



# **GENDER EQUALITY AND EQUITY CLIMATE FINANCE CHECKLIST**

## **Pre-evaluation tool for adaptation projects in Uganda**

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# EXECUTIVE SUMMARY

## **Purpose of the Checklist**

The Gender Equality and Equity (GEE) Climate Finance Checklist is a practical, policy-aligned tool developed to support the systematic integration of gender equality, equity, and social inclusion into climate adaptation projects and climate finance programming in Uganda. Government agencies, development partners, civil society, and implementing organizations will use the checklist to guide inclusive climate adaptation.

Climate change disproportionately affects women, youth, persons with disabilities, older persons, and other marginalized communities. Despite national and international commitments, many adaptation projects fail to address these vulnerabilities. This checklist ensures that adaptation investments are responsive to the needs of all population groups, particularly those disproportionately impacted by climate change, leaving no one behind.

## **Key Features**

- seven dimensions of assessment, including GEE analysis, participation, community engagement, GEE objectives, budgeting, technical expertise, and monitoring;
- Traffic Light Scoring System to rate projects from “GEE absent” to “GEE transformative”;
- Gap Analysis Tool for targeted recommendations;
- alignment with Uganda’s National Development Plan IV, National Climate Finance Strategy (2024), the updated nationally determined contributions, the national adaptation plan, the Public Finance Management Act (2015), and the Paris Agreement; and
- designed for use across the project lifecycle: design, implementation, and evaluation.

## **Objectives**

- ensure climate projects do no harm and actively address systemic gender and social inequalities.
- strengthen compliance with national and international GEE frameworks.
- promote participatory and inclusive planning, budgeting, and evaluation.
- enable transparent reporting and continuous improvement using disaggregated data and indicators.

## **Who Should Use It**

- government ministries responsible for climate action, financing, and development planning;
- project developers and donors funding adaptation programs;
- monitoring and evaluation teams assessing project performance; and
- local governments and civil society organizations working on community-led climate responses.

**Rollout Strategy**

The toolkit includes a step-by-step rollout guide to support

- institutional adoption and endorsement;
- capacity building and stakeholder training;
- integration into proposal templates, log frames, and budgets; and
- monitoring and data collection for national GEE reporting.

**Impact**

By applying this checklist, Uganda can demonstrate that climate resilience and social equity are mutually reinforcing. This tool helps ensure that adaptation funding reaches those who need it most, leaving no one behind.

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# LIST OF ABBREVIATIONS

FAO	Food and Agriculture Organization of the United Nations
GEE	gender equality and equity
M&E	monitoring and evaluation
NDC	nationally determined contribution
PFM Act	Public Finance Management Act

# 1. INTRODUCTION

Climate change is one of the most urgent global challenges of our time, disproportionately affecting women, youth, persons with disabilities, older persons, and other marginalized communities. Vulnerable groups, particularly women and marginalized communities, face more significant risks due to existing structural inequalities in access to resources, decision making, and climate finance. Integrating inclusive and gender-balanced climate-resilient systems into adaptation interventions is essential for achieving sustainability. Article 7.5 of the Paris Agreement encourages governments to adopt a country-driven, gender-responsive, participatory, and fully transparent approach, taking into account the needs of vulnerable groups, livelihoods, and ecosystems. Acknowledging and addressing these disparities while applying the 2030 Agenda’s “Leave no one behind” principle is vital for fostering equitable and sustainable climate resilience.

In Uganda, women, youth, people with disabilities, older persons, and other marginalized communities experience disproportionate impacts of climate change due to structural inequalities across social, political, economic, and environmental systems. Although the NDC prioritizes sectors such as agriculture, energy, and transportation that employ many vulnerable populations, current interventions often overlook the specific needs of these marginalized communities.

Section 3.9 of Uganda’s 2015 Public Finance Management (PFM) Act mandates a budget framework paper that incorporates gender and equity considerations. Despite Uganda’s commendable legal progress in promoting gender-responsive budgeting, meaningful gender mainstreaming remains inadequate across sectoral budget execution, evaluations, and audits, including within climate action programs.

With the development of the National Climate Finance Strategy 2024, climate interventions must align with the PFM Act 2015 and national and international gender priorities. Evidence indicates that gender inequality can severely hinder economic growth and trap individuals in poverty.

