



ZIMBABWE

Zimbabwe Climate Change Gender Action Plan





Government of Zimbabwe

ZIMBABWE CLIMATE CHANGE GENDER ACTION PLAN

Ministry of Environment, Climate, Tourism and Hospitality in Industry in Partnership with the Ministry of Women Affairs, Community, Small and Medium Enterprises Development



PREFACE



The Development of the Zimbabwe climate Change Gender Action Plan was promoted by the adoption of the Gender Action promoted by the adoption of the Gender Action Plan at the United Nations Framework Conference on Climate Change (UNFCCC) Conference of Parties (COP)25 in 2019. The Paris Agreement of 2015 urges countries to take action to address climate change, respect, promote and consider their respective obligations on humans rights, the right to health, the rights of indigenous peoples local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity. Zimbabwe's Constitution upholds gender equality as one of its principles. Gender mainstreaming has also been embedded in the National Development Strategy and programming as a critical strategy for the promotion of gender equality and women empowerment. The government of Zimbabwe fully embraces gender equality and women empowerment in Climate Change and it has come up with gender responsive policies, strategies and programmes.

The Government of Zimbabwe through the Revised National Gender Policy and the National Climate Policy provide the conducive environment to increase gender responsive strategies and programmes in climate change response.

To this effect a Gender Action Plan derived from the UNFCC Gender Action Plan has been crafted, which has outlined activities to mainstream gender in the 4 sectors of the Zimbabwe Revised Nationally Determined Contributions (NDCs). The Zimbabwe Climate Change Gender Action Plan has strategies and activities to mainstream gender in the NDCs 4 sectors which are Energy; Industrial Processes and Product Use (IPPU); Agriculture, Forestry and Other Land use (AFOLU) and Waste.

The Zimbabwe Climate Change Gender Action Plan was informed by a gender analysis of the four priority NDC sectors which brought out a better understanding of the gaps and opportunities for gendermainstreaming in the NDCs. The gender identified opportunities for gender integration in climate change considering the gender differentiated impacts of climate change.

The mainstreaming of gender through the implementation of this National Climate Change Gender Action Plan will create a broad based and inclusive economic participation as we move our nation towards attaining an upper middle income economy status by 2030 as enunciated by our President H.E Dr E.D Mnangagwa.

I call upon all sectors to utilise this GAP through the whole of Government management approach and systematically mainstream gender in all the 4 sectors of the NDCs. I also call upon the private sector, civil society organisation, financial institutions, UN Agencies and development partners to finance the activities outline in this GAP. I pledge full commitment of my Ministry Staff towards the implementation of this Zimbabwe Climate Change Gender Action Plan.

A handwritten signature in blue ink that reads "S.G. Nyoni". The signature is written over a dotted line.

Hon. Dr Sithembiso G.G. Nyoni (MP)

Minister of Women Affairs, Community, Small & Medium Enterprises Development

1. FOREWORD

Climate Change amplifies vulnerabilities. The effects of climate change and climate change induced natural disasters have worsened gender inequalities therefore presenting a major barrier to the attainment of sustainable development. A gender analysis of the Zimbabwe Nationally Determined Contribution (NDC) commissioned in 2020 revealed that climate change can worsen existing gender inequalities within the Energy; Agriculture, Forestry and Other Land Use (AFOLU); Industrial Produce and Product Use (IPPU) and Waste sectors. Women, children, and the youth are more vulnerable to the effects of climate change due to their dependency on natural resources for their livelihoods and their lack of entitlements to help them absorb shocks. Their limited access to productive resources, combined with their disadvantaged position in society also increases their vulnerability to climate change induced distress.

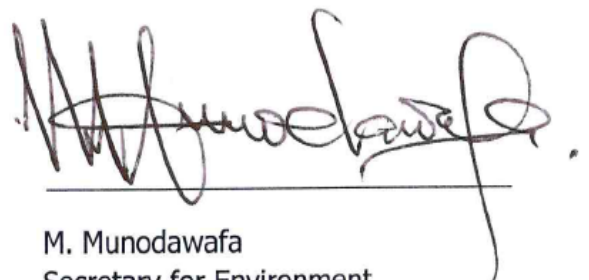
It is therefore vital to ensure that policy and programmatic responses for climate change mitigation and adaptation takes into account the constraints and interests of women, children and youth from diverse social, cultural, ethnic and religious backgrounds. For this to happen, it is important to have a Climate Change Gender Action Plan (GAP) that will strengthen women's leadership and participation at all levels of climate action and governance as derived from the GAP that was adopted under the United Nations Framework Convention on Climate Change (UNFCCC) at the 25th Conference of Parties in Madrid, Spain.

The Zimbabwe Climate Change Gender Action Plan seeks to support the country's 2030 vision towards a transformed; more efficient, inclusive, resilient and sustainable economy that does not leave anyone behind. A resultant industrialized and green economy which is gender responsive and contributes to a better life for both men and women is envisaged. This GAP is therefore a tool that can be used to implement climate change mitigation and adaptation measures across all sectors covered in the Zimbabwe revised NDCs.

It is with great pleasure that the Ministry of Women Affairs, Community, Small and Medium Enterprises Development and the Ministry of Environment, Climate, Tourism and Hospitality Industry present to you the Zimbabwe Climate Change Gender Action Plan which has been developed to facilitate the mainstreaming of gender in policies, programmes, and projects within the climate change discourse in Zimbabwe. The two Ministries acknowledge that Gender and Climate Change are both cross cutting development issues that need to be mainstreamed across all sectors towards building the resilience of communities and promoting sustainable socio-economic growth. The two ministries are committed to close the gender gap in the climate change management discourse through the implementation of this GAP which is central to achieving a low carbon and climate resilient development economy, Zimbabwe's Vision 2030 and the 2030 Sustainable Development Agenda.



Eng. F. Gondo
A/Secretary for Women Affairs;
Community, Small and Medium Enterprises Development
Industry



M. Munodawafa
Secretary for Environment,
Climate, Tourism and Hospitality

2. ACRONYMS

AFOLU	Agriculture, Forestry and Other Land use
CEDAW	Convention on the Eliminations of all forms of Discrimination against Women
COPs	Conference of Parties
CSO(s)	Civil Society Organisation(s)
EMA	Environmental Management Agency
GAP	Gender Action Plan
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome
INDC	Intended Nationally Determined Contributions
IPCC	Inter-governmental Panel on Climate Change
IPPU	Industrial Process and Product Use
MoLAFWR	Ministry of Lands, Agriculture, Fisheries, Water and Rural Resettlement
MoECTH	Ministry of Environment, Climate Change and Tourism and Hospitality
MoFED	Ministry of Finance and Economic Development
MoWCSMED	Ministry of Women Affairs, Community and SME Development
NCCRS	National Climate Change Response Strategy
NDC(s)	Nationally Determined Contributions
NGO	Non-governmental Organisation
SADC	Southern African Development Community
SDG(s)	Sustainable Development Goal(s)
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
ZIMSTAT	Zimbabwe Statistical Agency

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4. DEFINITION OF KEY TERMS

The following key concepts/terms will be used in this Zimbabwe Climate Change Gender Action Plan.

Gender: Is a socially constructed definition of women and men. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life.

Gender Mainstreaming: It is a process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is the current international approach for making women's and men's concerns and experiences an integral dimension for the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres so that women and men benefit equally, and inequality is not perpetuated. Mainstreaming gender into all sectors will eliminate all negative economic, social and cultural practices that impede equality and equity of the sexes, which is informed by a gender analysis process.

Climate change: means change of climate which is attributed directly or indirectly to human activity that alters the composition of the global atmosphere and which is in addition to natural climate variability observed over comparable periods.

Vulnerability: Vulnerability is the degree to which a system is susceptible to, and unable to cope with, adverse effects of climate change, including climate variability and extremes. Vulnerability is a function of the character, magnitude, and rate of climate change and variation to which a system is exposed, its sensitivity, and its adaptive capacity.

