

# GENDER- TRANSFORMATIVE CLIMATE ACTION TRAINING

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Manila, 2 October 2025  
K-Hub, ADB HQ



# Learning Objectives

## **Explain ADB's ambitions and commitments**

Enhance understanding of ADB's goals and key actions for achieving gender-transformative climate action.

## **Explore the gender and climate change nexus**

Enhance comprehension of the intersection between gender equality and climate change and its implications.

## **Develop skills in integrating gender-transformative approaches into climate action**

Acquire knowledge of gender-transformative approaches and learn how to effectively integrate them into climate action.



# Training Agenda

01

## Module 1 Gender & Climate Change Nexus

- Climate change's impact on women
- Why integrate gender into climate action
- ADB's commitments

02

## Module 2 Enhancing ADB's Climate Action through Gender-Transformative Solutions

- Gender transformative approaches
- How to integrate gender-transformative approaches into climate action

03

## Practical Application

- Group exercise



# MODULE 1 - SECTION B

ADB'S COMMITMENTS TO GENDER EQUALITY AND CLIMATE ACTION

## B. ADB's Commitments

ADB is committed to both **climate action** and **gender equality**, recognizing that these agendas are closely interconnected. These commitments are reflected in:

- **Strategic Plans and Frameworks, including:**
  - Strategy 2030 Midterm Review (2024)
  - Corporate Results Framework 2025–2030 (2024)
  - Climate Change Action Plan 2023-2030 (2023)
  - Disaster Risk Management Action Plan 2024-2030 (2024)
  - Strategy 2030 Sector Directional Guides (All sectors, 2023)
- **Country Strategies:** Country Partnership Strategies
- **Others:** Multilateral Development Banks  
Just Transition High-Level Principles





## B. ADB's Commitments (cont.)

### ADB's Gender Mainstreaming System

- **Key Guiding Documents:**

- Staff Instruction on Gender Equality and Women's Empowerment
- Guidelines for Gender Mainstreaming of ADB Project Categories
- Guidelines for At-Exit Assessment of Gender Results

- **Main Tool:**

- Gender Assessment and Action Plans (GAAPs): Key tool at the project level to promote gender equality and women's empowerment.
- Performance Tracking: ADB tracks and reports on corporate gender mainstreaming performance.

## Strategy 2030 Midterm Review

**Updated Gender Mainstreaming Target:** 60% of sovereign and nonsovereign operations by 2030, with enhanced criteria emphasizing direct closure of gender gaps and investments in women's empowerment and resilience.

**Shift** from equitable access to women's empowerment & resilience.

Acknowledge **disproportionate impacts** on women and girls by intersecting crises—job losses, gender-based violence, and unpaid care burdens intensified during COVID-19 and climate shocks.

## Climate Change Action Plan 2023-2030

**Gender-Centric Approach:** Puts gender at the center of ADB's climate agenda, recognizing that climate change affects women and men differently.

**Support for DMCs:** Assists developing member countries (DMCs) in integrating gender equality into national policies, ensuring women's participation in decision-making, enhancing their roles in climate resilience, and addressing their specific needs as caregivers, farmers, and food providers.

**Focus:** Emphasizes transforming the root causes of vulnerability, including gender inequality.

# Q&A





# MODULE 2

ENHANCING ADB'S  
CLIMATE ADAPTATION THROUGH  
GENDER-TRANSFORMATIVE  
SOLUTIONS



# MODULE 2 – Section A

GENDER-TRANSFORMATIVE PROGRAMMING



# Mentimeter

What do you think is the **difference** between  
“gender-responsive” and “gender-transformative”?



# A.1 What is a Gender-Transformative Approach?

Gender Transformative Approaches address **root causes** of gender inequalities by challenging deep-seated **norms** and **power** relations.

## Strategic Focus

Directly challenges discriminatory **social norms** and unequal **power relations**.

## Key Impact

Accelerates gender equality by directly addressing **root causes**.

## Three Domains for Transformative Impact



### Agency

Empowering all individuals to effect change through consciousness, self-esteem, and knowledge.



### Relations

Achieving equitable social, political, and economic relationships by changing power dynamics.



### Structures

Transforming patriarchal systems through reformed laws, policies, and social norms to protect human rights.

Transforming structures that reproduce gender inequalities is key to fundamental, systemic change.



## A.2 Navigating the Gender-Transformative Approach



# MODULE 2 – Section B

INTEGRATING GENDER-TRANSFORMATIVE APPROACHES  
INTO CLIMATE ACTION

## B.1 Key Principles

1

Identify different  
needs through  
gender analysis

2

Promote women's  
participation

3

Ensure close  
coordination

4

Devise gender-  
transformative  
solutions

5

Develop gender  
performance  
indicators



## B.1 Identify different needs

- **Gender Analysis:** Identify and understand the differing needs and situations of women and men; collect sex-disaggregated data.
- **Reveals:**
  - Differences in access to resources.
  - Variations in decision-making power.

