



Strengthening Climate Information and Multi-Hazard Early Warning Systems for Increased Resilience in Azerbaijan

Annex 4

Gender Assessment and Action Plan

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1. Introduction

This Gender Assessment and Action Plan (GAAP) has been formulated for the Green Climate Fund (GCF) funding proposal being developed by UN Environment Programme (UNEP), titled: *Strengthening Climate Information and Multi-Hazard Early Warning Systems for increased resilience in Azerbaijan*. The project aims to significantly upscale and strengthen climate information services and establish a robust, effective and sustainable Multi-Hazard Early Warning System (MHEWS). The latter will facilitate preparedness for early action at the community and national levels and critically enhance resilience against climate-related hazards of the most vulnerable people and communities, thereby contributing to improved well-being, people's health, and food and water security.

The Project Outputs are based on the pillars of Global Framework for Climate Services, a UN-wide initiative coordinated by the World Meteorological Organization (WMO) and consist of the following:

- **Output 1:** Strengthened delivery model for climate information and multi-hazard early warning systems
- **Output 2:** Strengthened observations, monitoring, modelling and prediction of climate and its impacts
- **Output 3:** Enhanced dissemination and communication of climate risk information and multi-hazard early warnings
- **Output 4:** Enhanced climate risk management capacity

Gender Mainstreaming Priorities of GCF and UN Environment Programme

The GAAP has been developed to meet the standards of both GCF's and UNEP's respective gender policies. The GCF adopted a revised version of its 2014 Gender Policy and Action Plan in June 2018.¹ The revised Policy emphasizes gender responsiveness rather than gender sensitivity. Being gender-responsive means that instead of only identifying gender issues or ensuring a "do no harm" approach, a process will substantially help to overcome historical gender biases. This is in line with the language used in UNFCCC decision CP.20 (Lima Work Programme) and the Paris Agreement. The policy also aligns with the United Nations Sustainable Development Goals (SDGs), which make explicit commitments to gender equality both as a stand-alone goal on gender equality and women's empowerment in SDG 5 and as a cross-cutting theme across all the SDGs.

UNEP's Gender Equality and Environment policy recognizes the role of gender equality as a 'driver of sustainable environmental development.'² As the lead organization to coordinate environmental matters within the United Nations System, UNEP has the responsibility to drive the achievement of the System's gender equality mandate in its environmental assessments and analyses, norms, guidelines and methods, for use by stakeholders looking for guidance on how to effectively manage the environment for their

¹ GCF/B.20/07: Updated Gender Policy and Action Plan 2018–2020.

https://www.greenclimate.fund/documents/20182/1087995/GCF_B.20_07_-_Updated_Gender_Policy_and_Action_Plan_2018_2020.pdf/9bd48527-6e35-a72a-2f52-fd401d16d358

² UN Environment (2015). "Gender Equality and the Environment: Policy and Strategy". https://wedocs.unep.org/bitstream/handle/20.500.11822/7655/Gender_equality_and_the_environment_Policy_and_strategy-2015Gender_equality_and_the_environment_policy_and_strategy.pdf.pdf?sequence=3&isAllowed=y

sustainable development and economic growth. To that end, UNEP has sought to formalize and bolster agency-wide gender mainstreaming efforts and has the expertise and personnel to support the analytical underpinning of project-level gender mainstreaming during implementation.

Methodology

The Gender Assessment and Action Plan is informed by an extensive desk-review and development of a gender baseline through the following steps:

- The content of this annex draws from a comprehensive desk-review of existing literature was conducted. This included literature on climate change adaptation (CCA), climate information systems (CIS), early warning systems (EWS), disaster risk reduction and management (DRR/M), and hydro-meteorological systems in relation to gender and the context of Azerbaijan.
- Literature was drawn from: research reports from international organisations, multilateral development banks (the World Bank and the Asian Development Bank – ADB); journals (Gender and Development, Journal of Coastal Research, etc.); grey literature (government reports and policies); and through coordination with the [Azerbaijan Gender Information Center](#) (AGIC), an NGO that provides analytical, bibliographical and documentation of women’s issues and women’s movements in the territory of the South Caucasus.

The Gender Assessment and Action Plan was also informed through stakeholder consultations. Community representatives were engaged via Khazar University and surveys were filled to understand how communities currently respond to disaster events, what type of communication devices they have available and their input on the organization in country that should be responsible for communicating disaster events. These surveys included questions regarding how the needs of vulnerable groups (including women) are addressed when preparing for disaster events. Additionally, a webinar discussion was held with representatives of relevant NGOs from different regions of Azerbaijan regarding the project interventions. In this discussion, NGO representatives outlined the different experiences and vulnerabilities that men and women experience during disaster events. Lastly, the Gender Assessment and Action Plan was reviewed for comment by the AGIC.

2. Baseline and Context

An assessment of the current gender baseline in Azerbaijan was undertaken drawing on existing assessments and research from ADB, UNDP, World Economic Forum, the State Statistical Committee for the Republic of Azerbaijan, and the Azerbaijan Gender Information Center. It should be noted that additional indicators are available in the various publications, but the metrics chosen below are meant to streamline the assessment to support the proposed Climate Information and Early Warning Systems (CIEWS) project.

Population

The population figures for different age groups (men vs. women) for all of the economic regions and sub-regions in Azerbaijan can be seen below. In general, the distribution of men and women is even across the country at about 50% women and 50% men (Table 1).³

Table 1: Population by region, age, and gender (demographic numbers in thousands)

Towns and regions	Younger than working age		At working age		Older than working age	
	Women (0-14)	Men (0-14)	Women (15-63,5)	Men (15-63,5)	women (61+)	men (64+)
Republic of Azerbaijan	1050.1⁴	1206.6	3398.7	3495.8	590.3	325.6
Baku city	218.6	247.0	783.7	805.6	149.9	88.3
Absheron economic region - total	55.5	64.2	200.9	202.7	33.6	19.6
Khyzy region	1.9	2.2	5.8	5.8	0.9	0.5
Absheron region	18.1	21.3	76.9	78.9	11.6	7.3
Sumqayit town	35.5	40.7	118.2	118.0	21.1	11.8
Ganja-Gazakh economic region - total	129.8	153.5	437.2	450.3	80.3	43.0
Ganja town	29.1	33.9	120.7	117.1	22.0	12.8
<i>of which:</i>						
Nizami region	14.2	16.3	55.6	53.0	8.6	5.3
Kapaz region	14.9	17.6	65.1	64.1	13.4	7.5
Gazakh region	9.9	11.4	33.2	33.7	6.8	3.4
Agstafa region	9.1	10.5	30.1	30.5	5.6	2.7
Tovuz region	19.4	22.8	57.5	61.3	10.6	5.6
Shamkir region	24.8	29.5	70.8	75.9	12.3	6.2
Gedabey region	9.6	12.0	33.0	35.4	7.2	3.7
Dashkesen region	3.3	4.4	12.0	12.6	2.0	1.1
Samukh region	5.9	6.9	20.1	20.8	3.3	1.8
Goygol region	6.4	7.7	21.7	22.9	3.7	2.2
Goranboy region	11.4	13.2	34.5	36.6	6.1	3.2
Naftalan town	0.9	1.2	3.6	3.5	0.7	0.3
Shaki-Zaqatala economic region - total	65.4	71.8	211.2	222.0	37.1	19.2

³ State Statistical Committee for the Republic of Azerbaijan "Women and Men in Azerbaijan" (2020); <https://www.stat.gov.az/source/gender/?lang=en>

⁴ All demographic numbers are in thousands.

Balaken region	9.6	10.8	34.5	35.5	5.8	2.9
Zagatala region	12.8	13.8	44.8	46.4	8.0	4.0
Gakh region	5.5	6.0	19.7	19.9	4.0	2.1
Sheki town	19.9	22.0	62.6	66.2	11.5	5.9
Oghuz region	4.9	5.2	14.8	16.0	2.4	1.4
Gabala region	12.7	14.0	34.8	38.0	5.4	2.9
Lankaran economic region - total	108.2	126.9	313.2	327.5	46.4	24.5
Astara region	12.9	14.6	36.0	37.5	5.6	3.1
Lankaran town	24.4	28.3	77.0	80.5	13.1	6.9
Lerik region	10.0	11.9	28.5	29.4	3.8	2.2
Yardymly region	8.6	10.3	21.9	23.1	2.6	1.5
Masally region	25.8	30.8	74.8	79.2	11.4	5.7
Jalilabad region	26.5	31.0	75.0	77.8	9.9	5.1
Guba-Khachmaz economic region - total	63.7	72.8	180.7	191.0	30.6	15.9
Gusar region	10.9	12.5	32.6	34.1	5.9	3.0
Khachmaz region	20.7	23.4	58.9	61.7	10.0	5.1
Guba region	20.0	22.7	55.7	60.4	9.5	5.1
Shabran region	7.1	8.5	19.3	20.4	3.0	1.6
Siyazan region	5.0	5.7	14.2	14.4	2.2	1.1
Aran economic region - total	230.9	262.4	684.3	706.0	106.6	56.1
Geychay region	13.3	15.3	40.6	42.2	6.9	3.4
Beylagan region	11.5	13.7	32.2	34.3	5.2	2.6
Agjabedi region	15.5	18.9	43.6	49.0	6.3	3.5
Barda region	16.8	19.7	51.8	55.9	8.7	4.6
Neftchala region	9.1	10.2	30.2	30.7	5.6	3.1
Bilasuvar region	13.2	15.1	34.3	35.5	4.5	2.5
Salyan region	15.9	18.4	46.0	47.7	7.9	4.0
Yevlakh town	15.4	15.6	45.2	42.4	7.3	3.8
Mingechevir town	10.3	11.5	38.3	35.9	6.5	3.6
Agdash region	12.6	13.4	37.3	39.0	5.9	2.9
Ujar region	10.2	11.6	30.1	30.8	4.5	2.3
Zardab region	6.4	7.2	20.0	20.9	3.1	1.7
Kurdamir region	13.1	15.1	39.5	41.4	5.9	2.9
Imishly region	14.7	17.3	44.1	45.5	6.4	3.4

Saatly region	13.5	14.9	35.3	37.8	5.0	2.6
Sabirabad region	22.2	25.2	58.4	60.6	8.2	4.2
Hajigabul region	9.0	10.1	25.9	25.7	3.9	2.0
Shirvan town	8.2	9.2	31.5	30.7	4.8	3.0
Yukhari Karabakh economic region - total	63.3	74.7	238.7	233.9	49.2	27.9
Jebrayil region	8.1	9.7	29.1	27.9	4.4	2.5
Fizuli region	14.3	16.6	46.6	45.2	7.3	3.8
Agdam region	21.3	25.3	71.7	67.9	11.5	6.3
Tertter region	9.6	11.0	33.1	35.6	10.0	5.4
Khojaly region	2.0	2.5	10.1	10.0	2.6	1.6
Shusha region	3.7	4.4	11.4	10.5	2.9	1.8
Khojavend region	2.5	2.9	16.1	16.0	4.1	2.5
Khankendi town	1.8	2.3	20.6	20.8	6.4	4.0
Kalbajar-Lachin economic region - total	26.0	32.1	90.0	88.6	14.2	8.6
Kelbajar region	8.9	11.2	32.6	32.3	5.6	3.5
Lachyn region	8.1	10.4	26.5	26.9	4.2	2.5
Gubadly region	4.4	5.3	14.7	13.9	2.1	1.2
Zangilan region	4.6	5.2	16.2	15.5	2.3	1.4
Dakhlik Shirvan economic region - total	36.5	43.8	106.0	109.5	17.4	9.0
Gobustan region	5.9	6.9	15.4	15.9	2.2	1.1
Ismayilly region	9.3	10.7	28.5	30.7	5.5	2.7
Agsu region	9.1	11.0	26.8	27.8	4.3	2.0
Shamakhy region	12.2	15.2	35.3	35.1	5.4	3.2
Nakhchivan Autonomous Republic - total	52.2	57.4	152.8	158.7	25.0	13.5
Nakhchivan town	9.3	10.7	31.9	33.2	6.1	3.3
Sharur region	12.6	13.7	40.1	41.4	6.5	3.3
Babek region	10.1	11.2	24.5	25.1	3.5	1.8
Ordubad region	5.8	5.5	16.5	17.8	2.9	1.7
Julfa region	5.9	6.5	15.3	15.9	2.2	1.2
Kengerli region	3.9	4.6	10.8	10.9	1.7	0.8
Shahbuz region	2.8	3.2	8.2	8.7	1.5	0.9
Sadarak region	1.8	2.0	5.5	5.7	0.6	0.5

Birth rate is generally higher for rural women compared to urban women, and both groups have seen a slight increase since 2000 (Figure 1). Fertility rates are also higher for rural women and the overall fertility rate has declined slightly since 2000 (Figure 2).⁵

Birth Rate per 1000 Urban vs. Rural (2000 - 2020)

