

Climate Adaptation and Technology Leveraging for
Enhanced Climate Resilience in Eastern Uganda
(CATLER – Uganda)

UGANDA GENDER ASSESSMENT
AND
GENDER ACTION PLAN

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ACRONYMS AND ABBREVIATIONS

AAS	:	Annual Agriculture Survey
ACF	:	Agricultural Credit Facility
AFDB	:	African Development Bank
CBI	:	Community-Based Irrigation
CEDAW	:	Convention on the Elimination of All Forms of Discrimination against Women
CSO	:	Civil Society Organizations
EAC	:	East African Community
FBEs	:	Forest-Based Enterprises
FLR	:	Forest Landscape Restoration
FMNR	:	Farmer-Managed Natural Regeneration
GBV	:	Gender-Based Violence
GDP	:	Gross Domestic Product
GGGI	:	Global Gender Gap Index
GHG	:	Green House Gases
IGAD	:	Intergovernmental Authority on Development
KPI	:	Key performance indicators
MAAIF	:	Ministry of Agriculture, Animal Industry and Fisheries
MDA	:	Monitoring and Evaluation
MFI	:	Micro Finance institutions
MGLSD	:	Ministry of Gender, Labour and Social Development
MMT	:	Maternal Mortality
NDC	:	National Development Contribution
NDP	:	National Development Plan

NDP	:	National Development Plan
NER	:	Net Enrolment Rate
NFE	:	Non-Formal Education
NGO	:	Non-Governmental Organizations
PDM	:	Parish Development Model
PES	:	Physical and Sports Education
PWD	:	People living With Disabilities
SDG	:	Sustainable Development Goal
SNE	:	Special Needs Education
UBOS	:	Uganda Bureau of Statistics
UGX	:	Uganda Shillings
UN	:	United Nations
UNDP	:	United Nations Development Programme
USE	:	Universal Secondary Education
UWEP	:	Uganda Women Entrepreneurs Program
WSGS	:	Water and Sanitation Gender Strategy
YLP	:	Youth Livelihood Program
ZARDI	:	Zonal Agricultural Research and Development Institute

1. Introduction

This gender analysis is designed to meticulously explore and present the prevailing gender dynamics within Uganda, focusing particularly on how these dynamics intersect with the objectives of the project. The assessment delves into an analysis of key gender issues pertinent to the project, identifying both challenges and opportunities for embedding gender considerations into the project's framework. It incorporates findings from a comprehensive review of existing literature from national and international structures to ensure a holistic view of the gender landscape. By understanding these disparities, the project aims not only to address but also to leverage opportunities for gender mainstreaming, ensuring that gender equality is not an afterthought but a core component of its strategy and implementation. This approach will help in crafting interventions that are both effective in climate change mitigation and adaptation and in promoting gender equity.

2. Gender context in Uganda

2.1. Gender disparities in Uganda

Uganda's population has been growing steadily over the years. In 2024, the country had a population of 45,905,417, an increase of 11,270,767 people from 34,634,650 in 2014. Women constitute 51% of the total population, compared to 49% for men². Uganda has a particularly young population, with a high proportion of people under the age of 18, and a high fertility rate of 5.2 children per woman, particularly in rural areas.

The age distribution reveals a predominance of boys among children under 15 years of age, while women become the majority from the age group of 20-24 years and over.³ In addition, 44% of the population is in the 0-14 age group, 53% is in the 15-64 age group, which represents the economically active population, and only 3% are aged 65 or over.⁴

The analysis reveals a higher prevalence of disability among women (6.9%) compared to men (5.6%). In addition, people living in rural areas have a much higher rate of disability (10.3%) than in urban areas (2.2%). Among individuals aged 5 years and above, the sub-regions of Lango (20%) and Acholi (17%) have the highest proportions of people with disabilities (UBOS 2019/2020).⁵

When it comes to gender equality, the development index in Uganda is 0.899, placing the country in "Group 5", which is characterized by a large absolute gap in gender parity. This gap is mainly attributed to gender disparities in terms of expected and actual years of schooling. In addition, the Gender Inequality Index increased from 0.523 in 2019/2020 to 0.80 in 2024/2025,⁶ which measures gender disparities in economic opportunity, reproductive health, and empowerment.

¹ UBOS, 2024, national population and housing census, final report, volume 1

² UBOS, 2023, gender equality today for a sustainable tomorrow

³ Ibid

⁴ Republic of Uganda, 2023, state of Uganda population report

⁵ Equal Opportunities Commission, 2023, annual report on the state of equal opportunities in Uganda

⁶ UNDP, Gender Equality Strategy 2022-2025 United Nations Development Programme Uganda Country Office

Indicator	Result		Source and date
Economic and Business Dimension	0,629	scores	AFDB, 2023 Gender Index Analytical Report
Social Dimension	1,015	scores	AFDB, 2023 Gender Index Analytical Report
Empowerment and Representation	0,366	scores	AFDB, 2023 Gender Index Analytical Report
Gender Development Index	0,899	value	UNDP, 2023 Gender Development Index
Human Development Index	0,551	value	UNDP, 2023 Gender Development Index
Life expectancy at birth	63,6	years	UNDP, 2023 Gender Development Index
Expected years of schooling	11,5	years	UNDP, 2023 Gender Development Index
Mean years of schooling	6,5	years	UNDP, 2023 Gender Development Index
Estimated gross national income per capita	2244	(2017 PPP \$)	UNDP, 2023 Gender Development Index

Table 1: Gender Development Index

Women and girls in Uganda face gender-based violence (GBV) daily. According to data from UBOS (2021), 56% of married women aged 15 to 49 experience physical or sexual violence inflicted by their spouse. In addition, more than one in three women (36%) is a victim of sexual violence, often perpetrated by an intimate partner. Child sexual abuse is also widespread, with 59% of women reporting childhood abuse. In addition, 33% of girls under the age of 15 were forced to have their first sexual intercourse⁷. Despite this alarming reality, only a few GBV victims choose to report these acts to the police.

In 2022, 14,693 cases of sexual crimes, representing 6.3% of all recorded offences nationwide, were reported to law enforcement. This figure marks a decrease of 10.3% compared to 2021, when 16,373 cases were recorded, as indicated in the Police Annual Crime Report (2022)⁸.

The most common types of gender-based violence incidents are physical assault, denial of resources and opportunities, and psychological violence. Women account for the largest number of victims recorded in the database. Female genital mutilation is the least recorded type of violence. In addition, 2.3% of GBV victims suffer from some form of disability.⁹

⁷ Republic of Uganda, 2023, the state of Uganda population report

⁸ Ibid

⁹ Ministry of gender, labour and social development, 2021/2022, Statistical abstract

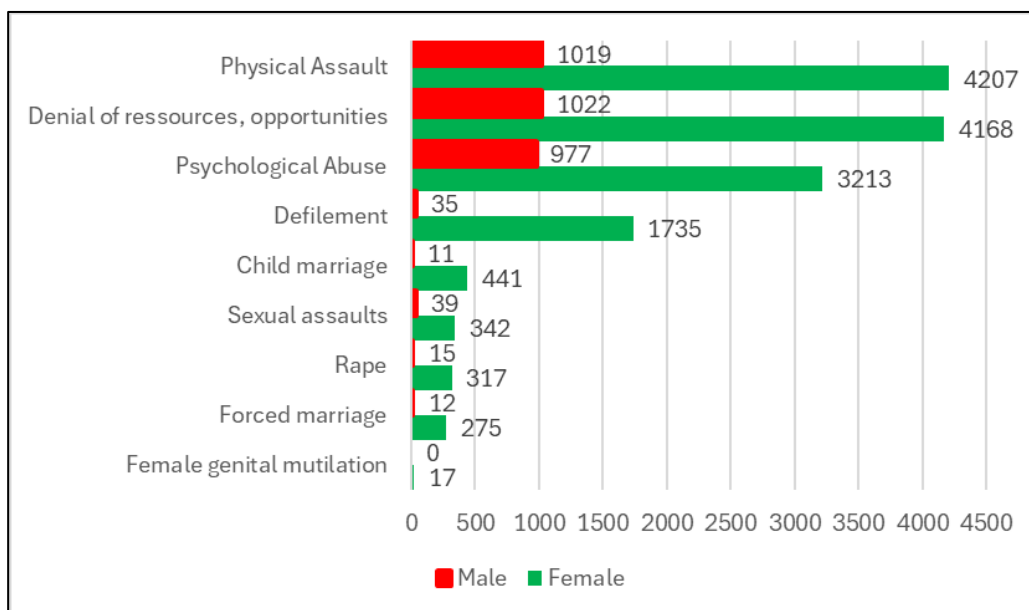


Figure 1: Type of GBV incident by sex of victim between 2020 and 2022

Source: National Gender based Violence Database (2023)

Faced with the scale of this phenomenon affecting the country, the Ugandan authorities have resolutely committed to eradicating gender-based violence as part of the United Nations' Sustainable Development Goal (SDG) No. 5. This commitment has led to the integration of the targets of this objective into the national development plan. Several laws and policies have been put in place to address gender-based violence, such as the Prohibition of Female Genital Mutilation Act (2010), the Domestic Violence Act (2010), the Prevention of Trafficking in Persons Act (2009), Uganda's Gender Policy (2007) as well as the National Policy for the Elimination of Gender-Based Violence (2016).

2.2. Legal and policy framework for the promotion of gender equality

The Ugandan government has ratified several legal instruments at the international, regional and national levels, aimed at promoting women's empowerment, defending human rights and ensuring gender equality. In addition, Uganda had adopted various national laws and policies based on international legal texts to promote gender equality. These legislative frameworks include laws that are national in scope, while many policies are specifically designed to meet sectoral, organizational or institutional needs.

Uganda explicitly integrates gender equality principles into several of its policy and legislative instruments, illustrating its commitment to gender equity. Among these instruments, the 1995 Constitution constitutes the general legal framework for the promotion of equal opportunities. Chapter IV, in particular article 21, stipulates that "all persons are equal before the law and enjoy the same protection in all spheres of political, economic, social and cultural life". Article 21(2) states that "no one shall be discriminated against on the basis of sex, race, colour, ethnic origin, tribe, birth, creed, religion, social or economic position, political opinion or disability". Other important pieces of legislation include the National Environment Act of 1994, the National Policy for Gender Equality adopted in 2007, and the National Climate Change Policy of 2015.

Other relevant instruments include the Agricultural Extension Services Policy (2013), the National Environmental Management Policy (1994), the National Energy Policy (2002), the Renewable Energy Policy (2007), the National Irrigation Policy (2018), the Oil Supply Law

(2003), the Equal Opportunities Policy (2008), as well as the National Land Policy (2013) and the Land Use Policy (2010). These instruments are complemented by other legislation such as the Environmental Health Policy (2005), the Employment Act (2006), and the Occupational Safety and Health Act (2006).^{10 11}

Uganda had also adopted several international and regional instruments that reinforced its commitment to gender equality. These include the 2030 Agenda for Sustainable Development, as well as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified in 1985. The country has also committed itself through the 1995 Beijing Declaration and Platform for Action, as well as the agenda 2063 for Africa. In addition, it is actively involved in initiatives specific to the water and sanitation sector, such as the 1977 United Nations Water Conference in Mar del Plata, the International Decade for Drinking Water Supply and Sanitation (1981-1990), and the International Conference on Water and the Environment in Dublin in 1992¹².

