

**CLIMATE CHANGE AND ADAPTATION INITIATIVE
(CCAI)**

**GENDER RESPONSIVENESS PLAN
(Working paper)**

February 2013

Acronyms

ADBG	African Development Bank Group
BDP	Basin Development Programme
CCAI	Climate Change and Adaptation Initiative
CTA	Chief Technical Advisor
EP	Environment Programme
FAO	Food and Agriculture Organisation of the United Nations
FP	Fisheries Programme
GA	Gender Analysis
GGCA	Global Climate Change Alliance
GIZ	German International Cooperation
GM	Gender Mainstreaming
GMP	Gender Mainstreaming Project
GR	Gender Responsiveness
ICBP	MRC Integrated Capacity Building Programme
ICCS	International Cooperation and Communications Section
IDS	Institute of Development Studies
IPCC	Intergovernmental Panel on Climate Change
IUCN	International Union for the Conservation of Nature
IWRM	Integrated Water Resources Management
LDCs	Least Developed Countries
LMB	Lower Mekong Basin
M & E	Monitoring and Evaluation
MDGs	Millennium Development Goals
MDG	Millennium Development Goal
MRC	Mekong River Commission
MRCS	Mekong River Commission Secretariat
NAPAs	National Adaptation Programmes of Action
NMCs	National Mekong Committees
SP	Strategic Plan
TCU	Technical Coordination Unit
UNCSW	UN Commission on the Status of Women
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
WEDO	Women's Environment and Development Organisation

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1. Background

The Mekong River Commission (MRC) is working to help Mekong countries better adapt to the impact of climate changes (e.g. flood and drought). The Climate Change and Adaptation Initiative (CCAI) is a collaborative effort among MRC Member Countries—Cambodia, Lao PDR, Thailand and Viet Nam. Adaptation planning is based on demonstration, knowledge-sharing, and learning to continuously improve methods and results. The planning will draw on local knowledge and local adaptation strategies to identify practices that can be scaled up to the region as a whole. Implementation of the adaptation planning process will be promoted at the local level, for relevant sectors, and at the basin-wide and transboundary levels. With its emphasis on a basin-wide approach, the Initiative aims to harmonise climate change adaptation with effective strategies and plans at various levels applied at priority locations throughout the basin.

It is within this context that the Climate Change and Adaptation Initiative (CCAI) aims to support MRC Member Countries in a cooperative effort to adapt to the new challenges posed by climate change by building a systematic process of planning, implementation and learning (MRC CCAI 2011).

Gender equality is an integral part of this programme because the challenges of climate change are not gender neutral. The impacts of climate change on people's daily lives are not the same for women and men. Gender roles, needs and preferences and inequalities which vary over space and over time influence the different ways in which men and women experience the impacts of climate change and develop strategies to adapt to or mitigate them. Gender inequalities mean women are more vulnerable to the impacts of climate change than men and climate change tends to exacerbate existing gender inequalities. Therefore, the differentiated roles and responsibilities of women and men need to be taken into account when seeking to understand the impacts of climate change, and when developing adaptation activities.

Recognising this critical issue, CCAI has developed a gender responsiveness plan in order to guide CCAI in the implementation of its activities in a gender responsive manner. The plan is derived from the Gender Integration Framework, which is consisting of four elements, namely political commitment, technical capacity, accountability, and organizational culture (Gurung, 2008). Activities of this plan are developed under each element and associated with indicators.

1.1 Objective of the CCAI Gender Responsiveness Plan

Ensure CCAI activities, outputs and outcomes are gender responsive.

1.2 Outcomes of the CCAI Gender Responsiveness Plan

1. *Leadership commitment*: A commitment of GM is demonstrated by the CCAI management staff at regional level.
2. *Capacity*: Technical capacity of CCAI team and demonstration and pilot project teams to apply GM concept, tools, methods and practices is strengthened.

3. *Accountability*: Evidence on gender mainstreaming effectiveness is reported on by CCAI.
4. *Organizational culture*: CCAI gender responsive programme culture is promoted and shared..

2. Rationale for the CCAI gender responsive plan

2.1 Gender Mainstreaming in the MRC

The Mekong River Commission is committed to the mainstreaming of gender aspects and showing gender sensitivity in its work. Mainstreaming gender has been recognised as a priority if the MRC is to achieve its vision for an economically prosperous, socially just and environmentally sound Mekong River Basin. Gender has been emphasized as a major socio-economic variable of a crosscutting nature that needs to be taken into account in all aspects of MRC's development programming in order to increase the equitable economic and social benefits of development activities (MRC 2011b).

