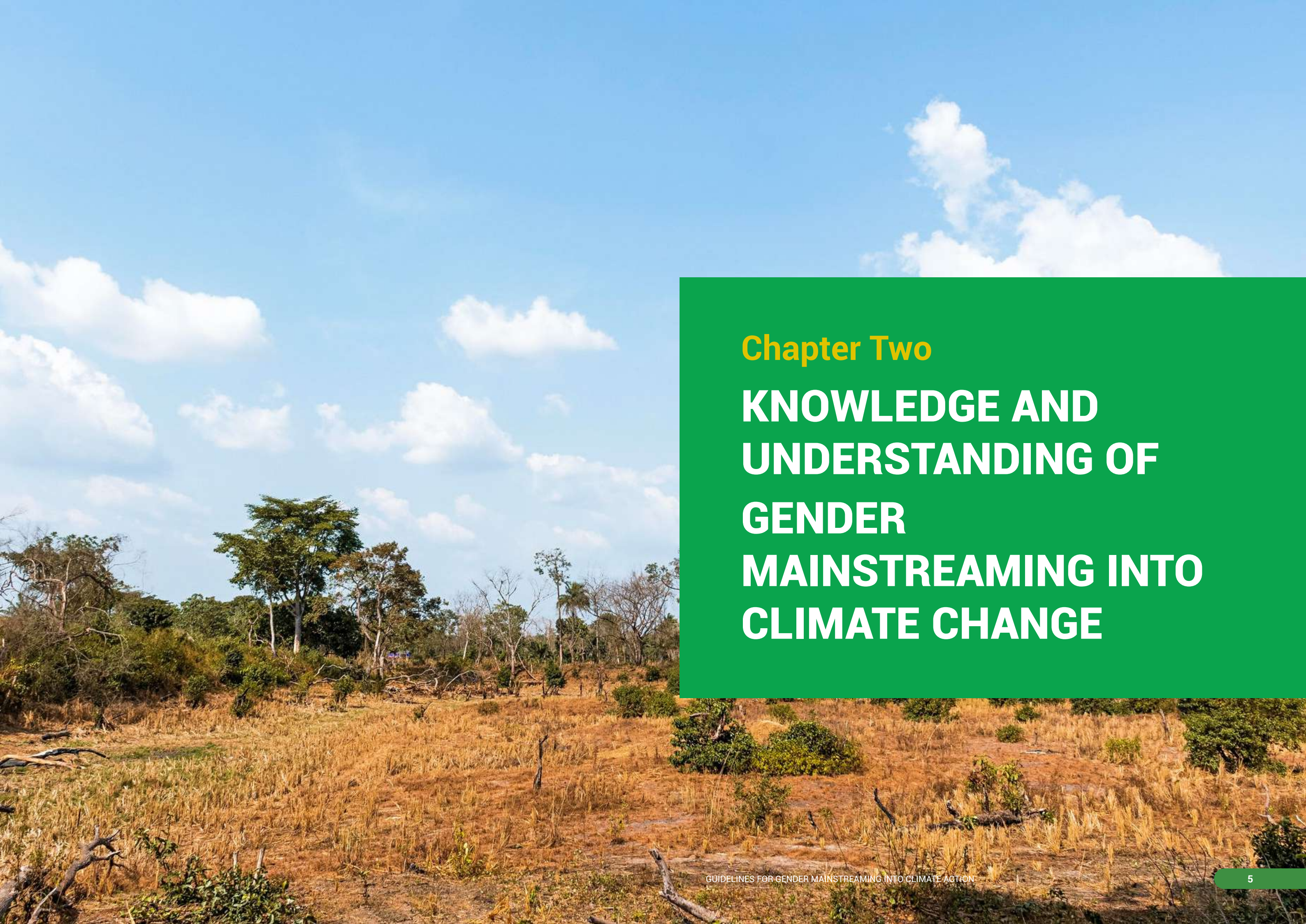
1.4 Scope and Target Audience

The target practitioners and policy makers including government ministries, departments and agencies, county governments, private sector, academia, development partners and civil society organisations involved in climate change adaptation and mitigation

1.5 Rationale of Gender Responsive Climate Actions

Climate change impacts and responses are not gender neutral considering that women and men are not homogenous groups. Marginalised groups experience vulnerabilities differently due to diverse identities shaped by age, socioeconomic status, ethnicity, geography, and cultural contexts. In Kenya, women, children, youth and other marginalised groups including persons with disabilities, intersex persons, the older members of the society, and indigenous peoples are disproportionately affected because of their reliance on natural resources, systemic barriers, and limited access to opportunities. Women and girls face heightened burdens in securing water, food, and fuel, while youth struggle with restricted access to resources and decision-making spaces despite being key drivers of innovation. Persons with disabilities encounter challenges in mobility, access to information, and climate-resilient livelihoods, particularly during disasters. Yet, these groups are also vital agents of change, contributing indigenous knowledge, resilience, advocacy, and innovation to climate action.

Mainstreaming gender and inclusion into climate actions ensures equity, efficiency, and empowerment through recognizing differentiated needs, roles, and capacities, using gender-disaggregated data, and leveraging diverse knowledge systems. This approach strengthens community resilience, promotes locally appropriate solutions, and supports Kenya's national and international climate goals while ensuring no one is left behind.



Chapter Two

KNOWLEDGE AND UNDERSTANDING OF GENDER MAINSTREAMING INTO CLIMATE CHANGE



2.1 Introduction

It is important for all stakeholders in the climate change space at all levels to have a clear conceptual understanding of gender concepts and gender mainstreaming. To implement gender mainstreaming and realize gender equality, there is need to build up a good base of gender knowledge and enhance gender competence which is necessary to undertake gender responsive climate actions.

2.2 Understanding Gender mainstreaming into climate change

Gender mainstreaming was established as a global strategy for promoting gender equality in the Platform for Action adopted at the United Nations Fourth World Conference on Women held in Beijing in 1995. The UN Economic and Social Council (ECOSOC) defined gender mainstreaming as:

The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all

political, economic and societal spheres so that women and men can benefit equally and inequality is not perpetuated. The ultimate goal is to achieve Gender equality". (ECOSOC, 1997).

The purpose of gender mainstreaming is the transformation of unequal social and institutional structures into equal and just structures for both women and men hence a means towards gender equality. Gender equality is a fundamental value that should be reflected in development choices and institutional practices. It refers to equality under the law; equality of opportunity, including rewards of work; equality in access to human, financial and other productive resources; and equality of voice to influence and contribute to the development process. It puts equal value on the varying roles played by women and men in society in the development actions.

Integrating a gender perspective in planning, policy, projects and programmes involves including the concerns and experiences of women and men into the design, implementation, monitoring and evaluation of policies and programs. This entails an understanding of the link between gender perspectives and the achievements.

Some of the key areas where gender should be effectively mainstreamed in climate change include policy and planning processes, programmes and projects, and institutional arrangements



Chapter Three

MAINSTREAMING GENDER INTO CLIMATE ACTION





3.1 Conducting a Gender Analysis.

Gender analysis is an essential step for gender mainstreaming. It involves variety of methods used to understand power dynamics affecting relationship between men and women, their access to and control of resources, their activities that contribute to climate change, their capacity and capabilities, and the constraints they face relative to each other while responding to climate change impacts or addressing emissions, thereby contributing to climate action.

Gender analysis provides the necessary data and information to integrate a gender perspective into policies, strategies and plans and to inform program design and implementation. It is part of a preparatory step for the planning stage and serves to inform the development of policies. It therefore forms the basis for greater credibility and validity of these plans among those affected. The analysis can be done at any time and stage of policy and programmes development process but most preferably, during the initial design of policy, before the implementation and during the monitoring and evaluation. Structured gender analysis is guided by a checklist which has specific questions as illustrated below.