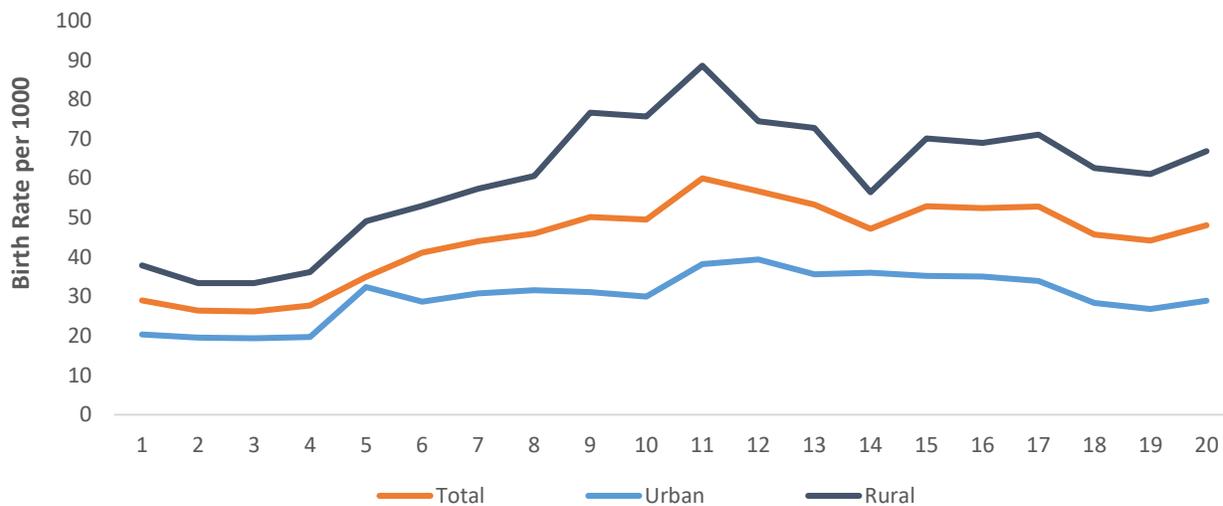


Figure 1: Birth Rate per 1000 Urban vs. Rural (2000 - 2020)

Fertility Rate Urban vs. Rural (1975 - 2020)

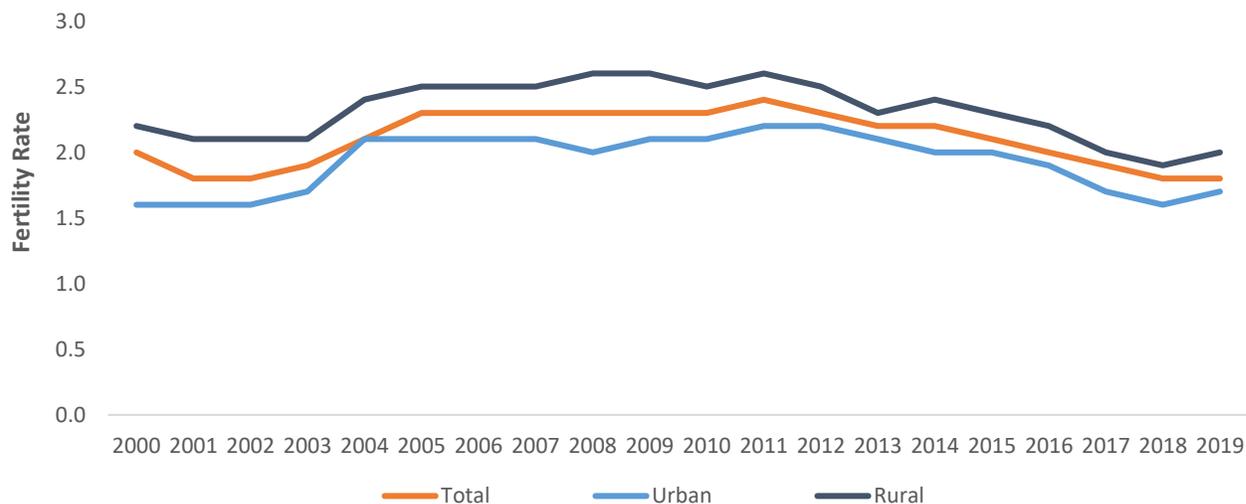


Figure 2: Fertility Rate Urban vs. Rural (2000 - 2020)

⁵ State Statistical Committee for the Republic of Azerbaijan “Women and Men in Azerbaijan” (2020); <https://www.stat.gov.az/source/gender/?lang=en>

Labor Force Participation and Wages

Women in Azerbaijan are economically active and the difference in labor force participation rate for men and women is not large when compared to international figures. Female labor force participation rate is 69.2% compared to 74.2% for men. In 2020, women had an unemployment rate around 5.7% in 2019, compared to 4.0% for men. However, in 2017, the percentage of those who are not actively employed due to responsibilities such as keeping house, taking care of children, and caring for other family members was 96.6% for women, whereas only 3.4% were men. In total, 42.7% of women who are not active in employment state these domestic tasks as their reason for being non-active. More men are likely to be not economically active than women because they are either studying or have a pension due to a disability. The last analysis by the International Labour Organization (ILO) of the country's informal economy in 2009 showed that informal jobs accounted for 26.5% of the nonagricultural sector. Women are more likely to have informal jobs, with 41.7% of women in the nonagricultural sector estimated to be in informal jobs, compared to just 16.6% of men.⁶⁷

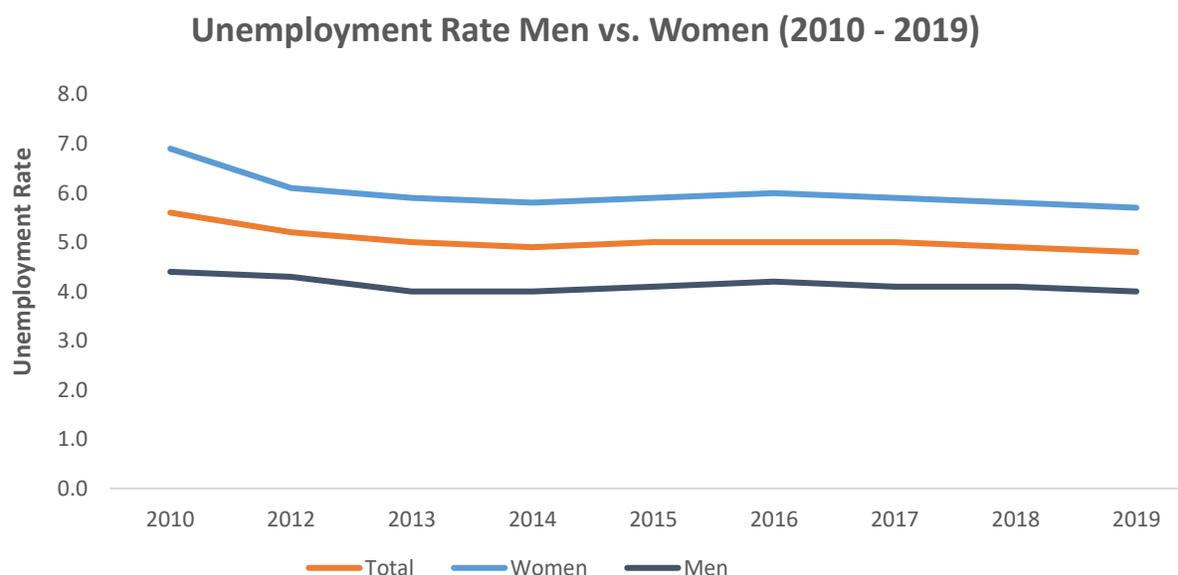


Figure 3: Unemployment Rate Men vs. Women (2010 - 2019)

Table 2: Distribution of Population Not Economically Active by Categories and Sex (2017)

Categories	Women (%)	Men (%)
Studying in educational institutions	47.8	52.2
Pensioners by age or due to long service	65.2	34.8
Pensioners with disability	42.3	57.7

⁶ State Statistical Committee for the Republic of Azerbaijan "Women and Men in Azerbaijan" (2020);

<https://www.stat.gov.az/source/gender/?lang=en>

⁷ Asian Development Bank "Azerbaijan: Country Gender Assessment 2019"; Available at: <https://www.adb.org/sites/default/files/institutional-document/546166/azerbaijan-country-gender-assessment-2019.pdf>

Persons receiving income from property	30.1	69.9
Persons keeping house, taking care of children, and other family members	96.6	3.4

Occupational patterns also vary significantly for men and women. Women only represent a majority of the workforce in the Art, Entertainment and Recreation, Human Health and Social Work, and Education sectors. Critically for the present project there is significant disparity in ICT, Professional/Scientific/Technical, and Public Administration sectors (Figure 4). This is further highlighted by comparing the number of men and women in civil service positions, which will be crucial actors for the CIEWS activities (Table 3). Finally, the disparity can also be seen in the earned wages for men and women across all sectors in Azerbaijan (Figure 5).⁸

Proportion of Men and Women by Types of Economic Activity (2019)

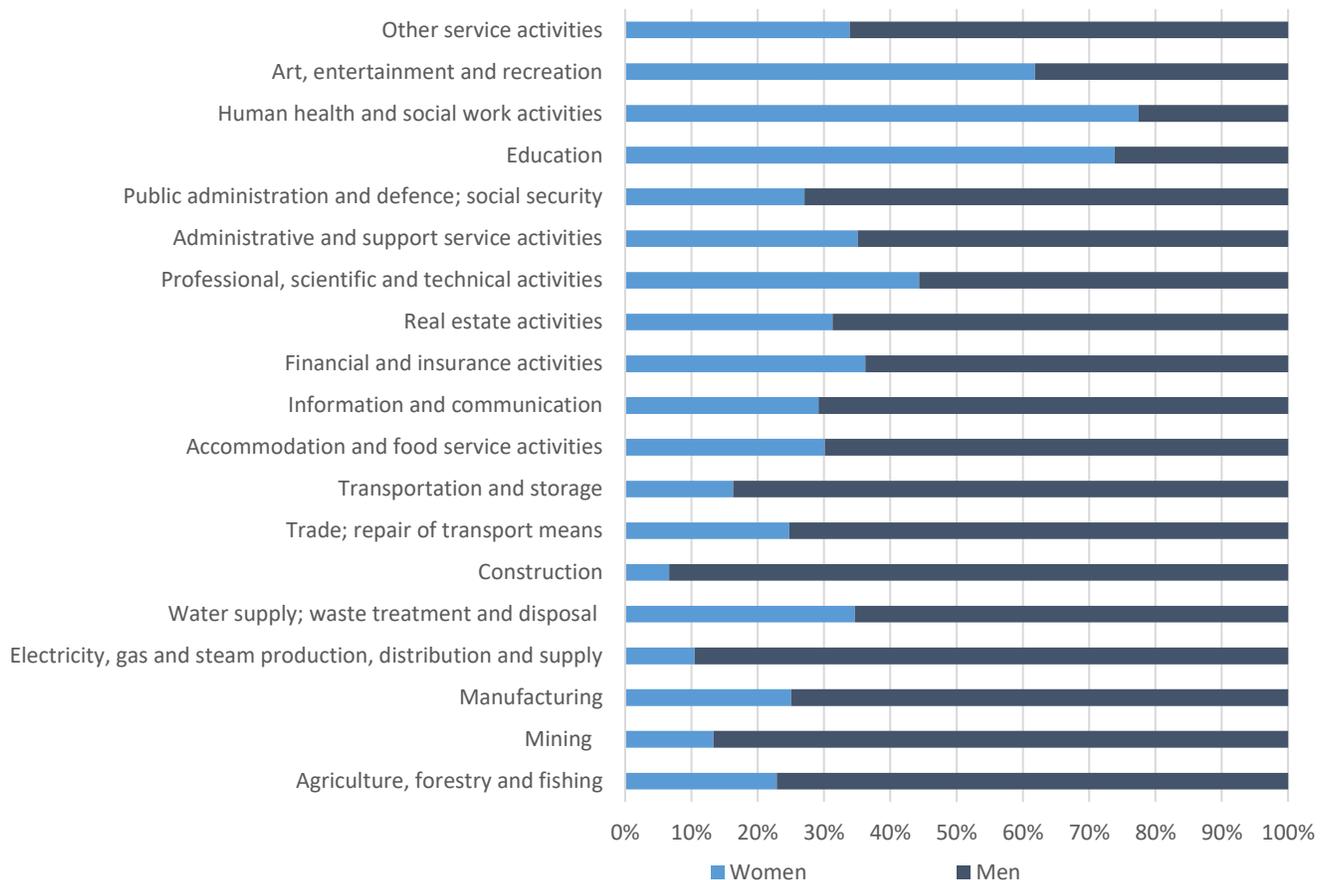


Figure 4: Proportion of Men and Women by Types of Economic Activity

⁸ State Statistical Committee for the Republic of Azerbaijan “Women and Men in Azerbaijan” (2020); <https://www.stat.gov.az/source/gender/?lang=en>

Table 3: Civil Service Posts by Classification and Gender

Age groups	Administrative posts according to superior-3 classifications ⁹		Administrative posts according to 4–7 classifications		Supplementary posts of civil service	
	women	men	women	men	women	men
Under 30 years old	11.2	8.0	21.7	15.9	21.3	18.1
30–34	21.5	17.1	17.8	15.8	14.9	16.5
35–44	32.5	29.5	20.6	25.1	19.2	23.3
45–54	19.8	17.4	20.4	19.0	23.6	20.7
55–64	13.7	21.2	18.9	22.7	20.5	19.8
65+	1.3	6.8	0.6	1.5	0.5	1.6
Total, %	100.0	100.0	100.0	100.0	100.0	100.0
persons	465	918	5076	17129	2979	2801

⁹ The civil service classification categories range from one to seven.