Uganda has also aligned its actions with several regional and international policies, such as the East African Community (EAC) Gender Policy and the IGAD Gender Policy and Strategy. At the national level, it has aligned with major strategic documents, including the Vision 2040 National Development Plan (2020/21 – 2024/25), as well as the Strategy for Gender Mainstreaming in the Environment and Natural Resources Subsectors. In addition, specific sectoral initiatives, such as the Gender Strategy for Water and Sanitation (WSGS III 2018-2022) and the Environmental Health Policy, also contribute to strengthening this commitment.¹³

Although advanced progress has been made in integrating gender equality objectives into several national policies, gaps remain, particularly regarding the inclusion of gender and climate change priorities. For example, Uganda's Green Growth Development Strategy (2017/18 – 2030/31) establishes a clear relationship between social inclusion issue and those of climate change, both in its objectives and in its strategic orientations and expected results. However, this strategy remains gender-neutral, not explicitly addressing gender inequalities. Although the 1998 Land Law and the 2013 Sustainable Land Management Policy formally ensure equal rights to land ownership, including co-ownership, prevailing customary practices continue to restrict or even prohibit women's access to land ownership. This makes them particularly vulnerable in terms of land use, control and effective tenure, as observed by Mariola Acosta et al. (2015).

In addition, the 1995 Environment Act establishes a framework for the sustainable management of natural resources and establishes the National Environmental Management Authority to coordinate, monitor and supervise environmental initiatives at the national level. Although the Act incorporates the principle of equitable, gender-sensitive and sustainable management of natural resources and the environment, it does not provide for any explicit measures or concrete provisions to promote gender equality in this area.

¹⁰ Ministry of Water and Environment, (2018), environment and social safeguards policy

¹¹ Ministry of Water and Environment, (2018-2022), water and sanitation gender strategy

¹² Global Water Partnership, (2022), gender analysis for global water leadership in changing climate programme Uganda desk review report.

¹³ Global Water Partnership, (2022), gender analysis for global water leadership in changing climate programme Uganda desk review report.

3. Gender inequalities by sector in Uganda

3.1. Education

The education sector is one of the main drivers of long-term economic development in Uganda, especially as it seeks to achieve Vision 2040 which envisions "A Ugandan society transformed from a farmer to a modern and prosperous country within 30 years". In this regard, access and benefits from education programs should be inclusive to benefit all while reducing the challenges faced by the disadvantaged.

Under article 30 and article 34, paragraph 2, of the Constitution of the Republic of Uganda of 1995, as amended, every citizen of Uganda has the right to basic education. The Government has put in place strategic policies to guide the implementation of educational programmes, including Universal Primary Education (UPE), Universal Secondary Education (USE), Special Education (SNE), Non-Formal Education (NFE) and Physical and Sports Education (PES).¹⁴

About school enrolment, the net enrolment rate in primary education is slightly higher for girls (81 per cent) than for boys (79 per cent). Urban areas also have a higher net enrolment rate (83%) compared to rural areas (79%). Regionally, the Kampala (88 per cent), Kigezi (85 per cent) and Elgon (85 per cent) sub-regions have the highest rates, while the Karamoja region has the lowest at only 42 per cent. The gross enrolment ratio in primary education in Uganda is estimated at 118 per cent, with a higher rate for girls (119 per cent) than boys (117 per cent).¹⁵

Analysis of the results of the 2022 Primary School Leaving Examination Survey reveals a national performance index of 59%. Boys performed better than girls, with indices of 60% and 58% respectively. The lowest results were seen in the East and North regions, including Elgon, Bukedi, Acholi, Lango, Teso, West Nile and Busoga. For secondary education, the net enrolment rate (NER) is 27 per cent, indicating that a significant proportion of children of secondary school age (13 to 18 years) are not enrolled. Girls have a slightly higher rate (29%) compared to boys (26%). In addition, urban areas have a higher NER (43%) than rural areas (24%). At the sub-regional level, Kampala stands out with the highest NER in secondary education, reaching 52%, while the regions of Karamoja (12%) and Acholi (7%) record the lowest rates. The gross enrolment ratio in secondary education is estimated at 37 per cent, with a slight predominance of girls (37 per cent) over boys (36 per cent). Urban areas also have a higher crude rate (53%) compared to rural areas (31%).¹⁶

The analysis of the results of the 2022 Certificate of Studies, through the performance index, indicates that the overall index was 51% on average. In terms of gender distribution, boys in secondary schools (54 per cent) performed better than girls (49 per cent) in all subregions.¹⁷

Several factors explain the low educational performance observed in the eastern and northern regions of Uganda. First, a major obstacle is the inadequacy of education infrastructure, marked by overcrowded and dilapidated schools, often without sufficient classrooms. Added to this is the impact of poverty, which prevents many families from covering students' basic needs, such as school supplies, meals or uniforms. This forces many children to work to support their families. In addition, the lack of motivation of teachers, due to low salaries, poor

¹⁴ Republic of Uganda, 2023, the state of Uganda population report

¹⁵ Ibid

¹⁶ Equal Opportunities Commission, 2023, annual report on the state of equal opportunities in Uganda 2022/2023

¹⁷ Ibid

living conditions and lack of adequate resources, also contributes to a decline in the quality of education.

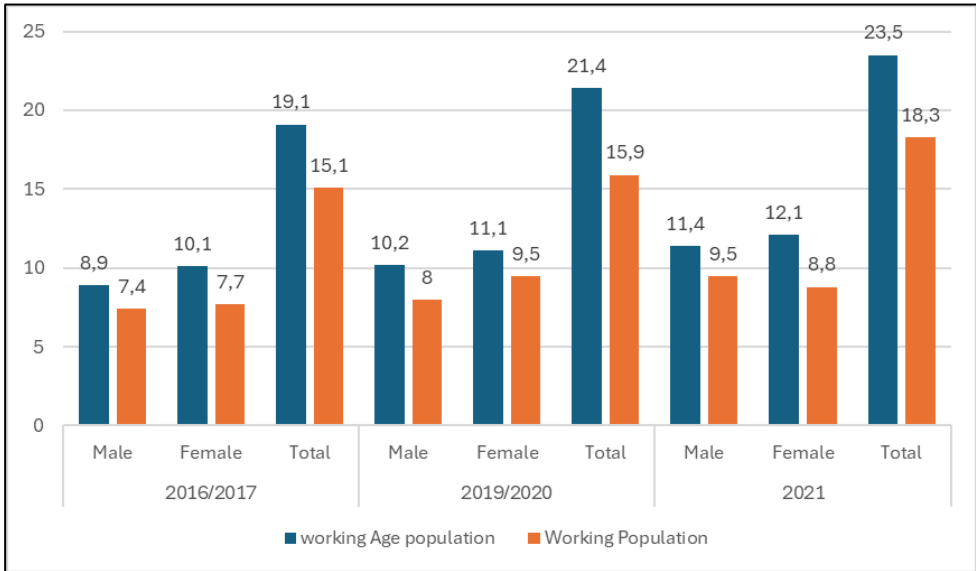
As for girls, their performance is particularly affected by gender roles that impose heavy domestic tasks on them, limiting their study time and concentration. In addition, early pregnancies, which are common in these regions, lead to the dropout of many young girls. Those who return to school struggle to balance family responsibilities and education. In addition, lack of access to affordable menstrual hygiene products and adequate sanitation infrastructure increases girls' absenteeism, which is exacerbated by gender-based violence, such as harassment and abuse, as well as long distances to reach schools.

About equal access to the university student loan program, an analysis of recipients by gender reveals that, over the past nine years, 13,405 students have benefited from the program. Of these, 68.6% (9,198) were men, compared to only 31.4% (4,207) women. However, the 2020/21 and 2021/22 financial years showed greater gender equity, with proportions of 57.9% men and 42.1% women in 2020/21, and 57.6% men and 42.4% women in 2021/22, respectively¹⁸.

3.2. Economic participation and employment

Employment is central to the Constitution of the Republic of Uganda, which guarantees equitable access to employment for all citizens. This priority is reinforced by Vision 2040, which aims to transform Uganda from a predominantly agricultural society to a modern and prosperous nation within thirty years. This ambition is also reflected in the three national development plans, which seek to improve both the quantity and quality of paid employment among the population.

According to statistical data from UBOS (2022), the working-age population increased from 19.1 million in 2016/17, of which 8.9 million were men and 10.1 million women, to 21.4 million in 2019/20 (10.2 million men and 11.1 million women). In 2021, this population reached 23.5 million people, divided between 11.4 million men and 12.1 million women¹⁹.



¹⁸ Equal Opportunities Commission, 2023, annual report on the state of equal opportunities in Uganda 2022/2023
¹⁹ Ibid

Figure 2: Labour Force Status

Source: UBOS data (2022) Statistical Abstract)

The chart below highlights the changes in Uganda's unemployment rate between 2016/17 and 2021. It shows that women have been more affected by unemployment than men. The increase in the unemployment rate observed in 2021 in the labour force is mainly attributable to the effects of the Covid-19 pandemic, which has led to the loss of jobs for many workers.

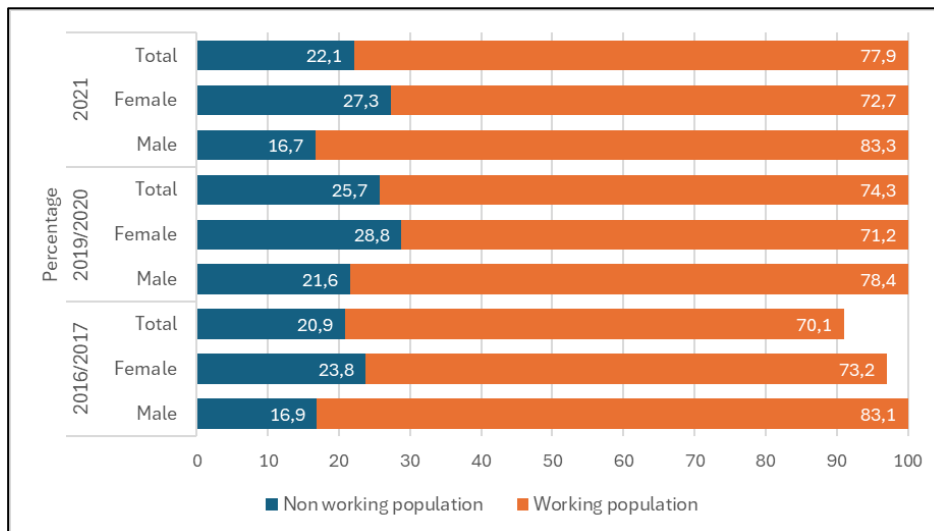


Figure 3: Unemployment situation in Uganda between 2016 and 2021

Source: UBOS data (2022) Statistical Abstract)

The breakdown by sector revealed that most of the labour force (more than 60%) is in the agriculture, forestry and fishing sectors. Then there is commerce, which accounts for more than 10% of the working population²⁰. The other sectors are manufacturing; education; transportation and warehousing; construction; hotels, restaurants and restaurants; and other services.

