



PATHWAYS2RESILIENCE

D9.3 –

Gender Action Plan

WP9 – Task 9.3

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Summary

This report defines concrete actions and tools to systematically integrate the gender perspective and justice principles in all WPs of Pathways 2 Resilience (P2R).

Keywords

Gender, vulnerable groups, vulnerable regions, just transition, transformational adaptation

Abbreviations and acronyms

Acronym	Description
COO	Coordinator
DEI	Diversity, Equity and Inclusion
PFEG	Practitioner Finance Expert Group
GAP	Gender Action Plan
P2R	Pathways to Resilience
SAG	Scientific Advisory Group
WP	Work Package

1. Context & Purpose

Pathways2Resilience (P2R) is part of the Horizon Europe Research and Innovation Programme in support of European Union’s Mission to Climate Change Adaptation. The main goal of P2R is to empower at least 100 regions and communities to co-design visions of a climate resilient future and corresponding transformational, locally led pathways and innovation agendas that ensure long-term impact through political commitment. We do this by: (a) mobilising regional interest and progressively elevating the ambition and capability of regions; (b) developing a Regional Resilience Journey framework (and supporting services) to equip regions and communities in developing climate resilience pathways and connected innovation agendas; (c) allocating €21M across 100 regions and communities via three open call cycles to support their Journeys (d) triggering a wide engagement of citizens and diverse stakeholders in the co-creation of the pathways; (e) increasing knowledge on adaptation innovations across Key Community Systems (KCS) and enabling conditions; (f) boosting literacy and access to (innovative) adaptation finance; and (g) developing a Resilience Maturity Curve to baseline and monitor regional resilience capacities.

An essential characteristic of transformational adaptation, and therefore of P2R, is that it should be inclusive and should enable a just transition. Effective climate change adaptation recognises that people experience impacts differently depending on numerous intersecting aspects of their identities, where they live, how they sustain their livelihoods, and the roles they play in their families and communities. The P2R consortium acknowledges the necessity to ‘leave no one behind’ when adapting to climate change, and to integrate DEI considerations into account when designing, implementing, and measuring the outcomes of its actions. We are aware that adaptation responses can worsen existing inequalities or create new ones; and we are determined to prevent this, be on a constant watch and proactively propose new corrective measures. We collectively commit to develop just adaptation measures in practice; within the capacity and control of P2R actions and dissemination efforts.

As part of WP9 activities, this deliverable D9.3 Gender Action Plan (GAP) is the project’s roadmap of actions for promoting gender equality & climate adaptation justice within its various activities, governance, internal and external communication, and management.

2. General principles of gender mainstreaming into P2R

According to P2R’s DoA, gender is addressed in the following areas:

Gender issues in the project will be covered, in line with the priorities of the new EU Gender Equality Strategy 2020-2025 agenda, under the following perspectives:

1. *The project will tackle the issue through the following measures:*
 - *Develop a Gender Action Plan (WP9) to ensure that gender perspectives and attention to the goal of gender equality will be integrated in all activities of the project (e.g. citizen engagement, service design, pilots, dissemination, etc.);*
 - *Ensure that citizen engagement actions within Regional Resilience Journey Framework development and implementation are balanced and diverse including gender participation, not merely on a numerical basis but ensuring that all voices have equal recognition and impact (WP4);*
 - *Integrate gender analysis and gender equality indicators into MEL activities, more specifically, into the RMC (WP1), through disaggregated data gathering;*

- *Systematically display either gender-neutral or gender-balanced imagery in all dissemination materials, overcoming stereotypes that reinforce gender and diverse groups' discrimination (WP8);*
 - *Make gender balance one of the selection criteria in the selection of regional partners through the financial support to regions and communities (WP3); and,*
 - *Ensure an equal opportunity approach in selecting and appointing the scientific advisory group (SAG) (WP9).*
2. *From its inception, the project has also paid due attention to gender balance in respect of the lead roles in the WPs and management of the project (Project Management Board is composed of 5 female WP Leaders (WPs 1, 2, 6, 7 and 8) 4 male WP leaders (WP 3, 4, 5, 9). Most of the project partners have in-house equal opportunities regulations to prevent discrimination. The project is not inherently prone to promote or deny inclusion due to gender or any other non-merit related factor. Nevertheless, the consortium commits to take affirmative actions to promote recognition of gender and other inequalities, and affirmative primary actions to overcome these inequalities. Consideration will be taken by project partners to offer flexible working hours for parents and carers, and to encourage parents of both genders to take all legally available parental leave.*

The intersectionality of gender and climate change is critical in achieving the overarching goals of P2R. The project's primary objective is to empower regions and communities in their pursuit of a climate-resilient future through co-designed pathways and innovative agendas. By integrating a gender perspective into the project, P2R can enhance its effectiveness, inclusivity, and sustainability in several fundamental ways:

