



# THE NATIONAL TREASURY AND ECONOMIC PLANNING

---

FINANCING LOCALLY –LED CLIMATE ACTION PROGRAM

(FLLoCA)

## GENDER ASSESSMENT REPORT

Prepared For

TNT Program Implementation Unit

Prepared by:

AAYDEN CONSULTING LIMITED

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## Executive Summary

In June 2020, the Government of Kenya (GoK) launched the Government Financing Locally–Led Climate Action Program (G-FLLoCA). The G-FLLoCA is derived from the National Climate Change Action Plan (NCCAP) with strong county lens, looking at both enabling environment activities and a system of incentives for local climate action. The G-FLLoCA’s stated objective is to strengthen local resilience to the impact of climate change, natural hazards, and other shocks/stressors by building the country’s capacity to plan, implement, and monitor resilience investments in partnership with County Governments (CGs) and communities. It targets all 47 counties, including urban, peri-urban, and rural communities within the counties for a period of 10 years (2020-30).

This gender assessment conducted in January-March 2025 is relevant for the FLLoCA Program (Financing Locally Led Climate Action) because it informs the measures needed to ensure the program is inclusive, equitable, and effective in its approach to climate resilience and local development. A gender assessment ensures that the FLLoCA Program doesn't just address climate issues, but does so in a way that empowers all community members, enhances social equity, and builds resilient and inclusive local systems. The specific objectives of the FLLoCA program gender assessment was to identify and understand the different roles, needs, challenges, and opportunities that women, men, and other gender groups face in relation to locally led climate action. The assessment aimed to ensure that gender considerations are meaningfully integrated into the planning, implementation, and monitoring of the program. It seeks to promote equitable participation in decision-making, improve access to climate finance and resources for marginalized groups and prevent the reinforcement of existing gender inequalities. Ultimately, the gender assessment supports the development of more inclusive, effective, and sustainable climate interventions at the local level. It also sought to map out key GBV service providers across the 47 Counties.

The gender assessment employed a mixed-method approach to gather data, including household surveys, focus group discussions with varied groups in communities targeted and key informant interviews with key stakeholders in the community, counties and national level. The qualitative information from key informant interviews and focus group discussions was used to triangulate the quantitative data from the household interviews. The administration of this baseline survey used the KoboCollect online data collection platform.

Key findings include: 57% of the participants in household interviews were female, while 43% were male, majority of respondents fell within the 36-45 age group (30%), farming (41%) and self-employment (33%) were the dominant livelihood activities. The education levels of respondents in the gender assessment survey indicated a diverse range of academic attainment with majority of respondents have completed secondary education (37%). 54% of respondents were aware of the FLLoCA program and of those who were aware of the program, the survey results also indicate that 87% of respondents believe the FLLoCA program is gender inclusive. The survey results indicated a divided perception regarding gender equality in access to climate-change-related employment. A slight majority (52%) of

respondents believe that men and women have equal access to such job opportunities. Cultural norms and beliefs (28%) emerge as the most significant obstacle to women participating in climate change initiatives.

Additionally, the findings revealed an uneven impact of climate change across different demographic groups within communities, with men, women, youth, and persons with disabilities (PWDs) each facing unique vulnerabilities shaped by their roles, responsibilities, and existing societal inequalities; Community members have adopted a variety of coping mechanisms in response to climate change tailored to their specific needs and challenges. 41% of respondents indicated there were no women-led climate change initiatives. Findings also indicated that despite strong commitments on paper, FLLoCA's gender-mainstreaming efforts continue to be hampered by a number of persistent gaps, some of which are: - Cultural and social norms, limited access and control over resources, financial and economic exclusion, educational and knowledge gaps, underrepresentation in leadership and decision-making, technological and information access Gaps.

Key recommendations focus on enhancing inclusivity, improving capacity building, increasing funding, ensuring proper community engagement, and addressing existing barriers related to gender inequality in climate action.

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## List of Acronyms

Boda-boda	Motor Cycle riders
CIDPs	County Integrated Development Plans
CAJ	Commission of Administrative Justice
CBO	Community Based Organization
CCCC	County Climate Change Coordination Committee
CCU	Climate Change Organization
CF-TAC	Climate Change Technical Advisory Committee
CCCF	County Climate Change funds
CCUS	County climate Change Units
CG	County Government
COG	Council of Governors
ESSA	Environmental and Social Systems Assessment
ESRM	Environmental and Social Risk Management
FGDs	Focus Group Discussions
FLLoCA	Financing Locally-Led Climate Action
GECT	Gender Equality Continuum Tool
GAP	Gender Action Plan
GBV	Gender Based Violence
GESI	Gender Equality and Social Inclusion
GEWE	Gender Equality and Women Empowerment
GoK	Government of Kenya
GTA	Gender Transformative Approach
GVRC	Gender Violence Recovery Centre
IDA	International Development Association
INDC	Intended Nationally Determined Contributions
KUSP	Kenya Urban Support Program
KDSP	Kenya Devolution Support Program
KIIs	Key Informant Interviews
M&E	Monitoring and Evaluation
NPEBR	National Public Expenditure and Budget review
TNT&P	National Treasury and economic Planning
NDAs	Non-disclosure Agreements
NDCs	Nationally Determined Contributions
NGEC	National Gender and Equality Commission
NGO	Non-Governmental organization
Nvivo	Non-Numerical Unstructured Data Indexing, Searching and Theorizing Software
NT	The National Treasury
NCCAP	National Climate Change Action Plan
MTP	Medium Term Plan

PA	Paris Agreement
PAD	Program Appraisal Document
PIU	Project Implementation Unit
PMCS	Project Management Committees
POM	Project Operations Manual
PWD	People with Disability
PSC	Program Steering Committee
PSEA	Protection from Sexual Exploitation and Abuse
RAs	Research Assistants
SDGs	Sustainable Development Goals
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
SRA	Social Relations Approach
SRIM	Social Risk Impact Management
SDD	State Department of Devolution
TA	Technical Assistance
UN	United Nations
UNFCCC	United Nations Framework Convention on Climate Change
WB	World Bank
WBG	World Bank Group
WCCS	Ward Climate Change Committee
WHO	World Health Organization

## Section 1: INTRODUCTION

### 1.1 Background of FLLoCA Program

The G-FLLoCA program is supported by the World Bank and builds on county systems and capacities including private sector innovation supported through ongoing World Bank-financed operations, including the Kenya Devolution Support Program (KDSP), the Kenya Urban Support Program (KUSP), the Climate Smart Agriculture Project, and the Climate Finance Facility.

Globally, Kenya is a party to the 1995 Kyoto Protocol (KP) and the 2015 United Nation Framework Convention on Climate Change (UNFCCC), and the Paris Agreement (PA), becoming part of the global initiative to strengthen the states response to the threat of climate change in the context of sustainable development.

In 2016 the Government of Kenya enacted the Climate Change Act (Revised 2023) followed by the adoption of the National Climate Finance Policy in 2018 as Sessional Paper No. 3 of 2017 by Parliament. The draft Public Finance Management (Climate Change Fund) Regulations (2019) was then developed under the Public Finance Management Act (2012). Consequently, with the devolved system of government, the government acknowledged that all the forty-seven (47) counties in Kenya are highly exposed to the potential negative impacts of climate change and require substantial financial support from both the exchequer and the development partners towards Climate Action. The Counties have since enacted County Climate Change legislations and established County Climate Change Funds (CCCF). The CCCF are capitalized from various sources including the county development budgets, national climate fund or in-country bilateral and multilateral development partners.

The National Treasury and Economic Planning established a Climate Finance and Green Economy Unit in 2013 to coordinate efforts in all matters of climate finance in the country as provided for under the Vision 2030's Medium Term Plan III (MTP), Climate Change Act 2016 (Revised 2023), the National Climate Finance Policy-2018, Green Economy Strategy and Implementation Plan 2016-30, Kenya's Nationally Determined Contributions (NDCs) and National Adaptation Plan-2015-30.

The Climate Finance and Green Economy Unit identifies, codes/tags, tracks and reports mobilization and application of climate finance in the country to further national sustainable development goal of low carbon emission-climate resilience green economy development path". Additionally, the Unit has taken a leading role in the coordination and implementation of National Climate Finance Policy (Sessional Paper No. 3, 2017) directives and activities in the country in collaboration with the line ministries, county governments, private sector, civil society, and development partners. This has been achieved through the crowding in of climate finance for green investments at national and county levels; mainstreaming of climate and disaster risk screening for projects; strengthening of capacity to mainstream climate change in national and county levels budgeting processes; rolling out, coding, tracking, and reporting of climate finance; undertaking a second National Climate Public Expenditure and Budget Review (CPEBR); and issuance of Kenya's first sovereign green bond.

National Gender and Equality Commission (NGEC) has taken on a pivotal role in ensuring that Kenya's climate policies are both inclusive and gender-responsive.

NGEC's has carried out advocacy programs that have ensured impacts of climate change on women, youth, persons with disabilities, and indigenous communities are central to the country's climate agenda.

On project planning and implementation, the overall program coordination and management is based at the National Treasury and Economic Planning, with a Multi-Sectoral Program Steering Committee (PSC) and an inter-agency Climate Change Technical Advisory Committee (CF-TAC) having an oversight and advisory functions, respectively. The National Treasury established a Program Implementation Unit (PIU) tasked with managing the program on a day-to-day basis and coordinating with the beneficiaries and key stakeholders. This gender assessment is therefore informed by the program and partner priorities, global and national policy demands as well as the World Bank standards and requirement towards gender equality and inclusion and the FLLoCA Program Technical Assistance (TA).

## 1.2 FLLoCA Program

Information from the World Bank Program Appraisal Document (PAD) Report No: PAD3946, indicates that climate change continues to have considerable negative impact on livelihoods and economic growth, where changes in temperature and rainfall patterns have resulted in more frequent weather-related disasters such as floods, droughts, and landslides with a profound impact on Kenya's economy and people's well-being. The severe effects of climate change on rural populations will challenge inclusiveness and ultimately the sustainability of growth. The climate-sensitive nature of rural livelihoods and the dependence of the rural economy on climate-sensitive sectors, indicate that climate is a powerful economic binding constraint in rural areas. The most severe effects of these changes will be felt by the poor, women, and children, who depend most directly on ecosystem services.

### **Kenya's Policy Framework to Manage Climate Risk**

The PAD report No: PAD3946 outlined that Kenya has demonstrated leadership in establishing a policy framework to manage climate risk. The Government of Kenya (GoK) has a range of policies, strategies, plans, and financing mechanisms that integrate climate change into wider government programs, including the National Climate Change Response Strategy (2010), the National Climate Change Framework Policy (2016), and the Climate Change Act (2016). The Act is put into action in the National Climate Change Action Plan (NCCAP, 2018-2022), which sets out a range of low-carbon and resilient development pathways for the country through several Enabling and Readiness Actions and Priority Action Areas at the central and decentralized levels.

### **Financing Locally-led Climate Action Program (FLoCA)**

Piloting of innovative decentralized-County Climate Change Funds (CCCFs) took place between 2011-2018 in the ASAL counties of Garissa, Isiolo, Kitui, Makueni, and Wajir, where the financial and governance structures for county climate actions were designed, demonstrated, and strengthened while ensuring that local communities were central in the decision making on resilience building and adaptation investments. The pilot supported county-level capacity for integration of climate change adaptation, disaster risk reduction, and CCCF preparedness in CIDPs and laid foundations for community-CCG partnerships for resilience.

### **The WBG Gender Strategy for 2016-23 and FLoCA**

The FLoCA program is aligned with the World Bank Strategy by bringing a gender lens to climate resilience and developing gender-smart solutions to climate change. The FLoCA Program attaches great importance to gender inclusion, allowing for a holistic approach to community level climate change and adaptation projects that consider the needs of all community members. The conception, design and execution of the Gender Assessment is based on a comprehensive literature review and analyses of the program technical documents, the World Bank Group Gender strategy 2016-2023, relevant national Policies and Acts on Climate Change and the Kenya National Gender Action plans. The World Bank- FLoCA TA, 2020 – states the need to “address the structural inequalities that drive climate vulnerabilities for marginalized groups, including women, youth, Indigenous Peoples, persons with disabilities, displaced groups and ethnic minorities; investing in the capacity of local institutions and multi-sectoral collaboration; ensuring flexible programming and learning; and, the integration of scientific and indigenous knowledge for adaptive management” forming the key principles that contributed to the design of the FLoCA Program and the foundation of the gender assessment initiative for the program.

The WBG Environmental and Social Systems Assessment (ESSA) and the TA identified three gender gaps that increase women vulnerability to the impacts of climate change in Kenya and reduce their resilience. These are: -

1. Gaps in participation in local climate decision making due to the patriarchal gender norms underpinning particularly in rural areas where women decision making in local institutions and decision-making processes remains much lower than men;
2. Gaps in access to climate information. Climate adaptation investments and access to climate finance are limited by women’s exclusion, and low level of education and access to information on climate adaptation mechanisms compared to men.
3. Gaps in access to climate finance and climate investments. Evidence from the Environmental and Social Systems Assessment (ESSA) and the TA indicates that women lack access to financing and investments that can improve their climate resilience.

### **The FLLOCA Environmental and Social Systems Assessment (ESSA)**

The FLLOCA ESSA report highlighted that the FLLOCA program is expected to impact gender by empowering local communities including vulnerable groups through community consultation processes, building local communities resilience to impacts of climate change by building capacity of women for leadership and decision-making positions; inclusion to community development for people living with disabilities, women and the youth; creation of employment, and increased equality, gender-equity, and culturally appropriate access to the benefits provided by the program to women, youth, and Vulnerable and Marginalised Groups (VMGs).

According to the FLLOCA Environmental and Social Systems Assessment (ESSA) report, the GBV risks anticipated that relate to gender and GBV include: -

1. Social conflict may arise due to lack of inclusion as beneficiaries of minority groups, VMGs women, based on marginalized regions and disability.
2. Disempowerment of vulnerable groups as a result of inadequate representation of women, vulnerable, and VMGs in the ward and county climate change committees.
3. Land acquisition, involuntary resettlement, and loss of livelihoods.
4. Gender-based violence and sexual exploitation and abuse (SEA) of community women and girls by project workers.
5. Social conflicts may arise due to labour influx in the project areas such as gender-based violence, increased risk of illicit behaviour and crime, increased burden and competition on public resources, increased risk of communicable diseases, among others.

ESSA report highlighted that the FLLOCA Program is expected to generate socio-economic gains and have an overall positive effect. The anticipated potential positive impacts include but not limited to:

1. Building local communities' resilience to impacts of Climate Change;
2. Strengthen local communities' including vulnerable groups and VMGs voice and agency in their local development activities involving climate change; 19 ESSA – Financing Locally-Led Climate Action Program (FLLOCA)
3. Building capacity of women for leadership and decision-making positions;
4. Inclusion to community development for marginalized communities/indigenous peoples, people living with disabilities, women, and the youth;
5. Creation of employment; and
6. Increased equality, gender-balanced, and culturally appropriate access to the benefits provided by the program to women, youth, and marginalized communities/indigenous peoples.

However, the program may have a negative low risk impact of gender-based violence and sexual exploitation of women and girls.

The ESSA report recommended the following social risk measures to be put in place to mitigate the risk. These include but are not limited to: -

1. Have a feedback Grievance Redress Mechanism (FGRM)
2. Put in place a mechanism to prevent and respond to incidents of gender-based violence within the context of the program's investment projects,
3. Enhance citizen participation and gender equity under the project.
4. Entrench the National Gender and Equality Commission Act (2011) into the FLLoCA program by Mainstreaming of issues of gender, persons with disability and other marginalized groups in the FLLoCA program,
5. Ensure implementation of the Gender Policy, July 2011 in implementation of FLLoCA program at the County and Community level.
6. Incorporate and demonstrate high levels of fairness, impartiality, transparency, accountability, integrity, accessibility and gender and intergenerational equity standards including full and effective participation in all FGRM processes by all participating parties
7. Establish coordination mechanisms with other institutions/entities/departments including the directorates of Occupation, Health, and Safety, labour, gender, social development

### **1.3 Objectives of the Gender Assessment**

The main objectives of the gender assessment are:

1. To assess gender inclusivity in FLLoCA program through:
  - An in-depth gender assessment to identify inherent inequalities along gender lines in the project implementation process and the barriers to women's empowerment and participation in the project.
  - Identification of recommendations and opportunities that enhance/strengthen the integration of gender equality into the Project's implementation processes
  - The preparation of a gender strategy and action plan to address the identified gender issues and gaps.
2. To assess the status of Gender Based Violence and Map out GBV Service Providers in the 47 Counties

### **1.4 Summary of the Gender Assessment Process**

The FLLoCA program gender assessment involved a participatory in-depth process to identify the level of gender inclusiveness and responsiveness in the implementation of the program at all levels, teasing out contextual situations on how climate change catalysis gender and GBV issues in programs. The assessment further identified the existing gaps, challenges and recommendations for inclusion, risk reduction, representation, safety and equality in the program implementation at all levels. The assessment focused on a sample of 15 counties from the 6 regional economic blocs, ensuring representation of diverse geographical and socio-economic contexts. The sampling frame included key stakeholders from national,

county, and community levels. A team of Research Assistants (RAs) were engaged for the data collection in the 15 counties and the identification of Gender Based Violence (GBV) service providers in all the 47 Counties in Kenya. The RAs were taken through a training session on the data collection tools, ethical and cultural considerations during the exercise.

The Quantitative Analysis has been used to effectively summarize key gender indicators with regard to gender, age, and socio-economic background, While Qualitative Analysis (KIIs & FGDs) has employed a thematic analysis using NVivo. Data coding allowed the identification of recurring themes and patterns.

The following table reflects the data sample reached during the assessment exercise:

**Data Sample**

<b>Method</b>	<b>Sample Size</b>	<b>Target Groups</b>	<b>Tools Used</b>
Household Surveys	421 respondents	57% female, 43% male; all age groups	Structured questionnaires
Focus Group Discussions	76 FGDs	Women, men, youth, PWDs, bodaboda riders	Discussion guides, thematic coding
Key Informant Interviews	105 KIIs	Relevant National level stakeholders (MDAs), County officials, NGO reps, community leaders	Semi-structured interviews

Table 1: Data Sample

These assessment sessions provided an opportunity to understand stakeholders’ needs, priorities, and expectations on taking gender issues into consideration in the FLLoCA program.

**1.5 The organisation of the Report:**

This section of the report briefly highlights an overview of the overall structure of the Gender Assessment report. Section one (1) gives a preview of introductory background information and the objectives of the survey. Section two (2) describes methodology detailing the overall approach employed in the baseline survey. Key survey findings are discussed and summarized in section three (3). Finally, the last section (four 4) summarizes the conclusion on the report and provides recommendations based on the key findings of the survey. The annexes follow at the end of the report including the survey tools and the GBV service providers mapping summary

## SECTION 2: METHODOLOGY

The gender assessment encompassed a literature review, key informant interviews, stakeholder focus group discussions and household interviews at county and Sub-County levels with a biased focus on the marginalized groups and communities. A desk-based literature review was conducted to identify relevant international and national legislations and policy frameworks initiated and functional in support of gender equality, the FLLoCA program documents and the County implementation strategies. The assessment process heavily collaborated with National Treasury and Project Implementation Unit – (PIU) team through regular consultative interactions for county level coordination, guidance and updates on the program progress. Still, the assignment brought together a diverse team of experts with deep understanding and experience of the contexts of gender inclusivity and GBV across all levels to facilitate culturally informed consultations during the assessment exercise.

A cross section of the meta, micro, meso and macro levels were considered in the research methodology ensuring different cultural perspectives and traditional roles of each gender, cultural dynamics on gender participation in politics, decision making, access and control of assets are well understood. Being present to other actors implementing climate change and gender equality programs and the overall impact of existing policies at all levels in contributing to gender considerations, GBV prevention and sustainable service provision to all and especially the vulnerable community members who are most hit by climate change.

The study methodology was further guided by existing gender assessment frameworks including: - Gender Equality and Women Empowerment (GEWE), that examine the intersections between i) Laws, Policies and Institutional Practices; ii) Gender Roles; Responsibilities and Time Use; iii) Cultural Norms and Beliefs iv) Patterns of Power and Decision-making v) Access to and control over assets and resources. Gender Transformative Approach (GTA) pointing the root causes of gender inequities, and their interlinkages with cultural norms, barriers to access and control of resources.

Gender Equality Continuum Tool (GECT)-on the categorization of gender norms and inequities in the design, implementation, and evaluation of programs/policies and examine the extent to which gender mainstreaming has been implemented and existing gaps at both county and national levels.

Intersectionality of climate change and gender through the appreciation that women and men and marginalized communities interact differently with the environment and more specifically with climate change especially during shocks like floods and drought. Intersectional dual perspective of challenges and opportunities has pointed out the unattended gender consideration and needs that have degenerated to GBV or even be serious catalysts for emissions that escalate climate change.

The Social Relations Approach (SRA) further contributed to the assessment considerations and recognition that gender relations are complex and are reproduced through socializing agents and other intervening factors at the macro and micro level. Through the approach immediate, underlying, and structural causes of gender inequality and how they affect women, men, boys, and girls in climate change efforts are better understood, examining such

parameters as Cultural Norms and Beliefs, Access to, and control over assets (and especially land), Laws, Policies, Regulations, Gender Roles; and Institutional Practices; Responsibilities and Time Use, Patterns of Power and Decision-making, while acknowledging that laws passed by the National parliament have a bearing on the social interactions down to household level. The following subsections describe the assessment data collection design, sampling technics and the sample size used for the assessment.

## 2.1 Survey Design.

The assessment focused on a sample of 15 counties from the 6 regional economic blocs, ensuring representation of diverse geographical and socio-economic contexts.

