CAREC

REGIONAL GENDER EXPERT GROUP ANNUAL MEETING



22 October 2025 Bishkek, Kyrgyz Republic



Opening Remarks

- Ms. Zulfia Karimova Principal Regional Cooperation Specialist, Regional Cooperation and Integration, CWRD, ADB
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 Member, Head of the Business Environment Policy
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 the Kyrgyz Republic





Challenges and Opportunities in Advancing Gender Equality: Country Presentations focusing on Gender and Climate Nexus



Country Presentation Azerbaijan





National Strategies, Challenges and Support

Gender integration in the climate policy of Azerbaijan:

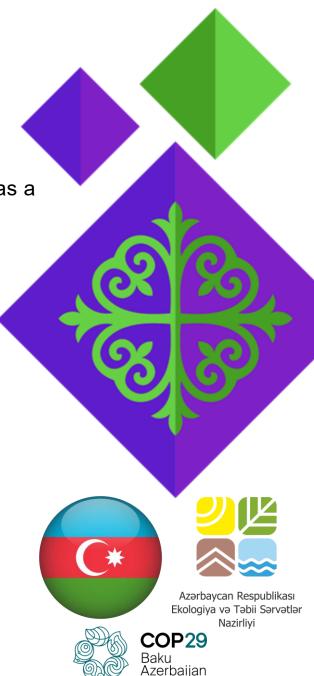
- •Gender Equality Law (2006).
- •National Gender Equality Action Plan (2026–2028).
- •Nationally Determined Contribution to the Paris Agreement (NDC 2023): Women recognized as a vulnerable group.
- •National Adaptation Plan (UNDP + GCF): gender component and training for civil servants.
- •Interagency Council on Adaptation under the Ministry of Ecology.
- •COP29 (2024): 12 women on the organizing committee for the first time, including Bahar Muradova.

Key challenges:

- •Lack of a specific strategy on gender and climate.
- •Lack of inter-agency coordination and gender-disaggregated data.
- Underdeveloped gender budgeting.
- •Underrepresentation of women in the energy sector and public administration.
- •Social stereotypes and vulnerability of women in rural areas.

Necessary support from CAREC and partners:

- Training for ministries in gender analysis and budgeting.
- •Establishment of regional platforms for women's and NGO participation.
- •Supporting women in green sectors: renewable energy, ecotourism, sustainable agriculture.





Azerbaijan's Priorities and Proposals for the CAREC-RCCGAP

Key priorities:

- •Gender mainstreaming in all climate documents (NDC, adaptation plans, sustainable development strategies).
- •Supporting women's leadership in renewable energy and sustainable agriculture.
- •Developing gender-responsive climate finance for women-entrepreneurs and farmers.

Regional platforms and capacity:

- •CAREC Gender Climate Network (2024): brings together experts, provides trainings and experience sharing.
- •Collecting gender-disaggregated data on climate risks.
- •Mentoring programs for women-leaders in energy, agriculture and climate diplomacy.

Azerbaijan's recommendations:

- •Establishment of a permanent CAREC working group on climate and gender.
- •Introduction of targeted mechanisms of technical and financia support for women's "green" projects.





Gender Equality: Challenges, Measures and the ADB's Role

Current challenges:

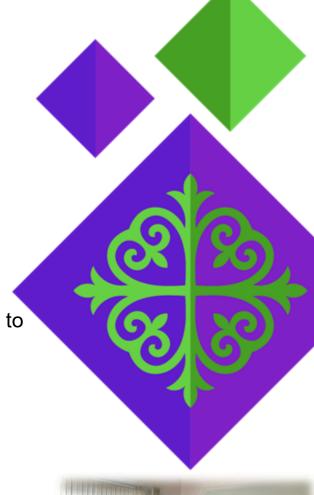
- •Lack of childcare facilities, double burden.
- •Domestic violence, early marriage, gender imbalance at birth.
- •Women make up < 20% in politics and leadership.
- •The need to promote women's entrepreneurship and economic participation.

Government measures:

- •National plan to counteract violence (2020) and gender equality (2026-2028) .
- •Labor law reform: the list of "prohibited professions" has been removed (reduced from 674 to 204).
- •Updating educational programs, eliminating stereotypes.
- •17 women's resource centers in the regions.
- •Supporting women's participation in green economy.

ADB's role:

- Loans for women's micro-businesses (Bank Respublika, AccessBank 34 million manats).
- •Partnership with KOBIA and private banks.
- •60% of ADB projects have a gender component (training, employment, digital skills) .
- •Promoting gender budgeting and streamlining equality into government strategies.







THANK YOU!



Country PresentationGeorgia





National Policy on Women's Rights

- ➤ The National Strategy for the Protection of Human Rights in Georgia (2022-2030) provides a framework reflecting the government's commitment to protecting human rights, with a focus on women's rights. It sets key principles to promote equality between women and men, empower women, prevent violence, protect victims, and raise public awareness, guiding policies and programs with long-term priorities.
- ➤ The Human Rights Action Plan of Georgia for 2024–2026 (2024–2026) puts the principles of the Human Rights Strategy into practice, advancing women's rights and equality between women and men. It provides a framework to ensure that women are empowered, protected from violence, and able to participate fully in society. The plan emphasizes translating commitments into measures that promote equal opportunities, support women's empowerment, and strengthen gender-responsive policies and programs.



Sectoral Documents

- ➤ The Rural Development Agency (RDA) of Georgia promotes equality between women and men in agriculture through its **Gender Strategy and Action Plan** and close collaboration with UN Women. Initiatives like *Plant the Future* and the *Pilot Program for Women* have provided over GEL 2 million in support for women-led greenhouse projects. RDA applies gender audits, impact assessments, and offers differentiated co-financing—up to 90% for women—across programs in beekeeping, mountain entrepreneurship, and dairy modernization.
- ➤ The First Biennial Transparency Report (1st BTR) integrates gender perspectives throughout its climate policy analysis. It examines progress in embedding equality within national and regional climate actions, emphasizing achievements such as enhanced women's participation in decision-making and program implementation. The report also identifies key challenges, including limited access to climate finance and insufficient gender-disaggregated data, and offers practical recommendations to ensure gender equality becomes a core element of future climate planning, implementation, and reporting.





- ➤ Long-term Low Emission Development Strategy (LT LEDS), adopted in 2023, integrates a gender mainstreaming component and seeks to incorporate gender perspectives throughout its implementation. Lt LEDS calls for equal participation across all sectors, including industry and traditionally male-dominated sectors and advocates the involvement of more women in needs assessment and climate policy and action development
- Nationally Determined Contribution (NDC, 2021) includes a dedicated section on gender, with goals to integrate gender considerations across all climate policies, ensure equal participation of women and men, empower women, build their capacities, and develop policies that respond to the specific needs of women. It highlights women's important roles as educators, decision-makers, and agents of change, as well as their contribution to improving household energy efficiency. The document also recognizes women as a group particularly vulnerable to the impacts of climate change, emphasizing the need for targeted support and inclusion in climate actions.



