



## Environmental Investment Fund Gender Policy

April 2022

This Gender Policy and Action was approved by the Board of Directors of the Fund, at its Extra Ordinary Meeting held on 6<sup>th</sup> April 2022.

Mr Bendict More-Blessing Libanda, as his capacity as the Chief Executive Officer of the Fund has been mandated to sign this document as of the official policy of the Fund.

A handwritten signature in black ink, appearing to read 'B. Libanda', with a stylized, cursive script.

BM Libanda  
**Chief Executive Officer**  
7<sup>th</sup> April 2022

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## Acronyms

AF	Adaptation Fund
BPFA	The Beijing Declaration and Platform for Action
CEDAW	The Convention on the Elimination of All Forms of Discrimination Against Women
EIF	Environmental Investment Fund of Namibia
FMC	Fund Management Committee
GP	Gender policy
GAP	Gender Action Plan
GEC	Gender Equality Chatter
GCF	Green Climate Fund
GEF	Global Environmental Fund
IUCN	International Union of Nature Conservation
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
MGECW	Ministry of Gender Equality and Child Welfare
NGP	National Gender Policy
NGPAP	National Gender Policy and Action Plan
NDP	National Development Plans
SDGs	Sustainable Development Goals
OMAs	Offices, Ministries and Agencies
UNCCD	The United Nations Convention to Combat Desertification
UNCBD	United Nations Convention on Biological
UNFCCC	The United Nations Framework Convention on Climate Change
UNTOC	The UN Convention against Transnational Crime
UDHR	The Universal Declaration on Human Rights

## DEFINITIONS OF RELEVANT GENDER CONCEPTS

**Gender:** refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender is part of the broader socio-cultural context and intersects with other important criteria for socio-cultural analysis including class, race, poverty level, ethnic group and age.

**Gender Balance:** refers to the goal of having the same number of women and men in decision-making bodies and among staff in the different levels of organizational structures, including equal number of beneficiaries (male and female) of EIF activities.

**Gender Equality:** refers to the equal rights, responsibilities and opportunities and access of women and men and boys and girls and the equal consideration of their respective interests, needs and priorities. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is a human rights issue as well as a precondition for, and indicator of, sustainable, people-centered development.

**Gender Equity:** refers to the process of being fair to men and women, boys and girls. It recognizes the need for potential differential treatment that is fair and positively addresses a bias or historical or social disadvantage that is due to gender roles or norms.

**Gender Mainstreaming:** refers to a globally accepted strategy for promoting gender equality. Mainstreaming involves the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the experiences and concerns of women as well as men an integral part of the design, implementation, monitoring and evaluation of policies and programmes, so that women and men benefit equally and inequality is not perpetuated, if necessary, through targeted actions to ensure that women's voices as important actors are heard.

**Gender responsive:** refers to the consideration of gender norms, roles and relations and to addressing inequality generated by unequal norms, roles and relations through changes within a given social setting through remedial action.

**Gender responsive budgeting** refers to the process of conceiving, planning, approving, executing, monitoring, analysing and auditing budgets in a gender-responsive way. It involves analysis of actual expenditure and revenue (of governments, organizations) on women and girls as compared to expenditures on men and boys.

## 1. INTRODUCTION

Gender equality is not only widely recognized as a crucial component of sustainable development, but it can also go hand in hand with cultural diversity and cultural rights when framed within a human rights framework that prioritizes inclusion and equal access to rights and opportunities. Gender equality policies and initiatives that are well-targeted have a significant impact on attitudes and perceptions of gender roles, as well as on actual gender equality levels. Furthermore, cultural attitudes and perceptions play an important role in guiding policies and actions of this nature. While institutional and stakeholder support can lead to successful and long-lasting interventions. Gender inequality is one of the most pervasive threats to sustainable development. It has negative impacts on access to, use of and control over a wide range of resources, and on the ability to fulfil human rights.

Accordingly, the Environmental Investment Fund of Namibia developed and adopted its Board approved Gender Equity Charter in 2015 with three overarching outcomes that targeted the marginalized or excluded due to ethnicity, gender identity, sexual orientation, lack of income, disability, or other factors. EIF took a pro-active action and guidance from National Gender Policy and Action Plan (NGPAP) (2010-2020) and the GCF Gender Policy and mainstreaming tools to effectively implement EIF's GEC objectives. The EIF Gender Equity Charter was used as a guiding tool for gender mainstreaming in EIF's and the GCF Funded Projects in period 2016 to 2021. However, EIF's experience in implementing its GEC, lessons learnt, institutional policies review has highlighted gaps and challenges that necessitate the review and update of the GEC.

The Gender Equity Charter of 2015 is therefore revised and renamed as a Gender Policy and Action Plan of the EIF for the period 2022 to 2027. This Gender Policy and Gender Action Plan for 2022 to 2027 comes into effect upon adoption by the EIF Board.

### 1.1. Background

The Environment Investment Fund of Namibia (EIF) is set up under the laws of Namibia (EIF Act No. 13 of 2001), with the express purpose of raising financial resources for direct investment in environmental protection and natural resource management activities and projects, which support the sustainable economic development of Namibia. The Fund is not just for financing "conservation activities" but pursues a broader investment portfolio by providing economic opportunities and a stake in the use of natural resources to the poorest sectors of society. The ultimate goal is to improve the quality of life and the economic wellbeing of this sector, thereby reducing the possibilities of them pursuing activities that degrade Namibia's fragile environment and waste its natural resources. Accordingly, the EIF' governing instrument confers the Fund with a clear mandate to enhance a gender responsive approach

to environmental protection and natural resource management. Strategically, EIF will continually:

- implement long-term strategies of social change to address the causes of gender-based exclusion and discrimination.
- ensure that gender analysis and actions that promote gender equality are included in all programmes.
- promote the empowerment to close gender gaps and ensure that all members of the society have an equal opportunity to realize their rights
- engage with men and boys in promoting gender justice by challenging gender stereotyping and other root causes of gender discrimination.
- ensure the equitable and meaningful participation of previously disadvantaged social groups in decision-making processes that affect their lives:
- create an enabling environment for gender equality to thrive in our internal organisational culture.