Owing to the unique challenges faced by marginalised communities due to issues such as environmental and conservation-related displacements, underrepresentation in governance, poor access to services and land rights. As part of the sampling frame for the gender assessment of the FLLoCA Program, the evaluation deliberately included locations within the 15 target counties that are home to Kenya’s marginalised communities to ensure their perspectives were represented. These communities include the Ogiek, Sengwer, Endorois, Aweer (Boni), Ilchamus, Tachoni, El Molo, Sanye, Rendille among others. While the assessment recognized the value of capturing the unique gender dynamics within these communities, many have increasingly integrated with other local populations. Consequently, although members of these groups were part of the respondents, they were not sampled as distinct sub-groups, and their responses were analysed within the broader county-level data.

This approach ensured inclusivity while maintaining the integrity of the overall sampling methodology.

The sampling frame included key stakeholders from National, County, and Community levels as follows:

### 1. National Level:

- FLLoCA Program Leadership at the National Treasury and Economic Planning (TNT&P).
- Members of the Program Steering Committee (PSC).
- Inter-agency Climate Change Technical Advisory Committee (CF-TAC).
- Program Implementation Unit (PIU) at the Climate Finance and Green Economy Unit.
- Council of Governors (CoG).
- Directorate of Social Risk Impact Management (SRIM)
- Commission of Adjudication of Justice (CAJ)
- State Department of Devolution (SDD)
- Department of Gender under the Ministry of Gender, Culture Art and Heritage.

### 2. County Level:

- County Climate Change Units (CCUs).

- County Climate Change Coordination Committees (representatives from agriculture, water, and environment sectors).
- Health Service providers and Gender Officers

### 3. Community Level:

- Ward Climate Change Committees (WCCCs).
- Households, Community representatives, including women, men, youth, persons with disabilities (PWDs) and Bodaboda riders.

The assessment samples were identified from the select counties in a varied technique to allow engagement of a diverse population that has interacted with the FLLoCA program. To ensure scientific rigor and representativeness, the following varied sampling techniques was used. For KIIs and FGDs, the assessment used purposive sampling to identify and select participants collect the most relevant insights into FLLoCA program implementation. 7 KIIs were administered per county, targeting key stakeholders such as county officials, community leaders, GBV service providers, and representatives from CCUs and WCCCs while 5 FGDs were held per county for targeting men, women, youth, persons with disability and bodaboda riders.

For household interviews, stratified random sampling was employed where each county was divided into sub-strata based on rural/urban, socio-economic status, and climate vulnerability. 400 households were randomly selected from these strata to ensure diversity.

## 2.2 Sampling Techniques

The specific samples were derived from the sub-groups as listed below:

For KIIs;

- 3 representatives from county leadership (CCUs, CoG).
- 2 members of WCCCs.
- 2 technical experts (Gender Officer, GBV service provider).

For Focus Group Discussions

- 1 group for women (including caregivers of persons with disabilities).
- 1 group of men.
- 1 youth group.
- 2 special interest groups e.g. Persons with disabilities, Motor bike riders

For household interviews, stratified random Sampling was employed with a confidence level of 95% and a margin of error of  $\pm 5\%$  to determine the minimum sample size per county. The Yamane (1967) formula guided the sample size determination:

$$n = \frac{N}{1 + N(e^2)}$$

where **n** = sample size, **N** = total population, and **e** = margin of error.

### Calculation:

Based on 2019 Kenya census which reported 12.2m households in Kenya,

$$n = 12,200,000 / (1 + 12,200,000 * 0.05^2)$$

$$n = 12,200,000 / (1 + 30,500)$$

$$n = 12,200,000 / 30,501 \quad n \approx 400$$

### 2.3 Population/ Sample size

Tables 1 and 2 below presents sample size for the assessment and the counties sampled from each regional economic bloc.

#### Sample frame

Data Type	Sample Size
Focus Group Discussions	75 groups (5 per county); to be expanded as may be relevant
Key Informant Interviews	105 (7 per county); to be expanded as may be relevant
Household Interviews	~400 (stratified random sampling)
GBV Service Providers	Comprehensive mapping in all 47 counties.

Table 2: sample Frame

#### Sampling of Counties from the Economic Blocs

Economic Blocs	Counties	Sampled
<b>Lake Region Economic Bloc (LREB)</b>	Migori	Kisii, Kisumu, Busia, Kericho
	Nyamira	
	Siaya	
	Vihiga	
	Bomet	
	Bungoma	
	Busia	
	Homa Bay	
	Kakamega	
	Kisii	
	Kisumu	
	Nandi	
	Trans Nzoia	
Kericho		
<b>North Rift Economic Bloc (NOREB)</b>	Uasin Gishu	Uasin Gishu, West Pokot,
	Trans Nzoia	
	Nandi	
	Elgeyo Marakwet	
	West Pokot	
	Baringo	
	Samburu	
Turkana		
	Lamu	Tana River, Garissa

<b>Frontier Counties Development Council (FCDC)</b>	Tana River	
	Garissa	
	Wajir	
	Mandera	
	Marsabit	
	Isiolo	
	Turkana	
	Samburu	
	West Pokot	
<b>Jumuia Ya Kaunti Za Pwani</b>	Taita Taveta	Kilifi, Taita Taveta
	Lamu	
	Kilifi	
	Kwale	
	Mombasa	
<b>South Eastern Kenya Economic Bloc</b>	Kitui	Machakos, Kajiado
	Machakos	
	Makueni	
<b>Mt Kenya and Aberdares Region Economic Bloc</b>	Nyeri	Meru, Nakuru, Kiambu
	Nyandarua	
	Meru	
	Tharaka Nithi	
	Embu	
	Kirinyaga	
	Murang'a	
	Laikipia	
	Nakuru	
Kiambu		

Table 3:: Sampling of Counties from the Economic Blocs

## 2.4 Desk Review

A desk study of the FLoCA program, the background, objectives, stakeholders and the implementation as documented in the program documents formed the background of the assessment by shedding light on the strengths and expected success of the program in line with the Country context and the program technical agreement. Studies on other similar programs operating in the same space further contributed to the comprehension of the potential impact of the FLoCA program. A scan through the FLoCA program technical documents including:- WB Technical Assessment for the FLoCA PforR, POM, ESRM, ESSA and the final FLoCA program / TWBG Technical Assessment not only revealed the intention for gender inclusion in the program implementation but also the need to “address the structural inequalities that drive climate vulnerabilities for marginalized groups, including women, youth, indigenous peoples, persons with disabilities, displaced groups and ethnic minorities; investing in the capacity of local institutions and multi-sectoral collaboration; ensuring flexible programming and learning; and, the integration of scientific and indigenous knowledge for adaptive management” forming the key principles that contributed to the design of the FLoCA Program. This inclusive strategy if implemented to the letter will create

a level ground for gender sensitive growth opportunities and a strong foundation for localized climate action. The FLLoCA program multisector and multi-level implementation plans allows for the devolvement of climate change initiatives through the CoG, the CCCU and the WCCCs for sector identification and ownership of responsibility towards Climate Action.

The establishment of a County Climate Change Fund (CCCF) approach within the FLLoCA program aims at empowering counties to take the lead in addressing climate change through a combination of funding, capacity building, and technical support, allowing them to develop and implement locally-driven climate action plans. This has allowed the Counties to start addressing the underlying drivers of vulnerability to risks of climate change at the local level and use participatory methods in the identification of investment priorities and management of risk.

The desk study further focused on international and national frameworks on Gender equality, inclusion and mainstreaming in Climate Action, constitutional human rights for all and policy guidelines that have been enacted to ensure gender considerations in program planning and implementation. As a major stakeholder in the program, the World Bank gender equality and empowerment strategy also formed part of our desk review.

The Constitution of Kenya creates a platform for gender equality and non-discrimination enshrined in chapter 4 – (the Kenyan Bill of Rights) in the Constitution of Kenya, (now 2010). The bill of rights- ‘guarantees fundamental rights and freedoms for all Kenyans. It promotes values like human dignity, equality, equity and freedom, and applies to all law and binds all State organs and individuals. Through the Constitution, Kenya has aligned herself with the international bill of rights 1948 whose declaration ‘inspires the world to continue working to ensure that all people can gain freedom, equality and dignity.’ For Kenya, this constitutional right gave impetus to the adoption of the first National Policy on Gender and Development (NPGAD) in 2020 reviewed after the new constitution dispensation in 2019. The policy provides a legitimate point of reference for addressing gender inequalities at all levels of government and by all stakeholders providing an avenue for gender mainstreaming across all sectors in order to generate efficient and equitable development outcomes. It further identifies a set of factors that act as indicators for measuring the implementation and effectiveness of the gender and development agenda.

Kenya’s national policy for gender mainstreaming contained in the National Policy on Gender and Development provides a framework for equal gender participation and benefits from development initiatives ensuring that women are empowered and that specific needs of women, men, girls, and boys are mainstreamed in all development sectors. This followed the 2018-2022 Strategic Plan of the State Department of Gender Affairs presenting a blueprint to coordinate gender mainstreaming in national development planning and the promotion of equitable political and socioeconomic development. To this end, Kenya established the National Gender and Equality Commission (NGEC) under article 249 of the 2010 Constitution as an oversight body to promote gender equality and freedom from all forms of discrimination in Kenya, especially for special interest groups through compliance with policies, laws, and

practices. Beyond gender dimensions, the policy oversight further includes other “special interest” groups, namely youth, persons with disabilities, children, the older members of society, minorities, and marginalized groups. The efforts not only work towards contribution to the Kenya Vision 2030 but also to the achievement of the sustainable development goal 5 at the international level.

The World Bank Group (WBG) Gender Strategy, 2016–2023: Gender Equality, Poverty Reduction, and Inclusive Growth addresses the serious challenges related to gender equality and empowerment, by setting ambitious targets and adopting a rigorous methodology to assess gender progress. This is a drive towards achieving SDG 5 on gender equality and highlighting the role of men, women, boys and girls in achieving the SDGs including SDG 13- Climate Action. The WBG’s Gender “Tag” distinguishes projects and programs that:

1. Identify relevant gaps between women and men, boys and girls in the analysis, particularly as they relate to the Bank’s broader country engagement framework (e.g. country gender assessments, poverty and social impact analysis, Systematic Country Diagnostic, Country Partnership Framework, Country Gender Action Plan etc.);
2. Aim to address these gaps through specific actions supported by the project; and,
3. Link them to indicators in the results framework.

The FLLoCA program is well aligned to the WBG gender strategy in the design and the contextual technical agreement with the National Treasury on behalf of the government of Kenya.

Studies on the intersectionality between gender and climate change reveal that the impact of climate change exacerbate gender inequality. By acknowledging the need for gender mainstreaming as an indispensable strategy for achieving gender equality at the 1995 Beijing Platform for Action, governments have made substantial efforts in developing gender-responsive policies and implementation strategies. The 2015 Paris Agreement (PA) set out an ambitious agenda to guide development action for the next 15 years through the 17 Sustainable Development Goals (SDGs), putting a much-needed spotlight on poverty, inequality, violence against women and Climate Action as key challenges of the 21st century. The PA presents calls for gender equality and women’s empowerment, giving provisions on adaptation and capacity-building efforts and urging member states to adopt gender-responsive approaches. The commitment to the PA subjected governments to submit their Intended Nationally Determined Contributions (INDCs) to the United Nations Framework Convention on Climate Change (UNFCCC). The implementation of the PA has however been slow as realized during the 2024 COP29 that extended the LIMA work program for 10years and allowing for the development of a new Gender Action Plan (GAP) proposed for adoption at COP30 in November 2025. The aim is to further integrate gender considerations into climate action and enhance gender equality with women being represented in all aspects of the UNFCCC process. A study of the 2021 FLLoCA program Technical Assessment reveals that Kenya has ascribed to the provisions of the UNFCCC and the National Treasury has committed 21% INDCs for this program up to 2030.

## 2.5 Data Collection Methods

### 1. Content review and synthesis

The assessments used existing documents and data as a starting point, while other methods, including interviews and surveys focused on adding to the known.

### 2. Key Informant Interviews (KIIs)

Key informant interviews targeting stake holders from national and county levels, community leaders, the public and private GBV service providers were administered to gather expert opinions and context-specific insights on the program implementation and community engagement. Semi-structured interview questionnaires attached in this report were tailored to the stakeholder group to guide the data collection.

### 3. Focus Group Discussions (FGDs)

Focused Group Discussions were conducted to explore community-level perspectives on climate change, gender inclusion, and FLLoCA program considerations. The FGDs targeted separate groups of men only, women only, and special interest groups including persons with disabilities, the youth and bodaboda riders to ensure inclusivity. The FGDs were all moderated discussions guided by thematic questions.

### 4. Household Interviews

Structured household interviews were conducted using standardized questionnaires. The interviews focused on gender roles, decision-making power, and climate resilience strategies. Both male and female heads of households were engaged. For efficiency and accuracy data was collected using the Kobo toolbox mobile data collection tool.

## 2.6 Data Analysis and Reporting

The data was analyzed using STATA and Excel Pivot Tables. The analyzed data was crosschecked for consistency and presented in form of tables, graphs and figures where appropriate. For ease of understanding, important sections and/or elements of the analyzed data were explained in brief narratives. The information was triangulated with information gathered through desk reviews, key informant interviews and focus group discussions.

The outcome of the gender assessment data collection forms section 3 of this report. This comprehensive report integrates a display of quantitative findings and synthesised qualitative narratives. Recommendations will focus on:

- Enhancing program implementation.
- Strengthening stakeholder engagement.
- Addressing gender and community dynamics in climate change interventions.

## 2.7 Ethical Considerations

The FLLoCA program gender assessment team acknowledged that Ethical considerations are crucial in undertaking surveys and interacting with vulnerable populations. Ethical

considerations safeguard and protect the rights, dignity, and well-being of participants while enhancing the research validity and integrity. The study adhered to the ethical principles that ensure responsibility of the data collection team as well as respect and fairness for the participants. This assessment followed the ethical considerations listed below, with reference to the World Health Organization (WHO) guidelines on researching for GBV and data protection as per the Kenya data protection Act 2019. The assessment team of experts took time to train the RAs on all aspects of safeguarding in data collection, engagements, interactions with the respondents and any other stakeholders. More specifically, the gender and GBV assessment exercise employed the following ethical considerations:

1. **Informed Consent:** Prior to data collection, all participating households were provided with consent forms with information detailing the assessment's purpose, procedures, time commitment, and data usage. This form emphasized on voluntary participation, the right to withdraw without penalty, and the confidentiality of responses (anonymized data, secure storage, no sharing without permission). Minimal risks (e.g., time inconvenience) and potential benefits (e.g., contribution to understanding gender and GBV issues) were also outlined. Participants were requested to ask questions before signing a consent form.
2. **Data Protection:** Key strategies for data protection included ensuring strict anonymity and confidentiality by signing a Non-Disclosure Agreement (NDA) and limiting identification of the information collected. All staff members signed confidentiality agreements prior to the engagement. The data collected was stored securely on password-protected, encrypted devices and in compliant cloud storage with access limited to essential personnel following a clear protocol. Only the absolutely necessary data was collected and transferred securely using encrypted methods. Informed consent explained the privacy protections, including the limits of confidentiality and data anonymization procedures, while offering participants the option to opt out. Included in the RAs training of ethical research practices and sensitivity were lessons on minimizing re-traumatization, providing referral pathways, and prioritizing participant safety and comfort. Data collected will also be securely disposed of after the study.
3. **Vulnerable Populations:** Engagements with vulnerable groups, such as children and GBV survivors paid particular attention to safety and well-being. All the RAs were trained to prioritize "do no harm," by obtaining informed consent, using age and culturally appropriate language and emphasizing voluntary participation and the right to withdraw. Where any child would be engaged a parental assent was mandatory. A trauma-informed and culturally sensitive approach was adopted by engaging RAs from the local communities. This minimized risk, eased safety planning, especially for those at risk of further harm.
4. FGDs were held in venues that were safe, comfortable and away from distractions and public view for both the RAs and respondent. Such venues were established in advance in consultation with the Interior Ministry administrators on the ground.

5. All research team members were trained on ethical guidelines on engaging GBV survivors including the referral pathway for reporting any cases that may arise in the course of the interactions. They were also trained on respect for gender norms, culture, religion and other diversities, including conflict sensitivity during data collection. Still, they were equipped with knowledge on the kind of response required if they encounter cases of violence. Practical emphasize in cases where the RA may single out, blame or stigmatize participants for their responses were defined and encouraged to instead rephrase questions where sensitive subjects arise.
6. As GBV is a very emotive subject, all measures were taken towards minimizing participant distress: RAs were sensitized on the need to be sensitive to distress and to provide time for respondent to calm down or terminate the interview if the distress is overwhelming in which case the respondent should be referred to a counselor. A team of pro bono counselors were on standby, via telephone, to provide any emotional support to the RAs themselves in case they were also affected by such distress.
7. All questions were asked in a supportive and non-judgmental manner. More specifically, the team was trained on PSEA and sensitized on handling GBV disclosure including available referral pathways and how and where to refer such disclosures.
8. The assignment engaged RAs from the local community, aware of the community norms and fluent in the local language.
9. Adherence to all necessary ethics and guidelines provided by the Kenyan laws was a must for all the RAs.
10. The research team was monitored throughout the data collection exercise and any deviant behavior addressed. There were no children interviewed during the data collection exercise.

## 2.8 Limitations

This survey did not happen without limitations. The following were both expected and experienced limitations during the baseline survey: The FLLoCA gender assessment team encountered several limitations that mainly impacted data collection. Key challenges included limited participant trust, with many key informants expecting payment or refusing to share personal information. Cultural sensitivities, particularly within the patriarchal communities, hindered open discussions on gender-related issues, while language barriers, especially among respondents who only spoke the local dialects necessitated interpreters, potentially affecting accuracy. Harsh weather, poor road infrastructure, and long distances to remote areas significantly delayed fieldwork and increased logistical costs. Limited awareness of the FLLoCA program further reduced engagement, as many community members, including some officials, were unaware of its objectives. Additional constraints included the unavailability of key respondents, inadequate facilitation of venues, and fatigue or disinterest from participants. These factors collectively limited the depth of data collected in some instances.

## SECTION 3: GENDER ASSESSMENT FINDINGS:

### A. MICRO LEVEL FINDINGS:

#### 3.1 Respondent Profiles and General Information

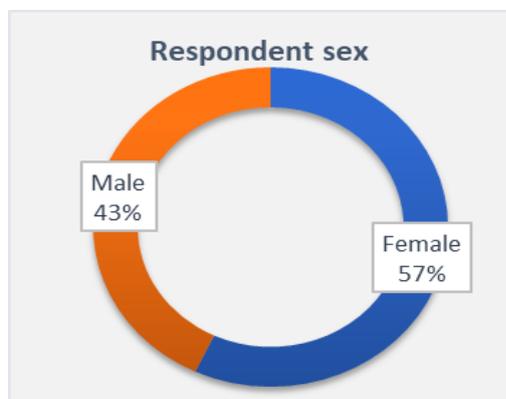


Figure 1:: Respondent Sex

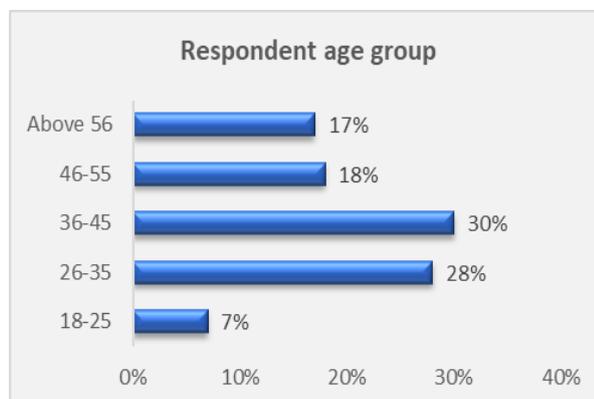


Figure 2: Respondent Age Group

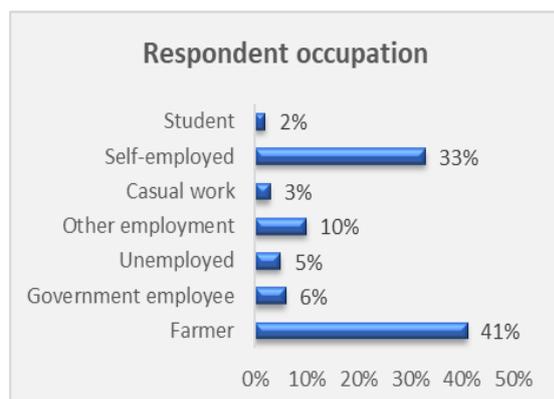


Figure 3: Respondent Occupation

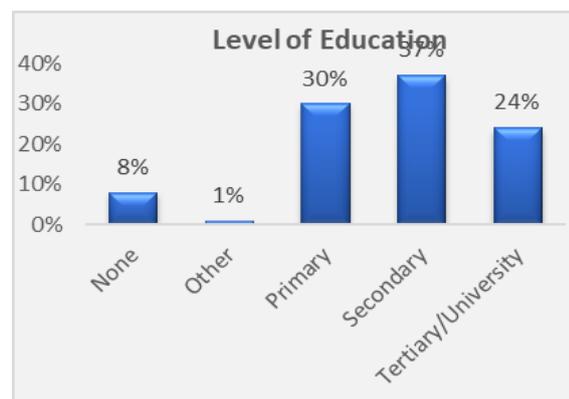


Figure 4: Respondent level of Education

From the 421 household interviews conducted, 57% of the participants were female, while 43% were male. The larger proportion of female respondents could indicate that women were more actively engaged in household surveys possibly due to their primary role in domestic responsibilities, caregiving, and community interactions. It may also reflect a greater willingness or availability of women to participate in assessments compared to men, majority of whom might have been engaged in work-related activities.

The majority of respondents fell within the 36-45 age group (30%), followed closely by 26-35 years (28%). The 46-55 (18%) and above 56 (17%) age groups show relatively balanced participation, while the youngest age group, 18-25, constitutes only 7% of the respondents. Cumulatively the 26-45 age range comprises the majority of respondents (58%), indicating that individuals in their prime working and family-raising years are the most engaged in household decision-making and community participation. This could also reflect economic and social responsibilities, where individuals in this age group are more involved in household management, employment, and governance matters. The low participation of younger

individuals as household respondents suggests that they may not be the primary decision-makers in their households, hence the reason for targeted focus group discussions for youth.

