



Jamaica Gender and Climate Change Strategy and Action Plan (GCCSAP)

2022-2025

WORKING VERSION | July 2022



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Acronyms

BUR	Biennial Update Report
CCD	Climate Change Division
CCFP	Climate Change Focal Point
GCCSAP	Gender and Climate Change Strategy and Action Plan
GCF	Green Climate Fund
GFP	Gender Focal Point
IISD	International Institute for Sustainable Development
Ja-NAP	Towards a comprehensive national adaptation planning process in Jamaica (GCF adaptation planning readiness project)
MCGES	Ministry of Culture, Gender, Entertainment and Sport
MDAs	Ministries, Departments, and Agencies
MEGJC	Ministry of Economic Growth and Job Creation
NAP	National Adaptation Plan
NDC	Nationally Determined Contribution
PIOJ	Planning Institute of Jamaica
SDG	Sustainable Development Goal
STATIN	Statistical Institute of Jamaica
UNFCCC	United Nations Framework Convention on Climate Change

1. Introduction

The Government of Jamaica has made a strong commitment to gender-responsive climate action. This Gender and Climate Change Strategy and Action Plan (GCCSAP) has been developed to inform the implementation of this commitment. The GCCSAP is led by the Climate Change Division (CCD) in the Ministry of Economic Growth and Job Creation (MEGJC) and the Bureau of Gender Affairs (BGA) in the Ministry of Culture, Gender, Entertainment and Sport (MCGES), as part of the project, *Build Institutional Capacity for Mainstreaming Gender in Climate Finance Programming*, funded by the Green Climate Fund (GCF). It was developed with support from the International Institute for Sustainable Development (IISD).

The GCCSAP development was informed by a national gender and climate change assessment, which provided an overview of the policy and institutional contexts for gender-responsive climate action, as well as an analysis of the practical gender and climate change linkages in Jamaica and recommendations for action. This document summarizes the assessment and analyzes the implications for gender-responsive climate action. It also describes how the recommendations can be put into practice by identifying priority actions and performance indicators to enable tracking of progress over time.

This working version of the GCCSAP has been developed for a four-year timeframe, to be reviewed and updated in 2025. It may also be revisited at strategic points, for example, when the NAP is finalized, to ensure it remains relevant and useful for stakeholders involved in climate action.

2. Context for Gender-Responsive Climate Action

This section provides a brief overview of the policy and institutional context for gender-responsive climate action. A more comprehensive review can be found in the national gender and climate change assessment report.

Policy Context

Jamaica has a suite of policies that provide the mandate and strategic directions for gender-responsive climate action. These include:

- **Vision 2030 Jamaica:** This is Jamaica’s national development plan, which provides the vision for Jamaica to be “the place of choice to live, work, raise families, and do business” (Planning Institute of Jamaica [PIOJ], 2010, p. 11). The goals of the plan address gender issues in terms of equal access to opportunities and fairness and equality for women and men in governance systems. It also prioritizes the management of climate risks and adapting to climate change while also contributing to global efforts to stop climate change (PIOJ, 2010).
- **National Gender Equality Policy:** The existing policy, finalized in 2011, emphasizes the need to mainstream gender across all government institutions while also highlighting the role of partnerships with civil society and the private sector (Bureau of Gender Affairs & Gender Advisory Committee, 2011). An update to the policy is underway, but the document is not currently available. There are indications that it includes a dedicated section on gender and climate change.
- **Climate Change Policy Framework:** This document, updated in 2021, presents the country’s vision for tackling the challenge of climate change, both to enhance resilience and adaptive capacity and to mitigate the causes of climate change. Gender is treated as a cross-cutting theme in the policy framework, recognizing gender differences in relation to climate risks and vulnerabilities. It highlights the particular challenges faced by women in the event of disasters and notes the gender gap in decision-making spheres, both public and private (Government of Jamaica, 2021).
- **Nationally Determined Contribution (NDC):** The updated NDC outlines Jamaica’s contributions to the Paris Agreement, including enhanced commitments to reducing greenhouse gas emissions through actions in key sectors, including energy, forestry, and agriculture, with adaptation treated as a cross-cutting element. It makes reference to the National Gender Equality Policy (Government of Jamaica, 2020).

- **National Adaptation Plan (NAP):** Jamaica's NAP process in Jamaica is underway, with funding in place from the GCF to advance key activities. This includes a number of gender-related activities, including awareness raising for stakeholders about the NAP process and efforts to integrate gender and updating of vulnerability and adaptation assessments to better integrate considerations related to gender and social inequalities. A key milestone of the project will be the formulation of a gender-responsive NAP document and its submission to Cabinet for approval (Planning Institute of Jamaica, 2021).