Adaptation: Involves adjustments to enhance the viability of social and economic activities and to reduce their vulnerability to climate, including its current variability and extreme events, as well as longer-term climate change.

Mitigation: In the context of climate change, a human intervention to reduce the sources or enhance the sinks of greenhouse gases. Examples include using fossil fuels more efficiently for industrial processes or electricity generation, switching to solar energy or wind power, improving the insulation of buildings, and expanding forests and other "sinks" to remove greater amounts of carbon dioxide from the atmosphere.

Greenhouse gases: The atmospheric gases responsible for causing global warming and climate change. The major GHGs are carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O).

5. INTRODUCTION AND BACKGROUND

Governments around the world have committed to action on climate change and to advance gender equality in support of women's and men's equal human rights. In 2019, at the 25th Conference of Parties (COP 25), Parties agreed to a 5-year enhanced Lima work programme on gender and its gender action plan. In doing so, Parties recognized that the impacts of climate change on women and men can often differ owing to historical and current gender inequalities and multidimensional factors. The enhanced Lima work programme on gender and its gender action plan, urged countries to take action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity. The Lima work programme on gender and its gender action plan further acknowledged the continuing need for gender mainstreaming through all relevant targets and goals in activities under the United Nations Framework Convention on Climate Change (UNFCCC) as an important contribution to increasing their effectiveness, fairness and sustainability. The Government of Zimbabwe National Climate change policy is the foundation for climate change work in the country and this climate change Gender Action Plans complements it. While the Lima Action Plan is an important milestone in integrating gender into climate change actions, the impetus of creating this action plan was through the Nationally Determined Contribution (NDC) revision process that took place for Zimbabwe and all countries who are signatories to the Paris Agreement.

Under the Paris Agreement parties agreed to transform their development trajectories on a course towards sustainable development, aiming at limiting warming to 1.5 to 2 degrees Celsius above pre-industrial levels. Through the Paris Agreement, Parties also agreed to a long-term goal for adaptation – to increase the ability to adapt to the adverse impacts of climate change and foster climate resilience and low greenhouse gas emissions development, in a manner that does not threaten food production. Additionally, they agreed to work towards making finance flows consistent with a pathway towards low greenhouse gas emissions and climate-resilient development. Nationally Determined Contributions (NDCs) are at the heart of the Paris Agreement and the achievement of these long-term goals. NDCs embody efforts by each country to reduce national emissions and adapt to the impacts of climate change. The Paris Agreement (Article 4, paragraph 2) requires each Party to prepare, communicate and maintain successive nationally determined contributions (NDCs) that it intends to achieve. Zimbabwe in its revised NDCs has prioritized Energy; Industrial Processes and Product Use (IPPU); Agriculture, Forestry and Other Land use (AFOLU) and Waste as key sectors.

Climate change policies and plans prepared by the Government over the years have included gender considerations to varying extent across sectors and Ministries. A preliminary assessment of sector policies shows that there are capacity gaps for mainstreaming gender in NDC policy planning. Gendered issues are not adequately prioritized and covered in sector policies that deal with issues of climate change. Gender issues are taken as standalone provisions and mostly with their own dedicated chapters and in turn, strong policy links between women's and gender concerns and climate change adaptation and mitigation have not been clearly identified in some policies.

Recognizing these gaps, the climate change GAP was developed to provide action-orientated recommendations to support a more comprehensive, inclusive and equitable approach to climate change. The climate change GAP seeks to advance women's full, equal and meaningful participation and promote gender-responsive climate policy

and the mainstreaming of gender perspectives in the implementation of Climate Change Conventions, Policies and actions across priority NDC sectors and levels of government and stakeholders.

To inform this climate change GAP, a Gender Analysis of the four priority NDC sectors has been carried out to better understand the gaps and opportunities for gender mainstreaming in the NDCs. The analysis identified opportunities for gender integration and encourages stakeholders and sectors to consider how the country's climate policies can help achieve or promote gender-related objectives considering the gender differentiated impacts of climate change. The gender-differentiated impacts in the climate change sectors have also been analysed as part of the climate change GAP process and serve as a foundation—and impetus—for constructing of this Action Plan. The Revised National Gender Policy (RNGP) also served as one important starting point for the development of the Action Plan. The RNGP includes a number of key issues relevant to climate change and has a specific thematic area on climate change. The climate change GAP also includes activities identified in the National Climate Change Policy objectives and strategies.

6. OBJECTIVES

Objectives of the climate change Gender Action Plan are:

- To create coherence and stimulate cooperation and coordination between different government departments and stakeholders dealing with gender and climate change;
- To strategically harness linkages between different policies dealing with issues of climate change and leverage on consented actions for gender mainstreaming across policies;
- To facilitate the integration of gender considerations, such as addressing women's specific vulnerabilities and strengths into NDCs priority sectors (Energy, IPPU, AFOLU and Waste);
- To support the efforts by climate change actors in the formulation and implementation of gender responsive policies and interventions that are pro-poor and sensitive to the needs and priorities of women in particular and other marginalized groups including people with disabilities, the youth and the elderly;
- To facilitate and strengthen women's influence and participation in climate change decisions at the national and global level;
- To provide entry points for gender integration and gender-responsive actions into all climate change actions in Zimbabwe guaranteeing women and men's equal access to and benefit from climate change initiatives;
- To improve tracking, monitoring and evaluation of gender-related decisions and activities through use of gender indicators in the Monitoring and Evaluation (M&E) of adaptation and mitigation actions; and
- To increase public awareness of climate change and gender equality issues.

7. STRUCTURE OF THE GAP

Contextualized to the national circumstances the Zimbabwe Climate Change Gender Action Plan (GAP) structure and format is guided Gender Analysis (GA) that was done for the NDC revision and by the 5-year enhanced Lima work programme on gender and its gender action plan. The climate change GAP is structured to address the four priority NDC sectors (Energy, IPPU, AFOLU and Waste). It also includes "cross cutting issues" that address overall climate change intervention as guided by the key Lima priority areas. The workplan identifies the strategic objectives, strategic actions and indicators for monitoring progress and responsible institutions. As the responsible sector institutions use this climate change GAP, they also include timelines and budgets in line with their overally annual focust.

8. THE LEGAL AND POLICY FRAMEWORK

Strong interlinkages have been made between advancing gender equality and progressing sustainable development and environmental management. These links are well anchored in a global normative policy framework that promotes women's empowerment and gender equality in the context of sustainable development and economic growth—as well as in combating and coping with climate change. International, regional and national policy and legal frameworks have been put in place and signed to encourage global and country level gender sensitive action towards climate change adaptation and mitigation and to strengthen opportunities for enhancing adaptive capacities.

The Government of Zimbabwe signed the Paris Agreement, a significant milestone and evidence of the country's commitment to supporting global efforts aimed at accelerating and intensifying the actions required for a sustainable low carbon future. The Paris Agreement in its Preamble recognises that the "the world's population" is not homogenous and that men, women, girls and boys are affected differently by climate change adaptation and capacity development. According to the Paris Agreement article 7(5) "Parties acknowledge that adaptation action should follow a country-driven, gender-responsive, participatory and fully transparent approach, taking into consideration vulnerable groups, communities and ecosystems, and should be based on and guided by the best available science and, as appropriate, traditional knowledge, knowledge of indigenous peoples and local knowledge systems with a view to integrating adaptation into relevant socioeconomic and environmental policies and actions, where appropriate"

As a signed Party to the Paris Agreement, Zimbabwe participates in the UNFCCC Conference of Parties (COP) where critical negotiations are made regarding countries commitments to plan, adapt and respond to climate change. By including a focus on addressing women's rights and gender equality with respect to climate change mitigation and adaptation strategies, the UNFCCC has sent a signal that gender equality and women's participation are necessary for effective action on all aspects of climate change. Other decisions that have had a special focus on gender equality in tackling climate change impacts at an international level include: 2012 Decision 23/CoP.18 on gender balance and women's participation; 2014 launch of the Lima Work Programme on Gender aimed at achieving gender-responsive climate policy in all relevant activities under the Convention.