“Mainstreaming a gender perspective in MRC development efforts, with inputs from and equal participation of both men and women at all levels, ensures that MRC programmes benefit both men and women equally” (MRC 2011c).

To assist in achieving this objective, the MRC has developed a Gender Strategy, a Gender Policy, Toolkits for a Gender Responsive Mekong River Basin Development, and Checklists for integrating gender into project management. The MRC has also supported the development of an In-house Gender Network and Gender teams (focal points) in the four national member countries.

The Guiding Principles of the MRC Gender Policy are:

1. *Gender equity and equality is considered an integral part of all MRC programmes, projects and activities.*
2. *Effectiveness and efficiency in achieving development Outcomes require the recognition that every MRC activity affects women and men differently and that their different perspectives, needs, interests, roles and resources should be taken into account at every stage.*
3. *Gender equity and equality are fundamental values that must be strengthened and reflected in development choices and institutional practices. (Source: MRC 2011b).*

The MRC Gender Policy

The policy was approved by the Council in 2000. The overall objective of the Policy is to mainstream gender perspectives in all MRC development efforts, ensuring that all MRC development programmes benefit men and women equally, in accordance with their different needs, and with the input and equal participation of men and women at all levels. (Source: MRC 2011b).

The aim is to institutionalise and effectively implement MRC Gender Policy and Strategy through:

1. Increasing Gender Awareness in the organisational culture.
2. Capacity-Building in Gender and Development concepts and frameworks in the MRCS, NMCs, and Line Agencies.
3. Institutionalising Gender Responsive Organisational Structures and Procedures.
4. Providing technical support for implementing Gender Responsive Development Practices.

2.2. Gender responsiveness in the CCAI

CCAI objective

The CCAI programme document (MRC 2011a) affirms that the key role of the CCAI is to guide climate change adaptation planning and implementation through improved strategies and plans at various levels and in priority locations.

CCAI Outcomes

- Outcome 1. Adaptation planning and implementation is piloted and demonstrated throughout the region drawing lessons learned from existing practices and demonstration with feed back to improve performance and influence strategies and plans
- Outcome 2. Improved capacity to manage and adapt to climate change at different levels in the Mekong including in the use of tools for different adaptation planning stages and methods
- Outcome 3. Strategies and plans for adaptation at various levels are in place and/or regularly updated and integrated with appropriate development plans, with implementation monitored and reported on a regular basis.
- Outcome 4. Regional cooperation, exchange and learning implemented through partnerships in a fully gender responsive initiative for at least three five-year phases with a developed longer-term sustainability strategy

CCAI commitment to gender mainstreaming of the MRC

Gender equality is considered an integral part of CCAI because the challenges of climate change are not gender neutral.

It is therefore important that the differentiated roles and responsibilities of women and men are taken into account when seeking to understand the impacts of climate change, and when developing mitigation and adaptation activities.

The CCAI has included in its programme documents its commitment to make gender an integral part of its analysis, planning, implementation, monitoring and evaluation.

The CCAI plans to integrate gender sensitivity into all policies and measures, data collection, tools and guidelines within the CCAI.

Specific efforts have been made to include gender aspects into the vulnerability assessments and adaptation activities, especially at the demonstration site level. Gender aspects are also included in capacity building and in processes for the development of adaptation strategies and plans.

The CCAI goal “An economically prosperous, socially just and environmentally sound Mekong River Basin responsive and adapting to the challenges induced by climate change” reflects the MRC Vision. Inherent in the goal is a commitment to gender responsiveness in adapting to climate change (MRC 2011a). Included in its overall outcomes is the contribution to achieving Millennium Development Goal 3: promote gender equality and empower women.

The CCAI has recognised that men and women have different roles, responsibilities knowledge and decision making powers and is, therefore, committed to the equal involvement of men and women in all stages of its adaptation initiatives to ensure that all knowledge is incorporated and that the measures developed are beneficial for all. The CCAI has recognised that women are most vulnerable to climate change and that adaptation measures will need to be specially designed to take into account their needs and vulnerability.

The importance of stakeholder engagement in the adaptation process has been identified by the CCAI and built into all stages of the adaptation implementation process, with women recognised as key stakeholders. The CCAI specifies the expectation for gender responsiveness in programme outputs and activities and includes one indicator to measure success at Outcome level: “Degree to which gender responsive approaches are mainstreamed” and seven Indicators at the Output level. A gender audit conducted twice during the implementation period (2011-2015) is planned to verify success and recommend improvements.