Gender Analysis Checklist

The analysis will answer key questions including the following:

- 1
- How do the different gender roles by women, men, persons with disability, and other marginalised groups contribute to greenhouse gas emissions and/or sequestration (including management of natural resources and carbon sinks such as forests, land and water)?
- 2
- How does climate change affect diverse groups of women, men, boys and girls, differently and what factors (social, economic, cultural, geographic) influence these impacts?
- 3
- What are the determinants of access to and control over and benefit from climate change adaptation and mitigation resources, services, technologies, finance, and information among diverse women, men, boys and girls?

- 4
- To what extent do different genders participate in the development, leadership and decision-making processes of climate change policies, strategies and programmes?
- 5
- To what extent do different genders participate in and benefit from implementation of climate change policies and interventions including adaptation and mitigation initiatives?
- 6
- What is the compliance of climate change related structures and committees with the constitutional and policy requirement on inclusive representation of women, men, youth, Indigenous Peoples, and persons with disability
- 7
- Is climate data adequately disaggregated by sex and other relevant social identities like age, (dis)ability, ethnic origin to inform inclusive planning, monitoring and reporting?
- 8
- Who is accessing climate finance, incentives and livelihood opportunities arising from climate action, and are there barriers limiting equitable access?

How do diverse groups of women, men including the marginalised groups get involved in Community Resilience, Adaptation Strategies, and Indigenous Knowledge?

3.2 Approaches and Tools for Conducting Gender Analysis

To effectively answer the gender analysis questions, a combination of qualitative and participatory methods and tools should be applied. These approaches support the collection of sex, age and disability disaggregated data. They provide deeper insights into roles, responsibilities, access to resources, and decision-making dynamics. The choice of tools should be guided by the context, objectives of the analysis, and the need for inclusivity.

Gender analysis should also be guided by the 4R Framework, which examines **roles** (who does what?), **representation** (who participates in decision-making?), **resources** (who has access to and control over resources and benefits?), and **redistribution** (how can inequalities in roles, resources and power be addressed?), as illustrated in below.

Table 1: Approaches for Data Analysis (How Information is Gathered)

Method	Purpose	When to Use it	Gender-Responsive Considerations
In-depth Household Interviews	To gather detailed individual and household-level insights on roles, access, decision-making and lived experiences	Baseline studies, vulnerability assessments	Ensure inclusion of both women and men within households; interview separately where necessary to capture intra-household dynamics
Focus Group Discussions (FGDs)	To explore shared experiences, norms and differences across groups	Community engagement, needs assessments	Conduct single-sex FGDs (women-only, men-only); include age-specific groups (youth, children, older persons); ensure safe spaces for persons with disability; consider language and cultural norms
Key Informant Interviews (KIIs)	To obtain expert insights from leaders, service providers and institutions	Policy and institutional analysis	Include diverse informants (women leaders, youth representatives, disability advocates), not only traditional authority figures
Direct Observation	To understand actual practices, behaviour and interactions	Field visits, implementation monitoring	Observe gendered division of labour, mobility constraints, and participation in activities
Case Studies	To document in-depth experiences, challenges and success stories	Learning, documentation and scaling best practices	Ensure representation of the diverse genders including marginalised groups and highlight both challenges and agency
Stakeholder Consultations/ Meetings	To validate findings and ensure inclusive planning and decision-making	Throughout the project cycle	Ensure balanced representation; apply two-thirds gender rule; use facilitation techniques that allow marginalized voices to be heard

Table 2 : Tools for data Analysis (How information is gathered)

Tool	Purpose	When to use it	Line to 4R Framework	Gender-Responsive Considerations.
24-Hour Daily Activity Calendar	To analyse time-use and division of labour	Programme design, activity planning, labour analysis	Roles, Redistribution	Capture differences across gender, age and ability; identify time poverty and unpaid care work
Seasonal Activity Calendar (Gender-Disaggregated)	To assess how roles and workloads change across seasons and climate cycles	Programme design, activity planning, Climate-sensitive livelihood analysis	Roles Resources, Redistribution	Ensure inclusion of climate-related tasks (e.g., water, fuel collection); capture peak labour periods.
Access and Control Profile (Resources & Benefits)	To identify who accesses and controls resources and benefits	Programme planning and targeting, Policy development and review	Resources Redistribution	Disaggregate by sex, age, disability; include land, finance, technology, climate information
Participation and Decision-Making Mapping	To assess who participates in and influences decisions	Governance and institutional analysis	Representation Redistribution	Examine formal and informal decision-making spaces; identify barriers to participation

Tool	Purpose	When to use it	Line to 4R Framework	Gender-Responsive Considerations.
Benefit-Sharing Analysis	To determine who benefits from climate interventions (e.g., finance, jobs, technologies)	Monitoring and evaluation	Resources Redistribution	Identify inclusion/exclusion patterns across the marginalised groups, and agency
Gendered Climate Risk and Vulnerability Analysis	To assess differentiated exposure, sensitivity and adaptive capacity	Climate risk assessments	Roles, Resources Redistribution	Integrate local knowledge; ensure inclusion of marginalized groups
Other Context-Specific Tools	To allow flexibility depending on sector (e.g., energy, agriculture, water)	As needed	Varies	Adapt tools to local context and cultural sensitivity

3.3 Gender Mainstreaming in Climate Change Policies, Strategies and Plans

Climate change policies and plans that do not consider specific cultural and class experiences of gender, run the risk of failing to deliver hence being ineffective. In coordinating the implementation of climate change framework policy, the

ministry responsible for climate change affairs, and the ministry responsible for gender affairs have a responsibility to develop inclusive policies and programs.

Mainstreaming gender in climate change policies, strategies and plans requires action through 5 main actions and/areas: gender inclusive participation; policies, plans and strategies processes; sensitisation and awareness creation; capacity building; and gender responsive M&E framework. as illustrated in below;

Table 3 : How to Mainstream Gender in Climate Change Policies, Strategies and Plans

Actions	Gender mainstreaming issues	Responsible	How	When
Gender inclusive Participation	- Ensure diverse women, and men including marginalised groups participate in the development of the policies e.g. NCCAP, NAP, Climate change act, CIDP and Sector plans etc. - Gender experts/institutions - Targeted consultations	- Climate Change Directorate - State Department Responsible for Gender - State Department Responsible for Climate - Gender/climate change focal points - County CECs in charge of climate change - Academia and research institutions. - Private Sector - Civil Society Organisations	Ensure representation of diverse genders including marginalised groups in design, planning, decision-making and implementation of Climate actions.	During - Formulation - Implementation - M & E

Actions	Gender mainstreaming issues	Responsible	How	When
Policies, plans and strategies processes and participation in decision-making.	Assess the inclusion and level of different genders and gender defined roles in accessing climate change resources	- Climate change directorate - State Department Responsible for Gender - State Department Responsible for Climate - Gender/climate change focal point - County CECs in charge of climate change - National Gender Equality Commission (NGEC) - Academia and research institutions. - Private Sector - Civil Society Organisations	- Develop indicators to capture distribution of resources. - Ensure meaningful involvement and participation of different genders including marginalised groups in the formulation, review and decisions on climate change policies, plans and strategies.	At all levels
Sensitisation and awareness creation	Disseminate and create awareness on climate change policies and strategies to the grassroots level ensuring inclusion of all	- Climate change directorate - State Department Responsible for Gender - State Department Responsible for Climate - Gender/climate change focal point - County CECs in charge of climate change - NGEC - Elected/opinion leaders - Non-state actors.	- Ensure accurate and appropriate packaging (including into local languages and use of arts, stories and sign language) of climate and gender information and messaging for each target group. - Ensure inclusion of different genders including marginalised groups infora and spaces at all levels of the project cycle.	During Implementation
Capacity building	Training of climate change practitioners on gender mainstreaming	State Department of Gender Affairs and Affirmative Action	Short courses	Continuous

