



ZONTA
INTERNATIONAL

2026-2028
INTERNATIONAL
SERVICE PROJECT

FUNDING: US\$750,000
TO IFAD

WHO WILL BENEFIT

The project will work in selected rural districts in the Pakistani provinces of Khyber Pakhtunkhwa and Sindh with a focus on areas covered by the IFAD-financed Khyber Pakhtunkhwa Rural Economic Transformation Project (KP-RETP) and the Sindh Coastal Resilience Project (SCRCP).

Direct Beneficiaries

1,045,000
people including:
300,250 women
470,000 youth.

GENDER TRANSFORMATIVE MECHANISM IN CLIMATE ADAPTATION (GTM)

PLACING GENDER EQUALITY AT THE HEART OF CLIMATE ACTION

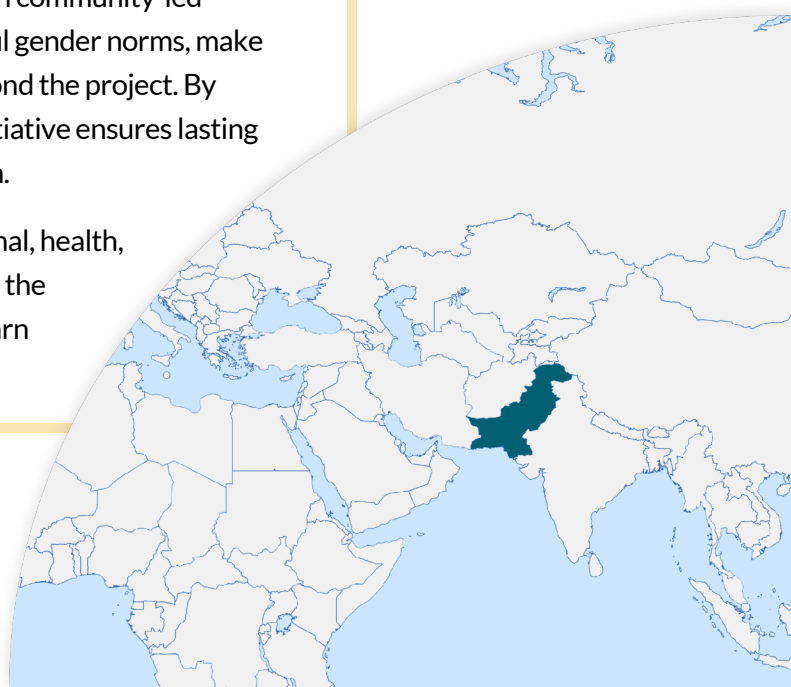
GOAL

To advance gender equality and climate justice by enabling rural women and girls to lead transformative, inclusive, and sustainable responses to climate change.

The International Fund for Agricultural Development (IFAD) is a UN agency and international financial institution dedicated to empowering rural women and men through government-led investments in agriculture and development. In Pakistan, rural women and girls face deep inequalities, limited opportunities, and growing risks from climate change and resource pressures.

Through its strong government partnerships, IFAD's Gender Transformative Mechanism in Climate Adaptation (GTM) project empowers women and girls, strengthens communities, and advances climate-resilient livelihoods. Through community-led approaches, women and men work together to challenge harmful gender norms, make joint decisions, and build sustainable solutions that last well beyond the project. By embedding these activities within government programs, the initiative ensures lasting impact and real change for rural women and girls across Pakistan.

Studies have shown severe gaps in women's economic, educational, health, and political empowerment. Only 22.8% of women participate in the labor force, compared to nearly 85% of men, and rural women earn on average just 16.3% of men's income.



STRATEGIES FOR SUCCESS

- **Boost women's livelihoods:** Support income diversification and resilience through initiatives like ecosystem service payments and value-added activities.
- **Empower women leaders:** Build confidence, voice, and influence with targeted leadership programs.
- **Innovation and skill up:** Launch an Innovation Lab to strengthen women's technical and leadership capacities.
- **Strengthen institutions:** Equip governments and partners to scale and sustain results for long-term impact.
- **Shape policy for change:** Drive advocacy and dialogue to advance gender equality in climate adaptation frameworks.
- **Leverage resources:** GTM complements IFAD-funded government loans to maximize ownership and project impact.
- **Learn across borders:** GTM currently operates in India, Burkina Faso, Ethiopia, Mozambique, and Madagascar, and through Zonta International's direct collaboration, will expand to Pakistan, fostering cross-country learning.
- **Measure and improve:** Use participatory monitoring and evaluation and evidence generation to inform policies and track what works.

What is GALS?

The Gender Action Learning System (GALS) is a proven approach that tackles the root causes of gender inequality by promoting change at the household level, challenge harmful norms, and share responsibilities more fairly.



SPECIFIC OBJECTIVES



Expand women's access to climate-resilient livelihoods:

Increase the number of women and girls engaged in climate-resilient livelihood activities, while improving incomes and supporting diversified, sustainable sources of livelihood.



Strengthen rural women's leadership and voice: Enhance women's leadership skills and increase their participation in local decision-making and governance related to climate adaptation and natural resource management.



Promote equitable norms and behaviors: Strengthen women's decision-making power within households and communities, while engaging men and boys to support gender equality and inclusive climate action.



Strengthen institutional capacities: Increase the knowledge of government staff, extension services, and implementing partners on integrating gender equality and climate resilience into rural development policies and programs, supported by the development and use of practical knowledge products such as toolkits and policy briefs.

HOW DOES THE PROJECT WORK?

The Gender Transformative Mechanism in Climate Adaptation (GTM) is a funding approach that adds grant support and technical assistance to IFAD loans to help countries strengthen both climate resilience and women's empowerment.

By building the capacity of local institutions and working through government-led projects, GTM helps ensure long-term impact and the ability to expand successful approaches. It supports rural communities in delivering programs that improve women's roles, access to resources, and decision-making.

In Pakistan, GTM will fund targeted activities—such as the rollout of GALS (Gender Action Learning System)—to help communities reflect on gender roles, encourage women leadership, and promote more inclusive and joint planning for livelihoods and climate resilience.