The Gender Equality and Equity (GEE) Climate Finance Checklist helps stakeholders in integrating GEE into climate adaptation projects in Uganda. It promotes alignment with GEE budgeting principles in national policies, international agreements, and frameworks. Designed for use by government agencies, development partners, and implementing organizations, the checklist provides a structured, step-by-step guide for assessing whether climate adaptation initiatives are inclusive, equitable, and responsive to the distinct needs of women, youth, persons with disabilities, older persons, and other marginalized communities.

The tool promotes equity, intersectionality, and social inclusion across all stages of project development, from design and planning to implementation and monitoring, and evaluation (M&E). By embedding these principles in the climate adaptation process, the checklist helps ensure that climate finance and programming contribute to meaningful, resilient, and just outcomes (Collaborative Africa Budget Reform Initiative, 2022).

The GEE Climate Finance Checklist is adaptable and flexible. It can be updated to reflect shifts in climate finance policies and gender equality frameworks, ensuring alignment with evolving priorities and needs.

## 1.1 PURPOSE AND OBJECTIVES OF THE GEE CLIMATE FINANCE CHECKLIST

Climate adaptation actors in Uganda will use the GEE Climate Finance Checklist to systematically integrate GEE consideration into the design, planning, implementation, and monitoring of climate projects. The checklist aims to strengthen gender-responsive and inclusive climate action by providing a practical, standardized tool for the pre-evaluation of adaptation projects.

Specifically, the checklist will assist decision-makers in

- **assessing** how climate adaptation projects consider GEE and whether they respond to the specific needs and roles of groups most affected by climate change;
- **identifying** existing gaps and challenges related to gender within current climate adaptation projects and equity mainstreaming, providing practical guidance on addressing these limitations;
- **advocating** for fair and equitable resource allocation and opportunities to promote equitable outcomes for women, youth, persons with disabilities, older persons, and marginalized communities; and
- **ensuring** adaptation projects reflect Uganda’s national commitments to GEE, including the National Gender Policy, Vision 2040, the PFM Act (2015), and the Fourth National Development Plan.

Additionally, the broader goals of the checklist are to

- **incorporate** GEE into policy and planning by guiding policymakers to apply these principles in climate finance programs in line with national priorities and global commitments, such as the Paris Agreement and Agenda 2030;
- **support** the active involvement of underrepresented groups in decision making to promote inclusive leadership and locally driven climate adaptation efforts; and
- **promote** accountability and learning by using standardized tools for monitoring, evaluation, and reporting on how GEE are integrated—drawing on disaggregated data and inclusive indicators to track progress and guide adjustments.

These objectives position the checklist as a key tool for supporting inclusive, transparent, and equitable climate adaptation in Uganda. It draws on principles of intersectionality, participation, and fairness to ensure the consideration of all groups in building climate resilience. Gender and equity must be at the centre of climate adaptation efforts. Box 1 explains why inclusive approaches are key to achieving climate responses that are not only effective but also just and sustainable.



### **Box 1. Importance of mainstreaming GEE in climate action**

Climate change has profound gendered impacts (Dazé & Church, 2019; Deininger et al., 2023). Women, youth, persons with disabilities, older persons, and low-income communities often bear the burden, yet policy discussions and adaptation interventions usually overlook the need to address gender equality (Food and Agriculture Organization of the United Nations [FAO], 2024; FAO & African Risk Capacity [ARC], 2021; Soanes et al., 2021). Women, youth, and other vulnerable groups often encounter structural obstacles such as limited access and control over land, financial resources, training and skills development, restricted decision-making spaces, and domestic labour drudgery (FAO, 2023; Resurreccion et al., 2019; United Nations Development Programme, 2019). These challenges often limit women's capacity to respond and recover from climate change's effects and their participation in mitigation and disaster preparedness (Deininger et al., 2023).

Despite the disproportionate climate risks and impacts women and girls face, less than 3% of the verified least developed countries' primary adaptation finance plans demonstrate their intentions to support gender equality, and of the tracked climate finance in 2017/18, only 1.7% of the less than 3% toward agriculture related investments reached small-scale producers, a majority of whom are women living in rural poor communities (FAO, 2024; Soanes et al., 2021). Consequently, failing to address these inequalities results in adaptation measures that may perpetuate existing vulnerabilities and social inequities. Evidence has highlighted that when women and other vulnerable groups are meaningfully engaged, they can contribute significantly to co-create resilience and adaptation solutions, given their experience and knowledge working with the environment (FAO & ARC, 2021).