Actions	Gender mainstreaming issues	Responsible	How	When
	Training of stakeholders on climate change actions and gender nexus including gender mainstreaming, adaptation, mitigation, climate finance, climate technology	- NGEC - Pre-qualified Gender expert - Climate Change Directorate - Academia - Civil Society Organisations - Development Partners	- Exchange programs. - Use of climate friendly technology and innovations	Continuous
Gender responsive M&E framework	- Stakeholder consultation in co-developing gender responsive indicators that speak to gender roles and needs of the local community (context specific). - Assess the different implications of planned programme interventions for different genders including marginalised groups - Apply the outcome of the two processes for continuous action and learning	- Climate Change Directorate - State Department Responsible for Gender - State Department Responsible for Climate - Gender/climate change focal point - Development Partners	- Develop gender responsive indicators for monitoring of Gender inclusion - Track outcomes based on the indicators	- When Developing the M&E framework - Throughout the processes

3.4 Gender Mainstreaming in Climate Change Projects and Programmes

A Project is a series of activities aimed at bringingclearly specified objectives within a defined period and with a defined budget while programmes are broad areas of work, which are required to implement policy priorities and could be

implemented over a longer time frame or in multiple phases. Within climate change and gender perspectives, programs and projects follow a similar management cycle.

Below is a diagram with the generic 5-step project management cycle of: (1) conception and initiation (identification); (2) Planning/design; (3) Execution/ Implementation; (4) Performance Monitoring and Evaluation and Reporting; and (5) Project closure

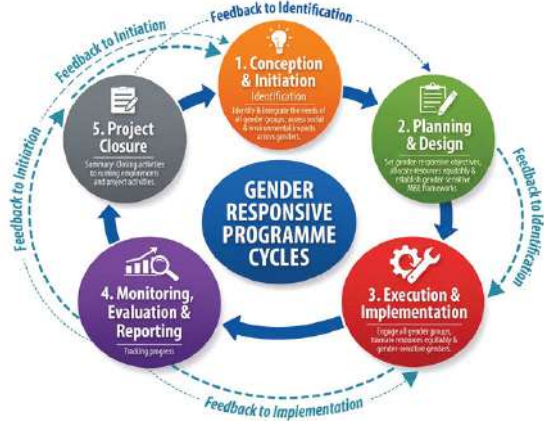


Figure 1: Five Step Project Management Cycle

Table 4: Matrix of Gender mainstreaming Guidelines in a Project Management Cycle

Project Stage	Gender Mainstreaming Issue	Actions/activities	Actors
Identification / Conceptualization	Consider identification, documentation and integration of the needs of all relevant genders. Ensure appropriate definitions of gender terminologies and gender roles. Project beneficiaries should be considered based on age, gender, sex (dis)ability and socio-economic status. Ensure that the social and environmental impact assessment of the project is undertaken for the diverse genders.	- Analysis of gender issues - Identify all genders relevant to the project - Ensure equitable participation of all genders - Conduct an assessment to identify the impact of the project on the beneficiaries	- Project / Program lead - Project conceptualization team - Gender expert - Key gender/ climate change institutions at various levels
Planning and Design	Purpose, objectives, indicators outputs, outcomes and impacts should be gender responsive. Persons or groups responsible for implementing activities should be of diverse genders. Include specific activities that address gender needs and targeted results (outcomes / outputs). Ensure that gender performance of the project/program is evaluated during monitoring and evaluation. Ensure that gender specific activities have adequate resource allocation Put in place implementation, performance and evaluation tracking measures/tools for continuous review to inform decisions. Plan for sustainability of the project outcomes/output	- Defining gender specific objectives, indicators outputs and outcomes - Develop a results chain (log frames) that include gender responsive indicators - Specify quantification - Collect baseline data (survey) for the gender indicators for each adaptation and/or mitigation part of the project/ program - Prepare monitoring and evaluation plan(s) for the specific gender issues or with gender indicator - Allocate project resources (finance, human and time) adequately to gender activities - Identify gender tracking tools for the project/program	- Project / Program lead/ team - Gender expert - Finance team

Project Stage	Gender Mainstreaming Issue	Actions/activities	Actors
Execution / Implementation	All genders should be involved in implementation including marginalised groups. Gender should be tracked during the implementation of all interventions. Budget and expenditure should be Gender responsive Climate interventions should promote equitable benefit-sharing. Inception and project launch to appraise stakeholders on areas of collaboration	● Consideration of various gender roles and responsibilities in relation to project objectives ● Use and review gender tracking tools that provide implementation progress. ● Capacity and skills development for better Gender mainstreaming in project/programs ● Considerations of access and control of productive resources for the various genders ● Include a Gender expert in the Project team.	● Project / Program lead ● Gender expert ● M&E expert ● Key gender/ climate change institutions at various levels
Performance monitoring, Evaluation and Reporting	M&E plans should inform relevant decision Project evaluations should be considering the set Gender responsive objectives, indicators and outcomes All project interventions/ benefit should target diverse genders. All genders and marginalized should be involved in implementation. Reports should be Gender responsive and robust enough to inform future interventions. Tracking measurement and tools should be used to review gender related decisions	● Develop and/or strengthen Gender tracking tools that provide implementation progress. ● Conduct impact analysis from a Gender perspective. ● Develop and use a project/ program communication plan that disseminates to all genders. ● Use Gender specific/ sensitive indicators to review progress ● Develop and disseminate knowledge products on various Gender issues/ concerns	● Project / Program lead ● Gender expert ● M&E expert ● Key gender/ climate change institutions at various levels
Project Closure	Project outcome dissemination should influence gender responsive decisions Project exit/handover and sustainability of the outcomes should consider specific needs of the marginalised groups. Document best practices for possible replication. Ensure transfer of skill and knowledge to the diverse genders at the point of project closure.	● Capture gender disaggregated data in the "end-project" evaluation ● Undertake stakeholder "handover" to relevant institutions/ other project that will ensure sustainability ● Increase the awareness of the project outcomes and impacts to the relevant stakeholders and public	● Project / Program lead ● Gender expert ● M&E expert ● Key gender/ climate change institutions at various levels

3.5 Gender Responsive Budgeting - GRB

Budgeting is the translation of an institution's financial resources into human purposes to reflect its values, who it values, whose work it values and who it rewards. Gender responsive budgeting (GRB) is a means of integrating a gender perspective into all steps of the budget process (planning, drafting, implementing and evaluating) to ensure that budget policies take into consideration the gender issues in the society (UNESCO, 2010) GRB thus sheds lights on the impact of a project's budget on the different genders. It is a means towards ensuring effectiveness and efficiency of climate action.

Without GRB, climate action risks worsening existing gender inequality and other cross-cutting social issues resulting from the negative effects and impacts of climate change. GRB cures this by merging existing gender equality policies with the climate budget practice. GRB involves conducting a gender-based assessment of climate change budgets, incorporating

gender perspectives at all levels of the budgetary process and restructuring revenues and expenditures to promote, rather than weaken, gender equality.