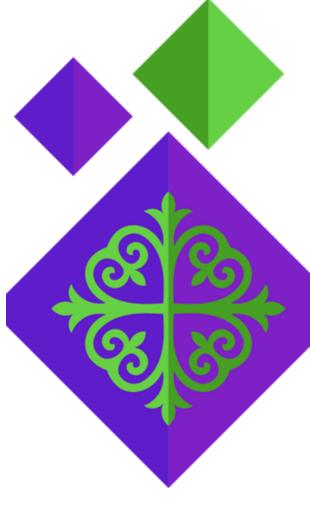
➤ The White Paper on Climate Policy Development, prepared by the Parliament of Georgia's Committee on Natural Resources and Environmental Protection, served as a guiding document for the formulation of climate-related legislation. It highlights key principles, including gender justice, and emphasizes the integration of policies and practices that ensure equality, capacity building, and alignment with international commitments. The framework aims to guarantee inclusive participation and equal opportunities in all climate actions.



Advancing Gender-Focused Collaboration with

ADB

- ➤ Embed gender considerations into NDCs, adaptation plans, and sectoral strategies to ensure women and men benefit equally, recognizing women's roles, needs, and vulnerabilities in policy design.
- ➤ Promote women's active participation in renewable energy, agriculture, forestry, and other climate-affected sectors to enhance inclusive decision-making and strengthen the impact of climate initiatives.
- ➤ Prioritize women-led projects and gender-focused initiatives in climate funding to ensure equitable access to resources for adaptation and resilience-building.
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THANK YOU!



Country Presentation Kazakhstan





National commitments on the gender-climate nexus

Kazakhstan continues to consistently strengthen its legal and institutional framework for promoting equal opportunities for men and women.

Women now account for 55.8% of the civil service, and 39% of managerial positions. The abolition of the list of occupations prohibited for women and the introduction of a 30% quota for women in political party electoral lists have created additional opportunities for their self-realization.

Measures are being implemented to combat domestic violence: battery and minor bodily harm have been criminalized, a Digital Family Map has been introduced, and crisis centers and family support centers provide assistance to victims.





In Kazakhstan, to integrate gender aspects into climate change efforts, a Gender Equality Strategy, which includes climate-related issues, and a National Action Plan on Gender Equality have been developed. These policies aim to strengthen the role of women in adaptation and mitigation efforts and to ensure the equitable distribution of resources. Implementation and monitoring are supported through interagency coordination mechanisms, collaboration with civil society, and national-level monitoring and reporting within the framework of existing programs.





Key challenges and gaps

Lack of sex-disaggregated data:

The absence of data reflecting how climate change affects men and women differently hinders the development of effective measures.

• Weak integration of the gender approach:

Existing climate policies and adaptation plans often fail to take gender dimensions into account, resulting in measures that do not adequately address the needs and vulnerabilities of different population groups, including women.





The most useful support from CAREC or regional partners for integrating gender issues into Kazakhstan's climate agenda includes technical assistance in developing gender-responsive climate policies, capacity building for national institutions and civil society to promote women's engagement, as well as sharing best practices and fostering regional cooperation.





Technical and financial support

- Provision of technical expertise to integrate gender aspects into national climate plans.
- Support in conducting gender analysis of climate risks and adaptation/mitigation measures, as well as in collecting sex-disaggregated data to better understand the impacts of climate change.





Capacity building and institutional development

- Training and capacity-building programs for government officials, local authorities, and women's organizations on gender equality and climate change issues.
- Strengthening national institutional capacity for coordinating gender aspects of climate policy
- Financial and technical support for women's organizations to effectively participate in climate processes at the local and national levels.





Knowledge sharing and cooperation

• Exchange of best practices:

Establishing platforms for experience exchange between Kazakhstan and other countries in the region on the successful integration of gender issues into the climate agenda.

Regional initiatives:

Development of joint regional projects and programs that address shared climate challenges and gender issues, with a focus on cross-border cooperation.





CAREC Regional Action Plan on Climate Change and Gender

From Kazakhstan's perspective, common priorities for CAREC member countries may include the integration of gender aspects into national climate policies (including NDCs and adaptation plans), support for women's leadership in "green" sectors such as renewable energy and agriculture, and the creation of regional platforms for data exchange and capacity building.

These areas will help ensure the inclusiveness and effectiveness of climate measures by taking into account different vulnerabilities and needs, and will contribute to achieving CAREC's goals in sustainable development and climate resilience.

CAREC's efforts will ensure the effective implementation of adaptation plans with a focus on gender equality.





Consultation on the Development of the New ADB Gender and Development Policy

Kazakhstan is currently implementing measures to reduce the gender pay gap and increase women's representation in politics and leadership positions.

Key priorities include ensuring equal economic opportunities, strengthening the legal framework for protecting the rights of women and girls, and promoting equal rights in the distribution of responsibilities.

The Asian Development Bank (ADB) can make the greatest contribution to advancing gender equality through investments in projects that expand women's economic empowerment, mainstreaming gender expertise into operations, partnerships with governments, civil society, and the private sector for the joint implementation of projects and programs, as well as through policy dialogue supporting the development and implementation of legislation and measures aimed at eliminating gender inequality.





THANK YOU!



Country Presentation Kyrgyz Republic





National Commitments on the Gender-Climate Nexus

- The Kyrgyz Republic has identified gender equality as one of its core development priorities. This principle is embedded in the Constitution, which guarantees equal rights, freedoms, and opportunities for women and men. The commitment to gender equality is also demonstrated through the country's efforts to meet its international obligations, including those related to climate change adaptation.
- President Sadyr Japarov declared the country's commitment to achieving carbon neutrality by the year 2050.
- President Sadyr Japarov signed a law aimed at strengthening state support for women's entrepreneurship. Amendments were made to the Law "On the Protection of Entrepreneurs' Rights" and were adopted by the Jogorku Kenesh on December 4, 2024. The law is aimed at creating favorable conditions for the development of women's entrepreneurship, increasing women's participation in the economy, and expanding their access to financial resources.

Key policy documents:

- National Action Plan for Gender Equality (2022–2024, draft version for 2025–2027)
- National Development Strategy through 2040
- State Program for the Advancement of Women's Leadership through 2030
- State Program for the Development of Women's Entrepreneurship through 2026
- Updated NDC 2.0 Implementation Plan and Carbon Neutrality Concept
- NDC 2.0 includes 35 mitigation and 54 adaptation tasks, up to 34% of which contain gender-sensitive indicators
- Gender Committee established under the Ministry of Energy
- Council on Women's Entrepreneurship established under the Ministry of Economy
- Implementation of gender-inclusive adaptation guidelines underway
- Efforts ongoing to improve gender statistics and monitoring

Implementation mechanisms include interagency working groups, gender equality indicators, and a monitoring system.