Mainstreaming gender in climate change informs responses that reflect the specific needs, abilities, and experiences of different groups, facilitating an equitable distribution of climate change adaptation benefits (Resurreccion et al., 2019). Evidence has shown that gender-responsive green transitions can create opportunities for women and other vulnerable groups, and women's empowerment is associated with better governance of natural resources (Deininger et al., 2023). Gender mainstreaming in climate action, therefore, yields more effective and lasting outcomes, fosters broader community ownership, and enhances collective action, improving the likelihood of sustained impact (Collaborative Africa Budget Reform Initiative, 2022). It is not merely an ethical imperative but a strategic necessity for achieving robust and resilient societies in the face of climate change.

Advancing the gender equality and equity agenda requires a gender transformative approach that addresses the socio-economic norms and practices that limit women and other vulnerable groups and the community's adaptation efforts (FAO, 2024; Resurreccion et al., 2019). However, it requires deliberate actions to address gender gaps and interventions in national and international frameworks that recognize the intricate intimacy between gender and climate change (Deininger et al., 2023; United Nations Framework Convention on Climate Change, 2016; United Nations Sustainable Development Group, 2022).

Building on the imperative outlined in Box 1, Box 2 details how the checklist aligns with Uganda's national climate adaptation priorities and supports the integration of GEE across key policy frameworks.

### **Box 2. Scope and relevance of the checklist to national climate adaptation strategies**

The proposed checklist aligns with Uganda's national climate policies and broader development goals, including Vision 2040. It has strong linkages to key national frameworks, including the National Development Plan IV, nationally determined contributions (NDCs), the low-emission Long Term Strategy, and national adaptation plan. This checklist helps the government put its commitment to gender equality and equity into practice by linking it with gender and equity budgeting in climate action. It also improves coordination across sectors and ensures climate efforts include and benefit those disproportionately impacted by climate risks. It brings together multiple stakeholders to ensure climate efforts meet the diverse needs of communities and actively involve marginalized groups.

The checklist applies across the complete life cycle of adaptation projects, from early-stage planning and design through implementation to final evaluation and review. This checklist directly supports Uganda's NDC priority sectors, such as agriculture, forestry, lands, energy, transport, and waste, which face high climate risks and play a key role in national resilience. Applying gender equality and equity throughout helps ensure that growth benefits everyone. It ensures that the needs and voices of vulnerable populations are integrated into national adaptation strategies, thereby contributing to Uganda's broader sustainable development agenda.

## **1.2 KEY STEPS FOR THE INTEGRATION OF THE CHECKLIST**

To effectively apply the checklist and ensure the meaningful integration of GEE throughout a climate adaptation project, the following steps are crucial.

### **Step 1: Understand the project context**

Begin by clearly defining the context of the adaptation project and identifying the target groups that will be involved. Consider the social, economic, cultural, and environmental factors that may influence both the project and its intended beneficiaries.

### **Step 2: Evaluate gender and equity integration**

Use the checklist systematically to assess how gender equality and social inclusion are integrated throughout the project life cycle (proposal sections), including the situational analysis (background), implementation design (objectives, outcomes, and outputs), M&E (log frame), institutional arrangements (coordination and implementation teams), and the detailed budget. Ensure each domain is reviewed with attention to intersectionality and local realities.

### **Step 3: Identify gaps and opportunities**

Analyze the results to identify areas where gender and equity integration may be lacking. Highlight specific gaps and develop targeted recommendations to strengthen inclusion in both design and delivery.

**Step 4: Monitor, document, and report**

Establish mechanisms to track progress and report on GEE outcomes throughout the project. Regular monitoring and reporting promote transparency, accountability, and continuous learning, helping ensure that inclusion remains a core component of adaptation efforts.

The checklist can be used as a stand-alone reflection and planning tool or embedded into broader project design and evaluation frameworks, depending on institutional needs and capacity.

## 2. EVALUATION PROCEDURES FOR GENDER EQUALITY AND EQUITY (GEE) INTEGRATION

### 2.1 GEE INTEGRATION CLIMATE FINANCE CHECKLIST

This checklist evaluates projects across four levels of GEE integration: absent, weak, sufficient, and strong. It assesses GEE integration across seven dimensions:

- GEE analysis;
- participation, community engagement, and cultural sensitivity;
- GEE objectives, outcomes, outputs, and activities;
- M&E;
- project management staff;
- implementation budget; and
- approach to GEE integration.

