



POLICY BRIEF

BEYOND WORDS

ADVANCING GENDER EQUALITY IN CLIMATE CHANGE POLICY AND PROGRAMMING IN VIETNAM



KEY POINTS

- Gender is increasingly recognised as a decisive factor in planning and implementing climate change interventions. Women’s workloads, their limited decision-making power, and unequal access to and control over resources can prevent Vietnamese women and men from adopting effective strategies to adapt to a changing climate.
- The Vietnamese Government has developed a comprehensive and ambitious policy framework on climate change and disasters, as well as on gender equality. More recently, a clear political commitment to addressing gender issues within the context of climate change has emerged.
- This high-level ambition has been translated into action, most notably on disaster preparedness and response. However, progress in many other sectors such as agriculture, forestry, natural resources management etc. is very limited and more action is needed.
- To translate ambition into impact and advance integrated gender and climate change policies and programming beyond words, **recommendations** are proposed for Vietnamese policy-makers, including:
 - elimination of gender stereotypes;
 - participatory gender mainstreaming and gender analysis;
 - quotas on women’s leadership and participation in decision-making;
 - expanded mandate of the Women’s Union;
 - gendered M&E and reporting;
 - institutionalising training on gender;
 - expert networks including male allies;
 - multi-stakeholder gender and climate change dialogues and reviews;
 - and advocacy and action at the regional and international level.

INTRODUCTION

Climate change is happening now across the globe. It impacts communities all over Vietnam and endangers the productivity and viability of people's livelihoods. It puts resources under pressure and undermines nationwide efforts on poverty reduction and socio-economic development.

Climate change is not gender-neutral nor gender-blind; the various ways it impacts people's lives and livelihoods and the responses to these impacts are greatly influenced by gender norms. Gender is increasingly recognised as a decisive factor in planning and implementing climate change and disaster risk reduction interventions. Recent publications have highlighted how issues such as women's workloads, their limited decision-making power in the household and public spheres, and unequal access to and control over resources can prevent Vietnamese women and men from adopting effective strategies to adapt to a changing climate.¹

Neither gender equality nor effective adaptation to climate change and disasters can be achieved without addressing how they impact each on the other.

It is therefore, necessary to simultaneously address the interconnected challenges of gender inequality and

climate change, by addressing gender-based barriers and adopting integrated approaches.

Under the *Community Based Climate Change Action Grants (CBCCAG) Program*² funded under the Australian Government, and through other projects that aim to increase community resilience to climate change³, NGOs have gained noteworthy experience and learning on addressing the gender-climate nexus. Working with diverse groups of women, men, girls and boys in partnership with local authorities, organisations tackled gender inequality through integrated interventions on climate risk assessment and planning, livelihoods, disaster preparedness, climate risk communication, and behavior change.

This policy brief builds on that learning and further analysis. It provides a needed update to the 2012 United Nations Vietnam - Oxfam policy brief *'Gender Equality in Climate Change Adaptation and Disaster Risk Reduction in Vietnam'*⁴ by assessing progress in recent years and renewing recommendations. This policy brief promotes action on gender inequality within climate change policy and programming that goes 'beyond words' to provide guidance for meaningful and bold strides towards equality and climate justice. It is primarily targeted at Vietnamese policy-makers and decision-makers at national and local level, but is also relevant beyond Vietnam.



CLIMATE CHANGE AND GENDER: POLICY OVERVIEW

This section provides a brief overview of policies and programs on gender, climate change, disaster risk reduction and green growth over the last decade, highlighting recent developments.

POLICIES AND PROGRAMS IN VIETNAM⁵

The Vietnamese Government has shown an early and on-going commitment to climate change, through both engagement with international processes and an extensive domestic policy framework on climate change, disasters and green growth. These include, among others⁶: the National Climate Change Strategy (2011) and Action Plan (2012); the National Target Program to Respond to Climate Change (2008); the National Strategy for Natural Disaster Prevention, Response and Mitigation to 2020 (2007); a national Program on Community Based Disaster Risk Management (CBDRM) (2009); and the Vietnam Green Growth Strategy (2012) and Action Plan (2014). Initiated by the National Target Program to Respond to Climate Change, various sectoral action plans have also been developed, notably on agriculture and forestry, environmental protection, energy, water, transport, education, and health.

The most important, the National Climate Change Strategy, sets forward specific directions on adaptation and mitigation, including emissions reduction targets until 2050.