Conditions for ensuring gender responsiveness of CCAI

Based on the result of various discussions and brainstorming sessions at the MRCS and with reference to the MRC gender mainstreaming policy, the conditions for gender responsiveness of CCAI include:

- CCAI senior management and staff are gender sensitive and gender competent.
- Resources (including staff time) are allocated for gender responsiveness activities.
- Gender expertise is available to provide the ‘how’ of gender responsiveness to staff and implementation partners.
- All stages of the project cycle include gender analysis (GA).
- Staff uses and knows how to use gender tools such as gender analysis and the collection and interpretation of sex-disaggregated data.

- Equal participation of men and women in adaptation planning implementation and evaluation and in setting-up and implementation of demonstration sites.
- Data collected and reported on is gender sensitive and sex-disaggregated.
- Impact, vulnerability & monitoring assessments include GA.
- Gender responsiveness indicators are integrated in the PMS.
- Progress of gender responsiveness is tracked in M&E.
- Staff takes responsibility for gender responsiveness.
- Lessons learned on gender responsiveness activities / measures are documented and shared.

3. The Gender Responsiveness Plan (GRP) for CCAI

The CCAI Gender Responsiveness Plan is structured using the four elements of the Gender Integration Framework. The four elements include political will, technical capacity, accountability and organisational structure. These elements will be described hereafter.

a) Political Will

The CCAI is designed to be implemented through partnerships and the emphasis of the CCAI 2011-2015 is on providing guidance for climate change adaptation planning and implementation through improved strategies and plans (MRC 2011a). There is a key role here for the CCAI to demonstrate leadership in the integration of gender mainstreaming, particularly to regional partners through ensuring that senior management has the skills and knowledge to provide guidance, e.g. by allocating the funds necessary to make the CCAI Gender Responsiveness Plan a reality and by recognising and seeking gender expertise when needed.

Outcome 1 of GRP: A commitment of GM is demonstrated by the CCAI management staff at regional level.

Output 1.1: The knowledge about the concept of gender equality is acquired by CCAI management staff at regional level.

Activity

- 1.1.1 (Co-) Organize gender awareness raising for the CCAI management staff at regional level;
- 1.1.2 Attend gender awareness raising events organized by ICBP and other gender networks.

Output 1.2: Gender aspects of CCAI are coordinated and aligned with the overall gender strategy of MRCS.

Activity

- 1.2.1 Where appropriate, Involve Gender Officer of MRCS in CCAI activities and coordinate with ICBP to align with MRC strategic plan ;
- 1.2.2 Nominate a CCAI Gender Focal Point (GFP);
- 1.2.3 Ensure participation of CCAI in Gender Working Group of MRCS.

Output 1.3: Gender related activities are part of CCAI Programme implementation

Activity

- 1.3.1 Get approval for gender activities of CCAI PIP;
- 1.3.2 Approve CCAI GRP;
- 1.3.3 Ensure CCAI team includes and implements CCAI gender activities

Output 1.4: CCAI GRP is adequately resourced

Activity

- 1.4.1 Allocate budget and human resources for implementation of CCAI GRP.

b) Technical Capacity

The emphasis of the CCAI plan (2011-2015) to improve capacity to adapt to climate change in the LMB is on demonstration of adaptation and implementation strategies. The objective is to develop tools and methodologies which support the adaptation planning process, to establish local demonstration sites in order to implement and test the methodologies, to build capacity and to provide lessons learned, and to furthermore facilitate up-scaling through trainings on the use of methods and tools. CCAI is committed to engaging all stakeholders and to ensuring the process is fully gender responsive.

This is a key area where CCAI can demonstrate its commitment to gender mainstreaming, especially through institutionalising procedures which guarantee the equitable consideration of the needs and knowledge of women and men at all stages in the adaptation planning and implementation process, through ensuring that data collected for the climate change database for MRC are sex-disaggregated wherever possible and through investing in trainings for its staff and its co-operating partners to build the necessary skills and knowledge to implement GM.

Outcome 2 of GRP: Technical capacity of CCAI team and demonstration and pilot project teams to apply GM concept, tools, methods and practices is strengthened.

Output 2.1: Gender capacity building activities for CCAI team and demonstration and pilot project teams is implemented.

Activity

- 2.1.1 Use the list for “gender competency” developed by ICBP to identify gender capacity needs of CCAI team;

- 2.1.2 Define gender capacity building activities for CCAI team and demonstration and pilot project teams (based on results of assessment and linked to tools, concepts, practices);
- 2.1.3 Implement CCAI gender capacity building activities for CCAI team and demonstration and pilot project teams (e.g. workshops, trainings, exchange, etc.)