On respondent occupations, the data indicates that farming (41%) and self-employment (33%) were the dominant livelihood activities, while government employment (6%), casual work (3%), and student participants (2%) represented smaller proportions. The occupational data highlights the importance of agriculture and entrepreneurship as key income sources.

The education levels of respondents in the gender assessment survey indicated a diverse range of academic attainment. The majority of respondents have completed secondary education (37%), followed closely by those whose highest level of education is primary school (30%). A noteworthy 24% of respondents reported to have attained tertiary or university education while 8% of respondents reported having no formal education.

## 3.2 Gender Mainstreaming in the FLLoCA Program

### 3.2.1 FLLoCA and Gender Inclusion

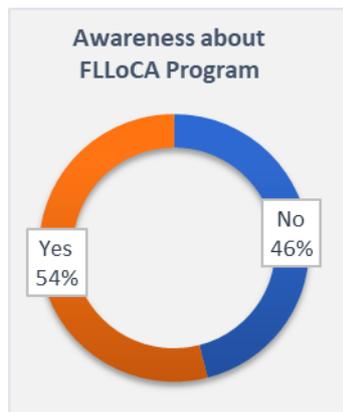


Figure 5: Awareness about FLLoCA

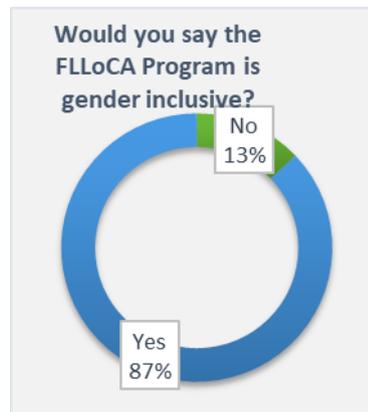


Figure 6: FLLoCA and Gender Inclusion

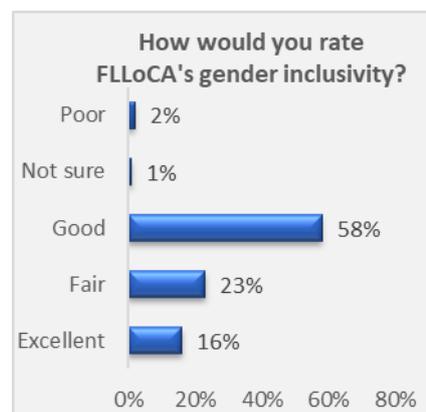


Figure 7: Gender Inclusivity Rating

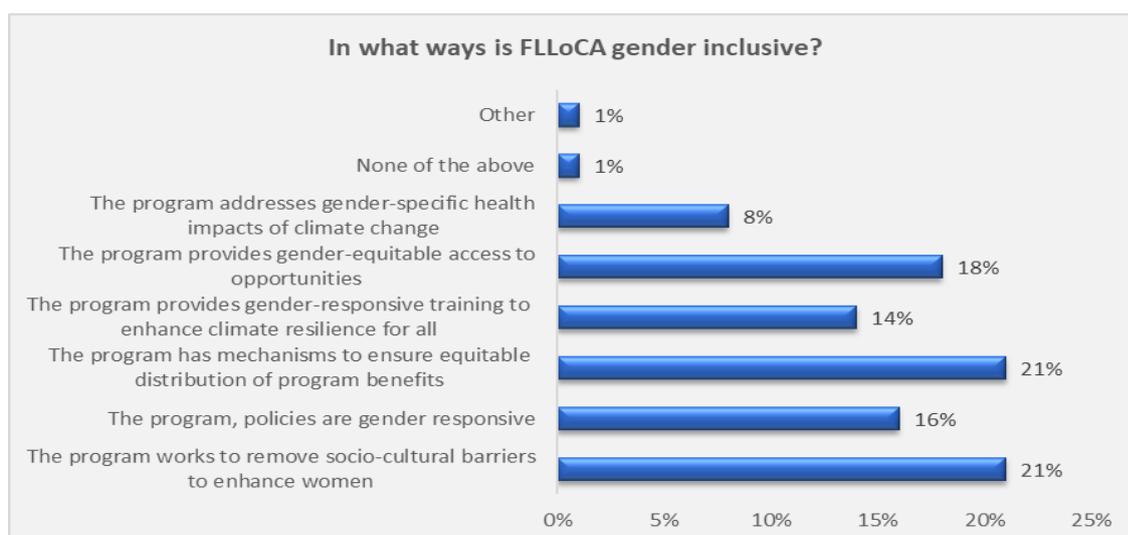


Figure 8: Perspectives on Gender Inclusivity considerations

The survey results indicate that 54% of respondents were aware of the FLLoCA program, while 46% are not. This suggests that while a slight majority has knowledge of the program, awareness remains relatively low, with nearly half of the respondents unfamiliar with it. The findings highlight the need for increased outreach, communication, and engagement efforts to ensure broader awareness and understanding of the FLLoCA program. Enhancing program visibility and accessibility will be crucial in ensuring more inclusive participation and effective implementation of the FLLoCA initiatives.

Of those who were aware of the program, the survey results also indicate that 87% of respondents believe the FLLoCA program is gender inclusive, while 13% did not share this view. This overwhelmingly positive perception suggests that the program is largely seen as fair, accessible, and beneficial to all genders, reflecting efforts to incorporate gender-sensitive policies and practices. However, the 13% who feel the program is not gender inclusive highlight a need for further exploration into potential gaps, barriers, or challenges in its implementation. This could involve assessing participation rates, decision-making roles, and access to program benefits across different gender groups.

The majority of respondents (58%) rated FLLoCA's gender inclusivity as "Good," with an additional 16% describing it as "Excellent." A further 23% considered it "Fair," while 2% perceived it as "Poor," and 1% was "Not sure." Overall, these findings suggest a predominantly positive perception of FLLoCA's gender inclusivity, with nearly three-quarters of respondents (74%) rating it as "Good" or "Excellent." The "Fair" and "Poor" ratings, alongside a small percentage of uncertainty, highlighted potential for further improvement.

The survey results also highlight multiple ways in which the FLLoCA program is perceived as gender inclusive. The most frequently cited aspects include removing socio-cultural barriers to enhance women's participation (21%) and ensuring an equitable distribution of program benefits (21%). This suggests that many respondents recognize active efforts to promote gender equality and fairness in resource allocation and participation.

Additionally, 18% noted that the program provides gender-equitable access to opportunities, while 16% acknowledged gender-responsive policies. These elements indicate that institutional frameworks and inclusive policies play a role in ensuring fairness.

A smaller but significant percentage (14%) pointed out the provision of gender-responsive training for climate resilience, reflecting efforts to equip both men and women with skills to mitigate climate-related challenges. However, only 8% recognized that the program addresses gender-specific health impacts of climate change, suggesting this area might need further emphasis or visibility. Notably, 1% of respondents felt that none of the options applied, while another 1% cited "Other" responses, indicating some level of dissent or alternative views on gender inclusivity.

KII and FGD responses revealed a comprehensive and inclusive understanding of gender inclusion among respondents. Broadly, gender inclusion was recognized as the intentional and equitable participation of all genders (men, women, youth, persons with disabilities

(PWDs)), and other marginalized groups; in all aspects of societal, economic, political, and environmental life, including climate action.

Gender inclusion is viewed as a commitment to fairness and equal opportunity, ensuring that no one is left behind. This means actively involving all genders in decision-making, resource access, leadership, planning, and implementation of programs like FLLoCA. Respondents emphasized that inclusion is not only about numerical representation, such as adhering to the two-thirds gender rule mandated by the Kenyan Constitution, but also about meaningful participation; ensuring that every voice is heard and has influence in program processes.

A recurring theme is the idea that gender inclusion must happen at every level, from community-based initiatives to higher levels of governance. It should reflect in employment opportunities, education, program design, execution, and monitoring, with particular attention given to dismantling structural and cultural barriers that prevent full and equitable participation, especially for women and vulnerable groups.

Furthermore, many noted that gender inclusion requires creating environments where all individuals, regardless of gender identity or expression feel valued, respected, and safe. This extends to challenging traditional gender roles, addressing discrimination, and fostering gender-responsive policies that cater to the specific needs of different gender groups in climate resilience and development.

### 3.2.2 Influence of gender roles in FLLoCA program decision-making

From FGD responses, the influence of gender roles on the participation of women, men, girls, and boys in the FLLoCA program decision-making processes is multifaceted and shaped by traditional cultural norms. For many communities, men dominate leadership and decision-making roles, while women, girls, and boys have limited involvement, often due to restrictive cultural expectations. These norms dictate that men are the primary decision-makers both within households and in the broader community, with women often excluded from leadership positions and decision-making tables.

In many instances, women's roles are centred around domestic responsibilities, such as childcare and household chores, which limit their time and ability to engage in program activities, particularly decision-making meetings. This results in women being largely sidelined, even though they contribute significantly to the program's execution, particularly in areas like resource management and household-level climate adaptation strategies. Girls and boys are often overlooked in formal decision-making processes, as they are viewed as too young or inexperienced to offer valuable input, with their roles typically restricted to learning and assisting at a household level.

However, there are signs of change, with some communities observing an increasing voice for women and girls, particularly in public and political spaces. While men continue to hold leadership positions, women's participation is growing, especially in decision-making related

to climate resilience. Boys, too, are gaining exposure to climate change education and are slowly being trained for future leadership roles.

Despite these shifts, there remains a significant gap in gender equality in decision-making. Men are still the primary drivers of most decisions, with women, youth, and persons with disabilities (PWDs) frequently excluded. The reluctance of women to speak up in meetings due to cultural expectations and fear of disrespect further perpetuates their marginalization. Moreover, the lack of platforms for youth participation and the underrepresentation of PWDs in decision-making and program execution further hinders inclusivity in the FLLoCA program.

Nevertheless, there is growing recognition of the importance of inclusivity, with some communities making strides toward gender equality in decision-making. Women are taking on more active roles, contributing to community-level decision-making, and youth are being encouraged to engage in climate change policies. Gender roles are being reconsidered in some areas, allowing for a more balanced division of labour, such as men assisting women in water fetching or participating in poultry rearing, traditionally seen as women’s roles. Overall, the shift towards greater gender inclusivity is seen as crucial for the successful implementation of the FLLoCA program, though much work remains to ensure full participation of all genders, ages, and abilities in decision-making processes.

### 3.2.3 Access to climate change initiatives

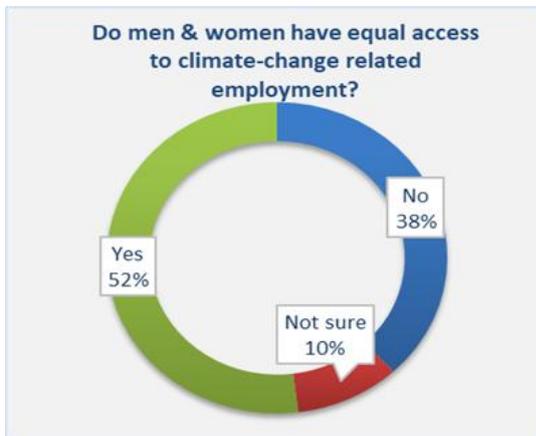


Figure 9: Access to Climate Change employment

The survey results indicated a divided perception regarding gender equality in access to climate-change-related employment. A slight majority (52%) of respondents believe that men and women have equal access to such job opportunities. This suggests that progress has been made in gender inclusivity within the climate sector, potentially due to policies or initiatives aimed at promoting fairness. However, a significant proportion (38%) disagreed, indicating that barriers to equal employment opportunities still exist. Meanwhile, 10% of respondents were unsure, suggesting a lack of awareness or mixed experiences regarding gender equality in climate-related employment.

Overall, while over half of respondents see positive progress, the substantial percentage of people who disagree or are uncertain highlights the need for continued efforts to ensure true gender equity in access to climate-related job opportunities.

From FGD responses, the FLLoCA program faces several gender-specific challenges in terms of participation and access to resources, largely influenced by entrenched cultural, social, and economic factors. Women, particularly young women and girls who are unmarried, often face significant barriers in accessing suitable projects compared to other groups such as men, boys, and women who own land. This lack of access is further exacerbated by traditional gender norms, which assign women and girls domestic roles that limit their time and ability to engage in program activities.

A key issue highlighted is the disparity in land ownership, where men typically control land resources, a critical factor for climate adaptation practices like tree planting and irrigation. Without land ownership, women face challenges in engaging fully with the program, as they cannot access or control the resources necessary to implement climate-resilient practices. Women also face cultural discrimination, with many still requiring male permission to attend training or community events, and their leadership roles are often limited by societal expectations that discourage women from stepping into decision-making positions.

Additionally, the lack of information and awareness about the FLLoCA program further hinders women's participation. Women are often not fully informed about available opportunities, and the accessibility of information is limited, particularly in rural areas. Cultural norms also restrict women's mobility, with caregiving responsibilities and household chores limiting their ability to attend meetings or participate in program activities. Health-related issues, such as menstrual discomfort, also prevent some women from engaging in the program.

Men, on the other hand, face their own set of challenges, particularly related to the societal pressure of being the primary breadwinners. As a result, they may be unavailable to attend initiatives, often delegating participation to their spouses. This creates a cycle where women are expected to represent men, even though they are already burdened with other responsibilities. There were also reports of political interference limiting the full participation of men in some locations.

Persons with disabilities (PWDs) also face significant barriers, with inadequate infrastructure and resources preventing their participation in the program. Furthermore, there is a general lack of representation of PWDs and women in leadership and decision-making positions, leaving them excluded from key stages of program planning and implementation.

Despite these challenges, there is a recognition that gender-specific barriers need to be addressed for the FLLoCA program to be truly inclusive. While some positive changes are occurring, such as the growing involvement of women in climate resilience activities and the increasing recognition of gender equality in the program, much work remains to ensure that

all community members, regardless of gender, age, or ability, have equal opportunities to engage in and benefit from climate adaptation initiatives.

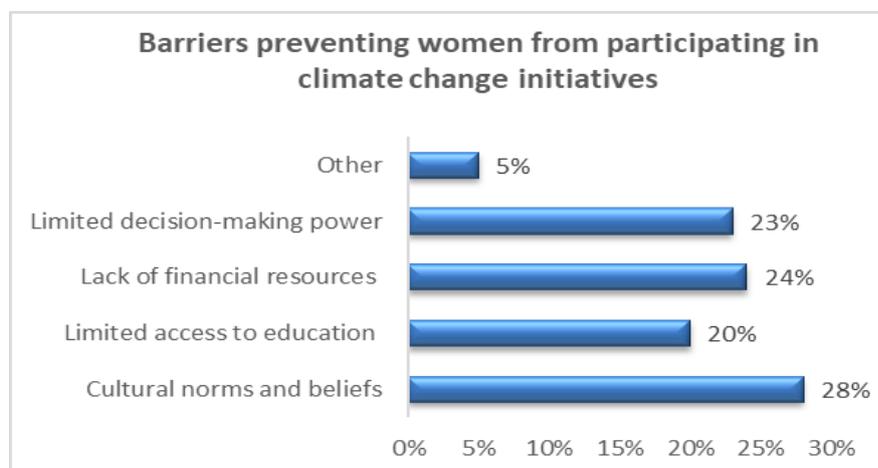


Figure 10: Barriers to Women Participation

The survey findings highlight several key barriers that hinder women's participation in climate change initiatives. Cultural norms and beliefs (28%) emerge as the most significant obstacle, indicating that deep-rooted societal expectations and gender roles continue to limit women's involvement in climate-related programs and decision-making processes. Additionally, our society being patriarchal, women lack resources – land (24%) which is a major input in engaging in climate programs like FLLoCA. This hinders women from accessing climate change financing, or economic opportunities necessary for active engagement in climate initiatives.

Similarly, limited decision-making power (23%) reflects the systemic exclusion of women from leadership roles and key policy discussions, further restricting their influence in climate adaptation and mitigation efforts.

Moreover, limited access to education (20%) is another notable barrier, emphasizing that insufficient knowledge and skills development prevent women from fully engaging in climate action and benefiting from related economic opportunities. A small percentage of respondents (5%) identified other factors which highlighted other wide range of barriers that limit women’s participation in climate change initiatives. A recurring factor was ignorance and lack of awareness, with many women either unaware of such programs or not understanding their importance. Some reportedly intentionally refuse to participate due to a lack of interest or other priorities. Social and domestic responsibilities were also reported to play a significant role, with many women too busy with house chores, caregiving, and running businesses to engage in climate-related activities. This is particularly true for pregnant and nursing mothers, who find it difficult to balance family duties with program participation. Financial and logistical challenges such as transport cost, distance to meeting locations, and labour-intensive tasks were also cited to be limiting women's engagement. Some women, especially the elderly and sick, are physically unable to participate. Structural issues like nepotism,

committee participation limits, and lack of female representation further reduce women's involvement. Femicide and safety concerns were also mentioned as potential deterrents.

Finally, climate change itself was also reported to exacerbate the problem, as extreme weather events and resource scarcity disproportionately affect women, making it even harder for them to engage in initiatives aimed at addressing climate challenges.

Overall, these findings underscore the need for targeted interventions to dismantle cultural and economic barriers, enhance educational opportunities, and promote gender-inclusive decision-making in climate change initiatives.

### 3.2.4 Gender-specific barriers and access to climate resilience resources

The gender-specific barriers to accessing climate resilience resources such as finance, training, and technology, as identified through the FLLoCA Gender Assessment Key Informant Interviews (KIIs), are deeply rooted in cultural norms, economic inequality, and systemic exclusion. The findings reveal an interplay of socio-cultural, institutional, and structural barriers that disproportionately affect women, youth, persons with disabilities (PWDs), and other marginalized groups.

**1. Cultural and Social Norms:** Across communities, patriarchal traditions and gender stereotypes limit women's ability to fully engage in climate resilience initiatives. Traditional gender roles assign domestic responsibilities such as childcare, cooking, and other household chores to women, severely limiting their time, mobility, and availability to attend trainings or participate in project activities. In many cases, women are required to seek permission from their husbands to participate, reflecting a broader lack of autonomy in decision-making.

Moreover, social expectations discourage women from pursuing leadership roles, fearing backlash or being perceived as challenging male authority. Cultural beliefs also dictate that land and property ownership is a male domain, which reinforces male dominance in resource access and influence over community development decisions.

**2. Limited Access and Control Over Resources:** A major barrier is the lack of asset ownership, particularly land, which is a key factor in implementing climate change projects at community level and is a lead factor in accessing climate financing or participation in economic empowerment initiatives. Since land is predominantly owned by men, through inheritance or purchase, most women are excluded from accessing climate financing, and government grants, further deepening economic disparities.

Youths and PWDs similarly struggle with landlessness, and thus cannot leverage assets to access resources or engage meaningfully in climate resilience-building programs.

**4. Financial and Economic Exclusion:** Financial barriers were frequently cited. Women, youth, and marginalized groups often lack the financial literacy and assets like land that are required to benefit from climate financing opportunities.

5. **Access to information:** Information does not always reach women, or vulnerable groups like PWDs, especially those in rural or remote areas.

Some participants also noted that project budgets tend to be consumed by logistics (e.g., hotel services), leaving little for community-level capacity building. Others highlighted that vulnerable groups such as pregnant women or PWDs struggle with mobility or logistical support, which limits their participation.

**4. Educational and Knowledge Gaps:** Low literacy levels, especially among women in rural areas, inhibit their understanding of and engagement in climate adaptation and resilience projects. Women often need more time to grasp technical concepts and are frequently underrepresented in technical training sessions, workshops, and forums. This knowledge gap is compounded by a lack of tailored or simplified training materials, inadequate digital literacy, and poor access to modern technology.

Moreover, the FLLoCA program itself is perceived as overly technical and bureaucratic, with poor community-level engagement structures that do not sufficiently accommodate or include the perspectives of marginalized populations.

**5. Underrepresentation in Leadership and Decision-Making:** Women and youth are largely excluded from decision-making processes, both within households and in broader community structures. This marginalization limits their ability to influence the design, implementation, and oversight of climate resilience programs, leading to policies and interventions that often fail to address their unique needs.

The absence of female professionals in climate-related programs further exacerbates this imbalance, resulting in a lack of role models and mentors to encourage greater female participation.

**6. Technological and Information Access Gaps:** Women and rural communities face a technological divide, characterized by limited access to digital tools and climate-smart technologies. This results from both low digital literacy and a lack of training opportunities, preventing them from adopting modern solutions for resilience such as weather forecasting tools, mobile apps, or sustainable farming techniques.

Access to information is also hindered by poor infrastructure, language barriers, and the failure to translate materials into local languages, making it even harder for vulnerable populations to stay informed and engaged.

The gender-specific barriers to climate resilience resource access are driven by patriarchal cultural norms, economic disempowerment, limited education, and structural exclusion. Women, in particular, face systemic challenges including lack of land ownership, financial exclusion, limited training opportunities, and underrepresentation in decision-making spaces. To overcome these barriers, interventions must be gender-responsive, inclusive, locally contextualized, and community-driven, with deliberate efforts to dismantle socio-cultural limitations and build the capacity of marginalized groups.

### 3.2.5 Gender roles and climate change interventions

From the findings, respondents reported that women are often burdened with a disproportionate share of household and community responsibilities, including chores, childcare, and subsistence farming. This heavy workload limits their time, mobility, and ability to engage in climate-related programs, training, and decision-making. Cultural norms and expectations frequently reinforce these roles, with some responses indicating that women need permission from their husbands to attend programs or that they are excluded from leadership positions. This can result in women's perspectives and needs being overlooked in the design and implementation of climate interventions.

Men, on the other hand, are seen as the primary breadwinners and are more likely to participate in activities outside the home. They were also reported to dominate decision-making spaces related to climate change, such as land use and resource management. However, economic pressures and the need to provide for their families can also limit men's participation in climate change interventions.