The Gender Policy (hence "GP") demonstrates EIF's commitment to promoting gender equality within the institution and its funded activities, as well as the subsequent mainstreaming of gender responsive approaches in EIF activities, frameworks, and implementation arrangements.

The Gender Policy (GP) and the Gender Action Plan (hereinafter "GAP") were prepared by taking into consideration the policies and international best practices from organizations, such as the Green Climate Fund (GCF), Adaptation Fund (AF) and the International Union of Nature Conservation (IUCN).

## **2. LEGISLATIVE AND COMPLIANCE REQUIREMENTS**

Since independence in 1990, Namibia has made great strides in advancing gender equality and closing the gender gaps in different spheres of life – be it political, social and/or economical. This is primarily evident in the country's policy, legislative and institutional environment which has greatly improved. The Constitution of the Republic of Namibia changed the legal landscape and status on gender equality in the country. It forbids discrimination, guarantees affirmative action for women, and provides for equal rights between men and women.

With these constitutional provisions, Namibia's independence is seen as "a strong starting point for gender equality in the country"<sup>2</sup>. These constitutional provisions have been expanded and are being implemented through various Acts of Parliament and national policies. All these

Acts and policies mainstream gender - “a strategic approach for achieving gender equality and women’s empowerment at all levels of development”<sup>1</sup>. This progress has seen Namibia ranking sixth in the Global Gender Gap Report of 2021, making it the highest-ranked African country for bridging the gap between women and men economic opportunity, educational attainment, health, and political empowerment measure.

These gains can be attributed to initiatives such as the first National Gender Policy (NGP) that was developed and implemented in 1997. This national policy was aimed at closing the gaps created by the socio-economic, political, and cultural inequalities that existed previously in Namibian society. This policy was followed-up by a National Gender Plan of Action developed in 1998 to ensure the implementation of the policy. A review of the 1997 policy was then conducted in 2010, as a way of evaluating progress made in the advancement of gender equality and women’s empowerment in Namibia, particularly in economic, political, legal, and educational spheres. Despite advances and achievements, significant problems remained to be solved to achieve full equality, necessitating the establishment of a new strategy to address these disparities. Namibia's National Gender Policy and Action Plan (2010-2020) was then developed to further create an environment in which sectors could mainstream gender in line with national development plans (NDPs). It identified who will be responsible for the implementation of the policy and who will be accountable for gender equality results. Compared to the first policy, the updated policy had 12 critical areas of concern, with two new areas of peacebuilding and conflict resolution, and natural disaster management: and gender equality in the family context. Other areas have been made more comprehensive to address emerging issues.

## 2.1. National Policies and Legal Frameworks

The following Acts and policies make specific provisions for and specifically gender equality and women empowerment:

Legislation	Gender Aspects
<b>Local Authorities Act, 1996 (Act No. 23 of 1992)</b>	requires that 30% of people on every party list at local authorities’ level must be women.
<b>Married Persons Equality Act, 1996 (Act No. 1 of 1996)</b>	eliminated the discriminatory Roman-Dutch concept of marital power applicable to civil marriage.
<b>Co-operatives Act, 1996 (Act No. 23 of 1996)</b>	guarantees that membership must be irrespective of gender and other social status.

<b>Affirmative Action (Employment) Act, 1998 (Act No. 29 of 1998)</b>	was promulgated to ensure that persons in designated groups enjoy equal employment opportunities at all levels of employment and are equitably represented in the workforce of a relevant employer". Women are amongst the designated social groups targeted by the Affirmative Action Act, 1996.
<b>Traditional Authorities Act, 2002 (Act no. 25 of 2000)</b>	provides for gender equality with regards to positions of leadership.
<b>Communal Land Reform Act, 2002 (Act No 5 of 2002)</b>	provides for equal access to land for men and women, and importantly safeguards the rights of widows to remain on the land after the passing of their spouses. Boards guaranteeing a quota of women for boards' membership. This provision is also provided for in the National Land Policy of 1998.
<b>Forest Policy of 1992, the National Forestry Strategic Plan of 1996 and the Forest Act of 2001</b>	set out to identify barriers to women's advancement and proceed to design strategies that will bring about purposeful cooperation between women and men, to achieve specific forestry development objectives.
<b>National Gender Policy (2010-2020)</b>	is the overriding instrument to ensure gender mainstreaming, women empowerment, and overall gender equality in all sectors in Namibia. The National Gender Policy and the function of ensuring and coordinating gender equality are under the custodianship of the Ministry of Gender Equality and Child Welfare (MGE CW).
<b>The Ministry of Gender Equality and Child Welfare Strategic Plan 2017 – 2022</b>	enforces the implementation of the Gender Responsive Budgeting in response the Cabinet Directive of 2014 that requires all government offices, ministries and agencies to ensure that budgets are gendered in different sectors.
<b>National Policy on Climate Change for Namibia (2011) and the National Climate Change Strategy and Action Plan (2013 – 2020)</b>	recognise the importance of considering the needs of both men and women to be mainstreamed in climate change planning. The policy, strategy and action plan require that all climate change responsive activities at local, regional, and national levels should be gender sensitive.

