

Policy Summary

Gender and Climate Change Policy

Friends Affected & Infected Together in Hand (FAITH) — Lalitpur, Nepal
2025

POLICY VISION

A rights-based, intersectional framework for climate action that uplifts the leadership and wellbeing of women, trans, Indigenous, and marginalized populations — because climate change is not gender neutral, and true resilience is built when the most vulnerable are empowered to lead.

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Guiding principles for climate action

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Program integration areas

5-yr

Monitoring & evaluation period

2025

Policy year

About this Policy

FAITH is a national, women-led organization working at the intersection of gender, health, and human rights, serving some of Nepal's most marginalized populations — including female and trans sex workers, women living with HIV, women who use drugs, Dalit and Indigenous women and girls, and people with disabilities. As FAITH prepares to expand into the Himalayan region, where climate impacts are increasingly visible, this policy responds to the reality that climate disruptions such as floods, landslides, and glacial retreat further worsen the violence, stigma, and economic insecurity these communities already face.

The policy guides programmatic integration, capacity development, advocacy, and partnerships, positioning FAITH to shape gender-inclusive climate strategies at local, national, and international levels, and to strengthen its eligibility for climate-aware, gender-transformative funding.

Objectives

- Integrate climate change awareness, mitigation, and adaptation strategies within FAITH's programs and operations.
- Ensure that all climate action is gender-responsive and socially inclusive.
- Promote the leadership and participation of women, trans people, and other marginalized communities in climate-related decision-making.
- Align with national and international climate and gender frameworks.
- Enhance FAITH's capacity to access climate and environmental justice funding.

Guiding Principles

Principle	What it Means
Intersectionality	Climate vulnerability is shaped by overlapping inequalities — gender, caste, class, disability, geography, and health status — so interventions center those most affected, such as Dalit women, trans sex workers, or HIV-positive individuals.
Community Leadership	Real change happens when those most affected lead the solutions — prioritizing the wisdom and leadership of grassroots women, trans, and Indigenous individuals.
Rights-Based Approach	Climate justice is grounded in the fulfillment of human rights — access to water, shelter, health, information, and participation.

Principle	What it Means
Environmental Sustainability	FAITH protects ecological integrity through renewable energy, biodiversity conservation, and reducing its carbon footprint.
Localization	Indigenous and local knowledge systems are respected and promoted, working in partnership with rural communities.
Accountability	Transparent, responsive, participatory processes, with clear mechanisms for community feedback and grievance redress.

Program Integration Areas

Area	How Climate is Integrated
Health Services	Climate-resilient health delivery models, risk mapping for HIV service continuity, mobile clinics in disaster-prone zones, and training community health workers on climate-health linkages.
Violence Prevention	Climate-resilient, disaster-prepared safe spaces and emergency response, plus advocacy for gender-sensitive disaster risk reduction frameworks.
Economic Empowerment	Green skills training and support for eco-friendly microenterprises, with seed grants, mentoring, and market linkages through the Eco-Livelihood Incubator.
Education and Awareness	Training and awareness programs on climate science, adaptation, and environmental rights, including the Girls for the Planet Campaign.
Community Mobilization	Building alliances with community forest user groups and Indigenous collectives, centering women, Dalit, and trans voices in local and national environmental agendas.

Flagship Project Concepts

- **Green Resilience Hubs** — community-based centers in rural and Himalayan areas offering climate education, safe spaces, and income-generating activities.
- **Climate Justice Fellows Program** — training and mentoring young women and trans leaders as climate advocates and storytellers.
- **Mobile Eco-Wellness Clinics** — combining healthcare, climate education, and eco-awareness for remote and disaster-prone areas.
- **Eco-Livelihood Incubator** — skills and seed grants for women to start environmentally sustainable businesses.
- **Girls for the Planet Campaign** — an arts-based education campaign led by adolescent girls in schools and shelters.

Institutional Commitments

To lead credibly on gender-equitable climate action, FAITH commits to embedding sustainability internally — reducing waste, using energy-efficient and renewable resources, and greening procurement; training all staff and partners on gender-climate linkages; reviewing every organizational policy through a climate lens; prioritizing climate-resilient infrastructure in high-risk zones; and actively engaging in feminist climate advocacy at national, regional, and global forums.

Monitoring and Evaluation

FAITH will implement a participatory, gender-sensitive Monitoring & Evaluation system over a five-year period, aligned with national and international climate justice reporting standards. Key elements include:

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- **Baseline and Endline Studies** — conducted in Year 1 and Year 5 to measure impact against community vulnerability, gender roles, and service-gap indicators.
- **Annual Monitoring and Reporting** — standardized data collection reported to donors, communities, and stakeholders each year.
- **Participatory Tools** — community scorecards, stories of change, and annual reflection workshops with program teams and beneficiaries.
- **Data Disaggregation** — all program data disaggregated by gender identity, caste/ethnicity, age, disability status, and geography.
- **Accountability Mechanisms** — feedback boxes, hotlines, quarterly community review meetings, and grievance redress aligned with FAITH's safeguarding policy.

This summary is published by FAITH for transparency and accountability. It is a condensed presentation of the internal Gender and Climate Change Policy 2025; in case of any discrepancy, the full internal policy document — including the detailed Monitoring & Evaluation Plan — prevails and is available on request.