Monthly Wages by Economic Activity Men vs. Women (2019)

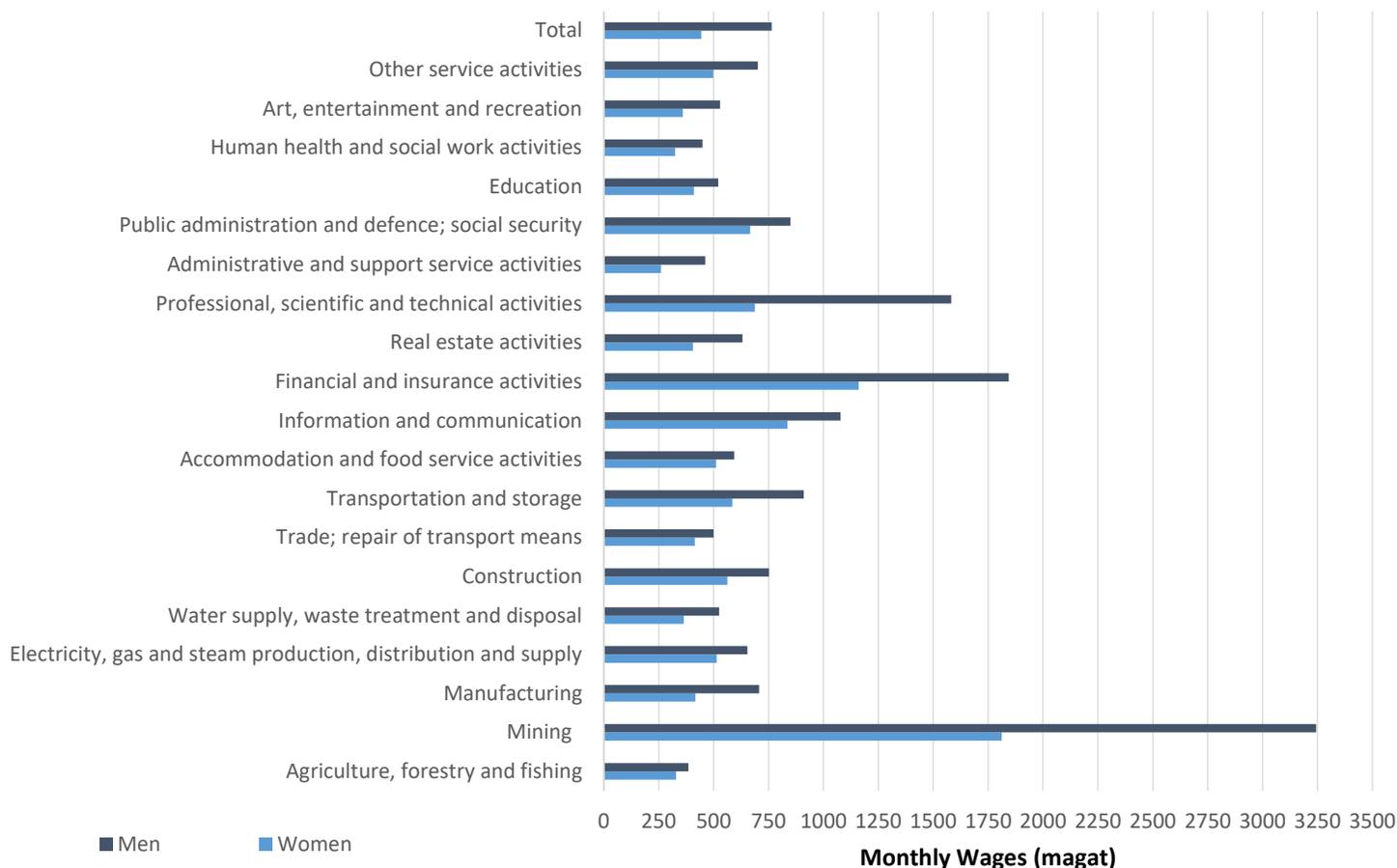


Figure 5: Monthly Wages by Economic Activity Men vs. Women (2019)

According to numerous accounts, women’s decisions concerning employment are strongly influenced by cultural norms regarding the types of labor and places of work suitable and appropriate for men and women. Working hours, the nature of responsibilities, the presence of men work colleagues and proximity to men customers are only a few of the many factors cited by families and communities to mark an employment opportunity or promotion as “unsuitable for women.” This influences the educational choices of girls as they become limited to choosing jobs considered “(a) ‘appropriate for women’ (‘teacher’ being the most common), and (b) allows women to perform a full workload of family responsibilities.”¹⁰

Education

In 2019, female students represented 46.7% of students in general education institutions¹¹, 45.5% of vocational students, 64% of secondary specialized institutions, and 48.8% of doctoral students. General education attainment is relatively similar for men and women in rural and urban areas. In Azerbaijan,

¹⁰ Asian Development Bank “Azerbaijan: Country Gender Assessment 2019”; Available at: <https://www.adb.org/sites/default/files/institutional-document/546166/azerbaijan-country-gender-assessment-2019.pdf>

¹¹ General education in Azerbaijan includes primary, general secondary, and full secondary education,

women are less represented in technical and technological studies with the exception of natural sciences.¹²

Table 4: Comparison of Field of Study for Men and Women

Field of study	Percentage distribution		Sex distribution	
	women	men	women	men
Education	39.8	11.8	76.0	24.0
Humanitarian and social	12.7	10.7	52.7	47.3
Culture and art	4.6	2.6	62.4	37.6
Economics and management	13.8	25.2	34.0	66.0
Natural sciences	6.2	3.3	64.1	35.9
Technical and technological	12.0	33.0	25.5	74.5
Agriculture	1.6	3.1	33.1	66.9
Health, welfare and services	9.3	10.3	45.9	54.1
Total (%)	100.0	100.0	48.5	51.5

Table 5: Pre-School and General Education Enrollment (2019)¹³

Pre-School Enrollment		General Education Enrollment ¹⁴	
women	men	women	men
60,216	68,610	754,980	861,125

Use of Time and Communications

Use of time for men and women varies significantly with men and women, particularly with regards to unpaid work (women spend ~3x time) and paid work/study (Men spend ~2x time) (Figure 6).¹⁵

¹² State Statistical Committee for the Republic of Azerbaijan “Women and Men in Azerbaijan” (2020); <https://www.stat.gov.az/source/gender/?lang=en>

¹³ State Statistical Committee for the Republic of Azerbaijan “Main indicators of education”; <https://www.stat.gov.az/source/education/?lang=en>

¹⁴ This only includes enrollment for day general education, which has the vast majority of enrolled students compared to night general education.

¹⁵ State Statistical Committee for the Republic of Azerbaijan “Women and Men in Azerbaijan” (2020); <https://www.stat.gov.az/source/gender/?lang=en>

Average Time Spent for Activities Men vs. Women (2008)

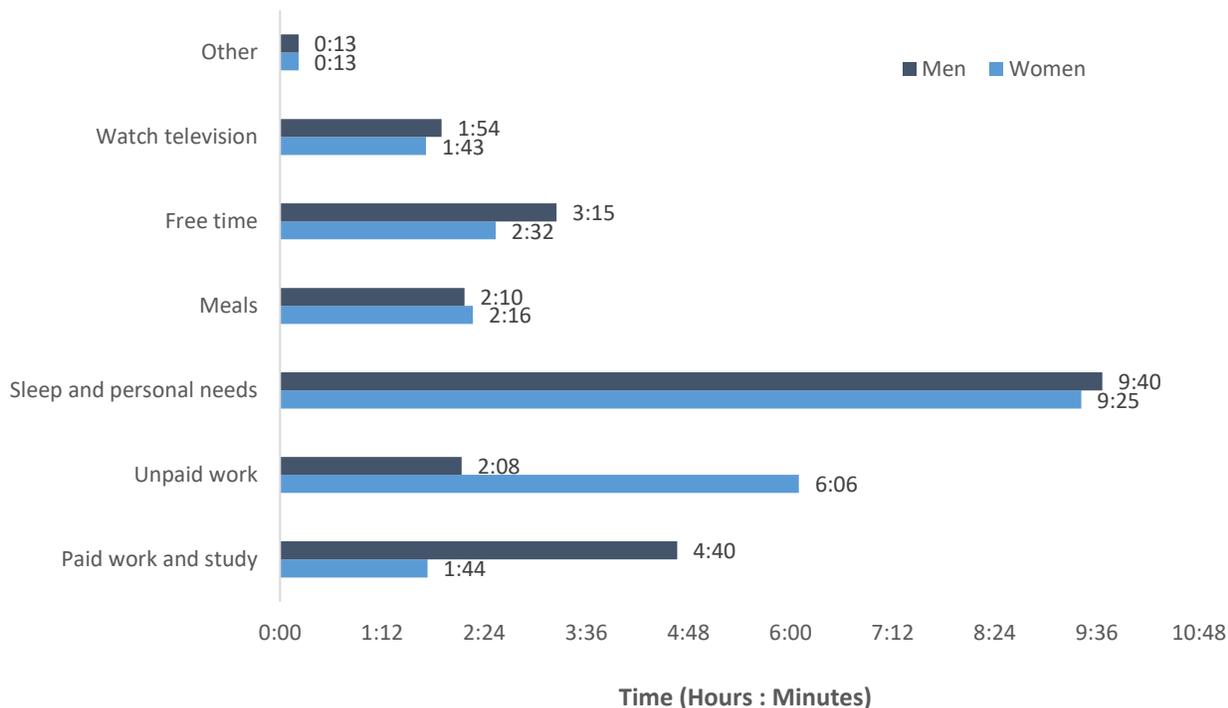


Figure 6: Average Time Spent for Activities Men vs. Women (2008)

Access to internet and mobile phones also differed between men and women. An estimated 78.4% of women at the national level had access to the internet and 72.1% of women at the national level had access to mobile phones. This is compared to 83.9% of men at the national level had access to the internet and 77.5% of men at the national level had access to mobile phones (Figure 7, Figure 8). These values are lower when looking at rural communities. **This is a critical metric to understand for the development and deployment of CIEWS interventions.**¹⁶

Amongst youth, the vast majority in Azerbaijan have access to the internet. An estimated 98.3% of girls aged 15-24 are online, compared to 96.8% of boys of the same age. In addition, 91.9% of children under 15 years old are accessing the internet.¹⁷

There is also universal access to television across the population.¹⁸

¹⁶ State Statistical Committee for the Republic of Azerbaijan “Women and Men in Azerbaijan” (2020);

<https://www.stat.gov.az/source/gender/?lang=en>

¹⁷ UNICEF, 2019. Press Release – Safe Internet Day: We must all help Azerbaijan’s children and young people explore the digital world in safety says UNICEF. Available at: <https://www.unicef.org/azerbaijan/press-releases/safer-internet-day-we-must-all-help-azerbaijans-children-and-young-people-explore> (Accessed: 31 May 2024)

¹⁸ Source: Communication from UNICEF Azerbaijan

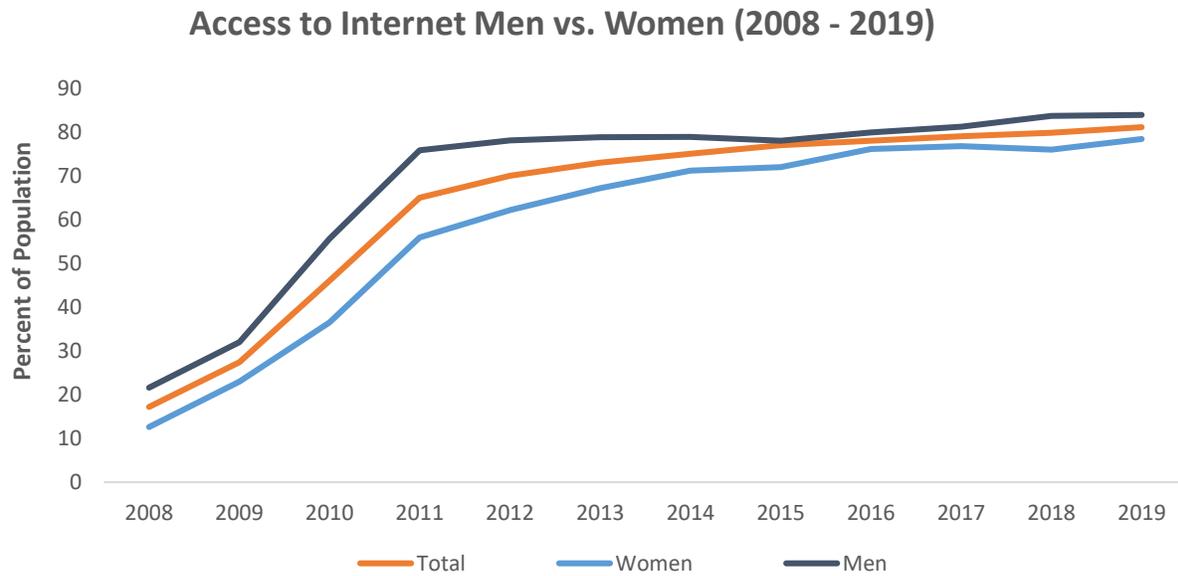


Figure 7: Access to Internet Men vs. Women (2008 - 2019)