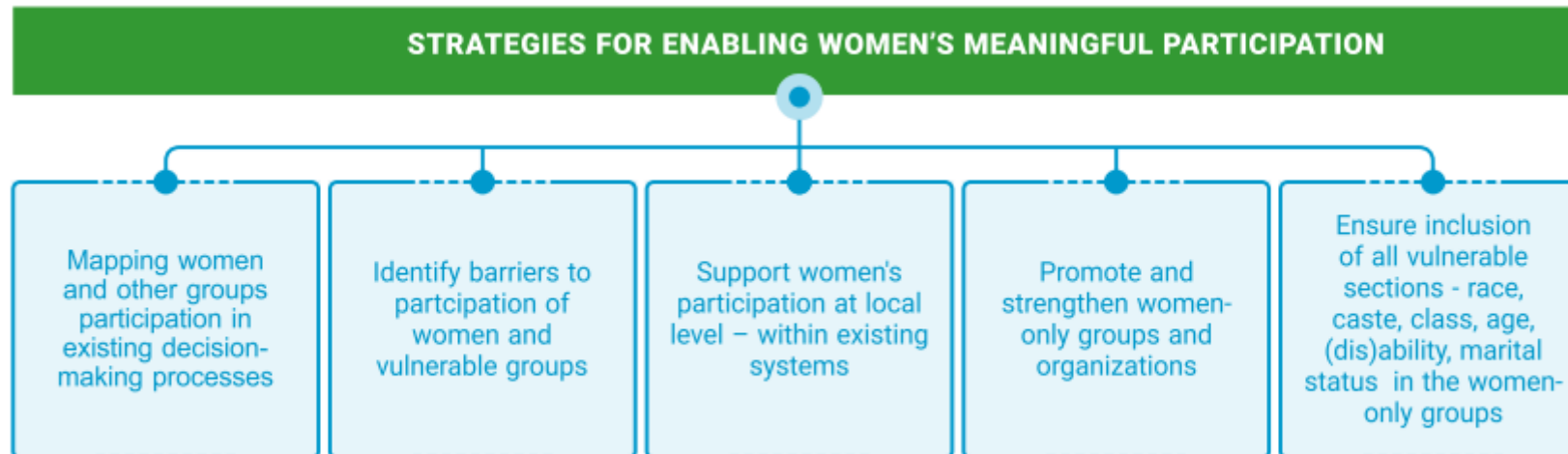


Source: UN Women (2021)



## B.2 Promote Women's Participation

- Ensure women are **meaningfully** involved in developing and implementing climate change initiatives through:
  - Actively involve women in **community-level discussions** on climate change initiatives.
  - Ensure women have a voice and role in **decision-making** related to climate change actions.
  - Collaborate with local **women's groups** to strengthen their involvement and influence.
  - Develop women's **capacities** through tailored programs
  - Remove **barriers** to participation





## Devise Transformative Solutions

- Strengthen collaboration among government, NGOs, and communities.
- Align cross-sector efforts to embed gender-transformative approaches.
- Use resources efficiently to boost climate response.
- Address practices that sustain gender inequalities and power imbalances.
- Identify entry points for women and men, accounting for their different climate impacts.

Climate resilience requires addressing the root causes of gender inequality while building collaboration across all society.

## B.5. Develop Gender Performance Indicators

- The new CRF's gender targets will focus more on deepening results and impact for gender equality. To achieve this, a gender performance indicator will be defined as a *measure of progress that directly contributes to closing gender gaps and/or supporting women's empowerment.*
- Essential **requirements**
  - Gender performance indicators should directly **reduce gender gaps, benefit women and girls, and/or promote women's empowerment.**

### How?

A gender performance indicator must be **Specific, Measurable, Achievable, Relevant, and Time-bound** (SMART) and demonstrate progress in:

- 1) **Directly reducing a gender gap or inequality**
- 2) **Beyond** indirect benefits, participation, reach, and equity and broad universal and inclusive
- 3) **Tackling social and gender norms** (such as GBV, care work) through transformative gender approaches in line with SDG 5.

## B.5 Develop Gender Performance Indicators (cont.)

### Agriculture

- Share of women farmers with secure land tenure certificates increased to 40% (2024 baseline: 20%).
- At least 30% of new agricultural extension officers hired are women (2024 baseline: 12%).
- Average annual income of women in project-supported producer groups increased by 25% (2024 baseline: \$1,200).