Institutional Context

There are four main institutional structures that are implicated in gender-responsive climate action:

- **Climate Change Division (CCD):** The CCD is responsible for coordination of climate action. This includes coordination of mainstreaming of adaptation by Ministries, Departments, and Agencies (MDAs), as well as promoting the implementation of adaptation and mitigation actions. The CCD also undertakes awareness raising and represents Jamaica in the United Nations Framework Convention on Climate Change (UNFCCC) process.
- **Bureau of Gender Affairs (BGA):** The BGA holds responsibility for promoting gender equality in Jamaica. This includes planning and policy development for gender mainstreaming, as well as providing technical support on gender for the MDAs. Capacity building and knowledge management related to gender are also led by the BGA.
- **Climate Change Focal Point Network (CCFPN):** Coordinated by the CCD, climate change focal points have been nominated in relevant MDAs to facilitate integration of climate change considerations in policies and sector strategies. They connect their MDA with the CCD, and provide training and capacity development on climate change.
- **Gender Focal Point Network (GFPN):** Gender focal points have been identified in relevant MDAs to coordinate gender activities. Among other tasks, they support gender mainstreaming, providing technical support for gender-responsive policies and the use of disaggregated data. They also support capacity building and knowledge management efforts related to gender in their MDA. The GFPN is coordinated by the BGA.

To facilitate multistakeholder collaboration on climate change, a Climate Change Advisory Board has been created with participation of government and non-governmental actors, including academic institutions, civil society organizations, and youth. In addition, a Thematic Working Group on gender will be established to coordinate the implementation of the gender sector plan under Vision 2030 Jamaica.

3. Key Issues for Gender-Responsive Climate Action

The national gender and climate change assessment provides an overview of the gender issues that must be taken into account for climate action to be gender responsive. This includes cross-cutting issues that must be considered across all climate initiatives, as well as sector-specific issues.

Cross-Cutting Issues

Gender-responsive climate action demands consideration of three key elements (NAP Global Network & UNFCCC, 2019):

- Gender differences in needs and capacities for climate action.
- Gender-equitable participation and influence in climate-related decision making.
- Gender-equitable access to finance and other benefits resulting from investments in climate action.

The following sections discuss how these issues may play out in the Jamaican context. It's important to note that the issues highlighted throughout the following sections are underpinned by cultural and social norms – please see Box 1 for more information.

Box 1. The role of social norms

Cultural beliefs and perceptions influence the roles that people of different genders take on and the opportunities and resources that they can access. These beliefs and perceptions shape social norms, creating barriers for people and in some cases, lead to the exclusion of people who do not fit within the traditional views of gender and sexuality. Climate action must be based on an understanding of how social norms influence the constraints and opportunities people face, and must be designed to actively tackle norms that perpetuate discrimination and exclusion. Further, the Intergovernmental Panel on Climate Change (IPCC) cautions that climate change can reinforce discriminatory socio-cultural norms (Birkmann et al., 2022), requiring action that is based on equity and social justice (IPCC, 2022).

Gender Differences in Needs and Capacities for Climate Action

As a result of the differing roles that men and women play in the home, the workplace, and the community, they are differentially affected by climate change impacts, such as flooding, drought, and sea level rise (NAP Global Network & UNFCCC, 2019; World Bank Group, 2021). They also have differing capacities to engage in climate action. Based on the gender assessment, the following considerations are important for climate action to be gender responsive:

- **Women's unpaid care burden:** It must be recognized that women's unpaid care burden may increase their vulnerability to climate change and reduce their opportunities to participate in climate action. Responsibilities in the home, as well as caring for children and elderly family members, take up a considerable amount of time (PIOJ & STATIN, 2018) and this must be factored into the design and implementation of climate action.
- **Differing roles and responsibilities in relevant sectors:** Women and men play different roles in the priority sectors for climate action, including agriculture, tourism, water, and energy. Climate action must be based on an understanding of these differing roles, and associated needs and priorities, including targeted strategies for people of different genders and social groups.
- **Gender-specific barriers in access to information and services:** Gender inequalities influence the access people have to information, whether through formal education or through information services such as early warning systems. There may also be differences in access to services such as agricultural extension, markets, and financial services. Climate initiatives must consider how these differences may affect participation and be designed to overcome inequities in access.
- **Gender differences in health and safety needs when disasters occur:** Women and girls have particular needs when displaced by an extreme weather event. Shelters and emergency health centres must ensure that sexual and reproductive health services are maintained, and that security protocols are in place to prevent gender-based violence in these settings. The particular needs of people with disabilities and people of underrepresented sexual orientations and gender identities must also be taken into consideration.