The Lima work programme on gender was agreed by Parties to enhance the implementation of their previous decisions to advance gender balance and integrate gender considerations into the work of Parties and the secretariat in implementing the Convention and Paris Agreement, to achieve gender-responsive climate policy and action. In 2019 at COP 29, the UNFCCC further adopted a Gender Action Plan (GAP) that focused on the advancement of gender equality and women's empowerment in the wake of the changing climate. The GAP calls for inclusiveness of women and men, girls and boys, as well as gender sensitive and responsive policies, programs and projects within all climate change elements of mitigation, adaptation, capacity building, technology transfer and finance.

Under the Sustainable Development Goals (SDGs), gender equality is an essential aspect of "leaving no one behind" of the 2030 Agenda. There is also a dedicated SDG on gender (SDG 5), and gender equality is considered an accelerator for achieving all the SDGs. SDG gender indicators crosscut climate indicators and vice versa. Therefore, linking climate change response to the sustainable development agenda requires an inclusive dual approach of both gender-responsive mitigation and adaptation measures to ensure progress already made in support of developmental gains can be protected, and that future efforts will not be undermined.

Furthermore, the Gender and Climate Forum of the World Climate Conference -3 (WCC-3) highlighted that the drivers and consequences of climate change are not gender neutral, that women and men are distinct carriers, providers and users of climate information. They are affected differently by climate impacts, and therefore benefit from more contextualized climate services and interventions for resilience. Hence it is important that process and systems that guide the formulation of plans, strategies and budgeting are gender sensitive and gender responsive to address the climate change related gender inequalities. These guidelines are key when it comes to addressing gender disparities in the climate change and renewable energy strategies and policies, thus the basis for an analysis to address these disparities and gap.

Additionally, various international normative frameworks on gender calls for the need to mainstream gender in all sectors including climate change. These instruments include the Convention on the Elimination of Discrimination Against Women (CEDAW), The Beijing Platform for Action, the United Nations Resolution 1325 (2000) on Women, Peace and Security, the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (2003), The Solemn Declaration on Gender Equality in Africa (2004), the SADC Protocol on Gender and Development and the African Union Gender Policy (2013).

At national level, policies and strategies have been developed to guide national response measures in addressing the impacts of climate change. These include the Zimbabwe National Climate Change Response Strategy (2014) and the National Climate Policy (2018). Although the gender dimensions of strategies contained therein need to be further strengthened, these policies acknowledge that climate change exacerbates the gender dimensions of vulnerability which arise from existing social inequalities and gendered divisions of labour. The National Climate Change Response Strategy has a strategic objective on mainstreaming gender, children and youth, people living with HIV and AIDS and other vulnerable groups into all climate change interventions. The policy strategies are: to mainstream climate change in policies for the vulnerable groups with their active participation at every level; strengthen the adaptive capacity of the vulnerable groups, enhance provision of early warning systems on droughts, floods and disease outbreaks to vulnerable groups; and ensure a coordinated approach in providing them with emergency services.

The National Gender Policy (2017) has a specific thematic area on gender and climate change and promotes the mainstreaming of gender in environmental and climate change policies and strategies. It recognises that women, in particular, are vulnerable to the impacts of climate change. The key strategies proposed in the Policy are anchored on increasing gender responsiveness in national policies and strategies on climate change adaptation. National Youth Policy (2018) seeks to empower young people by creating an enabling environment and marshalling the resources necessary to undertake programmes. The aim is to develop young people's mental, moral, social, economic, political, cultural, spiritual and physical potential fully in order to improve their quality of life. Its focus on eradication of poverty and all forms of social and economic exclusion of the youth makes it important for promoting livelihoods and human wellbeing.

This climate change Gender Action Plan will therefore assist government and other stakeholders to unite and turn all the above commitments into action.

9. THE CASE FOR GENDER EQUALITY

There is need to consider gender equality issues in all climate change adaptation and mitigation actions. If gender perspectives are disregarded, the existing inequalities are more likely to be reinforced thus limiting opportunities for sustainable progress including for enhancing adaptive capacities. Furthermore, to achieve sustainable management of the environment there is need for measures that include all different population groups, including women, to adapt to climate change and strengthen their resilience to climate change risks and shocks. A gender inclusive approach ensures that marginalized groups, including women and youth, play an important role in climate change adaptation and mitigation because of their roles in core sectors that impact climate change.

Gender inequality continues to be one of the world's strongest markers for disadvantages and vulnerability to climate change. In the context of climate change, as the fourth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) affirmed, gender will be among one of the chief socio-economic factors that determines vulnerability to climate change impacts. These individual and collective conditions are shaped by many factors, among which gender plays a key role. Gender-based vulnerabilities do not derive from a single factor but reflect historically and culturally specific patterns of relations in social institutions, culture and personal lives. Women, children and the youth are more vulnerable to the impacts of climate change as they are more dependent on natural resources for subsistence farming and livelihoods, and energy. Their limited access to productive resources combined with their disadvantaged position in society increases their vulnerability to climate change induced distress including air pollution. Often, women and their socially and culturally constructed roles and responsibilities are overlooked, undervalued, or even denied. This is especially true of the economic sector where women have limited, or restricted, access to resources, leading to differences in benefits derived from their use.

Despite some successes and development of a number of policies, strategies and programme interventions at all levels, deeply entrenched gender inequalities continue to persist, along with poor implementation of gender policies which could act as a deterrent to growth, economic development, employment creation and poverty eradication. Climate change threatens to exacerbate all types of inequalities and inequities—gender among them. Many development projects perform below their potential, because inequalities in the distribution of wealth, income, skills and employment amongst women and men. These are not identified from the outset, perpetuating the impact on a community's overall well-being. Striving for greater gender equality is beneficial to economies and communities as it represents smart economics, enhances productivity, and improves other development outcomes, including prospects for the future generations.

Realising gender equality means women and men are equally able to access and employ the full spectrum of their human rights—which is imperative for justice, in and of itself. Everywhere around the world, it is a prerequisite for an equitable and sustainable world. Driving economic, social, political and environmental transformation is another key opportunity and outcome of advancing gender equality. From household to corporate levels, women's full and equal participation and empowerment, and their access to and control of spaces and resources, allows for multifold benefits to the global community. It is therefore imperative to make gender considerations in all climate change actions. Gender mainstreaming through the development of gender specific actions plans and strategies is thus the primary methodology by which to integrate a gender approach into development and environmental efforts. The importance of the climate change GAP can be summarized through the following themes:

Harnessing the demographic dividend: Women, as well as men, significantly contribute to combating climate change as knowledgeable small-scale farmers and leaders of climate-change adaptation and mitigation initiatives. Women and the youth constitute the greater proportion of Zimbabwe's population and leaving them behind in environment and climate change processes means leaving the largest population behind. The proportion of the male to female population was 48% and 52% respectively with 60.2% of the population being under 25 years.¹

Gender and the Economy: There is an intrinsic link between poverty, women's agricultural production, sustainability, food security, the environment as well as climate change. 86% of the rural population (of which 52% are women) live below the poverty line. The poverty indicators, such as the Human Development Index (HDI)² and the estimated Gross National Income (GNI)³ per capita are lower for females (0.496) compared to men (0.535).⁴ Similarly, GNI per capita was lower for females at US\$1,360, compared to men at US\$1,822.

- Women in Zimbabwe are mostly found in lower paid, irregular and informal employment which, are prone to the vagaries of climate change.
- Approximately 80% of women in rural areas live in the communal areas, and provide 70% of the labour in agriculture and 60% of the women directly produce agricultural commodities. Whilst men largely make decisions on the cash crops grown and marketed, women are responsible for ensuring food and nutrition security for the household. More women than men depend on the environment in order to execute their gendered roles that include household provision of water and energy.
- Women have limited access to productive resources including land and capital. These inequalities in access to productive resources and assets are key factors in determining vulnerability, and how women or communities cope with, adapt to, and recover from climate change events.
- Women are vulnerable to climate change hazards. In cases of drought, women's economic positions are affected adversely because they tend to adopt depletive asset stripping strategies to meet the immediate needs of the family. Traditionally, women control small livestock and these are the first to be sold when a climate related hazard occurs, primarily because small livestock are considered as quick and easy to sell off and often men are reluctant to de-stock as such climate related hazards such as droughts, and frequent prolonged dry spells and floods, are more disempowering to women than men.