### Energy

- Share of women engineers and technicians in renewable energy plants increased to 20% (2024 baseline: 7%).
- Share of women-headed households with reliable, clean electricity access increased from 60% (2024) to 90% (2028).
- Government budget allocation for energy subsidies benefiting women-headed households increased by 15% (baseline: \$X million in 2024).

### Transport

- Share of women in internships across transport job categories at Georgian Railway increased to 15% (2019 baseline: 11%).
- Share of women commuters reporting improved safety and comfort in public transport increased from 40% (2024) to 80% (2028).
- Policies adopted to promote women's hiring, retention, and career development in the transport sector.



# Mentimeter

Choose the **top 3 entry points** for women that you would be most likely to try in your own work:



## Productivity & Resources

- Equal access to climate-smart technologies and equipment.
- Climate-resilient practices designed with women's needs in mind.
- Women's access to climate information and early warning systems.



## Employment & Skills

- Up-/re-skilling programs in the green economy.
- Skilled and green job opportunities for women.
- Transition to less climate-vulnerable employment sectors.



## Leadership, Policy & Safeguards

- Recognizing unpaid care roles in climate and disaster resilience.
- Safeguards against SEAH in disaster response and recovery in policies.
- Integration of gender and climate change considerations into sectoral policies.

# MODULE 2 – Section C

KEY ENTRY POINTS FOR INTEGRATING GENDER-TRANSFORMATIVE  
APPROACHES INTO CLIMATE ACTION

## C. Key Entry Points



**Strategies**



**Project designs**



**Knowledge and Partnerships**



# C.1 Strategies

Gender-transformative climate action can be integrated into various thematic, sectoral, regional, and country level **strategies**.

## ■ Regional Cooperation Strategy (RCS)

A strategy for an ADB-defined region or subregion in Asia and the Pacific to achieve the desired objectives of regional cooperation.

## ■ Country Partnership Strategy (CPS)

The Country Partnership Strategy (CPS) provides the strategic framework for ADB to engage with each developing member country (DMC).

The primary platform for designing operational programs to deliver development **results at the country level**, guided by both the country's development strategy and the corporate strategic priorities of ADB.

Informed by the national **gender assessment** and the national **climate change assessment**





## C.2 Project Designs

### Design and Monitoring Framework (DMF)

**Purpose:** The primary tool for project design and monitoring.

**Key components:** Results chain, performance indicators, data sources and reporting mechanisms, and risks and assumptions.

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### Gender Action and Assessment Plan (GAAP)

**Purpose:** Essential tool for gender mainstreaming.

**Key components:** Gender performance indicators from the DMF, additional indicators to support gender-related objectives, and detailed plans for activities, resources, responsibilities, and timelines.

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### Climate Risk and Adaptation Assessment (CRA)

**Focus:** Undertaken for projects assessed to be at medium or high climate risk.

**Purpose:** Quantifies climate risks and identifies adaptation options that can be integrated into the project design.

## C.3 Knowledge & Partnerships

Various knowledge products and events can serve as a critical entry point for integrating gender-transformative climate action.

### Purpose

- Promote support for ADB and enhance its influence.
- Expand understanding, trust, and recognition of ADB as the preferred development partner.
- Strengthen ADB's ability to deliver tailored knowledge solutions alongside financing to developing member countries.

### Examples

- **Reports** on gender-responsive climate policies.
- **Toolkits** for mainstreaming gender in climate projects.
- **Case studies** showcasing successful gender-transformative initiatives.
- **Research papers** on the intersection of gender, climate change, and development.

# Module 2 Key Takeaways

## Gender-Transformative Approaches

Address and challenge the root causes of gender inequalities

## Key principles

- Identify different needs through gender analysis
- Promote women's participation
- Ensure close coordination
- Devise gender-transformative solutions
- Develop gender performance indicators

## Key entry points

- Strategies
- Project designs
- Knowledge

# Mentimeter

What **other entry points** for gender-transformative climate action do you see?



# Q&A





# PRACTICAL APPLICATION

GENDER ANALYSIS  
AND DESIGNING  
GENDER-TRANSFORMATIVE  
CLIMATE SOLUTIONS



# Activities



## Gender Analysis

- **Task:** Identify **3 key challenges** and **3 opportunities** from the case study  
*“The 2024 Heat Waves and Drought in Oppressia Village.”*



## Creating a Gender-Transformative Climate Solutions

- **Task:** Propose one **outcome** and one **output** (with performance **indicators**) that represent a gender-transformative climate solution.