Gender-Equitable Participation and Influence in Climate-Related Decision Making

For climate action to be effective, it must be based on decision making that is inclusive of a diversity of voices, representing women, men, and people of different social groups. The gender assessment illustrated that the following issues bear consideration to improve gender equity in relevant decision-making processes:

- **Gender balance in climate change-related tertiary education:** Though more women than men are enrolled in tertiary education, they are underrepresented in a number of disciplines related to climate action, including environmental studies, engineering, and agriculture. This will inevitably limit the number of women involved in decision making in these spheres, requiring a targeted effort to recruit young women to study in these fields.
- **Community decision-making structures:** Community-level institutions involved in natural resource management and other aspects of local governance must be gender balanced and representative of the diversity of people living in the community. Climate action will often be implemented through these structures, presenting an opportunity to strengthen them in terms of representation and meaningful participation.
- **Public sector hiring and retention strategies:** To achieve a gender-responsive public sector, attention is required to both hiring and retention strategies. Teams implementing climate actions should strive for gender balance, not just in terms of numbers within the team but also paying attention to seniority, career progression, and decision-making power.
- **Women’s leadership in the private sector:** Women are less likely to own businesses, and less likely to be in senior positions (International Labour Organization, 2018; World Economic Forum, 2021). Given the important role the private sector will play in implementing climate action, it will be essential that government actors work with their private sector partners to promote policies and practices that enhance women’s leadership.
- **Equitable opportunities for training and capacity building:** Where climate action initiatives involve the provision of training and capacity development for stakeholders, it will be essential that these are designed to ensure equitable access to these opportunities, taking into account factors such as appropriate facilities and timing around unpaid care work.

Gender-Equitable Access to Benefits Resulting From Investments in Climate Action

In order for women and men to equitably benefit from investments in climate action, the following issues must be taken into consideration:

- **Gender-responsive design and implementation processes:** The distribution of benefits from investments in climate action largely depends on how the initiatives are designed and implemented. Gender analysis is an essential tool in ensuring that action responds to gender issues, as are processes that empower stakeholders – ensuring balanced representation of people of different genders and social groups – to actively participate in prioritizing actions and developing strategies for implementation.

- **Equitable opportunities to participate in climate action:** The design of initiatives to advance climate action must ensure that barriers created by discriminatory beliefs and practices are lifted to ensure that no one is left behind. Particular efforts may be needed to facilitate participation by the poorest people and others who are typically excluded – partnerships with civil society organizations that work with marginalized groups will be important here.
- **Closing the gender pay gap:** On the whole, women earn less than men, even when they are performing the same roles (World Bank, 2022). This is an issue that goes far beyond climate action, but must be tackled in every initiative that employs people, whether within the public sector, private companies, or civil society organizations.
- **Tracking differential benefits from investments in climate action:** To understand if investments in climate action are yielding equitable outcomes, tracking is essential. This includes the collection of disaggregated data, as well as qualitative methods that explore perceptions of benefits, changes in social dynamics, and any unintended negative impacts. Understanding who is not being reached by relevant actions is an important element here.

Box 2. Gender-responsive climate action requires an intersectional approach

The latest report from the IPCC highlights the need for an intersectional approach, recognizing the disproportionate vulnerability to climate change of people who face discrimination or are marginalized “because of gender, age, ethnicity, class, language, ability, and/or sexual orientation” (Birkmann et al., 2022, p. 8-26). An intersectional approach acknowledges the complexity of discrimination that people face and that there are differences among people of the same gender that influence their needs and capacities in relation to climate action. This requires disaggregation of data and information, not just by gender but also by other socio-economic characteristics, to understand the dynamics of vulnerability and identify groups who may be excluded from climate action.

Sector-Specific Issues

The gender assessment also highlighted issues that must be taken into account for gender-responsive climate action in specific sectors. An overview of these issues and what they mean for climate action is presented in Table 1. For further details, please refer to the gender assessment report.