Output 2.2: Gender tools and materials are available for use in the CCAI context.

Activity

- 2.2.1 Package gender tools and materials (e.g. cube with checklists, gender analysis, and tool for GM in PCM);
- 2.2.2 Prepare gender awareness raising materials to include in CCAI training materials.

Output 2.3: Gender tools and materials are applied by CCAI team and demonstration and pilot project teams.

Activity

- 2.3.1 Obtain coaching and on-the-job training for application of tools;
- 2.3.2 Evaluate if gender capacity of CCAI team and demonstration and pilot project teams has increased and tools are applied.

c) Accountability

This is the third key area where CCAI can demonstrate a commitment to gender mainstreaming by making implementation of GM accountable. All CCAI staff (including senior management) should be aware of the standards held for gender mainstreaming, know their responsibilities for gender mainstreaming and be held accountable for them through regular performance monitoring systems.

Accountability also requires that CCAI ensures that gender mainstreaming performance and status is monitored and reported on a regular basis.

Outcome 3 of GRP: Evidence on gender mainstreaming effectiveness is reported on by CCAI.

Output 3.1: GM in CCAI is monitored.

Activity

- 3.1.1 Include champion GRP indicators in CCAI M&E plan and establish internal mechanism to record GRP indicator data;
- 3.1.2 Collect Sex-Disaggregated Data (SDD) (e.g. list(s) to record the participation by women and men);
- 3.1.3 Discuss achievements in GM of all CCAI staff in quarterly team meetings;

- 3.1.4 Conduct “gender audit”/GRP review to evaluate progress of GRP implementation.

Output 3.2: GM is routinely considered in PCM of CCAI demonstration and pilot projects.

Activity

- 3.2.1 Facilitate application of gender analysis (GA) in first stage of the project cycle (situation analysis);
- 3.2.2 Ensure incorporation gender aspects and results of GA in project proposals and planning;
- 3.2.3 Support inclusion of gender aspects in M&E systems for demonstration and pilot projects and ensure reporting.

d) Organisational Culture

The emphasis of the CCAI plan (2011-2015) is on implementing regional cooperation exchange and learning in a fully gender responsive initiative. To this end, all CCAI staff should know the basic ways to implement the Gender Policy in their work, whatever their function.

The CCAI should learn from what it does and what others do to implement gender mainstreaming. It should share that learning and build a knowledge base on successes and challenges as a result of adoption of gender analysis methods in the CCAI.

The CCAI has highlighted plans to exchange experiences in developing and refining tools and adaptation options, to develop guidance materials e.g. guidelines for local adaptation plans, including responses for vulnerable communities and women and to produce a series of reports on adaptation approaches and experiences from the Mekong region in its programme document for 2011-2015. The inclusion of gendered approaches and experiences is critical.

Outcome 4 of GRP: CCAI gender responsive programme culture is promoted and shared

Output 4.1: Experiences and lessons learned in GRP implementation are communicated and shared to encourage application by others.

Activity

- 4.1.1 Publish lessons learned and good practices of CCAI GM activities (e.g. MRCS Newsweek);
- 4.1.2 Share gender lessons learned and good practices (e.g. Gender Cube) with MRCS Gender Working Group, national Gender Focal Points and other networks;
- 4.1.3 Include gender topics for discussion in the annual team building workshop.

3.1 CCAI Gender Responsiveness Plan Implementation Matrix

The matrix (Table 1) is developed to show the linkage between the activities of gender responsiveness plan and the CCAI Programme Implementation Plan (PIP) 2011-2015, and to avoid a stand-alone gender responsiveness plan. Hence, almost all of the activities of the plan take place at the same time as those activities specified in the PIP. With this integration synergies are used, a extra work for CCAI staff is being avoided.