<b>National Agriculture Policy (2015)</b>	promotes the empowerment of women in agriculture and those agricultural technologies are accessible to women.
<b>Strategic Action Plan for the Implementation of Renewable Energy Policies</b>	provides that the Renewable Energy and Energy Efficiency Institute should co-ordinate institutional cooperation on gender-based energy issues and promote regionally based broad economic empowerment. Environmental considerations should also form part of its responsibilities.
<b>National Development Plans</b>	Ensure that communities are empowered and both men and women participate meaningfully in the planning, testing and roll out of adaptation and mitigation activities in both rural and urban areas.
<b>Harambee Prosperity Plan II</b>	has identified gender equality and women empowerment as one of its key strategic priority areas in poverty eradication initiatives.

## 2.2. International and Regional Treaties and Laws

Several international treaties and agreements promoting gender equality have been ratified by Namibia, and it is a party to them. Namibia's foreign commitments are extremely important due to Article 144 of the Constitution, which incorporates all of Namibia's international and regional legal obligations into domestic law. The Namibian Constitution stipulates in Article 144 that:

*"Unless otherwise stated by this Constitution or Act of Parliament, the general norms of public international law and international agreements binding on Namibia under its Constitution will constitute part of the law of Namibia,"*

These commitments include the following:

- African Charter on Human and Peoples' Rights (Banjul Charter) (1981)
- African Charter on the Rights and Welfare of the Child (ACRWC or Children's Charter) (1990)
- Protocol to the African Charter for Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol) (2003)
- SADC Declaration on Gender and Development and its Addendum on the Prevention and Eradication of Violence against Women and Children
- SADC Protocol on Gender and Development (2008)

- The Beijing Declaration and Platform for Action (BPFA)
- The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1997), and its Optional Protocol
- The Sustainable Development Goals (SDGs)
- The United Nations Convention to Combat Desertification (UNCCD)
- The United Nations Convention on Biological Diversity (UNCBD)
- The United Nations Framework Convention on Climate Change (UNFCCC)
- The Ramsar Convention
- The Convention on the Rights of the Child (1990)
- The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003)
- The UN Convention against Transnational Crime, 2000 (UNTOC) and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, known as the Palermo Protocol
- The UN Security Council Resolution 1325 on Women, Peace and Security (2000)
- The International Conference on Population and Development (1994)
- The Universal Declaration on Human Rights (UDHR)
- International Covenant on Civil and Political Rights (ICCPR)
- International Covenant on Economic, Social and Cultural Rights (ICESCR).

### **2.3. Policy Alignment to the GCF Gender Policy**

The EIF Gender Policy aligns with the GCF's Gender Policy and establishes a comprehensive gender-equity strategy that will provide integrated measures of Namibia's contributions to the United Nations Sustainable Development Goals (SDGs), which make explicit commitments to gender equality, both as a stand-alone goal on gender equality and women's empowerment (SDG5) and as a theme that cuts across all SDGs.

The Gender Policy recognizes that including gender equality and women's empowerment issues into the design and execution of programs and projects makes them more sustainable, equitable, and likely to accomplish their goals. Changes in the environment affect everyone but they affect men and women differently. Women and girls, due to their traditional roles as providers and are lot more closely connected to natural resources and the climate, making them more vulnerable to environmental hardships caused by changes. Accordingly, this Gender Policy recognizes that women and vulnerable communities are part of the solution to climate change and should, therefore, be effectively engaged in discussions and decisions that affect them. Longstanding social/traditional inequalities (that silence their voices and neglect their needs) also negatively and disproportionately impact on women's ability to cope

negative effects of environmental changes. Thus, by identifying and addressing women's and men's needs, as well as promoting women as decision makers, are therefore critical elements to ensuring the success of environmental policy and programming.

### **3. GENDER POLICY**

#### **3.1. Policy Statement**

The Gender Policy provides guidance on the institutional-wide integration of gender aspects across the key departments, projects, and structures. It achieves it by establishing the gender framework and implementation arrangements needed to ensure that EIF's operational, investment, and planning decisions are gender-sensitive, and that EIF's gender-responsive approach extends to its partners, executing agencies and other key role players. Thus, the EIF Board affirms its commitment to

*"To upholding women's rights as universal human rights and achieving gender equality and equal treatment of men and women in all Fund operations, including equal access to Fund resources and services".*

The EIF Board leads by example, by ensuring that gender equality underpins all the Board's planning, policies, decisions, and practices. As achieving gender equality expresses the EIF Board's expectation that gender equality will be addressed and prioritized in all current and future planning, policies, decisions, and practices. In carrying out its duties, the EIF Board shall consider all the relevant obligations under applicable international and domestic law linked to women's human rights, as well as efforts to mainstream gender issues when tackling the negative consequences of climate change.

#### **3.2. Objectives**

The goal of this policy is to contribute towards equal and equitable gender mainstreaming benefiting both women and men, through policies and programmes which give due attention to gender considerations and promote equity and equality between women and men. The Fund will analyze and address gender issues in planning, implementation, monitoring and evaluation of policies, programmes, projects, and research in order to achieve the following objectives:

- Increase coverage, effectiveness and efficiency of gender mainstreaming interventions;
- Promote equity and equality between women and men, and ensure that interventions do not promote inequitable gender roles relations;
- Provide qualitative and quantitative information on the influence of gender on sustainable development; and

- Support projects on how to undertake gender-responsive planning and implementation.
- Coordinate and facilitate gender mainstreaming activities across EIF projects and supported projects
- This Gender Policy spells out the principles for achieving gender equality and women's empowerment through an action plan and supporting technical guidance, the operational requirements for stakeholder involvement in the design, implementation and evaluation of projects.
- Promote the goals of gender equality and women's empowerment through its decisions on the allocation of funds, operations and overall impact as outlined in the Gender Action Plan.
- • Equitable resource allocation so that women and men benefit equitably from the Fund's adaptation and mitigation activities.