Women representation in climate change decision-making processes: The low representation of women constrains their ability to meaningfully participate in climate change decisions, adaptation and mitigation initiatives. It renders them less able to influence policies, programmes and decisions that impact their lives. The limited participation of women in policy decision making can also address the lack of sex disaggregated data common in climate change management, mitigation and adaptation which often leads to an underestimation of women's roles and contributions. This situation results in gender-blind climate change related policies and programming, which does not take into account the gender differentiated roles of both women and men (i.e. their distinct needs, constraints and priorities).

¹ Zimbabwe 2017 Intercensal Demographic Survey (ICDS)

² HDI is a summary measure of average achievement in key dimensions of human development such as a long and healthy life, being knowledgeable and having a decent standard of living.

³ GNI is the value of all goods and services produced by nationals whether in a country or outside over a specific period of time.

⁴ UNDP (2017).

The Gender Burden of Work: Various manifestations of climate change, such as drought, exacerbate fuelwood and water scarcity add more to the domestic burdens of women than to those of men. As a cultural norm, women's responsibility at household level is to secure water, food and energy for cooking and heating (reproductive roles). Increased drought occurrences, reduced rainfall and shortening of rainy seasons as well as deforestation make it harder to secure these resources. A lot of women are forced to walk longer distances in search of water and firewood. This leads to time poverty and has negative effects upon their health.⁵ The time pressures (time poverty) on women in rural areas also often mean they have fewer hours to spend on productive, income generating livelihood activities than men do.

Limited access to ICT services and equipment: Limited accessibility to media means that women are not able to make informed decisions about issues that affect their lives. It means they have less access to information on existing socio-economic opportunities that they can tap into to improve their livelihoods and enable their participation in development and climate related activities including early warning systems and appropriate climate related livelihood decisions that may guide their agricultural decision making.

⁵Adger, 2000.

10. PRIORITY AREA A: ENERGY

Strategic Objective	Strategic Activities	Deliverables/outputs/ Indicators	Time Frame					Responsible Institutions collaborating institutions	Inputs where applicable Cost
			Y1	Y2	Y3	Y4	Y5		
A1. To Empower women to advance in the production and use of sustainable and alternative sources of Energy (solar, efficient cookstoves and biogas)	<ul style="list-style-type: none"> Capacity building of communities (women and youths) on design, manufacturing, installation, operation, maintenance and repair of Energy Technologies (ETs). 	<ul style="list-style-type: none"> Number of training undertaken Number of women and youth in local communities capacitated and trained in alternative energy technologies. 						<ul style="list-style-type: none"> MoECTHI MoEPD MoWCSMED MOFED DEPARTMENTS AND PARASTATALS NGOS/DEVELOPME NT PARTNERS PRIVATE SECTOR RESEARCH AND ACADEMIC INSTITUTIONS I/NGOS/DEVELOPMENT PARTNERS/CSOs THINK TANKS ON ENERGY 	
	<ul style="list-style-type: none"> Develop inclusive business models in order to increase market access by women and youth entrepreneurs 	<ul style="list-style-type: none"> Number of renewable sources of energy promoted to women groups 							
	<ul style="list-style-type: none"> Train women (raise awareness) on existing best practices on the use of alternative sources of energy, (solar, cookstoves and biogas) replacing logging and production of charcoal, Incentivize and promote green Energy initiatives/and alternative sources of Energy such as efficient cook 	<ul style="list-style-type: none"> Percentage of women and men participating in design, manufacturing, installation, operation, maintenance and repair of renewable and alternative energy technologies Amount of profit generated in the hands of women through production of alternative energy technologies 							

	<p>Stoves, solar power and biogas through financing subsidies</p>					
<p>A2. To increase the availability of diversified energy technology options that are commercially viable</p>	<ul style="list-style-type: none"> - Research on efficient cookstoves models (investigate the efficient Cookstove value chain and the inclusion of women in the value chain and select the most appropriate for the country) - Conduct market research to understand adoption drivers of ETs (cookstove-efficiency) and biogas-renewables), including gender specific drivers - Train women builders in the construction of biogas digesters so that they can construct digesters for a fee - Sensitisation and awareness 	<ul style="list-style-type: none"> - Number of investments in gender sensitive in clean energy sources - Number of awareness campaigns conducted - Increase in the adoption of ETs - No. of AETs promoted and their positive implication on health (decrease in IMR, MMR, COPD, ARI) 			<ul style="list-style-type: none"> - MoECTHI - MoEPD - MoWCSMED - MOFED - DEPARTMENTS AND PARASTATALS - NGOS/DEVELOPME - NT PARTNERS - PRIVATE SECTOR - RESEARCH AND ACADEMIC INSTITUTIONS - I/NGOS/DEVELOPMENT PARTNERS - THINK TANKS ON ENERGY 	

	<p>raising to energy saving cook stoves.</p>						
<p>A3. To increase investment in gender-sensitive energy solutions</p>	<ul style="list-style-type: none"> - Support women and youths to access finance for off-grid energy saving technologies production and acquisition (solar power, cook stoves and biogas) - Forge public-private-civil society partnerships in clean energy technologies - Invest in off-grid green sources of energy for domestic use benefiting women - increase investment in gender-sensitive energy solutions through the budgets, investors and policy that stimulate investment in energy 	<ul style="list-style-type: none"> - Number of women and youth owned enterprises/SMEs in off grid technologies supported. - Resources allocated to green energy financing for SMEs - Size and number of investments made in the green energy sector benefiting women and youth. - No. of women entrepreneurs benefitting from subsidies and financial support - No. of successful new start-ups in the hands of women - Economic benefits (reduced costs of mass transport) - Physical and social benefits 					

	<ul style="list-style-type: none"> - Invest in mass transport and installation of solar street lighting systems - Formation of gender sensitive community share ownership trusts/ associations/cooperative participating in green energy technologies and investments 	<p>(reduced GBV and perceived safety) especially in urban areas</p> <ul style="list-style-type: none"> - Number of green energy share ownership trust/associations/cooperatives in green energy. 				
<p>A4. To strengthen the gender mainstreaming capacity of institutions in the energy sector</p>	<ul style="list-style-type: none"> - Conduct a gender audit to assess the level of climate change and gender mainstreaming in energy institution structures and policies - Train the officials to mainstream climate change and gender in energy policies, programmes and projects - Develop climate change and gender sensitive implementation strategies and action plans for implementation of energy sector policies 	<ul style="list-style-type: none"> - Number of Gender audits and capacity needs assessments reports - Number of gender mainstreaming trainings conducted by officials - Policy implementation strategies produced - Gender action plans for the energy sector produced 				<ul style="list-style-type: none"> - MoECTHI - MoEPD - MoWCSMED - MOFED - DEPARTMENTS AND PARASTATALS - NGOS/DEVELOPME - NT PARTNERS - PRIVATE SECTOR - RESEARCH AND ACADEMIC INSTITUTIONS - I/NGOS/DEVELOPMENT PARTNERS - THINK TANKS ON ENERGY