Gender responsive budgeting for climate action promotes inclusivity, thus reduces the burden of climate change on vulnerable groups. Analysis on this is done by calculating unit costing, whereby the total cost of climate intervention is based on the unit cost of individual climate activity; and, impact costing, whereby climate-related monetary costs to individuals, families, economy and businesses and the cost of failure to address gender inequality in climate financing are calculated.

To realise this, it is important to consider key actions within the budgeting process which include budget preparation, resource allocation, and gender responsive budget analysis. In each, articulate gender issues while analysing the impacts of the action and inaction.

The matrix below highlights gender considerations on key budgeting issues.

Table 5: Gender Considerations on Key Budgeting issues

Budgeting Issue	Actions	Actors
Budget preparation	● Awareness creation and sensitization on the gender mainstreaming effort (policy, objectives, indicators) in the budgeting process. ● GRB to be included at the Kenya School of Government (KSG) training modules for government officers especially those incharge of budgets. ● Develop adequate proficiency, skills and capacities in gender responsive budgeting ● Develop gender responsive budgeting policies, guidelines tools and/or strategies ● Develop gender responsive workplans (annual, biannual, semi-annual) ● Deliberate and strategic inclusion of gender needs for climate change action in strategies, integrated plans, MTPs, CIDPs, ADPs, strategic plans ● Gender responsive and inclusive public participation on the budgeting	● Respective budgeting functions ● Implementing entity ● Gender experts/champions ● Climate change experts/unit ● Media ● Community leaders and members ● Religious leaders. ● Private sector. ● Civil Society Organisations ● Marginalised groups representatives
Resource allocation	● Targeted resource allocation to the gender specific activities / budget categories ● Effecting policy directives and guidance on resource allocation to gender responsive activities. ● Strengthen participation of gender experts/ champions within the resource allocation function(s)	● Respecting budgeting functions ● Implementing entity ● Gender experts/champions ● Climate change experts/unit

Budgeting Issue	Actions	Actors
Gender responsive budget analysis	- Develop and/or use gender responsive analysis tools - Perform GRB analysis to inform decision (budget review and resource reallocation) - Sensitization of gender equality actors, (advocates, lobbyists and champions) on the findings of a specific budget.	- Respective budgeting functions - Implementing entity - Gender experts/champions - Climate change experts/unit

A clear step by step process is important to guide the climate action processes and ensure all the budget are Gender responsive in nature. The below diagram shows the process



Figure 2: Steps for Gender Responsive Climate Budgeting

Step-by-step process for Gender-Responsive Climate Budgeting

The below process can be applied at national, county, programme, or project level to ensure climate budgets respond to different needs and priorities of the diverse genders including the marginalised groups and does not enhance the existing vulnerabilities.

1) Define scope and budget entry points

- Clarify the sector/theme (e.g., water, agriculture, energy, disaster risk reduction), geographic area, and planning cycle (annual, medium-term).
- Identify the budget entry points: policy/strategy, programme design, workplan, procurement plan, and M&E plan.

2) Review policy and legal commitments

- Map relevant obligations from: Kenya's climate frameworks (e.g., NDC/NCCAP/NGCCAP), national/county plans, gender policy

- commitments, and constitutional inclusion requirements.
- Translate commitments into budget-relevant priorities (e.g., inclusive early warning, clean cooking access, women/youth-led enterprises).

3) Conduct a gender and inclusion analysis for climate action

Use sex, age, disability, and socio-economic status disaggregated data while ensuring all groups are included using an intersectional lens to establish:

- Who is affected by climate risks and how (exposure, sensitivity, adaptive capacity)
 - Who contributes to emissions and who manages/ depends on carbon sinks
 - Who has access/control over resources, services, technology, finance, and information
 - Who participates in decision-making and implementation
- Apply the 4R lens: Roles, Representation, Resources, Redistribution.

4) Identify Gender gaps and budget implications

Turn analysis into budget problems to solve, such as:

- Time poverty/unpaid care burdens affecting participation
- Barriers to climate finance, land, extension services, or clean energy
- Under-representation in committees and decision spaces
- Unequal benefit-sharing from climate projects and green jobs

5) Set gender-responsive climate objectives and targets

Define clear objectives with measurable targets, for example:

- Increase access to climate information and early warning for diverse women, men including marginalised groups.
- Expand clean cooking/energy access for low-income households
- Increase marginalised groups participation in climate governance and green value chains including women, youth, girls, older members of the society and persons with disability.

Targets should be time-bound, disaggregated, and realistic and must include both women and men to prevent leaving out some community members.

6) Select interventions and cost them

For each objective, choose interventions and ensure they are budgeted for:

- Capacity building and leadership support for the marginalised groups
- Inclusive infrastructure and service delivery (accessibility, proximity, safety)
- Targeted subsidies or grants (where appropriate) and support to enterprises
- Participation costs (transport, caregiving support, accessible venues, interpretation)
- Gender responsive M&E for disaggregated reporting

7) Tag and track gender-responsive climate allocations

Introduce a simple budget tagging approach:

- Climate tag (adaptation/mitigation or both)
 - Gender responsiveness tag (e.g., 0 = not targeted, 1 = gender-sensitive, 2 = gender-responsive/ transformative)
 - Record the amount and expected results for each tagged line item.
- 1) Ensure inclusive procurement and implementation arrangements
- Apply procurement approaches that enable participation of marginalised groups led enterprises where feasible.
 - Assign clear roles and responsibilities across implementing entities.

- Ensure implementation plans include inclusion measures (safe access, communication formats, grievance channels).

8) Monitor outputs, outcomes, and spending (with disaggregated indicators)

Track both money and results:

- Budget execution rates for gender-responsive climate lines
- Participation and benefit metrics disaggregated by sex, age, disability, and geography
- Outcome indicators (e.g., reduced time collecting water/fuel, improved livelihoods, resilience gains)

Include community feedback and social accountability mechanisms.

9) Evaluate, learn, and adjust future budgets

- Conduct periodic reviews to assess what worked and what didn't. Include gender experts in the evaluation teams.
- Document lessons and revise targets, interventions, and allocations for the next cycle. This should capture differential impacts on the marginalised groups.
- Use findings to strengthen policy, coordination, and resource mobilization.

A climate budget should not be approved unless it demonstrates:

- Gender/inclusion analysis informing priorities (sex, age, disability, disaggregated evidence)
- Clear objectives and targets linked to budget lines
- Budget lines for participation and inclusion enablers
- Tagged allocations for tracking
- Disaggregated indicators and reporting plan.

3.6 Gender Mainstreaming into MRV Processes

3.6.1: Introduction

Measurement, Reporting and Verification (MRV) systems and reports are backbone of national and international climate strategies and thus it is essential that gender and social inclusion is integrated to provide policy makers and public appropriate holistic information for informed policy decisions.

In the climate change context, MRV systems are central to tracking progress on mitigation, adaptation, loss and damage, and support. Under the Paris Agreement's Enhanced Transparency Framework (ETF), countries are required to provide regular, transparent and comprehensive reporting through instruments such as Biennial Transparency Reports (BTRs).

Kenya has developed a National Integrated Monitoring and Evaluation System (NIMES) which is anchored in the State Department for Economic Planning. This is the overall framework for tracking implementation of the development plans in the country. Key among the impacts tracked under NIMES are gender and climate change programmes and projects.

Measuring results based on gender disaggregated data leads to an understanding of which climate change actions are being achieved, who is benefiting, and who is experiencing the challenges.

The Ministry of Environment, Climate Change and Forestry is responsible to establish and coordinate an effective and comprehensive Measurement, Reporting and Verification (MRV) system to track and report on the climate actions and related support. All Ministries, Departments and Agencies (MDAs), county governments, private actors, and other non-state actors are expected to submit climate change reports to Climate Change Directorate (CCD). The National MRV system is linked to NIMES to ensure coherence between climate reporting and national development tracking systems.

