



Ministry of Water and Environment

Climate Change Department

Capacity Building Initiative for Transparency (CBIT)

“Strengthening the capacity of institutions in Uganda to comply with the transparency requirements of the Paris Agreement”

TECHNICAL REPORT FOR THE CONSULTANCY TO CONDUCT GENDER SENSITIZATION IN THE DEVELOPMENT AND PUBLICATION OF INFORMATION ON TRANSPARENCY REQUIREMENTS AND CLIMATE ACTION



Africa Innovations Institute

@ May, 2019

ACKNOWLEDGEMENTS

The Ministry of Water and Environment through Climate Change Department (CCD MWE) would like to acknowledge the support received from Global Environment Facility (GEF) through Conservation International (CI). We appreciate the overall guidance and direction of this report that was provided by CI and AfrII. We thank teams from the two Institutions for insights and reviews during compilation of this report. Specifically we wish to thank the CBIT-Project Management team from AfrII; Dr. Felly M. Tusiime, Ms Elizabeth Ahumuza, Mr. Arthur S. Kimeze, and Prof. G. W. Otim-Nape for their technical support, coordination and reviews of this report. We recognize the support from Mr. Victor Esendi and Dr. Peter Alele from CI for their technical and administrative guidance throughout the assignment. Special appreciation to CCD/MWE staff led by Hon. ChebetMaikut – CCD Commissioner, Mr. Henry Bbosa, Ms Irene Chekwot, Mr Isaac Rubayiza and others, and representatives from the five sectors Energy, Transport, Waste, Agriculture and Forestry who spared their time for consultations. Finally, we acknowledge the tireless efforts by the consultancy team led by Prof. GorettieNsubugaNabanoga assisted by Dr. Justine NamaalwaJjumba and Mr. Anthony Tugaineyo for the research and compilation of this report.

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1. INTRODUCTION

1.1. Climate Change and Global Responses

Addressing climate change is one of the 17 global goals that make up the 2030 Agenda for Sustainable Development. The United Nations Framework Convention on Climate Change (UNFCCC) provides the foundation for intergovernmental action to combat climate change and its impacts on humanity and ecosystems. The Convention sets an ultimate objective of stabilizing greenhouse gas (GHG) concentrations "at a level that would prevent dangerous anthropogenic (*human induced*) interference with the climate system."

There are several actions aiming at strengthening the global response to climate change. The Paris Agreement is one of these initiatives. The Paris Agreement¹ is an agreement within the UNFCCC dealing with GHG emissions, climate change mitigation, adaptation, and financing, starting in the year 2020. The Paris Agreement's central aim is to strengthen the global response to the threat of climate change by keeping a global temperature rise this century well below 2 degrees Celsius above pre-industrial levels and to pursue efforts to limit the temperature increase even further to 1.5 degrees Celsius. Additionally, the agreement aims to increase the ability of countries to deal with the impacts of climate change, and at making finance flows consistent with a low GHG emissions and climate-resilient pathway. To reach these ambitious goals, appropriate mobilization and provision of financial resources, a new technology framework and enhanced capacity-building is to be put in place, thus supporting action by developing countries and the most vulnerable countries, in line with their own national objectives. The Agreement also provides for an enhanced transparency framework for action and support.

The key to success of the Paris Agreement depends on emphasizing the details to build a robust transparency mechanism as laid out in Article 13. An effective transparency mechanism will require accurate and precise Measurement, Reporting and Verification (MRV) of GHG emissions by source and removal by sink from all nations.

The transparency of action and support under Article 13 of the Paris Agreements indicates that;

¹*Paris Agreement* aims to limit global temperature rise to well below 2 degrees Celsius. It was effected in November 2016, signed by 195 countries. The Paris Agreement requires all Parties to put forward their best efforts through "nationally determined contributions" ([NDCs](#)) and to strengthen these efforts in the years ahead. This includes requirements that all Parties report regularly on their emissions and on their implementation efforts. There will also be a global stocktake every 5 years to assess the collective progress towards achieving the purpose of the agreement and to inform further individual actions by Parties

- All parties shall report on (i) National GHG inventory; and (ii) the progress made in implementing and achieving NDC;
- All parties should report on climate change impacts and adaptation
- Developing country parties should report on financial, technology transfer and capacity building support needed and/ received.

While the Paris Agreement sets up the structure for this to occur, however, the capacity for implementation to do so is deficient. It has been noted that capacity in carbon accounting must be strengthened in the developing world in order to effectively implement the Agreement.