### 3.3. Scope of application

EIF will apply its Gender Policy throughout its activities, including all funding activities for mitigation and adaptation undertaken by both the public and private sector. The Gender Policy's objectives apply across four interconnected levels:

- **At the national level:** to create and maintain an enabling environment among EIF stakeholders - including NDAs/focal points, OMAs, and delivery partners - that builds on existing policy commitments, environmental and social standards, and redress procedures to achieve gender equality. National legal framework on gender mainstreaming, gender equality and equitable proactiveness establish national ownership
- **At the sector level:** to contribute to high-quality, more complete, systematic, and participative sex-disaggregated data collection, qualitative and quantifiable gender analysis and action plans, and a knowledge base supporting gender-related learning objectives
- **At the EIF institutional level:** to adopt, implement, and document the EIF approach to addressing gender issues in its day-to-day governance, operations, and procedures, as well as its performance measurement frameworks, as reflected in the Gender Action Plan, while allocating the financial and human resources needed to make this approach robust and effective.
- **At the project/portfolio level:** to address and reduce gender inequality, deepen stakeholder engagement, and deliver better accountability to both men and women to

generate sustainable livelihood opportunities, health and well-being, and resilience against climate-induced shocks and risks.

- The project cycle presents several opportunities to raise and integrate gender equality and women's empowerment issues and concerns, and these shall be routinely utilised. The particular needs and requirement of men and women shall be taken into account at all stages of the project design, from concept to evaluation.
- All existing projects shall be reviewed for gender sensitivity within a defined time frame, and all new programmes are to adhere to this policy.

In this way, EIF will support an institutional culture and enabling environment that integrates gender equality, vertically and horizontally, across diverse stakeholders and climate change-relevant policy processes and frameworks through the course of the project life cycle and climate investments.

### 3.4. Gender Equality and Women Empowerment Principles

Gender equality and women's empowerment are essential to the EIF's mission and to the realization of **human rights and social justice**. Gender equality and women's empowerment are systematically mainstreamed by EIF, which prioritizes gender responsive measures across EIF's structures/programs/projects and assesses the possible consequences, advantages, and risks of every proposed action for women and men.

In the spirit of **country ownership**, EIF will adapt their decision-making and funding mechanisms to ensure that traditionally marginalized women, girls and boys are able to inform and increasingly direct the development efforts that impact them. This **localized gender mainstreaming** will apply across spheres of EIF operations and funded activities, from data collection and knowledge generation to funding and program implementation. EIF aligns its Gender Policy to existing institutional, national, and international policies, and priorities of the country's gender equality and women empowerment. Through a **harmonized approach**, EIF minimizes the risks of high transaction costs, fragmentation, and overburdening of departments and project teams, while simultaneously increasing efficiency, coordination, and cost effectiveness—all of which are important aspects of good governance.

The EIF's **Gender Policy Statement** expresses the organization's commitment to ensuring that both men and women's concerns and perspectives are regarded in the development, implementation, monitoring, and evaluation of policies and programs, which ensures that gender disparities and injustices are not perpetuated or exacerbated.

Consequently, the EIF's Operational Manual, Project Guidelines and Environmental Social

Safeguards Management System requires that all EIF funded activities and projects meet the EIF's Criteria for Gender Mainstreaming, with regards to:

- Incorporate gender analysis in the initial screening of the projects/programme, including identification of gender-related development impacts and effective means of women's participation.
- Developing detailed strategies and methods to protect and, when appropriate, promote women's economic, social, and environmental advantages.
- Providing gender-relevant capacity-development training at institutional, programme and project levels.
- Planning and implementing gender equality activities in collaboration with women from impacted areas and gender specialists knowledgeable with local conditions.
- Including specific provisions to monitor impacts in all cases where it has been determined that project implementation may have an impact on women,
- Securing the services of qualified gender professionals to supervise this monitoring activity, analyse data and information, and, if necessary, offer advice on mitigation actions throughout project execution.
- Allowing for actions and initiatives that improve women's rights where appropriate and compatible with National policy and international best practices.
- Making consideration for activities and measures aimed at supporting Namibia's country compliance with its international commitments with respect to effective gender mainstreaming in national development planning and the SDGs.
- Establishing a process of stakeholder engagement and grievance redress mechanisms; making sure women are effectively involved and equally represented throughout the process.
- delivering accurate, timely, and gender-sensitive information on its policy guidelines, standards, processes, and project operations to its stakeholders, including marginalized individuals, communities, and the public.

### **3.5 Mainstreaming Gender in EIF Programmes**

EIF shall gather data and consult women from the targeted local communities and gender experts with knowledge of local needs to understand differences between women and men that are relevant for the project's intervention strategy, including;

- different roles and responsibilities of women and men in natural resources use and management in respective societies.
- relative distribution of power between women and men (including influence in collective decision-making and governance of natural resource management)

- access to productive resources (including to forests and agricultural lands) and to developmental opportunities and constraints,
- specific social issues, vulnerabilities and risks faced by women and men,
- specific and relevant knowledge, skills, and experiences of women and men as users of natural resources and food producer.

Understanding gender differences should not only allow developing responses that are better suited to overcome gender-based inequalities and empower women but should also help designing an approach for restoration and landscape management that is more effective and sustainable.

EIF's commitment to gender equality centres on gender-responsive country programmes and initiatives that benefit everyone, women, and men. This requires gender analysis to understand the social, economic, and political factors underlying climate change-exacerbated gender inequalities, and the potential contributions of women and men to mitigating and adapting to climate change and building climate resilience. It further entails adopting methods and tools to promote gender equality and reduce gender disparities in climate funding by mainstreaming gender in the project cycle. Finally, it means measuring the outcomes and impacts of project activities on women's and men's resilience to climate change through gender-responsive monitoring and evaluation (M&E). Gender mainstreaming should shape the entire planning, programming, and design of strategic initiatives of the Fund.