3.3. Poverty

According to the 2019/20 UN survey, the national poverty rate decreased from 21.4% in 2016/17 to 20.3% in 2019/20, corresponding to 8.3 million people, a decrease of 1.1%. However, this decreases masks significant disparities between rural and urban areas. Poverty affects 23 per cent of the rural population, compared to about 12 per cent in urban areas.²¹ Urban areas, which account for 27% of the total population, contribute to 12% of national poverty in 2019/20. In addition, the Northern region recorded the highest incidence of poverty at 36%, ahead of the Eastern region, which held this sad record in the 2016/17 survey.

Currently, about 30.1% of Uganda's population, or 12.3 million people, live below the poverty line of US\$1.77 per day per person.²² The poverty rate measured at USD 1.9 per day stands at 41.1%, or about 16.9 million people. In addition, nearly 3.5 million people are below the food

²⁰ Equal Opportunities Commission 2023, annual report on the state of equal opportunities in Uganda 2022/2023

²¹ Uganda Bureau of Statistics, 2023, Statistical abstract

²² Republic of Uganda, 2023, The state of Uganda population report

poverty line. Although poverty is more prevalent in rural areas than in urban areas, the gap appears to be narrowing, thanks in part to the strong growth of the agricultural sector.

3.4. Agriculture and forestry

In this context, an agricultural household is defined as a household engaged in activities such as agricultural production, livestock, aquaculture, forestry, and woodlot management. Agriculture has long been the mainstay of Uganda's economy, being the main sector of employment and income for a large portion of the population. According to the Uganda National Household Survey 2019/2020, most of the labour force (68.1%) works in the agricultural sector. The latter also ranks third in terms of contribution to the economy, accounting for about 24.1% of gross domestic product (GDP) in 2021/22, at current prices. In nominal terms, the GDP of the agricultural sector increased from UGX 35,360 billion in 2020/21 to UGX 39,152 billion in 2021/22. Thus, the sector recorded a growth of 4.4% in the 2021/22 financial year, slightly above the 4.3% observed in the previous year (MAAIF, 2023).²³

The 2020 Annual Agricultural Survey reveals that nearly 7.18 million people are involved in agricultural activities, including crop production and livestock (AAS 2020, UBOS). The dependency ratio of agricultural households in Uganda is 93 dependents per 100 persons of working age. Men make up a larger share of the labour force, at 58%, compared to 39% for women. About the level of education of heads of households in agriculture, 55.8 per cent have completed only primary education, while 29.0 per cent have attained secondary or higher education. In addition, 87% of Ugandan workers aged 14-64 are employed in subsistence farming, and 43% are specifically active in subsistence farming²⁴.

Nearly 63 per cent of young people are employed in the agricultural sector, mainly in rural areas. Of those in employment, more than 92 per cent live in poverty, and young people are also over-represented among the poorest populations. About three out of four young workers are in precarious jobs, either as self-employed workers or in unpaid family roles, especially in agriculture. Young rural women are more involved in family work and are less likely to access paid employment, with a rate of 12% compared to 21.4% for young men.²⁵

3.5. Access to energy and technology

Uganda's National Energy Policy (2023), in line with the 1995 Constitution, applicable legislation and regulations, as well as other policies, administrative procedures, government directives, and circulars related to the energy sector, highlights the government's commitment to access to clean, affordable, and reliable energy. This is seen as a crucial way to address gender inequalities and address the marginalization of persons with disabilities and youth.

Improving access to energy is a key lever for fostering socio-economic transformation and advancing the achievement of the Sustainable Development Goals (SDGs). In Uganda, about 66% of the population suffers from multidimensional energy poverty. Most households (73 per cent) still use firewood, while 21 per cent use charcoal, making firewood account for 94 per cent of the fuels used for cooking. The country's electricity access rate is 58%, with 20% of the population connected to the national grid and 38% benefiting from off-grid, mostly solar, solutions. Since 2013, this rate has increased from 14% in 2013 to 37% in 2016 and then to 52% in 2018. Access to electricity is more widespread in urban areas (74%) than in rural areas

²³ Republic of Uganda, 2023, the state of Uganda population report

²⁴ Ibid

²⁵ Ibid.

(50%). The country's total electricity grid had 1,978,356 connected households in 2023, with the goal of ensuring access to electricity for all households by 2030.²⁶

On clean fuels and technologies, Uganda is seeking to increase its dependence on renewable energy. In 2021, the share of the population using renewable energy sources was 87.8%. The share of renewable energy in total final energy consumption was also 87.8% in 2021, a figure that has remained stable since 2017²⁷. In addition, the use of clean energy for lighting is more prevalent in urban areas (82.8%) compared to rural areas (70.4%).²⁸

3.6. Access to finance

Government initiatives to reduce poverty include increasing investment in the agricultural sector through the Agricultural Credit Facility, promoting rural development (e.g. a range of rural infrastructure developments in different sectors), providing low-interest financing through the Uganda Development Bank for Small and Medium Enterprises, and supporting sustainable development. specialized categories of small businesses through the Uganda Microfinance Support Centre. In addition, the Government is intensifying its efforts to deepen the decentralization of service delivery to improve the quality of life of the population.

At the same time, the government is making increased efforts to strengthen the decentralization of services, with the aim of improving the well-being of the population. To this end, several strategies have been put in place to facilitate financial access for individuals, groups and communities. These initiatives include the Youth Livelihood Program (YLP), the Uganda Women Entrepreneurs Program (UWEP), and the Parish Development Model (PDM).

The Agricultural Credit Facility (ACF) provides young entrepreneurs and farmers with access to loans on favourable terms, allowing them to invest in modern farming techniques and improve their productivity. As of June 2023, 80% of ACF-funded projects were for micro, small and medium-sized enterprises, strengthening financial inclusion in Uganda's agricultural sector. Since its launch, the YLP program has funded 20,522 projects for 245,870 youth, 46% of whom are women, with 32% of projects in the agricultural sector²⁹.

The parish development model (PDM) aims to transform 3.5 million households, or 39 per cent, into a cash economy, allocating 30 per cent to women, 30 per cent to youth, 10 per cent to people with disabilities, 10 per cent to the elderly, and the remaining 20 per cent to men³⁰ and others not classified into these categories.

As for financial inclusion, it has increased overall since the last FinScope survey in 2018. Indeed, the overall rate has increased from 77% in 2018 to 81% in 2023. This increase is mainly attributed to the rise in formal financial inclusion, which increased by 10% from 58% in 2018 to 68% in 2023. In addition, informal financial inclusion has increased slightly, from 50% in 2018 to 52% in 2023.³¹

²⁶ Republic of Uganda, 2024, Uganda's 3rd voluntary national review report on the implementation of the 2030 agenda for sustainable development

²⁷ Ibid

²⁸ UBOS, 2024, national population and housing census, final report, volume 1

²⁹ Republic of Uganda, 2023, the state of Uganda population report

³⁰ Ibid

³¹ Finscope Uganda Finding 2023

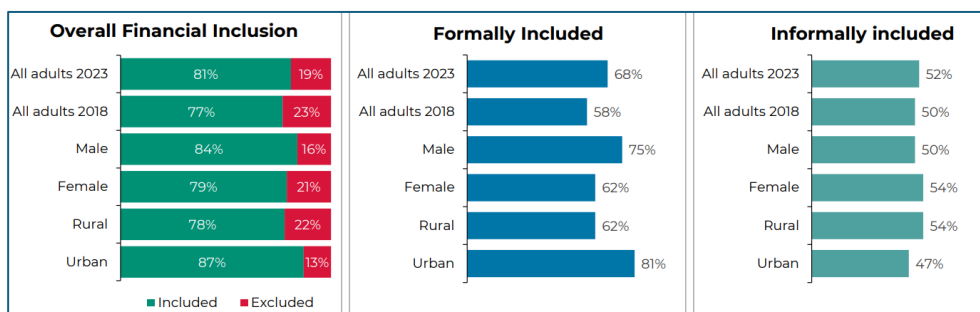


Figure 4: Status of financial inclusion

Source: Finscop data

Non-banking financial services based on mobile money are the most widely used financial services by Uganda's adult population and the excluded population has gradually decreased from 30% registered in 2009 to 19% registered in 2023. However, what is remarkable is that the eastern region has the highest proportion of excluded adults. This could be due to the high levels of poverty in eastern Uganda.

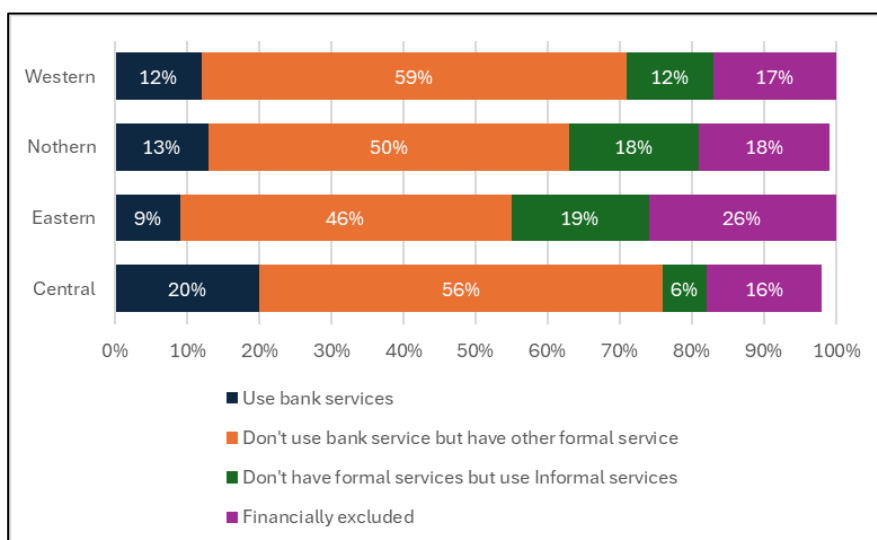


Figure 5: Regional Financial inclusion

Source: Finscop data

3.7. Water Resources

Uganda's National Development Plan 2015/16-2019/20 (NDP-II) places the provision of adequate water supply and improved sanitation at the heart of its priorities, aimed at promoting inclusive growth and sustainable wealth creation. This focus was reinforced by the adoption of the Sustainable Development Goals (SDGs), in particular SDG 6, in 2015. The water sub-sector's target for the planning period is to increase the coverage of water supply in rural areas from 65% to 79%, while ensuring that every village has a clean and safe water source³². In urban areas, the goal is to increase water supply from 71% to 95%. However, rapid population growth, increasing urbanization, as well as increased water needs for agriculture, industry and

³²Ministry Of Water and Environment, Water and Sanitation Gender Strategy, 2018-2022

energy, combined with unsustainable use, overexploitation of groundwater and contamination of freshwater supplies, have exacerbated the pressure on water resources.

Despite these challenges, most households, 81.1%, have access to an improved drinking water source, while 18.9 per cent of households use unimproved sources. Disparities between urban and rural areas show that in urban areas, 86.6% of households benefit from an improved water source, compared to 77.4% in rural areas. In addition, 39.2% of households depend on boreholes as their main source of drinking water, with a higher proportion in rural areas (48.9%) compared to urban areas (25.0%). One of the main obstacles to access to safe drinking water remains the distance to get water. In fact, 70% of households are within one kilometre of an improved water source. Overall, 24.1% of households have a water source on site, while 13.9% have to travel 1 to 5 km away³³ to access it.