The Strategy also led to the establishment of a National Committee on Climate Change, a coordination mechanism which convenes all major ministries and is chaired by the Prime Minister, providing the necessary authority and decision-making power.

On disaster risk reduction, since mid 2009, the Ministry of Agriculture and Rural Development has embarked on an ambitious CBDRM program to build institutional capacity of local authorities and reach almost 60% of Vietnam's communes with grassroots support on disaster preparedness and mitigation. Challenged by limited experience, operational budget for sub-national level and other resources, the program has so far achieved improved institutional capacity but is yet to directly benefit communities at scale⁷.

With regards to gender equality, Vietnam has a solid legislative basis with the Law on Gender Equality (2007) and the National Strategy on Gender Equality (2012).

The Strategy, covering the period 2011-2020, aims for equal opportunities, participation and benefits of women and men in all political, economic, cultural and social domains and obliges all sectors and ministries to mainstream gender in their work.



POLICY DEVELOPMENT SINCE 2012

The momentum on climate change and a shift towards an economic model of green growth has continued in recent years. In 2013, the Communist Party approved Party Resolution 24NQ-TW⁸, issuing the highest-level political document and directive on climate change that all relevant laws and policies have to align with. A 2013 revision of the Constitution also provides extra legal authority⁹. In addition, a new Law on Natural Disaster Prevention and Control (2013)¹⁰; the Law on Environmental Protection (2014); and the Green Growth Action Plan (2014) have been promulgated. Several sectoral strategies and plans have also been developed, updated or are close to finalisation, such as on agriculture, urban resilience, and biodiversity conservation.

Vietnam's domestic commitment has been translated into sustained engagement at the international and regional level.

In 2015, Vietnam joined other countries in adopting the 2015-2030 Sendai Framework for Disaster Risk Reduction¹¹, a successor to the Hyogo Framework for Action. Vietnam is strongly engaged in all ASEAN-led discussions on disaster risk reduction and climate change, has endorsed the new Sustainable Development Goals¹², submitted its Intended Nationally Determined Contribution (INDC)¹³ and is an active contributor to the on-going global climate negotiations that have led to the Paris Agreement.

Concerning gender equality, recently a National Action Plan on Gender Equality was approved, for implementation until 2020¹⁴.

CLIMATE CHANGE AND GENDER: POLICY SYNTHESIS

How do these strategies, action plans and programs advance gender equality as part of the response to climate change? This section attempts to provide an overview of commitments and entry points for promoting gender equality through climate change and DRR policies and programs.

CLIMATE CHANGE WITHIN GENDER EQUALITY POLICIES AND PROGRAMS

In regards to the gender equality policy framework, the National Strategy and recent Action Plan on Gender Equality make no explicit reference to the link between addressing gender-based inequalities and dealing with climate change and natural hazards. However, it does call for women's full and equal access to productive resources such as land for cultivation, credit, insurance, markets and other information. It also identifies a need for services such as agricultural extension, vocational training, health, and education to be tailored for women from diverse socio-economic backgrounds. The Strategy includes important provisions on labor protection and prevention and elimination of gender-based violence, and proposes training on gender analysis for Government planners, and support for women leadership and networks of gender experts within all administrative levels of the Government.

While not explicitly mentioning climate change or disasters, Vietnam's policies on gender equality undoubtedly provide a strong legal backing and incentive to address gender-based barriers to climate change response.

Entry points to facilitate climate change adaptation and mitigation are working on equal access to and control over productive resources, markets and services including land, water, technology, agro-climate information and financial and extension services. The National Strategy and recent Action Plan on Gender Equality also make a strong case for gender analysis training for Government planners tasked with developing climate change action plans and involving women and gender experts in climate and disaster risk analysis and planning.

GENDER EQUALITY WITHIN CLIMATE CHANGE POLICIES AND PROGRAMS

Looking at the policies and programs on climate change, the picture is somewhat different and more complex. Gender has been consistently written into all major policies and programs in this field, except for the ones on green growth¹⁵. The 2008 National Target Program to Respond to Climate Change, under a section on the impact of climate change to the Millennium Development Goals, recognises potential increases to gender inequality due to climate change impacts on livelihoods, health, assets and natural resources as well as impact on workloads and participation in decision-making. The 2011 *National Climate Change Strategy* lists gender equality as a specific target, besides guaranteeing food, energy and water security, poverty reduction, social security, health, livelihoods and protection of natural resources.