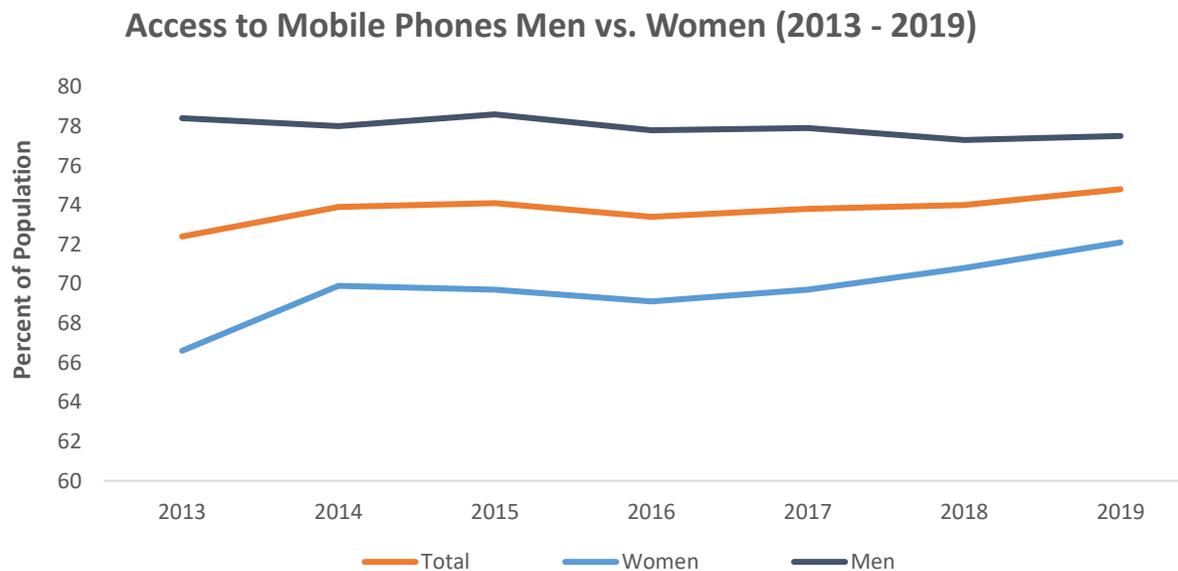


Figure 8: Access to Mobile Phones Men vs. Women (2013 - 2019)

Violence Against Women

An estimated 14% of Azerbaijani women between 15 and 49 years of age experience intimate partner violence (physical and/or sexual) at least once in their lifetime. Data in 2017 shows 1,031 cases of domestic violence reported with 807 (78%) by women and 224 by men (22%). An estimated 10% of the population

had experienced physical and/or sexual intimate partner violence in the last 12 months.^{19,20} The last comprehensive study covering domestic violence was conducted in 2009 and up-to-date data on the incidence of domestic violence are limited. The study “Violence against Persons” by the State Statistical Committee was a survey about experiences of violence covering a random sample of 18,000 households throughout the country. This study found that 18.3% of all respondents reported facing violence during their lifetime. The majority of those reporting experiences of violence were female respondents, with only 0.5% of males reporting experiencing violence.²¹ In the context of disaster risk management, violence against women and girls (VAWG) is a known risk in emergency situations.²²

Political Representation

Political representation at the national level is still limited for women with only about 18% of Parliament seats held by women in 2020 (up just 2 seats since 2010) (Table 6).²³

Table 6: Parliament Seats for Men vs. Women (1990 - 2020)

Years	Number, person		Sex distribution, %	
	women	men	women	men
1990	15	335	4.3	95.7
1995	15	109	12.1	87.9
2000	13	109	10.7	89.3
2005	14	111	11.2	88.8
2010	20	105	16.0	84.0
2015	21	104	16.8	83.2
2020	22	99	18.2	81.8

Compared to the national level, women’s representation in elected positions at the municipal level is growing more rapidly. In 2004, women comprised 4% of those elected to municipal councils. By 2009, this increased to 27% and grew further to 35% in 2014.²⁴ As highlighted above, women represent less than a third of civil servants, and their representation is mostly in lower-level positions.

Internally Displaced Persons

According to the Government of Azerbaijan, there were 609,029 internally displaced persons (IDPs) as at the end of 2013, predominantly former residents of the Nagorno Karabakh and the seven surrounding territories, who have been displaced since the armed conflict in and around the Nagorno-Karabakh region

¹⁹ Asian Development Bank “Azerbaijan: Country Gender Assessment 2019”; Available at: <https://www.adb.org/sites/default/files/institutional-document/546166/azerbaijan-country-gender-assessment-2019.pdf>

²⁰ UN Women Global Database on Violence Against Women; Available at: <https://evaw-global-database.unwomen.org/en/countries/asia/azerbaijan#1>

²¹ Asian Development Bank “Azerbaijan: Country Gender Assessment 2019”; Available at: <https://www.adb.org/sites/default/files/institutional-document/546166/azerbaijan-country-gender-assessment-2019.pdf>

²² International Bank for Reconstruction and Development / The World Bank, 2023. Violence Against Women and Girls Resource Guide: Disaster Risk Management Brief

²³ State Statistical Committee for the Republic of Azerbaijan “Women and Men in Azerbaijan” (2020); <https://www.stat.gov.az/source/gender/?lang=en>

²⁴ Asian Development Bank “Azerbaijan: Country Gender Assessment 2019”; Available at: <https://www.adb.org/sites/default/files/institutional-document/546166/azerbaijan-country-gender-assessment-2019.pdf>

which ended with the 1994 ceasefire, which to date is still in place. About 50 per cent of IDPs live in the urban areas of Baku and Sumgayit.²⁵

The Azerbaijan government has begun to expend significantly more resources to improve the lot of the displaced, who are 7 per cent of the total population – one of the highest rates in the world. Approximately 200,000 were moved into new housing from 2011-2014. Azerbaijan’s IDPs benefit from free or low-cost education, health care and energy and have some special employment opportunities, though their ability to express their interests is limited through their inability to elect municipal representatives. The 40,000 from Nagorno-Karabakh are in principle represented as a group by the Azerbaijani Community of Nagorno-Karabakh Social Union, but its leadership is not fully popularly elected, and the 560,000 displaced from the occupied districts around Nagorno-Karabakh are not well represented. The political voice of IDPs thus remains weak. It has been noted that they should be more effectively integrated into decision-making about housing, services, and other community needs, as well as contingency planning for emergencies and confidence-building measures.²⁶

Global Gender Gap Index

In the 2020 Global Gender Gap Index (GGGI)²⁷, Azerbaijan scored 0.687 ranking 94th out of 153 countries globally and 23rd out of 26 countries in the Eastern Europe / Central Asia group (Table 7). Azerbaijan’s performance varied significantly across the four pillars of the GGGI ranking 33rd in Economic participation and opportunity, 60th in Educational attainment, 152nd in Health and Survival, and 140th in Political empowerment. Detailed indicators for the pillars can be seen in Table 8 below.

Table 7: 2019 GGGI Rankings for Eastern Europe and Central Asia Countries

Country	Regional Rank	Global Rank	GGGI Score
Latvia	1	11	0.785
Albania	2	20	0.769
Moldova	3	23	0.757
Estonia	4	26	0.751
Belarus	5	29	0.746
Lithuania	6	33	0.745
Slovenia	7	36	0.743
Serbia	8	39	0.736
Poland	9	40	0.736
Bulgaria	10	49	0.727
Romania	11	55	0.724
Ukraine	12	59	0.721
Croatia	13	60	0.720
Slovak Republic	14	63	0.718
Bosnia and Herzegovina	15	69	0.712
North Macedonia	16	70	0.711
Montenegro	17	71	0.710
Kazakhstan	18	72	0.710

²⁵ Report of the Special Rapporteur on the human rights of internally displaced persons, Chaloka Beyani (2014) Available at: https://www.ohchr.org/EN/HRBodies/HRC/RegularSessions/Session29/Documents/A_HRC_29_34_Add_1_en.doc

²⁶ Tackling Azerbaijan’s IDP Burden: <https://www.crisisgroup.org/europe-central-asia/caucasus/azerbaijan/tackling-azerbaijan-s-idp-burden>

²⁷ Global Gender Gap Report (2020); Available at: http://www3.weforum.org/docs/WEF_GGGR_2020.pdf

Georgia	19	74	0.708
Czech Republic	20	78	0.706
Russian Federation	21	81	0.706
Kyrgyz Republic	22	93	0.689
Azerbaijan	23	94	0.687
Armenia	24	98	0.684
Hungary	25	105	0.677
Tajikistan	26	137	0.62

Table 8: Detailed GGGI Metrics for Azerbaijan (2019)

GGGI Index	Rank	Score	Average	Female	Male	F/M
Global Gender Gap Overall	94	0.69				
Economic participation and opportunity	33	0.75	0.582			
Labour force participation rate (%)	22	0.93	0.661	69.2	74.2	0.9
Wage equality for similar work, 1-7 (best)	12	0.76	0.613			5.4
Estimated earned income (international \$ 1,000)	114	0.51	0.499	10.8	21.2	0.5
Legislators, senior officials and managers (%)	39	0.62	0.356	38.1	61.9	0.6
Professional and technical workers (%)	1	1	0.756	58.2	41.8	1.4
Educational Attainment	60	1	0.954			
Literacy rate (%)	57	1	0.899	99.7	99.9	1
Enrollment in primary education (%)	93	1	0.757	92.3	92.6	1
Enrollment in secondary education (%)	109	0.99	0.954	88.2	88.9	1
Enrollment in tertiary education (%)	1	1	0.931	29.7	25.9	1.2
Health and Survival	152	0.94	0.958			
Sex ratio at birth (%)	152	0.89	0.925	-	-	0.9
Healthy life expectancy (years)	1	1.06	1.034	66.9	62.8	1.1
Political Empowerment	140	0.06	0.239			
Women in parliament (%)	107	0.2	0.298	16.8	83.2	0.2
Women in ministerial positions (%)	145	0	0.255	0	100	0
Years with female/male head of state (last 50)	73	0	0.19	0	50	0

Gender Development Index (GDI)

GDI is the ratio of the female to the male HDI. The GDI measures gender inequalities in achievement in three basic dimensions of human development: health (measured by female and male life expectancy at birth), education (measured by female and male expected years of schooling for children and mean years for adults aged 25 years and older) and command over economic resources (measured by female and male estimated GNI per capita). Country groups are based on absolute deviation from gender parity in HDI. This means that the grouping takes into consideration inequality in favour of men or women equally. The GDI is calculated for 167 countries. The 2019 female HDI value for Azerbaijan is 0.730 in contrast with 0.774 for males, resulting in a GDI value of 0.943, placing it into Group 3.²⁸ In comparison, GDI values for nearby Kazakhstan and Uzbekistan are 0.980 and 0.939, respectively (Table 9).²⁹

Table 9: Gender Development Index (GDI) Values for Azerbaijan and Comparison Countries

Country / Region	F-M Ratio	HDI Values		Life expectancy at birth		Expected years of schooling		Mean years of schooling		GNI per Capita	
	GDI Value	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Azerbaijan	0.943	0.730	0.774	75.5	70.5	13.0	12.8	10.2	10.9	8,919	18,664
Kazakhstan	0.980	0.807	0.823	77.7	69.2	15.8	15.1	10.9	11.9	16,791	29,296
Uzbekistan	0.939	0.695	0.740	73.8	69.6	11.9	12.2	11.6	12.0	5,064	9,230
Europe and Central Asia	0.953	0.768	0.806	77.7	71.1	14.5	14.8	9.9	10.7	12,373	23,801
High HDI	0.961	0.736	0.766	78.0	72.8	14.1	13.9	8.2	8.7	10,529	17,912

Gender Inequality Index (GII)

GII reflects gender-based inequalities in three dimensions – reproductive health, empowerment, and economic activity. Reproductive health is measured by maternal mortality and adolescent birth rates; empowerment is measured by the share of parliamentary seats held by women and attainment in secondary and higher education by each gender; and economic activity is measured by the labour market participation rate for women and men. The GII can be interpreted as the loss in human development due to inequality between female and male achievements in the three GII dimensions.