Table 1. Matrix for Implementation of CCAI Gender Responsiveness Plan (GRP)

Result Chain	Indicators/Milestones	Corresponding CCAI PIP Results	Person Responsible	Timeline/ Deadline
GRP Objective: CCAI’s activities, outputs and outcomes are gender responsive	GRP OI ¹ : Degree to which gender responsive approaches are mainstreamed.			
GRP Outcome 1 (leadership commitment) A commitment of GM is demonstrated by the CCAI management staff at regional level.	GRP OCI ² 1.1: CCAI Gender Focus Point (GFP) and other team members confirm that they have received constant support in the implementation of the CCAI GRP (enabling environment, funding, decision-making).			
GRP Output 1.1: The knowledge about the concept of gender equality is acquired by CCAI management staff at regional level	GRP OPI ³ 1.1.1: Number of awareness raising events organized for CCAI senior staff by CCAI.			
	GRP OPI 1.1.2: Number of conferences attended by CCAI staff organized by other units in MRC or outside gender networks.			
Act.1.1.1 (Co-) Organize gender awareness raising for the CCAI management staff at regional level.	MS4 1.1.1: Gender awareness raising events	Act: 2.1.2 & 2.1.3	ENVD Director, CCAI PC, PO for Capacity Building	Same as Act: 2.1.2 & 2.1.3
Act.1.1.2 Attend gender awareness raising events organized by ICBP and other gender networks	MS 1.1.2: Number of gender awareness raising events attended	N/A	CCAI PC and GFP	Annually

¹OI = Objective Indicator.
²OCI = Outcome Indicator.
³OPI = Output Indicator.
⁴MS = Milestone.

GRP Output 1.2: Gender aspects of CCAI are coordinated and aligned with the overall gender strategy of MRCS.	GRP OPI 1.2.1: Number of activities/events with involvement by MRC Gender Officer and ICBP.			
Act.1.2.1 Where appropriate, Involve Gender Officer of MRCS in CCAI activities and coordinate with ICBP to align with MRC strategic plan	MS 1.2.1: Activities/events with MRC Gender Officer & ICBP involved	Act: 1.2.4; 1.2.5; 2.1.1; 2.1.2; 2.1.3; 2.1.5; 2.1.6; 2.1.7; 2.1.8; 2.2.2; 2.2.3; 2.3.1; 2.3.2; 3.1.1; 3.1.4; 3.1.5; 3.3.1; 3.3.2; 4.1.2; 4.3.3; 4.4.1; 4.4.2;	CCAI PC and GFP	Same as Act: 1.2.4; 1.2.5; 2.1.1; 2.1.2; 2.1.3; 2.1.5; 2.1.6; 2.1.7; 2.1.8; 2.2.2; 2.2.3; 2.3.1; 2.3.2; 3.1.1; 3.1.4; 3.1.5; 3.3.1; 3.3.2; 4.1.2; 4.3.3; 4.4.1; 4.4.2;
Act.1.2.2 Nominate a CCAI Gender Focal Point (GFP)	MS 1.2.2 CCAI GFP name	N/A	CCAI PC	2012
Act.1.2.3 Ensure participation of CCAI in Gender Working Group of MRCS	MS 1.2.3 List of participants and Meeting of GWG (date)	N/A	CCAI PC	2012
GRP Output 1.3: Gender related activities are part of CCAI Programme implementation	GRP OPI 1.3.1: GM in PIP proposed and approved.			
	GRP OPI 1.3.2: GM in PIP implemented.			
Act.1.3.1 Get approval for gender activities of CCAI PIP	MS 1.3.1: Gender activities of CCAI PIP are approved.		CCAI PC	March 2013
Act.1.3.2 Approve CCAI GRP	MS 1.3.2: CCAI GRP is internally approved	Act 4.2.3	CCAI PC	Feb 2013
Act.1.3.3 Ensure CCAI team includes and implements CCAI gender activities	MS 1.3.3: Gender activities is mainstreamed in CCAI		CCAI PC	Continuation

GRP Output 1.4: CCAI GRP is adequately resourced	GRP OPI 1.4.1: Amount of funding allocated for GM.			
	GRP OPI 1.4.2: Amount of staff time allocated for GM.			
Act 1.4.1 Allocate budget and human resources for implementation of CCAI GRP	MS 1.4.1: Budget and time are allocated for GM	N/A	CCAI PC	Continuation
GRP Outcome 2 (Capacity): Technical capacity of CCAI team and demonstration and pilot project teams to apply GM concept, tools, methods and practices is strengthened.	GRP OCI 2.1: The usefulness and application of each of the provided GM concept, tools, and methods is confirmed by CCAI staff and demonstration and pilot project teams (SDD; GA in CCAI PCM; participation of women/men in CCAI activities).			
	RP OCI 2.2: The degree to which CCAI staff and demonstration and pilot project teams are more competent in GM (knowledge of key approaches) and in the use of gender tools, methods and practices (Baseline: Capacity gap identified in gender capacity assessment).			
GRP Output 2.1: Gender capacity building activities for CCAI team and demonstration and pilot project teams is implemented	GRP OPI 2.2.1: number of gender capacity building activities implemented			
Act.2.1.1 Use the list for “gender competency” developed by ICBP to identify gender capacity needs of CCAI team	MS 2.1.1: Draft Checklist for Gender competency assessment specific for CCAI available		GFP	March 2013
Act.2.1.2 Define gender capacity building activities for CCAI team and demonstration and pilot project teams (based on results of assessment and linked to tools,	MS 2.1.2: Report of Gender capacity building assessment (Date)		GFP	March 2013