Each dimension should be scored on a scale of 0 to 2 (Table 2):

- Score 0: No evidence of meeting basic requirements.
- Score 1: Basic conditions are met.
- Score 2: Extra measures are implemented to strengthen GEE integration.

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These scores apply only to projects with a human or social component. For projects where GEE is not relevant (e.g., laboratory-based soil improvement with no human or social component), the checklist is classified as “**Not applicable**” based on clear exclusion criteria.

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The total score for the seven dimensions determines the overall level of GEE integration, ranging from “GEE absent” to “GEE transformative.”

### 2.2 GEE EVALUATION APPLICABILITY

Table 1 provides a framework for determining whether a project is relevant for GEE evaluation based on its human or social components, ensuring that only projects applicable to this evaluation are assessed. Projects can be marked as “Not applicable” only when they have no direct human or social element or potential for advancing GEE.

**Table 1. GEE evaluation applicability**

Is the project GEE relevant?	Is GEE evaluation required?	Comments
<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	
<input type="checkbox"/> No	<input type="checkbox"/> No	

Source: Authors' elaboration.

## 2.3 GEE CHECKLIST TOOL

This section provides a detailed scoring tool for assessing the integration of GEE in adaptation projects. It is designed for use by implementing agencies, reviewers, and donors. Table 2 gives the basic information for every project review.

**Table 2. Project review information**

Date:	Project title:	Sector:
Reviewer:	Stage of Project:	Project ID:

Source: Authors' elaboration.

Table 3 provides scoring guidance for each of the seven GEE dimensions, along with specific criteria for scores 0, 1, and 2.

**Table 3. Criteria for evaluating GEE dimensions**

<b>S/N</b>	<b>Dimensions</b>	<b>Description and levels</b>	<b>Tick applicable score level</b>	<b>Input score</b>
<b>1</b>	GEE analysis <sup>1</sup>	Score 0: No analysis or data are available related to the needs, constraints, or roles of men, women, boys, and girls with diverse identities, particularly ethnicity, age, and disability in relation to climate action.		
		Score 1: A GEE analysis on climate action was conducted, and/or some gender, sex, age, and disability data was included in the proposal; however, it was superficial and did not inform project development.		
		Score 2: A comprehensive gender and stakeholder analysis was conducted to inform the development of the project's climate action.  A clear section outlines the needs, constraints, and roles of the different vulnerable categories, and/or a GEE action plan or strategy has been developed to guide the project design.		
<b>2</b>	Participation and community engagement	Score 0: No considerations of stakeholder engagement, participatory, community-led approaches and cultural sensitivity.		
		Score 1: Considerations of one or two of the above elements.		
		Score 2: Considerations and application of all three above elements.		
<b>3</b>	GEE in objective and outcomes	Score 0: No GEE-related climate change objectives, outcomes, and/or activities.		

<sup>1</sup> Gender analysis involves the systematic assessment of the differences in roles, needs, constraints, opportunities, and impacts on men, women, boys, and girls of diverse identities (e.g., age, ethnicity, disability, socio-economic status). It ensures that project planning, implementation, and evaluation address and promote equity and inclusion.

S/N	Dimensions	Description and levels	Tick applicable score level	Input score
		Score 1: The log frame includes basic GEE-related climate change objectives but focuses only on participation without addressing structural inequalities, such as social norms that restrict women and girls from inheriting land.		
		Score 2: The log frame includes GEE climate change objectives that address access and control over climate change adaptation skills, knowledge, practices, and technologies, unpaid care work, and structural barriers, such as social norms, as well as legal, institutional, and policy gaps.		
4	M&E	Score 0: No GEE indicators or targets.		
		Score 1: Sex- and age-disaggregated data was (will be) collected; the baseline survey includes gender perspectives and a limited focus on qualitative outcomes.		
		Score 2: Quantitative and qualitative indicators track outcomes such as empowerment, agency, changes in social norms, and/or structural transformation.		
5	Project management staff	Score 0: No GEE expertise in the implementation team.		
		Score 1: Terms of reference for key personnel include responsibilities related to GEE.		
		Score 2: GEE experts are hired, and organizations partner with GEE-focused entities.		
6	Project implementation budget	Score 0: No budget was allocated for GEE activities.		