Azerbaijan has a GII value of 0.323, ranking 73 out of 162 countries in the 2019 index. In Azerbaijan, 16.8 percent of parliamentary seats are held by women, and 93.9 percent of adult women have reached at least a secondary level of education compared to 97.5 percent of their male counterparts. For every 100,000 live births, 26.0 women die from pregnancy related causes; and the adolescent birth rate is 55.8

²⁸ Group 1 comprises countries with high equality in HDI achievements between women and men (absolute deviation of less than 2.5 percent), group 2 comprises countries with medium to high equality in HDI achievements between women and men (absolute deviation of 2.5–5 percent), group 3 comprises countries with medium equality in HDI achievements between women and men (absolute deviation of 5–7.5 percent), group 4 comprises countries with medium to low equality in HDI achievements between women and men (absolute deviation of 7.5–10 percent) and group 5 comprises countries with low equality in HDI achievements between women and men (absolute deviation from gender parity of more than 10 percent).

²⁹ UNDP Human Development Report (2020); Available at: http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/AZE.pdf

births per 1,000 women of ages 15-19. Female participation in the labour market is 63.4 percent compared to 69.7 for men (Table 10).³⁰

Table 10: Azerbaijan GII for 2019 compared to selected countries and groups

Country / Region	GII Value	GII Rank	Maternal Mortality Ratio ³¹	Adolescent Birth Rate	Female Seats in Parliament (%)	Population with at least some secondary education		Labour force participation rate	
						Female	Male	Female	Male
Azerbaijan	0.323	73	26.0	55.8	16.8	93.9	97.5	63.4	69.7
Kazakhstan	0.190	44	10.0	29.8	22.1	99.3	99.6	62.7	75.5
Uzbekistan	0.288	62	29.0	23.8	16.4	99.9	100.0	52.4	78.1
Europe and Central Asia	0.256	—	19.9	27.8	23.1	79.9	88.1	45.0	70.0
High HDI	0.340	—	62.3	33.6	24.5	69.8	75.1	54.2	75.4

IMAGES Study – Project Relevant Gender Survey

The International Men and Gender Equality Survey (IMAGES) was conducted in Azerbaijan from April to July 2016.³² The study aimed to understand men’s practices and attitudes as they relate to gender equality, roles and dynamics, parenting and caregiving, household relationship dynamics, health (including sexual and reproductive health and rights), and son preference. The study consisted of both a quantitative survey, as well as a qualitative component consisting of semi-structured interviews with respondents living in urban areas. The qualitative research focused on exploring men’s and women’s gender roles, beliefs, and perceptions in terms of sexual and reproductive health-related decision-making (including son preference), intimate partner violence, early marriage, and family planning. Overall, the study found:

- **Rigid notions of gender and gender equality are pervasive.** What it means to be a man or a woman are deeply entrenched in the minds of Azerbaijani men and women. IMAGES data show that men in Azerbaijan are more likely to report agreeing with rigid or traditional notions of gender compared to women. Masculinity in particular is strongly associated with a man’s ability to financially support his family.
- **Many men are skeptical of gender equality and women’s rights, while others believe such movements have not gone far enough.** Though large proportions of both men and women in this study felt that gender equality had come far enough, the vast majority believe that more needs to be done to promote equality. However, more men need to be brought on board; overall, men were more likely than women to report negative attitudes towards the promotion of rights for women.

³⁰ UNDP Human Development Report (2020); Available at: http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/AZE.pdf

³¹ Maternal mortality ratio is expressed in number of deaths per 100,000 live births and adolescent birth rate is expressed in number of births per 1,000 women ages 15-19.

³² International Men and Gender Equality Survey (IMAGES) “GENDER EQUALITY AND GENDER RELATIONS IN AZERBAIJAN: CURRENT TRENDS AND OPPORTUNITIES” (2018); Available at: <https://promundoglobal.org/wp-content/uploads/2018/12/IMAGES-Azerbaijan-report.pdf>

- **Women still do the majority of the care work, but men also participate albeit in limited ways.** Men’s participation across all caregiving tasks is lower than women’s, although men tended to report higher rates for their own participation than women reported about men. Respondents indicated that women mainly performed tasks related to the physical care of the child, while tasks related to spending time with the child were more often shared equally or done together.
- **Many men are pushing back against harmful notions of masculinity and this is indicative of the positive trends in the dynamics of gender relations.** Over half of men believe that men ought to share the housework (e.g. doing dishes, cleaning, and cooking), and almost all men agreed that providing day-to-day care for children is as important as providing for them financially. There also seems to be clear recognition by large numbers of men that their participation as fathers is not fulfilling if they are only limited to economic or “productive” roles. Over one third of men said that they spend too little time with children because of work and similar proportions of men reported they would work less if it meant they could spend more time with their children.
- **Men continue to dominate decision-making power in intimate relationships.** Men traditionally have more influence in all measured decision-making spheres, except in areas with greater female participation, such as children’s health. There are also incongruencies in perceptions of who makes decisions primarily along gender lines; for example, in sexual and reproductive health decision-making, most men reported the decision to use condom was made by themselves or jointly, all the women surveyed reported that condom use was their decision or a joint decision.
- **None of the men nor the women in the study sample reported incidences of violence against women that they witnessed.** These findings show that while many men and women are uncomfortable with violence and potentially ready to intervene, few actually turn to official reporting structures to do so. Less than 60 percent of men and women were aware of laws on domestic violence.

3. Legislative Framework for Gender in Azerbaijan

National Legislation

The Constitution of Azerbaijan provides the overall foundation for gender equity in Azerbaijan. Specifically, Article 25 guarantees “1) All people are equal with respect to the law and law court; 2) Men and women possess equal rights and liberties; and 3) The state guarantees equality of rights and liberties of everyone, irrespective of race, nationality, religion, language, sex, origin, financial position, occupation, political convictions, membership in political parties, trade unions and other public organizations. Rights and liberties of a person, citizen cannot be restricted due to race, nationality, religion, language, sex, origin, conviction, political and social belonging.” Article 33 further provides that “Rights of wife and husband are equal. Care and education of children constitute both right and responsibility of parents.”

Azerbaijan then passed the Law on State Guarantees of Equal Rights for Women and Men³³ in 2006. This law aims “to guarantee the equal rights status for women and men in the political, economic, social, cultural and other spheres, to ensure equal opportunities in enjoyment of the above listed rights and to prevent gender-based discrimination.”

³³ Law of the Azerbaijan Republic on Providing Gender (men’s and women’s) equalities

This law also bans all forms of gender discrimination. It also defines women's equal rights in terms of property, education, state services, the labor market, and their equal rights as entrepreneurs and consumers. The law formalizes the state structure for mainstreaming gender equality across laws and state programs. The law requires the state to improve the legal basis of gender equality and implement programs to advance the status of women. It also states that public authorities must review legislation to analyze its implications in gender equality and make amendments, if necessary. The law also requires information dissemination on gender equality, and provision of education through the media and other means.^{34,35}

Both the Constitution and the Law on State Guarantees of Equal Rights of Women and Men of Azerbaijan prohibit direct discrimination; however, none specifically contains the clause on the ban of indirect discrimination as required by the United Nations Committee on the Elimination of Discrimination Against Women (CEDAW). The government has noted that Article 12 of the Constitution stipulates that all signed international conventions become part of domestic legislation. As a result, the CEDAW antidiscrimination provisions would prevail in any legal case.³⁶

The principle of equality and nondiscrimination is reflected in other legislative documents, including the Criminal Code,^{37,38} Civil Code,³⁹ Election Code⁴⁰ and the Labor Code.⁴¹ In 2010, Azerbaijan enacted the Law on Prevention of Domestic Violence,⁴² which addresses domestic physical, psychological, and sexual violence. It establishes the legal foundation to prevent and to prosecute domestic violence committed. It also addresses the negative legal, medical, and social outcomes for survivors. Furthermore, it includes provisions to provide legal and social assistance for women survivors of violence. In 2011, the government amended its Family Code to among other provision for marriage, set the legal age of marriage at 18 for both women and men.⁴³ It also updated its criminal code to prohibit early or forced marriage.⁴⁴

International Agreements

Azerbaijan has joined a number of international conventions to promote gender equality. In 1995, Azerbaijan became a party to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and signed the Optional Protocol in 2000. Azerbaijan has signed the International Labour Organization (ILO) Convention concerning Equal Opportunities and Equal Treatment for Men and Women Workers and the revised Maternity Protection Convention. In 2018, the Azerbaijani

³⁴ Law of the Azerbaijan Republic on Providing Gender (men's and women's) equalities; Available at: <https://www.legislationline.org/documents/id/16418>

³⁵ Asian Development Bank "Azerbaijan: Country Gender Assessment 2019"; Available at: <https://www.adb.org/sites/default/files/institutional-document/546166/azerbaijan-country-gender-assessment-2019.pdf>

³⁶ IBID.

³⁷ Criminal Code of the Republic of Azerbaijan (2018); Available at: https://www.legislationline.org/download/id/8304/file/Azerbaijan_CC_am2018_en.pdf

³⁸ Azerbaijan Gender Information Center "Azerbaijan Criminal Code (gender excerpts)"; Available at: http://gender-az.org/index_en.shtml?id_doc=79

³⁹ IBID.

⁴⁰ IBID.

⁴¹ Labour Code of the Republic of Azerbaijan (1999); Available at: <https://www.ilo.org/dyn/natlex/docs/WEBTEXT/54131/65184/E99AZE01.htm>

⁴² The Law of the Republic of Azerbaijan on Prevention of Domestic Violence (2010); Available at: <https://www.legislationline.org/documents/id/16419>

⁴³ Azerbaijan Gender Information Center "Azerbaijan Family Code (gender excerpts)"; Available at: http://gender-az.org/index_en.shtml?id_doc=93

⁴⁴ Asian Development Bank "Azerbaijan: Country Gender Assessment 2019"; Available at: <https://www.adb.org/sites/default/files/institutional-document/546166/azerbaijan-country-gender-assessment-2019.pdf>

representative from the State Committee for Family, Women and Children Affairs (SCFWCA) was elected as a member of the CEDAW Committee for 2019–2022.⁴⁵

The Azerbaijan Gender Information Center highlights a number of other relevant international agreements and how Azerbaijan has interacted with them (Table 11).

Table 11: International Gender Equity and Mainstreaming Agreements⁴⁶

No	Name of the document	Date of adoption	Date of ratification by Azerbaijan
UN Treaties			
1	Universal Declaration of Human Rights	GA Resolution No-217 A (III) of 19 December 1948	
2	Convention on the Elimination of All Forms of Discrimination Against Women	GA Resolution No-34/180 of 18 December 1979	Resolution of National Parliament No-1074 of 30 June 1995
3	Declaration on Elimination of Violence against Women	GA Resolution No-48/104 of 20 December 1993	
4	Convention on the Political Rights of Women	GA Resolution No-640/VII of 20 December 1952	Resolution of National Parliament No-255 of 4 August 1992
5	Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages	GA Resolution No-1763 A (XVII) of 7 November 1962	Law of AR No-107-IQ of 31 May 1996
6	Convention on the Nationality of Married Women	GA Resolution No-1040 (XI) of 29 January 1957	Law of AR No-104-IQ of 31 May 1996
7	Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others	GA Resolution No-317(IV) of 2 December 1949	Law of AR No-102-IQ of 31 May 1996
8	Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime	GA Resolution No-55/25 of 15 November 2000	30 October 2003
9	Declaration on the Protection of Women and Children in Emergency and Armed Conflict	GA Resolution No-3318 (XXIX) of 14 December 1974	

⁴⁵ Asian Development Bank “Azerbaijan: Country Gender Assessment 2019”; Available at: <https://www.adb.org/sites/default/files/institutional-document/546166/azerbaijan-country-gender-assessment-2019.pdf>

⁴⁶ Azerbaijan Gender Information Center (2018); Available at: http://gender-az.org/index_en.shtml?id_doc=177

10	International Covenant on Civil and Political Rights	GA Resolution No-2200A (XXI) of 16 December 1966	Law of AR No-227 of 21 July 1992
11	International Covenant on Economic, Social and Cultural Rights	GA Resolution No-2200A (XXI) of 16 December 1966	Law of AR No-226 of 21 July 1992
12	Convention on the Rights of the Child	GA Resolution No-44/25 of 20 November 1989	Law of AR No-236 of 21 July 1992
13	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families	GA Resolution No-45/158 of 18 December 1990	Law of AR No-581-IQ of 11 December 1998
14	Convention Relating to the Status of Refugees	GA Resolution No-429 (V) of 14 December 1950	Law of AR No-402 of 8 December 1992
15	Protocol Relating to the Status of Refugees	a) the Economic and Social Council Resolution No-1186 (XLI) of 18 November 1966 b) GA Resolution No-2198 (XXI) of 16 December 1966	Law of AR No-402 of 8 December 1992
16	International Convention on the Elimination of All Forms of Racial Discrimination	GA Resolution No-2106 (XX) of 21 December 1965	Law of AR No-95-IQ of 31 May 1996
17	Declaration of the Rights of Persons belonging to National or Ethnic, Religious and Linguistic Minorities	GA Resolution No-47/135 of 18 December 1992	
18	Slavery Convention	Signed in Geneva on 25 September 1926 with amendments by the Protocol of 7 December 1953	Law of AR No-99-IQ of 31 May 1996
19	Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery,	Adopted by the Conference of authorized representatives, called according to the Resolution No-608 (XXI) of the Economic and Social Council of 30 April 1956	Law of AR No-101-IQ of 31 May 1996
20	Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment	GA Resolution No-39/46 of 10 December 1984	Law of AR No-103-IQ of 31 May 1996