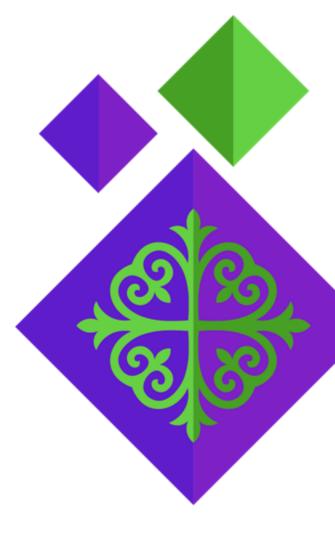


Main challenges and gaps:

- Insufficient gender-disaggregated data in climate statistics, including by sector (water resources, energy, agriculture, etc.)
- Lack of funding and expertise for comprehensive gender analysis of climate measures
- Underdeveloped gender budgeting in climate programs and overall
- Limited participation of women in managerial and strategic positions in the energy, technology, and renewable energy sectors
- High levels of discrimination affecting women's participation in environmental decision-making
- Formal and informal barriers, including additional family responsibilities and limited access to resources (land, property)

Required support from CAREC and regional partners:

- Development of reliable gender-disaggregated climate statistics and provision of technical assistance in data collection and monitoring
- Exchange of regional best practices on integrating gender aspects into climate policy
- Support for training programs for government agencies and local communities
- Technical and expert assistance in developing gender-inclusive climate measures and indicators
- · Financial support for projects with gender integration and in the green economy
- · Implementation of innovative solutions and technologies to achieve carbon neutrality
- Institutionalizing gender-inclusive budgeting that reflects the differentiated needs of women and men in resource allocation





Common priorities:

- Promotion of gender-inclusive climate finance;
- Establishment of regional platforms for data exchange and capacity development;
- Advancement of gender-inclusive climate financing to ensure equal access of women and men to resources and investments:
- Development of regional platforms for sharing data, knowledge, and building capacity on gender and climate;
- Strengthening women's leadership in priority sectors and innovation;
- Integration of gender aspects into national adaptation plans;
- Support for women's education in STEM to enhance access to technology.

Government's key recommendation:

CAREC could strengthen its support for the implementation of the Regional Action Plan on Climate Change and Gender by providing financial and technical assistance, developing regional tools, and mobilizing additional financial resources for the implementation of gender-inclusive climate solutions.





Key gender equality challenges and priorities:

- · Limited access of women to finance, land, technology, and business support programs
- Insufficient representation of women in decision-making and management positions, particularly in climate-relevant sectors
- Lack of gender-disaggregated data and monitoring mechanisms to assess progress
- Need to promote gender-inclusive budgeting and strengthen institutional capacity
- Use of grants and flexible credit instruments for women entrepreneurs
- Reducing violence against women and alleviating extreme poverty through expanded economic opportunities for women

Support for institutional and human capacity:

- Training for government bodies and local women's organizations on tools for integrating gender into climate projects
- Establishment of experience-sharing centers and regional platforms for analysis and capacity development

Priority areas for ADB support:

- Expanding women's access to finance, including gender-focused investment mechanisms and green funds:
- Supporting the development and implementation of gender-inclusive policies and indicators at the national level;
- Investing in programs for capacity building, professional training, and women's leadership;
- Strengthening partnerships and dialogue on gender policy and sustainable development.





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Country Presentation Mongolia





I. National Commitments on the Gender and Climate Nexus

- → Climate change mitigation and adaptation have been integrated into key national policy documents, including:
 - National Security Concept (2010)
 - "Vision 2050" Mongolia's Long-Term Development Policy
- → Development of Mongolia's Nationally Determined Contributions (NDCs):
 - In 2015, Mongolia submitted its first NDC, aiming to reduce greenhouse gas
 (GHG) emissions by 14% by 2030.
 - In 2019, the updated NDC 2.0 raised this target to a 22.7% reduction by 2030.
 - In 2025, the updated NDC 3.0 raised this target to a 23.0% reduction by 2030.
- → Cross-Sectoral Strategic Plan for Promoting Gender Equality (2022–2031)
- → Gender Strategy for the Environment Sector (2014–2030)
- → In 2024, Mongolia adopted a Gender-Responsive National Adaptation Plan.
- → By 2025, Mongolia aims to adopt its first Climate Change Law through Parliament
 - which will establish a comprehensive legal environment and ensure intersectoral coordination and coherence.



GENDER POLICY AND PLANNING

Integration of Gender-responsive policy, planning, and budgeting into the national, sectoral, local, and institutional policies and planning is one of the important ways to ensure the implementation of the Law on Promotion of Gender Equality.

National Programme to improve Women's livelihood and living conditions 1996-2001" National Programme on Promotion of Gender Equality

Law on Promotion of Gender Equality Mid-term strategy of the Government on Promotion of Gender Equality (2013-2015) National Programme on Promotion of Gender Equality (2017-2021)

2017

Cross-sectoral strategy on Promotion of Gender Equality (2022-2031) Government
Action Plan on
minimizing the
average life
expectancy
between men and
women

1990

2002

2011

2014

Sectoral Gender Policies ... Environmental Sector Gender Policy – Bank and finance Sector Gender Policy 2022

Gender Sensitive Work Place Policy (2022-2031) 2024

First and Secons phase Action Plan (2020-2022) (2024-2027)



CROSS-SECTORAL STRATEGIC PLAN FOR PROMOTING GENDER EQUALITY IN MONGOLIA







International Conference on the Nexus of Gender Equality and Climate Change Ulaanbaatar, Mongolia, May 22-23, 2025



A CALL TO ACTION







CALL TO ACTION

International Conference on the Nexus of Gender Equality and Climate Change

Ulaanbaatar, Mongolia | May 22-23, 2025

Climate change is impacting countries in diverse and unequal ways, with significant consequences for environmental systems, agricultural productivity, and the availability of natural resources. These changes have led to increased climate-related disasters and accelerated rural-to-urban migration, contributing to a complex web of socio-economic risks. Among the most affected are vulnerable and marginalized groups, including rural communities, the urban poor, women, girls, children, persons with disabilities, older persons, indigenous peoples, and others, whose pre-existing vulnerabilities are being further deepened by the adverse effects of climate change. Despite global efforts to address climate change, limited public awareness of the gender-climate nexus has contributed to the persistent underrepresentation of women in decision-making processes and has hindered their equal access to the benefits of climate adaptation and mitigation efforts.

Global overarching climate initiatives, particularly the Lima Work Programme on Gender, adopted at the 20th Conference of the Parties (COP20) to the United Nations Framework Convention on Climate Change (UNFCCC), call for the systematic integration of gender equality into all aspects of climate action. Similarly, gender considerations are reflected in the United Nations Convention on Biological Diversity (CBD)'s Kunming-Montreal Global Biodiversity Framework (KM-GBF) and the United Nations Convention to Combat Desertification (UNCCD). Despite the existence of these comprehensive global policy instruments, there remains a pressing need to accelerate and strengthen their implementation at both national and local levels.

Building on this global momentum, Mongolia has played a proactive role in advancing gender-responsive climate action. In 2018, it hosted the landmark International Conference on Sustainable Development Goals: Gender and Development, which resulted in the Ulaanbaatar Declaration—a significant milestone calling for strengthened international collaboration on gender equality, climate resilience, and the empowerment of rural women. Mongolia hosted the first World Women's Forum on "Towards a Greener Future" to reaffirm its commitment to the 2030 Agendas for Sustainable Development Goals.

In this context, Mongolia is hosting the International Conference on the Nexus of Gender Equality and Climate Change on 22–23 May 2025 in Ulaanbaatar, coinciding with the International Day for Biological Diversity. This high-level event is specifically significant as it commemorates the 30th anniversary of the Beijing Declaration and Platform for Action, and the establishment of Mongolia's National Committee on Gender Equality. The conference also serves as a critical milestone for Mongolia's hosting of the 17th Conference of the Parties to the United Nations Convention to Combat Desertification (UNCCD COP17) in 2026.