The respondents mentioned that these traditional gender roles can create unequal access to resources and opportunities. Women may have limited access to land, finances, and technology, which hinders their ability to adopt climate-resilient practices.

The respondents highlighted the importance of gender inclusion for effective climate action. Some respondents mentioned that when both genders are involved in climate change interventions, projects tend to be more successful, and the community is more likely to take ownership. Recognizing and valuing women's knowledge and skills, particularly in areas like sustainable resource management, is crucial. Empowering women through education, training, and increased access to resources can significantly enhance their participation and lead to more equitable and sustainable climate solutions.

## 3.3 Gender-Based Vulnerability to Climate Change

### 3.3.1 Impact of climate change on different categories of society

The findings from the FGDs revealed an uneven impact of climate change across different demographic groups within communities, with men, women, youth, and persons with disabilities (PWDs) each facing unique vulnerabilities shaped by their roles, responsibilities, and existing societal inequalities.

Men are primarily affected through economic and psychological channels. As traditional providers, they bear the burden of income generation, which is severely disrupted by climate-related losses such as livestock death, crop failure, and the destruction of businesses and infrastructure due to floods or droughts. These pressures often result in stress, depression, family conflict, and in extreme cases, suicide. The inability to meet familial expectations can lead some men to substance abuse or abandoning their families. Additionally, the shifting

gender roles, with women increasingly taking on income-generating activities, further exacerbate stress among men who feel side-lined in their traditional roles.

Women, often the caretakers of households, face increased physical and emotional labour as climate change intensifies. Droughts and deforestation make it harder to access water, firewood, and food which critical resources for their domestic duties. This added burden not only leads to exhaustion and stress but also increases their vulnerability to gender-based violence (GBV), including physical assaults at water points or domestic violence stemming from household tensions. In emergencies such as floods, women may face displacement with little support, poor menstrual hygiene conditions, or even sexual violence in shelters. In addition to their heightened vulnerability to gender-based violence and economic hardship, women face significant barriers to accessing essential reproductive health services during climate-induced crises such as floods and prolonged droughts. Disruption of health infrastructure, impassable roads, and displacement often hinder their ability to reach clinics or hospitals, putting them at greater risk of maternal mortality, complications during childbirth, and unintended pregnancies. The lack of timely access to prenatal and postnatal care, family planning services, and emergency obstetric care exacerbates health inequalities and threatens women's overall well-being. These challenges are especially acute for women in rural and marginalized areas, where health facilities are already limited and support systems are weak. Integrating reproductive health into climate resilience planning is therefore crucial to ensuring the safety, dignity, and rights of women during and after climate emergencies. Despite their significant vulnerability, women are sometimes better positioned to adapt, especially when empowered through training or support programs, though such opportunities remain limited and uneven.

Youth are particularly exposed to the secondary effects of climate change. With rising unemployment driven by the collapse of agriculture and informal work, many young people experience hopelessness, leading to increased involvement in crime, drug and substance abuse, early marriages, and school dropouts. The uncertainty about the future and the absence of structured opportunities for resilience building create a generational crisis. In some areas, child labour becomes a coping strategy, with young girls working as domestic help or boys becoming commercial herders.

Persons with Disabilities (PWDs) face the gravest consequences, primarily due to their limited mobility and social marginalization. During floods or other disasters, they are often the last to be rescued, if at all, and may be left behind entirely. The inaccessibility of roads, water points, emergency shelters, and health facilities places them at a high risk of injury, death, and disease. PWDs also suffer from exclusion in climate response planning and may not receive crucial alerts or support due to communication or mobility barriers. They are frequently perceived as a burden, leading to neglect, exploitation (including sexual violence), and deepening psychological distress.

A specific focus on women with disabilities indicate that they face heightened vulnerabilities to gender-based violence (GBV) in the context of climate change impacts within the areas that

the FLLoCA program is being implemented. While most respondents did not explicitly mention women with disabilities, the intersection of gender, disability, and climate-related stressors such as resource scarcity, displacement, and economic hardship suggests they are at even greater risk. First, access to essential resources like water, food, and shelter becomes increasingly difficult for women with disabilities during droughts or displacement. As women and girls are forced to travel longer distances to fetch water or seek livelihoods, those with physical or sensory disabilities may be left behind, excluded from aid, or become targets of neglect and abuse, including sexual exploitation. Second, the rise in intimate partner violence and domestic abuse often triggered by financial strain and resource competition likely affects women with disabilities disproportionately. Their dependence on caregivers or partners, combined with societal stigma, may limit their ability to report abuse or seek help. Moreover, limited mobility and inaccessibility of GBV response services, such as safe houses or legal aid, further isolates them. Finally, the invisibility of women with disabilities in both community reporting and programming highlights a systemic gap in protection and inclusion. Their needs and voices are largely absent in climate adaptation strategies, leaving them unprotected in the face of increasing risks. The FLLoCA program must actively integrate disability inclusion into its GBV prevention and climate resilience efforts by ensuring accessible infrastructure, targeted support services, and representation of women with disabilities in planning and decision-making processes. Without this, climate change interventions risk reinforcing existing inequalities and exposing the most marginalized women to deeper harm.

Additionally, children are among the most vulnerable to the impacts of climate change, facing serious risks to their survival, health, education, and protection. Findings indicate that climate-induced shocks such as droughts, floods, and food insecurity have led to increased school dropouts, child labor, early marriages, and declining health outcomes. Economic hardships have forced families to rely on harmful coping mechanisms that disproportionately affect children, especially girls, who are more likely to face early pregnancies, gender-based violence, and the loss of learning opportunities. In addition to these immediate effects, climate-related displacement and damage to infrastructure have limited children's access to essential services like healthcare, clean water, and education, while exposing them to increased risks of abuse and neglect. The psychological burden is equally profound, with many children experiencing trauma and anxiety due to repeated disruptions and household stress. Despite this, children's needs are reported to remain largely overlooked in climate adaptation efforts. The findings emphasize the need for targeted, child-centered interventions such as school feeding programs, child protection systems, and mental health support to safeguard their well-being and ensure their inclusion in long-term climate resilience planning.

Overall, climate change deepens existing inequalities and triggers a cascade of social challenges such as food insecurity, displacement, waterborne diseases, and infrastructure collapse. In ASAL areas particularly, it also fuels natural resource-based conflicts, particularly over access to land, water, pasture, and forest products. As these resources become increasingly scarce due to droughts, floods, and degradation, competition intensifies among community members, often leading to tensions, disputes, and in some cases, violence.

Women, youth, and marginalized groups such as pastoralists or those dependent on communal lands are particularly affected, as they often have limited authority or legal standing in resource governance. These conflicts not only disrupt livelihoods and social cohesion but also undermine collective climate resilience efforts.

The findings highlight the urgent need for inclusive, gender-sensitive, and disability-aware adaptation and mitigation strategies that recognize the diverse experiences and needs of all community members, while also addressing conflict prevention and resolution mechanisms around natural resource management.

### 3.3.2 Coping Mechanisms:

As indicated in the FGD responses, community members have adopted a variety of coping mechanisms in response to climate change tailored to their specific needs and challenges. These strategies help mitigate the impacts of environmental stressors such as droughts, floods, and extreme weather events.

Women have developed numerous adaptive strategies, focusing on resource management and livelihood diversification. Many women engage in small-scale businesses, such as selling vegetables or beads, to supplement household income. Others have embraced climate-smart agricultural practices, like planting drought-resistant crops and using rainwater harvesting systems. Additionally, women play pivotal roles in community-driven initiatives, including the formation of self-help groups (chamas) where they pool resources and support each other. They also prioritize food preservation techniques, such as storing food for future drought periods. In some cases, women gather to clean drainage systems during the rainy season, ensuring access to clean water for their families. Furthermore, women have adopted energy-efficient cooking methods, such as using biogas or solar power, instead of relying on firewood or charcoal.

Men have focused on agricultural adaptations and migration to cope with climate impacts. They are increasingly planting drought-resistant crops and engaging in agroforestry to mitigate soil erosion and enhance water conservation. Some men have shifted from traditional charcoal burning to making charcoal briquettes, which are more sustainable. Migration is another common strategy, as men move to urban areas in search of work when local livelihoods are compromised by climate-related disruptions. Additionally, men have taken leadership roles in community-based initiatives, such as building sand dams, water pans, and gabions to conserve water and prevent erosion. Many also diversify their sources of income by engaging in businesses such as boda boda (motorcycle taxi) riding, which helps them navigate economic challenges.

Youth have also responded to climate change with a mix of technological, entrepreneurial, and educational strategies. Many youth are involved in environmental activism, raising awareness about climate change and promoting tree planting and other sustainability efforts. Others focus on building skills for climate adaptation, including engaging in small-scale

businesses or joining community groups that foster skill development. Some youth have turned to agriculture, establishing tree nurseries or engaging in short-season farming to boost food security. However, for some, the lack of employment opportunities has led to unhealthy coping mechanisms, such as substance abuse or involvement in crime.

Persons with Disabilities (PWDs) face unique challenges when adapting to climate change, often relying heavily on community and family support. Due to mobility issues, PWDs may struggle to access resources such as clean water, especially during floods or droughts. As a result, many depend on caregivers for assistance during extreme weather events. Additionally, some PWDs have resorted to reducing the number of livestock they own or participating in community-based resource management activities. There is also a growing awareness among PWDs of the need for accessibility in disaster response, with some advocating for more inclusive policies and infrastructure. PWDs also benefit from community-led initiatives, including access to income-generating activities, educational programs, and mentorship, which empower them to cope better with climate challenges.

The communities have employed a diverse set of strategies to adapt to climate change, with each group drawing on their specific strengths and resources. However, the findings also point to gaps in institutional support, particularly for the most vulnerable, suggesting a need for enhanced climate education, targeted funding, and inclusive policy-making that recognizes these varied adaptive strategies. While challenges persist, these coping mechanisms demonstrate resilience and a collective commitment to adapting to climate change.

### 3.3.3 Barriers to climate adaptation

Findings from FGDs revealed that diverse and intersecting barriers hinder the ability of men, women, youth, and persons with disabilities (PWDs) to effectively adapt to climate change effects. These barriers are largely shaped by socioeconomic status, access to resources and information, cultural norms, and political exclusion.

#### **Cross-Cutting Barriers (Affecting All Groups)**

##### **1. Poverty and Financial Constraints:**

Poverty emerged as a major barrier across all groups, restricting access to adaptation resources such as climate-smart agricultural inputs, water storage systems or alternative livelihoods. Most individuals prioritize basic needs over long-term investments in climate resilience.

##### **2. Limited Awareness and Education on Climate Change:**

There is a widespread lack of knowledge, training and awareness on climate change

adaptation strategies, particularly among rural populations. Ignorance, low literacy levels, and insufficient climate education limit informed decision-making and proactive response to environmental shocks.

### **3. Inadequate Access to Resources:**

Barriers like limited land ownership, lack of clean water, and inaccessibility of equipment and infrastructure (e.g., briquette-making machines, boreholes) make it difficult to transition to climate-resilient practices. Many participants cited resource scarcity as a key obstacle.

### **4. Exclusion from Decision-Making:**

Many community members, particularly women, youth, and PWDs, are excluded from climate-related decision-making processes, policy formulation, and implementation. This lack of voice translates into minimal representation and low uptake of adaptation interventions that reflect their needs.

### **5. Poor Governance and Institutional Barriers:**

Participants noted corruption, political interference and bureaucracy in project implementation, which hinders effective and equitable climate adaptation. A lack of trust in project implementers, poor communication flow, and inconsistent government support were also frequently mentioned.

### **Women-Specific Barriers:**

Women face a unique set of challenges due to entrenched gender norms and social expectations:

- Cultural restrictions and gender roles prevent women from participating fully in adaptation programs or decision-making spaces.
- Heavy domestic workloads and limited time for training or engagement in projects.
- Limited access to land makes it harder for women to implement climate-smart agriculture.
- Gender-based violence (GBV), displacement, and early marriage are intensified by climate-induced stressors.

### **Men-Specific Barriers:**

While men are often assumed to be less vulnerable, they also face unique challenges:

- Economic pressure as primary breadwinners during climate shocks causes stress and, in some cases, mental health issues.
- Reduced access to alternative livelihoods, especially when traditional activities like livestock rearing are disrupted by drought or disease.
- Some programs focus heavily on women's empowerment, leaving men feeling neglected or excluded, especially in resource distribution and settlement during disasters.

### **Youth-Specific Barriers:**

Youth encounter barriers that are often rooted in systemic disempowerment:

- Lack of access to land and mentorship limits their involvement in agribusiness and innovation.
- High unemployment rates and school dropouts due to economic hardship or displacement leave youth vulnerable to exploitation and disengaged from climate action.
- Minimal inclusion in policymaking or program planning stifles their potential as change agents.

### **Persons with Disabilities (PWDs):**

PWDs are among the most marginalized in climate adaptation:

- Limited mobility and inaccessible infrastructure hinder their ability to relocate, fetch water, or access emergency services.
- Social isolation and discrimination reduce their participation in community programs and information sharing.
- Lack of assistive technologies, caregiving support, and inclusive communication methods (e.g., alerts not accessible) puts them at greater risk during disasters.
- Their specific needs are rarely addressed in climate policies, reinforcing their invisibility in adaptation planning.

## **3.3.4 Measures to enhance gender-sensitive climate action**

The FGD findings highlighted a clear and consistent call for inclusive, informed, and community-driven approaches to enhance gender-sensitive climate adaptation. Respondents emphasized the need to address both structural inequalities and practical barriers that limit participation, especially for women, youth, and persons with disabilities (PWDs). The proposed measures can be grouped into several interrelated thematic areas:

### **1. Awareness, Sensitization, and Education**

Across the board, participants emphasized the urgent need for widespread community sensitization and civic education on climate change, its impacts, and the objectives of the FLoCA program. Many respondents were unaware of the program or its benefits.

- Grassroots awareness campaigns should be conducted through barazas (public forums), schools, and churches to reach diverse groups.
- Targeted training programs on climate-smart practices and gender equality should be implemented.
- Climate champions from within the community can serve as trusted messengers.

- Special efforts should be made to disseminate accessible information for PWDs and low-literacy populations

## **2. Equal Representation and Inclusive Decision-Making**

There was strong advocacy for equal participation of men, women, youth, and PWDs in climate adaptation planning and implementation.

- Women and youth must be involved in leadership and decision-making spaces, not just as beneficiaries but as key actors.
- The two-thirds gender rule should be strictly enforced to ensure balanced representation.
- Cultural and social norms that restrict participation, especially of women and girls, must be actively challenged through public education and gender sensitization campaigns.
- Safe spaces and gender dialogue platforms should be created to amplify women's voices and address gender-based barriers.

## **3. Targeted Capacity Building and Skills Development**

Respondents recommended the introduction of capacity building programs tailored to different groups based on their roles, needs, and vulnerabilities.

Training on climate-resilient agriculture, renewable energy, and entrepreneurship should be prioritized. Youth mentorship, technical skills development, and climate clubs in schools were proposed to keep young people engaged and informed. PWDs should be supported through disability-inclusive training, accessible formats, and mobility aids to enable their full participation.

## **4. Financial Inclusion and Resource Allocation**

A recurring theme was the lack of financial support for marginalized groups. Participants called for:

- Equitable and transparent access to climate funds, with special consideration for women's groups, youth initiatives, and PWD-led projects.
- Support for alternative income-generating activities such as tree nurseries, briquette-making, and conservation-based businesses.
- Provision of basic tools and inputs such as drought-resistant seeds, water tanks, and farming equipment, with emphasis on affordability and sustainability.

## **5. Policy Reform and Institutional Strengthening**

Respondents stressed the importance of reviewing and enforcing existing policies to promote gender equality and inclusive adaptation.

- There should be clear policy guidelines on gender mainstreaming within the FLLoCA program framework.
- Regular monitoring, evaluation, and follow-up mechanisms should be established to ensure accountability and transparency in implementation.

- County and national governments must coordinate better with communities, offer consistent support, and address economic pressures through policy and budgetary measures.

## **6. Infrastructure and Accessibility Improvements**

Specific suggestions were made to enhance the physical and institutional infrastructure needed for effective adaptation:

- Establish climate resource centres and technology hubs at the community level.
- Improve access to clean water through desilting rivers, building reservoirs, and distributing water harvesting equipment.
- Ensure PWD-friendly infrastructure in emergency response, training venues, and project sites.

## **7. Strengthening Community Structures**

To enhance outreach and sustainability, the FLLoCA program should:

- Empower local community-based organizations (CBOs) and self-help groups, especially women and youth-led initiatives.
- Foster collaboration between government, NGOs, and local actors in project planning and delivery.
- Use existing social structures (e.g., bodaboda groups, churches, schools) as channels for engagement, feedback, and support.

Enhancing gender-sensitive climate adaptation in the FLLoCA program requires a multi-pronged and inclusive approach rooted in equity, empowerment, and community ownership. By addressing information gaps, structural inequalities, and resource constraints, the program can become a catalyst for sustainable resilience that benefits all members of society.

### **3.3.5 Gender equality policies and the FLLoCA Program**

The FGD findings revealed a mixed understanding of the policies promoting gender equality in the program's leadership. While there is acknowledgment of the existence of gender equality policies, there is widespread uncertainty about their actual implementation and effectiveness at the community level.

Several respondents were aware of the constitutional mandates, such as the two-thirds gender rule from the Kenyan constitution, which ensures equal gender representation in leadership positions. However, there was a recurring theme of lack of awareness and understanding of specific policies related to gender equality in the FLLoCA program. Community members particularly those on the ground, reported being unaware of the policies, as they were often not made available or communicated effectively to the public. As a result, policies were perceived as being more theoretical or "on paper" rather than actively implemented.

While some respondents confirmed the presence of laws and regulations aimed at ensuring gender balance and inclusion of both men and women in decision-making, there were

concerns about implementation challenges. For example, while there is an understanding that women are allowed to participate in leadership and committee roles, it was often mentioned that men dominate leadership positions in practice, and women’s participation remains limited.

In some instances, it was noted that the policies tend to lean more towards women in terms of gender balance, yet implementation still faces barriers that hinder equal participation. A few respondents pointed out that while policies exist, they are not always inclusive and may not fully address the realities on the ground.

Moreover, the lack of effective communication and capacity-building regarding gender policies within the communities was a recurring issue. Many participants suggested that more sensitization and education on the policies are required to increase awareness and ensure that these policies are understood and applied at the grassroots level.

While there are policies in place to promote gender equality in FLLoCA leadership, their effectiveness and real-world application remain inconsistent, and more needs to be done to raise awareness, build capacity, and ensure proper implementation to fully realize gender equality in the program.

### 3.3.6 Presence of programs supporting women’s economic empowerment and climate action

From the FGD findings, there was a mixed awareness and uneven access to government and NGO programs supporting women's economic empowerment in climate action across counties.

While many participants acknowledged the existence of such programs, a significant number of respondents indicated limited knowledge or access to them. Frequently, participants mentioned that they “hear of them” but do not know where they operate, how they function, or how to benefit from them. This lack of information disproportionately affects women, with men often being the primary beneficiaries due to better access to program details.

Some respondents emphasized that programs may exist but are not transparent, inclusive, or well-communicated at the grassroots level. Despite access issues, some government and NGO initiatives were identified by participants as supporting women’s economic empowerment, particularly in climate action or adjacent development efforts. These include but not limited to:

- Women Enterprise Fund
- Vision Fund
- Universal Traders Sacco
- Kenya Women Finance Trust (KWFT)
- NAVCDP (National Agricultural Value Chain Development Project)
- World Vision ActionAid Kenya, Red Cross, Womenkind Kenya

- GROOTS Kenya, SHOFCO, Anti-FGM initiatives, BOMA Project
- Nice Place Foundation, Hope Beyond Foundation, Mt. Kilimanjaro Child Development Program, Big Life Foundation
- Dream Girl Organization (distributing biodegradable sanitary products)
- Kesho Organization
- FLLoCA itself was also recognized as a supportive program, particularly in communities where awareness had already been raised.

Some respondents noted that existing programs are “few, limited, or not enough” to meet community needs. In many areas, programs operate through group structures (e.g., women's groups), which may exclude unregistered or unorganized women. There is a strong demand for better transparency, outreach, and clarity on how women can benefit from these initiatives. A few noted that programs had ended (e.g., ADP-K), leaving a gap in on-going support

While a range of government and NGO programs exist to support women’s economic empowerment in climate action, accessibility, awareness, and inclusivity remain major barriers. To strengthen the impact of these initiatives, there is a need for improved community engagement, clearer communication, and equitable outreach to ensure women, especially those in marginalized areas or groups, can participate meaningfully and benefit fully from available resources.

### 3.3.7 Women-led climate action

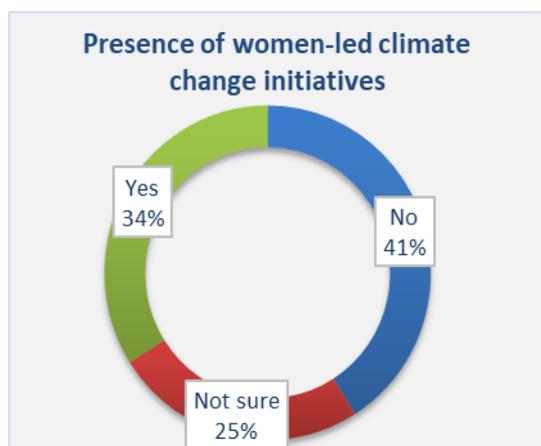


Figure 11; Women-Led Climate Action

The FLLoCA gender assessment sought to determine the presence of women-led climate initiatives in communities. The findings revealed that 41% of respondents indicated there were no such initiatives in their communities, while 25% were uncertain. However, 34% acknowledged the existence of women-led climate efforts. These results highlight a need for increased awareness and support for women’s leadership in climate action, as well as better visibility and documentation of their contributions. Strengthening women’s involvement in

climate initiatives can enhance resilience and drive more inclusive and effective climate solutions at the local level.