1.2. CBIT and CBIT Trust Fund

Paragraph 84 of the Conference of Parties (COP) decision adopting the Paris Agreement decided to establish “a Capacity-building Initiative for Transparency (CBIT) in order to build institutional and technical capacity, both pre- and post-2020” that “will support developing country Parties, upon request, in meeting enhanced transparency requirements as defined in Article 13 of the Agreement in a timely manner.”

The CBIT has three aims:

- a) Strengthen national institutions for transparency-related activities in line with national priorities
- b) Provide relevant tools, training and assistance for meeting the provisions stipulated in Article 13 of the Paris Agreement, and
- c) Assist in the improvement of transparency over time

1.3. CBIT Project Uganda

The Government of Uganda through the Climate Change Department (CCD), Ministry of Water and Environment (MWE) received support from the Global Environment Facility (GEF) through Conservation International (CI) to support the CBIT project focusing on “*Strengthening the Capacity of Institutions in Uganda to comply with the Transparency requirements of the Paris Agreement*”. This project intends to strengthen *the major and supporting CCD and the major emitting sectors charged with development and utilization of the National GHG inventory system. The Project also intends to mainstream gender and strengthen the gender focal points in the different major emitting sectors, formalize data collection, processing and dissemination. The project intends to focus on five sectors, namely; Agriculture, Forestry, Energy, Transport and Waste, given the reported effect of CC and existence of MRV frameworks.*

The Project is implemented by the Climate Change Department Ministry of Water and Environment CCD/MWE and Africa Innovations Institute (AfrII).

1.4. The Gender Focus for the CBIT-Project in Uganda

Gender is a development concept useful in identifying and understanding the social roles and relations of women and men of all ages, and how these impact on development. The Uganda Gender Policy, 2017 defines gender as the social and cultural construct of roles, responsibilities, attributes, opportunities, privileges, status, access to and control over resources and benefits between women and men, boys and girls in a given society. This policy makes gender-responsiveness mandatory for development practitioners. Gender responsive, is the ability of an individual or agency, to take into account the social relations of women and men as well as differences in their needs in any undertaking or decision. *Gender responsiveness* therefore refers to outcomes that reflect an understanding of *gender roles* and inequalities and which make an effort to encourage equal participation and equal and fair distribution of benefits.

Gender responsiveness is accomplished through *gender analysis* and *gender inclusiveness*. Gender analysis on the other hand is a process that helps collect, identify, examine, and describe the roles and activities of men and women and key issues contributing to inequalities between them. It examines the different roles, tasks, responsibilities, and rights men and women have in the society, and the opportunities and problems they face in performing their daily activities. Gender analysis is only accomplished after collection of gender-disaggregated data. The UN Women Training Centre refers to gender-disaggregated data, as data that is cross-classified by sex that reflects roles, real situations, general conditions of women and men, girls and boys in every aspect of society.

2. SCOPE OF THE ASSIGNMENT

The assignment was designed to support Uganda enhance her transparency requirements as defined in Article 13 of the Paris Agreement in a timely manner. This is through the establishment of the Capacity Building Initiative for Transparency (CBIT) with three core components. Project component No. 2 of the CBIT Project is to build the capacity of CCD and key stakeholders to collect, process and feed gender-disaggregated data into the GHG emissions inventory and MRV system.

In order to deliver this project component, the assignment was framed with an objective of training CCD and CBIT stakeholders on gender sensitivity in relation to the development and publication of information on transparency activities. In order to

address the specified objective, the following Terms of Reference (ToRs) were agreed upon:

1. Undertake a diagnosis of gender considerations in climate actions by the different sectors.
2. Conduct a sensitization workshop on importance of gender and the need for gender disaggregated data (*gender analysis and mainstreaming*) for GHG inventory.
3. Conduct a skills gap assessment (*for CCD staff and relevant stakeholders*) on gender in climate action.
4. Prepare a Procedure Manual² to be used for training the staff of CCD and relevant stakeholders on how to prepare, collect, analyze and report gender disaggregated data on Climate Action.
5. Hold a training on framing, collecting and analyzing gender-disaggregated data for reporting on the transparency requirements.