#### **4. INSTITUTIONAL ARRANGEMENTS**

A National Gender Policy and accompanying Gender Strategy and Action Plan have been developed to provide guidance in the empowerment of women and men in all domains. In addition, the EIF, in collaboration with the Gender Research Unit of the University of Namibia, will develop a gender framework strategy to ensure that the EIF investment decisions are gender-sensitive and that this spills over to the EIF partners and also catalyses other key role players, notably private financial and banking institutions.

##### **4.1 EIF responsibilities**

- a) EIF is responsible for dedicating financial, human and other resources as required to implement the Gender Policy
- b) EIF will ensure that funded activity agreements are complying with the requirements of the Gender Policy;
- c) EIF will develop and submit the gender assessment and the project-level gender action plan for each funding proposal to the donor

- d) EIF will ensure that the design and implementation of financed activities are informed by the results of the gender assessments undertaken during the preparation of the activities;
- e) EIF will ensure that annual performance reports on funded activities including progress made in implementing project-level gender action plans are submitted to the donor/s;
- f) (f) EIF will commit resources as necessary towards independent verification and project reviews and assessments to document and publish the benefits and considerations of actions and achievements that address gender issues as deemed necessary;
- g) (g) EIF will, to the extent feasible, develop specific targets and progress indicators aligned with the SDG framework, particularly SDG5 and gender targets in the other goals; integrate both qualitative and quantitative targets and indicators as per the EIF results management framework and performance measurement frameworks, and require all projects financed by EIF to report progress and impact against these frameworks;
- h) (h) EIF will generate, document, publish and archive experience gained through its actions and project investments to promote learning from the best practice implementation of its partners. EIF will also commit to capitalize on knowledge and expertise gained from other organizations and comparable climate finance mechanisms;
- (i) EIF will organize gender training and capacity-building workshops for EIF staff and key stakeholders.

EIF may complement its own technical capacity within the Fund with gender consultants and/or through the establishment of a gender advisory group of experts; and gender-related grievances that may occur in projects and programmes may also be processed through the Independent Redress Mechanism of the Fund.

#### 4.2 Commitment of the Fund

- **The Fund will confront and challenge gender discrimination, stereotyping and unequal power relations between men and women, and boys and girls in the interest of promoting equality and equity:** Gender discrimination, gender stereotypes and gender inequality are among the root causes that prevent children from realizing their rights to survival, development, protection, participation and an adequate standard of living. The Fund will seek to understand gender inequities and their effects on development

and will respond appropriately by challenging the structural and systemic causes of gender-based injustices.

- **The Fund will advocate and promote gender equality as an explicit human right:** The Fund's work is based on the understanding that gender equality and rights are inherently interlinked. The Fund's actions to end gender imbalances and promote equitable access to resources and participation cannot be separated from actions to promote gender equality; they must go hand in hand.
- **The Fund will build programs and partnerships that promote respect for diversity and sensitivity to cultural differences. The Fund will not tolerate practices that result in gender-based discrimination, prejudice or inequality:** Women and children are socialized into roles and identities that are influenced by the cultures and traditions of their community. Cultural diversity is a precious resource. Traditions and culture can, however, also be a source of discrimination, exclusion and the violation of children's and women's rights. The Fund respects and celebrates the cultural diversity of our partner communities. We are, however, committed to overcome exclusion and discrimination, whether it is based on sex, age, religion, ethnicity, economic status, caste, citizenship, sexual identity or orientation, marital status, physical or mental disability, HIV status, or urban/rural residence. By engaging with communities, the fund will seek to overcome injustices within own cultural context, transforming tradition from within towards the achievement of greater gender equality and justice.
- **The Fund will implement long-term strategies of social change to address the causes of gender-based exclusion and discrimination:** The Fund recognizes that gender discrimination compounds social marginalization. Among children with disabilities, women of the very poor or the socially excluded, girls are generally more likely than boys to experience discrimination, violence, exploitation or neglect. Working with the most excluded and vulnerable children is a key aspect of the Fund.
- **The Fund will ensure that a gender analysis and actions to promote gender equality are included in all programs:** The Fund programs will support the rights of all groups of Namibia perceived to be previously disadvantaged as per the definition in the National Gender Policy. This commitment to gender equality applies to development programs, to national advocacy, and to emergency and disaster responses. The Fund will challenge gender inequality by ensuring equitable access and control over the resources and benefits of development and that duty bearers are held accountable for respecting,

protecting and fulfilling the rights of all groups. The Fund's marketing, communications and fundraising strategies will convey this commitment to sponsors, donors and development partners.

- **The Fund will promote the empowerment of women in order to close gender gaps and ensure that all members of the society have an equal opportunity to realize their rights:** Empowerment builds the ability, opportunity and space to make decisions and choices about lives, to develop a sense of self-worth and to actively shape their future. Gender norms disproportionately work to the disadvantage of vulnerable groups, especially women and girls. For the Fund, however, reducing gender inequality is not just an issue of developing programs that favor the disadvantaged, but rather this empowerment strategy compliments our work to mainstream gender equality across its entire programming. The Fund is committed to an all-encompassing approach that ensures complex power relations are understood, so that the roots of inequality can be addressed. The empowerment leads to more gender justice.
- **The Fund will engage with men and boys in promoting gender justice by challenging gender stereotyping and other root causes of gender discrimination:** Stereotypes of masculinities and femininities harm all societies. They prevent girls and boys, men and women from developing healthy relationships based on mutual understanding and respect. They are barriers to the equitable sharing of responsibilities in families for household decisions and child rearing. The Fund's policies and programmes aim to transform gender relations by engaging boys and men in the work for gender justice at all levels.
- **The Fund will ensure the equitable and meaningful participation of previously disadvantaged social groups in decision- making processes that affect their lives:** As part of our work to promote gender equality, the Fund will address the gender-related barriers to participation in order to assure equal opportunities to speak out, be heard and influence decisions. This includes the meaningful and equal participation in the development, monitoring and evaluation of the Fund's programmes.
- **The Fund will create an enabling environment for gender equality to thrive in our internal organisational culture:** The Fund will foster an inclusive workplace environment that promotes diversity and abolishes inequality, discrimination and prejudice. We will cultivate gender-sensitive leadership that is enabled to confront both overt and subtle forms of inequality and discrimination in our offices. We will promote the equitable sharing of power and decision- making between women and men at all levels of the organization. This means that the Fund will take active steps to recruit, train and support more women into leadership and other positions. To support a gender-aware workplace and

organizational culture, the Fund will pursue family-friendly work policies and practices that enable both women and men to participate fully in work and family life.