A follow through on women-led climate change initiatives in the counties revealed that women are playing a vital role in local climate change adaptation and mitigation efforts. There is a large focus on tree planting, and sustainable farming. Many of the women are organised in self-help groups that pool resources, and knowledge. Their initiatives often integrate environmental sustainability with economic empowerment. Key Themes and Initiatives that emerged include:

**Tree Planting and Reforestation:**

- Numerous women's groups are actively involved in tree planting and nursery production of seedlings e.g. Dumu Tree Nursery Establishment in Garsen Central Ward Tana Delta Sub-County, tree nursery project at River Sosiani in Uasin Gishu
- This is to address deforestation and soil erosion.

**Sustainable Agriculture and Food Security:**

- Women are practicing climate-smart agriculture, including drought-resistant crop cultivation and vegetable gardening e.g. In Maghonyi Community in Mwatate where women farmers have adopted drought-resistant crops and sustainable farming practices to enhance food security.
- They are also engaging in poultry farming, chicken keeping, and dairy farming e.g. poultry farming by women in Tezo-Kilifi, chicken distribution program in Busia
- Kitchen gardens are a popular method of sustainable farming.

**Water Conservation and Management:**

- Women's groups are involved in water harvesting projects and constructing water tanks e.g. distribution of water tanks to women groups in Kapenguria
- They are also working on irrigation farming, and culvert construction e.g. irrigation farming by women in Modambogho in Taita Taveta and culvert construction in Ainabkoi- Uasin Gishu.

**Energy Efficiency:**

- Promoting the use of energy-saving stoves (jjikos) and biogas.
- Some groups are producing briquettes as an alternative energy source e.g. women groups in Nyaki West in North Imenti who are engaged in energy saving awareness on green cooking using biogas and briquettes

**Economic Empowerment:**

- Women are forming savings groups and table banking to fund climate-smart initiatives and other income-generating activities in various parts of the country
- They are also establishing eco-friendly businesses, such as silk farming, honey production, and waste recycling e.g. Akiria and Manian silk groups in West Pokot, women groups in Chakol Nort in Busia integrating tree and flower planting for bee-keeping and honey harvesting
- They are also running small agro-based businesses.

**Environmental Conservation and Waste Management:**

- Women are participating in waste collection and recycling initiatives e.g. women waste collectors in Mwatate
- They are also involved in general environmental conservation efforts.

**Community Awareness and Education:**

- Women in some regions are leading climate awareness campaigns and educational programs.

**3.3.8 Equity in Climate Action**

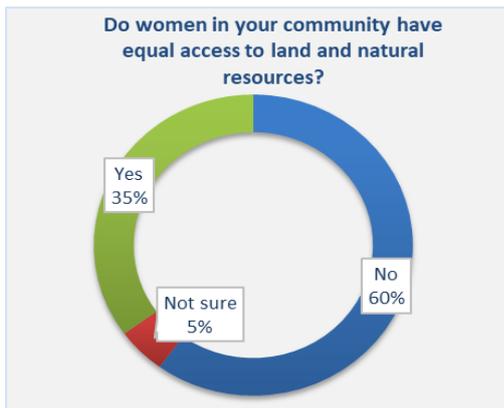


Figure 12: Access to land and Natural Resources

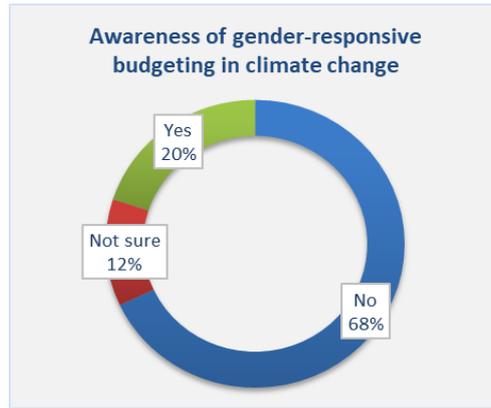


Figure 13: Gender responsive budgeting

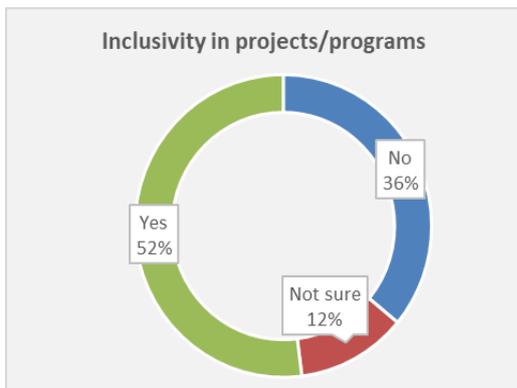


Figure 14: Inclusivity in Projects/Programs

The findings indicate that women in the community face challenges in accessing land and natural resources. Specifically, 60% of respondents stated that women do not have equal access to these critical assets. Meanwhile, 5% were uncertain about the extent of gender equality in resource distribution. Only 35% acknowledged that women have equal access to land and natural resources, highlighting a persistent gap in ownership and control. This underscores the need for targeted interventions to promote gender equality in land and resource rights, ensuring that women can fully participate in economic and environmental sustainability efforts.

The assessment also reveals a significant gap in awareness of gender-responsive budgeting within climate change programs. A majority of respondents (68%) indicated that they are not aware of such budgeting approaches, while 12% were uncertain. Only 20% acknowledged

awareness of gender-responsive budgeting, suggesting that there is a critical need for increased education, advocacy, and policy engagement to ensure that climate finance and budgeting processes integrate gender considerations effectively. Enhancing awareness and capacity in this area would help ensure that climate change programs equitably address the needs of both men and women.

On inclusivity, the findings indicate a mixed perception regarding the inclusivity in county government programs and projects. While 52% of respondents believe that the county government considers men, women, youth, and persons with disabilities in program implementation, 36% feel that these groups are not adequately considered. Additionally, 12% are unsure about the extent of inclusivity. This highlights the need for greater community engagement to ensure that development initiatives are truly inclusive and equitable for all groups, particularly marginalized populations.

A follow through on barriers to women participation reveals that women face significant barriers in accessing land and natural resources, primarily due to prevailing cultural norms and traditions that favour men in land ownership and inheritance. These norms often dictate that land is primarily for men, and women are excluded, especially after marriage. This exclusion is further compounded by limited decision-making power within communities and households, where men often control land use and allocation. Deeply rooted patriarchal norms skew access to key resources. Title deeds, credit and collateral remain overwhelmingly in men's hands, so women, even when invited, cannot shape land-use or irrigation schemes. Procurement rules and funding cycles are seen as overly complex and opaque, further locking out local women's groups and youth associations that lack the financial muscle or procedural know-how to engage.

Economic factors also play a crucial role, as economic dependence on men and lack of financial resources restrict women's ability to purchase or inherit land. Additionally, limited access to education and information hinders women's awareness of their land rights and legal entitlements. In some cases, discriminatory practices and social stigma further impede women's access.

Logistical hurdles compound these social barriers. Many project sites lie far from villages, with no reliable transport or accessible facilities for persons with disabilities. Low literacy and poor information flow mean that marginalized groups often don't even know about FLLoCA's activities until it's too late to join. Meanwhile, attempts to enforce the constitutional "two-thirds gender rule" in committees remain patchy, and cultural taboos can intimidate women from speaking up, especially in mixed-gender forums.

Looking at the challenges collectively, these constraints create a vicious cycle: those most affected by climate shocks are least able to shape the solutions. Addressing them will require intentional, gender-responsive design—simplified procedures, local-level sensitization, safe spaces for women and PWDs, quotas in leadership roles, and dedicated funding to underwrite travel, childcare and assistive support.

To address these challenges and improve gender inclusivity in climate change adaptation programs, various strategies have been proposed. A key recommendation is to involve women and marginalized groups in decision-making processes at all levels, ensuring their voices are heard in the planning and implementation of climate initiatives. Capacity-building programs that provide training and skills development for women, youth, and persons with disabilities are also emphasized.

Furthermore, there is a call for policies and practices that promote equal access to resources, including land, credit, and financial support, to empower women's participation in climate-smart agriculture and environmental conservation. Community awareness campaigns and sensitization efforts are identified as essential tools to challenge traditional gender roles and promote gender equality in resource ownership and management.

### 3.3.9 Pressing Gender-related issues in the FLLoCA Program

The most pressing gender-related issue in the FLLoCA program in the communities covered appears to be inequality in access to resources and decision-making opportunities for women and marginalized groups, including persons with disabilities (PWDs). Many respondents pointed out that women face significant barriers to land ownership, financial support, and leadership roles, limiting their ability to participate fully in the program. This exclusion is exacerbated by cultural norms that hinder women from being involved in decision-making processes, as well as by gender inequality in terms of both participation and empowerment.

Economic hardship was also repeatedly highlighted as a critical concern. Poverty is widespread, and many women are constrained by financial limitations, which make it difficult for them to engage in the program effectively. This includes lack of access to financing for climate adaptation initiatives. The financial challenges are compounded by economic inequality, with many women needing permission from male family members to access resources.

Another issue that emerged is the lack of gender-inclusive leadership within the program. Many respondents noted that women are underrepresented in leadership positions in both the county and the FLLoCA program. This exclusion from leadership and decision-making roles reduces women's influence over policies and initiatives that directly affect their communities. Moreover, the two-thirds gender rule intended to address this imbalance in leadership was flagged as being poorly implemented or entirely ineffective in some areas.

Gender-based violence (GBV), particularly sexual violence, also remains a pressing issue. The scarcity of resources, along with climate-induced stress, often exacerbates GBV risks. Women, who are more vulnerable to GBV during times of economic strain or resource scarcity, often face barriers to reporting these incidents due to stigma and cultural taboos.

Exclusion of marginalized groups, such as PWDs and men, from full participation in the program also surfaced as a critical concern. PWDs, for example, face physical inaccessibility

to program venues and are not adequately represented in leadership or decision-making, limiting their participation in climate resilience activities.

The lack of information dissemination and awareness campaigns about the FLLoCA program is another significant barrier. Many community members, particularly women, are not fully informed about the program's goals, resources, or how to access support, which further perpetuates inequality and exclusion.

Finally, cultural and social norms continue to influence the roles of men and women in society, affecting their participation in the FLLoCA program. Cultural practices such as early marriage, FGM, and the prevalence of forced marriages remain common in some communities, making it difficult for women to engage in the program and benefit from its opportunities.

### **3.3.10 Community perspectives on climate finance**

A key theme emerging from the findings is the limited awareness and understanding of climate finance mechanisms among community members. Many respondents did not distinguish between general development funding and targeted climate finance. Many community members are unaware of what climate finance entails, how it is allocated, or how they might benefit from it. This knowledge gap contributes to perceptions of exclusion and deepens mistrust in local and national institutions tasked with implementing climate programs. Often, climate funds are seen as managed by elites or government-affiliated actors, with minimal community involvement in decision-making or monitoring.

Additionally, gendered economic inequalities play a critical role in how climate finance is accessed. Women, particularly those in rural and climate-affected areas, reported limited access to credit, inputs, land, and income-generating opportunities funded by climate programs. Despite women being at the forefront of coping with the effects of climate change such as securing water, food, and household stability, they are often sidelined in resource allocation. For instance, adaptation projects involving agriculture or livestock are mainly designed around male-dominated value chains, leaving women with limited say or benefit. Furthermore, the design of climate finance mechanisms often fails to account for gendered realities. For instance, funding criteria may prioritize collateral or formal documentation, which many women and vulnerable groups lack. Additionally, limited representation of women and marginalized groups in local climate planning processes means that their financial needs and priorities are rarely reflected in funding allocations.

The findings also point to some missed opportunities in leveraging local financial structures, such as savings groups, cooperatives, and community-based organizations, to channel climate finance in more inclusive and accessible ways. These structures are familiar and trusted by communities, particularly women and youth, and can serve as effective intermediaries for distributing funds, building financial literacy, and strengthening accountability.

Another concern is the lack of disaggregated data and gender-sensitive financial planning in climate programs. Without clear tracking of who benefits from climate finance and how, it's

difficult to measure impact or adjust strategies to ensure equity and effectiveness. In many cases, women’s priorities such as securing water, safe energy, and livelihood diversification are underfunded or entirely absent from local climate budgets.

The findings also suggest that climate finance tends to prioritize infrastructure or technical solutions over social dimensions like GBV prevention, economic empowerment of vulnerable groups, or protection of community health and safety. This disconnect reinforces cycles of exclusion and limits the transformational potential of climate finance.

Based on these insights, several perspectives on improving climate finance emerged including:

- **Democratize Access to Climate Finance:** Build awareness at the community level on available funds, eligibility criteria, and application processes. Simplify access, especially for grassroots organizations and vulnerable groups.
- **Promote Gender-Responsive Budgeting:** Ensure climate finance planning is informed by sex-disaggregated data and prioritizes initiatives that address gender-specific vulnerabilities and economic opportunities.
- **Strengthen Local Financial Ecosystems:** Partner with existing community financial structures such as SACCOs, women’s groups, and youth savings clubs to manage and disburse climate-related funds in a way that fosters inclusivity and accountability.
- **Transparency and Accountability Mechanisms:** Establish clear reporting, community oversight, and participatory monitoring frameworks to ensure that funds reach intended beneficiaries and are used effectively.
- **Capacity Building and Financial Literacy:** Invest in training for community members, particularly women and youth, to improve their ability to access, manage, and monitor climate finance.
- **Targeted Financial Mechanisms:** Develop inclusive financial tools that directly support women, youth, and marginalized groups, including microgrants, revolving funds, or community-managed climate adaptation funds.
- **Simplified Access:** Streamline application procedures, reduce bureaucratic hurdles, and create flexible criteria for access to climate finance, especially for informal groups and rural actors.
- **Integrate Climate Finance with Livelihood Support:** Tie climate finance to practical, targeted, community-prioritized adaptation measures, with a focus on community-led initiatives.
- **Create Inclusive Financial Products:** Design and promote financial tools like microloans or climate insurance that are accessible to women, youth, and persons with disabilities, considering their specific barriers.

## **B. MESO – COUNTY AND WARD LEVEL FINDINGS:**

### **3.4 Influence of gender roles in FLLoCA program decision making**

#### **3.4.1 Women’s participation in the FLLoCA Program**

Key informants indicate that women’s participation in decision-making structures related to FLLoCA program interventions is mixed and context-dependent, with notable disparities between urban and rural areas, and between county and community levels.

At the county level, women’s participation is generally low, largely due to socio-cultural norms, limited land ownership, lower education levels, and economic disempowerment. Although there are policies and guidelines promoting inclusion, such as gender quotas and female-led leadership roles, implementation remains inconsistent, and men often dominate technical and leadership roles.

At the community level, women’s involvement is relatively higher, particularly in climate change committees and sustainability efforts. Many counties have reportedly taken steps to reserve leadership slots for women. Women are included in planning, proposal development, and training, though often in advisory or supportive capacities, rather than leading roles.

However, cultural beliefs, time burdens, and lack of awareness about governance structures still hinder full engagement. In urban areas, awareness and participation tend to be higher, while in rural areas, entrenched norms limit women’s voice and leadership.

While progress is evident, especially through structured policies and increasing awareness, women’s participation in decision-making is still below optimal levels and varies widely across regions. Sustained efforts in gender mainstreaming, leadership development, resource access, and cultural change are needed to bridge the gap.

#### **3.4.2 Barriers limiting women participation in climate change initiatives**

The KII findings reveal that several interrelated barriers restrict women’s involvement in FLLoCA’s climate change leadership and governance. Deep-seated cultural and social norms, which assign more value to male leadership and assign women primarily to domestic roles, remain a major impediment. Coupled with this, low levels of education and technical knowledge limit women’s confidence and capacity to participate effectively. Financial constraints, including limited access to land, credit, and other resources, further marginalize women by reducing their economic empowerment and decision-making power.

Additionally, a lack of targeted leadership training and mentorship, combined with gatekeeping practices that restrict access to information and opportunities, perpetuate gender disparities in the FLLoCA program. Collectively, these barriers underscore the need for gender-responsive interventions that address both structural and cultural challenges.

#### **3.4.3 Participation of men and women in decision-making on climate adaptation**

The KII findings showed that decision-making on climate adaptation and mitigation within FLLoCA is characterized by gendered roles at both household and community levels. At the household level, men generally dominate key financial and resource-allocation decisions,

such as investments in farming practices and land use, while women are primarily responsible for managing daily household adaptations like water conservation, food storage, and other practical measures.

In community settings, both genders participate through public forums, barazas, and committees involved in proposal writing and project oversight. Although many committees are designed to ensure balanced representation, cultural norms and traditional gender roles often result in men holding the formal leadership positions and making the final decisions, particularly on issues related to finances and land. Women contribute significantly through grassroots initiatives- such as tree planting, water management, and climate-smart agriculture, but their influence is frequently limited by cultural barriers and unequal access to information and resources. Seemingly, while there is a structure for inclusive participation, the practical power dynamics still favour men in decision-making processes related to climate change initiatives.

#### 3.4.4 Women’s access to land, credit and training

Responses from key informants indicated that land ownership remains the biggest hurdle: customary inheritance and patriarchal land-tenure systems virtually reserve family land for men, leaving women with little or no land for implementing climate change programs. Widows in particular often find themselves dispossessed by male relatives, and even when women can farm, they lack the security to make long-term decisions.

Women may want to implement climate adaptive programs but financing constraints. They cannot access financing from banks and microfinance institutions who demand land or other assets as security. While informal savings groups (“chamas”) provide some relief, their small-scale financing limit women’s ability to invest in more capital-intensive adaptation measures.

Training opportunities are also unevenly distributed: cultural norms, household workloads, and low literacy rates keep many women from attending workshops or technical courses. Even where trainings are nominally open to all, women report being expected to seek male permission, and travel to distant venues is often impossible given their domestic responsibilities.

These barriers, patriarchal land laws, lack of collateral, cultural gate-keeping, lack of time, poverty, and limited awareness, contribute to locking women out of the very resources they need to build climate resilience.

#### 3.4.5 Inclusivity of local and county-level governance structures in climate resilience decision-making

The findings from the FLLoCA gender assessment Key Informant Interviews (KIIs) suggest that local and county-level governance structures in climate resilience decision-making are generally inclusive in design, but uneven in practice.

While legal and policy frameworks such as the Climate Change Act, FLLoCA guidelines, and the 2/3 gender rule mandate inclusion of women, youth, persons with disabilities (PWDs), and other marginalized groups, implementation remains inconsistent. In many cases, committees are well-composed with diverse representation, and community participation structures such as ward committees and public forums do exist. However, meaningful engagement is often hindered by cultural norms, low awareness, and male-dominated decision-making spaces.

There is visible improvement in inclusivity at both levels, with some counties establishing gender-balanced committees and incorporating participatory planning processes. Nonetheless, women and youth remain underrepresented in leadership and decision-making, particularly in rural areas, and policy enforcement and civic education efforts are still limited.

Governance structures are formally inclusive but functionally partial, calling for deeper engagement, stronger enforcement of inclusion policies, and targeted capacity-building to ensure equitable participation in climate resilience planning and implementation.

### 3.4.6 Access to climate finance opportunities

Most key informants agreed that, in theory, climate-finance windows under FLLoCA are open to both women and men but in practice women face steep barriers that leave them at a disadvantage. Because land is the principal requirement for implementing the program, customary inheritance systems that reserve land for men effectively shut women out of climate financing. Women also lack the financial literacy or proposal-writing skills to navigate application processes, and heavy domestic workloads make it hard for them to attend training sessions or information sharing forums.

Deep-seated cultural norms also compound these obstacles: women frequently defer project leadership to male relatives, have less access to the networks through which funding opportunities are shared, and are sometimes deemed “invisible” in community procurement processes.

A few respondents noted that clean-technology distributions (like cookstoves) technically benefit both genders, but they also observed that men often end up controlling the resulting economic gains. Reportedly, without land rights reform, tailored financial products, and targeted capacity-building for women, equal access to climate finance will remain more aspiration than reality.

### 3.4.7 Policies and strategies promoting gender equality in climate adaptation and mitigation

All respondents from the FLLoCA gender assessment cited several national and county-level instruments, such as the Kenyan Constitution (2010) with its two-thirds gender rule, the Climate Change Act (2016), the National Climate Change Action Plan (NCCAP), and the Gender and Climate Change Policy, as key drivers of inclusion. Additionally, county-specific

frameworks like the Kilifi County Climate Change Amendment Act (2023) and Machakos County Climate Change Act (2022) were recognized for integrating gender considerations into climate governance.

Despite these promising frameworks, their implementation is often inconsistent, hindered by factors such as cultural resistance, lack of enforcement mechanisms, insufficient awareness at grassroots levels, and limited financial and technical capacity. For instance, while committees often aim to follow the two-thirds gender rule, women's participation is frequently symbolic or under-resourced. Many policies remain "a work in progress"; strong in intent but weak in execution.

Practical strategies such as gender mainstreaming, gender-responsive budgeting, public participation, and inclusion of women in decision-making bodies are increasingly being adopted, especially under the FLLOCA program and through County Integrated Development Plans (CIDPs). However, these are most effective when there is deliberate political will, adequate funding, and localized implementation tailored to socio-cultural contexts.

To strengthen outcomes, respondents recommended greater capacity-building for women, enhanced awareness campaigns, gender-specific financial products, and stronger monitoring and accountability structures. While significant strides have been made in policy formulation, translating these commitments into tangible gender-equitable impacts in climate resilience remains the core challenge.

### 3.4.8 County-level gender-responsive climate initiatives

Responses from key informant interviews indicated that several county-level gender-responsive climate initiatives have been introduced to ensure that women, youth, and other vulnerable groups are actively engaged in climate adaptation and mitigation. Examples include the distribution of fruit and vegetable seedlings, construction of water pans, desilting of dams, drilling of boreholes, tree planting, and the provision of clean cook stoves. Other initiatives focus on promoting sustainable agriculture through kitchen gardens and women-led climate-smart agriculture projects, alongside capacity-building activities and training for local project management committees.