II. CAREC Regional Climate Change Gender Action Plan

1. Gender-Responsive Policymaking for Climate Adaptation and Mitigation

- 1. Systematically mainstream gender considerations into national climate change policies and plans, including Nationally Determined Contributions (NDCs), National Adaptation Plans (NAPs), and disaster risk reduction and management plans; and implement gender-responsive climate actions through cross-sectoral and multi-level collaborative processes; and scale up best practices.
- 2. Apply gender-responsive approaches across climate-sensitive sectors by utilizing, gender statistics, conducting gender analysis and gender impact assessments, and developing an integrated platform to inform evidence-based decision-making.
- 3. Advance coordinated policy and legal reforms that safeguard the land rights of women and vulnerable groups, uphold environmental justice ensure equitable access to climate-related resources and benefits; and integrate their knowledge and practice into the policymaking.
- 4. Integrate gender-responsive indicators into climate adaptation and mitigation monitoring tools, and strengthen monitoring systems to track progress and enhance accountability.
- 5. Understand climate change impacts on care work; enclude targeted actions to address and support resilient care systems in national climate policy frameworks and action plans; and recognize and value women's care work and its contribution to the economy.

2. Knowledge Platform on Gender-Responsive Climate Adaptation, Mitigation and Livelihood Improvement of Rural Women, Men and Social Groups

- 1. Enhance equitable access of rural women, men and social groups to green skills development, sustainable green technologies, and climate-resilient agricultural extension services.
- 2. Develop a national platform to collect and share genderresponsive climate practices and traditional ecological knowledge to enhance the preparedness of rural women, men, and social groups.
- 3. Foster collaborative partnerships between global think tanks and local institutions by co-developing climate mitigation and adaptation strategies grounded in women's, men's and Indigenous knowledge, gender equity, and community-led innovation.
- 4. Strengthen the role of CSOs, NGOs, and the academe as intermediaries in translating global climate science into practical, accessible, community-level programs—especially for remote and underserved areas.
- 5. Eliminate the digital divide by ensuring equal and effective participation of rural populations in the digital space; and improve their accessibility to communication services for disaster risk reduction and early warning systems.



3. Gender-Responsive Climate Finance

- 1. Streamline procedures and create dedicated funding mechanisms to enable women-led MSMEs and local communities, particularly in climate-vulnerable regions to access climate finance directly; and improve regulatory frameworks.
- 2. Deliver targeted training and technical assistance to public and private financial institutions, as well as MSMEs, on gender-responsive investment practices and social risk assessment tools.
- 3. Use gender-responsive budgeting methodologies in designing climate finance policymaking and planning, and undertake gender analysis in in both the allocation and impact of funds.
- 4. Mobilize climate gender-responsive finance by leveraging national resources and innovative financing options through incentivizing crowdfunding, private investment, and prudent fiscal and tax policies, such as sovereign thematic bonds and blended finance mechanisms.
- 5. Facilitate knowledge exchange and dissemination of good practices and lessons learned in climate finance design and implementation among public and private actors at the international and national levels.

4. Unleashing Women's Leadership Potential by Fostering Womenled Climate Initiatives

- 1. Recognize women are critical agents of change in climate actions and ensure greater participation of women in climate-sensitive sectors.
- 2. Support, document, and scale best practices of women-led enterprises contributing to climate adaptation and mitigation across diverse sectors; and implement special measures to ensure the meaningful participation and leadership of women in shaping and strengthening climate governance.
- 3. Strengthen collaboration with women's leadership networks that are contributing to the global climate agenda and driving community-led solutions.
- 4. Prevent and address gender-based violence during pre-to-post- climate-induced natural disasters by improving conditions for women in rural areas, and delivering integrated services for prevention, emergency response, and recovery.
- 5. Ensure active engagement of women leaders from the private sector, civil society, youth movements, academia, and youth movements in the preparations for the 17th Conference of the Parties to the United Nations Convention to Combat Desertification (UNCCD COP17) in Mongolia.
- 6. Create equitable opportunities for women in a just energy transition by supporting women entrepreneurs in the energy value chain, and ensuring women benefit equally from renewable and clean energy initiatives.



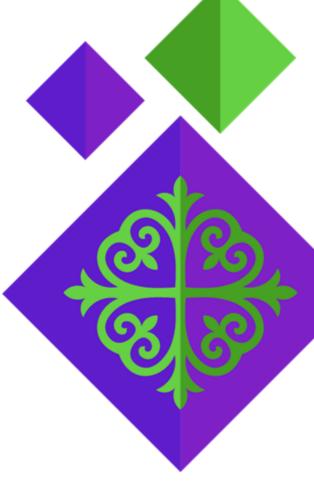
II. Development of New ADB Gender and Development Policy

Our most pressing challenges are focused on:

- Women's Influence: Increasing More Power for Women in decision-making roles across all sectors.
- **Financial Access:** Making it easier for women business owners and women herders to get financial help and resources.
- Male Health: Addressing the specific health needs, especially physical and mental health, of male herders and supporting healthy aging in rural areas.

ADB, as a strong partner, can add the most value by focusing on:

- Fair Climate Finance: Making ADB's climate financing more accessible and specifically targeted to the four main goals we have identified.
- Green Technology Investment: Prioritizing and funding the introduction of fair green technologies in the agriculture and infrastructure sectors that benefit both men and women equally.
- Policy Dialogue: Supporting the implementation and monitoring of our national CALL TO
 ACTION through high-level policy dialogue and technical assistance, especially concerning
 the Knowledge Platform on rural adaptation.





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Country Presentation Pakistan





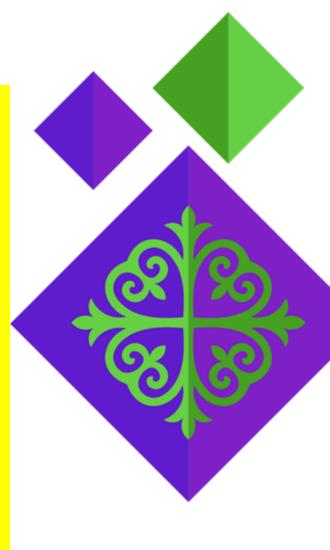
Gender and Climate Nexus in the lens of Culture

Society awards role to men and women. This process is quite different and past oriented in rural communities. Separate roles are awarded to women: limited to reproduction, caring of family within boundaries, extended up to farming which leads the women towards vulnerability and dependence. The cultural patterns, "mores or folkways" in developing communities are often associated with women. A major portion of women in developing communities have also no ownership and lacks decision making powers. Although Climate Change have adverse affects overall on human beings yet some cultural patterns make women more vulnerable to changed environmental conditions. For example in a hot weather of 45-50 C*, a woman wearing shuttlecock, may loose her life easily. So the Cultural patterns needs to be addressed while talking about Gender and Climate Nexus. Same are the impacts of climate change in shape of hot or cold weather, floods, earth quakes etc on women and other vulnerable groups

CAREC RGEG Meeting

Background

- Climate impacts (heat, floods, water stress) are reshaping livelihoods and public services, with disproportionate effects on women and girls in rural economies.
- The past eight years (2016–2023) have been the warmest on record globally (WHO, 2024).
- Developing countries contribute <10% of emissions but face the highest losses (UNEP, 2023).
- Pakistan has mainstreamed gender across climate policies and disaster frameworks
- Total population of Pakistan: 241 million (PBS, 2023) and Female share: 48.5% (~117 million women).
- In rural Pakistan, ~67% of women employed are in agriculture, and about 60% of those working in agriculture are unpaid contributing family workers. (Daily Times)



National Commitments on the Gender and Climate Nexus

National Policies integration Gender into Climate Change

- National Climate Change Policy (2021): sets a goal for 40% women participation in community adaptation programs by 2030
- National Adaptation Plan (draft, 2023): promotes climate-smart agriculture programs targeting 1.5 million women farmers
- National Gender Policy Framework (2022): Aligns with Vision 2025 and SDG-5, aiming to increase women's economic participation from 22% to 45% by 2030. "Women should be placed at the center of climate change policies and given opportunities to address their extreme vulnerability in this climate catastrophe." (Minister Sherry Rehman, 2022).
- National Disaster Risk Reduction (2013): Institutionalizes local women's groups in early warning and response systems — now operational in 28 districts nationwide.