Due to insufficient investment in urban water supply infrastructure and continued reliance on boreholes, protected springs, and gravity flow systems as primary sources of drinking water, rural drinking water supply coverage has decreased slightly from 68% in the past two years to 67% in 2023.³⁴

However, at the local level, 49,102 villages out of a total of 70,512 now have access to at least one source of drinking water. The number of villages served increased by 22 per cent, from 63 per cent to 76 per cent, which helped to gradually ease the burden of water collection, especially for women and girls. In addition, the proportion of water and sanitation committees with at least one woman in key position has increased from 86% in the 2019/2020 fiscal year to 87% in 2021/2022. Despite these challenges, the government supported the rainwater harvesting initiative, which reduced the cost of acquiring necessary equipment, such as water tanks. This measure has led to an increase in the use of rainwater harvesting systems across the country, from 20,187 units in the 2020/2021 financial year to 20,367 units in 2021/2022.³⁵

With women and girls primarily responsible for collecting water, they often spend several hours each day travelling to remote sources. Through the implementation of rainwater harvesting systems, families have been able to ease this burden, saving women and girls time that they can now devote to education, economic activities and other commitments.

3.8. Health

Infant and child mortality rates are key indicators of a country's socio-economic status and quality of life. In 2024, the probability of dying before the first birthday was 34 per 1,000 live births. This rate is higher for males (37 deaths per 1,000 live births) than for females (30 deaths per 1,000 live births). In comparison, this rate has decreased significantly, from 118 deaths per 1,000 births in 1969 to 34 in 2024.³⁶

For maternal mortality (MMT), this indicator, which measures maternal deaths per 100,000 live births, excludes deaths due to accidents or violence. The maternal mortality ratio has decreased significantly, from 506 deaths per 100,000 live births in 1988 to 336 in 2016, and finally to 189 in 2023³⁷. A total of 41,222 women aged 15 to 49 died in the 12 months prior to

³³UBOS, 2024, national population and housing census, final report, final report, volume 1

³⁴Republic of Uganda, 2024, Uganda's 3rd voluntary national review report on the implementation of the 2030 agenda for sustainable development

³⁵Republic of Uganda, 2024, National Progress Report on Implementation of The Beijing Declaration and Platform for Action (Beijing +30) in Uganda (2020-2025)

³⁶ UBOS, 2024, national population and housing census, final report, volume 1

³⁷ Republic of Uganda, 2023, The State of Uganda Population Report

Census night. The lifetime risk of maternal death, on the other hand, reflects the probability that a woman will die from maternity-related causes during her reproductive life (35 years).³⁸

The adolescent pregnancy rate in Uganda, at 24 per cent, remains a concern, although slightly lower than the average of 28 per cent in sub-Saharan Africa and West and Central Africa. Every day, about 1,000 teenage pregnancies are recorded in Uganda. About one in four girls (25%) between the ages of 15 and 19 have already had a child or are currently pregnant. In addition, 34 per cent of Ugandan girls marry at age 18, and 28 per cent of maternal deaths occur among girls aged 15 to 25.³⁹

3.9. Access to land

The 1995 Uganda Constitution guarantees equality of women and men before the law, promotes affirmative action for women and other marginalised groups and provides for the rights of women. The Vision 2040 prioritizes gender equality as a cross-cutting enabler for socio-economic transformation and notes the persistent gender inequalities in access to and control over productive resources such as land.⁴⁰

Women play a critical role in the sustenance of families, communities and the country's agricultural sector and they constitute the largest workforce on land where they produce food, engage in small-scale home-based businesses and contribute significantly to the country's economy. Despite the significant scientific and technological advancements in all spheres of life, land is still a very important resource for livelihood in Uganda (Mugabo, 2016) as it is a fundamentally important resource and the basis of income, sustenance, and identity for most Ugandans (UBOS, 2018). Approximately 87 percent of Uganda's estimated 35 million people reside in rural areas, 85 percent of whom are involved in subsistence agriculture. Nationwide, 90 percent of all rural women work in agriculture, and women produce an estimated 80 percent of food crops and contribute 90 percent of all labour for food production (Leslie, 2014). The Ugandan Government has prioritized enhancing women's access to land through the Land Sector Strategic Plan (2013-2023), aiming to secure land rights for the poor and vulnerable, including women. The country operates a multi-tenure land system where only *mailo*⁴¹ and freehold lands can be titled. To support the underprivileged, including women, the Government has provided free tenure security measures, increasing funding to the Land Fund for land purchases from absentee landlords. The Systematic Land Adjudication and Certification (SLAAC) Programme has issued over 11,441 titles, with a focus on Northern and Western Uganda, and has facilitated land rights for refugees in 11 districts.⁴²

In FY 2020/2021, out of 26,090 titles, 3,281 were allocated to women, highlighting efforts to consider gender and equity in land titling. Public sensitization on land rights has been conducted, particularly in refugee hosting areas. The National Land Information System (NLIMS) has been implemented to improve land administration transparency, with land

³⁸ UBOS, 2024, national population and housing census, final report, volume 1

³⁹ Republic of Uganda, 2023, The State of Uganda Population Report

⁴⁰ GOU, 2014. Vision 2040, National Planning Authority, Kampala.

⁴¹ is a unique form of land tenure in Uganda. Around 9 per cent of the country's land is held under the *mailo* system, which is similar to freehold. It was set up by the 1900 Buganda Agreement. Idi Amin then made all land publicly owned, and the 1995 Constitution of Uganda reintroduced *mailo*.

⁴² [The Republic of Uganda](#), national progress report on implementation of the Beijing Declaration and Platform for Action (Beijing +30) in Uganda (2020-2025), August 2024.

registration increasing from 21.7% in 2019/2020 to 22.4% in 2020/2021. Women's ownership of titled land also saw an increase from 21.6% in 2020/2021 to 27.02% by FY 2023⁴³.

Land, among other property is of central importance to Uganda's growth agenda, not least because of the importance of agriculture to the economy and the dominant role of women in agriculture. Agriculture remains central to Uganda's economy, and land is the major productive asset. More than 40 percent of GDP and 85 percent of export earnings come from the agricultural sector, made up mainly of smallholder farms that depend on family labour. Women provide 70 percent of agricultural labour and 60 percent of the labour used to raise cash crops (UBOS, 2018). Despite this, households headed by women are significantly less likely to report cultivable land among their assets or to have access to or control of land. Women hold only seven percent of registered land titles in Uganda (Government of Uganda, 2019)⁴⁴.

Women's limited ability to own land and their insecure rights to occupy it affect their ability to invest and contribute to Uganda's economic growth. Because of their lack of security of tenure and lack of control over economic activities, they have limited incentive to develop the land they occupy. Women's lack of land title, required for collateral for business loans, means that they have limited access to finance. In addition, they have limited access to land to locate business premises, particularly in areas of customary land (the situation may be better in urban areas). More female than male respondents in Urban and Rural residences agreed that women or girls should own land and other property. There were similar on whether women or girls should inherit property like land and others, whether women should be part of the key decision-making organs on land and other properties and whether women and girls are aware of their rights to own and inherit property. Generally, a similar trend continues in all the other variables, that is Region, Religion and disability Status (UBOS, 2018).

3.10. Participation in decision-making

Progress has been made in representation and participation of women in national politics as is guaranteed by the national Constitution of 1995, the Parliamentary Elections Act (2005) and the Local Government Act (1997).⁴⁵ Women in Uganda hold 46% of local government positions, 33% of parliamentary seats and 43% of the cabinet positions. Global Gender Gap Index scored Uganda 0.7249 in 2022 up from 0.717 in 2020.⁴⁶ The Ugandan Government has implemented significant legislative and policy measures, including affirmative action, to enhance women's involvement in political leadership and decision-making roles. As a result, women now constitute 45% of the Cabinet, with 14 out of 31 Cabinet Ministers being female. Additionally, 48% of the Ministers of State are women, with 24 out of 50 positions held by women. In the current Parliament, women's representation has reached 33.8%, with 189 women among the 556 total members.⁴⁷ The 2 figures below show the trends of women's representation in the Cabinet and Parliament over the last three parliamentary terms.

Notwithstanding this progress toward gender equality in many areas (United Nations Development Programme, 2022), gaps remain in the economic, political, and social inclusion of women in the development process which expanded during the COVID-19 pandemic.

⁴³Ibid

⁴⁴[Republic of Uganda](#) [2019]: The State of Uganda Population Report, 2019; "Promote Social Protection: Ensure Equity and Equality in harnessing the Demographic Dividend".

⁴⁵[UNDP](#), Gender Equality Strategy 2022-2025, Uganda Country Office. Rethinking and rebalancing economic, political, social and environmental systems to become inclusive and sustainable, 2022, p4.

⁴⁶World Economic Forum (2020), Global Gender Gap Report ([GGGR 2020](#)).

⁴⁷ [Republic of Uganda](#), 2024, National Progress Report on Implementation of The Beijing Declaration and Platform for Action (Beijing +30) in Uganda (2020-2025)

Indeed, persistent gaps in economic participation, educational attainment, and political empowerment are evident in the World Economic Forum's (2024) Global Gender Gap Index, which ranks Uganda 83rd out of 146 countries.⁴⁸ While Uganda has a relatively high representation of women in political leadership, the women's level of influence is not commensurate with their numbers. The high level of political inclusion of women is however not reflected at the Women Economic Empowerment, Collectives, and Gender Integration in Uganda's sub-national level.⁴⁹ Some of the critical structural barriers to women participation in decision-making in Uganda include:

Entrenched social norms and practices: Uganda remains predominantly patriarchal, with entrenched social, cultural norms, beliefs, practices, and attitudes that continue to hinder the status and roles of women and girls within society. According to the National Development Plan (NDP III), these norms perpetuate unequal power dynamics between genders at the household, community, and national levels. This inequality is starkly reflected in political representation, as per the Uganda Electoral Commission's statistics, where only 5 of the 146 district chairpersons are women, one out of ten city mayors is female, and just one out of 31 municipalities has a woman as mayor.⁵⁰ While most laws, policies and programmes outlaw any forms of discrimination for people living with disabilities (PWDs), women and girls living with disabilities face a host of abuses at the hands of their families, communities and the state.⁵¹

Policy implementation gaps: the numerous gender-responsive legal, policy and institutional frameworks established are not consistently enforced, largely due to MDAs lacking adequate funding and human resources to implement gender policies, limited knowledge in gender and equity programming and insufficient gender-disaggregated data.⁵² Women in Uganda face a precarious legal status, restricted economic agency, and their rights are not adequately protected. For example, despite having one-third of their representatives on various local government councils and a dedicated community development department focusing on women and children's issues, gender-responsive planning and budgeting at the local level remains inadequate. This limitation is primarily due to insufficient gender expertise and local funding, which hinders the ability to effectively identify, prioritize, integrate, and address gender concerns in both development and humanitarian settings.⁵³

Rising gender inequality in economic empowerment: while the country has made strides in closing the rising inequalities in employment at 48%, (females at 39 percent and males at 58 percent) and in increasing women's entrepreneurship, gender inequality in economic empowerment and economic outcomes remains a concern.⁵⁴

⁴⁸ World Economic Forum (2024), Global Gender GAP report ([GGGR, 2024](#))

⁴⁹ [UNDP](#), Gender Equality Strategy 2022-2025, Uganda Country Office. Rethinking and rebalancing economic, political, social and environmental systems to become inclusive and sustainable, 2022, p5.