## Allocated Time: 30 Minutes

- 20 minutes to complete the exercises
- 10 minutes for presentations

### Format

- In-person participants:  
Group work
- Virtual participants:  
Individual work via  
Miro board [bit.ly/4gNlD2o](https://bit.ly/4gNlD2o)



# Useful Information

1. [Strategy 2030 Midterm Review: An Evolution Approach for the Asian Development Bank \(2024\).](#)
2. [Corporate Results Framework 2025–2030 \(2024\).](#)
3. [Guidelines for Gender Mainstreaming Categories of ADB Projects \(2025\).](#)
4. [Guidelines for At-Exit Assessment of Gender Results \(2025\).](#)
5. [Disaster Risk Management Action Plan 2024–2030 \(2024\).](#)
6. [Climate Change Action Plan 2023-2030 \(2023\).](#)
7. [Gender Equality and Climate Change Sectors Guide \(2024\).](#)
3. [Strategy 2030 Sector Directional Guides: 1\) Overview, 2\) Education, 3\) Energy, 4\) Finance, 5\) Health, 6\) Transport, 7\) Urban, 8\) Water, 9\) Digital Technology, 10\) Social Protection.](#)
4. [Country Partnership Strategies \(CPS\): Country Gender Assessments & Country Risk Country Profiles.](#)
5. [Multilateral Development Banks \(MDBs\) Just Transition High-Level Principles.](#)
6. [ADB Website: Gender Equality and Development \(knowledge\)& Climate Change and Disaster Risk Management \(Knowledge\).](#)
7. [ADB Gender Social Media: LinkedIn & Facebook.](#)
8. [ADB Climate Change Social Media: Facebook & X.](#)
9. [Gender and Heat Stress Microsite / Gender and Heat Stress Data Room.](#)

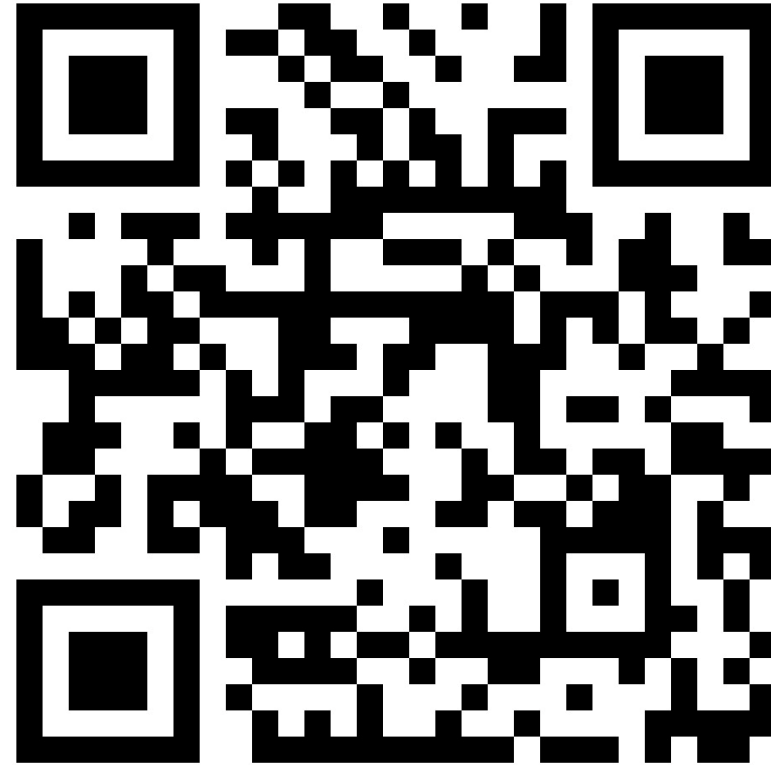
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- ADB (2021). [How to Use Gender Approaches to Build Climate Resilience: Tips for Designing ADB Projects based on Experiences in the Pacific](#).
- ADB (2022). [Accelerating Gender Equality in the Agribusiness Sector](#).
- Care International (2019). [CARE's Gender Equality Framework](#)
- FAO et al. (2023). [Guidelines for Measuring Gender Transformative Change in the Context of Food Security, Nutrition and Sustainable Agriculture](#).
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- Morchain et al. (2015). [What if Gender Became an Essential Standard Element of Vulnerability Assessments?](#), *Gender and Development*, 23(3), 481-496.
- Mullinax, M., Hart, J. and Vargas Garcia, A. (2018). [Using Research for Gender-Transformative Principles and Practice](#), IDRC and AJWS.
- UN Women (2021). [Training Manual on Gender and Climate Change Resilience](#).



## Feedback Form

Kindly scan the QR code and respond to the short evaluation form.



**THANK YOU**