Provincial Policies integration Gender into Climate Change

Punjab Climate Change Gender Action Plan (ccGAP 2022):

- "Climate change is not gender-neutral in Punjab; we promote initiatives to strengthen the productive role of women."- Planning & Development Board Punjab / IUCN Launch Statement (Business Recorder, 2023)
- First province with a formal gender—climate action framework across six priority sectors (agriculture, water, DRR, forestry, health, energy).

Sindh Women Agriculture Workers Act (2019):

- Recognizes women as formal agricultural workers entitled to wages, social security, and maternity benefits (Sindh Assembly Act No. L 2019).
- Women own < 2 % of farmland; pilot irrigation projects (Badin & Thatta) led by women achieved ≈ 30 % water-use efficiency gains (Express Tribune, 2024)



Provincial Policies integration Gender into Climate Change

Provincial Consultations on Gender & Climate, KpK (2023):

• KP officials stated: "Without gender mainstreaming, no goal can be achieved." — UNDP Pakistan Provincial Dialoguets, including adaptation and resilience components (Climate Call Pakistan, 2023).

Balochistan Climate Change Policy (2023, draft):

- Highlights gender inclusion in adaptation for drought-prone districts; aims to build "women's capacities in water management and climate-resilient farming." — Environment Dept Balochistan draft summary (2023).
- Groundwater levels have fallen by ≈ 3 m over the past decade; women-led adaptation initiatives are stabilizing yields in targeted villages (Express Tribune, 2024).



National Commitments on the Gender and Climate Nexus

Projects Integrating Gender into Climate Action

- Recharge Pakistan: benefit over 600,000 people directly through ecosystem-based adaptation, with women as 40% of project beneficiaries (WWF-P)
- Transforming the Indus Basin into Climate-Resilient Agriculture and water Management: Targets 1 million smallholder farmers — 35% women — with training on water efficiency and soil management (UN Women Pakistan, 2021)
- Pakistan's Climate Change Gender Action Plan: Establishes 18 gender indicators across mitigation, adaptation, and governance, making it one of South Asia's most advanced ccGAPs.



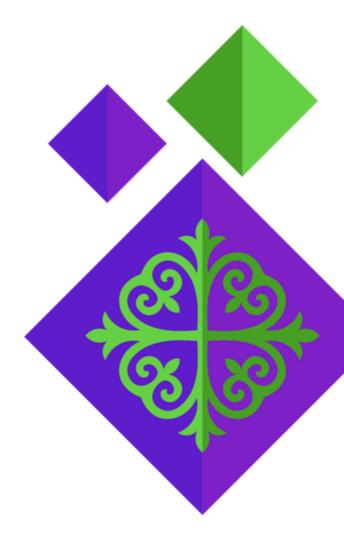
National Commitments on the Gender and Climate Nexus

Challenges in Implementing Gender-Responsive Climate Policies

- 1. Limited awareness and literacy
- 2. Socio-cultural barrier
- 3. Resource and land ownership inequality
- 4. Institutional fragmentation

Support from CAREC: strengthening gender integration in climate agenda

- 1. Regional capacity building
- 2. Data knowledge sharing
- 3. Financial support mechanism
- 4. Policy harmonization and advocacy
- 5. Civil society and community engagement



CAREC Regional Climate Change Gender Action Plan

Common Priorities or policy areas

- 1. Mainstreaming gender in national climate and adaptation plan
- 2. Strengthens women's leadership and decision-making in agriculture and renewable energy
- 3. Promote gender responsive climate finance mechanism
- 4. Expand original data and knowledge sharing platforms
- 5. Capacity building and extensive services



CAREC Regional Climate Change Gender Action Plan

Key recommendation for Carec

- 1. Support gender inclusive climate finance, ensuring women farmers and entrepreneurs access grants, credit, and insurance for adaptation projects
- 2. Provide technical assistance for mainstreaming gender into national climate governance
- 3. Fund pilot projects demonstrating women-led adaptation success stories
- 4. Introduce Regional Mentorship Program linking young climate scientists with policymakers
- 5. Build digital knowledge sharing platforms and strengthen collaboration among institutions



Development of New ADB Gender and Development Policy:

Most pressing gender-equality challenge

- 1. Limited participation in decision-making and leadership
- 2. Socio cultural barriers and patriarchal norms
- 3. Unequal access to land, finance, and technology: According to Pakistan Bureau of Statistics, only 2% women in Pakistan own land
- 4. Low literacy and digital divide: female literacy remains below 50% nationally (UNFCCC, 2023)
- 5. Gender disaggregated data gap: weak monitoring and evaluation hinder evidence-based gender planning



Development of New ADB Gender and Development Policy

Priority actions for Pakistan

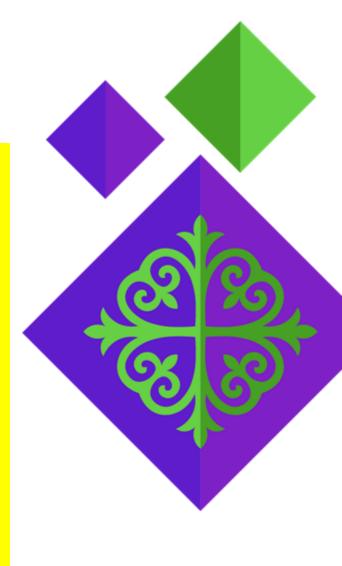
- 1. Strengthen gender mainstreaming in the national climate and development framework as only 12% of climate-related projects in Pakistan (Ministry of Climate Change, Government of Pakistan, 2021) include gender-responsive budgeting or women's participation indicators.
- 2. Expand access to finance and land rights for rural women: Women constitute 60–70% of Pakistan's agricultural labour force, yet less than 2% hold formal land titles (Pakistan Bureau of Statistics, 2023), restricting their eligibility for bank loans and subsidies.
- 3. Promote gender sensitive data systems and technology literacy: Just 47% of women in Pakistan have access to mobile internet (GSMA 2024), limiting their participation in e-commerce and digital extension services; gender-disaggregated climate data are available for only 9 out of 35 indicators tracked under SDG-13.



Development of New ADB Gender and Development Policy

Where ADB can add most value?

- Financing and operations: Provide targeted funding and concessional loans for women-led adaptation, renewable energy, and sustainable livelihood projects
- Partnership and capacity building: Collaborate with government agencies, academia, and NGOs to strengthen women's leadership and technical skills in climate governance.
- Policy dialogue and institutional support: Facilitate reforms promoting gender equality in land rights, employment, and local governance, while advising on gender-inclusive legal frameworks.
- Monitoring and evaluation systems: Develop robust, gender-responsive M&E frameworks to track progress, assess impact, and ensure accountability across ADB-supported programs.