International Labor Organization (ILO)			
21	ILO №45. Underground Work (Women) Convention	Geneva Session No-19 of 12 June 1935	Law of AR No-637 of 3 July 1993
22	ILO №100. Equal Remuneration Convention	Geneva Session No-34 of 29 June 1951	Law of AR No-637 of 3 July 1993
23	ILO №103. Maternity Protection Convention	Geneva Session No-35 of 28 June 1952 (revised in 2000 by the Convention No-183)	Law of AR No-637 of 3 July 1993
24	ILO №111. Discrimination (Employment and Occupation Convention)	Geneva Session No-42 of 25 June 1958	Law of AR No-637 of 3 July 1993
Other International Documents			
25	European Convention for the Protection of Human Rights and Fundamental Freedoms	Rome, 4 November 1950	Law of AR No-236-IQ of 25 December 2001
26	Framework Convention for the Protection of National Minorities	Strasbourg, 1 February 1995	Law of AR No-897-IQ of 16 June 2000
27	Beijing Declaration	Beijing, 15 September 1995	
28	Protocol on Cooperation of Women of Eurasia on translation	Ankara, 29 March 1996	Law of AR No-141-IQ of 16 July 1996

State Institutions

Azerbaijan created the State Committee on Women’s Issues within the executive arm of government in 1998. The committee’s mandate was to mainstream gender concepts into laws, public policy, and state programs and projects. It also initiated the compilation and reporting of sex-disaggregated statistics and information. This committee was replaced by the State Committee for Family, Women and Children Affairs (SCFWCA) in 2006. SCFWCA was issued a stronger mandate, which involves implementing and regulating state policy on family, women, and children’s affairs. Azerbaijan’s state structure for gender equality also includes gender focal points (GFPs) assigned to each ministry and state agency based on Decision No. 176 of the Cabinet of Azerbaijan signed on 26 September 2000. The SCFWCA has been working to develop a number of trainings to help provide clearer guidance for the roles and responsibilities of these individual focal points.⁴⁷

An additional integral institution for gender mainstreaming in Azerbaijan is the Azerbaijan Gender Information Center (AGIC).⁴⁸ The AGIC is an NGO that is the first informational and analytical,

⁴⁷ Asian Development Bank “Azerbaijan: Country Gender Assessment 2019”; Available at: <https://www.adb.org/sites/default/files/institutional-document/546166/azerbaijan-country-gender-assessment-2019.pdf>

⁴⁸ Azerbaijan Gender Information Center; Available at: https://www.gender-az.org/index_en.shtml?id_main=2&id_sub=1

bibliographical and documentary center of women's movements in the Southern Caucasus. At the national level, the AGIC has the following mandates:

- Virtual promotion of women's NGOs and women's initiative groups;
- Media monitoring women's issue in the Azerbaijan periodical press;
- To gather and disseminate necessary social gender initiatives to assist NGOs with fund-raising;
- Develop contacts with state structures working in the field of gender issues;
- To conduct training on information technology;
- To issue the informational bulletins for women's NGOs per quarter;
- Implement trainings for gender development and teach women base computer skills and information technology;
- Consultations to students, teachers, journalists and everyone interested in gender issues; and
- Maintain the Azerbaijan virtual museum on the women's movement history.

4. Mainstreaming Gender and Social Inclusion in Climate Information and Early Warning Systems

Disasters often affect women, girls, men and boys differently due to gender inequalities caused by socioeconomic conditions, cultural beliefs, and traditional practices that repeatedly have put females at a disadvantage. Understanding different gender roles, responsibilities, needs, and capacities to identify, reduce, prepare and respond to disasters are critical to effective disaster risk management (DRM). Significant evidence shows that despite gender-differentiated vulnerabilities, women and girls are also powerful agents of positive change during and after disasters. Women's empowerment is therefore an important approach to build broader community resilience and contribute to sustainable development.⁴⁹

A WMO report⁵⁰ on the gendered impacts of weather highlights the following key findings resulting from the analysis of primary data of the research:

- **State of play:** Climate and weather impacts are not gender neutral but are experienced differently by different groups of women and men, at the intersection of other social determinants, such as economic status, location, age, disability, and marital status.
- **Opportunity:** Climate change has the potential of transformative change in gender relations and roles. Indeed, climate-induced impacts determine women and men to engage in different new activities, leading to new roles in the family and in the community. Women start taking a leadership role among their male counterparts as they engage in alternative livelihoods and income-generating activities.
- **Gap:** There is significantly scarce evidence about the impacts of climate change on different groups of men. There is also very limited empirical data on gender-differentiated needs of climate information. These are potential areas of research to be further explored through further fieldwork and case studies.

⁴⁹ GFDRR Gender and Disaster Risk Management; Available at: <https://www.gfdr.org/en/gender>

⁵⁰ WMO "Gendered Impacts of Weather and Climate: Evidence from Asia, Pacific and Africa (2019); Available at: https://library.wmo.int/doc_num.php?explnum_id=10106

The Practical Action Guidebook for Multi-hazard Early Warning Systems highlighted that “in developing early warning systems, it is essential to recognize that different groups have different vulnerabilities based on their culture, gender, caste, ethnicity or other characteristics that influence their capacities to prepare, prevent and respond effectively to disasters. Women and men often play different roles in society and have different access to information in disaster situations. In addition, the elderly, disabled and socio-economically disadvantaged are often more vulnerable. It will therefore be essential to collect detailed information on all vulnerable persons in a community to ensure an effective EWS.”⁵¹

Practical Action’s review of Early Warning Systems projects in Nepal and Peru,⁵² further found that:

1. Gender inequality and social marginalization increases vulnerability to disasters. The less economic, political, and cultural power women and gender minorities have before an event, the greater their suffering during and in the aftermath. Gender norms (e.g. men being viewed as decision-makers), gender roles, and gender-based violence can increase the vulnerability of women and gender minorities during a disaster. Efforts to consider gender need to be intersectional – lack of political rights, low social capital, ethnicity, age, health, disability, gender, gender identity, and sexuality influence vulnerability and capacity to respond to early warning.
2. Marginalized gender groups risk being excluded from disaster risk reduction (DRR) policies, strategies, and decision-making as DRR processes are not currently designed to enable them to engage. Marginalized gender groups participate less in EWS initiatives because of their domestic roles, lack of autonomy, mobility challenges, social isolation and persecution, and gendered assumptions (e.g. that men represent a household). Marginalized gender groups demonstrate high levels of interest in participation in DRR and EWS initiatives but feel their voices do not matter or are not welcome. Proactive efforts are needed to include the needs, priorities, and capabilities of marginalized gender groups, and magnify their voices at every stage of the EWS.
3. Gender inequality in economic capital, access to technology, and social capital have an impact on access to early warning. Gender inequality in education and literacy levels affects the capacity to receive, understand, and act upon early warning. People of different genders may have different levels of access to formal and informal dissemination channels, have different communication preferences (shaped by gender norms), and face different challenges in accessing and being able to act upon early warning.
4. Groups with higher vulnerability have different preferences and capacities to prepare and respond, including a preference for earlier evacuation. Response plans may not be designed according to the needs, capabilities, and preferences of vulnerable groups. Women and men traditionally have distinct roles in response, though changing mobility patterns mean women increasingly need to cover a wider range of roles. Disasters exacerbate discrimination faced by marginalized gender groups. Gendered cultural norms, social marginalization, and gender-based violence reduce security in responding to disasters and affect the decision-making of marginalized

⁵¹ Practical Action “Establishing Community Based Early Warning System” (2010); Available at:

<https://infohub.practicalaction.org/bitstream/handle/11283/366221/4dc9402d-2bb8-4c33-bc26-2a781661b3dc.pdf?sequence=1>

⁵² Practical Action GENDER TRANSFORMATIVE EARLY WARNING SYSTEMS (2019); Available at:

<https://reliefweb.int/sites/reliefweb.int/files/resources/Gender%20Transformative%20Early%20Warning%20Systems.pdf>

gender groups, disincentivizing evacuation. Vulnerable groups are at a higher risk of sexual harassment and assault during and after a disaster.

5. DRR and EWS initiatives take place in locations where some groups have less power than others, where, in some cases, individuals or groups are deliberately marginalized. Participation in EWS initiatives does not equate to influence or power over decision-making. Groups with less power (often including women and gender minorities) lack control over decision-making in disaster situations, with social norms prioritizing male leadership. Lack of power and influence over decision-making increases gendered vulnerability to disasters. Representation in DRR and EWS initiatives matters: there is a need for transformational change and empowerment of marginalized gender groups in all elements of EWS.

A 2020 report⁵³ published as part of the ‘Strengthening Climate Information and Early Warning Systems in Cambodia to Support Climate Resilient Development and Adaptation to Climate Change’ project also highlights some key learnings for gender mainstreaming in CIEWS. The project highlighted an overall three percent difference in resilience between men and women with greater gaps for individual CIEWS pillars.

Notably, regarding early warning systems, these differences included: have ability to make decisions in community (men = 67%, women = 54%), and no awareness of disaster management plans at commune/Sangkat level (men = 57%, women = 65%). There was also a noted difference in ability to read/write (men = 76%, women = 59%), which may determine how early warning messages and information are disseminated. Finally, there was a difference between men and women in daily income of less than \$1.90 (men = 29%, women = 43%), which may determine economic resilience in the face of extreme weather events.

While many of the results were similar across male- and female-headed households, there were also noteworthy gaps in phone ownership (male-headed households = 51%, female-headed households = 29%), which may determine accessibility of information and usage of phone-based early warning systems. A total of 53 percent of female-headed households did not receive any warning on the last hazard they experienced, compared to 40 percent of male-headed households. Even if they did receive warning, there were significantly more female-headed households that stated they did not trust and act on these warnings at 52 percent, compared to 38 percent of male-headed households.

These issues align well to the Azerbaijan context including in i) the different threats men and women face during climate-related hazard events, ii) the decision-making power in households often being that of the man, and iii) women’s lower access to mobile phones and other communication technology compared to men, as indicated in the community surveys and country gender reports. All of this research highlights critical considerations that this project will work to proactively address through the gender action plan detailed below. Specifically, the differences in decision-making ability, accessibility and usability of information streams, and trust of the information sources.

⁵³ Gender Learning Report ‘Strengthening Climate Information and Early Warning Systems in Cambodia to Support Climate Resilient Development and Adaptation to Climate Change’ (2020); Available at: https://reliefweb.int/sites/reliefweb.int/files/resources/cambodia_ciews_project_gender_learning_report_final_september_2020.pdf

5. Recommendations

Given the above context for gender and climate information and early warning systems (CIEWS) in Azerbaijan, the following recommendations are included to help ensure effective gender outcomes in implementing the proposed GCF project:

- Monitor and evaluate women’s participation in decision making and access to/control of resources in relevant sectors at the national level and particularly in the beneficiary communities throughout project implementation. This should also include monitoring and addressing any challenges and barriers, particularly for accessing and utilizing climate information products.
- Engage Gender Focal Points in relevant ministries to ensure effective integration of gender considerations into end-user products and feedback mechanisms. Further, the current CIEWS institutions in Azerbaijan currently reinforce cultural norms and the lack of women in technical roles in civil service. Therefore, it is critical to work with these stakeholders through the gender focal points to proactively create new opportunities for women in technical roles and responsibilities related to CIEWS.
- Continue to identify existing women’s groups and community networks that could support the active engagement of women and other vulnerable groups in community-based interventions.
- Trainings and outreach designed for local communities and end-users should be tailored to meet women’s needs and requirements. This should include formatting any written or textual outreach material in a way that is accessible and digestible despite potential education/awareness gaps. This should also include options for how to utilize the climate information for women who do not have access to specific communication assets and other resources and ensuring that trainings are designed in a way that includes women and fosters their active participation despite social norms.
- Integrate specific questions and provisions for gender considerations into the four pillars of CIEWS (risk knowledge, monitoring and warning, dissemination, and response) including specific strategies for addressing any barriers to equity identified.
- Directly engage women entrepreneurs and other potential end-user organizations during the design and implementation of the CIEWS activities to ensure better access to and utilization of climate information products
- Feedback mechanisms should be built into the climate information services and communication products to ensure that they are continuously adapted to support the dynamic needs and priorities of end users, particularly women.