Table 1. Gender Issues for Climate Action in Priority Sectors

Gender issue	What it means for climate action
Agriculture	
More men than women are employed in agriculture.	With more men employed in agriculture, there is greater potential for them to benefit from investments in climate action in the sector. Targeted efforts will be needed to reach women in the sector and ensure that their needs and priorities are addressed, recognizing roles played across agricultural value chains, from inputs and production to consumption.
Women and men play different roles in the agricultural sector.	An understanding of gendered roles in agriculture will be needed to determine how investments should be targeted. This is not about prioritizing one gender over another – it is about integrated investments that build resilient households and communities while also reducing greenhouse gas emissions.
Access to the resources and services that support agricultural activities may differ for women and men.	Gender-responsive climate action is grounded in a rights-based approach that enables equitable access to resources, including land, water, and inputs. At the same time, the provision of services to support climate action in the agricultural sector must address existing gender and social barriers that limit access to these services for some people – this includes extension, financial services, markets, and so on.
Water	
Within a household, women are often the primary users and managers of water.	As the main users and managers of water for domestic use, women need to take the lead or, at the minimum, be integrally involved in defining priorities for adaptation in the water sector and determining how priority actions should be implemented. They must also play a central role in governance structures for water management.
Barriers to water access may differ by gender.	Water sector adaptation must consider all of the different uses – domestic, agricultural, industrial, etc. – and be designed based on an understanding of how different people are engaged in these different uses and what constraints they face in accessing the water they need.

Gender issue	What it means for climate action
Health	
Health risks may differ for women and men.	Data shows differing trends for women and men in relation to different types of diseases. Women may also bear the burden of care when family members are sick. From a climate point of view, the priority is to build health systems that are resilient to ensure that they can serve the needs of all people throughout climate extremes and changes. Consideration of the needs of different age groups is also essential here.
Women have particular health needs, which may be compromised during crises.	Emergency management plans for climate hazards need to ensure that shelters have facilities and services for women’s health in terms of pregnancy, menstruation, and contraception.
There are gender dimensions to personal security risks when extreme weather events occur.	Rescue and reconstruction efforts must focus on security for all actors involved, while shelters and other gathering spaces need to provide protection from gender-based violence.
Tourism	
Traditional gender norms influence the employment opportunities available in the tourism sector.	Efforts to build climate resilience in the tourism sector need to challenge the gender norms that limit higher-paying opportunities for women. This may require targeted training efforts to enable women to take on non-traditional jobs.
Women may face barriers to taking on senior roles in tourism companies.	Climate action initiatives may need to include affirmative action efforts to increase the proportion of women in senior roles.
Informal employment in the tourism sector yields livelihood precarity.	To ensure that the most vulnerable people are not left behind, adaptation action in the tourism sector must consider the full range of roles, including informal jobs, that may be affected by climate impacts, and design actions accordingly.
Perspectives on tourism development may differ by gender.	Participatory processes to design climate action initiatives can help unearth differing concerns and priorities related to climate-resilient tourism development.

Gender issue	What it means for climate action
Coastal Resources, Land Use, and Forestry	
In coastal fisheries, gender influences roles and responsibilities.	Adaptation efforts for coastal fisheries will need to consider climate risks and opportunities along the whole value chain, recognizing that women and men play different roles at specific points in the chain.
Gender issues in management of land and other natural resources are poorly understood.	Gender analysis will be essential to better understand the dynamics of access to and control over resources in different contexts in Jamaica. Completing this analysis will require the collection of disaggregated data on relevant issues (for example, land ownership). This is needed to inform gender-responsive climate action related to land use and forestry.
Energy, Human Settlements, and Transport	
Gender influences both access to and use of energy.	Energy sector climate initiatives must be based on analysis of the gendered ways in which people access and use energy, ensuring that access is equitable and that climate change mitigation efforts don't have a disproportionate positive or negative impact on one gender or the other.
Women are underrepresented in energy sector decision making.	Efforts to reduce greenhouse gas emissions in the energy sector must comprise efforts to make the sector more representative of the communities it serves – this means increasing the number of women in decision-making roles.
Gender inequalities shape opportunities and challenges in urban areas.	Climate action in urban areas must be designed with an understanding of the gendered opportunities and challenges that people face, particularly in informal settlements, which may be particularly exposed to climate risks. Targeted actions may be needed to address the needs of low-income and marginalized women and girls, particularly those who have intersectional identities that lead to discrimination.
Gender affects transport-related needs and risks.	Consideration of gender differences in transport needs, as well as security risks faced by women using public transit, will help to ensure that climate action efforts in the sector equitably benefit people of different genders.