More recently, the 2013 *Law on Natural Disaster Prevention and Control* reconfirms gender equity among the core principles of disaster prevention and control, along with other values including humanity,

fairness and transparency and a list of six other lengthy principles. The 2013 Ministry of Planning and Investment (MPI)'s *Adaptation Prioritisation Framework* (which provides technical guidance on screening and prioritising adaptation investments) for the first time introduces gender equality and empowerment as part of a sub-criterion on adaptive capacity improvement¹⁶. In terms of sectoral climate change action plans, plans on agriculture, REDD+¹⁷, energy, health and environmental protection have minimal to no references to gender or women, with the exception of education where it is once more a guiding principle.

At the regional and international level, Vietnam is not taking the lead on relevant gender-climate change discussions, and only since 2015 is the subject given due recognition by the international community.¹⁸ However, Government officials are increasingly interested in engaging in the issue at the regional and international level, although this still has yet to clearly materialise in initiatives or action.¹⁹

Gender equality within climate change is often included as an overarching principle, a target or even a criterion for prioritisation of actions.

However, often this stated recognition of gender considerations is not well integrated into subsections of strategies and plans, and is rarely translated into specific actions.

Despite this limitation, efforts have been made to bring words or commitments into action, most notably on disaster preparedness and response.

In 2013, the Central Committee for Flood and Storm Control (CCFSC), as the main Government coordination body for disaster response and recovery, issued an important legal decision - 216/QD-PCLBTW - to confirm the Vietnam Women's Union as an official CCFSC member at all administrative levels. So far, the decision has been disseminated and implemented variably across the country, but overall the Women's Union's engagement in the CCFSC is increasing.

The national CBDRM Program, implemented by the Ministry of Agriculture and Rural Development (MARD), is also taking incremental steps forward to integrate gender into Government CBDRM implementation guidelines, training materials and capacity building activities.²⁰ In addition, the Women's Union recently finalised a cooperation agreement or Memorandum of Understanding with the MARD-Disaster Management Center, the institution in charge of the CBDRM Program. Other initiatives also aimed to improve the collection of sex-disaggregated data during and after disasters, but are not always successful.²¹

Overall, much more remains to be done, but work on integrating gender and disaster risk reduction is heading steadily in the right direction.



CHALLENGES

The above synthesis shows that a clear political interest in, and commitment to, addressing gender considerations within a context of climate change has emerged over the last five years. However, much remains ‘words only’ – commitments in policy documents or government strategies - and action has been limited. In order to go beyond those words to actively promote gender equality in climate change and DRR initiatives, existing barriers that shape policies and programs need to be addressed:

Commonly, gender is addressed in climate change and disaster risk reduction as an after-thought, addressed only under the ‘cross-cutting issues’ category of a policy document or activity plan with other themes such as disability, ethnic minorities, and civil society strengthening.

This frequently leads to mainstreaming fatigue and a ‘ticking-the-box’ attitude, and means that limited attention

is given to ensuring that initiatives are gender sensitive or that gender equality is genuinely promoted.

Women are repeatedly labelled as among the most vulnerable to climate change, together with other ‘groups’ such as people with disabilities, ethnic minorities, children etc.

Besides a tendency to ‘victimise’ all these groups by solely focusing on their vulnerability – rather than their strengths – it does not recognise the diversity among different groups of people. The focus on vulnerability and treating people as part of homogenous groups easily leads to one-size-fits-all programs and interventions that do not reflect reality and are often ineffective.

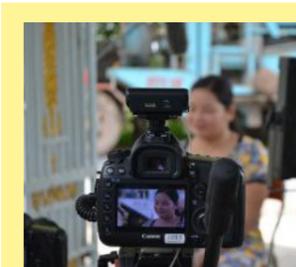
The Vietnam Women’s Union – and in some cases the Ministry of Labor, Invalids and Social Affairs (MoLISA) – is too often the Government institution solely tasked with addressing gender equality in a climate change context.

Advancing gender equality and women’s leadership within other departments with a mandate for addressing climate change (such as Agriculture and Rural Development, and Natural Resources and Environment) is vital but for the most part overlooked. Similarly, the potential of the Women’s Union in livelihoods and natural resources management is also overlooked.

An understanding of the gender-climate nexus and gender analysis and mainstreaming skills are still limited across all levels of Government, nor are these topics systematically prioritised in trainings or capacity building on climate change and disaster risk reduction.