Minimizing Risk of Gender-based Violence (GBV)

The project should actively seek to reduce the risk of increasing gender-based violence (GBV) during disaster events by adopting a gender-sensitive and responsive approach to early warning systems (EWS). Based on awareness and understanding of the specific ways in which gender relates to EWS in Azerbaijan and the differential impacts of the EWS on gender groups, the project should ensure that disaster preparedness, response and contingency planning proactively consider gender and respond to the specific needs, concerns and capabilities of different vulnerable groups. To this end, the project should integrate,

as relevant, UNFPA's *Minimum Standards for Prevention and Response to Gender-Based Violence in Emergencies*:⁵⁴

1. Participation: Communities, including women and girls, are engaged as active partners to end GBV and to promote survivors' access to services.
2. National Systems: Actions to prevent, mitigate and respond to GBV in emergencies strengthen national systems and build local capacities.
3. Positive Gender and Social Norms: Emergency preparedness, prevention and response programming promotes positive social and gender norms to address GBV.
4. Collecting and Using Data: Quality, disaggregated, gender-sensitive data on the nature and scope of GBV and on the availability and accessibility of services informs programming, policy and advocacy.

⁵⁴ UNFPA. Minimum Standards for Prevention and response to GBV; Available: https://www.unfpa.org/sites/default/files/pub-pdf/GBVIE.MinimumStandards.Publication.FINAL_ENG_.pdf

6. Gender Action Plan

The Gender Action Plan (GAP) works proactively to address the recommendations and baseline inequities highlighted in the above sections. It contains specific gender-responsive elements to be considered in the project design and during the implementation of its activities, in order to ensure effective gender and equity outcomes for the deployment of reliable climate information services and a people-centred, impact-based multi-hazard early warning system (IB-MHEWS) in Azerbaijan. The GAP is closely aligned to the activities of the logical framework and proposed sub-activities. The GAP also complements the Environment and Social Safeguards Annex, which has assessed the project as being Risk Category C.

Roles and Responsibilities

The various entities involved in the proposed project are all responsible for ensuring gender mainstreaming and the effective execution of the gender action plan, but each have unique and complementary roles and responsibilities as summarized below:

- **UNEP** – UNEP is responsible for overall compliance with the GCF Environmental and Social Policy and any required monitoring/reporting to GCF. UNEP will also issue tenders for any needed technical support from contractors and will ensure that contractors have appropriate environmental and social expertise. UNEP is ultimately responsible for ensuring that the project is implemented in alignment with Azerbaijan’s national gender policies/plans and the GCF Gender Policy. Additionally, gender expertise will be provided throughout project implementation in cooperation with UNEP’s Gender and Safeguards Unit and relevant Technical Partners.
- **Azerbaijan Ministry of Ecology and Natural Resources (NDA)** – The NDA will work alongside UNEP and other partner organizations during project implementation. The NDA will additionally be involved in incorporating gender considerations during project implementation and monitoring to ensure compliance with gender mainstreaming standards and goals.
- **Project Steering Committee (PSC)** – The PSC will oversee project implementation and review annual workplans and project reports. This will include ensuring that the Gender Action Plan is being followed and implemented. The PSC will ensure gender balance and include representatives from women’s groups and civil society organizations, which will further help to facilitate gender mainstreaming and ensure that gender needs are reflected in project decision-making.
- **Project Management Unit (PMU)** – The PMU will be responsible for managing the implementation of the project-level Gender Action Plan (GAP) and monitoring/reporting to UNEP as the AE on the progress made in GAP implementation. The PMU will contribute to refining, as may be necessary, the gender-related baseline, indicators, and targets, and will inform the AE of any circumstances that may affect the successful implementation of the GAP. The PMU will work closely with the project-hired Gender Equality and Social Inclusion (GESI) Expert.
- **Gender Equality and Social Inclusion (GESI) Expert** – A project-hired GESI Expert will be responsible for mainstreaming gender throughout the project, assuring quality control, and facilitating a gender-responsive and, where possible, gender-transformative approach to implementation. The GESI Expert will provide support throughout project implementation and ensure, in cooperation with the PMU, that the Gender Action Plan is correctly implemented.

Provision of Gender Expertise

Gender expertise will be provided throughout project implementation in cooperation with UNEP's Gender and Safeguards Unit and relevant Technical Partners. The Project Management Unit (PMU) will be responsible for ensuring this engagement and provision and will work with the project-hired GESI Expert. The Project Steering Committee will engage gender expertise and include specific discussions on the gender dimension of different activities of the project.

Stakeholder Consultations

During the project inception phase, the Gender Equality and Social Inclusion (GESI) Expert will conduct targeted stakeholder consultations at the national and community level, which will provide an up-to-date picture of the specific context in Azerbaijan. The scope of the consultations will include: i) analysis of gendered roles, rights, needs, and opportunities in the context of climate services and early warning systems in Azerbaijan; ii) discussion on how to enhance the benefits of the project for women and other traditionally vulnerable or marginalised groups.

Based on the consultations, the GESI Expert will recommend concrete actions to be undertaken that address barriers that have limited women's engagement in the past (e.g., time, mobility, literacy constraints, assertiveness issues) and henceforth enable meaningful participation of women and other vulnerable/marginalised groups during the project implementation. The consultations will also facilitate establishment/update of baselines and refinement of relevant targets and indicators outlined in the Gender Action Plan.

The GESI Expert will additionally conduct regular stakeholder consultations throughout the project to facilitate continuous monitoring of GESI issues throughout the project implementation and collection of lessons learned.

Participation of Women and Other Vulnerable and/or Marginalised Groups

The project will promote meaningful participation of women and other vulnerable and/or marginalised groups (including children, youth, persons with disabilities, and elderly persons) as a cross-cutting priority throughout project implementation, including in decision-making and planning. The Detailed Budget Plan for the project (Annex 3) includes a dedicated budget line to facilitate implementation of specific actions to promote meaningful participation. Potential actions to be implemented are outlined below.^{55, 56, 57}

- Organise targeted focus group discussions for groups with specific gendered needs to understand their capacities and requirements for meaningful participation

⁵⁵ Oxfam, 2014. Quick Guide to Promoting Women's Participation

⁵⁶ UN Women, 2020. How to promote gender-responsive localization in humanitarian action

⁵⁷ UNICEF, 2020. Engaged and heard! Guidelines on Adolescent Participation and Civic Engagement

- Avoid stereotypical assumptions about the roles and aspirations of girls, boys, young women, young men, and those with other gender identities
- Ensure that the project team, including Technical Partners, have a full understanding of the dynamics, structures, attitudes, beliefs, and power relations at national and local levels, and adapt approaches accordingly
- Provide training for the project team on facilitating participation of women and other vulnerable/marginalised groups
- Adjust the timing of meetings/consultations to accommodate women's work and domestic responsibilities
- Ensure that participants' mobility, security and accessibility needs are considered in the selection of venues
- Modify participatory approaches to accommodate participants' capacities and provide sufficient time for persons with disabilities to engage meaningfully
- Select a venue that women will be comfortable with (i.e., not a venue that is traditionally male-dominated)
- Ensure the women are made aware of meetings/consultations and are specifically invited to attend by an appropriate person
- Provide transport and/or cover transport costs for participants
- Ensure that both women and men are made aware of the importance of equal participation and women's involvement, which can be beneficial to the whole community
- Consider how the gender of project or partner personnel may affect dynamics (e.g., the presence of female personnel may make it easier to involve women) and adapt project teams accordingly (where feasible)
- Conduct meetings, consultations and workshops in a language that participants understand and engage translators where necessary
- Identify opportunities for women and other vulnerable/marginalised groups to voice their opinions (e.g., actively inviting their inputs; inviting them to sit together for mutual support; organising discussions in small groups, which may be less intimidating)
- Encourage full debate of different viewpoints before decisions are taken.

It should be noted that the list of actions outlined above is indicative and will be updated by the GESI Expert following further stakeholder consultations in Year 1 of the project implementation.

Monitoring, Evaluation and Reporting

A performance monitoring and evaluation framework (to be developed during the project inception phase) will include gender- and age-specific indicators and stipulate the collection of sex- and age-disaggregated data, as well as other data reflecting the intersectional nature of gender inequalities (e.g., disability, ethnicity, socioeconomic status) where possible. These measures will facilitate monitoring of the gender

responsiveness and social inclusiveness of project implementation, including in achieving the targets outlined in the Gender Action Plan, as well as help to inform adaptive management measures where required.

Grievance Redress Mechanism

The project will set up a grievance redress mechanism (GRM). The GRM will be designed to be able to:

- I. Record, categorize and prioritize grievances;
- II. Resolve grievances in consultation with the complainant and other stakeholders;
- III. Inform the aggrieved parties about the solutions; and
- IV. Forward any unresolved cases to higher authorities for resolution.

The GRM will address any concerns and complaints from affected parties promptly and transparently through the process, with responsibilities and required activities outlined above. The GRM will be gender and age-inclusive and responsive, and address potential access barriers to women, the elderly, people with a disability, youth and other potentially marginalised groups. It will be designed to be readily accessible to all affected parties at no cost. The GRM shall also maintain a flexible approach with respect to receiving grievances in light of identified local constraints to communications and access to resources for some stakeholders. To facilitate communications with and between the GRM and potential claimants, the GRM will seek support from the government, civil society organizations and women's groups. All individuals and communities participating in the project activities will be made aware of the GRM and the means to access it.

Gender-Based Violence (GBV)

The project will engage a full-time Gender Equality and Social Inclusion (GESI) Expert who amongst others will be responsible for ensuring a gender-responsive approach to the development of early warning systems (EWS) in the project, which can minimise the risk of gender-based violence (GBV), including violence against women and girls. The GESI Expert will consult with local GBV service providers and protection services in the development of EWS and related awareness-raising initiatives.

Gender Action Plan

The overall Gender Action Plan (GAP) for the project is detailed in Table 12 below. The total cross-cutting GESI budget⁵⁸ as per the Detailed Budget Plan (Annex 3) is USD 455,275. The total budget for GESI interventions embedded within specific sub-activities is USD 514,500. The total budget for the GAP is therefore USD 969,775.

⁵⁸ Comprises budget for the full-time GESI expert (including associated equipment and travel costs) and GESI mainstreaming measures to facilitate full, equal and meaningful participation of women and other vulnerable and/or marginalised groups in project activities.

Table 12: Project Gender Action Plan

Activity	Sub-Activity	GESI Actions	Indicators, Baseline and Targets	Timeline	Responsible Parties	Estimated Budget
Impact Statement: To increase the resilience of women and other vulnerable and/or marginalised groups in Azerbaijan by empowering them to utilise climate information and early warning systems (CIEWS) to support informed decision-making in response to climate change						
Output 1: Strengthened delivery model for climate information and multi-hazard early warning systems						
1.1 – Strengthen institutional, policy and financial frameworks for climate services	1.1.1 Develop a National Framework for Climate Services (NFCS)	Include gender-relevant inputs from the NFCS consultation workshop through the analysis of cross-cutting gender impacts in dedicated Gender Sessions (one session conducted in each year of the project)	Indicator: Number of gender-responsive performance standards (e.g., for employment of women, gender-responsive protocols and service delivery practices, and human resource management practices) included in the NFCS Baseline: 0 Target: TBD ⁵⁹	Years 2-6	Chief Technical Advisor GESI Expert	USD 2,500
		Evaluate gender impacts in the NFCS evaluation workshop (Year 6)	Indicator: Proportion of women participating in the NFCS stakeholder consultation workshops Target: 50% of participants in each annual NFCS stakeholder consultation workshop are women	Years 2-6	Chief Technical Advisor NHMS	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
			Indicator: Number of sectors analysed for gender impacts incorporated into the NFCS	Years 2-6	Chief Technical Advisor GESI Expert	Included as part of the GESI Expert budget (Total: USD 337,500)

⁵⁹ To be determined based on the NFCS consultation workshops

			Baseline: 0 Target: At least four sectors			
	1.1.2 Establish a User Interface Platform	Promote meaningful participation of women in the National Climate Outlook Forums (NCOFs)	Indicator: Proportion of women participating in NCOFs Target: 50% of participants in each NCOF are women	Years 2-6	PMU GESI Expert NHMS	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
	1.1.3 Develop a national financial strategy for sustainable climate services	Ensure that the financial strategy is drafted with gender-responsive language	Indicator: Financial strategy is drafted with gender-responsive language Target: Indicator achieved ⁶⁰	Years 2-6	Consultant GESI Expert	Included as part of the GESI Expert budget (Total: USD 337,500)
1.2 – Enhance climate data management and risk knowledge	1.2.1 Develop a National Climate Data and Information Management Strategy	Ensure that climate-related data and information management processes include collection of gender- and age-disaggregated data	Indicator: National Climate Data and Information Management Strategy includes requirement for climate-related data to be gender- and age-disaggregated, where relevant Target: Indicator achieved ⁶¹	Year 2	Consultant GESI Expert	Included as part of the GESI Expert budget (Total: USD 337,500)
	1.2.2 Build capacity for multi-hazard risk profiling and vulnerability assessments	Promote meaningful participation of women in training on multi-hazard risk profiling and vulnerability assessments Ensure that gender- and child-specific vulnerabilities, capacities and needs are considered	Indicator: Proportion of women trained in multi-hazard risk profiling and vulnerability assessment Target: 50% of people trained in multi-hazard risk profiling and vulnerability assessments are women	Years 2-6	NHMS UNICEF UNEP-DHI	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
			Indicator: Gender- and child-specific vulnerabilities, capacities	Years 2-6	UNICEF	Costs included in child-centred, multi-hazard risk and