Many respondents noted that these initiatives are designed with inclusivity in mind, often employing open forums and community-based approaches that involve both men and women in decision-making processes. In some counties, policies such as the county climate change acts and gender mainstreaming guidelines are credited with fostering gender-responsive actions that lead to tangible outcomes in environmental conservation and resource management.

However, the overall implementation of these initiatives varies by region. While some counties report that projects have been well implemented and are yielding positive results; empowering women through improved access to resources and enhanced technical skills,

others face challenges. These include political instability, seasonal changes in leadership, limited awareness among community members, and persistent cultural barriers that hinder full participation by women.

Seemingly, although there is a clear policy commitment and a range of gender-responsive initiatives in place at the county level, their effectiveness is mixed. Strengthening implementation, ensuring consistent funding, and enhancing community outreach remain critical to achieving lasting gender equality in climate resilience efforts.

### 3.4.9 Measures to ensure equal participation in the FLLoCA Program

Key Informants indicated that FLLoCA program has implemented several strategies to ensure the equal participation of men, women, and marginalized groups in climate-related decision-making and resource allocation. These strategies revolve around inclusive policies, targeted capacity-building, equitable resource distribution, and active community engagement.

First, respondents indicated that the program follows frameworks that mandate the equal representation of all genders and marginalized groups in climate governance, including the application of the two-thirds gender rule, which ensures a balanced participation in leadership roles. This policy is integrated into every stage of project implementation, ensuring that both men and women, as well as persons with disabilities (PWDs) and youth, are included in decision-making processes.

Second, community sensitization and public participation are central to the program. FLLoCA actively involves the community, conducting awareness campaigns and ensuring that all groups, especially marginalized ones, have opportunities to voice their concerns. Public consultations are held in accessible formats, such as local Barazas (community meetings), where both genders can contribute their perspectives.

Third, targeted capacity-building programs have been developed for women, youth, and PWDs to equip them with the knowledge and skills to engage effectively in climate governance. These training sessions help bridge the knowledge gap, ensuring that marginalized groups are not left behind in climate resilience initiatives. Additionally, specific funding and resource allocation policies prioritize marginalized groups, with a 30% allocation for women and youth-led projects, and consideration for PWDs in procurement processes and program activities.

Resource allocation is also structured to ensure that the most vulnerable, particularly women, benefit directly from climate actions. For example, specific funds are directed towards women-led initiatives, with women being allocated resources that they can use to improve household-level resilience, such as water access projects and climate-smart agriculture.

Furthermore, FLLoCA employs inclusive governance structures, such as the Ward Climate Committees (WCCs), which are designed to be equitable. These committees ensure that every group—men, women, youth, and PWDs—has a voice in the planning and implementation of

climate action projects. Leadership positions are deliberately shared, with equal representation of all groups, and participatory budgeting is employed to ensure that resources are fairly distributed according to the needs of all stakeholders.

Barriers to participation are also actively addressed by FLLoCA. Flexible program designs accommodate the unique needs of marginalized groups, such as providing transportation for those with disabilities or scheduling meetings at times convenient for women and youth. The program also ensures that decision-making spaces are safe and inclusive, offering gender-sensitive training and creating an environment where every participant feels heard and valued.

### 3.4.10 Gaps in gender mainstreaming within FLLoCA program

Responses from key informants indicated that despite strong commitments on paper, FLLoCA's gender-mainstreaming efforts continue to be hampered by a number of persistent gaps. First, chronic under-resourcing means that gender-responsive activities- whether training workshops for women and youth, transportation support for persons with disabilities, or dedicated grants for women-led climate enterprises- often stall before they even begin. Second, many of the national and county-level policies meant to guarantee inclusive participation (for example the two-thirds gender rule or climate-change legislation) remain poorly understood at the community level, leading to uneven or tokenistic implementation. Third, deeply entrenched social norms and cultural stereotypes still confine women to domestic roles, discourage men's engagement in gender equality, and leave marginalized groups, especially PWDs and young people, on the margins of decision-making forums. Finally, information about FLLoCA program opportunities and processes are sometimes "gate-kept" by officials, and collaboration between departments, local leaders, and civil-society actors is too weak to generate the broad buy-in that sustained gender inclusion requires.

Respondents suggested several practical ways to bridge these divides. Earmarking a dedicated "gender fund" within FLLoCA program would ensure that women- and youth-focused interventions are not the first to be cut when budgets tighten. Rolling out a sustained community-wide sensitization campaign- using barazas, local radio, and partnership with grassroots CBOs- would demystify the relevant laws and help shift cultural mindsets about who belongs at the table. Building in clear gender quotas and role definitions at every stage of project design and governance, coupled with regular monitoring against gender-disaggregated indicators, would transform inclusion from aspiration into reality. And finally, co-creating targeted action plans for special-category groups (PWDs, adolescent girls, single-parent households)- complete with transport stipends, accessible training materials, and peer-mentorship networks- would ensure that the most vulnerable are not left behind as climate adaptation accelerates. By pairing stronger resources and enforcement with deeper community engagement and accountability, FLLoCA can move from ticking boxes on gender to delivering genuinely equitable resilience.

### 3.4.11 Policies or frameworks supporting gender inclusivity in climate action

The findings from the KIIs reveal a robust, albeit uneven landscape of national and county-level policies and frameworks that support gender inclusivity in climate action across Kenya. These frameworks span constitutional provisions, sector-specific legislation, and localized county initiatives, reflecting growing awareness of the need for inclusive climate governance. Responses included:

#### 1. National-Level Frameworks Supporting Gender Inclusivity

- **The Constitution of Kenya (2010):** This foundational document enshrines the two-thirds gender rule, mandating that no more than two-thirds of members in elective or appointive bodies shall be of the same gender, thus promoting women’s representation in governance.
- **Climate Change Act (2016):** This Act mandates inclusive and participatory approaches in climate governance, explicitly recognizing the role of women, youth, and other marginalized groups.
- **National Climate Change Action Plan (NCCAP):** The NCCAP integrates gender-responsive adaptation strategies and provides guidance for counties on mainstreaming gender in climate planning.
- **National Policy on Gender and Development (2019):** This policy provides a broad framework to mainstream gender across all development sectors, including climate action, emphasizing gender-responsive budgeting and addressing structural barriers to women’s participation.
- **FLLoCA Program Framework:** As part of its guiding principles, the FLLoCA program emphasizes gender mainstreaming in climate financing, planning, and community-level engagement.
- **Paris Agreement Commitments:** Kenya aligns with international frameworks promoting gender equality and sustainable development, with national instruments interpreting these commitments into local actions.

#### 2. County-Level Policies and Practices

Many counties have developed or adopted policies that reflect national guidelines while tailoring them to local contexts:

- **County Climate Change Acts:** Several counties, including Machakos (2022), Kisumu (2020), Kilifi (2023 amendment), Kericho (2021), and West Pokot (2021), have passed Climate Change Acts incorporating gender mainstreaming and inclusive participation mechanisms.
- **Gender Policies and Committees:** Counties such as Kisumu (Gender Policy 2023), West Pokot, and Taita Taveta have established gender departments or directorates, with some forming gender and culture committees to ensure integration of gender in planning and oversight.

- **Social Inclusion and GBV Policies:** Counties like Kilifi and Taita Taveta have enacted GBV policies and developed frameworks for social protection, tackling intersectional vulnerabilities in climate adaptation.
- **Public Participation and Tendering Policies:** Mechanisms like gender-sensitive public participation acts (e.g., in Kiambu), and inclusive procurement rules, aim to ensure women, youth, and persons with disabilities (PWDs) access climate opportunities and resources.
- **County Integrated Development Plans (CIDPs) and Climate Action Plans:** These documents increasingly include gender-responsive provisions, supporting equitable implementation and monitoring of climate interventions.

### 3. Implementation Gaps and Mixed Awareness

Despite the policy infrastructure, awareness and implementation vary widely:

- Some respondents acknowledged not knowing of any policies, highlighting a disconnect between policy existence and community awareness or enforcement.
- In some counties, policies remain in draft form or not fully operational, limiting their impact.
- There's also recognition of limited capacity, especially among grassroots organizations, to navigate complex policy and funding environments.

#### 3.4.11 Specific interventions targeting women, youth and marginalised groups

The findings from the Key Informant Interviews (KIIs) revealed a broad range of interventions specifically targeting women, youth, and marginalized groups. These interventions span water and agriculture to energy, livelihoods, and governance.

FLLoCA program is implementing a diverse range of interventions designed to empower women, youth, and marginalized groups across various counties. A key focus has been improving water access, which significantly benefits women by reducing the burden of fetching water and lowering risks associated with gender-based violence. These efforts include desilting rivers and constructing dams, sand dams, boreholes, water pans, and piped water systems, along with the distribution of water tanks to households, schools, and hospitals. Water availability has also enabled youth-led economic activities, such as car wash businesses, and enhanced agricultural productivity through kitchen gardens and irrigation.

Climate-smart agriculture is a pillar of FLLoCA's targeted interventions. Women and youth benefit from capacity-building programs on sustainable farming, distribution of seedlings and poultry, and support for projects such as beekeeping, aquaculture, and apiaries. There are also programs that offer tree nurseries, fruit trees, and tree planting activities, especially

among youth groups. These interventions often require limited land or infrastructure, making them accessible to marginalized communities.

To reduce reliance on traditional fuels and promote clean energy, FLLoCA has introduced energy-saving cookstoves (jikos), solar lanterns, and cooking gas, particularly for women. These technologies are aimed at easing the domestic burden, reduce health risks, and contribute to environmental conservation.

Economic empowerment is also a key strategy, with marginalized groups supported through access to climate finance, table banking, youth and women enterprise funds, and grants for small group initiatives (e.g., “chamas”). Other projects include beadwork and small-scale trading, tailored to the unique livelihoods of women and youth in rural settings.

FLLoCA is making effort to foster inclusive governance and decision-making by ensuring representation of women, youth, persons with disabilities (PWDs), and other vulnerable groups in Ward Climate Change Committees (WCCCs). These structures allow communities to identify local priorities, co-design interventions, and promote equitable resource allocation. This inclusivity is further supported by policies aligning with national frameworks like the Climate Change Act (2016) and the National Gender and Development Policy.

Some counties have also integrated legal provisions for inclusivity in procurement, ensuring that 30% of tenders are reserved for women, youth, and PWDs. FLLoCA program is also incorporating GBV prevention measures, particularly in contexts where resource scarcity exacerbates vulnerabilities.

While most respondents identified clear and active interventions, a few reported limited awareness or engagement with FLLoCA activities in their wards, suggesting a need for broader sensitization and outreach.

## C. MACRO – NATIONAL LEVEL FINDINGS

### 3.5 Understanding of gender inclusion:

Respondents largely understood gender inclusion is understood as a deliberate and proactive approach to ensuring that all individuals- regardless of gender, age, or ability- are meaningfully engaged in the full spectrum of government programs, policies, and decision-making processes. This includes boys, girls, men, women, persons with disabilities (PWDs), and youth. The concept emphasizes the intentional involvement of all genders, not only as passive beneficiaries but as active participants who shape and drive development initiatives.

There was a clear recognition that inclusion must go beyond representation to ensure equitable access to information, resources, and opportunities. Special attention is given to the needs of marginalized groups, with efforts aimed at levelling the playing field so that all individuals, particularly women and girls, can participate equally in program implementation and governance structures. This understanding underscores a commitment to fairness,

equity, and the dismantling of structural barriers that prevent full gender participation across all sectors.

### 3.5.1 Gender Mainstreaming in FLoCA Climate Action Initiatives

Gender is mainstreamed in the FLoCA program through intentional integration at multiple stages of the project cycle, from design to implementation and monitoring. The program's structure emphasizes gender representation and balance, employing affirmative action measures to ensure that women, men, youth, and persons with disabilities (PWDs) are actively involved and adequately represented throughout. This is particularly evident during the Participatory Climate Risk Assessment (PCRA) and County Climate Resilience Investment (CCRI) processes, where diverse community groups, including marginalized populations, help identify priority climate actions.

In terms of sectoral focus, the FLoCA program has a strong emphasis on water-related interventions, which are closely linked to gender outcomes—such as improving access to safe drinking water, a burden that disproportionately affects women and girls. These projects are designed with an awareness of gendered vulnerabilities and aim to reduce the time and labor burdens often borne by women.

Institutionally, the Climate Change Act (Amended) and the National Climate Change Action Plan (NCCAP) provide a strong legal and policy framework that underscores gender and social inclusivity. At the county level, County Climate Change Action Plans (CCCAPs) reflect this commitment by incorporating gender-sensitive indicators and inclusive strategies to ensure equitable participation and benefits across all genders.

Overall, gender mainstreaming in FLoCA program is not only a matter of representation but is also about addressing the differentiated impacts of climate change and ensuring equitable access to resources, decision-making platforms, and benefits.

### 3.5.2 Measures to Ensure Equal Participation in Climate Decision-Making and Resource Allocation under FLoCA Program:

The FLoCA program implements a range of deliberate measures to foster equal participation of men, women, youth, and other marginalized groups in climate-related decision-making and resource allocation. Central to this approach is the Participatory Climate Risk Assessment (PCRA) process conducted at the ward level, where diverse community members, including women, persons with disabilities (PWDs), youth, and other vulnerable groups, are intentionally invited to engage in identifying local climate risks and shaping priority interventions.

To further institutionalize inclusivity, Ward Climate Change Planning Committees are established, incorporating representatives from across gender and social groups. Although challenges such as low youth engagement have been noted, these structures create a platform for equitable representation and voice in local climate planning.

Capacity building is another key strategy. Staff and stakeholders are trained to understand and apply gender-sensitive approaches, ensuring that program implementers can support inclusive processes effectively. Public participation forums are designed to be inclusive and community-balanced, while gender-integrated data is used to inform decisions, helping to ensure that planning and resource allocation are evidence-based and responsive to the needs of all community members.

At both the national and county levels, climate governance structures embed gender considerations, creating systemic pathways for inclusive engagement. Projects under FLLoCA program, particularly those focused on livelihoods and irrigation, are also designed to support equitable access to climate-resilient resources, thereby empowering marginalized groups economically and socially.

### 3.5.3 Gendered Impacts of Climate Change

Climate change affects men and women in markedly different ways due to their distinct social roles, responsibilities, and vulnerabilities. These impacts are particularly visible during climate-related events such as floods and droughts, where gender dynamics shape both exposure and the capacity to respond.

Women and girls tend to bear the brunt of climate shocks, especially in contexts of flooding and displacement. Their traditional caregiving roles such as securing food, water, and caring for children and the sick place them at heightened risk when resources become scarce. During disasters, women often face barriers to accessing healthcare, including essential services like family planning and maternal care. Additionally, displacement exposes women and girls to sexual exploitation, gender-based violence, and rape, compounding their vulnerability.

In times of drought, women struggle with increased food insecurity and water scarcity, which not only threaten family nutrition and health but also increase their labor burden. As the primary caregivers, they often sacrifice their own wellbeing to provide for others, yet may lack decision-making power or access to adaptive resources.

Men, particularly in pastoralist communities, experience climate impacts differently. Droughts and resource scarcity can lead to conflict over grazing lands and water, sometimes escalating into violence or even fatalities. Men are also linked with a rise in crime or aggression, often as a coping mechanism for livelihood loss and social pressure to provide.

Ultimately, climate change exacerbates existing gender inequalities. Women often experience multiple, compounding vulnerabilities, while men may face increased pressure related to resource control, security, and income. Addressing these gendered impacts requires climate action that is both inclusive and responsive to the specific needs and risks faced by different groups.

### 3.5.4 Key Gender-Related Challenges in Implementing FLLoCA Program Activities

Implementation of FLLoCA program activities faces several gender-related challenges, primarily rooted in patriarchal norms, cultural practices, and structural inequalities. In many communities, male dominance in leadership and household decision-making results in the exclusion of women from key planning and implementation processes. Cultural norms often restrict women's voices, especially in conservative regions such as Samburu and Wajir, where traditional hierarchies, like those between fathers-in-law and daughters-in-law, limit open participation.

Land ownership and control over financial resources are also significant barriers. Many women lack access to or control over land, which is crucial for participating in climate adaptation projects, particularly those related to agriculture or natural resource management. Additionally, limited financial independence restricts women's ability to benefit from program-related investments.

Low literacy and limited awareness of climate change issues further constrain women's participation, especially where education levels are low. This is compounded by the fact that some women are married away from their home communities, leading to social exclusion and reduced engagement in community-based projects.

Gendered roles within families can also create conflicts or double burdens, as women are expected to contribute labor to FLLoCA activities while maintaining full responsibility for domestic work. Moreover, the use of local labor and raw materials may unintentionally exploit or overlook women's labor contributions if not gender-responsive.

Finally, women and girls face heightened health risks and vulnerability to gender-based violence (GBV), especially in project sites lacking adequate safeguards. These risks underscore the need for strong gender protection measures and targeted outreach to ensure inclusive, safe, and equitable implementation of climate resilience activities.

### 3.5.5 Policies and Frameworks Supporting Gender Inclusivity in Climate Action (National Level)

Kenya has established a growing body of policies and frameworks to promote gender inclusivity in climate action, reflecting both national priorities and commitments to international conventions. Central among these is the National Gender and Climate Change Action Plan (NGCCAP) 2024–2027, which provides a comprehensive roadmap for integrating gender considerations across climate change planning, implementation, and governance. This plan outlines specific actions to empower women, engage men, and ensure equitable access to climate resilience resources.

Complementing this is the Male Engagement and Inclusion Strategy, which acknowledges the need to actively involve men as allies in promoting gender equality, particularly in traditionally male-dominated sectors such as agriculture, water, and infrastructure development.

The Kenyan Constitution serves as a foundational framework, embedding gender equality as a core principle in governance and public participation. Sectoral policies such as the National Gender Policy, the Policy on Gender and Development, and the GBV Policy (currently under review) further reinforce these commitments by addressing systemic inequalities and protecting vulnerable populations.

Other instruments supporting inclusivity include the Policy on Unpaid Care Work, which recognizes the disproportionate care burdens on women and calls for equitable recognition and redistribution of labor. At the operational level, gender integration is evident in processes such as the Participatory Climate Risk Assessment (PCRA) and the formation of Project Management Committees, where gender balance and representation are mandated.

In addition, the procurement framework provides mechanisms for preferential treatment of women-led enterprises, supporting women’s economic participation in climate-related programs.

While the national framework is still evolving, there is a clear and deliberate move toward embedding gender equity and social inclusion as cross-cutting priorities in Kenya’s climate action landscape.

### 3.5.6 Departmental and Agency Roles in the FLLoCA Program

Various government departments and agencies play complementary and strategic roles in the implementation of the FLLoCA Program, ensuring its effectiveness, inclusivity, and alignment with both national and county priorities.

One key function is awareness creation, where departments are actively engaged in sensitizing communities and stakeholders about climate change impacts, adaptation measures, and opportunities for engagement within the FLLoCA program framework. This includes advocating for proactive disclosure of information, thereby improving transparency and community access to vital program details.

Several agencies contribute to capacity building, not only by training local actors and communities but also by enhancing systems for grievance redress and complaint resolution. These efforts help build trust, ensure accountability, and provide channels for addressing concerns at the grassroots level.

Specialized roles include conducting gender assessments and developing Gender Action Plans, which are critical for integrating gender equality into FLLoCA’s design and implementation. These assessments help identify specific vulnerabilities and guide targeted interventions that are inclusive and equitable.

At the county level, departments support mainstreaming FLLoCA into county development planning, ensuring that interventions are localized, responsive to community needs, and aligned with sub-national climate action plans. Citizen engagement is also a central focus,

with agencies working to enhance participation across all demographics, including women, youth, and marginalized groups.

Additionally, agencies provide policy guidance, oversight, technical support, and play a coordination role through monitoring and evaluation (M&E) and partnership building. These functions ensure that FLLoCA activities are effectively implemented, learning is documented, and collaboration across sectors is strengthened.

### 3.5.7 Gaps in gender mainstreaming in FLLoCA and how they can be addressed

While significant progress has been made in gender mainstreaming within the FLLoCA program, several gaps remain that need to be addressed to ensure truly equitable outcomes.

1. **County Compliance and Citizen Engagement:** One notable gap is the lack of consistent compliance at the county level, particularly in ensuring that gender-sensitive approaches are fully integrated into local climate action plans. Additionally, there is insufficient two-way communication in citizen engagement processes. While information is shared, feedback mechanisms are often weak, which limits the program's responsiveness to community needs and concerns, particularly from marginalized groups.

Proposed solution: Strengthening feedback loops and ensuring that community consultations are genuinely participatory will enhance gender responsiveness. Capacity-building initiatives for county officials can ensure better compliance with gender policies and improve local engagement in climate decision-making.

2. **Under-Valuation of Women's Contributions:** Women's roles in climate resilience, particularly in sectors like Climate-Smart Agriculture and water management, are often under-recognized and undervalued. Their contributions to food security, water access, and climate adaptation are critical but frequently overlooked in decision-making processes and resource allocation.

Proposed solution: Sensitization programs to raise awareness of the value of women's contributions in climate resilience, along with gender-sensitive data collection, would help quantify their impact. Additionally, policies that recognize and reward women's contributions, including financial mechanisms, can be integrated into FLLoCA.

3. **Limited Gender Data and Inadequate Capacity:** There is a lack of gender-specific data in the FLLoCA program, which hampers effective monitoring, evaluation, and policy-making. Furthermore, capacity gaps in ministries responsible for gender and climate, particularly within the UN Women Asia and the Pacific and the National Treasury, hinder the development of gender-responsive climate policies and funding mechanisms.

Proposed solution: Enhancing gender-disaggregated data collection across FLLoCA program activities is critical. Moreover, training for officials in ministries such as Finance and Treasury can improve gender budgeting and financial support for gender-inclusive climate actions.

4. **Inadequate Access to Resources, Technology, and Information:** Despite efforts to mainstream gender, access to resources, technology, and information remains a barrier for many women, especially those in rural and marginalized areas. This lack of access undermines their ability to fully participate in climate-related activities and decision-making processes.