Integrating gender into MRV systems is essential to ensure that climate reporting captures not only what progress is being made, but also who benefits, who participates, and who remains at risk. The use of sex, age and disability-disaggregated data strengthens evidence-based decision-making and supports more inclusive and effective climate action.

3.6.2 Rationale for Gender Mainstreaming into MRV System

Gender-responsive MRV processes can provide comprehensive background and baseline information on different genders across sectors. This can also inform the planning and design of effective implementation processes for NDCs, particularly in relation to disaster preparedness and climate change adaptation. It gives a better understanding of socio-economic and political contexts and supports priority-setting. Additionally, gender-responsive planning frameworks are linked to improved implementation of policies and programmes and higher levels of sustainability. As plans become more informed and specific, budget accuracy also improves for allocations such as capacity-building on gender mainstreaming, the participation of diverse groups of men and women, boys and girls in climate change actions, and collection and use of sex-disaggregated data.

3.6.3 Operationalizing Gender Mainstreaming into MRV

The MRV system is based on indicators on mitigation, adaptation, resilience, and loss and damage for ease of collection and aggregation. To enhance gender mainstreaming, it is crucial that gender responsive indicators are integrated and tracked in the national MRV processes including at sector levels. Such indicators provide more comprehensive information and analysis as well as more relevant reflections of the overall status of climate change activities in the country.

3.6.4 Elements for Gender mainstreaming into MRV

The table below gives information on what gender mainstreaming in MRV entailS.

Table 6: Gender Mainstreaming in MRV

Key Areas	Gender mainstreaming actions	Responsible Actors
MRV coordination arrangements	● Inclusion of gender institutions and gender experts in the coordination arrangements and the technical working groups for MRV ● Promote gender balance in the MRV coordination platforms ● Strengthen coordination between gender and climate change institutions at national and county levels	Ministry responsible for climate change State department responsible for gender Affairs Ministries, Departments and Agencies (Ministries, Departments and Agencies (MDAs)) County governments Civil Society Organisations Private Sector

Key Areas	Gender mainstreaming actions	Responsible Actors
MRV Regulatory Frameworks	● Ensure MRV guidelines, regulations and frameworks are gender responsive ● Integrate gender requirements into sectoral MRV guidelines and reporting protocols ● Align MRV systems with the Paris Agreement's Enhance Transparency Framework (ETF)	Ministry and county department responsible for climate change Ministry and county department responsible for gender affairs All Ministries, Departments and Agencies (MDAs), County Governments KNBS Project Implementers
MRV Data and Reporting Systems	● Inclusion of sex, age, disability and gender disaggregated data and information in all MRV systems and reports ● Develop and track gender responsive indicators across the projects and MRV system ● Ensure data collection tools capture gender dimensions (roles, access, participation, benefits) ● Strengthen data management systems for analysis and reporting of inclusive climate data in every reporting cycle (quarterly semi-annually and annually).	All players in climate change projects/ programmes
Data Quality Assurance and Standardization	● Develop standards and guidelines for collection, analysis and reporting of gender-disaggregated climate data ● Ensure consistency and comparability of gender data across sectors and reporting cycles ● Conduct periodic data quality audits and validation processes	KNBS; CCD; Ministries, Departments and Agencies (MDAs); County Governments, Civil Society Organisations, Private Sector
Capacity building	● Continuous training of MRV experts on gender responsive monitoring, data collection, analysis and reporting ● Capacity building for technical institutions such as KNBS to facilitate design of survey that capture gender and climate change linkages ● Provide continuous training on gender analysis, indicators and reporting under ETF/BTR requirements.	Ministry responsible for climate change State department responsible for gender Affairs Ministries, Departments and Agencies (Ministries, Departments and Agencies (MDAs)) County governments Civil Society Organisations Private Sector

Key area	Gender mainstreaming actions	Responsible Actors
MRV related Projects and Programmes	- Ensure climate projects and programmes integrate gender-responsive design, planning, budgeting, implementation, monitoring and reporting - Apply gender-responsive indicators and reporting requirements at project level	Ministry responsible for climate change State department responsible for gender Affairs Ministries, Departments and Agencies (Ministries, Departments and Agencies (MDAs)) County governments Civil Society Organisations Private Sector
Stakeholders' engagement in MRV	- Conduct inclusive stakeholder mapping and analysis considering the needs, interest, priorities, capacity and capabilities of the diverse genders and SIGs and disability inclusion. - Facilitate accessible communication, information sharing and awareness raising on gender and climate issues - Ensure Participatory consultation and engagement processes - Promote gender balance in stakeholders' participation and meaningful participation in MRV processes	Ministry responsible for climate change State department responsible for gender Affairs Ministries, Departments and Agencies (Ministries, Departments and Agencies (MDAs)) County governments Civil Society Organisations Private Sector
Linkages to Planning and Budgeting	- Use MRV findings to inform gender-responsive climate planning, policy review and budgeting processes - Integrate MRV outputs into national and county development planning frameworks (linked to NIMES)	Ministry responsible for Climate Change; State department responsible for gender affairs, National Treasury; State department responsible for Planning; County Governments; Civil Society Organisations; Private Sector; Development Partners, Research institutions and academia
Knowledge Management and Learning	- Document and disseminate lessons, best practices and Gender-responsive climate outcomes - Promote learning and continuous improvement of MRV systems and climate interventions for Gender responsive outcomes	Ministry responsible for climate change State department responsible for gender Affairs Ministries, Departments and Agencies (Ministries, Departments and Agencies (MDAs)) County governments Civil Society Organisations Private Sector

To achieve the above, there is a step-by-step process to be followed. The diagram below shows the steps which is cycle with the steps feeding into each other. This cycle can be used

at national, county, sector, programme, or project level. It works for both mitigation and adaptation and aligns with good MRV practice (plan-measure-report-learn).



Figure 3: Steps for Gender Responsive MRV for Climate Action

Step-by-step process for Gender-Responsive MRV in Climate Action (Policies & Programmes)

Define the MRV purpose and scope

This step involves clarifying what is being tracked, whether it is a policy, strategy, programme, project, or portfolio. It also requires setting clear boundaries in terms of sector or thematic focus, geographic coverage, period and target groups. In addition, it is important to specify what will be reported, including outputs, outcomes, impacts, and support such as finance, technology and capacity building.

Establish inclusive governance and roles

At this stage, inclusive MRV coordination structures should be formed or strengthened, ensuring the integration of gender expertise. Clear responsibilities should be assigned across all MRV functions, including data collection, analysis, reporting, validation and quality assurance. It is also essential to ensure representation of the marginalised groups in relevant governance and coordination platforms.

Conduct a gender and inclusion analysis (baseline)

This step focuses on establishing a baseline using sex, age and disability-disaggregated data. The analysis should

Identify differential climate risks, impacts and adaptive capacities, as well as disparities in access to and control over resources, services, information and finance. It should also assess participation in decision-making and implementation processes. The analysis should be guided by the 4R framework, which considers Roles, Representation, Resources and Redistribution.

Develop a results framework with gender-responsive objectives

Here, a results framework is developed that integrates both climate and inclusion outcomes. This includes defining mitigation, adaptation and resilience results alongside gender equality and social inclusion objectives. The objectives should be clearly tailored to specific groups and contexts, indicating who benefits, how they benefit and where these changes occur.