Conclusion

- Pakistan has laid a strong policy foundation for gender—climate integration.
- Implementation gaps persist due to literacy, finance, and socio-cultural constraints.
- CAREC's regional platform offers a vital opportunity to unify data, financing, and capacity-building.
- ADB's new Gender Policy can catalyze these synergies by embedding genderresponsive finance, research, and leadership across the region.

"Gender equality is not just social justice—it is climate resilience."



CAREC RGEG Meeting

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THANK YOU!

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Country Presentation Tajikistan



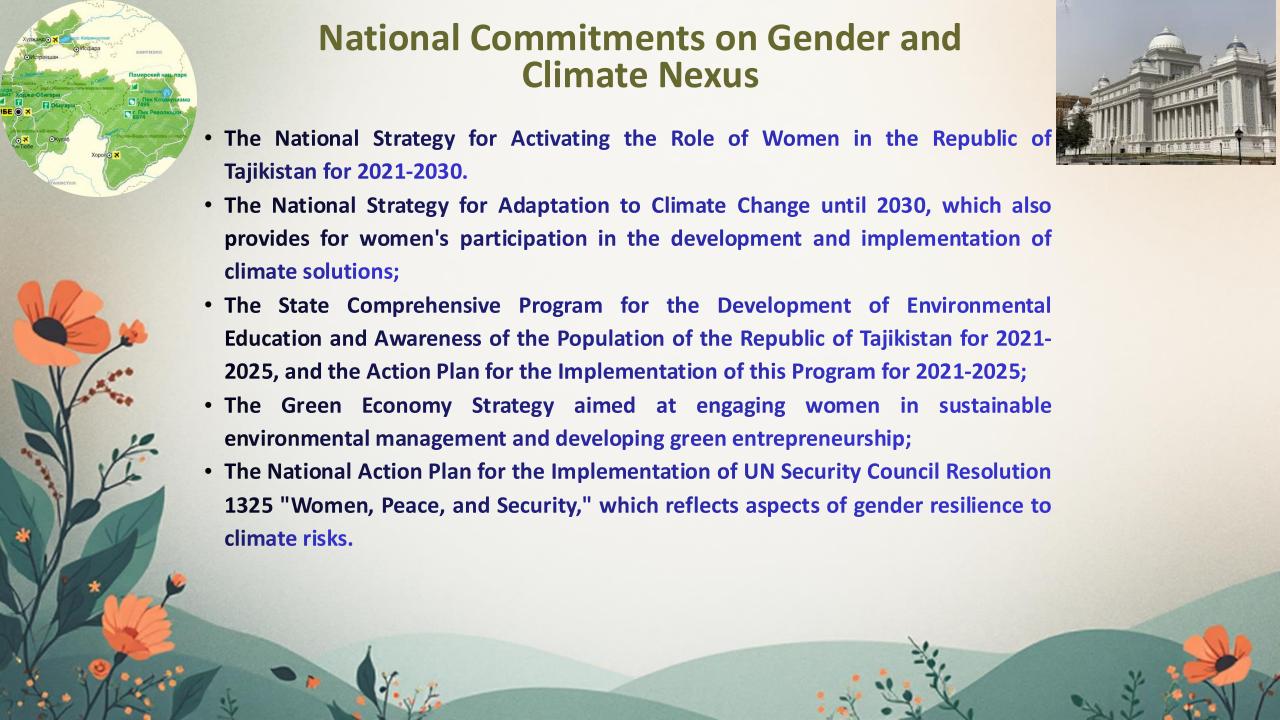




"Women, Climate and Government Support—the Path to a Sustainable Future"

COMMITTEE ON WOMEN AND FAMILY AFFAIRS UNDER
THE GOVERNMENT
OF THE REPUBLIC OF TAJIKISTAN





Government Agencies Responsible for Implementation and Monitoring:

- The Committee for Environmental Protection under the Government of the Republic of Tajikistan is the key coordinator of climate change, adaptation, and environmental policy.
- The Ministry of Energy and Water Resources of the Republic of Tajikistan implementing projects on the rational use of water resources and renewable energy sources.
- The Ministry of Economic Development and Trade of the Republic of Tajikistan implementing principles of a "green economy" and sustainable growth.
- The Committee for Women and Family Affairs under the Government of the Republic of Tajikistan ensuring gender integration in all climate programs and projects.
- The Ministry of Education and Science of the Republic of Tajikistan developing environmental education and public awareness.
- The Agency for Hydrometeorology under the Committee for Environmental Protection of the Republic of Tajikistan providing scientific support and monitoring of climate change.
- Local government bodies implementing programs at the regional level, including support for women's initiatives.
- The Ministry of Labor, Migration, and Employment of the Population of the Republic of Tajikistan supporting women's employment in "green" professions and entrepreneurship.



Water as a strategic resource and climate challenges

- Water resources and the importance of Tajikistan for the region
- Threats related to climate change and melting glaciers
- Strengthening women's role in climate and scientific spheres
- Tajikistan's international initiatives and water diplomacy







- International Year of Clean Water (2003)
- International Decade for Action "Water for Life" (2005-2015)
- International Year of Water Cooperation (2013)
- International Decade for Action "Water for Sustainable Development" (2018-2028)
- Decade of Action for Cryospheric Sciences (2025-2034)
- Strengthening cooperation on water and climate change for sustainable development in Asia and the Pacific
- International Year of Glacier Conservation
- March 21 the World Glacier Day.



Gender aspects of climate change (1)

• Climate change exacerbates problems: droughts and other extreme weather events increase the burden on women in agriculture and threaten households' food security.

• Low representation of women: women are underrepresented in water management bodies and in decision-making processes at the local and national levels. (Source: ADB, Tajikistan: Country Gender Assessment)

resilience to climate

• Women make up a significant share of the agricultural workforce: however, they often have limited access to land and water resources, as well as information, technology and finance.

Gender aspects of climate change (2)

- Gender equality as a key to sustainability
 - Research shows that gender equality and women's empowerment are key factors in successful adaptation to climate change and the transition to sustainable development.
 - When women have equal access to education, resources and decision-making opportunities, they can play a vital role in developing and implementing effective climate change strategies.

- The need for gender-sensitive approaches
 - Climate change policies and programs shall be gender-sensitive and address existing inequalities.
 - This includes ensuring women's equal access to resources, technology and information, as well as their full participation in decision-making processes.

Recommendations



- Focus on regional experience sharing among specialists and government agencies of Central Asian countries.
- > Organizing joint training programs and research projects on gender-sensitive climate planning.

Creating a shared database and analytical platform reflecting gender aspects in climate change impacts.

Providing technical and financial support to countries in the region to implement gender-responsive adaptation measures.



Country Presentation Turkmenistan



Turkmenistan's National Climate Change Strategy till 2030 (new version of 2019's Strategy) aimed at reducing climate change-related risks was adopted and is being implemented. The strategy is the key national document for implementing climate change activities.

Turkmenistan announced its accession to the Global Methane Commitment at the 28th Conference of the Parties to the UN Framework Climate Change Convention in 2023.