⁶⁰ To be assessed by the GESI Expert

⁶¹ To be assessed by the GESI Expert

		as part of the vulnerability assessments	and needs are considered as part of the vulnerability assessments Target: Indicator achieved			vulnerability assessments (USD 172,000)
Output 2: Strengthened observations, monitoring, modelling and prediction of climate and its impacts						
2.1 – Enhance capacity and equipment for observations and monitoring	2.1.1 Expand and optimise the hydrometeorological observation network	This sub-activity does not have a specific gender dimension but is essential for the overall success of the project and will therefore indirectly contribute to gender-responsive development impact.	N/A	N/A	N/A	N/A
	2.1.2 Strengthen the Quality Management System (QMS) in NHMS and develop an Operation and Maintenance (O&M) Plan	This sub-activity does not have a specific gender dimension but is essential for the overall success of the project and will therefore indirectly contribute to gender-responsive development impact.	N/A	N/A	N/A	N/A
	2.1.3 Upgrade the Hydromet Situation Centre	This sub-activity does not have a specific gender dimension but is essential for the overall success of the project and will therefore indirectly contribute to gender-responsive development impact.	N/A	N/A	N/A	N/A

	2.1.4 Establish Internet of Things (IoT) approaches	Promote meaningful participation of women in capacity development to design, develop and pilot IoT technologies	Indicator: Proportion of women participating in training on IoT technologies Target: 50% of participants trained on IoT technologies are women	Years 2-6	PMU ICTP	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
2.2 – Strengthen weather, water and climate modelling and impact-based forecasting	2.2.1 Establish local Numerical Weather Prediction (NWP) and modelling processes	Promote meaningful participation of women in technical trainings	Indicator: Proportion of women trained in NWP and modelling processes Target: 50% of people trained in NWP and modelling processes are women	Years 2-6	NHMS FMI	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
	2.2.2 Establish multi-hazard impact-based forecasting tools and capabilities	Promote meaningful participation of women in technical trainings	Indicator: Proportion of women trained in multi-hazard impact-based forecasting Target: 50% of people trained in multi-hazard impact-based forecasting are women	Years 2-6	NHMS FMI	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
	2.2.3 Co-produce sector-specific climate analytics and information products for public and private stakeholders	Ensure that the needs of women and other vulnerable groups are reflected in climate information products	Indicator: Proportion of women participating in consultation workshops Target: 50% of participants in consultation workshops are women	Years 4-6	NHMS FMI	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
			Indicator: Information requirements of women and other vulnerable groups are addressed in climate information products Target: Indicator achieved ⁶²	Years 4-6	FMI GESI Expert	Included as part of the GESI Expert budget (Total: USD 337,500)
2.3 – Develop urban climate	2.3.1 Develop an Integrated Urban Services Framework	Ensure that the Integrated Urban Services Framework (IUSF) takes into account gendered needs of	Indicator: IUSF drafted with gender-sensitive language and	Years 2-4	FMI GESI Expert	Included as part of the GESI Expert

⁶² To be assessed by the GESI Expert

services for health		climate-vulnerable sectors in urban contexts	includes specific gender-responsive actions Target: Indicator achieved ⁶³			budget (Total: USD 337,500)
	2.3.2 Enhance the air quality monitoring system	This sub-activity does not have a specific gender dimension but is essential for the overall success of the project and will therefore indirectly contribute to gender-responsive development impact.	N/A	N/A	N/A	N/A
	2.3.3 Co-produce target analytics and decision support for health	Tailor health-related forecasting and the decision-support system (DSS) for health to the needs and capabilities of women and other vulnerable and/or marginalised groups	Indicator: Proportion of women participating in workshops and consultation meetings to facilitate partnership building between health and other sectors Target: At least 50% of participants in workshops and consultation meetings to facilitate partnership building between health and other sectors are women	Years 2-6	NHMS UNICEF	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
Output 3: Enhanced dissemination and communication of climate risk information and multi-hazard early warning						
3.1 – Establish an impact-based multi-hazard early warning system (MHEWS)	3.1.1 Strengthen MHEWS organisational and decision-making processes	Conduct targeted stakeholder consultations at the national and community level to facilitate more in-depth gender assessment and update/validation of the project-level gender action plan	Indicator: Project-level gender assessment and gender action plan reflect outcomes of the targeted stakeholder consultations Target: Indicator achieved ⁶⁴	Year 1	GESI Expert	USD 10,000 (Included in GESI section of the Detailed Budget Plan)

⁶³ To be assessed by the GESI Expert

⁶⁴ To be assessed by the AE

		Ensure that MHEWS SOPs and communications protocols/strategies include specific actions targeted to the needs of women and other marginalised groups	Indicator: Number of actions targeted to the needs of women and other marginalised groups included in the SOPs and warning communication protocols Baseline: 0 Target: TBD ⁶⁵	Years 2 and 3	Consultant GESI Expert	Included as part of the GESI Expert budget (Total: USD 337,500)
		Develop specific SOPs and protocols for dissemination of risk information to vulnerable children, youth and families	Indicator: Specific SOPs and protocols for dissemination of risk information to vulnerable children, youth and families developed Target: Indicator achieved ⁶⁶	Years 2-6	UNICEF GESI Expert	USD 80,000
	3.1.2 Co-develop a socially inclusive, child- and gender-responsive communication strategy	Promote meaningful engagement and participation of women, youth, and children	Indicator: Communication strategy is child- and gender-responsive and tailored to the varying needs and capacities of different end-users (e.g., language requirements, literacy levels, different levels of access to communications assets) Target: Indicator achieved ⁶⁷	Years 2-3	GESI Expert	USD 100,000
	3.1.3 Establish a national multi-hazard alert system	This sub-activity does not have a specific gender dimension but is essential for the overall success of the project and will therefore indirectly contribute to gender-responsive development impact.	N/A	N/A	N/A	N/A

⁶⁵ Target to be defined by the GESI Expert in Year 1 of the project

⁶⁶ To be assessed by the GESI Expert

⁶⁷ To be assessed by the GESI Expert

	3.1.4 Build capacity for community MHEWS	Assess means by which women and men access weather and climate information at the community level	Indicator: In-depth gender consultations undertaken with gender experts, women’s groups and community stakeholders on how best to design and implement community MHEWS Baseline: 0 Target: TBC ⁶⁸	Years 2-5	PMU GESI Expert	USD 40,000
	3.1.5 Engage children and youth in MHEWS	Promote meaningful participation of women/girls in community awareness-raising activities and children and youth engagement	Indicator: Proportion of female participants in youth platforms Target: 50% of participants are female	Years 2-6	UNICEF	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
		Encourage workshop participants to consider gender and disability issues in the context of climate change and disaster risk reduction	Indicator: Number of discussions on gender or disability issues in the context of climate change and disaster risk reduction held during the workshops to promote innovative and results-based thinking approaches Target: At least 12 (one per community workshop)	Years 2-6	UNICEF GESI Expert	No additional cost implications
Output 4: Enhanced climate risk management capacity						
4.1 – Build capacity to prepare for and respond to climate risks and hazards	4.1.1 Strengthen national, sectoral and community preparedness capabilities	Promote meaningful participation of women in workshops to develop SOPs and disaster preparedness plans	Indicator: Proportion of women participating in workshops to develop SOPs and plans for disaster preparedness Target: 50% of participants in workshops to develop SOPs and plans for disaster preparedness are women	Years 3-6	PMU GESI Expert	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)

⁶⁸ Target to be defined by the GESI Expert in Year 1 of the project

		Ensure that preparedness plans consider that women and girls are at higher risk of physical and sexual violence in emergency settings	Indicator: Disaster preparedness plans drafted with gender-sensitive language and include specific measures to prevent and respond to violence against women and girls (VAWG)	Years 3-6	GESI Expert	Included as part of the GESI Expert budget (Total: USD 337,500)
4.1.2 Increase public awareness and education on climate-related hazards, early warning systems and risk management		Ensure that the public awareness and education campaign is tailored to the specific needs and capabilities of women and other vulnerable and/or marginalised groups	Indicator: Proportion of women participating in the community-level health awareness and education campaign on climate-related health risks Target: 50% of participants in the community-level health awareness and education campaign on climate-related health risks are women	Years 2-6	PMU GESI Expert	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
			Indicator: Public awareness and education materials are gender-responsive and tailored to the varying needs and capacities of different end-users (e.g., language requirements, literacy levels, different levels of access to communications assets) Target: Indicator achieved ⁶⁹	Years 2-6	PMU GESI Expert	Included as part of the GESI Expert budget (Total: USD 337,500)
	Educate the public on how to prepare for disasters, emphasizing the right to a life free of violence before, during, and after a disaster event and the adverse impacts that violence can have on the	Indicator: Information on the risks of violence against women and girls (VAWG) in disaster situations is communicated through the awareness and education campaign Target: Indicator achieved	Years 3-6	International Consultant GESI Expert	Included as part of the GESI Expert budget (Total: USD 337,500)	

⁶⁹ To be assessed by the GESI Expert

		entire population's recovery				
4.1.3 Conduct a targeted risk awareness and education program for women	Promote meaningful participation and engagement of women	Indicator: Information and education materials are gender-responsive and tailored to the varying needs and capacities of women (e.g., language requirements, literacy levels, level of access to communications assets) Target: Indicator achieved ⁷⁰	Years 3-6	PMU GESI Expert	Included as part of the GESI Expert budget (Total: USD 337,500)	
		Indicator: Dedicated workshops conducted to enhance women's awareness and understanding of disaster risks and education on actions to protect health Target: Indicator achieved	Years 3-6	PMU Gender Expert	USD 70,000	
	Promote meaningful participation of women/girls in workshops and trainings to facilitate dissemination of targeted education materials for children and youth Provide gender-responsive recommendations to mainstream climate change into the national curricula	Indicator: Proportion of women/girls taking part in workshops and trainings Target: 50% of participants in workshops and trainings are women/girls	Years 2-6	UNICEF	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)	
		Indicator: Recommendations to mainstream climate change into the national curricula are gender-responsive, where relevant Target: Indicator achieved ⁷¹	Year 2	UNICEF Consultant GESI Expert	USD 50,000	

⁷⁰ To be assessed by the GESI Expert

⁷¹ To be assessed by the GESI Expert

4.2 – Establish Forecast-based Financing (FbF)	4.2.1 Develop a Roadmap for FbF	Ensure that gender-specific risks, exposure and vulnerabilities are addressed in the development of the Roadmap for FbF Ensure that rural women and other vulnerable groups are engaged as FbF stakeholders	Indicator: FbF Roadmap drafted with gender-sensitive language and includes specific gender-responsive actions Target: Indicator achieved ⁷²	Years 2-6	UNICEF GESI Expert	Included as part of the GESI Expert budget (Total: USD 337,500)
	4.2.2 Strengthen capacities for climate shock-responsive social protection (SRSP)	Promote meaningful participation of women in workshops and study tour in relation to climate SRSP	Indicator: Proportion of women participating in workshops on key concepts and international examples/lessons learned in the area of SRSP, MHEWS and FbA/FbF Target: 50% of workshop participants are women	Years 2-4	PMU UNICEF	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
			Indicator: Proportion of women participating in the study tour Target: 50% of participants in study tour are women	Year 5	UNICEF	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
	4.2.3 Create a national registry for enhanced community- and household-level targeting for FbF	Ensure gender-balanced coverage of the national registry Ensure that the national registry contains gender- and sex-disaggregated data	Indicator: Proportion of men and women in the registry Target: Proportion of men and women in the registry is the same as proportion of men and women in total population in Azerbaijan	Years 2-6	UNICEF Consultant	No additional cost implications
			Indicator: National registry design includes capability for data to be gender- and age-disaggregated	Years 2-6	UNICEF Consultant	No additional cost implications

⁷² To be assessed by the GESI Expert

			Target: Indicator achieved ⁷³			
	4.2.4 Develop a model for FbF linked to SRSP	Promote meaningful participation of women in workshops to develop a model for FbF linked to SRSP	Indicator: Proportion of women participating in workshops to develop a model for FbF linked to SRSP Target: 50% of workshop participants are women	Years 2-6	PMU UNICEF	Included as part of the cross-cutting GESI mainstreaming budget (Total: USD 57,750)
		Ensure that the FbF-linked SRSP model is designed in a gender-responsive way and takes into account gender-specific vulnerabilities and needs	Indicator: The FbF-linked SRSP model is designed in a gender-responsive way and takes into account gender-specific vulnerabilities and needs Target: Indicator achieved ⁷⁴	Years 2-6	UNICEF GESI Expert	Included as part of the GESI Expert budget (Total: USD 337,500)

⁷³ To be assessed by the GESI Expert

⁷⁴ To be assessed by the GESI Expert