Proposed solution: Expanding access to technology and gender-sensitive training programs that equip women with the tools and knowledge necessary to engage with climate action initiatives can be a game-changer. Additionally, ensuring equal access to climate finance and resources for women-led projects will strengthen their ability to drive change.

Addressing these gaps requires policy refinement, capacity-building, and better data management, all underpinned by a commitment to gender equity. By reinforcing these areas, the FLLOCA program can become a model for truly inclusive climate action.

### 3.5.8 Barriers Limiting Women’s Involvement in Climate Change Initiatives

Despite efforts toward inclusivity, women continue to face significant barriers that limit their full participation in climate change initiatives. These barriers are rooted in a combination of social, economic, cultural, and institutional factors.

One of the major challenges is limited access to financial resources, including unequal opportunities in climate finance and public procurement, where women are often excluded from tender processes or funding mechanisms. This financial exclusion undermines their ability to lead or meaningfully engage in climate-resilient projects and solutions.

Illiteracy and low education levels also hinder women's participation, especially in rural areas, where access to training and information on climate-related issues is often limited. Time poverty is another major barrier; women frequently juggle multiple responsibilities, including unpaid domestic work and caregiving duties, which restrict their availability for community engagement, capacity building, or leadership roles in climate initiatives.

Cultural norms and patriarchal beliefs remain deeply entrenched in many communities, dictating gender roles that marginalize women from decision-making spaces. These norms are often reinforced by institutional barriers, such as male-dominated governance structures, that limit women’s visibility and influence in shaping climate action agendas.

The key barriers to women’s involvement in climate change initiatives include unequal access to finance, limited education and literacy, time constraints due to caregiving roles, and socio-cultural and institutional exclusion. Addressing these challenges requires deliberate gender-responsive strategies, including targeted capacity building, equitable resource allocation, and policy reforms that promote women’s agency and leadership in climate resilience efforts.

### 3.5.9 Policies and Strategies Promoting Gender Equality in Climate Adaptation and Mitigation:

A range of national policies and program-specific strategies have been developed to promote gender equality in climate adaptation and mitigation efforts. At the national level, key frameworks such as the Gender Policy, Climate Change Policy, and the Climate Change Action Plan establish the foundation for integrating gender considerations into climate governance. These are complemented by the Draft Social Risk Management Policy, which includes provisions for addressing gender-based vulnerabilities and risks in project implementation.

Within the FLLoCA program, gender equality is promoted through deliberate measures including a gender-mainstreamed program design, supported by tools like the Project Operations Manual (POM) and Performance Assessment Documents (PAD). These documents embed gender-responsive principles across project cycles, from identification and prioritization to implementation and monitoring.

Core strategies include gender-responsive governance mechanisms, such as gender budgeting, which ensures equitable allocation of resources; capacity-building initiatives aimed at increasing awareness and participation of women and marginalized groups; and monitoring and evaluation (M&E) systems that track gender-specific outcomes. Additionally, the FLLoCA program applies an environmental and social risk assessment framework to ensure that gender and social inclusion are integral to safeguarding practices.

Other supporting approaches include gender-responsive climate finance structures and training programs to equip stakeholders with tools to implement gender mainstreaming effectively.

In summary, gender equality in climate adaptation and mitigation is advanced through a combination of policy frameworks, program-level design elements, governance reforms, and capacity development efforts, all aimed at creating inclusive, equitable, and effective climate responses.

### 3.5.10 Effectiveness of Policies and Strategies Promoting Gender Equality in Climate Adaptation and Mitigation

The effectiveness of policies and strategies aimed at promoting gender equality in climate adaptation and mitigation varies, with some showing more progress than others. In certain communities with high rates of GBV, the strategies have proven effective, as they address pressing issues and foster a supportive environment for gender equality. In these areas, gender-sensitive climate interventions are making a positive impact on women's participation and well-being.

However, the overall effectiveness of these strategies is often hindered by several challenges. Despite Kenya's efforts to incorporate gender equality into climate action, the

implementation of these policies at scale remains largely ineffective. This is particularly true in areas where there is limited awareness or capacity to enforce the policies effectively. For instance, while some policies are recognized at the national level, their implementation on the ground is inconsistent, and some local stakeholders are not fully conversant with gender-responsive strategies.

At the National Treasury, efforts are underway to improve the funding and implementation of policies related to gender and GBV, but progress is still ongoing, and challenges persist in aligning resources with actual outcomes.

While some policies and strategies have demonstrated effectiveness in specific contexts, the overall impact on gender equality in climate adaptation and mitigation is mixed, with implementation gaps, capacity constraints, and inconsistent enforcement hindering broader success.

### 3.5.11 County-Level Gender-Responsive Climate Initiatives and Their Implementation:

At the county level in Kenya, there are gender-responsive climate initiatives, but the extent of their implementation varies across regions. In many cases, climate change projects are actively implemented at the county and ward levels, where gender considerations are incorporated into program design and execution. However, the effectiveness of these initiatives often depends on local capacity, awareness, and civic engagement.

In some counties, efforts such as social audits are used to assess inclusion and ensure that both men and women benefit equally from climate interventions. These audits play a critical role in ensuring that gender equality is prioritized in the planning and execution of climate resilience programs.

Despite these efforts, the implementation of gender-responsive initiatives can be inconsistent, with challenges related to lack of awareness and the need for increased civic education at the community level. Ensuring that both local authorities and the community are fully engaged and educated about gender equality in the context of climate change is key to enhancing the success of these initiatives.

In summary, while there are gender-responsive climate initiatives at the county level, their implementation and impact vary, and there is a need for greater civic education and social audits to ensure more consistent and inclusive outcomes.

### 3.5.12 Measures to Enhance Gender-Responsive Governance in Climate Adaptation and Resilience Planning

To strengthen gender-responsive governance within climate adaptation and resilience planning under programs like FLLoCA, several key measures were recommended. First, sensitization and awareness creation that specifically targets gender issues is critical. These

efforts help build a shared understanding among stakeholders at all levels, ensuring that both women and men are meaningfully included in climate discourse and action.

A foundational step is the implementation of gender mainstreaming policies, which must be systematically applied across all phases of planning, implementation, and evaluation. Complementing this is the practice of gender-responsive budgeting, which allocates resources in a way that reflects the distinct needs and contributions of all genders.

Equitable representation in decision-making structures is another cornerstone of effective governance. Ensuring that women, men, and marginalized groups are actively involved in leadership and planning processes helps create more inclusive and impactful outcomes. Additionally, ongoing monitoring and evaluation (M&E) of gender-related activities allows for tracking progress, identifying gaps, and informing continuous improvement.

Empowerment is equally important. Creating opportunities for women through targeted capacity building and economic inclusion can shift power dynamics and improve the resilience of entire communities.

A combination of policy enforcement, capacity building, inclusive participation, gender-responsive budgeting, and robust M&E forms the backbone of effective gender-responsive governance in climate adaptation planning.

### 3.5.13 Improving Women’s Participation in Climate Change Programs:

A number of suggestions were given on enhancing women’s participation in climate change programs to address both systemic barriers and local dynamics. One key measure is the inclusion of gender experts and officers within program structures particularly at the county level to ensure that gender perspectives are consistently integrated in planning, implementation, and evaluation stages.

Targeted awareness creation is essential to build understanding and support for women’s involvement, particularly among community members and decision-makers. This should be accompanied by inclusive project selection processes that intentionally seek women’s input and ensure their representation.

Practical initiatives, such as the Green Initiative in Mandera, where women were employed to grow trees, demonstrate the value of providing opportunities tailored to women’s contexts. Such examples illustrate how economic empowerment and participation in environmental conservation can go hand in hand.

Additionally, the development and enforcement of a safeguarding policy ensures a safe and supportive environment for women to engage without fear of discrimination, harassment, or exploitation.

There is a need to implement gender-responsive policies that address structural inequalities-ensuring that women not only have a seat at the table but are empowered to participate meaningfully in decision-making and implementation of climate interventions.

Further, the findings from the FLLoCA gender assessment indicate that financial inclusion, particularly for women, is both a pressing need and a critical lever for reducing gender-based violence (GBV) in the face of climate change impacts. Across the interviews, economic hardship emerged repeatedly as a primary driver of domestic violence, early and forced marriages, sexual exploitation, and emotional abuse. These patterns reveal how limited access to income and financial resources not only exacerbates household tensions but also restricts women’s agency and ability to cope with climate stressors.

For women in FLLoCA program targeted communities, especially those in rural or marginalized settings, financial exclusion is deeply entrenched. As climate events such as droughts and floods disrupt agricultural livelihoods and reduce household income, women, who are often not landowners, lack collateral, or are excluded from formal banking systems become economically dependent on male partners or family structures. This dependence increases their vulnerability to abuse, including being forced into exploitative labor, denied control over family resources, or coerced into transactional relationships such as “sex for water” or “sex for food.”

Additionally, women are underrepresented in local climate adaptation initiatives and employment opportunities, including within FLLoCA program activities. Where recruitment exists, it tends to favour men, reinforcing economic disparities. Women, particularly those who are pregnant, living with disabilities, or caring for children, are often excluded from both paid work and decision-making spaces.

Promoting financial inclusion through FLLoCA offers a strategic opportunity to address these underlying vulnerabilities. This could include:

- Ensuring access to climate financing for women-led community-based models.
- Investing in livelihood diversification and climate-resilient enterprises that prioritize women and youth.
- Ensuring equal participation of women in employment under FLLoCA projects, with gender quotas and accommodations for vulnerable groups.
- Providing financial literacy and entrepreneurship training, enabling women to manage income and assets independently.

By embedding financial inclusion in climate resilience programming, FLLoCA can not only help women build adaptive capacity but also reduce the structural inequalities that underpin gender-based violence. Financial empowerment is thus not just a development goal it is a protective mechanism against the compounded risks brought by climate change.

### 3.5.14 Strengthening Gender Equality in Climate Action Programming:

Respondents indicated that to effectively promote gender equality in climate action, a comprehensive policy and programmatic approach is essential. This begins with mainstreaming gender perspectives across all stages of climate programming; from planning and design to implementation, monitoring, and evaluation. Central to this is the development and enforcement of a gender policy that ensures inclusivity and responsiveness to the distinct needs and contributions of women, men, and marginalized groups.

One of the most impactful interventions is to prioritize women's participation in decision-making structures, thereby ensuring that climate action reflects diverse experiences and priorities. Policies must also guarantee equal access to climate-related resources, technologies, finance, and training, including opportunities in emerging sectors such as green jobs.

Additionally, sustained capacity building and awareness creation are necessary to empower both communities and institutional actors to recognize and address gender disparities. This includes initiatives aimed at gender empowerment, especially in regions where women face systemic exclusion.

Addressing gender-based violence (GBV) within climate programming is also crucial. Interventions must incorporate GBV prevention and response mechanisms, creating a safe and equitable environment for all participants.

The findings indicate that strengthening gender equality in climate action requires inclusive governance, equitable resource access, gender-responsive budgeting, GBV safeguards, and continuous capacity development, all underpinned by deliberate and enforceable policy frameworks.

### 3.5.15 Ownership of climate change programs and initiatives

The FLLoCA gender assessment findings highlighted community-level insights that inform broader perspectives on the ownership and sustainability of climate change programs and initiatives. One of the recurring themes is that while climate impacts are deeply felt at the household and community level especially through resource scarcity, displacement, and economic strain, there seems to be limited local participation or meaningful inclusion in the design and implementation of climate responses.

Community ownership of climate programs is crucial for both effectiveness and equity. The findings indicate a sense of disconnection and exclusion, particularly among women, youth, persons with disabilities, and marginalized groups. Many respondents mentioned that climate interventions tend to be top-down, often introduced without adequate consultation with community members or consideration of local knowledge systems and social dynamics. This lack of involvement can undermine trust, limit the uptake of adaptation measures, and exacerbate existing vulnerabilities, such as gender-based violence.

Additionally, perceptions of unequal benefit-sharing where men dominate access to employment, financial resources, and leadership roles in climate initiatives further alienate vulnerable groups from feeling that they have a stake in the outcomes. In many cases, climate-related resources such as land, water points, and project funds are controlled by a few individuals, reinforcing power imbalances and diminishing communal responsibility.

To enhance community ownership, the findings suggest several key strategies:

1. **Inclusive Participatory Planning:** Ensure that community members, especially women, youth, and people with disabilities, are involved from the outset in identifying climate risks, planning interventions, and setting priorities.
2. **Transparency and Accountability:** Establish mechanisms for community feedback, grievance redress, and transparent decision-making in the FLLoCA program, including resource allocation and employment.
3. **Strengthening Local Institutions:** Support and build the capacity of community-based organizations, including women's groups, savings groups, and water user associations, to lead local adaptation efforts.
4. **Cultural Sensitivity and Local Knowledge Integration:** Recognize and incorporate indigenous knowledge and traditional coping strategies, which can strengthen local relevance and acceptance of climate interventions.
5. **Shared Benefits and Roles:** Design climate initiatives to offer tangible benefits such as jobs, training, or improved services to a wide cross-section of the community, not just elite actors. Prioritize shared responsibility in project maintenance and outcomes.

The findings underscore that for climate change programs to be sustainable and equitable, they must be rooted in strong community ownership. This means moving beyond consultation to genuine empowerment, where communities not only participate but lead in building resilience to climate impacts.

## SECTION 4: CONCLUSION AND RECOMMENDATIONS

### Conclusion

The findings indicated a broad consensus on the need to integrate gender considerations throughout all stages of climate action programming. Respondents highlighted the importance of enforcing and building upon existing legal frameworks such as Kenya's Constitution with its 2/3 gender rule, local climate acts, and gender mainstreaming policies to ensure equal representation in decision-making processes. There is a strong call for dedicated interventions, including the allocation of targeted funds, the development of gender-specific action plans, and the creation of safe spaces and legal protections, particularly for women and other marginalized groups.

Equally, many emphasized the value of comprehensive capacity-building and awareness initiatives. These include sensitizing communities, providing gender-responsive training, and

engaging all stakeholders, from local community leaders to national policymakers, in transparent and inclusive climate resilience efforts. Other practical suggestions focus on enhancing women's rights to land and resources, promoting equitable climate finance, and rigorously enforcing policies against gender-based violence.

The findings also revealed a strong call for more and better-targeted resources to close gender gaps in climate resilience efforts. Respondents emphasized the need for increased financial support in form of dedicated funds like a carbon credit fund financed by polluters as well as targeted grants and cash transfers for women-led projects and marginalized groups. This financial backing is seen as essential for bolstering gender mainstreaming initiatives, supporting capacity-building efforts, and ensuring effective implementation of gender policies at the community level.

Alongside financial resources, there is a clear demand for enhanced capacity building. This includes deploying trained experts to educate and empower communities, developing tailored training programs on climate adaptation and entrepreneurship, and improving technical skills through gender-responsive budgeting and leadership training. Such efforts are expected to not only build individual competencies but also strengthen institutional capacities, particularly within gender departments.

Additionally, the respondents point to the need for legal and policy reforms that support equal land ownership and resource rights for women. They advocate for reforms that simplify land inheritance for women and ensure that policy frameworks explicitly address and bridge existing gender disparities in climate resilience.

The findings also suggest key strategies for enhancing gender-responsive integration in the FLLoCA program to improve community impact. First, there is a strong call for inclusive decision-making, where women, youth, and marginalized groups are equally represented in climate resilience committees, planning, and implementation processes. The program should ensure that gender-disaggregated data is collected to design targeted interventions, while also promoting women's participation in decision-making through safe spaces and platforms for dialogue.

To enhance community engagement, it's crucial to partner with local governments, community-based organizations (CBOs), and women's groups, leveraging their knowledge of community needs. There is also a push for more targeted capacity building, including training women, youth, and community leaders on sustainable climate adaptation practices, leadership, and resource management.

Financial support is another major area of focus, with calls to provide targeted resources for women-led climate initiatives, such as climate financing and grants for climate-smart businesses. Additionally, a gender-sensitive budgeting framework should be implemented to ensure equitable resource allocation.

In addition, awareness and sensitization campaigns should be ramped up to shift community attitudes towards gender equity in climate action. Policies should be updated regularly to ensure they reflect the needs and aspirations of all genders, and gender-specific components should be integrated into the FLLoCA program's structure.

Further, the importance of integrating gender-sensitive climate communication, ensuring equal access to education and resources, and empowering local communities through continuous engagement and leadership development was emphasized to ensure long-lasting community impact.

From the findings, enhancing gender-sensitive budgeting and resource allocation within the FLLoCA program requires a multi-layered approach. A key intervention is to build capacity through targeted training for FLLoCA program staff, local authorities, and community representatives. Such training would equip them with the necessary skills in gender-responsive budgeting, enabling them to conduct gender analyses, develop gender impact assessments, and utilize disaggregated data to guide funding decisions.

In addition, the program should establish clear policies and guidelines such as gender budget statements and manuals that mandate the allocation of a specific percentage of funds for gender-related initiatives. This could include dedicated financial streams for women-led projects and interventions addressing the needs of marginalized groups. By doing so, the FLLoCA program would not only prioritize equitable resource distribution but also ensure that budgeting processes reflect the real needs of diverse community members.

Participation is another critical element. Involving representatives from all target groups (women, youth, persons with disabilities, and other marginalized communities) in budget formulation and decision-making processes is essential. This inclusive approach ensures that the voices of those directly affected by climate change are heard, moving beyond mere attendance at budgeting meetings to active, informed engagement. Public participation at the grassroots level should be encouraged, allowing community members to identify priorities and verify that funds are reaching their intended beneficiaries.

Furthermore, establishing robust monitoring, evaluation, and accountability mechanisms is crucial. Regular audits, transparent documentation, and follow-up activities with community stakeholders will help track the impact of gender-sensitive budget allocations. These mechanisms ensure that resources are not only allocated equitably but are also used effectively to achieve measurable outcomes in gender equality and climate resilience.

By combining capacity building, clear policy mandates, inclusive participation, dedicated funding mechanisms, and strong accountability practices, the FLLoCA program can significantly enhance its gender-sensitive budgeting and resource allocation. This integrated approach will help ensure that all community members benefit equitably from climate resilience initiatives.

To better support communities in addressing gender disparities in climate action, FLLoCA can implement several strategies based on the findings from the gender assessment Key Informant Interviews (KIIs). These strategies centre around funding, awareness creation, inclusive decision-making, and capacity building, all aimed at ensuring equitable participation and empowerment for women and marginalized groups.

Equitable climate financing is a priority. The FLLoCA program should allocate dedicated funds to support gender-specific initiatives, particularly those led by women or targeting marginalized groups. Ensuring that financial resources are distributed equitably within communities is essential, alongside providing grants and funding opportunities tailored to the needs of women, youth, and persons with disabilities (PWDs). Specific initiatives could include supporting women-led climate projects, particularly in sectors like water management, agriculture, and renewable energy.

Capacity building is fundamental to empowering communities and ensuring sustainability. It is crucial to provide targeted training for women, youth, and marginalized groups to build their capacity in areas such as climate-smart agriculture, sustainable energy practices, and leadership in climate governance. This can be done through workshops, mentorship programs, and gender-sensitive climate education initiatives. These programs will help communities acquire the knowledge and skills needed to engage meaningfully in climate action and resilience efforts.

Additionally, gender sensitization should be integrated into all stages of the climate action process, starting with planning and budgeting. This includes raising awareness within the community about the importance of involving all genders in decision-making and ensuring that both men and women equally participate in policy-making and climate-related discussions. It is also essential to include gender considerations when assessing project priorities and target groups, ensuring that vulnerable populations are not overlooked.

Inclusive decision-making processes are crucial for ensuring that all voices are heard. At the committee level, there should be a balanced representation of both genders, with an increase in the number of committee members to ensure adequate gender representation. This approach will help address the unique needs and challenges faced by different groups, fostering a more inclusive climate governance structure. Similarly, engaging men and boys in climate action, particularly in discussions around gender equality, will promote shared responsibility and a collaborative approach.

Moreover, community-led dialogues on gender equality and climate action should be facilitated. These platforms allow both men and women to discuss challenges, share perspectives, and co-develop solutions that are relevant to their local context. Public awareness campaigns, using Information, Education, and Communication (IEC) materials, will further enhance understanding of gender roles in climate change and encourage inclusive participation.

The FLLoCA program should also implement gender-sensitive policies and frameworks and ensure their rigorous enforcement. This includes ensuring compliance with gender-related provisions, such as the two-thirds gender rule, and prioritizing gender equity in policy implementation and resource allocation. Establishing clear guidelines and providing monitoring mechanisms will help ensure that gender-responsive actions are not only proposed but also executed effectively.

On-going monitoring and evaluation using gender-disaggregated data was also noted as being vital for tracking progress and addressing any disparities. This data can help inform adjustments in programming and resource distribution, ensuring that gender gaps are consistently addressed and that women and marginalized groups are benefitting equally from climate initiatives. Regular follow-ups and assessments will also ensure that the initiatives stay on track and that the communities remain actively involved in all stages of the program.

As suggested, the FLLoCA program can better support communities in addressing gender disparities by focusing on equitable climate finance, capacity building, inclusive decision-making, gender sensitization, and monitoring. Through targeted funding, empowerment training, and fostering inclusive governance, FLLoCA can help create more resilient communities where all genders, including marginalized groups, are actively engaged and benefit equally from climate action efforts.

## Recommendations

The recommendations converged on a strategy that combines legal reforms, dedicated financial and capacity-building initiatives, and robust community engagement to create a more gender-inclusive framework for climate action. The insights focus on enhancing inclusivity, improving capacity building, increasing funding, ensuring proper community engagement, and addressing existing barriers related to gender inequality in climate action.

One of the primary recommendations is to strengthen community participation. Respondents noted that public participation must be well-defined, with the selection of participants based on integrity, ensuring that the full spectrum of the community is represented. This includes engaging community leaders, such as elders and women, who play crucial roles in influencing behaviour change and fostering community acceptance of climate initiatives. It is important to implement projects at the grassroots level, where the needs and vulnerabilities of all community members, particularly women and marginalized groups, can be more directly addressed.