concepts, practices)				
Act.2.1.3 Implement CCAI gender capacity building activities for CCAI team and demonstration and pilot project teams (e.g. workshops, trainings, exchange, etc.)	MS 2.1.3 Capacity building events	Act: 2.1.5	GFP and PO for Capacity Building	Same as Act: 2.1.5
GRP Output 2.2: Gender tools and materials are available for use in the CCAI context.	GRP OPI 2.1: Number of gender tools and materials made available.			
Act.2.2.1 Package gender tools and materials (e.g. cube with checklists, gender analysis, tool for GM in PCM)	MS 2.2.1: CCAI Gender tools- Cube available	Act: 2.2.2	GFP	June 2013
Act.2.2.2 Prepare gender awareness raising materials to include in CCAI training materials	MS 2.2.2: Gender awareness raising materials incorporated into CCAI training materials	Act: 2.2.2	GFP and PO for Capacity Building	Same as Act: 2.2.2
GRP Output 2.3: Gender tools and materials are applied by CCAI team and demonstration and pilot project teams	GRP OPI 2.3 Number of CCAI team and teams at demo/pilot projects use gender tools/materials	Act: 1.2.1 and 1.3.1	All CCAI POs in charge of demonstration and pilot projects	Continuation
Act.2.3.1 Obtain coaching and on-the-job training for application of tools	MS 2.3.1 coaching events	Act: 2.1.5	GFP and PO for Capacity Building	Same as Act: 2.1.5
Act.2.3.2 Evaluate if Gender capacity of CCAI team and demonstration and pilot project teams has increased and tools are applied	MS 2.3.2 -Criteria and evaluation form/methodology available by evaluation	N/A	GFP and M&E Focus Point	
GRP Outcome 3 (Accountability): Evidence on gender mainstreaming	GRP OCI 3.1: Quality of the evidence and SDD used in CCAI reports (figures,			

effectiveness is reported on by CCAI	percentage, reliability, validity etc.).			
	GRP OCI 3.2: Quality of the evidence and SDD delivered to CCAI by demonstration and pilot projects (figures, percentage, reliability, validity etc.).			
GRP Output 3.1: GM in CCAI is monitored	GRP OPI 3.1.1: Number of paragraphs on GM in progress reports.			
	GRP OPI 3.1.2: Number of GM evaluations.			
Act.3.1.1 Include champion GRP indicators in CCAI M&E plan and establish internal mechanism to record GRP indicator data	MS 3.1.1: -GRP indicators in CCAI M&E template / form	Act: 4.3.1	M&E Focus Point	March 2013
Act.3.1.2 Collect Sex-Disaggregated Data (SDD) (e.g. list(s) to record the participation by women and men)	MS 3.1.2 information /data sheet by women and men	N/A	All CCAI POs	Continuation
Act.3.1.3 Discuss achievements in GM of all CCAI staff in quarterly team meetings	MS 3.1.3: gender issues in the meeting (s)		All CCAI Staff	Continuation
Act.3.1.4 Conduct “gender audit”/GRP review to evaluate progress of GRP implementation	MS 3.1.4 gender audit/review	Act: 4.3.1	GFP and M&E Focus Point	Same as Act: 4.3.1
GRP Output 3.2: GM is routinely considered in PCM of CCAI demonstration and pilot projects.	GRP OPI 3.2: Number of lessons learned from GM in PCM.			
Act.3.2.1 Facilitate application of gender analysis (GA) in first stage of the project cycle (situation analysis)	MS 3.2.1. Number of projects is applied GA in the first stage	Act: 1.2.1 and 1.3.1	All CCAI POs	Same as Act: 1.2.1 and 1.3.1