- **The Fund will analyze the risks that may arise in the pursuit of gender justice and will take steps to prevent any potential harm to girls and boys:** Gender equality requires complex social changes. Promotion of gender equality involves risks and may generate conflicts in the short term in order to attain long-term goals. The Fund will analyze the risks and implement strategies to mitigate them, to manage potential conflicts, and to assure that the implementation of our programs and policies do not cause harm.
- **The Fund will mobilize and dedicate the human, technical and financial resources to meet its commitments to gender equality:** The Fund will ensure that the commitment to gender equality is reflected in the allocation of technical, financial and human resources.

#### **4.3 Project-level requirements**

The project cycle shall present several opportunities to raise and integrate gender equality and women's empowerment issues and concerns, and these must be routinely utilised within the Fund.

Particular needs and requirement of men and women shall be taken into account at all stages of the project design, from concept to evaluation. All existing projects shall be reviewed for gender sensitivity within a defined time frame, and all new programmes are to adhere to this policy. Each project shall initiate or strengthen a flagship specifically on gender to act as a catalyst for gender mainstreaming, and from which lessons can be learnt and shared.

#### **At the project preparation stage, the Fund will:**

- i. Ensure that concept notes and funding proposals submitted for financing meet the principles and requirements of the Gender Policy;
- ii. Submit as a part of the funding proposal (a) a gender assessment, along with appropriate environmental and social assessments (as may be required according to the level of risks and impacts), and (b) a project-level gender action plan; and
- iii. Integrate analysis of context and sociocultural factors underlying climate change-exacerbated gender inequality and optimize the potential contributions of women and men of all ages to build both individual and collective resilience to climate change.

#### **At the project implementation, monitoring and reporting stage:**

- i. EIF will take necessary measures to monitor the implementation of project-level gender action plan submitted as part of the approved funding proposal;
- ii. During the implementation of the project-level gender action plan, EIF will refine, the gender-related baseline, indicators and targets as it relates to the approved activity as

well as for reporting on results, including the generation and use of sex-segregated as well as qualitative data.

- iii. EIF will take necessary measures to ensure periodic updates on the gender assessments and notify the donor/ funder when there are major changes in the design and execution of projects, or other circumstances that may affect the implementation of the gender action plan. EIF will also notify the donor/funder of any changes in the project-level gender action plan; and
- iv. EIF will monitor and report on the progress made in implementing the project-level gender action plan.

## **5. OPERATIONAL GUIDELINES**

### **5.1 Project Implementation and M&E**

Gender analysis shall be conducted, and gender considerations mainstreamed into project design and formulation without projects necessarily being gender-focused or women centred. Yet in any project, the objective is to ensure that women and men can equally access project resources and services; equally participate in project activities, decision-making, and management; and equally benefit from training, capacity-building and technical assistance. Therefore, project implementation and M&E should require particular attention from a gender perspective, which means applying gender-responsive approaches and gender-sensitive data collection.

Reporting on gender outcomes should inform future project identification and development, and, ideally, influence national climate change plans and strategies to make them more gender responsive.

Projects shall use the gender analysis and assessment (Annex ii) to establish a project baseline against which progress can be measured, which should be reflected in the results framework.

Develop gender-responsive approaches to address these impacts to ensure men and women are not negatively affected, and can equally access project resources, services, technologies and training, and equally benefit. For example:

- Seek local women's groups and wider women's networks in outreach efforts;
- Ensure equitable representation of women and men on project committees and management, and in planning and conducting project activities and

EIF OUTCOMES	EXAMPLE INDICATOR	OF MAKING IT GENDER-RESPONSIVE
<b>CLIMATE CHANGE MITIGATION</b>		
Strengthened institutional and regulatory systems for low-emission planning and development	Number of policies, institutions, coordination mechanisms and regulatory frameworks that improve incentives for low-emission planning, and their effective implementation	Target for this indicator can specify that policies, institutions, coordination mechanisms and regulatory frameworks should be gender responsive and ensure equal participation of women.
Increased number of small, medium and large low-emission power suppliers	Number of households and individuals (males and females) with improved access to low-emission energy sources	Target for this indicator shall be set in such way as to ensure equal access to improved energy for both men and women.
Lower energy intensity of buildings, cities, industries and appliances	tCO <sub>2</sub> eq emissions reduced or avoided due to improvements in building design and energy efficiency	It is important to ensure that benefits of improved building design (or other low-carbon investment) are equally shared between men and women. The target should be set accordingly.
Increased use of low-carbon transport	Increased number of passengers (women and men passengers) on trips and freight using low-carbon transport	Women are more frequent users of public transport, therefore the target in terms of increased use by women should be set proportionately to the (higher) baseline.

