



Supporting Gender Inclusion in Yemen

DESIGN OF THE GENDER SMART MANAGEMENT FRAMEWORK

- Builds on the government's existing efforts on gender inclusion and equality
- Embedded as core pillar of the stakeholder consultation process and institutional framework, both at the implementing agency and project beneficiary levels
- Requires 30 percent of PCU recruits to be female technical specialists
- Includes female technical specialists seconded by implementing government agencies to the PCU
- Provides female technical specialists with additional training and opportunities

*In 2009, Yemen became a pilot country in the Climate Investment Funds' **Pilot Program for Climate Resilience (PPCR)**. Countries participating in the PPCR prepare strategic programs for climate resilience (SPCRs), which aim to develop an integrated, crosscutting approach to mainstreaming climate resilience, supporting knowledge generation and management, and implementing adaptation and resilience measures.*

In developing their SPCR, all PPCR pilot countries have given consideration to gender; Yemen's SPCR aims to create a tangible impact on women working in the climate resilience space through the adoption of a Gender Smart Management Framework focused on attention to gender and capacity-building for female staff working in the national SPCR unit.

THE GENDER SMART MANAGEMENT FRAMEWORK

The Gender Smart Management Framework uses a targeted and multifaceted approach in support of the Government of Yemen's efforts to increase the participation of women in the specialist work-force.

The framework requires that a minimum of 30 percent of recruits for newly advertised positions in the Project Coordination Unit (PCU) under Yemen's SPCR be women. The government has taken a very active and supportive stance in the implementation of the framework, both by facilitating its design and by coordinating and financing female technical specialists to be seconded to the PCUs. Further, the government agreed to second and finance female technical specialists to the PCU where they will benefit from additional technical training as well as have the opportunity to make a significant contribution to the overall success of the program.

The government sees the framework as a positive step towards giving women a more active and prominent role in the government, as the women will benefit directly from the experience of day to day project implementation under the SPCR, as well as receive targeted technical training that they will later take back with them to their home units. Moreover, the framework complements recent developments from Yemen's 2013 National Dialogue which recently concluded, which established a working group on environmental and social issues, including gender. The committee tasked with



THE FRAMEWORK'S INTENDED IMPACT

- Female technical specialists will enhance their professional development and skillset by receiving additional training and the opportunity to develop on-the-job expertise in the PCU.
- Implementing agencies that second women to the PCUs will later benefit from the added experience and technical expertise gained by the women during their time in the PCU.
- Female project beneficiaries, such as farmers, will receive crucial weather and hazard related information customized to meet their specific household and livelihood needs.

drafting the country's new constitution, a major goal of the National Dialogue, emphasized "the need for participation of the South, youth, and women".¹

The first two female technical specialists have already been seconded from the government's environment and agriculture agencies to work on Yemen's Climate Information System and PPCR Program Coordination project, one of the three priority investments currently receiving funding through the country's SPCR and the first project to be approved under the program. The \$19 million project aims to improve the quality of hydro-meteorological and climate services throughout the country by improving observing networks, introducing new technologies, and providing access to higher resolution global weather and climate products and information. The Climate Information System and PPCR Program Coordination project includes a specific focus on gender equity by seeking to actively respond to

¹ Final Communique of the National Dialogue Conference, Yemen, 2013-2014.

the particular information needs of women, and adapt information to their specific circumstances. This includes, for example, tailoring hazard warnings that affect women's households to provide them with sufficient time to evacuate or to take other appropriate actions to protect their families. The project also aims to benefit female farmers by providing them with useful and timely weather information to facilitate agricultural planning and production.²

The PCU also includes a gender specialist who will provide technical expertise on the gender mainstreaming aspects of the program. Although project implementation is still in the early stages, both women seconded have already received training in English and in Environmental and Social Safeguards, with additional technical training planned.

LESSONS LEARNED FOR GENDER INCLUSION

The Gender Smart Management Framework is a positive and internationally unique step forward for gender inclusion in Yemen, and offers some important lessons for countries seeking to institute similar programs.

1. Gender was integrated into the foundation of the Climate Information System and PPCR Program Coordination project from the start. Gender was considered a regular part of the national stakeholder consultation process for the SPCR, and included as an essential pillar of program preparation. As a result, every investment funded through Yemen's SPCR incorporates gender considerations, both at the level of government coordination and at the level of project beneficiaries.

2. The women seconded to be a part of project implementation under the framework must be technical specialists from participating implementation agencies. This helps ensure that the technical female workforce is further enhanced and that the women are able to

² Climate Information System and PPCR Program Coordination project, Yemen, World Bank Project Appraisal Document.

bring their strengthened knowledge and skills back to the entities from which they were seconded. In addition, the seconded women receive priority technical training opportunities that increase their capacity to make effective contributions both during and after project implementation. This targeted approach to gender inclusion helps ensure that tangible impacts, in terms of skills-building and applied expertise, are achieved.

3. The Government of Yemen and the World Bank have been highly supportive of the framework and are both being held accountable to its enforcement through institutional design and monitoring and reporting. The Women and Environment Unit of the Environment Protection Authority, with the support of local women's NGOs, has been entrusted to monitor and evaluate on a regular basis gender inclusion across all investments. This includes annual assessments on how to improve gender aspects, along with recommendations for further improvements provided for in the Results Framework.

LOOKING FORWARD

Although the implementation of Yemen's SPCR is still in its early stages, the progress being made on gender inclusion through its first approved project is promising. As gender mainstreaming is happening at both the institutional framework and project beneficiary levels, the impacts and lessons that will be generated through the Gender Smart Management Framework have the potential to influence the country's dialogue and policies on gender at both levels, as well. If effective, the framework could serve as an important model for climate resilience investments in countries throughout the MENA region and beyond.

THE \$1.3 BILLION PILOT PROGRAM FOR CLIMATE RESILIENCE (PPCR) IS HELPING DEVELOPING COUNTRIES INTEGRATE CLIMATE RESILIENCE INTO DEVELOPMENT PLANNING AND OFFERS ADDITIONAL FUNDING TO SUPPORT PUBLIC AND PRIVATE SECTOR INVESTMENTS FOR IMPLEMENTATION.