Select gender-responsive indicators and targets

This step involves identifying indicators that capture participation and leadership, access to resources and benefit-sharing, as well as outcomes experienced by different genders. It should also include indicators related to safeguards, such as grievance redress mechanisms and the removal of inclusion barriers. Targets should be set in a way that allows for disaggregation by sex, age and disability where relevant.

Design the data system and tools

In this step, appropriate data sources should be defined, including surveys, administrative records, project registers, remote sensing where applicable, and community-based monitoring systems. Data collection tools and forms should be designed or updated to capture key variables such as sex, age, disability, location and other relevant social identifiers. Clear arrangements should also be established regarding data collection frequency and the roles of national, county and implementing actors.

Build capacity and resources for implementation

This stage focuses on strengthening the capacity of MRV staff and partners to undertake gender-responsive data collection and analysis. It also involves ensuring that adequate resources are allocated to support inclusive participation, such as accessible venues, sign language interpretation, transport support, childcare or caregiver support, and materials in local languages. Collaboration with relevant institutions, such as the Kenya National Bureau of Statistics, should also be strengthened where applicable.

Collect and manage data (measure)

Data should be collected in a consistent, ethical and inclusive manner that ensures safe participation for all groups. Approaches that reduce bias should be applied, including the use of single-sex focus group discussions or age-specific engagement methods where appropriate. Collected data should be securely stored and managed, with proper

documentation and metadata to support transparency and usability.

Assure quality and validate findings

This step involves conducting data quality checks to ensure completeness, accuracy and consistency. Findings should be validated through inclusive stakeholder engagement processes that actively involve marginalised groups. Any data limitations should be clearly documented, along with measures taken to address them

Analyse and report results (report)

The collected data should be analysed in a disaggregated manner, including by sex, age, disability and location where possible. Reporting should cover both climate results, such as mitigation, adaptation, resilience outcomes and loss and damage, and inclusion results, including participation, benefits and barriers. Reports should also include explanatory narratives that provide insight into why differences exist among different genders and what they mean for policy and programming.

Use findings for decisions and accountability (learn & improve)

MRV findings should be used to inform policy review, programme redesign, budgeting and resource allocation for greater gender equality impact. This includes adjusting interventions to address identified gender inclusion gaps for effective action, such as improving targeting, delivery mechanisms or governance arrangements. Lessons learned and good practices in gender mainstreaming should be documented and shared to support scaling and continuous improvement.

Update indicators and systems for the next cycle

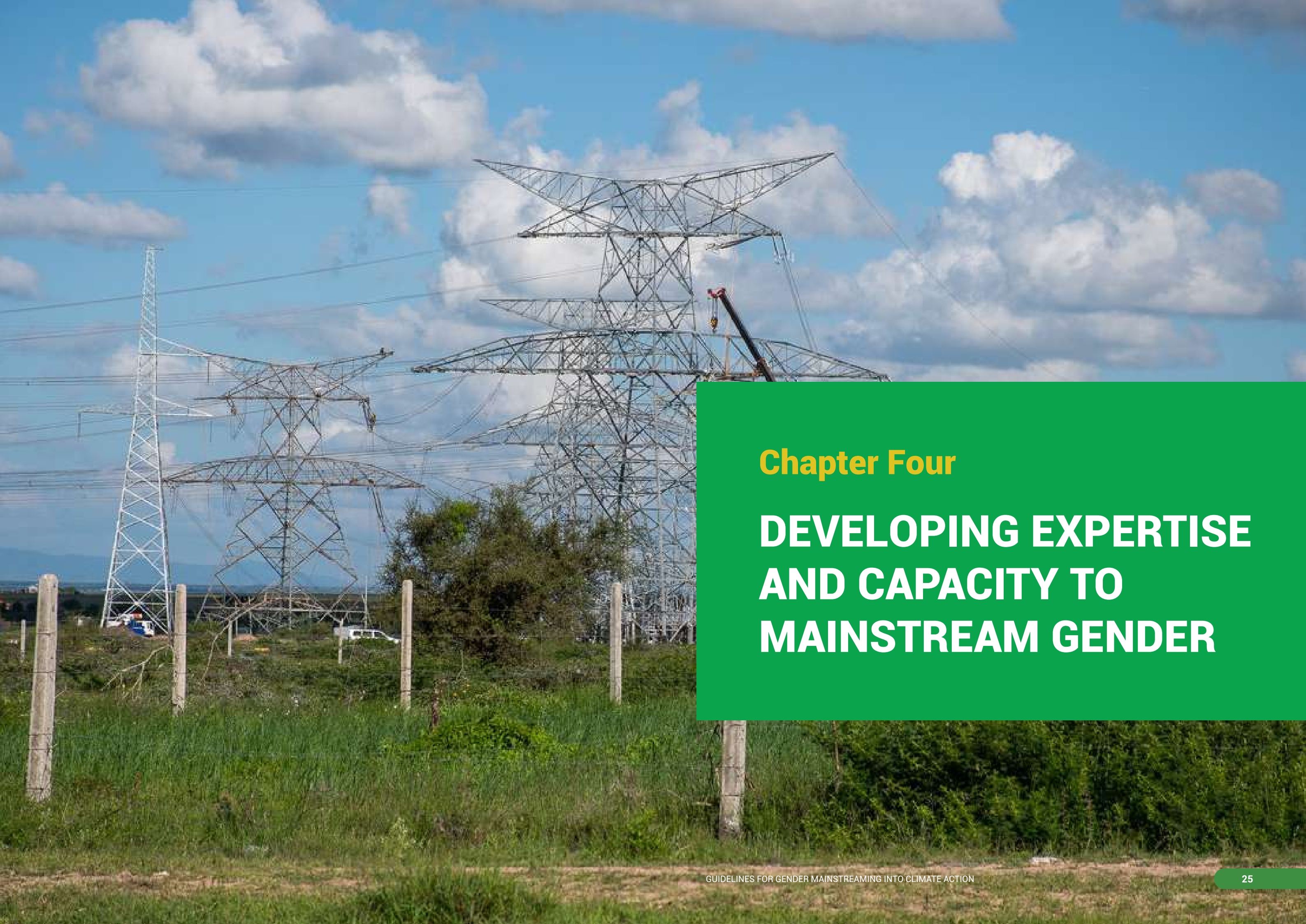
The final step involves refining gender responsive indicators, tools and targets based on lessons learned from implementation. It also includes strengthening data systems and institutional roles to improve future MRV processes. The next cycle should then begin with a robust gender responsive baseline and clearer gender responsive priorities and indicators, ensuring continuous learning and adaptation.

Steps to Consider in Developing Gender Responsive Indicators

1. Examine the objectives for the project or initiative to address climate change in a sector
2. Are the objectives themselves gender responsive?
3. Determine the activities to reach the objective. Consider whether these activities reach both women, men, boys, girls, disabled and other social groups
4. Consider whether there are gender analysis results that could be used to inform initiatives in the sector.

5. Retrieve the baseline data to compare with the next achievement and check if there is already gender, age, disability and sex-disaggregated data to use.
6. Identify the indicators that will identify if the activity has been undertaken, or the objective of the initiative has been reached or not.
7. Set a target and a time frame.
8. Is the indicator SMART and gender Responsive? Is it simple, measurable, attainable, realistic, time bound?





Chapter Four

DEVELOPING EXPERTISE AND CAPACITY TO MAINSTREAM GENDER



Developing Expertise and Capacity to Mainstream Gender

A prerequisite for Gender mainstreaming in climate change planning and implementation processes is the existence of expertise and capacity in the field of gender and climate change. It is important for the climate change institutions to tap into available gender expertise in specific sectors. Such expertise can be leveraged through cooperation with other governmental departments, cooperation with external experts or development partners, gender champions, academia, civil

society organizations and private sector with knowledge in gender mainstreaming. Training on Gender mainstreaming as well as sector-specific trainings from a Gender perspective is useful to support and strengthen internal capacities on how to practically mainstream gender.