Act.3.2.2 Ensure incorporation gender aspects and results of GA in project proposals and planning	MS 3.2.2 Proposal and reporting templates	Act: 1.2.1	All CCAI POs	Same as Act: 1.2.1
Act.3.2.3 Support inclusion of gender aspects in M&E systems for demonstration and pilot projects and ensure reporting	MS 3.2.3 gender in the template for M&E system (Gender responsive indicators)	Act: 1.2.1 and 1.3.1	All CCAI POs	Same as Act: 1.2.1 and 1.3.1
GRP Outcome 4 (Organizational culture): CCAI gender responsive programme culture is promoted and shared.	GRP OCI 4.1: Perception by CCAI staff of gender-responsive programme culture.			
	GRP OCI 4.2: Perception by MRC as whole of CCAI's gender responsive programme culture			
GRP Output 4.1: Experiences and lessons learned in GRP implementation are communicated and shared to encourage application by others.	GRP OPI 4.1.1: Number of lessons learned formulated.			
	GRP OPI 4.1.2: Number of dissemination events held.			
Act.4.1.1 Publish lessons learned and good practices of CCAI GM activities (e.g. MRCS Newsweek)	MS 4.1.1 documentation on lessons learned and good practices of CCAI GM activities	N/A	CCAI PC and CTA	Continuation
Act.4.1.2 Share gender lessons learned and good practices (e.g. Gender Cube) with MRCS Gender Working Group, national Gender Focal Points and other networks	MS 4.1.2 CCAI gender lessons learned and good practices are reached to MRCS Gender Working Group, national Gender Focal Points and other networks	N/A	CCAI PC and GFP	Continuation
Act.4.1.3 Include gender topics for discussion in the annual team building workshop	GRP OPI 4.1.3: Annual team building workshop (date)		GFP	Continuation

Note: Indicators at outcome level will be monitored by external evaluator

4. Gender Responsiveness Indicators

4.1 MRC Gender Mainstreaming Indicators

The MRC Strategic Plan includes gender mainstreaming as one of the underlying principles for sustainable development and is included as a key value of the four member countries. As such, the Plan articulates desired outcomes that seek to capture progress on gender mainstreaming in the 12 programmes of the MRC (MRC 2011c). Two indicators in the strategic plan refer specifically to gender:

1. Gender at the policy level:

MRC Gender Indicator (1406): Degree to which gender aspects are addressed in water resources development.

MRC Strategic Plan Outcome (1.4): National, sub-basin and basin planning and management systems incorporate economic, environmental and social implications of on-going and proposed developments in the Basin and considerations of sustainability and equitable development.

2. Gender at the programme level:

MRC Gender Indicator (4303): Degree to which staff can apply gender-responsive approaches in developing MRC policies, strategies and other MRC documents.

MRC Strategic Plan Outcome (4.3): Staff Capabilities in member countries (MCs) and the MRC for adoption, integration and application of MRC Procedures and IWRM-related policies and strategies at national, transboundary and regional levels are improved.

4.2 CCAI Gender Mainstreaming Indicators

The CCAI measures gender responsiveness in its Draft CCAI Monitoring and Evaluation System (MES) for programme outcomes, outputs and activities (CCAI 2012).

At Outcome level, the Draft MES includes one indicator to measure the success of GM: “CCAI Outcome Indicator 4.2: Extent (%) to which the partnership initiatives show concerns with gender responsiveness and long-term sustainability.”

Similarly, at Output level, an indicator measures, among other qualities, gender responsiveness at the CCAI: “CCAI Output Indicator 2.1.3: Extent (%) to which CCAI promoted capacity building events/products show relevant qualities”⁵.

And at Activity level, there are two milestones that refer to expected results in gender mainstreaming at the CCAI: “*Milestone 2.1.5: Gender responsiveness training*”

⁵ These “relevant qualities” are described in the MES *Detailed Indicators Descriptions* as a) raised awareness on different aspects of CCA; b) gender responsiveness of CCA measures; and c) applicability of CCAI-developed/disseminated CCA planning and implementation tools.

(31/12/2012; and 31/12/2014)”; and “Milestone 4.2.3: Mainstreaming gender in climate change response (31/12/2015).”

The above-mentioned gender-relevant indicators and milestones are aligned with the respective MRC Strategic Plan indicators at policy and programme level (SP2 indicators 1406 and 4303, respectively⁶).

4.3 Gender Responsiveness Plan Indicators

Outcome 1 (Leadership commitment):

- ❖ CCAI Gender Focus Point (GFP) and other team members confirm that they have received constant support in the implementation of the CCAI GRP (enabling environment, funding, decision-making).

Output 1.1

- ✓ Number of awareness raising events organized for CCAI senior staff by CCAI.
- ✓ Number of conferences attended by CCAI staff organized by other units in MRC or outside gender networks.