Capacity building also emerged as a critical need for improving gender responsiveness. The training of Project Management Committees (PMCs) on identifying and documenting gender-based violence (GBV) cases, alongside continuous capacity building for grievance redress mechanisms, will help improve the handling of gender-related issues within the program. Regular sensitization workshops for program staff, community members, and local stakeholders can help address gender biases and enhance awareness of gender equality in climate action.

Further, resources for gender-responsive actions need to be prioritized. There is a call for allocating specific funding to address gender disparities, particularly for women-led climate initiatives and economic empowerment programs. Increased financial resources are essential to scale up gender-sensitive climate projects and ensure that they meet the needs of women and marginalized groups. Some respondents also emphasized the importance of having a designated gender focal point or officer within FLLoCA program to oversee and ensure that gender considerations are integrated into all aspects of the program.

The integration of gender-sensitive policies and legal frameworks is also crucial. Policies must not only be gender-inclusive but also be properly enforced. For instance, the mandatory application of the two-thirds gender rule in decision-making bodies and the implementation of gender-responsive budgeting can help ensure that women's voices and needs are adequately represented and met. Strengthening the monitoring and accountability mechanisms to track gender integration is critical, and this includes using gender-disaggregated data to measure progress.

Another key recommendation is to enhance livelihood support for women and vulnerable groups through climate-smart economic programs. Women's access to resources such as land, finance, and technology should be improved, and targeted programs such as women-led agribusiness initiatives should be supported. These programs not only promote economic empowerment but also build resilience against climate impacts.

The involvement of the media and broader community stakeholders in sensitization campaigns is vital. Publicizing FLLoCA's gender-responsive initiatives through various media channels and conducting community dialogues can increase awareness and encourage more inclusive participation. Additionally, involving local leaders and civil society organizations in climate justice forums can provide a platform for discussing gender-related challenges in climate action.

The role of policy enforcement and legal protection is also central to the recommendations. There is a call for a stronger enforcement of existing gender laws, particularly those related to GBV. For example, empowering communities through small-scale income-generating projects can help address poverty, which is often a driver of gender-based violence. Moreover, creating systems for reporting and taking account of GBV cases within the community is critical for protecting vulnerable populations and ensuring that they can participate fully in climate action.

Furthermore, youth engagement was highlighted as an important factor in promoting gender inclusivity. Initiatives to involve young people, particularly young women, in climate action programs and decision-making can help address intergenerational gender disparities and ensure long-term climate resilience. Some suggested creating ICT hubs or mentorship programs for youth to increase their involvement in climate change adaptation while reducing the risk of social problems like drug abuse and depression.

Finally, there is an emphasis on long-term commitment and funding. The FLLoCA initiative should not be viewed as a short-term project, and its funding needs to be sustainable to ensure lasting impact. The program should also scale up its efforts at the county level, allocate more resources for gender-responsive initiatives, and ensure that these funds reach the intended beneficiaries. Periodic community-driven gender assessments should be conducted to track progress and adjust strategies as needed.

## SECTION 5: Annexes

### 5.1 Data Collection Tools

#### 5.1.1 Consent Form

#### **Consent Form\_ FLLoCA Gender Assessment**

The FLLoCA (Financing Locally-led Climate Action) Project, supported by Aayden Consulting, is conducting a Gender Assessment to understand and inform effective, context-specific inclusivity in project implementation. By signing below, I consent to the use of my personal data (name, age, contact details, etc.), statements, and/or media (photos, videos, audio) collected by Aayden Consulting for project purposes. I understand that this information will be used for reporting, programming, and communication, both online and in print, to a national and international audience. I am aware that my data will be kept confidential and only shared with the project partners when necessary for project purposes. I understand that I can withdraw my consent at any time without negative consequences.

*Read out to respondents/participants before data collection*

Date:

*yyyy-mm-dd*

**Respondent/ Participant:**

Name:

ID Number

Contact

Location

Signature

**Witnessed by Aayden Staff:**

Name:

Signature:

Thank You.

### 5.1.2 Household Interview Questionnaire

## Household Questionnaire for Data Collection: FLLoCA Gender Assessment

*This Questionnaire aims to collect data to evaluate gender inclusivity and the prevalence of Gender-Based Violence (GBV) within your community for the FLLoCA program.*

*The Government of Kenya launched the Government Financing Locally-Led Climate Action Program (G-FLLoCA), to deliver locally-led climate resilience actions and strengthen county and national governments' capacity to manage climate risk. The FLLoCA program aims at strengthening the county governments' capacity to plan, implement and monitor resilience investments in partnership with communities by providing county-level performance grants that will result in a portfolio of climate resilience actions/investments addressing communities' priorities, with a focus on sub-county (ward and community) levels. This gender assessment, evaluates the integration of gender considerations in the implementation of the FLLoCA program.*

*Your responses will help identify key challenges, gaps, and opportunities for promoting gender equality and equity in the implementation of the program. This discussion will take approximately 40-60 minutes. Your participation is voluntary, and all responses will be kept confidential. The information gathered will be used solely for research and program improvement purposes. We encourage you to answer honestly based on your experiences and perspectives. If any question makes you uncomfortable, you may choose to skip it.*

### SECTION A: GENERAL INFORMATION

1. Name of Respondent (Optional): \_\_\_\_\_
2. Gender: ( i ) Male ( ii ) Female ( iii ) Other (Specify) \_\_\_\_\_
3. Age: ( i ) 18-25 ( ii ) 26-35 ( iii ) 36-45 ( iv ) 46-55 ( v ) 56 and above
4. County: \_\_\_\_\_
5. Sub-county: \_\_\_\_\_
6. Ward: \_\_\_\_\_
7. Occupation: ( i ) Farmer ( ii ) Self -employed ( iii ) Government Employee ( iv ) student v) Other (Specify) \_\_\_\_\_

8. Level of Education: ( i ) No formal education ( ii ) Primary ( iii ) Secondary ( iv ) Tertiary/University ( i ) Other (Specify) \_\_\_\_\_

**SECTION B: GENDER ASSESSMENT**

9. Would you say the FLLoCA program is Gender Inclusive?  
i) Yes ii) No

*If your answer to Qn 8 is No, skip to question 11*

10. How would you rate the FLLoCA program’s gender inclusivity in climate change interventions in your community?  
( i ) Excellent ( ii ) Good ( iii ) Fair ( iv ) Poor v) Not sure

11. In what ways would you say the FLLoCA program is Gender Inclusive? (Tick all that apply)

- i The program works to remove socio-cultural barriers to enhance women participation in climate change adaptation
- ii The program, policies are gender responsive
- iii The program has mechanisms to ensure equitable distribution of program benefits
- iv The program provides gender-responsive training to enhance climate resilience for all
- v The program provides gender-equitable access to opportunities
- vi The program addresses gender-specific health impacts of climate change
- vii None of the above
- viii Other (specify) \_\_\_\_\_

12. Do you think women and men have equal access to climate change-related employment opportunities?  
(i) Yes (ii) No (iii) Not Sure

13. What do you think are the barriers that prevent women from participating in climate change initiatives? (Tick all that apply)  
(i) Cultural norms and beliefs (ii) Limited access to education (iii) Lack of financial resources (iv) Limited decision-making power (v) Other (Specify) \_\_\_\_\_

14. From your experience, how do gender roles and responsibilities influence participation in climate change interventions in your area?  
i) \_\_\_\_\_  
ii) \_\_\_\_\_  
ii) \_\_\_\_\_

15. Are there women-led climate change initiatives in your community?  
(i) Yes (ii) No (iii) Not Sure

If yes, would you list some of the women led climate change initiatives in your community

- i) \_\_\_\_\_
- ii) \_\_\_\_\_
- iii) \_\_\_\_\_

16. Do women in your community have equal access to land and natural resources for climate change adaptation?  
(i) Yes (ii) No (iii) Not Sure

17. If No, what do you consider as some of the barriers for women in accessing land and natural resources?

- i) \_\_\_\_\_
- ii) \_\_\_\_\_
- iii) \_\_\_\_\_

**Gender Mainstreaming in Climate Policies and Programs**

18. Are you aware of gender-responsive budgeting in climate change programs?  
(i) Yes (ii) No (iii) Not Sure
19. Do you think the county government considers men, women, youth and persons with disabilities when implementing programs/projects?  
(i) Yes (ii) No (iii) Not Sure
16. What strategies would you suggest for improving gender inclusivity in climate change adaptation programs?  
i) \_\_\_\_\_  
ii) \_\_\_\_\_  
iii) \_\_\_\_\_

## SECTION C: GENDER-BASED VIOLENCE (GBV) ASSESSMENT

### Prevalence and Risks of GBV

20. What do you understand as Gender-based violence?  
\_\_\_\_\_
21. What forms of GBV are common in your community? (Tick all that apply)  
(i) Domestic violence (ii) Sexual harassment (iii) Economic violence (iv) Forced marriages v) Female Genital Mutilation (FGM), (vi) Other (Specify) \_\_\_\_\_
22. Have you or anyone you know experienced GBV?  
(i) Yes (ii) No (iii) Prefer not to say
23. Have you or anyone you know experienced GBV related to climate change impacts?  
(i) Yes (ii) No (iii) Prefer not to say
24. If your response to Qn 21 was *Yes* what form of GBV did the person experience?  
(Tick all that apply)  
i psychological violence  
ii physical violence  
iii forced marriages  
iv sexual violence, including rape  
v female genital mutilation  
vi sexual harassment  
vii Economic violence
25. What factors contribute to GBV in your community? (Tick all that apply)  
(i) Climate change-induced displacement (ii) Economic hardship (iii) Cultural norms  
(iv) Alcohol and substance abuse (v) Other (Specify) \_\_\_\_\_
26. What measures exist to prevent GBV in your community?  
i) \_\_\_\_\_  
ii) \_\_\_\_\_  
iii) \_\_\_\_\_
27. What systems exist to respond to GBV in your community?  
i) \_\_\_\_\_  
ii) \_\_\_\_\_  
iii) \_\_\_\_\_

**Access to GBV Services**

- 28. Are you aware of any GBV service providers in your county?  
(i) Yes (ii) No (iii) Not Sure
- 29. How accessible are these GBV services?  
(i) Very accessible (ii) Somehow accessible (iii) Not accessible
- 30. What challenges exist in accessing GBV services? (Tick all that apply))
  - i) Lack of personnel to handle some complex cases
  - ii) Lack of basic resources
  - iii) They require payments
  - iv) Far location of services
  - v) Poor infrastructure
  - vi) Staff indiscipline
  - vii) Many people are not aware of the services
  - viii) Lack of safety and security
  - ix) Delayed justice
  - x) Other (specify)\_\_\_\_\_
- 31. What would you recommend towards improving GBV prevention and response mechanisms in climate change?
  - i)\_\_\_\_\_
  - ii)\_\_\_\_\_
  - iii)\_\_\_\_\_

**Thank you for your participation!**

### 5.1.3 Focus Group Discussion Guide

## FLLoCA Program: Focus Group Guide for Gender Assessment

### Introduction:

*This discussion aims to collect data to evaluate gender inclusivity and the prevalence of Gender-Based Violence (GBV) within your community for the FLLoCA program. The Government of Kenya launched the Government Financing Locally-Led Climate Action Program (G-FLLoCA), to deliver locally-led climate resilience actions and strengthen county and national governments' capacity to manage climate risk. The FLLoCA program aims at strengthening the county governments' capacity to plan, implement and monitor resilience investments in partnership with communities by providing county-level performance grants that will result in a portfolio of climate resilience actions/investments addressing communities' priorities, with a focus on sub-county (ward and community) levels. This gender assessment, evaluates the integration of gender considerations in the implementation of the FLLoCA program. Your responses will help identify key challenges, gaps, and opportunities for promoting gender equality and equity in the implementation of the program. This discussion will take approximately 60 minutes. Your participation is voluntary, and all responses will be kept confidential. The information gathered will be used solely for research and program improvement purposes. We encourage you to answer honestly based on your experiences and perspectives. If any question makes you uncomfortable, you may choose to skip it.*

### Demographic Information (Participant list to be filled out)

1. What is your gender?
2. What is your age group?
3. What is your highest level of education?
4. What is your current occupation? \_\_\_\_\_
5. Which County do you reside in? \_\_\_\_\_
6. Sub-County \_\_\_\_\_
7. Ward \_\_\_\_\_

### Gender Roles and Community engagements.

1. How are gender roles defined in your community regarding community engagement programs?
2. What are the traditional roles assigned to men and women in development programs related to climate change?
3. How have gender roles influenced women, men, girls and boys participation in climate-related decision-making?

4. Do men and women have equal opportunities to engage in climate resilience programs? If not, why?
5. Are there any gender-specific challenges in participating and or accessing resources for climate change programs? If yes, please elaborate.

### **Education, Awareness, and Climate Change**

1. Are boys and girls given equal access to engage in climate change related education / discussions in your county/ village?
2. Are there cultural or social barriers affecting gender equality in climate education and awareness?
3. What challenges do women and girls face in accessing climate-related knowledge and training?
4. What measures can be taken to improve gender-inclusive climate awareness programs?

### **Gender-Based Vulnerability to Climate Change**

1. How do climate change impacts affect men, women, youth and persons with disability differently in your community?
2. Are there specific coping mechanisms adopted by women, men, youth and persons with disability in response to climate change?
3. What are the main barriers for men, women, youth and persons with disability in adapting to climate change effects?
4. What measures can be taken to enhance gender-sensitive climate adaptation?

### **Leadership and Decision-Making in Climate Action**

1. What is the level of women's participation in climate governance and decision-making in your county?
2. Are women encouraged to take up leadership roles in climate action initiatives? If not, what are the barriers?
3. Are there policies in place to promote gender equality in climate action leadership?
4. What strategies can be employed to enhance women's leadership in climate change programs?

### **Economic Empowerment and Climate Resilience**

1. Do men and women have equal access to financial resources (e.g., credit, loans, and grants) for climate adaptation initiatives?
2. What barriers prevent women from engaging in climate-resilient economic activities?
3. Are there government or NGO programs supporting women's economic empowerment in climate action in your county?
4. What recommendations do you have to enhance gender equality in economic participation within climate programs in your county?

### **Gender and Climate-Related Health Issues**

1. Do men and women have equal access to climate-related healthcare services?
2. Are there gender-specific health challenges caused by climate change in your county? If yes, please specify.
3. What can be done to improve climate-sensitive healthcare access for both men and women?

### **General Recommendations**

1. In your opinion, what is the most pressing gender-related issue in locally led climate action programs in your county?

2. What policies or programs would you recommend to improve gender equality in climate action?
3. Any additional comments or suggestions? \_\_\_\_\_

## 2. Gender-Based violence.

### Understanding Gender-Based Violence.

1. What is your understanding of Gender Based Violence?
2. How prevalent is GBV in your community?
3. What forms of gender-based violence (GBV) have you observed or experienced in your community?
4. What are the main causes or triggers of GBV in your community?
5. Are there particular groups (e.g., men, women, youth, children, persons with disabilities) that are more vulnerable to GBV in your area?
6. How does climate change increase the risk of GBV in your community?

### Reporting and Response Mechanisms

1. Are there existing mechanisms / pathways for reporting GBV cases in your community? If yes, how effective are they?
2. In your opinion, how accessible are GBV services?
3. Are women and men in your community open to reporting GBV cases to authorities and community leaders?
4. What barriers prevent survivors from reporting GBV incidents?
5. Are there community-based interventions that address GBV? If yes, please describe them.
6. How can reporting mechanisms and survivor support services be improved?

### Section D: Policies and Preventive Measures

1. Do you know any policies in place to prevent GBV? If yes, how effective are they?
2. What role do community leaders and local organizations play in preventing and responding to GBV?
3. Are there training or awareness programs focused on preventing GBV in development programs?
4. What additional measures should be implemented to strengthen the prevention of GBV in locally led programs?
5. How can men and boys be engaged in preventing GBV in your County/community?

### Gender Equality and Inclusion

1. How does gender inequality contribute to GBV in climate-affected areas?
2. What challenges do women and marginalized groups (persons with disabilities face in participating safely in climate change and or other programs?
3. How can climate action programs be more gender-responsive to prevent GBV?
4. What measures can be used to promote safe and inclusive participation in climate initiatives for all genders?

### General Recommendations

1. In your opinion, what is the most pressing GBV-related issues in locally led climate change programs in your county?
2. What policies or programs would you recommend to improve the prevention and response to GBV in climate action initiatives?
3. Any additional comments or suggestions? \_\_\_\_\_

**Conclusion:** Thank you for your participation. Any questions?

#### 5.1.4 Key Informant Interview Checklist

## Key Informant Interview (KII) Guide for FLLoCA Gender Assessment

### Introduction:

*This discussion aims to collect data to evaluate gender inclusivity and the prevalence of Gender-Based Violence (GBV) within your community for the FLLoCA program.*

*The Government of Kenya launched the Government Financing Locally-Led Climate Action Program (G-FLLoCA), to deliver locally-led climate resilience actions and strengthen county and national governments’ capacity to manage climate risk. The FLLoCA program aims at strengthening the county governments’ capacity to plan, implement and monitor resilience investments in partnership with communities by providing county-level performance grants that will result in a portfolio of climate resilience actions/investments addressing communities’ priorities, with a focus on sub-county (ward and community) levels. This gender assessment, evaluates the integration of gender considerations in the implementation of the FLLoCA program.*

*Your responses will help identify key challenges, gaps, and opportunities for promoting gender equality and equity in the implementation of the program. This discussion will take approximately 60 minutes. Your participation is voluntary, and all responses will be kept confidential. The information gathered will be used solely for research and program improvement purposes. We encourage you to answer honestly based on your experiences and perspectives. If any question makes you uncomfortable, you may choose to skip it.*

### Section A: Background Information

- Name of the respondent (Optional): \_\_\_\_\_
- Sex \_\_\_\_\_
- Designation/Role: \_\_\_\_\_
- Organization/Institution: \_\_\_\_\_
- County; \_\_\_\_\_
- Sub-County; \_\_\_\_\_
- Ward: \_\_\_\_\_
- Years of experience in this role: \_\_\_\_\_
- Date of Interview: \_\_\_\_\_

## **Section B: Gender Inclusion in FLLoCA Program**

1. How is gender mainstreamed in climate action initiatives under the FLLoCA program?
2. What measures ensure equal participation of men, women, and marginalized groups in climate-related decision-making and resource allocation?
3. What gender-specific barriers exist in accessing climate resilience resources such as finance, training, or technology?
4. How does climate change affect men and women differently in your county/region?
5. What key gender-related challenges exist in implementing FLLoCA activities?
6. How inclusive is the FLLoCA program in terms of gender and marginalized groups?
7. What policies or frameworks support gender inclusivity in climate action at the national or county level?
8. What specific FLLoCA interventions target women, youth, and marginalized groups?
9. What gaps exist in gender mainstreaming efforts within FLLoCA, and how can they be addressed?

## **Section C: Gender-Based Violence (GBV) and Climate Change**

1. Are there reported cases of GBV linked to climate change stressors, such as resource scarcity, displacement, or economic hardship?
2. What are the most common forms of GBV related to climate change impacts in your community?
3. What local policies or frameworks address GBV in climate action, and how effective are they?
4. In your opinion, how accessible are GBV services?
5. What measures can be implemented to mitigate GBV risks associated with climate change?
6. What are the main drivers of GBV in climate-affected areas?
7. What GBV prevention and response services exist in your community and how adequate and effective are they?
8. What challenges exist in addressing GBV within climate action initiatives?
9. What recommendations would you make for integrating GBV prevention and response into climate adaptation programs?

## **Section D: Gender Roles, Decision-Making, and Access to Resources**

1. What is the level of women's participation in decision-making structures related to climate action at the county and community levels?
2. What barriers limit women's involvement in climate change initiatives, particularly in leadership and governance?
3. How do men and women participate in decision-making on climate adaptation and mitigation at household and community levels?
4. Do women have equal access to resources such as land, credit, and training? If not, what are the key barriers?
5. How inclusive are local and county-level governance structures in climate resilience decision-making?
6. Do women and men have equal access to climate finance opportunities? If not, what challenges exist?
7. What policies or strategies promote gender equality in climate adaptation and mitigation? How effective are they?
8. Are there specific county-level gender-responsive climate initiatives, and how well have they been implemented?

9. What measures can enhance gender-responsive governance in climate adaptation and resilience planning?
10. How can women’s participation in climate resilience programs be improved?

### **Section E: Recommendations**

1. What policies or interventions would strengthen gender equality in climate action programming?
2. What additional resources or support are needed to close gender gaps in climate resilience efforts?
3. How can the FLLoCA program better integrate gender-responsive strategies to enhance community impact?
4. What key interventions should be prioritized to ensure gender equality in climate resilience programming?
5. How can FLLoCA enhance gender-sensitive budgeting and resource allocation?
6. What strategies would you recommend to strengthen gender-responsive programming in FLLoCA?
7. How can FLLoCA better support communities in addressing gender disparities in climate action?
8. Do you have any additional insights or recommendations for improving gender responsiveness in FLLoCA Program?

### **Ends!**

- *Thank the respondent for their time and valuable insights and reiterate how the information will be used to inform the gender assessment and improve FLLoCA interventions.*

### 5.1.5 GBV Service Providers Mapping Form

# GBV Service Providers Mapping Form

1. Name of Organization/Service Provider: \_\_\_\_\_

2. Type of Organization: (Tick as appropriate)

- Government
- Non-Governmental Organization (NGO)
- Community-Based Organization (CBO)
- Faith-Based Organization (FBO)
- Private Sector
- Other (Specify): \_\_\_\_\_

3. County: \_\_\_\_\_

4. E-mail: \_\_\_\_\_

5. Phone number: \_\_\_\_\_

6. Type of GBV Services Offered (Tick all that apply)

- Counselling services (CS)
- Healthcare (HC)
- Legal services (LS)
- Psychological support (PS)
- Economic Empowerment (EE)
- Shelter Services (SS)
- Rescue Services (RS)
- Safety and security services (SSS)
- Other (Specify): \_\_\_\_\_