Capacity building initiatives should benefit the policy makers and stakeholders at all levels and development organisations. Inclusivity should be observed to ensure youth, women, persons with disability and other marginalised groups are involved.

The table below describes different strategies and levels of capacity building for different stakeholders:

Table 7: Capacity building strategies for gender responsive stakeholders

Strategies	What	How	Target	Results
Sensitisation / Awareness	- Help the participants to understand gender and climate change concepts - Introduce participants / organization to gender mainstreaming and its importance in climate change actions	- Meetings and conferences - Gender Talks - Public awareness campaigns - Community dialogues	- Gender focal points - Different categories of leaders - Gender experts - Gender committee members	- Gender informed stakeholders - Attitudinal change - Gender responsive strategies, plans and programmes - Institutional compliance with gender and climate change action requirements

Strategies	What	How	Target	Results
	- Guide stakeholders to identify gender issues, concerns and needs in climate change - Guide the institution to review existing policies to ensure they are gender responsive		- Community leaders and members - Respective organisations mandated implementing climate change action - Cultural leaders Religious leaders	Increased awareness and uptake of gender responsive opportunities
Training	- Emphasize the importance of integrating gender into strategies, plans, programmes, and procedures and practices - Train stakeholders on gender and climate change nexus, Gender analysis, Gender Responsive Budgeting especially various budgeting function(s), and Gender responsive monitoring, evaluation and reporting	- Meetings, workshops and conferences - Training curriculum (Full and short courses)	- Gender Experts - Gender Focal Points - Gender Champions - Climate change experts / units - Climate change focal points - Climate change Champions - Climate initiatives implementors at different levels - Community leaders and members - Cultural leaders Religious leaders	- Gender responsive strategies, plans and programmes - Sex-disaggregated data - Gender responsive budgets
IEC Materials	Develop and disseminate gender and climate change related messaging and knowledge products	- Popular versions - Case studies - Success stories - Fliers, brochure and Posters - Banners - Videos and documentaries - Websites - Social media - Mainstream media	- Gender committee - Communication units - Gender experts - Gender Focal Points - Gender Champion - Climate change experts / units - Climate change focal point	- Increased awareness on programmes for climate change - Increased adoption and sustainability of Gender transformative actions - Enhanced Gender responsiveness of climate change outcomes



Chapter Five

INSTITUTIONAL FRAMEWORK TO MAINSTREAM GENDER IN CLIMATE CHANGE



The institutional framework for mainstreaming gender in climate change in Kenya is anchored in a coordinated and multi-sectoral approach led jointly by the State Department responsible for gender affairs, and the State Department responsible for Environment and Climate Change through the Climate Change Directorate (CCD). This joint leadership recognises the cross-cutting nature of gender and climate change and strengthens coherence between gender equality and climate policy processes.

The Climate Change Act (Cap 387A), as strengthened through subsequent policy and institutional developments, designates the Climate Change Directorate (CCD) as the principal national body responsible for coordinating climate change actions. The Act requires both national and county governments to mainstream intergenerational and gender equity across all aspects of climate change responses, including planning, implementation, monitoring and reporting.

The State Department for Gender Affairs and Affirmative Action (SDGAAA) provides overall policy direction and technical leadership on Gender equality and social inclusion. In collaboration with CCD, SDGAAA supports the integration of gender considerations into climate change policies, strategies, programmes and reporting frameworks, ensuring alignment with national gender priorities and international commitments. The two institutions work closely with the National Gender and Equality Commission (NGEC).

Kenya has designated two National Gender Focal Points to the UNFCCC, one from the Climate Change Directorate and one from SDGAAA. This dual focal point arrangement strengthens coordination between gender and climate institutions and enhances Kenya's engagement in global processes, including implementation of the UNFCCC Gender Action Plan (GAP) and gender-responsive climate reporting under the Paris Agreement.

In addition to government institutions, the Climate Change Act (Cap 387A), recognises the important role of non-state actors in climate governance. These include civil society organizations (CSOs), Indigenous Peoples and local

communities, women and youth groups, academia, and the private sector. These actors contribute to climate action through advocacy, knowledge generation, community mobilization, service delivery, innovation and financing. Their inclusion in coordination, planning, implementation and MRV processes is essential to ensure that climate actions are inclusive, locally relevant and gender transformative.

At the national level, Ministries, Departments and Agencies (MDAs) are responsible for integrating gender and climate change into sectoral policies, strategies and implementation plans. Most Ministries, Departments and Agencies (MDAs) have established climate change units and gender focal points to support this integration. They are required to report on progress in climate change implementation, including gender outcomes, through national reporting mechanisms.

At the county level, County Governments play a critical role in localizing gender-responsive climate action. They are responsible for integrating gender and climate change into County Integrated Development Plans (CIDPs) and sectoral plans, designating County Executive Committee (CEC) members to coordinate climate change affairs, and reporting on implementation. Strengthening collaboration between county climate change units and Gender departments is key to effective delivery.

Despite the existence of these institutional arrangements, there remains a need to further institutionalize and strengthen coordination mechanisms for gender mainstreaming in climate change. This includes enhancing collaboration between State department for gender and State department responsible for climate through CCD, strengthening engagement of non-state actors, building institutional capacity, improving accountability and reporting systems, and ensuring adequate resourcing for gender-responsive climate action.

The table below (6) highlights some key entry points for gender mainstreaming into climate change governance mechanisms.

Table 8: Gender mainstreaming into climate change governance

Key Issues	Gender Mainstreaming Actions	Responsible Actors
Country representation and global engagement	● Support to the dual UNFCCC Gender Focal Points (State). Department responsible for gender & State Department responsible for climate through CCD) ● Ensure Gender balance and diversity in national delegations and stakeholders' consultations ● Develop and implement the National Gender Climate Change Action Plan aligned to the New UNFCCC Gender Action Plan (GAP) ● State Department responsible for gender & State Department responsible for climate through CCD to jointly convene preparatory and debriefing meetings ahead of and after global climate action conferences to align the stakeholders on the country's position for consultations on emerging issues and agreement on the country's position	Ministry responsible for climate change affairs, State Department responsible for gender, State Department responsible for climate, Relevant Ministries, Departments and Agencies (MDAs)
Coordination mechanisms	● Secure high-level commitment to drive and maintain momentum on mainstreaming gender into climate change action across sectors and counties ● Include gender mainstreaming in climate change in performance contracting and institutional KPIs ● Allocate dedicated budgets for mainstreaming gender into climate change activities in the sector ● Establish and strengthen gender focal point/units with clear ToRs including to mainstream gender into climate change ● Positioning gender unit/focal point within decision-making structures to influence policy and planning. ● Strengthened institutional capacity on gender mainstreaming by the development and adoption of gender mainstreaming tools and guidance for internal use.	Cabinet Secretaries Principal Secretaries Heads of Institutions County Executive Committees (CECs) Top management Chairpersons of committees CEOs Directors
Institutional capacity	● Establish gender and climate change focal points across Ministries, Departments and Agencies (MDAs) and counties, with knowledge and skills to effectively mainstream gender into climate change	State Department responsible for gender State Department responsible for climate through CCD