Given the stipulated ToRs, the assignment was expected to deliver the following outputs:

1. An Inception report.
2. Report on gender sensitization workshop (*hard and soft copy*).
3. A Procedure Manual on the development and publication of information that is gender responsive.
4. Report on training focusing on the collecting, analyzing and reporting gender-disaggregated data in climate change Actions (*hard and soft copy*).
5. A technical report as a summary for all the tasks.

²While the ToRs were referring to preparation of a Training Manual, it is important to note that a training manual is envisaged as a booklet of instructions, designed to improve the quality of a performed task. And thus, particularly useful as an introduction to subject matter prior to training and/or an outline to be followed during training. Given the objective of the CBIT project, a procedure manual is deemed more appropriate.

3. THE APPROACHES FOR GENERATING THE DELIVERABLES

3.1. Preparation of an Inception Report

An inception report (Annex 1) was prepared that provided the consultants' understanding of the tasks and expected approaches and activity plan to be followed for a timely delivery of the assignment. This inception report included suggested modifications to the earlier stipulated ToRs. This document formed the basis for the subsequent activities in the implementation of the tasks.

Given the diversity of the stipulated tasks under the ToRs, various approaches were used to effectively accomplish the assignment. The approaches used for the differed tasks are briefly presented as the detailed methodologies are elaborated in the specific activity reports.

3.2. Diagnosis of Gender Considerations in Sectoral Climate Actions

A discussion approach was used to engage the fivefocal sectors on the extent to which they have mainstreamed gender in their sectoral activities on climate action. This involved a listing of the climate-related actions that have had gender considerations in the following sectors;

- a. National Forest Authority -NFA-*Forestry sector*
- b. Ministry of Agriculture Animal Industry and Fisheries -MAAIF-*Agriculture sector*
- c. Ministry of Energy and Mineral Development-MEMD- *Energy Sector*
- d. Ministry of Works and Transport-MoWT - *Transport sector*
- e. National Environment Management Authority-NEMA - *Waste Sector*

The gender focal persons, CBIT sector focal points and other stakeholders (*especially those mandated with the climate actions in the identified sectors*)were engaged in discussions guided by a checklist. The interviews/discussions identified the following aspects at institutional level:

- i. Any previous trainings/awareness sessions on the gender concepts organized/facilitated by the Institution.
- ii. Any previous trainings/awareness sessions on the incorporation of gender in climate change actions organized/facilitated by the Institution.
- iii. Identification of specific programmes in which gender mainstreaming has been a key consideration.
- iv. Identification of specific programmes where the gender lens was not considered, even though it would have been desirable.And the possible reasons for this occurrence.

3.3. Sensitization Workshop on Gender

A workshop was organized to provide a forum for sensitizing the CCD staff as well as the relevant staff in the focal sectors on the aspects of gender and gender mainstreaming. This process included the following steps

- i. Identifying the target trainees
- ii. Preparing interactive/participatory workshop materials and exercises
- iii. Conducting a one-day training session

During the training workshop, the participants presented their expectations prior to the presentations by the consultant. The power point presentation was conducted in three complementary sessions;

- **Session I: Gender Concepts**
 - The gender Concept (*Sex vs. Gender*)
 - Gender-related concepts (*Gender roles, Gender Needs, Gender stereotypes, Gender bias, Gender blindness, Gender disparities, Equity, Equality, Gender perspective, Gender gaps, Gender-responsive, Gender mainstreaming, Gender Analysis, Gender Disaggregated Data*)
- **Session II: Mainstreaming Gender in GHG Inventory processes**
 - Why gender in CC Actions
 - COP decisions on Gender
 - Embracing gender in Uganda
 - Mechanisms of Mainstreaming Gender in GHG Inventory
- **Session III: Case Studies: Application of gender in climate change Assessment/Actions**
 - *Gender and Climate Change Adaptation in Uganda: Insights from Rakai*

For every session, questions and comments from the participants were addressed by the consultant in an interactive manner. An appraisal on whether the participants' expectations were met was also conducted.

3.4. The Skills Gap Assessment

After the gender sensitization sessions, a rapid training needs assessment was conducted in order to identify the gaps in stakeholders' skills to incorporate gender aspects in the transparency requirements. A checklist was developed with the following specific considerations:

- i. Any previous trainings/awareness sessions on the gender concepts attended.
- ii. Any previous trainings/awareness sessions on the incorporation of gender in climate change actions attended.
- iii. Involvement in specific programmes in which gender mainstreaming has been a key consideration.