11. PRIORITY AREA B- IPPU

Strategic Objective	Strategic Activities	Deliverables/ outputs/ Indicators	Time Frame					Responsible Institutions and collaborating institutions	Inputs where applicable and Cost
			Y 1	Y 2	Y 3	Y 4	Y 5		
B1. To mainstream gender in climate change mitigation and adaptation in the IPPU sector	<ul style="list-style-type: none"> - Develop business model to increase the inclusion of women and youths in the IPPU value chain- e.g. women and youths as suppliers of raw materials such as recycled materials 	<ul style="list-style-type: none"> - Number of women and youths in green jobs - Increased income for women's businesses in the value chains for IPPU sector. 						<ul style="list-style-type: none"> - MoECTHI - MoIC - MoWCSMED - MoEPD - PRIVATE SECTOR - SMES - MoHEST - PRIVATE SECTOR 	
	<ul style="list-style-type: none"> - Strengthen women and youths entrepreneurial, business and technical skills in the green industry 	<ul style="list-style-type: none"> - Proportion of women and youths in SMEs trained in entrepreneurial, business and technical skills in the green industry 							
	<ul style="list-style-type: none"> - Review and develop integrated toolkit packages and identify training providers or knowledge partners to assist in building the capacity of youth and women owned SMEs to cope with resource efficient issues related to water, energy and waste 	<ul style="list-style-type: none"> - Toolkit packages developed - Number of trainings conducted 							

<p>B2. To establish database on climate smart industries and service</p>	<ul style="list-style-type: none"> - Conduct an inventory of gender and youth owned SMEs (industries and services) - Integrate registering and monitoring of women and youths owned existing and new, climate smart industries and services within existing business registration system - Undertake needs assessment on the state of eco-efficiency (environmental resource and economic efficiency) in youth and women led SMEs 	<ul style="list-style-type: none"> - An inventory/register/map of women and youths owned businesses by provinces and location - number of women and youths climate smart business registered. - A needs assessment report on the state of co-efficiency on youths and women led SMEs 				
<p>B3. To enhance public-private partnership climate smart investment promotion for women and youths</p>	<ul style="list-style-type: none"> - Develop policies that promote PPP to increase investments in the development of climate smart technologies products and services by youth and women owned SMEs/enterprises. - Forge partnerships with industry, academia and research organization on R &D of climate smart technologies and products 	<ul style="list-style-type: none"> - number of policies/policy instruments on smart technologies produced - Number of research products on climate smart technologies and products produced, adapted and marketed 			<ul style="list-style-type: none"> - MoECTHI - MOWCSMED - MOFED - MoIC - PRIVATE SECTOR - SMES - RESEARCH INSTITUTIONS 	

B4. To strengthen the gender mainstreaming capacity of institutions in the IPPU sector	<ul style="list-style-type: none"> Conduct a climate change and gender audit to assess the level of climate change and gender mainstreaming in IPPU institutions, structures and policies including SMEs 	<ul style="list-style-type: none"> Gender audit and needs assessment reports produced Number of women in the senior positions in the IPPU 					<ul style="list-style-type: none"> MoIC MoECTHI MoWCSMED MoEPD PRIVATE SECTOR SMES 	
	<ul style="list-style-type: none"> Train the officials to mainstream gender and climate change in IPPU policies, programmes and projects 	<ul style="list-style-type: none"> Number of gender mainstreaming trainings conducted Proportion of officials trained 						
	<ul style="list-style-type: none"> Mainstream gender strategies and action during planning and budgeting 	<ul style="list-style-type: none"> Strategies and plans produced Percentage of budget benefiting women Actions and strategies in the annual strategies 						

12. PRIORITY AREA C- AFOLU

Strategic Objective	Strategic Activities	Deliverables/ outputs/ Indicators	Time Frame					Responsible Institutions and collaborating institutions	Inputs and where applicable Cost
			Y 1	Y 2	Y 3	Y 4	Y 5		
C1.To implement capacity building programmes on local level food and seed management	- Documentation and dissemination of Traditional knowledge systems about preserving food and seeds	- Number of material produced and disseminated						- MoECTHI - MoLAFWR - MoEPD - MoWCSMED - AFOLU NODAL SECTORS LOCAL COMMUNITIES - NGOS - NATIONAL GENE BANK - MoHEST	
	- Enhance extension services on farming systems that encourage crop diversification including the cultivation and consumption of indigenous and more drought tolerant food crops such as millet sorghum and sweet potatoes	- Intellectual property protection registered on indigenous knowledge systems							
	- Conduct research on new crops and multiple stress varieties	- Increased production and yields (or area under) of indigenous and more drought tolerant food crops such as millet sorghum and sweet potatoes							
	- Domestication of traditional wild crops (traditional fruit trees and vegetables	- Number of new crop varieties tailored to local conditions							
		- Number of varieties of orphan crops maintained							

<p>C2. To promote gender responsive climate smart agricultural technologies particularly for women farmers</p>	<ul style="list-style-type: none"> - Establishment of youth owned enterprises of seed breeders and distributors at local level (community seed banks) - Conduct participatory research in seed conservation and multiplication - Disseminate information and promote technologies that promote sustainable agricultural practices such as conservation agriculture (pfumvudza) solar irrigation equipment for water pumping 	<ul style="list-style-type: none"> - Number of community seed banks managed by women and youth established - Number of women led seed breeders enterprises established - Income generated from seed breeding and distributing enterprises at local levels - Proportion of women and youth involved in participatory research in climate adaptation and mitigation (water harvesting, technology in crop processing and production) - Number of stress tolerant varieties disseminated for use by farmers by gender - Number climate smart equipment and practices adopted by women - Number of IEC materials on CSA produced and disseminated 					<ul style="list-style-type: none"> - MoECTHI - MoLAFWR - FORESTRY COMMISSION - MoWCSMED - NGOS/DEVELOPME 	
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<ul style="list-style-type: none"> - Enhance investments in water harvesting infrastructure including infield water harvesting - Facilitate the training and /or dissemination of Agriculture mechanization technologies amongst women and men - Contact research, development and deployment of clean technologies for food processing, such as solar fruit and vegetable driers by women - Contact capacity building programmes for communities or farmers to use alternative energy technologies including those that use renewable biomass and biomass waste as fuel. 	<ul style="list-style-type: none"> - Number and type of water harvesting infrastructure (including water pumping technologies) - penetration rate of climate smart technologies - acceptance of climate smart technologies by gender - number of women developing and using food processing technologies created - Type of food processing technologies used by women - Number and type of alternate energy technologies in crop production and processing used by women - number of people trained in renewable biomass energy technologies - Amount of biomass converted to energy (proportion of biomass in the energy mix at local level /energy units) 							<p style="text-align: center;">NT PARTNERS</p>
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C3. To increase Capacity of research, education and extension services with respect of gender and climate change	<ul style="list-style-type: none"> - Documentation and dissemination of IKS in weather and climate forecast - Create community climate information centers to enable women farmers to access climate information - Provide existing agricultural extension officers with modern ICTs linked to climate and weather monitoring systems for the benefit of farmers. Prioritise the training of women and youths in agricultural extension services - Improve existing farmer training centres (to include training gender, technology and climate change) - Expose research officers to forecasts and use climate data in order to enable them to conduct research informed by climate data 	<ul style="list-style-type: none"> - Number of research, education and extension officers accessing climate information (long term, midterm and short term forecasts) - Number of extension officers with modern ICT devices - Number of women accessing information on climate and weather and extension services - Number of training centres improved - Number and type of adaptation technologies in use by gender - Number of agricultural research officers trained in Climate change, climate smart agriculture and gender 									

<p>C4. To building on youth and women funding mechanisms, to increase access to women and youth farmers to be climate resilient</p>	<ul style="list-style-type: none"> - Take audit of CSA technologies - Take audit of CSA IEC materials and Publication 	<ul style="list-style-type: none"> - Number of and type of adaptation and mitigation technologies in use by gender by district - Number of key players in CSA and gender by category - Number of projects on CSA and beneficiaries by gender - Number of CSA manuals developed in Zimbabwe - Number of scientific papers on CSA and gender published. 				
<p>C4. To building on youth and women funding mechanisms, to increase access to women and youth farmers to be climate resilient</p>	<ul style="list-style-type: none"> - Mainstreaming climate resilience in the existing women and youth funding mechanisms through strengthening or creating gender policies - Disseminate information regarding funding for women and youth farmers. 	<ul style="list-style-type: none"> - Number of gender policies/mainstreaming tools in funding mechanisms - Number of farmers trained in financial literacy - Amount of fund disbursed to women and youth farmers - Number of IEC material produced and disseminated 				