Relevant national guidelines or directives, for example on mainstreaming climate change into socio-economic development planning, are technically complex and therefore difficult to apply at the sub-national level. This however is crucial for the planning, prioritisation and budget allocation of climate change actions that advance gender equality and women’s empowerment.

Many of these and other challenges are not new and have been highlighted in the 2012 UN Vietnam - Oxfam policy brief, evidencing that progress on these is protracted. Recognising that transforming ingrained attitudes and practices requires time, still more urgency and action to the cause is needed.



Leading By Example: women taking action for climate change and disaster risk reduction.

NGOs under the Community Based Climate Change Action Grants (CBCCAG) Program, funded by the Australian Government have promoted women’s leadership within climate change and disaster risk reduction, at household, community and government level, in decision-making, planning, and economic. This video showcases this experience and presents recommendations for further practical action.



BEYOND WORDS: POLICY RECOMMENDATIONS

To translate the ambitions stated in high-level policies and strategies into impact in communities, and advance integrated gender and climate change policies and programming in Vietnam beyond words, the following recommendations are proposed for Vietnamese policy-makers:

1. Systematically reduce mention of women as a 'vulnerable group' in new or revised policies and programs and actively **eliminate gender stereotypes** in all related work;
2. Regularly **carry out gender analyses** to inform the development of new or updated climate change policies and programs. Involve **gender experts, women leaders and women community representatives** in climate risk analyses, planning and prioritisation of investments;
3. **Increase gender mainstreaming** in climate change, green growth and disaster risk reduction policies and programs (as well as guidelines and training materials), by integrating gender objectives, targets and indicators in all sections and subsections. Incorporate **integrated gender-climate change initiatives** that build on NGO good practice²²;
4. Introduce **quotas on women's leadership and participation in decision-making** within all departments and committees responsible for climate change and disaster risk reduction planning;
5. Monitor the gender-sensitivity of climate change policies and programs by using easy and user-friendly tools such as **gender markers**.²³ **MoLISA** should lead this task given their official mandate on gender mainstreaming across ministries and sectors;
6. **Expand the current mandate of the Women's Union** to have a role in climate change planning and implementation at all levels, beyond traditional roles such as communication or raising awareness, and allocate resources to enable them to act on this expanded mandate;
7. Introduce mandatory collection of **sex disaggregated data, M&E and reporting on changes in gender equality and women's empowerment** within all climate change and related programs such as on REDD+, CBDRM, Payment for Ecosystem Services etc.
8. **Incentivise the use of gender criteria** - with considerable weighting - in the prioritisation of climate change actions, building on the experience with the *MPI Adaptation Prioritisation Framework*²⁴;

9. Build up a **network of Government experts or advocates working on gender and climate change**, including but beyond the Women's Union or Ministry of Labor, Invalids and Social Affairs and **involving male allies**;

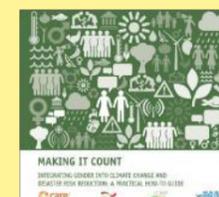
10. In line with the National Strategy on Gender Equality, **institutionalise training on gender** for Government personnel including planners, extension workers and emergency responders tasked with developing and implementing climate change and CBDRM action plans;

11. Organise annual national **multi-stakeholder gender-climate change dialogues** and **inter-ministerial reviews** to discuss progress and action on gender and climate change, chaired by the Prime Minister under the National Committee on Climate Change;

12. **At international and regional/ASEAN level**, take the lead, or cooperate with like-minded countries in **advocating for and advancing gender issues** within global and regional climate change and disaster risk reduction frameworks and discussions.

The above policy recommendations are primarily targeted at Vietnamese policy makers. More action also needs to be undertaken by other stakeholders to better promote gender equality and address climate change, including:

- **donors and UN agencies**; on climate and other finance for integrated gender-climate change programming; mandatory M&E and reporting on gender within all climate change investments; law and policy development; lobbying at international and regional climate and gender forums; institutionalising in-country expertise etc.;
- **civil society organisations**; on voicing concerns and needs of men and women upwards; joint evidence-based advocacy in and outside Vietnam; monitoring of Government progress and achievements; community and Government networks of gender and climate champions; harmonised tools, methodologies and other resources for Government to scale up etc.; and
- **researchers**, on co-generated evidence and research on policy, impact, cost-benefit, cost-effectiveness and social return on investment.



Making It Count: Integrating Gender into Climate Change and Disaster Risk Reduction. CARE in Vietnam, GIZ and UN Women. 2015.