S/N	Dimensions	Description and levels	Tick applicable score level	Input score
		Score 1: The budget is allocated for GEE activities in the log frame, but it represents less than 30% of the budget.		
		Score 2: At least 30% of the budget is dedicated to GEE interventions.		
7	Approach to GEE integration	Score 0: There is no deliberate focus on GEE, empowerment, or affirmative action strategies targeting vulnerable groups.		
		Score 1: Participatory approaches target diverse groups (e.g., quotas for women, youth, and people with disabilities) and focus on addressing practical gender needs. <sup>2</sup>		
		Score 2: Innovative, transformative approaches <sup>3</sup> empower vulnerable groups, address strategic gender needs, <sup>4</sup> and influence social norms, policies, or institutional practices.		
Total (out of 14)				

Source: Authors' elaboration.

## 2.4 SCORING AND INTERPRETATION

The total score across the seven dimensions determines the overall level of GEE integration in a project or program. Table 4 summarizes the scoring ranges, colour-coded for quick reference. The scoring system incorporates a traffic light rating to indicate whether a project requires significant improvement, meets minimum standards, or demonstrates strong integration.

<sup>2</sup> Immediate basic needs, for example, cookstoves, provision of domestic water.

<sup>3</sup> This approach targets systemic change by addressing discriminatory beliefs, norms, stereotypes and practices through social, institutional, and legislative reforms.

<sup>4</sup> These aim at structural changes to achieve equity. For example, legislation on discriminatory social norms such as land inheritance.



**Table 4. Scoring and interpretation of GEE integration**

Score range	Tag	Interpretation	Level on the GEE continuum
0–3	● Red	Lack of evidence for integration	GEE absent
4–7	● Orange	Weak integration	GEE aware
8–10	● Green	Sufficient integration	GEE responsive
11–14	✓ Green+	Strong, transformative integration	GEE transformative

Source: Authors' elaboration.

- A project scoring below 5 points is tagged red, indicating a critical lack of gender and equity integration and requiring substantial revision.
- A score of 4 to 7 points is tagged orange, indicating partial integration and the need for minor improvements.
- A score of 8 or above is designated green, indicating strong integration and readiness to progress to the next stage of implementation or approval.

## 2.5 GAPS IDENTIFIED AND RECOMMENDATIONS

**Table 5. GEE integration gaps and recommendations by dimension**

Dimension	Gaps	Recommendations to improve GEE integration
GEE analysis		
Participation and engagement		
Objectives and outcomes		
M&E		
Project management staff		
Implementation budget		
GEE integration approach		

Source: Authors' elaboration.

# 3. OPERATIONALIZING THE GEE CHECKLIST: ROLLOUT AND IMPLEMENTATION STRATEGY

The purpose of this section is to outline a practical, step-by-step strategy for rolling out the GEE checklist across adaptation programs in Uganda. It is intended to guide government ministries, development partners, and implementing organizations in adopting and institutionalizing the checklist to strengthen inclusive and gender-responsive climate action.

## 3.1 STEP-BY-STEP ROLLOUT PLAN

Steps	Output
<b>Step 1: Secure institutional endorsement and leadership</b>	
<ul style="list-style-type: none"> <li>• Present the checklist to key decision-makers within: <ul style="list-style-type: none"> <li>• Ministry of Finance, Planning and Economic Development;</li> <li>• Ministry of Gender, Labour and Social Development; and</li> <li>• Lead climate sector ministries (e.g., water and environment, agriculture, local government, works and transport, land, housing and urban planning).</li> </ul> </li> <li>• Establish the Climate Finance Unit as a lead coordinating unit or identify a task force to oversee the rollout.</li> <li>• Integrate the checklist into relevant national planning processes, such as the NDCs, National Climate Finance Strategy, and PFM reforms.</li> </ul>	Institutional commitment to apply the checklist during project design, review, and approval stages.
<b>Step 2: Build awareness and technical capacity</b>	
<ul style="list-style-type: none"> <li>• Conduct sensitization and orientation workshops with <ul style="list-style-type: none"> <li>• government planners and sector focal points;</li> <li>• civil society and implementing partners; and</li> <li>• local government representatives.</li> </ul> </li> <li>• Provide training on <ul style="list-style-type: none"> <li>• GEE principles in climate adaptation;</li> <li>• how to apply the checklist; and</li> <li>• interpretation of scoring and recommendations.</li> </ul> </li> </ul>	Core users are trained and prepared to consistently apply the checklist.
<b>Step 3: Integrate the checklist into project development and appraisal</b>	
<ul style="list-style-type: none"> <li>• Embed the checklist in <ul style="list-style-type: none"> <li>• project concept and proposal templates;</li> <li>• budgeting tools and log frames; and</li> </ul> </li> </ul>	The GEE checklist becomes a standard tool in adaptation project