4. Action Areas for Gender-Responsive Climate Action in Jamaica

The national gender assessment identified four key action areas for moving forward on gender-responsive climate action in Jamaica. These action areas have been translated into desired outcomes for the GCCSAP, to be achieved by 2030:

1. The Government of Jamaica has robust institutional arrangements that facilitate coordination, collaboration, and quality assurance for gender-responsive climate action.
2. Government actors have the knowledge, skills, and evidence they need to perform their roles related to gender-responsive climate action.
3. Sufficient financial and human resources are in place to mobilize gender-responsive climate action.
4. Progress on gender-responsive climate action is tracked, outcomes are evaluated, and learning is shared among stakeholders.

Strategies have been identified to achieve each of the desired outcomes, as described below. These strategies focus on the 2022-2025 planning period, though some may continue to be relevant beyond 2025.

Outcome 1: The Government of Jamaica has robust institutional arrangements that facilitate coordination, collaboration, and quality assurance for gender-responsive climate action.

The strategies for realizing this outcome are:

1. **Operationalize Vision 2030 Gender Thematic Working Group.** To coordinate the implementation of the Gender Sector Plan for Vision 2030 Jamaica, a thematic working group will be established. This working group will play an important role in ensuring alignment, mobilizing resources, and tracking progress on gender-responsive climate action as part of broader commitments to gender equality.
2. **Ensure gender balance and expertise in climate change decision-making mechanisms.** The decision-making mechanisms that will drive climate action in the country must be representative of the people they aim to serve. This requires balanced representation of people of different genders, as well as participation by people representing particularly vulnerable groups.
3. **Strengthen the gender and climate change focal point networks.** The focal points are the key mechanism for mainstreaming both gender and climate change in the work of the

different MDAs. Efforts are needed to strengthen these networks to realize their potential, as well as to facilitate collaboration across the two networks.

Outcome 2: Government actors have the knowledge, skills, and evidence they need to perform their roles related to gender-responsive climate action.

To achieve this outcome, the following strategies have been identified:

1. **Build capacity of gender and climate change focal points.** In addition to strengthening the focal point network, there is a need for ongoing capacity development for the individual gender and climate change focal points to equip them to support their MDAs in the process of mainstreaming gender and climate change.
2. **Strengthen data collection and analysis to inform gender-responsive climate action.** To address gaps in the evidence base to inform gender-responsive climate action, investments in data collection and analysis are needed. This will also contribute to Vision 2030 Gender Sector Plan Action 4.4a, conduct research on gender and the environment to inform evidence-based policy and program planning.
3. **Strengthen knowledge on gender for sector actors involved in implementation of climate action.** While not everyone needs to be a gender expert, all actors involved in implementation of climate action need basic knowledge on gender to ensure that they are able to identify the entry points in their work and that they bring in their gender focal point or other gender expertise when needed. This strategy supports Vision 2030 Action 4.4b, strengthen the capacity of environmental agencies in relation to integrating gender concerns in environmental policies, programs, and projects and to increase the sustainability and management of such activities.

Outcome 3: Sufficient financial and human resources are in place to mobilize gender-responsive climate action.

To ensure that resources are in place to mobilize gender-responsive climate action, the strategies are:

1. **Allocate operational resources for collaboration on gender and climate change across MDAs.** For Jamaica's ambitions related to gender-responsive climate action to be achieved, relevant actors will require resources to operationalize the systems that are put in place. This includes the gender and climate change focal point networks, the Vision 2030 Thematic Working Group, and other mechanisms established to facilitate collaboration across MDAs.
2. **Develop funding proposals for ongoing institutional capacity development for gender-responsive climate action.** Existing government budgets are unlikely to have the

flexibility to address all financing needs for institutional capacity development. Funding proposals will be needed to build on and scale up existing efforts.

3. **Promote gender-responsive planning and budgeting for climate action in all MDAs.** To ensure that gender-related activities in climate action initiatives are adequately resourced, gender-responsive budgeting is essential. The basis for this is gender-responsive planning, so the gender lens must be applied from the outset of any initiative that is under development.

Outcome 4: Progress on gender-responsive climate action is tracked, outcomes are evaluated, and learning is shared among stakeholders.