This how-to guide is geared towards those implementing programs or projects with climate change and disaster risk reduction foci or considerations. The guide raises the questions to be asked when working to integrate gender and climate change programming, and offers practical tips, tools and resources to support this process.




ENDNOTES

1. See for example: Win-win results. Gender equality within climate change programming. Learning Series Issue 1. Miguel Coulier, Elizabeth Cowan and Julie Webb. CARE International in Vietnam, 2015 <http://careclimatechange.org/tool-kits/care-vietnam-learning-series/>; Vietnam, Country Case Study on Gender, Climate Change Adaptation and Disaster Risk Reduction. Dankelman Irene, UN Women Vietnam, 2015 <http://asiapacific.unwomen.org/en/countries/vietnam>; Responding to Climate Change in Vietnam: Opportunities for improving gender equality. A Policy Discussion Paper. UN and Oxfam in Vietnam, 2010, <http://policy-practice.oxfam.org.uk/publications/responding-to-climate-change-in-vietnam-opportunities-for-improving-gender-equa-112555>
2. <http://dfat.gov.au/geo/vietnam/development-assistance/Pages/promoting-womens-economic-empowerment-including-ethnic-minorities.aspx>
3. For example, CARE International in Vietnam's Ethnic Minority Women Empowerment (EMWE) project, funded by the Australian Government, works with ethnic minorities in the North of Vietnam on resilient livelihoods while at the same time improving participation and influence in public and household decision-making through Legal Awareness and Rights Clubs (LARC).
4. http://www.un.org.vn/en/publications/doc_details/268-policy-brief-gender-equality-in-climate-change-adaptation-and-disaster.html
5. This policy brief only looks at the major overall and sectoral laws, strategies and action plans on climate change and disasters over the last ten years. It does not intend to provide an in-depth analysis of all relevant legislation such as decisions, decrees, resolutions, circulars, implementation guidelines etc. It also does not analyse provincial Climate Change or CBDRM Action Plans.
6. A repository of legislation, strategies and plans can be found here: <http://chinhphu.vn/portal/page/portal/English/strategies>
7. See: National Progress report on the implementation of the Hyogo Framework for Action (2013-2015), January 2015, http://www.preventionweb.net/files/42305_VNM_NationalHFAprogress_2013-15.pdf
8. Party Resolution 24/NQ-TW 'Active response to climate change, improvement of natural resource management and environmental protection', for the Vietnamese version, see: <http://thuvienphapluat.vn/van-ban/Tai-nguyen-Moi-truong/Resolution-No-24-NQ-TW-climate-change-improvement-of-natural-resource-management-203397.aspx>
9. Article 63 of Vietnam's constitution states: (1) The State shall adopt environmental protection policies; manage and use natural resources in an efficient and sustainable manner; conserve nature and biodiversity; and take the initiative in preventing and controlling natural disasters and responding to climate change. (2) The State shall encourage all activities for environmental protection and the development and use of new energy and renewable energy. <http://en.vietnamplus.vn/the-constitution-of-the-socialist-republic-of-vietnam/55389.vnp>
10. For an unofficial translation, see: http://www.ifrc.org/PageFiles/153836/Law%20on%20Natural%20Disaster%20Prevention%20and%20Control_No%20%2033_IFW.pdf
11. <http://www.unisdr.org/we/inform/publications/43291>
12. 'Viet Nam commits to implementing development goals at UN summit', <http://vietnamnews.vn/politics-laws/276349/viet-nam-commits-to-implementing-development-goals-at-un-summit.html>. For an overview of the 17 Sustainable Development Goals, see <https://sustainabledevelopment.un.org/topics>
13. Vietnam's INDC identifies a greenhouse gas (GHG) emission reduction pathway for 2021-2030 as follows: 'with domestic resources GHG emissions will be reduced by 8% by 2030 compared to the Business as Usual scenario. The above-mentioned contribution could be increased up to 25% with international support'. <http://www4.unfccc.int/submissions/INDC/Published%20Documents/Viet%20Nam/1/VIETNAM'S%20INDC.pdf>
14. The Strategy focuses on awareness raising and behavior change - including on Gender Based Violence -, institutional capacity development, social protection, women's participation and leadership, and reducing gender inequality in key issues such as land titles, women entrepreneurs and businesses, protection in industrial zones, social services and others 'in line with socio-economic development and global trends'. See Prime Minister Decision 1696/QĐ-TTg on the approval of the National Action Plan on Gender Equality 2016-2020, 2 October 2015.
15. Both the Green Growth Strategy (2012) and Action Plan (2014) have very limited mention of women or gender, nor on other issues such as ethnic minorities, people with disabilities, children and youth or similar so-called 'vulnerable groups'. The only reference is about implementing 'green lifestyle' and energy use awareness and communication activities targeted at these different population groups, and a more vague mention of green growth leading to poverty reduction as a guiding principle.
16. The adaptive capacity improvement sub-criterion also includes references to ethnic minorities and displacement, and receives a weight of 15% in the total score for prioritisation of climate change adaptation actions. Overall, the APRF guidelines are seen as a significant leap forward, but are also not widely disseminated and considered highly technical for Government staff with limited background or knowledge on climate change. The guidelines need to be adapted and simplified, as was done by a number of NGOs including CARE International in Vietnam. For more details on the CARE approach, see: Planning for Resilience. A practitioner's manual to support community based adaptation to climate change. Miguel Coulier, CARE International in Vietnam, 2015.
17. REDD stands for Reduction of Emissions from Deforestation and Forest Degradation. The '+' refers to sustainable management of forests, and conservation and enhancement of forest carbon stocks. For the 2012 Vietnam REDD+ Action Plan or 'National Action Program on Reduction of Greenhouse Gas Emissions through Efforts to Reduce Deforestation and Forest Degradation, Sustainable Management of Forest Resources, and Conservation and Enhancement of Forest Carbon Stocks', see: http://vietnam-redd.org/Upload/Download/File/799-QD-TTg_En_3104.pdf