⁵⁰ *Idem*.

⁵¹ EU-United Nations, December 2018: Spotlight Initiative, Country Programme Document Uganda

⁵² Source: [Budget Framework FY 2020/21](#).

⁵³ [UNDP](#), Gender Equality Strategy 2022-2025, Uganda Country Office. Rethinking and rebalancing economic, political, social and environmental systems to become inclusive and sustainable, 2022, p4.

⁵⁴ Uganda Economic Update 18th Edition: Putting Women at the Centre of Uganda's Economic Revival, December 2021.

4. Project contribution to gender equality and women's empowerment in Uganda

The CATLER – Uganda project aims to enhance climate resilience in the region through the adoption of climate-smart technologies and the promotion of climate adaptation strategies. Given the gender disparities in access to resources, decision-making, and opportunities in the region, the project is designed to be gender-sensitive, ensuring the active participation of women and marginalized groups and promoting gender equality. Below is an in-depth analysis of the gender context in the project area, the gender objectives of the project, and the specific interventions that will be implemented to address gender inequalities.

4.1. Gender context in the project area

The project area, Eastern Uganda, is characterized by a predominantly rural population with high levels of poverty, agricultural dependence, and vulnerability to climate change. The impacts of climate change in this part of Uganda are already being felt as the frequency and intensity of disasters increases. These impacts are, however, not experienced equally across the population. Women face greater risks and carry a heavier burden in relation to their ability to respond and adapt to climate change due to the inequalities they face in Ugandan society. As a patriarchal society, women in Uganda experience gendered structural inequalities across economic, political, environmental, and social systems. Cultural norms that determine gender roles and too often, position women as subordinate to men, contribute to women's inequality and can be seen mirrored in the three NDC priority sectors (Agriculture, Energy, and Waste)⁵⁵. Gender disparities in this region are pronounced, with women often facing systemic barriers that limit their economic opportunities, access to resources, technology, and participation in decision-making processes. These challenges must be addressed to ensure that women benefit equitably from climate adaptation interventions:

Agricultural Dependence: climate change impacts on agriculture disproportionately affect women farmers, exacerbating food insecurity and economic vulnerability. Agriculture is the main livelihood activity in Eastern Uganda, where women contribute most of the labour in food production and household food security. However, women's access to productive resources such as land, finance, and technology is constrained by social, cultural, and legal factors. In many cases, women do not own land, which limits their ability to invest in climate-resilient agricultural practices. Women also face challenges in accessing information and training on climate-smart agriculture.

Access to Technology: women in rural Eastern Uganda have limited access to modern technologies, including those that could enhance their resilience to climate change, such as drought-resistant seeds, irrigation systems, and renewable energy technologies. Women's exclusion from technology adoption is largely due to limited access to finance, low levels of education, and cultural norms that prioritize men as the heads of households and decision-makers in resource allocation.

Water and Energy: women and girls are primarily responsible for water collection in rural Uganda, often spending several hours a day fetching water from distant sources. Water scarcity, exacerbated by climate change, increases the burden on women and girls. Moreover, access to energy remains a challenge, with many households relying on traditional biomass

⁵⁵ National Planning Authority. 2015. [Second National Development Plan](#) (NDPII) 2015/16 – 2019/20.

sources like firewood, which disproportionately impacts women and girls in terms of time spent collecting fuel and exposure to health risks.

Poverty: women in Eastern Uganda are more likely to live in poverty compared to men. According to Uganda Bureau of Statistics (UBOS, 2022), 28% of female-headed households live below the poverty line, compared to 21% of male-headed households. This is further compounded by women's limited access to credit, markets, and opportunities for economic advancement.

Political and Social Exclusion: women in Eastern Uganda are underrepresented in political and decision-making roles. The region's traditional patriarchal structures limit women's ability to participate in community-level decision-making, particularly in areas related to natural resource management, agriculture, and climate adaptation. This exclusion leads to a lack of consideration for women's specific needs in climate adaptation planning. The literacy rate among women is lower, with only 64% of women being literate compared to 83% of men (UBOS Key Statistics, 2021).

4.2. Gender objectives of the project

The CATLER – Uganda is designed to address the gender disparities identified in the project area, ensuring that women, men, and marginalized groups equally benefit from climate adaptation interventions. The gender objectives are as follows:

Promote women's access to and control over climate-resilient technologies and resources: this includes promoting women's ownership and use of drought-resistant seeds, water harvesting technologies, and efficient cookstoves. The project aims to build climate resilience among women by integrating gender-specific adaptation strategies into its framework. This will improve their productivity, economic opportunities, and resilience to climate change impacts.

Enhance women's participation in climate change adaptation planning and decision-making: the project aims to ensure that women are actively involved in climate adaptation decision-making at both the community and regional levels. This includes promoting women's leadership in climate-related governance structures and encouraging their participation in local and national policy discussions on climate change adaptation. Indeed, it involves establishing gender-inclusive community-based adaptation committees and ensuring women's voices are heard in project design and implementation.

Improve women's economic empowerment and livelihoods resilience: this includes supporting women-led businesses in climate-resilient sectors, providing access to climate-smart agriculture training, and promoting access to financial services. In fact, the project will focus on improving women's access to finance, land tenure, and capacity-building opportunities. By ensuring that women have greater control over economic resources, the project will contribute to reducing gender-based poverty and improving women's economic security.

Strengthen women's capacity to cope with climate-related risks and disasters: This involves providing gender-sensitive disaster preparedness training and early warning systems. By considering the gendered impacts of climate change on women and girls, the project will ensure that women's needs are integrated into all aspects of the project, from planning to implementation and monitoring.

4.3. General project objectives

The overarching goal of the CATLER – Uganda project aims to enhance the adaptive capacity of vulnerable communities, improve food and water security, and reduce anthropogenic GHG emissions, contributing to Uganda's NDC goals and sustainable development pathways. The general objectives⁵⁶ are aligned with the project aims to leverage technology and climate adaptation strategies to strengthen the overall resilience of the 30 sub-counties across 10 districts targeted to climate change impacts. In line with these objectives, the project incorporates gender-sensitive approaches that ensure the active participation and inclusion of women and other marginalized groups in climate resilience efforts.

4.4. Gender-sensitive project actions

To ensure that the project is gender-sensitive, all project activities will be designed and implemented with a gender lens, considering the specific needs and vulnerabilities of women and men. Gender-disaggregated data will be collected and analyzed to monitor project impacts on women and men. Gender-sensitive indicators will be used to track progress towards gender equality objectives. To realise that the following actions will be implemented:

Gender analysis and integration: Facilitate women's access to climate-resilient seeds, tools, and technologies that reduce the burden of traditional farming practices and enhance productivity. A thorough gender analysis will be conducted at the beginning of the project to identify specific gender-based barriers and opportunities. This analysis will guide the design and implementation of project activities to ensure that gender considerations are integrated across all components.

Training and capacity building for women: tailored training programs focusing on women in agriculture to increase their capacity to adapt to climate variability through the adoption of drought-resistant crops, water harvesting techniques, and efficient irrigation methods. Special emphasis will be placed on increasing women's knowledge and leadership skills in climate change adaptation.

Gender-responsive budgeting and access to resources: The project will ensure that gender considerations are reflected in the budget, with specific funds allocated for activities targeting women's empowerment and participation in climate adaptation. This will facilitate women's access to climate-resilient seeds, tools, and technologies that reduce the burden of traditional farming practices and enhance productivity.

4.5. Social inclusion and participation of women

Women will be actively involved in all stages of the project cycle, from design and planning to implementation and monitoring. Specific mechanisms will be put in place to ensure the meaningful participation of women in decision-making processes. Vulnerable groups will be targeted, including women-headed households and marginalized communities, to ensure equitable access to project benefits. The project will adopt a socially inclusive approach that ensures women, especially those from marginalized and vulnerable groups, are actively involved in the project's implementation. Following strategies will be used:

⁵⁶ **Objective 1:** Enhance Agri-Food System Resilience to Climate Change Impacts; **Objective 2:** Reduce Anthropogenic GHG Emissions and Catalyze Local Nature-Based Enterprise Development ; **Objective 3:** Strengthen Institutional Capacity and Regulatory Frameworks for Long-Term Technology Uptake

Community engagement: the project will implement community dialogues and gender-inclusive workshops to ensure women's voices are heard in the planning and execution phases of the project. This will help to challenge existing social norms that restrict women's involvement in decision-making.

Inclusive stakeholder leadership: The project will ensure that women are represented in community-level planning, decision-making, and governance structures related to climate adaptation. Gender-sensitive consultations will be held to gather input from women and support women to take on leadership roles within community-based organizations managing the project's initiatives.

Targeted support for marginalized women: Particular attention will be given to women who are most marginalized, including female-headed households, women with disabilities, and women from indigenous communities. These groups will receive targeted support to ensure they are not left behind in the project's interventions.

4.6. Specific interventions throughout the project

The project will implement a range of specific interventions designed to address gender inequalities and empower women. These interventions will be integrated into all aspects of the project to ensure that gender considerations are mainstreamed throughout the project lifecycle:

Capacity building and leadership development: the project will provide leadership and capacity-building opportunities for women, enabling them to take on leadership roles in climate adaptation decision-making at the local level. Training will be tailored to the specific needs of women and will include supporting women's climate resilience groups and ensuring women's representation in local climate adaptation committees.

Technology access supporting: the project will ensure that women have equal access to climate-resilient technologies such as improved seed varieties, water-efficient management systems, and renewable energy technologies. Digital platforms to disseminate weather forecasts, agricultural advice, and market information, ensuring that women have equal access will also be provided.

Gender-sensitive integration programs: this will empower women to make informed decisions about their livelihoods and safety in the face of climate change impacts, facilitating collaboration and improves information exchange among key stakeholders.

Access to finance opportunities and facilitations: the project will establish partnerships to improve women's and other stakeholders' access to credit and financing for climate adapted products. This will include providing financial literacy training and facilitating access to affordable loans for women entrepreneurs and farmers.

Water management system and renewable energy solutions: the project will deploy water and energy solutions such as small-scale irrigation systems and rainwater harvesting technologies, solar-powered water pumps and clean cooking technologies with specific sessions for women to manage and maintain these systems.

Monitoring and Evaluation: The project will incorporate gender-sensitive monitoring and evaluation (M&E) systems to track the progress of gender-related outcomes. Key performance indicators (KPIs) will be developed to measure the participation and empowerment of women, ensuring that the project achieves its gender equality objectives.