Tracking of progress on gender-responsive climate action is needed to ensure accountability and facilitate learning. This will be achieved through the following strategies:

1. **Establish mandates and responsibilities for tracking gender-responsive climate action.** Given the cross-cutting nature of climate action, a broader mandate will be needed for the relevant actors to track progress. With this mandate in place, responsibilities can be identified for specific actors, including the Vision 2030 Thematic Working Group, the gender and climate change focal points, the BGA, and the CCD.
2. **Integrate gender considerations in M&E frameworks and systems for climate action.** The key performance indicators identified in this strategy (see Section 6) are focused on the governance and institutional dimensions; however, this is only part of the story of advancing gender-responsive climate action. For a comprehensive approach, gender considerations must be integrated into M&E frameworks and systems at the national level (such as for the NAP process) and for specific projects and initiatives, including those implemented at the community level.
3. **Report on progress at national and international levels.** To move the dialogue on gender and climate change forward, it is important that it is framed as central to climate action. This requires integration of gender issues into all climate-related reporting mechanisms, both nationally (for example, in NAP progress reports) and internationally (in NDC updates, Biennial Update Reports [BURs], etc.). Similarly, climate change should be integrated into gender-related reporting, for example related to the Sustainable Development Goals (SDGs).

5. Priority Actions for Gender-Responsive Climate Action in Jamaica

To support implementation of the strategies identified in Section 4, a number of priority actions have been identified, as outlined in Table 2. It is important to note that these actions focus on things that are achievable within a four-year time frame and that are within the sphere of influence of the CCD as the lead agency on climate action, working in collaboration with the BGA.

Table 2. Priorities for gender-responsive climate action

Strategy	Priority action	Responsible actor(s)	
Outcome 1: The Government of Jamaica has robust institutional arrangements that facilitate coordination, collaboration, and quality assurance for gender-responsive climate action.			
1.1	Operationalize Vision 2030 Gender Thematic Working Group.	Seek approval of draft Terms of Reference by relevant authorities.	BGA, in collaboration with PIOJ
		Identify and invite members and secure commitments to the meetings and tasks of the working group.	BGA, in collaboration with PIOJ
		Hold inaugural meeting.	BGA, in collaboration with PIOJ
		Hold quarterly meetings.	BGA, in collaboration with PIOJ
1.2	Ensure gender balance and expertise in climate change decision-making mechanisms.	Review existing decision-making mechanisms to establish the baseline of gender balance in representation, also taking into account other socio-economic characteristics.	CCD
		Identify gaps and establish strategies for achieving better balance and ensuring gender expertise (through hiring processes, restructuring, and/or engagement of external experts).	CCD and BGA
		Create a roster of gender experts that can be engaged to support key decision-making processes.	BGA

Strategy		Priority action	Responsible actor(s)
		Implement strategies for achieving better balance and ensuring gender expertise in climate change decision making mechanisms.	CCD and BGA
1.3	Strengthen the gender and climate change focal point networks.	Raise awareness of the focal point system among sector actors involved in climate action.	CCD and BGA
		Offload responsibilities from focal points to enable them to spend more time on supporting their MDAs.	Focal point supervisors across MDAs
		Create opportunities for collaboration between gender and climate change focal points in specific MDAs.	CCD and BGA
		Identify priority MDAs where dedicated focal points are needed to support gender-responsive climate action.	CCD and BGA

Outcome 2: Government actors have the knowledge, skills, and evidence they need to perform their roles related to gender-responsive climate action.

2.1	Build capacity of gender and climate change focal points.	Provide training on climate change for gender focal points.	CCD
		Provide training on gender for climate change focal points.	BGA
		Establish mechanism for focal points to seek advice and/or inputs from gender experts when needed.	BGA
		Establish a mentorship program, where younger/newer focal points are matched with more experienced colleagues.	BGA and CCD
		Develop practical, user-friendly guidance and tools for focal points to use in supporting gender-responsive climate action within their MDAs.	BGA and CCD
		Organize annual learning retreats for gender and climate change focal points.	BGA and CCD
2.2	Strengthen data collection and analysis to inform	Develop a standardized methodology for integrating gender and social considerations in sector-based vulnerability and adaptation assessments.	CCD, in collaboration with BGA