<ul style="list-style-type: none"> <li>• environmental and social safeguards processes.</li> <li>• Require the checklist as part of submission packages for adaptation projects.</li> </ul>	cycles at national and sub-national levels.
<b>Step 4: Monitor implementation and track progress</b>	
<ul style="list-style-type: none"> <li>• Include GEE checklist indicators and scoring data in <ul style="list-style-type: none"> <li>• sector performance reviews;</li> <li>• annual budget assessments; and</li> <li>• climate finance audits.</li> </ul> </li> <li>• Use findings to improve project design and address recurring inclusion gaps.</li> </ul>	Data and insights inform continuous improvement and inclusive policy adaptation.
<b>Step 5: Institutionalize for long-term impact</b>	
<ul style="list-style-type: none"> <li>• Advocate for checklist integration into <ul style="list-style-type: none"> <li>• the Fourth National Development Plan;</li> <li>• sector strategic plans; and</li> <li>• donor funding requirements.</li> </ul> </li> <li>• Partner with academic institutions to embed the checklist in training curricula for environmental, social development, and planning professionals.</li> </ul>	Long-term sustainability of checklist use embedded in national systems.

## 3.2 KEY ENABLERS FOR SUCCESSFUL ROLLOUT

These include

- strong political will and cross-ministerial collaboration;
- ongoing mentorship and technical support;
- community and civil society organizations engagement in checklist application; and
- embedding the public in scoring the results to promote accountability and transparency.

The rollout of the GEE checklist will require coordinated efforts, dedicated resources, and a strong commitment to inclusion. It is recommended that the responsible lead agency establish a clear roadmap and M&E framework for implementation, with periodic reviews and opportunities for learning and adaptation.

## 4. CONCLUSION

Integrating GEE considerations into climate finance strategies is not only a moral imperative but also a practical necessity for achieving equitable and sustainable development. The GEE Climate Checklist provides a structured and actionable framework to ensure that marginalized groups, including women, youth, persons with disabilities, older persons, and other marginalized communities, are actively included in climate adaptation and mitigation efforts. By embedding GEE principles into every stage of planning, implementation, and evaluation, this tool enables stakeholders to address systemic inequalities, allocate resources equitably, and foster inclusive decision-making processes that amplify underrepresented voices.

Moving forward, the success of this checklist depends on collective commitment and sustained action. Policymakers, program managers, and implementing partners must embrace this framework to ensure climate finance initiatives are responsive to the diverse needs of affected populations. Regular monitoring, capacity building, and stakeholder engagement will be essential to adapting strategies and achieving measurable impacts. By leveraging the insights provided by the GEE Climate Checklist, stakeholders can drive transformative change, build resilience, and ensure that climate action benefits everyone equitably, leaving no one behind.

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# APPENDIX A. GENDER EQUALITY AND EQUITY SUMMARY RATING SHEET

## Section 1: Project Information

Field	Details
Project Title	
Project ID	
Sector	
Implementing Organization(s)	
Reviewer Name	
Review Date	
Project Stage	<input type="checkbox"/> Concept <input type="checkbox"/> Proposal <input type="checkbox"/> Implementation <input type="checkbox"/> Evaluation

## Section 2: Gender Equality and Equity Scoring Summary

Dimension	Score (0–2)	Comments/justification
1. Gender equality and equity (GEE) analysis		
2. Participation and community engagement		
3. GEE objectives, outcomes and activities		
4. Monitoring and evaluation (M&E)		
5. Project management staff		

6. Budget allocation		
7. GEE integration approach		
<b>Total Score (out of 14)</b>		

### Section 3: GEE Classification (Traffic Light System)

Score range	Tag	Level of GEE integration	Interpretation
0–4	● Red	GEE absent	Major improvements required
5–7	● Orange	GEE aware	Minor improvements needed
8–10	● Green	GEE responsive	Meets minimum standards
11–14	✓ Green+	GEE transformative	Strong integration; ready to proceed

### Section 4: Key Gaps and Recommendations

Dimension	Key gaps identified	Recommended actions
GEE analysis		
Participation		
GEE objectives		
M&E		

Project management staff		
Budget		
GEE integration approach		

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### **Section 5: Reviewer Summary and Next Steps**