5. GENDER ACTION PLAN

CATLER-Uganda aims to enhance the resilience of agri-food systems to climate change impacts by promoting sustainable agricultural practices and overcoming financial and technical barriers. The project also seeks to reduce GHG emissions and foster the development of local nature-based enterprises by improving access to finance, markets, and technical support. Lastly, it aims to strengthen institutional capacity and regulatory frameworks to ensure the long-term adoption of climate technologies and better coordination of adaptation efforts. This Gender Action Plan (GAP) has been developed to address the identified issues and promote the equal participation of women and men in project actions. Additionally, the activities outlined in the GAP are aligned with the gender dimensions recognized and addressed at each level of the Theory of Change (ToC). Below are further details on the implementation and monitoring of these activities, along with additional measures, to ensure the integration of a gender perspective in the CATLER project.

Climate Adaptation and Technology Leveraging for Enhanced Climate Resilience in Eastern Uganda (CATLER – Uganda)						
Activity description	Indicators	Targets	Timeline	Means of verification	Responsible party/ies	Cost
Output 1.1: Widespread access to affordable climate-adapted seed varieties is achieved						
Activity 1.1.1: Increase investment in and capacity of local research institutions to lower production costs for climate-adapted crop and tree seed species						
Gender Sub-activities: (i) Integrate gender considerations in seed research programs to ensure that both men and women benefit from	- % of research programs that include gender-sensitive approaches	- At least 30%	Year 1	- Research program participation records disaggregated by gender		

<p>climate-adapted seed varieties</p> <p>(ii) Provide gender-sensitive training for local research institutions on how to develop and distribute climate-adapted seeds with a focus on the specific needs of women farmers.</p> <p>(iii) Establish mentorship programs for women scientists and technicians within local research institutions.</p> <p>(iv) Develop a gender-responsive budget and planning</p>	<ul style="list-style-type: none"> - Number of gender-sensitive training sessions conducted - Number of women researchers participating in mentorship programs. - Budget allocation % for gender-responsive activities in seed research. - % reduction in the cost of climate-adapted seeds for female farmers compared to male farmers. 	<ul style="list-style-type: none"> - At least 03 - At least 20 women - 20% of the research funding - 20% for female farmers by the end of the project. 	<p>Year 1</p>	<ul style="list-style-type: none"> - Training curricula and materials that include gender-sensitive content - Mentorship program reports with participant feedback and gender analysis - Budgetary documents and financial reports showing gender-responsive allocations. - Reports on seed cost analysis and breakdown by gender for 		
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<p>process for the allocation of funds in seed research and development.</p> <p>(v) Promote gender-specific benefits in the seed production cost-reduction efforts, ensuring that women farmers benefit from lower seed costs.</p>				seed purchases.		
<p>Activity 1.1.2: Partner with and promote ZARDI's and private seed producers (NASECO) at the sub-regional levels to produce, store, and market high-quality climate-adapted crop and tree seed species to farmers and communities in need</p>						
<p>Gender Sub-activities:</p> <p>(i) Ensure that partnerships with ZARDI and private seed producers (NASECO) include women-led enterprises.</p> <p>(ii) Conduct gender-sensitive</p>	<p>% of partnerships with ZARDI and NASECO that include women-led enterprises.</p> <p>% of women farmers who report improved access to climate-adapted seeds.</p>	<p>At least 30%</p> <p>- 60%</p>		<p>Partnership agreements and reports from ZARDI and NASECO.</p> <p>Surveys and interviews with women farmers.</p>		

	needs assessments to understand barriers faced by women in accessing seed varieties.	Number of women-led farmer groups trained			Training attendance records disaggregated by gender.		
(iii)	Train women-led farmer groups in seed production, storage, and marketing strategies.	Number of outreach campaigns conducted	At least 15 women-led farmer groups annually.		Outreach campaign reports with participant feedback		
		% increase in women farmers' access to climate-adapted seeds.	At least five		Surveys and records tracking seed distribution and access by gender.		
(iv)	Develop outreach campaigns targeting women farmers to raise awareness of climate-adapted seeds.		50% of women farmers by the end of the project.				
(v)	Promote women's leadership in seed distribution and marketing						

activities at the community level.						
Activity 1.1.3: Provide technical capacity building for extension workers and farmers, including women and youth, on seed authenticity and farming techniques						
Gender Sub-activities:						
(i) Tailor training programs to address the unique needs of women and youth farmers.	Number of women and youth farmers participating in training	at least 500		Training attendance records disaggregated by gender and age.		
	Number of wmen-led demonstration plots established.	Establish 10 women-led demonstration plots in project areas.		Reports on demonstration plots, including photographs and participant testimonials		
(ii) Create women-led demonstration plots to showcase climate-resilient farming techniques.	Percentage of technical extension workers trained	At least 50% are women and youth		Extension worker training records disaggregated by gender.		
	Availability and utilization of childcare services during training.	childcare services are available at all training sessions		Reports on childcare services usage.		
(iii) Train extension workers on gender issues on seed authenticity, sustainable	Percentage of women farmers attending workshops.	Achieve 40% female attendance at all		Attendance records with gender disaggregation.		

<p>farming practices, and new agricultural technologies.</p> <p>(iv) Provide childcare at training sessions to enable women's participation.</p> <p>(v) Conduct workshops tailored to the needs and schedules of women farmers, considering their multiple roles.</p>		<p>capacity building sessions</p>				
<p>Activity 1.1.4: Support seed affordability through subsidies and local financing schemes</p>						
<p>Gender Sub-activities:</p> <p>(i) Design subsidies that specifically benefit women farmers, considering their economic constraints.</p>	<p>Number of women farmers receiving seed subsidies.</p> <p>Number of women and youth participating in financial literacy training.</p>	<p>At least 50% of subsidy beneficiaries</p> <p>300 women and youth annually</p>		<p>subsidy distribution records disaggregated by gender.</p>		

<p>(ii) Offer financial education focused on women and youth to help them access and manage local financing schemes effectively.</p> <p>(iii) Partner with microfinance institutions to create women-friendly financing options for seed purchase.</p> <p>(iv) Encourage women-led agricultural cooperatives to benefit from subsidies and financing schemes.</p> <p>(v) Develop a gender-sensitive seed financing program to address the barriers women face in accessing financial resources.</p>	<p>Number of women accessing microfinance for seed purchase.</p> <p>Number of women-led cooperatives benefiting from subsidies.</p> <p>% of women who report easier access to seeds due to subsidies and financing schemes.</p>	<p>At least 1,000 women farmers over the course of the project</p> <p>At least 3 women-led cooperatives are supported through subsidies.</p> <p>30% increase in the number of women accessing seed subsidies and financing compared to baseline data.</p>		<p>training attendance records disaggregated by gender and age.</p> <p>Microfinance institution reports; surveys and interviews with women farmers ; repayment statistics.</p> <p>Cooperative registration and support records.</p> <p>Monitoring reports on seed financing uptake by gender.</p>		
<p>Output 1.2: Enhanced water management practices for sustained agricultural production</p>						
<p>Activity 1.2.1: Procure and Install Water Harvesting Equipment and Storage Tanks in flood-prone areas</p>						

<p>Gender Sub-activities:</p> <p>(i) Ensure consultations include significant female representation to address specific water needs of women.</p> <p>(ii) Prioritize the installation of water harvesting systems in areas where women are most affected by water scarcity.</p> <p>(iii) Ensure that water storage tanks and harvesting equipment are designed to reduce the physical labor burden on women.</p> <p>(iv) Provide gender-sensitive guidelines and training on the use and maintenance of</p>	<p>% of women involved in community consultations.</p> <p>% of water harvesting systems installed in areas with high female vulnerability to water scarcity.</p> <p>Number of water harvesting systems that reduce the time burden on women.</p> <p>Number of women trained in the use and maintenance of water harvesting equipment.</p> <p>- Number of women participating in site selection committees.</p>	<p>At least 40%</p> <p>- 60%</p> <p>60% of installed systems reduce women's labor by 30%</p> <p>Train 200 women annually on water tank maintenance.</p> <p>40% of site selection committee members</p>		<p>consultation meeting minutes with gender disaggregation.</p> <p>Surveys and field reports on the geographic distribution of water harvesting systems.</p> <p>Impact assessment reports on labor reduction</p> <p>training attendance and certification records disaggregated by gender.</p> <p>Meeting minutes from site selection committees.</p>		
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<p>water harvesting systems.</p> <p>(v) Involve women in planning and decision-making processes for water storage tank site selection.</p>						
<p>Activity 1.2.2: Establish Small-Scale Solar-Powered Community-Based Irrigation (CBI) Units in rural farming communities</p>						
<p>Gender Sub-activities:</p> <p>(i) Ensure irrigation systems are designed with the participation of women, considering their farming practices and water usage patterns.</p> <p>(ii) Ensure women farmers and women-led</p>	<p>Number of irrigation designs incorporating women's input</p> <p>% of irrigation units accessed by women farmers and women-led groups.</p> <p>Number of women trained</p>	<p>At least 50%</p> <p>At least 30%</p> <p>50 women annually</p>		<p>Design documents reflecting women's input.</p> <p>Irrigation unit allocation records disaggregated by gender.</p> <p>Training attendance records disaggregated by gender.</p>		

	groups are prioritized in access to irrigation units.	% of women in irrigation management committees.	At least 50%		Irrigation management committee membership records.		
(iii)	Train women on the operation and maintenance of solar-powered irrigation systems.						
(iv)	Promote women's leadership by facilitating their participation in irrigation management committees.						
Activity 1.2.3: Conduct Capacity-Building Workshops on Sustainable Water Management Practices and Establish Demonstration Centers							
	Gender sub-activities:						
(i)	Tailor capacity-building workshops to address the specific needs of women and youth.	Number of women and youth participating in capacity-building workshops. Number of women trained to become trainers.	At least 50% of workshop participants Train at least 25		Workshop attendance records disaggregated by gender and age.		