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Strategy		Priority action	Responsible actor(s)
	gender-responsive climate action.	Develop protocols for the collection and analysis of disaggregated data in climate action initiatives.	BGA
		Establish mechanisms for sharing of gender-related data and analysis across MDAs.	BGA
		Systematically integrate gender in climate research and analysis, including National Communications to the UNFCCC, Adaptation Communications, etc.	CCD, with support from BGA
2.3	Strengthen knowledge on gender for sector actors involved in implementation of climate action.	Raise awareness of available evidence on gender and climate change in priority sectors.	Gender focal points, climate change focal points
		Provide training on gender for key actors involved in climate action in specific sectors.	Gender focal points, in collaboration with climate change focal points
		Develop Vision 2030 Jamaica issue/sector briefs on gender and climate change issues in priority sectors for climate action.	Gender and climate change focal points
Outcome 3: Sufficient financial and human resources are in place to mobilize gender-responsive climate action.			
3.1	Allocate operational resources for collaboration on gender and climate change across MDAs.	Secure resources for the operation of the TWG, including funding for quarterly meetings, online collaboration, etc.	PIOJ
		Allocate resources for strengthening gender and climate change focal point networks, including training, annual learning retreats, etc.	BGA and CCD
		Allocate resources to hire/contract gender experts to participate in key decision-making processes related to climate action.	BGA and CCD
		Hire/assign dedicated gender and climate change focal points in priority MDAs.	MDAs, with support from BGA and CCD
3.2	Develop funding proposals for ongoing institutional	Fundraise for ongoing training and capacity development for gender and climate change focal points.	BGA and CCD

Strategy		Priority action	Responsible actor(s)
	capacity development for gender-responsive climate action.	Include resources for dedicated gender and climate change focal points in funding proposals.	CCD and BGA
		Engage stakeholders in identification of priorities for climate action through participatory, gender-responsive, inclusive project design processes.	CCD and sector actors, with support from BGA and gender focal points
		Integrate gender in climate action resource mobilization strategies.	CCD, with support from BGA
3.3	Promote gender-responsive planning and budgeting for climate action in all MDAs.	Raise awareness of the need for gender-responsive planning and budgeting across all MDAs.	Gender focal points
		Ensure that gender focal points and/or external gender experts are involved in planning and budget development for all climate action initiatives.	MDAs, with support from BGA and CCD
		Ensure that MDAs are allocating dedicated resources for gender-related activities in climate action initiatives.	MDAs, with support from BGA and CCD
		Ensure that MDAs are allocating sufficient resources for data collection, aggregation, and analysis to support M&E of gender-responsive climate action.	MDAs, with support from BGA and CCD
Outcome 4: Progress on gender-responsive adaptation is tracked, outcomes are evaluated, and learning is shared among stakeholders.			
4.1	Establish mandates and responsibilities for tracking gender-responsive climate action.	Review and update monitoring and evaluation framework for the environment component of the Vision 2030 Jamaica gender sector plan, to ensure alignment with current policy frameworks.	Vision 2030 Gender Thematic Working Group
		Establish mechanisms for collecting, aggregating, and analyzing monitoring data.	Vision 2030 Gender Thematic Working Group, BGA, CCD
		Establish processes for evaluating progress on gender-responsive climate action.	Vision 2030 Gender Thematic Working Group, BGA, CCD
4.2	Integrate gender considerations into	Comprehensively integrate gender considerations into the M&E system for the NAP process.	CCD, with support from BGA

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Strategy		Priority action	Responsible actor(s)
	M&E frameworks and systems for climate action.	Ensure that gender focal points and/or external gender experts are involved in development of M&E frameworks and systems for climate action initiatives.	CCD and MDAs
4.3	Report on progress at national and international levels.	Integrate climate change in Vision 2030 Jamaica Annual Progress Reports and gender sector reports.	Vision 2030 Gender Thematic Working Group
		Share progress at relevant meetings, workshops, and events.	CCD and BGA, gender and climate change focal points
		Systematically integrate gender into reporting to the UNFCCC, including NDC updates, NAP progress reports, Biennial Update Reports, etc.	CCD, with support from BGA
		Systematically integrate climate change into gender-related reporting, for the SDGs, Beijing Declaration, etc.	BGA, with support from CCD

6. Tracking Progress

Table 3 presents a framework of key performance indicators that can be used to track progress in implementing the GCCSAP. They are organized around the strategies identified in Section 5.

Table 3. Key Performance Indicators for the GCCSAP

Strategy		Key Performance Indicators	Data sources and tools
Outcome 1: The Government of Jamaica has robust institutional arrangements that facilitate coordination, collaboration, and quality assurance for gender-responsive climate action.			
1.1	Operationalize Vision 2030 Gender Thematic Working Group.	Thematic Working Group established.	Records of Thematic Working Group meetings
		# of meetings of Thematic Working Group held	Records of Thematic Working Group meetings
		Membership of Thematic Working Group (disaggregated by gender and type of actor)	Records of Thematic Working Group meetings
1.2	Ensure gender balance and expertise in climate change decision-making mechanisms.	Membership of climate change decision-making mechanisms (disaggregated by gender and type of actor)	Meeting records and other documentation of climate change decision making mechanisms (ToR, etc.)
		Roster of gender experts in place and being used by MDAs	Roster documents Stakeholder surveys/assessments conducted at relevant meetings
1.2	Strengthen the gender and climate change focal point networks.	% of focal points reporting that they have the time they need to support their institution	Focal point self-assessments
		% of stakeholders that report satisfaction with the support received from their gender and climate change focal points	Stakeholder surveys/assessments