<p>C6. To strengthen forest and land tenure rights</p>	<ul style="list-style-type: none"> - Institute legal frameworks that reflects forests' multiple uses and diverse users' rights 	<ul style="list-style-type: none"> - Legal frameworks addressing tenure rights in place - Reviewed agroforestry country strategy to include gender issues - Number of new gender sensitive regulations in forest protection, monitoring, equal user rights and benefit sharing, as well as resource management in place 				<ul style="list-style-type: none"> - MoECTHI - MoLAFWR - MoWCSMED - FORESTRY - COMMISSION - NGOS - COMMUNITIES 	
<p>C7. To design equitable benefit-sharing mechanisms</p>	<ul style="list-style-type: none"> - Laws that recognize community-based tenure, including specific provisions for women - Carry out research that will enable the Country to benefit from future REDD++ mechanisms by determining the carbon sequestration capacity of various indigenous species by age, ecology and spacing while taking into account the effects of climate variables. - Equitable payments for environmental services and REDD+ initiatives 	<ul style="list-style-type: none"> - Contracts (related to concessions, PES schemes, REDD+ efforts) signed by both men and women - research on carbon sequestration capacity completed - Increased area under sustainable forestry management owned by women 				<ul style="list-style-type: none"> - MoECTHI - MoLAFWR - MoWCSMED - FORESTRY - COMMISSION - NGOS - COMMUNITIES 	

<p>C9. To strengthen women's access to credit and value chains for forest-related activities and enterprises</p>	<ul style="list-style-type: none"> - Conduct exchange visits among women's forest-related groups - Provisioning community tree nurseries with seeds and seedlings targeted to women's and men's needs - Training of women and youths in harvesting and processing technologies for forest products, such as grasses, teas, herbs, cosmetics, medicinal, aromatic plants, sustainable charcoal, honey 	<ul style="list-style-type: none"> - Number of exchange visits of women forest related groups - Number of Women managed nurseries and woodlots - Number of training done to women and youth on management of non-timber products - Increased income and value for women in the marketing and use of non-timber products 					<p>COMMISSION - NGOS - COMMUNITIES</p>
<p>C9. To strengthen women's access to credit and value chains for forest-related activities and enterprises</p>	<ul style="list-style-type: none"> - Support for collective action (such as forest user groups and NTFP marketing groups) - Interventions introducing labor-saving technologies that free up women's time (such as nut cracking machines, trees for fodder and woodfuel, energy effect 	<ul style="list-style-type: none"> - Number of credit facilities available for women and youths - Number of labour saving technologies adopted for use by women - Number of forest based enterprises set up by women 					<p>MoECTHI - MoLAFWR - MoWCMSMED - FORESTRY COMMISSION - NGOS - COMMUNITIES - FINACIAL - INSTITUTIONS</p>

C10. To build knowledge and skills on sustainable forest management of women	<ul style="list-style-type: none"> Provide equitable training opportunities to meet the diverse needs and constraints (such as agroforestry techniques, beekeeping, business skills development) 	<ul style="list-style-type: none"> Number trained by gender 						<ul style="list-style-type: none"> MoFED CSO/DEVELOPMENT PARTNERS
	<ul style="list-style-type: none"> Awareness campaigns highlighting forest-related opportunities for women and men (including NTFPs) 	<ul style="list-style-type: none"> Number of active campaigns on forest related opportunities for women on advertising media 						
	<ul style="list-style-type: none"> Targeted training of female forest advisory services/ extension personnel (including female "lead" forest advisors/facilitators) 	<ul style="list-style-type: none"> Number of training targeting female extension personnel/ advisors and facilitators 						
	<ul style="list-style-type: none"> Supporting indigenous knowledge (mostly kept by women) with scientific knowledge 	<ul style="list-style-type: none"> Amount of Indigenous knowledge documented 						
C11. To build capacity of women and men on appropriate livestock breeds programmes	<ul style="list-style-type: none"> Documentation and dissemination of Traditional knowledge systems in vet botanical medicine 	<ul style="list-style-type: none"> Number of bio vet medicines developed Type of extension services encouraging livestock diversification 					<ul style="list-style-type: none"> MoECTHI MoLAFWR FORESTRY COMMISSION MoWCSMED NGOS/DEVELOPMENT PARTNERS 	
	<ul style="list-style-type: none"> Enhance extension services on 							

<p>C1.2. To improve livestock production and management by women farmers</p>	<ul style="list-style-type: none"> - farming systems that encourage livestock diversification for men and women farmers 	<ul style="list-style-type: none"> - Increase number of women farmers diversifying into livestock production 						<ul style="list-style-type: none"> - MoECTHI - MoLAFWR - MoWCSMED - NGOS - CSOs/DEVELOPME - NT PARTNERS - COMMUNITIES
	<ul style="list-style-type: none"> - Mainstream gender issues at household level to promote access, control and ownership concepts 	<ul style="list-style-type: none"> - Number of community gender awareness raising workshops 						
	<ul style="list-style-type: none"> - Audit number and type of livestock (activity data) across provinces 	<ul style="list-style-type: none"> - Audit report on number and type of livestock including ownership 						
	<ul style="list-style-type: none"> - Conduct research on suitable breeds in view of climate change for men and men farmers 	<ul style="list-style-type: none"> - Research on animal breeds adapted to climate change 						
	<ul style="list-style-type: none"> - Intensify research and extension of fodder production and conservation 	<ul style="list-style-type: none"> - Participatory research papers on fodder production and conservation 						
	<ul style="list-style-type: none"> - Increase number of irrigation schemes growing fodder crops 	<ul style="list-style-type: none"> - % increase of areas on fodder crops 						
	<ul style="list-style-type: none"> - Capacity building of research and extension officers in estimating GHG emission from livestock herds 	<ul style="list-style-type: none"> - Number of training on GHG emissions from livestock 						

<ul style="list-style-type: none"> - Train the officials to mainstream gender and climate change in AFOLU policies, programmes and projects 	<ul style="list-style-type: none"> - Mainstream gender and CSA indicators in planning and monitoring at departmental level 	<ul style="list-style-type: none"> - Proportion of officials trained in gender mainstreaming 			
<ul style="list-style-type: none"> - Audit and analysis of CSA and gender gaps in policy, planning and monitoring documents 	<ul style="list-style-type: none"> - Number of workshops and training sessions held in CSA, gender and GHG 	<ul style="list-style-type: none"> - Number and type of documents including gender and CSA indicators - Creation of Climate smart agriculture technologies database disaggregated by gender 			
<ul style="list-style-type: none"> - Create awareness on GHG, activity and emission data for research and extension 	<ul style="list-style-type: none"> - Training in IPCC guidelines 	<ul style="list-style-type: none"> - Number of officers trained in activity and emission data collection - Number of officers trained in IPCC guidelines 			

13. PRIORITY AREA D: WASTE

Strategic Objective	Strategic Activities	Deliverables/ outputs/ Indicators	Time Frame					Responsible Institutions and collaborating institutions	Inputs where applicable Cost
			Y 1	Y 2	Y 3	Y 4	Y 5		
D1. Capacity Building of key stakeholders in integrated solid waste management and gender	<ul style="list-style-type: none"> Training to policy makers of the public sector and the local authorities 	<ul style="list-style-type: none"> Proportion of women and youth trained Gender sensitive policies and programmes Improved enforcement of waste management legislation 						<ul style="list-style-type: none"> MOECTH EMA LOCAL AUTHORITIES INDUSTRIES SMES NGOs/DEVELOPME NT PARTNERS LOCAL COMMUNITIES (women and youths) 	
	Strengthen small and medium solid waste management enterprises owned by women and youths	<ul style="list-style-type: none"> Proportion of women and youths participating in waste recycling and composting 							
	Promote the participation of women and youths in waste management enterprises/SMEs	<ul style="list-style-type: none"> Number of women enterprises in waste management Increased income from women and youths owned waste management enterprises Number of green jobs created in the waste sector 							
	Production of knowledge products and awareness raising on integrated solid waste management	<ul style="list-style-type: none"> Reduced quantities of waste generated at household level 							