- iv. Involvement in specific programmes where the gender lens was not considered, even though it would have been desirable. And the possible reasons for this occurrence.
- v. Challenges (*Individual and Institutional*) faced in the quest to generate gender-disaggregated information.
- vi. The specific knowledge and skills required to satisfactorily deliver the generation of gender-disaggregated information.

The responses generated were synthesized and summarized using descriptive statistics to identify the key skills gaps.

3.5. Developing a Procedure Manual

A procedure manual was developed which is expected to serve as a guide to the CCD staff and relevant staff in the target sectors in the preparation, collection and analysis of gender disaggregated data. Thus, procedures were developed to provide guidance to gender mainstreaming in the GHG inventory and MRV systems, and thus reduce variation in the processes.

The procedure manual was envisaged to contain the following main modules:

- i. Gender and gender-related concepts
- ii. Key consideration in developing data collection methodologies
- iii. Data collection processes and archiving
- iv. Data analysis and reporting procedures

3.6. Conducting a Writeshop

A two-day training session was organized where stakeholders from CCD, AfrII, and the sectors of Energy, Forestry, Agriculture and Waste attended. The stakeholders from the Transport sector were absent during these sessions due to commitments at the sector.

Over the 2 days, the writeshop was conducted in a participatory manner with the following aims:

- i. Demonstrating the modules in the procedure manual.
- ii. Participation in practical exercises guided by reflection questions for each of the modules presented. These aimed at triggering the sectors to embrace the gender lens in the planning and implementation of climate change actions.

4. SUMMARY FINDINGS/DELIVERABLES

4.1. Diagnosis of Gender Considerations in Sectoral Climate Actions

The diagnosis revealed that only a few sectors have in the past considered the pertinent gender concerns in data management (*collecting, analysis and reporting*) to some extent (Table 1).

The results of this exercise are presented as part of the procedural manual (Annex 2) that was prepared to guide on how to prepare, collect, analyze and report gender disaggregated data in the climate actions.

Table 1: Synthesizing existing capacity & capacity needs at Institutional level

Sector/Institution	Previous training attended	Engendered Programmes across sectors	Institutional capacity need
National Forestry Authority	<ul style="list-style-type: none"> • Training on Gender concepts 	<ul style="list-style-type: none"> • Forest management activities • FIEFOC • REDD+ • Collaborative forest management 	<ul style="list-style-type: none"> • Training on gender mainstreaming in plans
Ministry of Works and Transport	<ul style="list-style-type: none"> • Awareness training on Gender by Equal opportunities commission and UN women 	<ul style="list-style-type: none"> • Budgeting, Monitoring and Evaluation • National transport policy and logistic • National transport master plan 	<ul style="list-style-type: none"> • Knowledge gap of the new gender focal persons • Lack of budget line for gender positions in the structure • Outdated sectoral policies and guidelines on gender mainstreaming
Ministry of Agriculture Animal Industry and Fisheries	<ul style="list-style-type: none"> • Gender analysis in Climate Change adaptation under NAP-Ag project 	<ul style="list-style-type: none"> • Agriculture cluster development project 	<ul style="list-style-type: none"> • Analytical capacity of gender disaggregated data
Ministry of Energy and Mineral development		<ul style="list-style-type: none"> • Electricity sector development project • Green charcoal project 	<ul style="list-style-type: none"> • Training on gender mainstreaming in programs
Ministry of Lands Housing and Urban Development.		<ul style="list-style-type: none"> • Albertine sustainable development project • Municipal development forums 	<ul style="list-style-type: none"> • Increased funding to support gender related activities • Training on gender mainstreaming in projects • Improved staffing in the sector • Improved access to literature and information regarding gender to the sector and sub-sectors
Waste sector/ Kampala Capital City Authority	Basic Gender awareness drives	<ul style="list-style-type: none"> • Urban agriculture/farming • Enhancing environmental literacy • Water and sanitation clubs 	<ul style="list-style-type: none"> • Improved staffing of the institution • Gender training of the staff
Ministry of water and Environment / Climate Change Department	Gender mainstreaming workshop with support from World Bank		<ul style="list-style-type: none"> • Understanding of gender mainstreaming approaches
National Environment Management Authority	Short training on integrating gender into government planning		
Africa Innovations institute	Participatory gender audit and gender mainstreaming		
Conservation International	Participatory gender audit and gender mainstreaming		

4.2. Sensitization workshop on gender

Three complementary sessions were conducted and for every session, questions and comments were raised to initiate an interactive engagement between the trainers and the participants. The engagement yielded a better comprehension (Table 2) of the raised concerns. A detailed workshop report (Annex 3) was prepared.