Improved management of land or forest areas contributing to emissions reductions	Hectares of land or forest areas under sustainable management, or improved protection and management leading to reduced GHG emissions and/or enhancement of carbon stocks	Equal benefit sharing for men and women from improved land and forest management should be reflected in the target for this indicator.
<b>CLIMATE CHANGE ADAPTATION</b>		
Strengthened institutional and regulatory systems for climate-responsive planning and development	Number of gender-friendly policies, institutions, coordination mechanisms and regulatory frameworks that improve incentives for climate resilience and their effective implementation	Target for this indicator can specify that policies, institutions, coordination mechanisms and regulatory frameworks should be gender responsive and ensure equal participation of women.
Increased generation and use of climate information in decision-making	Number of climate information products/ services in decision-making in climate sensitive sectors developed, delivered and used	The target for climate Information products/ services can be specified, i.e., including those based on specific gender needs.
Strengthened adaptive capacity and reduced exposure to climate risks	Number of males and females reached by climate-related early warning systems and other risk reduction measures established/ strengthened	The target shall emphasize the need to ensure equal access to climate-related early warning system by women and men.
Strengthened awareness of climate threats and risk-reduction processes	Number of males and females made aware of climate threats and related appropriate responses	The target shall ensure equal coverage.

## **5.2 Priority areas for operationalizing the Gender Policy and Gender Action Plan**

The implementation of the Gender Policy and Gender Action Plan will focus on the following five priority areas, as described in detail in annex (I) to this Policy, including:

### **5.2.1 Governance;**

Gender equality measures will be integrated in the way the Fund's offices organize, function and conduct their work at all levels of the organisation, including in all governance structure.

This will include:

- i. Human resource systems and policies are gender- sensitive and responsive. Gender equality is integrated into staff objectives, accountabilities, and performance management systems, including recruitment, retention, promotion, training and remuneration. Performance monitoring and reporting explicitly document progress in the application of gender equality standards and commitments. The Fund routinely tracks and reports the gender balance of staff and governance structures and seeks to balance male and female representation at all levels and types of positions.
- ii. The Fund's Code of Conduct and Whistle Blowing Policy on sexual harassment are known by all staff and are effectively enforced to deal with issues of sexual harassment. Incidents of sexual harassment are reported. A complaint mechanism is put in place to deal with situations of gender discrimination in the workplace.
- iii. The Fund develops action plans for gender equality in the workplace. This includes the implementation of a human resources policy that ensures equal pay for equal work and equal opportunities for promotion based on performance and capacity.
- iv. At the project/programme level, EIF will ensure that all projects/ programmes meet the requirements of the Gender Policy.
- v. The EIF Board will approve and review the Gender Policy and Gender Action Plan and oversee the implementation of the Gender Action Plan through the review of monitoring reports from EIF.
- vi. EIF will strive to reach gender and diversity balance in all key advisory and decision-making bodies, including in the Fund Management Committee (FMC)

### **5.2.2 Competencies and capacity development**

- i. Institutional framework for gender mainstreaming, including appointment of a designated expert staff member; a written commitment from top management to gender equality, etc.;
- ii. EIF will leverage national and regional outreach and capacity development events and activities to raise awareness, build capacity, and share knowledge on gender and the empowerment of women and men in climate change.

- iii. The Fund monitors, evaluates and institutionalizes organizational learning on gender mainstreaming. The learning is shared across and beyond the organisation.
- iv. Regularly assesses and develops the skills, knowledge and attitudes of staff and partners to implement the commitments of the Policy on Gender Equality. Office management and training plans reflect the capacity needs for gender mainstreaming. Training on Gender Equality is integrated as a mandatory component in the induction of all new staff.

### **5.2.3 Resource allocation, accessibility and budgeting;**

The budget, which mirrors the priorities of the Fund, is a key management tool for ensuring that gender mainstreaming is taking place. Budget allocation shall be gender responsive, the gender action plan will be costed, with annual budget allocation on gender responsive action tabled.

As a first step, EIF shall carry out a gender audit of the Fund's budget to determine:

- i. Budgetary allocations for creating and implementing an employment equity plan, and this will be an overall target/indicator;
- ii. The extent of identifiable budget lines for gender specific projects, including an agreed percentage of budget allocation per Department/Unit for this purpose;
- iii. The extent to which allocations at Department/Unit reflects gender sensitivity, and address key gender priority areas in respective sectors that the department is coordinating and
- iv. The extent to which there have been specific budget allocations for gender analyses, tracking information and developments on gender, gender training.

### **5.2.4 Operational procedures**

a) EIF shall undertake a mandatory gender assessment and develop a project/programme-level gender action plan, complementary to the ESS requirements, pursuant to the requirements of the Gender Policy.

**The gender assessment and the project/programme-level gender action plan will:**

- i. Collect baseline data and determine how the project/programme can respond to the needs of women and men in view of the specific climate change issue to be addressed;
- ii. Identify the drivers of change and the gender dynamics to achieve the project/programme adaptation or mitigation goals;
- iii. Identify and design the specific gender elements to be included in the project/programme activities;

- iv. Estimate the implementation budgets;
- v. Select appropriate and measurable output, outcome and impact indicators and;
- vi. Design project/programme implementation and monitoring institutional arrangements;

**(b) Gender equitable, inclusive and meaningful stakeholder engagement and consultations conducted and documented throughout the design and implementation of the project/programme, as follows:**

- i. Guidance on the application of the free, prior and informed consent principle will be developed and maintained in consultation with communities in their full diversity as part of the operational guidelines of this policy;
- ii. Inclusion of gender perspectives in the application of the mandatory project/programme.
- iii. Project/programme screening for gender responsiveness at various stages of the project/programme preparation, appraisal, approval, and monitoring process.

#### **5.2.5 Knowledge generation and communications.**

- i. EIF shall document experience and knowledge gained from applying the Gender Policy and Gender Action Plan to activities funded by international donors, country programme development, concept notes, funding proposals and project/programme activities.
- ii. All marketing, fundraising, sponsorship, campaigns, global education and media messages will communicate and reflect the Fund's commitment to gender equality and gender mainstreaming.
- iii. All communications will employ gender sensitive and inclusive language and images and avoid gender stereotypes.
- iv. Evidence (on the EIF website) of a public statement emphasizing gender mainstreaming for all programmes and projects including a grievance mechanism.