Key Issues	Gender Mainstreaming Actions	Responsible Actors
	- Conduct continuous capacity building and sensitisation for key institutions such as National Treasury, county planning and finance officers, including for top management on gender-responsive climate planning, budgeting, and MRV - Develop and disseminate tools, guidelines and standards for gender mainstreaming. - Strengthen collaboration with technical institutions (e.g., KNBS) for disaggregated data systems	Ministries, Departments and Agencies (MDAs) County Governments KNBS Training institutions Private Sector CSOs
Coordination mechanisms	- Establish/strengthen coordination mechanism/platforms on Gender and climate change at National, county and other organisations - Ensure Gender balance in the coordination structures - Strengthen linkages of Gender sector working group at the state department of Gender and climate governance structures (e.g., NCCAP processes, MRV systems) - Facilitate coordination between SDGAAA, CCD, Ministries, Departments and Agencies (MDAs), counties and non-state actors. - Enhance visibility of climate change interventions carried out by the relevant implementing bodies through human impact/success stories and case studies. - Map relevant stakeholders for collaborations including non-profits and other stakeholders. - Collaborate with NGEC to strengthen capacity and monitoring of climate action and ESG initiatives by various state or private sector institutions.	State Department responsible for gender State Department responsible for climate through CCD National Climate Change Council Ministries, Departments and Agencies (MDAs) County Governments Private sector Civil Society Organisations Development Patners
Stakeholder engagement and inclusion	- Mapping of climate action stakeholders for enhanced collaboration. - Ensure meaningful participation of CSOs, Indigenous Peoples, research Institutions and Academia, women, cultural leader, religious leaders, youth, PWDs and private sector in climate governance - Support community-led and locally driven climate actions	State Department responsible for gender State Department responsible for climate through CCD County Governments CSOs Private sector Gender champions

Key Issues	Gender Mainstreaming Actions	Responsible Actors
	- Promote inclusive consultation processes (e.g., accessible formats, local languages, safe spaces) - Strengthen feedback and accountability mechanisms for stakeholders.	Community leaders and members Cultural leaders Religious leaders
Monitoring, reporting and Verification (MRV)	- Integrate Gender-responsive indicators into MRV systems at national and county levels - Ensure collection and reporting of sex, age and disability-disaggregated data - Link MRV findings to planning, budgeting and policy review processes - Strengthen transparency and accountability through inclusive reporting and validation processes. - Develop and adopt gender markers to measure effectiveness of the interventions - Conduct Periodic review of the tools - Ensure reports, knowledge products and resources are in accessible formats including considerations for disability friendly formats.	State Department responsible for gender State Department responsible for climate through CCD (MRV system lead) Ministries, Departments and Agencies (MDAs) County Governments KNBS Civil Society Organisations Private Sector Development Partners

A photograph of a person working in a field of tall grass and trees. The person is wearing a blue shirt and orange gloves, and is using a tool to work in the ground. The image is partially obscured by a green overlay on the right side, which contains the chapter title. The background is a dense thicket of green foliage and trees.

Chapter Six

RESOURCE MOBILISATION



Resource Mobilisation

The allocation of financial and other resources to achieve the goal of Gender equality is an indicator of the commitment to the course. Institutions and stakeholders should mobilise resources from various sources and channels towards the implementation of these guidelines. Implementing the guidelines should be part of planning and budgeting

processes of all institutions executing climate change functions. The resources could be used for but not limited to, capacity building, gender mainstreaming, and monitoring and evaluation. A stakeholder mapping exercise should be done at both national and county levels to ensure synergies of resources on climate action and leverage on existing mechanisms and resources.

Chapter Seven

REVIEW OF THE GENDER MAINSTREAMING GUIDELINES



Review of the Gender mainstreaming guidelines

Effective monitoring and evaluation (M&E) of gender mainstreaming is critical for building the evidence base for informed and strategic decisions related to gender equality, for enabling better planning and implementation of climate change interventions. This will enable continuous learning which is necessary for identifying and appreciating effective approaches, best practices and successes across the six thematic areas of gender mainstreaming climate action in the 8 sectors of the NCCAP III as described in the NGCCAP 2025-2027: participation, capacity building, climate finance,

technology and innovation, access and control of resources, and monitoring, evaluation and learning.

These guidelines will be reviewed after five years to consider experiences and emerging issues at global, national and sub national levels to ensure its relevance and useful application by all stakeholders. A participatory and consultative approach will be used in the entire process including validation of the revised guidelines, where all the stakeholders at the respective levels will be involved. Further, the review process will be aligned to the NCCAP review cycles to ensure emerging Gender and climate change issues are incorporated in the revised guidelines



ANNEXES

Annex I: Definitions of key concepts

Adaptation means adjustment in natural or human systems in response to actual or expected climatic stimuli or their effects which moderates harm or exploits beneficial opportunities.

Climate Change means a change in the climate system which is caused by significant changes in the concentration of greenhouse gases because of human activities and which is in addition to natural climate change that has been observed during a considerable period.

Gender means 'the roles, responsibilities, values and attitudes ascribed to women, men, boys and girls by a given society at a given place and at a given time. Gender is socially constructed which means that a given society defines the roles and responsibilities that women, men, girls and boys play. The decision to change or modify these roles and responsibilities lies with the society. The roles, responsibilities, values and attitudes ascribed to the women, men, boys and girls are learnt, can change and are not natural.

Gender analysis- This is the process of examining roles and responsibilities or another situation regarding women and men; boys and girls, with a view to identifying gaps, raising concern and addressing them; investigating and identifying specific needs of girls and boys, women and men for policy and programme development and implementation.

Gender equality refers to women and men enjoying the same status. It means that women and men have equal conditions for realizing their full human rights and potential to contribute to the national, political, economic, social and cultural development and to benefit from the results.

Gender Equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a Gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women.

Gender mainstreaming is an approach used to integrate both the needs of women and the needs of men in all aspects for example in policies and programmes in all political, economic, religious and societal spheres so that women and men benefit equally

Gender disaggregated data is data that is disaggregated based on sex (male, female), age, and disability, social class, rural and urban.

Gender responsive indicator measures the impact on men and women and the gap between women and men. Also reflects an understanding of Gender roles and inequalities between men and women and encourage equal participation, including equal and fair distribution of benefits.

Gender responsiveness refers to outcomes that reflect an understanding of Gender roles and inequalities and encourage equal participation, including equal and fair distribution of benefits.

Gender responsive Budgeting - A Gender-based assessment of budgets, incorporating a Gender perspective at all levels of the budgetary process and restructuring revenues and expenditures to promote Gender equality. GRB approaches are designed to enhance the responsiveness and accountability of budgets and policies to commitments aimed at reducing Gender-inequalities.

Gender roles are reflected in activities ascribed to men and women based on perceived differences which are reinforced through the Gender division of labour. This arises from the socialization of individuals from the earliest stages of life through identification with specific characteristics associated with being male or female.

Intergenerational means with reference to equity among present and future generations and equity in the present generation.

Climate Change Mitigation means efforts that seek to prevent or slow down the increase of atmospheric greenhouse gas concentrations by limiting current or future emissions and enhancing potential sinks for greenhouse gases.

Marginalised Groups means a group of people who, because of laws or practices are disadvantaged by discrimination on grounds of race, ssex, pregnancy, marital status, health status, ethnic or social origin, colour, age, disability, religion, consience, belief, culture, dress, language or birth.

Sex refers to the biological and physiological differences between males and females as determined by nature. It is God-given, universal and non-changeable. Sex is therefore natural, is not different from one community to another, is not learnt and does not change unlike Gender.

Vulnerable groups are groups of people that has some specific characteristics that make them at higher risk of falling into poverty and/or adverse effects of climate change than others living in area. In the context this analysis, this includes; Women, older persons, children, persons with disabilities, youth, members of minority and marginalized group







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