<p>(ii) Recruit and train female community members to act as trainers or demonstrators in water management practices.</p> <p>(iii) Establish women-led demonstration centers serving as hubs for gender-focused learning and technology transfer.</p> <p>(iv) Ensure workshops are accessible to women by scheduling at convenient times and providing childcare facilities.</p>	<p>Number of women-led demonstration centers established and Gender-specific activities available</p> <p>Attendance rates of women at capacity-building workshops.</p>	<p>At least five and at least one gender-specific educational program for each</p> <p>At least 50% female attendance at all workshops.</p>		<p>Trainer certification records.</p> <p>Reports on demonstration centers, including photographs and participant testimonials.</p> <p>Workshop registration and attendance lists; childcare provision reports.</p>		
<p>Activity 1.2.4: Develop Equitable Rules for Water Infrastructure Management and Benefit Sharing.</p>						
<p>Gender Sub-activities:</p>		<p>At least 30% of the individuals involved</p>		<p>Records of participation in rule development</p>		

(i)	Ensure women's active participation in the development of water infrastructure management rules.	<p>% of women involved in rulemaking and development processes.</p> <p>% of women benefiting from water infrastructure projects.</p>	<p>in developing water infrastructure management rules are women.</p> <p>- 50%</p>		<p>workshops, disaggregated by gender.</p> <p>Monitoring reports on water infrastructure access and benefit distribution.</p>		
(ii)	Promote gender-sensitive benefit-sharing mechanisms in water infrastructure management including irrigation systems and water storage.	<p>% of women and youth involved in decision bodies</p> <p>Number of managers trained in gender equity</p>	<p>At least 50%</p> <p>- All</p>		<p>Documentation of gender representation in decision-making bodies.</p> <p>Training attendance and evaluation reports.</p> <p>Monitoring data and reports on water usage and benefits by gender.</p>		
(iii)	Ensure Gender balance in decision-making bodies related to water infrastructure management.	Effectiveness of monitoring mechanisms in ensuring equitable access	One monitoring system that tracks gender equity in water usage.				
(iv)	Train water infrastructure managers on						

<p>gender equity in water distribution and usage.</p> <p>(v) Establish gender-sensitive monitoring systems to ensure equitable access and benefits</p>						
<p>Output 2.1: Reduced GHG emissions through adoption of renewable energy and forest conservation initiatives</p>						
<p>Activity 2.1.1: Establish New and Leverage Existing Partnerships to Deploy Renewable Energy Technologies</p>						
<p>Gender Sub-activities:</p> <p>(i) Conduct gender-sensitive assessments to identify barriers and opportunities for women's participation in the renewable energy sector.</p> <p>(ii) Prioritize women-led households and</p>	<p>Number of gender-sensitive needs assessments conducted for renewable energy projects.</p> <p>% of renewable energy technologies distributed to women-led households or enterprises.</p> <p>Number of women and youth trained on renewable energy technologies.</p>	<p>03 gender-sensitive assessments during project implementation.</p> <p>At least 40%</p>		<p>Assessment reports on gender barriers in renewable energy.</p> <p>Distribution records disaggregated by gender.</p> <p>Training attendance records disaggregated by gender and age.</p>		

<p>enterprises in the distribution and installation of renewable energy technologies.</p> <p>(iii) Provide targeted training for women and youth on the operation, maintenance, and benefits of renewable energy technologies.</p> <p>(iv) Establish quotas for women-led enterprises in renewable energy partnerships</p> <p>(v) Develop gender-responsive criteria for selection of technology providers</p>	<p>% of women-led enterprises in partnership agreements</p> <p>Number of gender criteria integrated into partner selection process</p>	<p>300 women and youth annually</p> <p>Minimum 40%</p> <p>At least 05</p>		<p>Partnership agreements and reports.</p> <p>Partner selection documentation and criteria checklist</p>		
<p>Activity 2.1.2: Incentivize Farmer-Managed Natural Regeneration (FMNR) for Forest Landscape Restoration (FLR)</p>						

<p>Gender Sub-activities:</p> <p>(i) Establish women-led groups to implement and monitor FMNR activities.</p> <p>(ii) Provide support to women-led groups in the restoration and management of forest landscapes through FMNR.</p> <p>(iii) Ensure gender equity in decision-making processes for FMNR activities at the community level.</p> <p>(iv) Develop gender-sensitive training and</p>	<p>Number of women-led groups established for FMNR.</p> <p>Proportion of incentives allocated to women farmers</p> <p>Percentage of women involved in FMNR decision-making processes.</p> <p>Number of gender-sensitive FMNR training, and workshops sessions conducted.</p> <p>Number of gender-sensitive outreach campaigns and community dialogues conducted</p>	<p>Establish five women-led FMNR groups in target communities.</p> <p>At least 50% of FMNR-related incentives benefit women and youth farmers</p> <p>Ensure 40% of FMNR decision-making committee members are women.</p> <p>05, annually</p> <p>05, annually</p>		<p>Group formation and participation records disaggregated by gender.</p> <p>Incentive and tool distribution records disaggregated by gender and age.</p> <p>Meeting minutes from FMNR decision-making committees.</p> <p>Training and workshop materials and attendance records</p> <p>Documentation of outreach activities, including attendance and feedback from women.</p>		
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<p>workshops programs on FMNR practices and its benefits for women and men.</p> <p>(v) Develop gender-sensitive outreach and community dialogues materials to promote renewable energy technologies to women farmers and community leaders.</p>						
<p>Activity 2.1.3: Create Awareness and Strengthen Community Engagement in Forest Restoration</p>						
<p>Gender Sub-activities:</p> <p>(i) Develop and distribute gender-inclusive communication materials on forest restoration benefits.</p>	<p>Number of gender-inclusive communication materials developed and distributed</p> <p>Number of women reached through outreach</p>	<p>5 sets of gender-inclusive communication materials annually.</p> <p>1,000</p>		<p>Distribution and content reports for communication materials</p> <p>Outreach activity reports and attendance lists disaggregated by gender and age</p>		

<p>(ii) Conduct women-focused community outreach sessions</p> <p>(iii) Train women leaders as forest restoration ambassadors to promote community engagement.</p> <p>(iv) Provide mobile-based tools or platforms tailored for women to track and report forest restoration progress</p> <p>(v) Establish women's forest restoration committees</p>	<p>Number of women leaders trained as forest restoration ambassadors.</p> <p>Number of women using mobile-based tools for tracking and reporting</p> <p>Number of women's committees established</p>	<p>At least 30</p> <p>At least 100</p> <p>1 per target community</p>		<p>Training reports and ambassador activity records.</p> <p>Mobile platform usage data disaggregated by gender</p> <p>Committee registration and meeting minutes</p>		
<p>Activity 2.1.4: Empower Women and Youth with FMNR Knowledge and Skills</p>						
<p>Gender Sub-activities:</p>		<p>- 500</p>				

<p>(i) Provide gender-sensitive FMNR training tailored to the needs of women and youth</p>	<p>Number of women and youth trained in FMNR practices</p>	<p>- 10</p>		<p>Training attendance records disaggregated by gender and age.</p>		
<p>(ii) Establish women-led FMNR demonstration sites in target communities.</p>	<p>Number of women-led FMNR demonstration sites established.</p>	<p>05 peer-to-peer networks annually</p>		<p>Reports on demonstration site activities.</p>		
<p>(iii) Facilitate peer-to-peer knowledge sharing networks between women and youth engaged in FMNR</p>	<p>Number of peer-to-peer networks formed for FMNR knowledge sharing</p>	<p>At least 50% of FMNR grants awarded to women and youth</p>		<p>Peer-to-peer network meeting records and participant lists</p>		
<p>(iv) Introduce FMNR-specific grants for women and youth to support implementation</p>	<p>Percentage of FMNR grants awarded to women and youth</p>	<p>% of leadership positions in FMNR activities held by women and youth</p>		<p>Grant disbursement records disaggregated by gender and age</p>		
<p>(v) Encourage women and youth to take on leadership and</p>		<p>At least 35%</p>		<p>Records of leadership roles in FMNR activities</p>		

mentorship roles in FMNR-related activities						
Output 2.2: Strengthening economic resilience through sustainable nature-based enterprise development and improved market access						
Activity 2.2.1: Promote Access to Inputs and Services for Diversified Forest-Based Enterprises (FBEs)						
Gender Sub-activities:						
(i) Ensure that input and service beneficiaries are women-led FBEs or enterprises with significant women participation	% of women-led FBEs accessing inputs and services	- 50%		Beneficiary records disaggregated by gender		
(ii) Provide tailored support for women and youth entrepreneurs in the development of forest-based enterprises, including training on business management	Number of women and youth receiving business management and entrepreneurial training	200 annually		Training attendance records disaggregated by gender and age		
	Number women-led FBEs accessing tools and equipment distributed	At least 50, annually		Tool and equipment distribution records		
	Number of partnerships with women-focused organizations.			Partnership agreements and activity reports		
	Number of women receiving startup support packages	03 partnerships				

<p>(iii) Facilitate women's access to tools and equipment for FBE development</p> <p>(iv) Partner with women-focused organizations to enhance FBE service delivery</p> <p>(v) Design women-specific FBE startup support package</p>		<p>500 women</p>		<p>Support package distribution records</p>		
<p>Activity 2.2.2: Enhance Market Infrastructure and Access to Financial Services for Bulk Production</p>						
<p>Gender Sub-activities:</p> <p>(i) Develop gender-sensitive market infrastructure to meet the needs of women entrepreneurs</p>	<p>Number of gender-sensitive market infrastructure projects implemented</p> <p>Number of women and youth receiving financial literacy training</p>	<p>5</p> <p>100 per year</p>		<p>Market infrastructure project reports</p> <p>Financial literacy training attendance records disaggregated by gender and age</p>		

<p>(ii) Offer financial literacy training to women and youth farmers to increase their capacity to engage with market infrastructure and financial services</p>	<p>- % of credit scheme beneficiaries for women</p> <p>Number of women-led cooperatives supported</p> <p>% of women represented in market infrastructure planning committees</p>	<p>At least 30%</p>		<p>- Credit scheme disbursement records disaggregated by gender</p> <p>Reports from women-led cooperatives</p>		
<p>(iii) Collaborate with financial institutions to create women-friendly credit schemes for bulk production</p>		<p>10, annually</p>		<p>Minutes and reports from planning committees showing gender representation.</p>		
<p>(iv) Support women-led cooperatives in accessing bulk production opportunities</p>		<p>at least 30%</p>				
<p>(v) Advocate for women's representation in market infrastructure planning and decision-making processes</p>						

Activity 2.2.3: Provide Capacity Building and Mentoring for Forest-Based Enterprise (FBE) Management

<p>Gender Sub-activities:</p> <p>(i) Develop gender-sensitive training programs on FBE management, ensuring topics address barriers faced by women and youth (e.g., access to markets, financial management, and leadership)</p> <p>(ii) Establish mentorship programs pairing experienced women entrepreneurs with women and youth starting FBEs</p> <p>(iii) Ensure gender parity participation in FBE management</p>	<p>Number of gender-sensitive training programs conducted</p> <p>Number of mentorship pairings established, with women mentors and mentees.</p> <p>% of women and youth participating in FBE mentoring and training programs</p> <p>Number of women-only training sessions conducted</p> <p>Number of functioning peer learning circles</p>	<p>At least 10 annually</p> <p>20, annually</p> <p>- 50%</p> <p>05, annually</p>		<p>Training attendance records disaggregated by gender and age</p> <p>Mentorship program reports, including participant feedback and outcomes</p> <p>Training session materials and content evaluation reports.</p> <p>Participant feedback from women-only training sessions</p> <p>Peer learning circle activity logs</p>		
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<p>training for women and youth</p> <p>(iv) Create women-only training sessions to build confidence and enable open sharing of challenges and solutions in FBE management</p> <p>(v) Create women's peer learning circles</p>		<p>50 during the project period</p>				
<p>Activity 2.2.4: Foster Collaboration with NGOs, CSOs, and Authorities to Support FBE Development</p>						
<p>Gender Sub-activities:</p> <p>(i) Ensure that women's specific needs and priorities are incorporated into collaborative efforts with NGOs, CSOs, and authorities</p>	<p>- Number of women participating in collaborative efforts with NGOs, CSOs, and authorities</p> <p>Number of partnerships established with women-focused NGOs and CSOs</p>	<p>at least 40%</p> <p>5 annually</p>		<p>Records of participation in collaborative efforts disaggregated by gender</p> <p>Partnership agreements and activity reports from NGOs and CSOs.</p>		