Output 1.2

- ✓ Number of activities/events with involvement by MRC Gender Officer and ICBP.

Output 1.3

- ✓ GM in PIP proposed and approved.
- ✓ GM in PIP implemented.

Output 1.4

- ✓ Amount of funding allocated for GM.
- ✓ Amount of staff time allocated for GM.

Outcome 2 (Capacity):

- ❖ The usefulness and application of each of the provided GM concept, tools, and methods is confirmed by CCAI staff and demonstration and pilot project teams (SDD; GA in CCAI PCM; participation of women/men in CCAI activities).
- ❖ The degree to which CCAI staff and demonstration and pilot project teams are more competent in GM (knowledge of key approaches) and in the use of gender tools, methods and practices (Baseline: Capacity gap identified in gender capacity assessment).

Output 2.1

- ✓ Number of gender capacity building activities implemented.

⁶ For details see Draft CCAI MES, Table 3: CCAI Indicator System and Annex 7: CCAI Indicators and Milestones.

Output 2.2

- ✓ Number of gender tools and materials made available.

Output 2.3

- ✓ Number of CCAI team and teams at demo/pilot projects use gender tools/materials.

Outcome 3 (Accountability):

- ❖ Quality of the evidence and SDD used in CCAI reports (figures, percentage, reliability, validity etc.).
- ❖ Quality of the evidence and SDD delivered to CCAI by demonstration and pilot projects (figures, percentage, reliability, validity etc.).

Output 3.1

- ✓ Number of paragraphs on GM in progress reports;
- ✓ Number of GM evaluations.

Output 3.2

- ✓ Number of lessons learned from GM in PCM.

Outcome 4 (Organizational culture):

- ❖ Perception by CCAI staff of gender-responsive programme culture;
- ❖ Perception by MRC as whole of CCAI's gender responsive programme culture.

Output 4.1

- ✓ Number of lessons learned formulated;
- ✓ Number of dissemination events held.

4.3.1 Gender Responsiveness Plan Indicator alignment with the CCAI M&E Plan

The Gender Responsiveness Plan and the Monitoring and Evaluation System look at two different, but linked, dimensions of promotion of climate change adaptation through MRC, each focusing at its own topics and scales.

The GRP is an 'inward-looking' framework, which guides 'how' to mainstream a specific issue, gender responsiveness, among those charged with CCAI implementation, such as the CCAI team, national coordination units, and colleagues of other MRC programmes who work on CCAI activities. Its indicators are defined to measure the support provided to them enabling gender responsiveness; their competence to use relevant tools and carry it out activities effectively; the actual results achieved; and the communication and utilization of lessons on gender responsiveness learned within CCAI and the MRC. In this way, the overarching topic addressed by the GRP is capacity development.

The MES is a more ‘outward-looking’ framework, which deals with the overall implementation of activities and their impact on the CCAI stakeholders, who are those dealing with climate change issues, representatives of the private sector, local authorities and communities, the programmes of the MRC and its development partners. Its indicators closely reflect the CCAI results chain, with its focus on the four key areas of adaptation planning and implementation piloting and demonstration; capacity development; adaptation strategy and plan development and integration; and regional cooperation, exchange and learning.

Alignment of GRP and MES indicators is therefore most evident in the parts of the two frameworks dealing with capacity development (e.g. MES Output Indicator 2.1.3)⁷ and cooperation, exchange and learning within MRC and regionally (see MES Outcome Indicator 4.2)⁸. As the MES is an overall CCAI implementation and impact M&E tool, it is not surprising that its gender-relevant indicators are more general than the indicators in the GRP Implementation Matrix. However, while M&E results may be more detailed in the former and more aggregate in the latter case, the activities, outputs and outcomes monitored are the same.

⁷ Corresponding GRP indicators are, for example: OPIs 1.1, 2.1, 2.2, and 2.3.

⁸ Examples of relevant GRP indicators may be those related to GRP Outcome 1, and GRP Outputs 1.1 and 4.1.2.

Reference:

CCAI (2012). Draft CCAI Monitoring and Evaluation System (MES). MRC, Vientiane, Lao PDR.

Gurung, B. (2008). *Gender mainstreaming framework*. PRGA Program Working Document no. 27.

MRC (2011a). *Climate Change Adaptation Initiative 2011-2015*. Programme Document. MRC, Vientiane, Lao PDR.

MRC (2011b). *Gender Strategy*. Mekong River Commission, Vientiane, Lao PDR.

MRC (2011c). *MRC Strategic Plan 2011-2015*. MRC, Vientiane, Lao PDR.