D2. To mainstream gender in the formulations and implementation of policies, laws and bylaws around integrated solid waste management	Formulation of an integrated system of solid waste management in local authorities including update of gender sensitive bylaws and waste policies	<ul style="list-style-type: none"> - Gender sensitive developed or updated - By-laws 						<ul style="list-style-type: none"> - MOECTH - EMA - LOCAL AUTHORITIES INDUSTRIES - SMES - LOCAL COMMUNITIES
	Consultation and involvement of women in policy formulation, programmes and projects on waste management at local levels	<ul style="list-style-type: none"> - Proportion of women involved in the formulation of policies on integrated waste management - Number of women owned waste management projects initiated 						
D3. To strengthen the gender mainstreaming capacity of Institutions in waste management	Conduct a gender audit to assess the level of gender mainstreaming in waste management institutions, structures and policies.	<ul style="list-style-type: none"> - Gender audit and needs assessment produced - Number of women in the senior positions in the waste management sector 					<ul style="list-style-type: none"> - MOWCSMED - MOECTH - EMA - LOCAL AUTHORITIES INDUSTRIES 	
	Train the officials to mainstream gender and climate change in Waste management policies, programmes and projects	<ul style="list-style-type: none"> - Proportion of officials trained in gender mainstreaming - Post training evaluation report for measuring evaluation of training - Proportion of women an youths participation in policy and programmes formulation 					<ul style="list-style-type: none"> - SMES - LOCAL COMMUNITIES RESIDENTS/ AND RESIDENTS ASSOCIATIONS - WASTE PICKERS 	
	Develop gender sensitive implementation strategies and action plans for implementation of Waste sector policies	<ul style="list-style-type: none"> - Strategies and plans produced - gender mainstreaming tools and guidelines produced 						

14. PRIORITY AREA E- CROSS CUTTING ISSUES (Gender and Climate Change Mainstreaming)

Strategic Objective	Strategic Activities	Deliverables/outputs/ Indicators	Time Frame					Responsible Institutions and collaborating institutions	Inputs and where applicable Cost
			Y1	Y2	Y3	Y4	Y5		
1. CAPACITY-BUILDING, KNOWLEDGE MANAGEMENT AND COMMUNICATION									
To enhance the understanding and expertise of stakeholders on the systematic integration of gender considerations and the application of such understanding and expertise in the thematic areas and in policies, programmes and projects .	<ul style="list-style-type: none"> – advocacy , training and technical assistance to enhance capacity of stakeholders at national and local level to integrate gender and climate change in policies plans, budgets, technology and decision-making – facilitate that national strategies for climate induced disaster management and risk reduction and coping mechanisms are gender responsive – advocate for gender balance in climate change and NDC sector institutions 	<ul style="list-style-type: none"> – ToT at national level – Number of outreach activities/workshops on GM and CC – Number of women and men trained in Gender and CC – Gender responsive climate policies/ strategies/plans at national or sectoral level – Gender sensitive policies/ implementation plans – Guidelines for inclusion of gender in NAPs – gender balance in institutional frameworks 							
							<ul style="list-style-type: none"> – MoECTHI – MoWCSMED – MoFED – CSOS – All Government Sectors 		

<p>To enhance systematic integration of gender sensitive and participatory education, training, public awareness, public participation and public access to information from national to local level, into all mitigation and adaptation activities</p>	<ul style="list-style-type: none"> - Development and implementation of a climate change communication strategy that is gender sensitive - Promote the use of innovative communication tools (e.g. social media) to effectively communicate to the public especially in rural areas - Production and dissemination of knowledge products on climate change and gender 	<ul style="list-style-type: none"> - Gender sensitive Communication strategy - Number of public awareness activities - Knowledge products 	<ul style="list-style-type: none"> - MoECTHI - MoWCSMED - MoFED - AFOLU - IPPU - WASTE - ENERGY - CSOs - MEDIA 	
<p>To Strengthen the evidence base and understanding of the differentiated impacts of climate change on men and women and the role of women as agents of change and on opportunities for women</p>	<ul style="list-style-type: none"> - Capacity-building of stakeholders to collect, analyse and apply sex-disaggregated data - Promote the functioning of the gender statistics committee under the ZIMSTAT 	<ul style="list-style-type: none"> - Availability of sex disaggregated data on climate change thematic areas - reviewed gender and climate change indicators to reflect current data needs including in priority NDC sectors 	<ul style="list-style-type: none"> - MoECTHI - MoWCSMED - ZIMSTAT - GENDER STATISTICS COMMITTEE - 4 NDC sectors 	

15. GENDER BALANCE, PARTICIPATION AND WOMEN'S LEADERSHIP					
To organize and conduct initiatives for capacity-building training in leadership, negotiation and facilitation and chairing of negotiation for women delegates, to enhance women's participation in the UNFCCC process	– Orientation and mentoring sessions to women delegates	Number of training/orientation sessions of women at various levels			– MoECTHI – MoWCSPMED – PARLIAMENT-WOMEN'S CAUCUS AND COMMITTEE ON WOMEN AFFAIRS, COMMUNITY AND SME DEVELOPMENT – GENDER COMMISSION – CSOs – WOMEN COMMUNITY LEADERS
	– Organize trainings/orientation for government, CSOs on gender mainstreaming/ climate change nexus	Effective participation of women delegates in climate change dialogues			
To support the setting up of travel funds as a means of supporting to the equal participation of women in all national delegations at UNFCCC sessions, as well as funds to support the participation of grass-roots local and indigenous communities	– Setting up of the Women Delegates Fund	– Budgets reflective of support to women's participation			– MoECTHI – MoWCSPMED – MoFED – PARLIAMENT – FUNDING INSTITUTIONS – GENDER COMMISSION – CSOs
	– Facilitate equitable selection and participation of women delegates	– Number of women delegates – Publications/knowledge products that feature women delegates			

<p>To create an inclusive platform for Local communities (especially women, those with disabilities and youths) dialogues on issues of climate change and NDCs</p>	<ul style="list-style-type: none"> Develop and facilitate formal and non-formal education and training programmes on Climate change Facilitate exchange learning programmes to train local facilitators/experts 	<ul style="list-style-type: none"> Dialogues platforms for various stakeholders Gender and Climate change mainstreamed in curriculum Number of exchange visits 	<ul style="list-style-type: none"> MoTEHI MoWCSMED MoPSE MoHEST VOCATIONAL TRAINING CENTRES COMMUNITY GROUPS/ASSOCIATIONS 	
COHERENCE				
<p>To create a gender sensitive functional, transparent and democratic structures on climate change and gender mainstreaming in the country (national and local level)</p>	<ul style="list-style-type: none"> Conduct institutional capacity needs assessment of the national machinery line ministry officials for promoting gender equality and climate change Develop environmental gender mainstreaming guidelines and procedures/tools for use in the line ministries and in particular the 4 NDC sectors Mentoring and coaching 	<ul style="list-style-type: none"> Capacity needs assessment report Number of capacity development materials Convergence of roles for Gender focal person and Climate change focal person Gender and climate change mainstreaming guidelines Number of training and mentoring of the set structure 	<ul style="list-style-type: none"> MoECTHI MoWCSMED ALL MINISTRIES PUBLIC SERVICE COMMISSION PROVINCIAL, DISTRICT AND WARD STRUCTURES ON CLIMATE CHANGE CSOs COMMUNITY GROUPS/ASSOCIATIONS 	