Table 2: Areas of discussion for the different sessions

Questions/Reaction	Consultant's response
Session I: Gender Concepts	
Difference between equity and equality	Equality emphasizes sameness while equity emphasizes fairness
Difference between feminism and women empowerment	Discussion – understanding the genesis of the concepts and the recognition that women were historically mostly disadvantaged and the need for equity in order to achieve equality
The transport sector has collected a lot of gender disaggregated data	Assess and analyze the data for gender lens
Gender equity may be misjudged for favoritism	Equity refers to fairness of treatment for different categories of men and women for their respective needs
Session II: Mainstreaming Gender	
Who bears the cost of gender Mainstreaming?	Gender mainstreaming calls for gender budgeting while developing projects and plans. GM also requires institutional commitment to embrace the engendering processes
Whether there is a National MRV road map	CCD department noted that there are documents being developed for the MRV road map
When do other gender groups manifest	Discussion – Mainly looking beyond sex disaggregation (male/female) and include all other socio-economic and political factors in a specified context
At what point should the gender lens be used in generation gender disaggregated information	The gender lens should be employed from the planning phase; one should not expect to report gender disaggregated information if it was not planned for at data collection.

4.3. The Skills Gap Assessment

The skills gap assessment revealed that about 60% of the stakeholders consulted expressed a need for capacity building (Figure 1) in gender mainstreaming. The stakeholders also expressed the sectoral challenges (Figure 2) in mainstreaming gender. The results of this exercise are presented as part of the procedural manual (Annex 2).