<p>(ii) Partner with women-focused NGOs and CSOs to enhance support for women-led FBEs, including technical assistance and funding opportunities</p>	<p>Number of gender-responsive policies and regulations proposed or adopted</p>	<p>At least 02 during the project period</p>		<p>Policy briefs, advocacy reports, and records of proposed/adopted policies</p>		
<p>(iii) Advocate for gender-responsive policies and regulations that address structural barriers faced by women in FBE development</p>	<p>Percentage of women leaders participating in decision-making forums and platforms for FBE development</p>	<p>At least 30%</p>		<p>Attendance records and meeting minutes from decision-making forums disaggregated by gender</p>		
<p>(iv) Facilitate the inclusion of women leaders in collaborative platforms and decision-making forums on FBE development</p>	<p>Number of multi-stakeholder workshops conducted with specific gender-sensitive content</p>	<p>At least 03, annually</p>		<p>Workshop reports, agendas, and participant feedback.</p>		
<p>(v) Organize gender-sensitive multi-stakeholder</p>						

workshops to align strategies for supporting FBEs						
Output 3.1: Farmers and technology end-users can afford technology inputs and services long-term via financial support mechanisms established at the local and national levels						
Activity 3.1.1: Develop and Implement Tax Incentives and Other Subsidies for Long-Term Climate Technology Affordability						
Gender Sub-activities:						
(i) Conduct gender-sensitive analyses of the affordability challenges women face in accessing climate technologies	Number of gender-sensitive assessments conducted	- 02		Gender assessment reports on financial access barriers		
(ii) Design tax incentives and subsidies to prioritize women-led households and enterprises	% of subsidies allocated to women-led households and enterprises	At least 40%		Subsidy distribution records disaggregated by gender		
(iii) Conduct awareness campaigns targeting women to inform them about available	Number of partnerships with women's organizations established	At least 05, annually		Campaign reports, including participant feedback and attendance records		
		- 03		Partnership agreements and activity reports		

<p>tax incentives and subsidies</p> <p>(iv) Partner with women's organizations to ensure that subsidy schemes are inclusive and accessible</p> <p>(v) Establish gender-responsive subsidy allocation criteria</p>	<p>Percentage of subsidies allocated to women beneficiaries</p>	<p>Minimum 50%</p>		<p>subsidy allocation records with gender-disaggregated data.</p>		
<p>Activity 3.1.2: Partner with the Private Sector and MFIs to Provide Financial Services for Climate Technologies</p>						
<p>Gender Sub-activities:</p> <p>(i) Facilitate gender-sensitive partnerships between the private sector, MFIs, and women-led enterprises to ensure women's equal access to financial services for technology adoption</p>	<p>% of women accessing financial services for climate technologies through private sector partnerships and MFIs</p> <p>Number of women-friendly financial products developed</p>	<p>At least 60%</p> <p>- at least 03</p>		<p>Gender-sensitive financial products</p> <p>Financial records from MFIs and private sector partners with</p>		

<p>(ii) Develop women-friendly financial products (e.g., low-interest loans, flexible repayment plans) with private sector partners and MFIs</p>	<p>Number of women trained on accessing financial services for climate technologies</p>	<p>At least 500 by the end of Year 2</p>		<p>disaggregated data and agreements with MFIs</p> <p>Training attendance records and post-training evaluations disaggregated by gender</p>		
<p>(iii) Provide training and awareness sessions for women on accessing climate technology financing, including how to approach MFIs and the private sector</p>	<p>% of financial services accessed by women</p> <p>Number of workshops conducted targeting women.</p>	<p>At least 40%</p>		<p>Loan disbursement reports disaggregated by gender</p> <p>Workshop reports, including feedback and participant lists</p>		
<p>(iv) Establish quotas for financial institutions to ensure women receive equitable access to climate technology financing</p>		<p>05, annually</p>				
<p>(v) Host women-focused financial</p>						

inclusion workshops in rural communities						
Activity 3.1.3: Provide Capacity Support for Financial Institutions to Invest in Climate Technologies						
Gender Sub-activities:						
(i) Train financial institutions on the importance of gender inclusion in climate technology financing	Number of financial institutions trained on gender inclusion	At least 05, annually		Training attendance records and evaluation reports		
(ii) Develop gender-sensitive investment tools and guidelines for financial institutions	Number of gender-sensitive investment tools and guidelines developed	- 03		Copies of investment tools and guidelines developed		
	% of climate technology investments made in women-led businesses	At least 30%		Annual financial institution investment reports disaggregated by gender		
	Number of active gender focal points			Focal point appointment letters		
(iii) Incentivize financial institutions to prioritize women-led businesses in their climate technology portfolios	Percentage of institutions using gender monitoring systems	01 per institution 80% institutions implementing monitoring systems		Monitoring and evaluation reports		

<p>(iv) Establish gender focal points in financial institutions</p> <p>(v) Create monitoring system for gender-responsive lending in financial institutions</p>						
<p>Activity 3.1.4: Establish Long-Term Financing Schemes for Climate Technology Adoption</p>						
<p>Gender Sub-activities:</p> <p>(i) Create long-term financing schemes tailored to the needs of women and youth for climate technology adoption</p> <p>(ii) Collaborate with women's cooperatives and groups to ensure their inclusion in financing schemes</p>	<p>Number of financing schemes tailored to women and youth</p> <p>% of women and youth accessing long-term financing schemes.</p> <p>Number of women-led businesses and farmers benefiting from long-term financing schemes</p> <p>% of technical support recipients who are women</p>	<p>- 02</p> <p>40% of beneficiaries</p> <p>Provide technical support to 200 women annually</p>		<p>Financing scheme documentation and reports</p> <p>Beneficiary records disaggregated by gender and age</p> <p>Awareness campaign reports, including participation data</p>		

<p>(iii) Incorporate gender-sensitive eligibility criteria in long-term financing schemes to account for women's specific challenges, such as lack of land ownership or limited access to credit</p> <p>(iv) Provide technical support to women to apply for and manage long-term financing</p> <p>(v) Incorporate gender-responsive monitoring mechanisms to track women's access to long-term financing schemes</p>	<p>Presence of gender-responsive monitoring mechanisms within the financing schemes</p>	<p>At least 40%</p> <p>Establish gender-responsive monitoring mechanisms within 6 months of scheme rollout</p>		<p>Technical support session reports and attendance records</p> <p>Monitoring and evaluation reports, with gender-disaggregated data.</p>		
<p>Output 3.2: Strengthened Regulatory and Institutional Frameworks</p>						
<p>Activity 3.2.1: Provide Support for the Standardization of Regulations, Procedures, and Norms</p>						
<p>Gender Sub-activities:</p>						

<p>(i) Conduct gender audits of existing regulations and procedures</p> <p>(ii) Conduct gender-responsive stakeholder consultations to ensure women's voices are heard in the standardization process</p> <p>(iii) Establish women-led working groups to contribute to the development of standardized regulations</p> <p>(iv) Create gender-sensitive checklists for regulatory frameworks</p>	<p>Number of gender audits conducted</p> <p>% of women participating in consultations for the standardization process</p> <p>Number of women-led working groups established</p> <p>Number of gender-sensitive checklists created</p> <p>Number of institutions meeting compliance requirements</p>	<p>Conduct two gender audits annually</p> <p>At least 40%</p> <p>- 05</p> <p>Develop three gender-sensitive checklists</p> <p>80% institutions</p>		<p>Gender audit reports</p> <p>Consultation records, disaggregated by gender</p> <p>Working group meeting reports and participant lists disaggregated by gender</p> <p>Published gender-sensitive checklists</p> <p>Compliance assessment reports</p>		
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(v) Establish gender equality compliance mechanisms						
Activity 3.2.2: Conduct Regulatory Impact Assessments and Stakeholder Consultations						
Gender Sub-activities:						
(i) Ensure women's participation in stakeholder consultations for regulatory impact assessments	% of women participating in stakeholder consultations Number of gender-specific assessment criteria developed	At least 40%		Consultation attendance records disaggregated by gender Copies of gender-specific assessment criteria Focus group discussion reports		
(ii) Develop gender-specific assessment criteria for regulatory impacts	Number of focus group discussions conducted with women	- 05		Feedback submission records		
(iii) Conduct focus group discussions with women to gather input on regulatory impacts	Number of feedback submissions from women Number of gender-specific findings included in regulatory impact assessment reports	- 10		Gender-disaggregated data from consultation surveys		
(iv) Create platforms for women to provide feedback on		- At least 50				

<p>proposed regulations</p> <p>(v) Ensure that regulatory assessments consider the different impacts of climate technologies on women and men, particularly in terms of access, affordability, and benefits</p>		<p>- at least 3</p>				
<p>Activity 3.2.3: Develop Complementary Data and Tools to Support Existing M&E Frameworks</p>						
<p>Gender Sub-activities:</p> <p>(i) Incorporate gender-disaggregated indicators into M&E frameworks</p> <p>(ii) Develop data collection tools that capture gender-specific impacts</p>	<p>- Number of gender-disaggregated indicators included in M&E frameworks</p> <p>- Number of data collection tools developed with gender considerations</p> <p>- Number of M&E staff trained on gender-sensitive practices</p>	<p>- 10</p> <p>- 05</p> <p>- 50</p>		<p>- M&E framework documents</p> <p>Data collection toolkits</p> <p>Training attendance records</p>		

<p>(iii) Train M&E staff of local institutions on gender-sensitive data collection and analysis</p> <p>(iv) Publish reports highlighting gender-differentiated outcomes</p> <p>(v) Create gender impact tracking system with 100% gender-responsive evaluation criteria</p>	<p>Number of reports published with gender-specific outcomes</p> <p>Number of gender impacts tracked with evaluations criteria</p>	<p>- 02</p> <p>At least 20</p>		<p>Published reports</p> <p>Impact tracking and evaluation reports</p>		
<p>Activity 3.2.4: Establish a Multi-Institutional Coordination Framework</p>						
<p>Gender Sub-activities:</p> <p>(i) Ensure that the multi-institutional coordination framework includes gender equality as a core principle</p>	<p>Percentage of women in leadership roles within the coordination framework</p>	<p>At least 30%</p>		<p>Leadership records within the coordination framework disaggregated by gender</p> <p>Documentation of gender-responsive strategies in</p>		

<p>(ii) Promote the inclusion of gender-responsive strategies within the coordination framework to ensure that women benefit from climate adaptation and technology adoption</p>	<p>% of gender-responsive strategies included in the coordination framework</p>	<p>- 50%</p>		<p>the coordination framework</p>		
<p>(iii) Conduct capacity-building workshops for institutions on gender mainstreaming</p>	<p>Number of capacity-building workshops conducted</p> <p>Number of collaborative initiatives</p>	<p>03, annually</p>		<p>Workshop reports and attendance records</p> <p>Collaboration activity reports with gender-sensitive initiatives</p>		
<p>(iv) Foster collaboration between institutions to integrate gender considerations into the coordination and implementation of climate technology projects</p>	<p>Number of consultations held with women-led organizations</p>	<p>- at least 03</p> <p>at least 3 per year</p>		<p>Consultation and M&E reports showing the involvement of women-led organizations</p>		
<p>(v) Facilitate regular consultations with</p>						

women-led organizations to ensure their needs are addressed within the coordination framework and to evaluate the gender balance						
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