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**Overall comments:**

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# APPENDIX B. DEFINITIONS OF KEY TERMS

These definitions are adapted from a document jointly published by the National Adaptation Plan (NAP) Global Network and the United Nations Framework Convention on Climate Change (UNFCCC) (2019) and the Food and Agriculture Organization of the United Nations (FAO) (2024). These definitions are to provide clarity to ensure consistent understanding among checklist users:

Key terminology	Definitions
Gender	This term “refers to the economic, social and cultural attributes and opportunities associated with being male or female.” It encompasses the roles, behaviours and activities that are deemed acceptable for people of different genders and influences the relationships between the people who fall within these groups. These attributes and relationships are socially constructed. “Gender determines what is expected, allowed and valued in a particular context at a given time, recognizing that this is changeable” (NAP Global Network & UNFCCC, 2019).
Gender equality	This term “refers to equal rights, responsibilities and opportunities for women and men, girls and boys. Gender equality does not mean that people of all genders are the same. Rather, it is a situation where people’s rights, responsibilities and opportunities do not depend on whether they were born male or female” (NAP Global Network & UNFCCC, 2019).
Gender equity	This term means “fairness or justice in the way people are treated,” regardless of their gender. Achieving equity often involves measures designed to compensate for historical and socially determined disadvantages that prevent some people from enjoying the same rights, opportunities, resources and rewards as others. In many contexts, it is women who are disadvantaged as a result of gender inequality. Women who have other characteristics that may lead to social marginalization (such as race, age, or disability, among others) may require particular attention for equity to be reached. Equity leads to equality” (NAP Global Network & UNFCCC, 2019).
GEE analysis	Gender analysis involves the systematic assessment of the differences in roles, needs, constraints, opportunities, and impacts of climate change with respect to men, women, boys, and girls of diverse identities. Influencing factors include age, ethnicity, disability, and socio-economic status. Gender analysis ensures that project planning, implementation, and evaluation address and promote equity and inclusion.
Gender-responsive approaches	These approaches “examine and actively address gender norms, roles, and inequalities. Gender-responsive approaches go beyond sensitivity to gender differences—they actively seek to promote gender equality. This often involves specific actions to empower women in their households and communities as well as broader policy and planning processes” (NAP Global Network & UNFCCC, 2019).

<b>Key terminology</b>	<b>Definitions</b>
Gender-sensitive approaches	“Gender sensitivity is about awareness of gender differences, while gender-responsiveness is about action to address inequalities. Gender sensitivity can be viewed as a step toward gender-responsiveness” (NAP Global Network & UNFCCC, 2019).
Inclusive approaches	These “recognize intersectionality and the consequent differences among women, men, and people. They are attentive not only to gender balance but also to the representation of people with other socio-cultural characteristics that may influence their vulnerability to climate change, their capacities to adapt, and their ability to participate in and benefit from adaptation action” (NAP Global Network & UNFCCC, 2019).
Intersectionality	This term “describes the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect.” The concept of intersectionality attempts to capture the complexity of discrimination and how the experiences of individuals differ based on their multiple identities. It recognizes that gender intersects with other socio-cultural characteristics such as race, ethnicity, disability, and age and that these intersections yield a unique set of norms. An intersectional approach recognizes the differences among people of the same gender that must be understood for gender equality to be achieved” (NAP Global Network & UNFCCC, 2019).
Sex-disaggregated data	This is “collected, presented and analyzed separately for women, men, girls, and boys. It allows the identification of existing and potential inequalities based on gender. It is the basis for effective gender analysis” (NAP Global Network & UNFCCC, 2019).
Vulnerable groups	Communities or populations are disproportionately affected by climate change due to social, economic, cultural, or geographic factors, leading to increased risk and reduced resilience.
Gender transformation	This is a proactive approach aimed at challenging and changing deep-rooted gender norms, roles, and power dynamics to promote equality. “Central elements of a transformative approach in agriculture must surely comprise altering the way that women are perceived and supported. It requires removing all forms of discrimination against women and the barriers to women’s empowerment in order to change the legal and institutional frameworks, and the recognition and realisation of women’s social, economic and political rights” (Deering Karl, n.d., p. 5).
Climate adaptation	This consists of actions designed to reduce vulnerability to climate impacts and enhance resilience to climate change. “It is the adjustment process to actual or expected climate change and its effects. In human systems, adaptation seeks to moderate harm or exploit beneficial opportunities” (FAO, 2024).



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