



Open Call for Expressions of Interest

Training on Mainstreaming Gender Equality and Social Inclusion in NAP Processes

The National Adaptation Plan Global Network (NAP GN) has launched an open call for countries to submit expressions of interest (EOIs) to organize a training workshop on mainstreaming gender equality and social inclusion (GESI) in NAP processes in 2025.

This call for EOIs aims to help countries translate their engagement to mainstream GESI in their NAP processes into reality by strengthening the in-country capacities of a diverse range of NAP stakeholders on GESI.

With funding from Global Affairs Canada, support will be available to five developing countries via the NAP Global Network. Countries eligible for this support are listed below.

Context

Why GESI Matters for NAP Processes

Climate change adaptation efforts will not be effective if they fail to address gender and social inequalities. The need to address GESI is captured in both the United Nations Sustainable Development Goals and the Paris Agreement. The NAP process presents an important opportunity to advance equity if it is gender-responsive and socially inclusive.

As of December 2024, 97% of the NAP submitted to the UNFCCC, do mention gender. ([NAP Trends, 2024](#))

Training Support Offered by the NAP GN

The NAP GN is able to support five countries to organize a 2- to 3-day training workshop for government stakeholders on mainstreaming GESI in NAP processes. The NAP GN will use a training of trainers (TOT) approach and support two people from each country to be better equipped to facilitate this training. In addition to the TOT, a training manual and customizable training materials on “mainstreaming GESI in NAP processes” will be made available to all participants.

Training Format

The support will be organized as follows:

- Training materials and a manual will be shared with the trainees before the start of the program.
- Two online sessions of 2 hours will be organized in April and May to
 - kickoff the program
 - get to know each other, and
 - discuss the content of the training materials.

- A 1-day in-person event will be organized during the United Nations Framework Convention on Climate Change Subsidiary Body meetings in Bonn in June (between June 16 and 26, date to be determined) to
 - strengthen the facilitation skills of participants
 - enhance the abilities of participants to facilitate the specific modules developed
 - finalize training arrangements for in-person training workshops to be planned afterwards
- A couple of additional 1-hour call(s) can be scheduled between NAP GN and the participants to support them in their journey.

After the TOT, during the July-September period, the two participants from each country will be in charge of organizing a 2-to-3-day training workshop using the materials shared. It is expected that 30 people will be trained in each country.

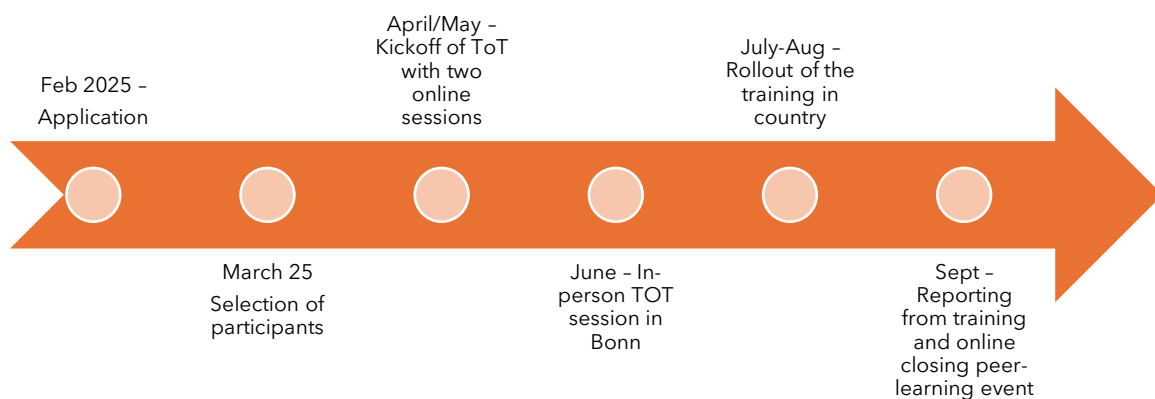


Figure 1. Timeline

Note that the TOT will be in English, but the training materials will be available in English and French.

In summary, the NAP GN is proposing to:

- train 10 people from five different countries – two people per country–so they can use the NAP GN training materials on mainstreaming GESI in NAP processes
- support those people technically and financially to organize a training workshop for 30 people in their country using these training materials.

Application

How to Apply?

Countries interested in participating in this TOT and organizing a follow-up training are invited to submit their application at info@napglobalnetwork.org by February 28 with the following subject line: "GESI Training." Applications must include

- the application form ([Annex 2](#))
- a short letter or email from the NAP focal point confirming that they support this application.

What Are the Criteria for Selection?

- quality of the application
- being fluent in English to follow and actively participate in the TOT
- have at least 3 years of experience working on the intersection of GESI and NAP (CV to be shared during application)
- be able to commit the necessary time to attend the online sessions and prepare for and facilitate the training
- be able to participate in the in-person TOT session in Bonn
- be able to organize the GESI in NAP process training (2 to 3 days) in your own country during the July-August period
- email from the NAP focal point approving the application

Eligible Countries

- Small Island Developing States
- least developed countries
- sub-Saharan African countries

About the NAP Global Network

The NAP Global Network was created in 2014 to support developing countries in advancing their NAP processes and help accelerate adaptation efforts around the world. To achieve this, the Network facilitates South-South peer learning and exchange, supports national-level action on NAP formulation and implementation, and generates, synthesizes, and shares knowledge. The Network's members include individual participants from more than 155 countries involved in developing and implementing NAPs. Financial support for the Network has been provided by Austria, Canada, Germany, Ireland, the United Kingdom, the United States, and the Green Climate Fund. The Secretariat is hosted by the International Institute for Sustainable Development. For more information, visit www.napglobalnetwork.org.

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Annex 1. Overview of the Mainstreaming GESI in National Adaptation Plan Processes Training

This training is designed to support government actors working on the National Adaptation Plan (NAP) process to mainstream gender equality and social inclusion (GESI) in the NAP processes.

Audience

Primary audience: NAP stakeholders, e.g., government staff and policy-makers involved in climate change adaptation from the ministry of environment or other sectoral ministries listed as priority sectors for adaptation, representatives of the ministry in charge of gender and social inclusion issues.

Secondary audience: Consultants who are closely supporting the government on their NAP process, representatives from civil society organizations working on adaptation, the private sector, and researchers involved in the NAP process.

Learning Objectives

At the end of the training, participants will

- have a better understanding of adaptation, gender, and social inclusion concepts.
- be able to identify and discuss gender and social inequalities in relation to climate change adaptation.
- have a clear understanding of the institutional frameworks for gender and social inclusion mainstreaming in adaptation across scales.
- be willing to “put on gender glasses” in their daily work and able to reflect on how gender is related to their duties, responsibilities, and field of expertise.
- have a better understanding/overview of existing skills, tools, methods, and procedures to mainstream gender in their NAP processes and activities.
- have identified entry points to apply new skills or tools in their everyday work.

Duration of Training

The training sessions are organized into six modules. The training can be rolled out in 2 to 3 days depending on needs and time available.

Overview of Training Content

Module #	Title of module
1	Introduction and importance of GESI for adaptation
2	Adaptation and GESI concepts
3	The linkages between GESI and climate change adaptation
4	Mainstreaming GESI in the NAP process—Entry points
5	Mainstreaming GESI in NAP—In practice
6	Developing your action plan to mainstream GESI in your work
	Closing