ENDNOTES

18. Gender has long been undervalued in the work of the UNFCCC. Only since the COP20 in Peru in December 2014 has the topic been recognised through the initiation of the two year Lima Work Program on Gender (LWPG). In terms of climate finance, in March 2015 the Green Climate Fund (GCF) also adopted a groundbreaking Gender Policy and Action Plan. UNFCCC's work on gender is very recent, not at the forefront and mainly focuses on gender balanced representation in UNFCCC-led negotiations and institutions, as well as on gender within technology transfer and mitigation actions. At the ASEAN level, neither the 2014 joint statement nor the 2015 declaration on climate change references women, gender equality or related topics.
19. Based on a number of recent informal conversations and requests for support by the Ministry of Natural Resources and Environment and the Ministry of Agriculture and Rural Development to members of the NGO Climate Change Working Group. Also, a recent UNDP regional survey on 'progress for resilience building' (unpublished but presented by UNDP Vietnam at a '17 years DIPECHO in Vietnam' workshop in Hanoi, Vietnam, on the 1st December 2015) confirms this interest and agreement on the 'lack of gender equity and women's empowerment in disaster risk reduction' as a major problem.
20. See the following link for a list of MARD approved training materials and guidelines: <http://www.dmc.gov.vn/van-ban-phap-quy-da1002-pt32.html?lang=vi-VN>
21. Over the last decade, organisations such as UNDP, Pacific Disaster Center (PDC), World Bank and Asian Disaster Preparedness Center (ADPC) have supported multiple initiatives to update the government's Damage and Needs Assessment (DANA) systems, in terms of revised indicators and templates, website applications and accompanying software. However, improvements have been limited so far, including on collecting sex-disaggregated data. See: National Progress report on the implementation of the Hyogo Framework for Action (2013-2015), January 2015, http://www.preventionweb.net/files/42305_VNM_NationalHFAprogress_2013-15.pdf
22. A framework for Gender Transformative Adaptation (GTA) recently developed by CARE International in Vietnam can be a useful guide for this. See p. 18-19 in: Win-win results. Gender equality within climate change programming. Learning Series Issue 1. Miguel Coulier, Elizabeth Cowan and Julie Webb. CARE International in Vietnam, 2015 <http://careclimatechange.org/tool-kits/care-vietnam-learning-series/>
23. An example which could be easily adapted for Vietnamese policy makers is the Inter-Agency Standing Committee (IASC)'s Gender Marker, used in emergencies. This tool codes, on a 0-2 scale, whether or not a humanitarian project is designed well enough to ensure that women/girls and men/boys will benefit equally from it or that it will advance gender equality in another way. For more, see: <https://www.humanitarianresponse.info/en/topics/gender/page/iasc-gender-marker>
24. This can be done through peer-to-peer monitoring and reporting, financial incentives, scoring systems etc.


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