Another example is the initiative of the President of Turkmenistan to establish in our country a Regional Centre for Climate Change Technologies in Central Asia announced at the 78th session of the UN General Assembly.

- The country is a party to the United Nations Framework Convention on Climate Change (UNFCCC), the Kyoto Protocol and the Paris Climate Agreement.
- Turkmenistan has developed laws in the field of environment protection: "On the Protection of the Ozone Layer", "On Nature Protection", "On Specially Protected Natural Areas", "On the Protection of Atmospheric Air", "On Environmental Expertise", "On Environmental Safety", "On Environmental Audit", "On Environmental Information" and other legal acts.



- The Third UN Conference on Landlocked Developing Countries (Avaza, 5-8
 August 2025) became an important international platform for representatives
 of 32 countries to discuss pressing issues. In the context of globalization and
 a changing global economy, the development and integration of these
 countries is particularly important, especially given the gender dimension,
 which impacts the vulnerability of women and girls.
- During the Conference, the Avaza Programme of Action for developing countries for 2024–2034 was adopted, which defines the strategic direction of their development for the next decade, as well as the Avaza Political Declaration.
- These documents represent international recognition of the challenges and propose specific solutions aimed at developing infrastructure, trade relations, increasing climate resilience and mobilizing financial resources.

- The National Action Plan for Gender Equality in Turkmenistan for 2026—2030 provides for a number of specific measures in various areas to create the necessary conditions for further promotion of women's participation in the country's socio-political, socio-economic, and cultural-humanitarian life.
- The NAPGE in Turkmenistan for 2026-2030 includes 8 strategic areas:
- 8th area Climate change, environmental protection, disaster risk reduction.
- All proposed activities in the NAPGE are specified and divided into achievable steps, thus ensuring consistency with the previous plan and facilitates its effective implementation.

Strategies for the Future and Promising Directions

- To further promote gender-focused approaches to counteracting climate change in Turkmenistan, along with the legal, economic and organizational measures implemented by the state, it is advisable to further develop regional cooperation as follows:
- To study the experience of specialized government agencies implementing national climate change policies, from the veiwpoint of gender-responsive measures.
- The availability of existing mechanisms ensuring their effective implementation and monitoring.
- Sharing experience with regional partners to integrate gender issues into the climate agenda.

THANK YOU!



Country Presentation Uzbekistan





Climate change impact on gender issues in Uzbekistan



- Saidova Lola Abduvahidovna
 - Doctor of law, professor

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Introduction and Climate Challenges

- Climate and gender are closely interconnected
- Climate change exacerbates social inequality
- Droughts, soil degradation, rising temperatures
- Water availability has decreased from 3,000 to approximately 1,500 m3/person over 15 years
- Water deficit forecast: 7 billion m3 by 2030, 15 billion m3 by 2050
- Particularly vulnerable regions: Amu
 Aral Sea

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Gender Vulnerability and Initiatives

- Women 40% of rural workers
- Leaders among women 7%; women heads of farms 6.5%
- Women are responsible for water, food, and family
- Men often migrate to earn money → the burden on women is increasing
- From Root to Fruit project: 34,500 permanent jobs, 40% women
- Modernization of irrigation: 180,000 water users, 80,000 women
- Gender Strategy 2025-2030 in Agriculture
- National consultations with UNDP on gender incluclimate policy

Recommendations

- Including women in decision-making
- Equal access to land, finance, and technology
- Gender-sensitive project indicators
- Supporting women's entrepreneurship in sustainable sectors

Conclusion

- Climate change is a matter of social justice
- Women are key players in adaptation
- Gender-sensitive policies = a sustainable future for Uzbekistan

THANK YOU!





Coffee break





RGEG Consultation: Sustaining Momentum and Exploring New Avenues for the CAREC Gender Strategy 2030





ADB Gender Policy Consultation

Samantha Hung, Altynai Abdyldaeva CCGE, CCSD, ADB







A NEW ADB GENDER AND DEVELOPMENT POLICY

Gender Equality Division (CCGE)

Climate Change and Sustainable Development Department (CCSD) Asian Development Bank



Independent Evaluation Department (IED) Thematic Evaluation:

Recommendation #1: Modernize the ADB 1998 Gender and Development (GAD) Policy to ensure ADB has a coherent and up-to-date policy to guide and inform its gender equality initiatives

2017 2024 2026

Thematic Evaluation on ADB Support for Gender and Development

"1998 GAD Policy led to a greater focus on the process of mainstreaming gender content in projects and less attention to specifying the broader gender results that ADB should pursue"

Thematic Evaluation of ADB's Support for Accelerating Progress in Gender Equality

"ADB needs an updated policy that provides a renewed vision and direction that will enable it to continue being a leader in supporting gender equality across the region"

ADB committed to deliver a modernized gender equality policy or equivalent level of document by end 2026 for management approval (for Board circulation)

- The GAD Policy provides the framework for integrating gender mainstreaming in all areas of ADB's operations, knowledge and technical assistance, and is an essential foundation for ADB's strong corporate performance and results on gender equality and women's empowerment.
- The new GAD Policy will provide a long-term framework for incentivizing greater innovation and impact on gender equality through ADB operations, in line with the evolving needs of ADB's private sector clients and DMCs. It will reflect global lessons learned and good practices, with the objective of strengthening ADB's core mandates on poverty reduction and economic growth in Asia and the Pacific.

Expert papers and analysis

Completed – in house background analysis

- Comparative analysis of Multilateral Development Bank gender policies and approaches
- Civil society organization outreach and consultation approach
- Analysis of 1998 Gender and Development Policy
- Priorities of bilateral partners
- Mapping of national/regional/global frameworks and policies

External expert papers

- Emerging thematic and technical areas (e.g., Gender-based Violence (GBV)/Sexual Exploitation Abuse and Harassment (SEAH), future of jobs, private sector)
- Evolving development contexts (including financing) and landscape for gender equality





Stakeholder Engagement Strategy

Internal

- Staff and Management
- Establishment of Advisory Committee (September 2025)
- Board of Directors

External

 Developing Member Country (DMC) Governments, private sector clients, development partners, CSOs, academia

Global, regional, and country consultations

- Webinars and information sessions (regional)
- Moderated online regional consultations (DMCs, CSOs, private sector)
- In-country consultations (5 deep-dive DMCs)
- Focus group discussions (FGDs) specific topics
- Key informant interviews (KIIs)
- Engagement with development partners (e.g. UN, bilateral donors, MDBs)
- Public submissions and feedback invited via ADB website/social media
- Dedicated GAD Policy web page to be launched and regularly updated (to go live Q4 2025)

Deep Dive DMCs

East Asia: Mongolia

Southeast Asia: Philippines, Indonesia

Pacific: Solomon Islands

South Asia: Sri Lanka

Central and West Asia: Uzbekistan

• • • • • •







Indicative timeline with key milestones

1st round
Consultations:
Internal + Global,
Regional, and
Country
May-Dec

2025

Prepare First Draft (W Paper) Dec 2025

- Feb 2026

Circulation of W Paper (Internal) Feb-Apr 2026 Preparation of Second Draft (R Paper) Apr-Jun 2026

Revised R Paper July-Sept 2026 Management
Approval
(for Board
circulation)
Dec
2026

Jan-Jun 2025

Background analysis and policy process planning Aug-Dec 2025

Commission expert papers

Feb 2026

1st Informal Board Seminar Mar-Apr 2026

Circulation of W Paper (External)

Jun 2026

2nd Informal Board Seminar (tbc) Oct-Nov 2026

Board Consultations Q1-Q2 2027

Board endorsement and approval

Questions

- 1. What gender equality priorities should ADB focus on?
- 2. Where does ADB bring the most value?
- 3. What are examples of innovation and good practice that you've seen?
- 4. What principles should guide the new policy?
- 5. How can we ensure accountability and results?