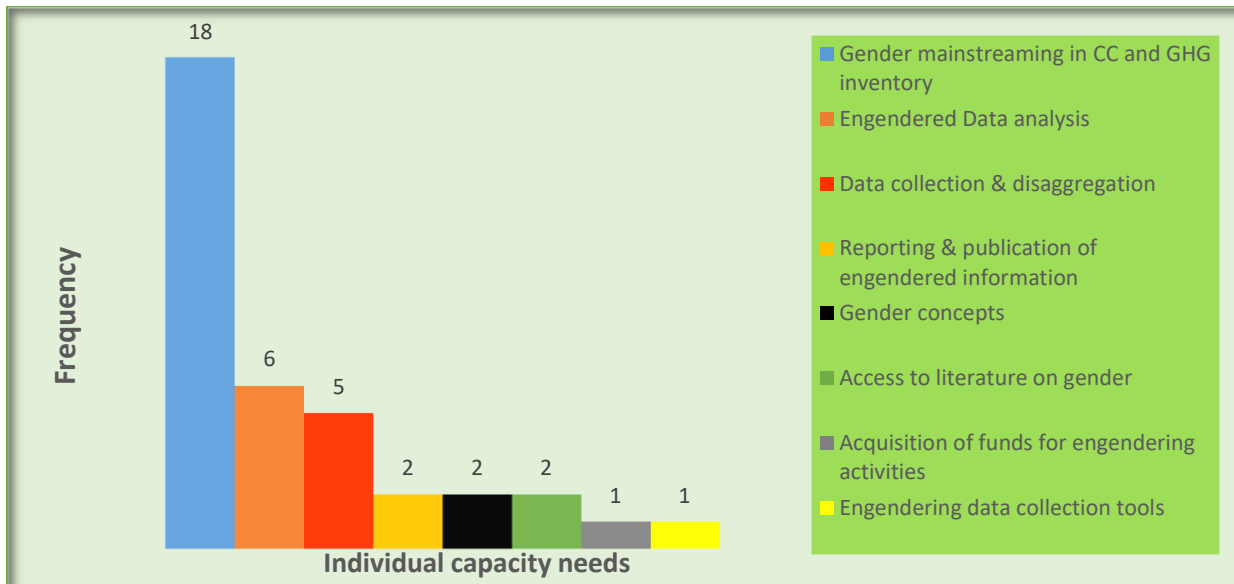


Figure 1: Individual (n= 31) Capacity Needs across sectors

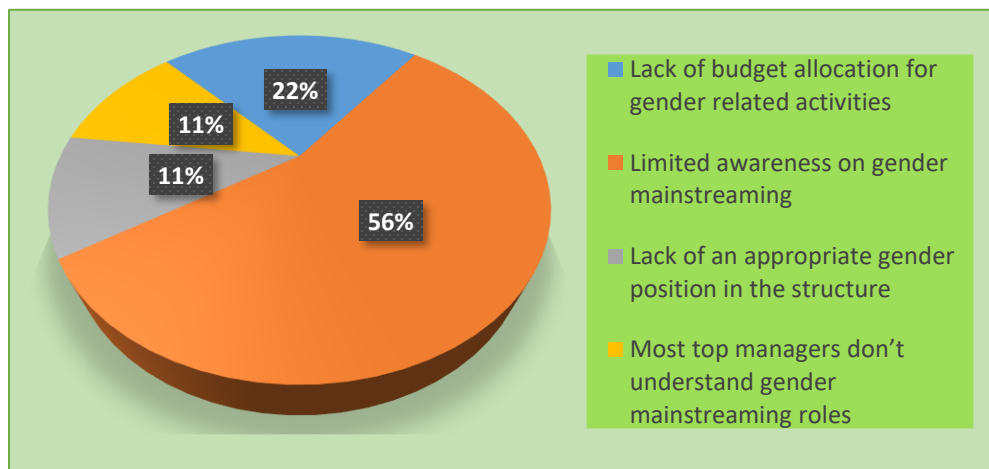


Figure 2: Institutional challenges in Gender mainstreaming

4.4. Developing a Procedure Manual

A procedure manual (Annex 3) was developed which is expected to serve as a guide to the CCD staff and relevant staff in the target sectors in the preparation, collection and analysis of gender disaggregated data. Thus, procedures were developed to provide guidance to gender mainstreaming in the GHG inventory and MRV systems, and thus reduce variation in the processes.

Clarity was also provided on the utilization of the gender-disaggregated information in reporting on transparency requirements. The manual was developed in an illustrative manner to ease communication to the target audience.

The procedure manual contains the following modules:

- i. Gender and gender-related concepts including:
 - a. A clear differentiation between the terms sex and gender
 - b. The gender-related concepts applicable to reporting on transparency requirements
 - a) *Gender roles*
 - b) *Gender Needs*
 - c) *Gender Equity*
 - d) *Gender Equality*
 - e) *Gender Analysis*
 - f) *Gender Disaggregated Data*
- ii. Gender concerns in the GHG inventory
- iii. The Purpose of the Manual
- iv. The steps to follow in mainstreaming gender in GHG inventory
 - a) Comprehend the Reporting Guidelines under the Transparency requirements
 - b) Process planning
 - c) Designing data protocols and data collection
 - d) Data entry and analysis
 - e) Utilization of gender disaggregated information

4.5. Conducting a Writeshop

A two-day training session was organized where stakeholders (Figure 3) from CCD, AfrII, and the sectors of Energy, Forestry, Agriculture and Waste attended. The stakeholders from the Transport sector were absent during these sessions.

Over the 2 days, the writeshop was conducted in a participatory manner with the following aims:

- i. Demonstrating the modules in the procedure manual.
- ii. Participation in practical exercises guided by reflection questions for each of the modules presented. These aimed at triggering the sectors to embrace the gender lens in the planning and implementation of climate change actions.



Figure 3: Participants during the write shop

A detailed report (Annex 4) was prepared.

5. CONCLUSIONS AND RECOMMENDATIONS

The assignment was set out to support Uganda enhance her transparency requirements as defined in Article 13 of the Paris Agreement in a timely manner. This was through the establishment of the Capacity Building Initiative for Transparency (CBIT) with three core components. Project component No. 2 of the CBIT Project is to build the capacity of CCD and key stakeholders to collect, process and feed gender-disaggregated data into the GHG emissions inventory and MRV system. The consulting team delivered the stipulated tasks in a sequential manner in order to achieve the desired objective of having the CCD and CBIT stakeholders trained on gender sensitivity in relation to the development and publication of information on transparency activities.

Given the prominent resource constraints, especially the time stipulated for the tasks and availability of the stakeholders, the consulting team makes the following recommendations:

- a) Follow-up hands-on capacity building sessions for the participants to fully embrace the gender mainstreaming for the reporting on transparency requirements.
- b) Special follow-up with sectors that were either not represented or not fully represented at the different sensitization and training sessions.

Embracing the results of this assignment as well as other related assignments under the CBIT project, and, a critical consideration of the provided recommendations would enable Uganda enhance her transparency requirements as defined in Article 13 of the Paris Agreement in a timely manner.