<p>To strengthen coordination of work on gender under the Convention and the Paris Agreement and other relevant United Nations entities and processes, in particular the 2030 Agenda for Sustainable Development, CEDAW and others as applicable</p>	<ul style="list-style-type: none"> Define and clarify the role and work of the gender focal person and climate change focal persons- find a convergence across all ministries (prioritizing the 4 NDC sectors) Strengthen accountability to international and regional instruments and obligations. 	<ul style="list-style-type: none"> Joint and collaborative activities Coordinated workplans and reporting on gender and climate change Joint meetings for planning review progress and reporting for regional and international obligations 	<ul style="list-style-type: none"> MoECTHI MoWCSMED GENDER COMMISSION OPC INTERMINISTRIAL COMMITTEE ON HUMAN RIGHTS-MINISTRY OF JUSTICE ALL GOVERNMENT MINISTRIES 	
GENDER RESPONSIVE CLIMATE FINANCING AND GENDER-RESPONSIVE IMPLEMENTATION AND MEANS OF IMPLEMENTATION				
<p>To Strengthen the capacity of key stakeholders in gender responsive budgeting into climate finance and increase access to Climate Financing for Climate change programmes</p>	<ul style="list-style-type: none"> Capacity building and advocacy on GRB and Climate change Resourcing of women fund to support women to participate in international meetings on climate change 	<ul style="list-style-type: none"> Number of training and advocacy activities Knowledge products on GRB and climate change budgets for gender responsive climate change actions in their sectors. Resources allocated to the women's fund 	<ul style="list-style-type: none"> MoWACSMED MoECTHI MoFED DEVELOPMENT PARTNERS NGOS FINANCIAL INSTITUTIONS (WOMEN'S BANK, EMPOWER BANK, SMEDCO, IDBZ) 	

<p>- Promote financial inclusion and access to finance by women engaged in adaptation projects at local level</p> <p>- Build capacity of women`s groups and organizations to understand and access climate financing</p>	<p>- Number of gender responsive programmes financed</p> <p>- Number of women who are banked in semi-formal/formal finance institutions</p>								<p>- LOCAL COMMUNITIES</p> <p>- 4 NDC Sectors</p>	
<p>To promote the deployment of gender-responsive technological solutions to address climate change, including strengthening, protecting and preserving local, indigenous and traditional knowledge and practices in different sectors.</p>	<p>- Promote the establishment of climate technology centres and networks in tertiary institutions (build on existing centres of excellence in tertiary institutions)</p> <p>- Forge public, private, and civil society partnerships on promoting climate change actions in the energy sector , AFOLU, IPPU and Waste management</p> <p>- Support promote women's and girls' full participation and leadership in science, technology, research and development through research grants</p> <p>- accelerating the involvement of women and youths in development and transfer of technology at all levels (entrepreneurs and</p>	<p>- Number of climate technology centres and networks established</p> <p>- Technologies initiated</p> <p>- Number of public, private, and civil society partnerships established</p> <p>- Number of women and girls participating in stem and climate smart technology issues in sectors such as energy and waste</p> <p>- Number women and youths in various technology value chains.</p>							<p>- MoWCSMED</p> <p>- MoECTHI</p> <p>- AFOLU</p> <p>- IPPU</p> <p>- ENERGY</p> <p>- WASTE</p> <p>- RESEARCH INSTITUTIONS-E.G. SIRDC AND HIT</p> <p>- VOCATIONAL TRAINING CENTRES COMMUNITIES</p> <p>- TRADITIONAL LEADERS</p>	

	<p>communities), in the 4 NDC sectors taking into account gender considerations</p> <ul style="list-style-type: none"> - research and document on indigenous knowledge systems and technologies in various sectors on adaptation, mitigation and resilience building to Climate change - training to merge traditional knowledge and modern technologies on tracking impacts of climate change and effects of mitigation measures (e.g. use of GIS maps to track deforestation) - Coordinate and support the development and implementation of community based environmental management plans that address gender concerns. - Popularize the green economy and carbon trading initiatives and other forms of energy and related technologies 	<ul style="list-style-type: none"> - knowledge products produced - I-stories- documented experiences from individuals or communities - Number of workshops - Knowledge products <p>Environmental managements plans produced (at all levels)</p> <p>Green projects initiated/ implemented</p>								
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<p>Support the collection and consolidation of information and expertise on gender and climate change in sectors and thematic areas as well as identifying experts on gender and climate change, as needed, and enhance knowledge platforms on gender and climate change</p>	<ul style="list-style-type: none"> - Set up an information hub on climate change (including 4 NDC sectors) and gender at the MoECTHI and at local level to benefit general public and researchers - Produce knowledge and information products on Climate change in general and NDC sectors in specific - Research and documentation climate and gender nexus for the 4 NDC sectors - Workshops/meetings to share knowledge and experiences mitigation and adaptation and technology on the 4 NDC sectors - Identify and capacitate local experts in gender and climate change - Carry out extensive and inclusive consultation of stakeholders especially women and youth in the development and implementation of policies related to the 4 NDC sectors 	<ul style="list-style-type: none"> - Information hub/library - Number of knowledge products - Number of research and knowledge products - Number of workshops - Number of local experts identified and capacitated - Number of policies reviewed and informed by women and youth stakeholders 	<ul style="list-style-type: none"> - MoWCSMED - MoECTHI - AFOLU - IPPU - ENERGY - WASTE - RESEARCH INSTITUTIONS-E.G. SIRDC AND HIT - VOCATIONAL TRAINING CENTRES - COMMUNITIES - ZGC 	<ul style="list-style-type: none"> - COMMUNITIES - MoWCSMED - MoECTHI - AFOLU - IPPU
<p>Engage women's groups and national women and gender institutions in the process of developing, implementing and updating climate policies, plans, strategies and action, as</p>				

appropriate, at all levels	<ul style="list-style-type: none"> – Prioritise women and youth groups in the mitigation and adaptation to climate change projects at local level 	Number of projects targeted at women and youths						<ul style="list-style-type: none"> – ENERGY – WASTE – VOCATIONAL TRAINING CENTRES 	
To Enhance the availability of sex-disaggregated data for gender analysis, taking into consideration multidimensional factors, to better inform gender-responsive climate policies, plans, strategies and action, as appropriate	<ul style="list-style-type: none"> – Review of gender indicators being collected for the NDC sectors for comprehensiveness and relevance. – Develop and enhance gender sensitive internal monitoring and evaluation system at the Ministry of Environment and promote its use to track gender mainstreaming in policies, plans and strategies 	Availability of sex disaggregated data on climate change thematic areas						<ul style="list-style-type: none"> – COMMUNITIES – CSOs – ZGC – MoWCSMED – MOECTHI – ZIMSTAT – GENDER STATISTICAL COMMITTEE 	
MONITORING AND REPORTING									
Link the Gender/NDC Sector to the national planning and reporting systems such as RBM	<ul style="list-style-type: none"> – Plan and compile reports that account for gender and climate change in all the selected NDC sectors 	Gender sensitive reports/communiqué to the UNFCC						<ul style="list-style-type: none"> – MOECTH – MOGCSMED – OPC – MOFED – PARLIAMENT 	
Strengthen the coordination mechanism for report compilation for budget, awareness raising	<ul style="list-style-type: none"> – Compile reports on gendered impacts of activities from the various NDC sectors and nodal industries/institutions 	<ul style="list-style-type: none"> – Gender sensitive plans and report – Political buy-in into issues of gender and climate change – Increased budget for projects and programmes 						<ul style="list-style-type: none"> – MOECTH – MOGCSMED – OPC – MOFED 	

<p>Strengthen the monitoring and reporting on women in leadership positions within the UNFCCC process in the context of the gender composition including through case studies</p>	<p>– Compile reports to UNFCCC that include; Information on the differentiated impacts of climate change on women and men, with special attention paid to local communities and indigenous peoples; Integration of gender considerations into adaptation, mitigation, capacity-building, Action for Climate Empowerment, technology and finance policies, plans and actions and Policies and plans for and progress made in enhancing gender balance in national climate delegations</p>	<p>addressing climate change and gender – Knowledge products – Gender Sensitive status report on Climate change – Case studies and I-stories</p>							<p>– PARLIAMENT</p>	<p>– MOECTH – MOGCSMED – OPC – MOFED – PARLIAMENT – MINISTRY OF JUSTICE AND PARLIAMENTARY AFFAIRS</p>	
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