Strategy	Key Performance Indicators	Data sources and tools	
Outcome 2: Government actors have the knowledge, skills, and evidence they need to perform their roles related to gender-responsive climate action.			
2.1	Build capacity of gender and climate change focal points.	# of gender focal points that have received training on climate change (disaggregated by gender)	Training records
		# of climate change focal points that have received training on gender (disaggregated by gender)	Training records
		% of focal points reporting that they have the knowledge, skills, and evidence they need to support their institution	Focal point self-assessments
		# of gender and climate change focal points participating in annual learning retreats	Event records
2.2	Strengthen data collection and analysis to inform gender-responsive climate action.	Standardized tools and guidance developed for integration of gender considerations in climate action across sectors and levels	Guidance documents (including online tools and guidance)
		# of climate action initiatives collecting and analyzing disaggregated data	Project documents
		Systematic integration of gender in climate research and analysis	Research reports
2.3	Strengthen knowledge on gender for sector actors involved in implementation of climate action.	# of stakeholders trained in gender and climate change, disaggregated by gender and type of stakeholder	Training records
		# of issue/sector briefs on gender and climate change developed	Review of relevant documents
		% of sector actors indicating they have the knowledge they need to support mainstreaming of gender in climate action	Stakeholder surveys/assessments conducted at relevant meetings

Strategy	Key Performance Indicators	Data sources and tools	
Outcome 3: Sufficient financial and human resources are in place to mobilize gender-responsive climate action.			
3.1	Allocate operational resources for collaboration on gender and climate change across MDAs.	Budget allocation for the operation of the TWG	Budget documents
		Budget allocation for the gender and climate change focal point networks	Budget documents
		Budget allocation to hire/contract gender experts	Budget documents
		Budget allocation for dedicated gender and climate change focal points in priority MDAs	Budget documents
3.2	Develop funding proposals for ongoing institutional capacity development for gender-responsive climate action.	# of funding proposals for institutional capacity development for gender-responsive climate action	Proposal documents
		Amount of funding secured	Project documents
3.3	Promote gender-responsive planning and budgeting for climate action in all MDAs.	# of MDA/sector climate plans that comprehensively integrate gender considerations	Planning documents
		# of MDA budgets that include dedicated resources for gender-responsive climate action	Budget documents
		# of initiatives that include dedicated resources for gender-responsive climate action	Project documents
Outcome 4: Progress on gender-responsive adaptation is tracked, outcomes are evaluated, and learning is shared among stakeholders.			
4.1	Establish mandates and responsibilities for tracking gender-	Updated M&E framework for environment component of Vision 2030 gender sector plan in place.	Policy documents

Strategy		Key Performance Indicators	Data sources and tools
	responsive climate action.	Mechanisms for collecting, aggregating, and analyzing monitoring data in place.	Progress reports
		Processes for evaluating progress on gender-responsive climate action in place.	Progress reports
4.2	Integrate gender considerations into M&E frameworks and systems for climate action.	Project, plan, and sector M&E frameworks incorporate disaggregated data and gender indicators	Project and planning documents
4.3	Report on progress at national and international levels.	Gender issues integrated into progress reports for the NAP, NDC, and other relevant policies and plans	Progress reports
		Climate change issues integrated into gender-related reporting	Progress reports
		# of events held where learning on gender-responsive climate action is shared	Event records
		# of stakeholders participating in learning events, disaggregated by gender and type of stakeholder (government, private sector, research, civil society, community, etc.)	Event records

The following tools are suggested to track progress in relation to the indicators:

- Review of documents, including meeting and training records, key policy and project documents, and research reports, to gauge how gender and climate change have been integrated.
- Focal point self-assessments, which would address key capacity areas and be administered annually during the learning retreat.
- Stakeholder surveys/assessments, also to be completed annually, ideally in person at relevant events.

To ensure that learning from implementation of the GCCSAP is captured and applied, an annual reflection process is recommended, where stakeholders reflect on what is working well, what is not, and what needs attention over the coming year. This process can also serve to identify resource gaps that need to be filled, and success stories that can be shared.

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