### **6.GENDER-RESPONSIVE RESULTS FRAMEWORK**

Irrespective of the tools deployed, the gender assessment should be translated into a dedicated set of activities to address the gender risks and opportunities identified, and to maximize climate and development co-benefits. These activities are elaborated in the gender

action plan that is informed by the EIF performance measurement framework to yield a gender-responsive results or logical framework.

### **6.1 Gender Action Plan**

The purpose of a gender action plan is to operationalize the gender policy in addressing constraints and opportunities for women and men. The plan should include:

- Gender-responsive actions that address and strengthen the voice and agency of vulnerable women and men in climate action;
- Gender performance indicators and sex-disaggregated targets that can be incorporated into a results framework; and presentation of gender-responsive development impacts.
- Budget responsive actions and gender budget proof

**Annex (i) Gender Action Plan**

Focus areas	Results to be achieved: Implementation of the Gender Policy				
	Action	Indicators	Responsibility	Timing	Budget estimates N\$
a) Governance and institutional structure	Approval of the updated gender policy	Percentage of progress towards the approval of the policy		Biannually	150 000
	Monitoring of reports on the implementation of the Gender Policy and Action Plan	<ul style="list-style-type: none"> <li>Number of annual progress reports produced by EIF</li> </ul>	M&E, Gender specialist	Annually	
	Include gender performance in the institution	<ul style="list-style-type: none"> <li>Number of males and females employed per year.</li> <li>Number of males and females in the Fund Management Committee (FMC)</li> </ul>	HR, Gender Specialist	Annually	No cost implications
	1. Conduct gender assessments and develop action plan at the start of each project/programme; 2. Development of gender-responsive project design elements, budgets, results, monitoring, and impact indications, preparation, implementation and the monitoring of institutional arrangements	<ul style="list-style-type: none"> <li>100% of all approved funding proposals contain a gender assessment and a project-level gender action plan, made for public viewing on the EIF website</li> <li>Number of training sessions on the guidelines provided to NDAs and EIF, and the qualitative reporting of these trainings</li> </ul>	Gender specialist and M&E		100 000
b) Administrative & operational guidelines					

Results to be achieved: Implementation of the Gender Policy					
Focus areas	Action	Indicators	Responsibility	Timing	Budget estimates N\$
c) Capacity-building	<ol style="list-style-type: none"> <li>1. Increase the knowledge of EIF stakeholders, and beneficiaries on gender through trainings</li> <li>2. Improve the understanding of how to programme for gendered results amongst key stakeholders by disseminating the EIF gender and climate change toolkit</li> </ol>	<ul style="list-style-type: none"> <li>• Number of EIF staff, partners, stakeholders, and beneficiaries received training on gender and women empowerment</li> <li>• Number of key stakeholders received gender and climate change toolkit</li> </ul>	Gender Specialist, M&E with support from external consultant	2022-2027	800 000
d) Outputs, outcomes and impact monitoring indicators and reporting	Application of gender guidelines in project preparation, design, implementation, monitoring and reporting	<ul style="list-style-type: none"> <li>• Percentage of projects/programmes that apply gender balanced stakeholder consultations</li> <li>• Number of funding proposals whose principal objective is to promote gender in climate action</li> <li>• Number of projects where women and men report improvements in their quality of life</li> <li>• Number of projects that demonstrate reduced vulnerability of women and men</li> <li>• Number of projects that demonstrate increased adaptive capacity of women</li> </ul>	M&E, Gender Specialist	2022-2027	

Results to be achieved: Implementation of the Gender Policy					
Focus areas	Action	Indicators	Responsibility	Timing	Budget estimates N\$
		<p>and men to respond to the impacts of climate change</p> <ul style="list-style-type: none"> <li>Number of projects that contain strategies and specific budgets to leverage co-benefits between gender and climate action</li> <li>Increase in the number of funding proposals with principal objectives of promoting gender equality in climate change and other environmental sectors</li> </ul>			
e) Knowledge generation, communication & outreach	Assess the implementation of the Gender Policy and Action Plan	<ul style="list-style-type: none"> <li>Gender-responsive communication materials developed and disseminated to internal and external stakeholders</li> <li>Gender-responsive public outreach activities undertaken at the national and grassroots level</li> <li></li> </ul>	Gender Specialist, M&E Communications Unit		80 000.00
f) Resource allocation, accessibility and budgeting	Funding to support gender issues in EIF	<ul style="list-style-type: none"> <li>Approved budget amount for targeted gender support at the project/programme/portfolio level</li> <li>Percentage of the annual administrative budget earmarked by EIF to support</li> </ul>	PMU, Gender specialist, M&E	Annually	Cost estimates to be presented at the project/ 800,000

Focus areas	Results to be achieved: Implementation of the Gender Policy				
	Action	Indicators	Responsibility	Timing	Budget estimates N\$
		gender expertise (staff, consultants), training, communications and monitoring and evaluation			
<b>Total</b>					<b>1,930,000</b>

## 7. EFFECTIVENESS AND REVISION

EIF understands that the promotion of gender equality and the empowerment of women at the institutional and project levels is a long-term undertaking and a sustained commitment, which includes tracking and reporting on progress annually. It also acknowledges that approaches to gender equality and women's empowerment evolve over time. The Gender Policy will be reviewed and updated by a decision of the Board, as appropriate.

The Policy will come into effect in April, 2022 and will remain in effect until amended or superseded by the board. The Policy applies to all new EIF financed activities submitted on or after the date of effectiveness. For projects/activities under implementation, the Policy applies to all annual project implementation reports as well as mid-term reviews and terminal evaluations submitted after one year of the date of effectiveness.