We welcome your feedback and suggestions throughout the process!



Contact us

GADpolicy@adb.org





CAREC Regional Climate Change Gender Action Plan (RCC-GAP)

Xianshuang (Edwina) Zhang CAREC Gender Specialist





https://app.sli.do/event/gd3k4G8mEhFCYB9bmqcFAm





How likely do you think your country will commit to implementing the proposed CAREC Regional Climate Change Gender Action Plan (RCC-GAP)?







What key challenges or barriers do you anticipate in implementing the proposed CAREC Regional Climate Change Gender Action Plan (RCC-GAP) in your country?







What specific outputs would you recommend for a new technical assistance (TA) to support the implementation of the proposed RCC-GAP? Examples may include monitoring frameworks, policy guidance notes, toolkits, training modules, and case collections.





CAREC Women Empowerment Online Platform

Gulshat RaissovaCAREC Gender Specialist





Virtual Launch: CAREC Women's Empowerment Online Platform (WEOP)

Date: 8 April | Format: Virtual Event

Highlights:

- Attended by ~150 women from CAREC member countries
- Official launch of the WEOP, an online community to empower women across the region

Provides:

- Educational resources and publications on gender-related topics
- Webinars & workshops for skills development
- Networking opportunities for collaboration and support

Goal: To build a connected regional network of women leaders, professionals, and changemakers driving gender equality in the CAREC region.

Join the Platform:

Sign up to become part of WEOP



Qualifications and Skills Needed for a WEOP Mentor

- Expertise in Gender Studies
- Experience in Economic Development
- Regional Knowledge
- Mentoring & Coaching Skills
- Communication & Facilitation
- Networking Abilities
- Policy & Advocacy Understanding
- Sensitivity & Cultural Competence
- Monitoring & Evaluation

WEOP Past Events: 2024 Highlights

A Harassment-Free Workplace

Speaker: Ms. Fauzia Viqar, Federal Ombudsperson Against

Harassment in Pakistan

Date: 7 June 2024 | Focus: Gender-Based Violence

Overview: An interactive discussion highlighting practical measures and policies for building harassment-free work environments within the CAREC region. The session emphasized organizational accountability, preventive mechanisms, and creating a culture of respect and safety for all employees.

Discovering Unconscious Gender Biases

Speaker: Maya Kobalia, Maya Kobalia is a women empowerment champion from Georgia and the Buzz Women Global Changemaker

Date: 23 August 2024 | Focus: Gender Equality

Overview: This session explored how unconscious gender biases shape workplace dynamics and decision-making. Speaker Maya Kobalia shared actionable tools to recognize and address bias, encouraging participants to foster inclusivity and equal opportunities in professional settings.





WEOP Past Events: 2024 Highlights

He for She: The Importance of a Diverse and Inclusive Gender Dialogue Speaker: Leyla Seyidzade, Ambassador for Women In Tech Global Movement in Azerbaijan and a TV anchor at "Female Factor" TV show on CBC channel Date: 27 September 2024 | Focus: Gender Equality

Overview: A dynamic dialogue on men's role in advancing gender equality. The event promoted inclusive partnerships, highlighting how diverse voices contribute to stronger, more equitable institutions and communities.

Green Finance with a Gender Lens: Why Does It Matter and What Can We Achieve?

Speaker: Bayarsaikhan Otgonbayar, Head of International Banking Department, Trade and Development Bank of Mongolia

Date: 13 December 2024 | **Focus:** Finance / Gender-Responsive Investment **Overview:** This session underscored the intersection of gender inclusion and sustainable finance. Key themes included the value of gender-responsive banking, the role of women in climate-related investment decisions, and strategies to attract innovative financing through inclusive business practices.





WEOP Past Events 2025: Guest Speaker & Information Series

Women in Renewable Energy: Challenges, Opportunities, and Global Initiatives

Date: 21 February 2025 | Focus: Gender, Energy, Climate

Speaker: Aruzhan Mominbayeva, CAREC Gender Climate Champion (Kazakhstan,

2024)

Overview: Explored women's participation in renewable energy, barriers to inclusion, and innovative ways to foster equality and empowerment in the green energy sector. Featured insights from 70+ regional participants, emphasizing the importance of mentoring, education, and gender-responsive innovation.

Rest as Resistance: Care and Wellbeing of Feminist Human Rights Defenders

Date: 24 July 2025 | Focus: Wellbeing, Human Rights, Feminist Leadership

Partner: Baithak – Challenging Taboos (Pakistan)

Overview: Addressed burnout and self-care among women human rights defenders. The session emphasized collective care, resilience, and wellbeing as vital strategies for sustaining advocacy during crises.













Sila Nighat Shahid Advisor, Baithak Fou

Ayesha Amin
Founder and CEO, Baithak
2024 CAREC Gender
Climate Awardee from
Pakistan

Sara Nisar Learning and Development Consultant, Baithak

WEOP Past Events 2025: Guest Speaker & Information Series

Information Session on the CAREC Gender and Green Innovation Awards Date: 7 April 2025 | Focus: Gender Equality, Climate Action, Innovation Overview: Provided guidance for prospective applicants on the Gender and Green Innovation Awards, highlighting success stories from 2024 awardees and showcasing women-led innovations advancing sustainability and equality across the CAREC region.

Building Foundations: Shaping the First Regional Action Plan for Women, Peace, and Security in Central Asia

Date: 26 September 2025 | **Focus:** Regional Cooperation, Gender Policy **Organizers:** *UN Women & CAREC Women's Empowerment Online Platform* **Overview:** Engaged women's organizations, academia, and civil society in shaping Central Asia's first Regional Action Plan on Women, Peace, and Security (WPS). Aimed at advancing women's participation in peace processes and climate security.





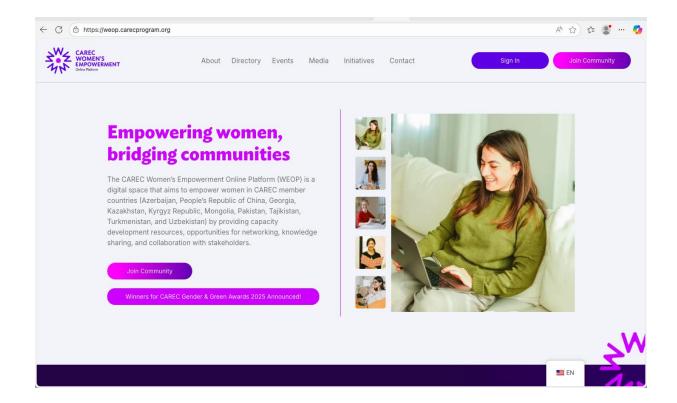






WEOP at a Glance: Current Figures and Guided Tour

> 214 members registered at the platform from CAREC region https://weop.carecprogram.org/





CAREC Regional Gender Expert Group Meeting

THANK YOU!



Survey Form for Evaluation