- **Inclusive and just transition:** Gender mainstreaming ensures an inclusive and just transition by recognizing and addressing the diverse impacts of climate change on different identities. Women often face unique vulnerabilities due to their roles, responsibilities, and access to resources, making it crucial to tailor adaptation measures to their specific needs.
- **Recognizing different and varied impacts:** Climate change affects individuals differently based on various intersecting factors such as gender, race, age, health, and socio-economic status. Integrating a gender perspective allows P2R to understand and address these differential impacts, fostering targeted and equitable adaptation strategies.
- **Addressing inequalities:** P2R acknowledges that adaptation responses can unintentionally exacerbate existing inequalities or create new ones. Gender mainstreaming acts as a safeguard by proactively identifying potential disparities and proposing corrective measures, thereby preventing the project from inadvertently reinforcing social, economic, or gender-based inequities.
- **Enhancing effective systemic change through diversity:** The co-creation of pathways and innovation agendas involves engaging citizens and diverse stakeholders. Integrating gender perspectives ensures a more comprehensive understanding of community needs, experiences, and aspirations, enhancing the effectiveness and relevance of the adaptation measures proposed by P2R.
- **Meeting EU Mission Objectives:** By incorporating gender mainstreaming, P2R not only adheres to the principles of the European Union's Mission to Climate Change Adaptation but also contributes to achieving broader societal goals related to gender equality and social justice.
- **Adherence to climate justice:** P2R's commitment to just adaptation aligns with international principles that emphasize fairness, equity, and inclusivity in climate change responses. Integrating gender into the Gender Action Plan (GAP) ensures that P2R complies with these principles, fostering a more ethical and accountable approach to climate adaptation.

- **Demonstrating Leadership in Climate Action:** By proactively addressing gender equality and broader just adaptation, P2R sets an example for other initiatives within the climate resilience domain. This leadership not only enhances the project's reputation but also contributes to a broader global movement towards more socially inclusive and responsible climate action.

Gender mainstreaming is a pivotal component within the broader Diversity, Equality and Inclusion (DEI) framework when addressing climate change solutions. While recognising the importance of gender considerations, a comprehensive DEI approach acknowledges the intersectionality of multiple identities, including race, ethnicity, age, disability, sexual orientation, and socioeconomic status. We define 'at risk' as groups or individuals who already experience inequality, which is exacerbated by climate-related risks. This includes women, gender minorities, children, elderly, people with disabilities, LGBTQIA+ people, members of minority groups, indigenous people, refugees, migrants, people living in extreme poverty.

By adopting this broader perspective, we ensure that climate solutions address the unique challenges faced by individuals with diverse backgrounds, promoting a holistic and inclusive approach. This approach is crucial for achieving social equity and environmental justice by recognizing historical injustices and addressing the disproportionate impacts on marginalized communities. Furthermore, a diverse range of perspectives fosters innovation and resilience, contributing to more effective and adaptive climate strategies. By embedding gender considerations within the broader DEI framework, we strive for policy coherence, effectiveness, and the creation of a more just and inclusive foundation for climate change solutions that benefit all members of society.

3. P2R Gender Strategy

The following figure presents a schematic representation of the building blocks of the P2R gender strategy.

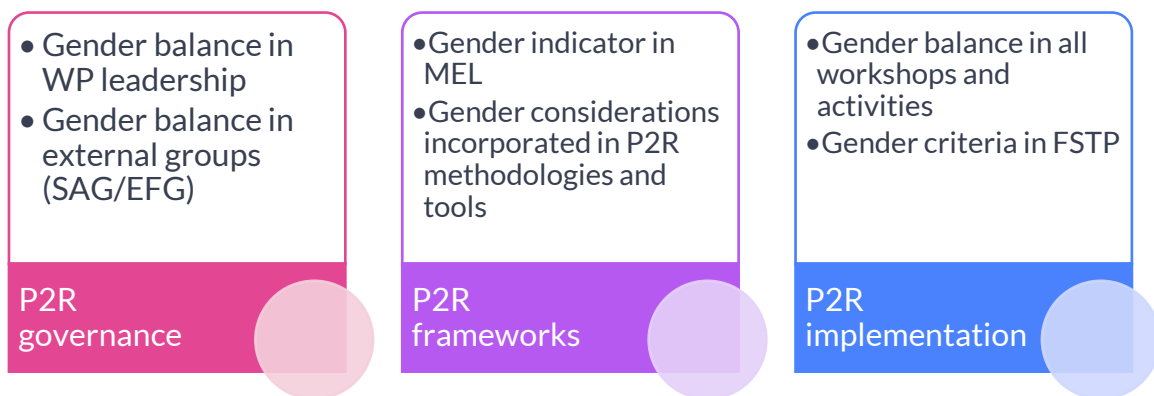


Figure 1 P2R Gender Strategy Building Blocks

Several key principles will guide P2R in its actions:

- One of the main objectives of P2R is to help regions (specifically vulnerable regions) develop Climate Adaptation Plans. P2R will help regions to align these plans ‘just’ adaptation – that they reduce the burdens of adaptation in favour of the most vulnerable groups;
- In its theoretical framework development, P2R will make sure to incorporate gender, race, age, health, and socio-economic inequalities considerations; and to adopt the three main principles of ‘JUST’ adaptation to climate change.
- Throughout all of its activities and Work Packages, P2R will embed the principles of gender equality into the design, implementation, monitoring and assessment;
- In terms of management, the coordinator, PMO and WP leads are responsible to apply gender principles in the work and respective WPs, and to promote meaningful participation of all partners and inclusive decision-making processes;
- P2R will encourage that stakeholder engagement actions are balanced in respect of gender participation, not merely on a numerical basis but ensuring that all voices have equal strength and impact;
- P2R will display gender/age/race/health/socio-economic-balanced imagery in all communication & dissemination materials, overcoming stereotypes that reinforce vulnerable groups’ discrimination; would convey messages about climate adaptation justice and that are adapted for different groups; and would work on meaningful participation of all communities.

The vision for P2R is to foster resilient communities through inclusive, diversity-informed, and equitable climate adaptation, promoting sustainable transformation for a just and inclusive future.

4. Goals, Strategies and Indicators

4.1 Goals:

- **Diverse and Equitable Pathways Design:**
 - *Objective:* Develop climate-resilient pathways that prioritize diversity and equity, acknowledging and addressing the unique impacts on different identity groups.
 - *Outcome:* Increased participation of individuals from diverse identity groups in the co-creation and implementation of climate-resilient pathways.
 - *Strategies:* Support subgrantees in conducting intersectional assessments, engaging diverse stakeholders, and incorporating feedback to co-design pathways that prioritize inclusivity and address vulnerabilities based on race, gender, age, socio-economic status, and other factors.
 - *Indicators:*

- Percentage increase in the representation of various identity groups in community engagement activities; qualitative feedback on the inclusivity of the process.
 - From FSTP process:
 - Assessment of scores on ethics & gender criterion
 - % of vulnerable regions among the subgrantees
- Capacity Building for DEI:
 - *Objective:* Enhance understanding and awareness of diversity, equity, and inclusion (DEI) considerations in climate adaptation among P2R stakeholders, ensuring capacity building at all levels.
 - *Strategies:*
 - Deliver capacity building activities with DEI considerations integrated, including practical steps on how to implement them at the local level.
 - Integrate DEI questions in Resilience Maturity Curve assessments.
 - *Outcome:* Improved knowledge and skills among project teams, community leaders, and stakeholders regarding diversity, equity, and inclusion in the context of climate adaptation.
 - *Indicators:*
 - Number of training sessions conducted focusing on DEI;
 - Pre- and post-assessment scores measuring understanding of DEI-related issues among participants.
 - Pre- and post-assessment scores measuring % of vulnerable groups & vulnerable regions having better access and knowledge of innovative adaptation processes and resources.
- Inclusive Systems and Communication:
 - *Objective:* Establish inclusive systemic structures and communication strategies within P2R, ensuring equal representation and participation from all identity groups.
 - *Strategies:*
 - Integrate DEI considerations into decision-making processes;
 - Communication that reflects the project's commitment to DEI;
 - Glossary section clarifying key DEI concepts and linking them to other P2R key terms.
 - *Outcome:* Establishment of inclusive governance structures within P2R, fostering transparent communication and equal representation from all identity groups.
 - *Indicators:*
 - Implementation of GAP, diversity of P2R governance:
 - % of women sitting on PFEG & SAG;
 - Extent of DEI considerations integrated in the project (via periodic self-assessment);
 - Communication:
 - Assessment of diversity displayed in all communication & dissemination materials;
 - Number of messages that are developed specifically for people from vulnerable groups (e.g. people with disabilities, elderly, women, etc);

4.2 Long Term Impact:

- Communities equipped with climate-resilient pathways that are socially inclusive, responsive to diverse needs, and promote equity and inclusion.
- Reduced vulnerabilities based on diverse identity factors in the face of climate change; increased adaptive capacities among various identity groups; improved overall community resilience.

4.3 Monitoring and Evaluation:

- Regular assessments, intersectional data collection, and feedback mechanisms will be employed to measure progress toward objectives and outcomes. The Gender Action Plan will be periodically revised to adapt to evolving needs and challenges, ensuring a dynamic and responsive approach to mainstreaming DEI within P2R.
- Monitoring and Evaluation's contribution to DEI will be measured via % of DEI sensitive indicators in P2R processes, frameworks and capacity building initiatives.