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# Gender Action Plan

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**SAP006: Building resilience of communities living in landscapes threatened under climate change through an ecosystemsbased adaptation approach**

Namibia | EIF | B.22/07

3 May 2019



GREEN  
CLIMATE  
FUND

## 7. Gender Action Plan and Budget

TABLE IV: OUTPUT-SPECIFIC GENDER ACTION PLAN

Project Outcome 1:		3,600 hectares of land restored for multi-use energy and livelihood benefits					
Output	Gender Component	Gender Action Points	Process	Target	Indicator	Cost	
1.1	Develop or strengthen forest management plan and establish a permit sale system	A. Since decision-making power within forest governance structures are informed by local, social institutions of north and central Benin – tangible and interactive processes to involve women and other vulnerable stakeholders must be initiated at the very outset	<ul style="list-style-type: none"> <li>Revise forest management plans to lay out clear gender components, with training provided to local wardens on the importance of implementing the same</li> <li>Sensitize participants and stakeholders (both women and men) on the difference between nominal (just attendance) and empowering (interactive,</li> </ul>	<ul style="list-style-type: none"> <li>Hire a gender / social development consultant to design and conduct gender-sensitive stakeholder consultations, and develops consolidated Gender Mainstreaming Strategy (GMS)</li> <li>Gender workshop organized with engaging activities to raise awareness (methodological part of the GMS process)</li> </ul>	❖ Community-based and gender-informed forest management and land use plans	<ul style="list-style-type: none"> <li>Key Informant Interviews with local wardens on gender sensitivity; with female wardens to gauge their position vis-à-vis male wardens</li> <li>Number of male and female participants, disaggregated by household (HH)</li> <li>Number of men and women trained to hold decision-making</li> </ul>	<p>Gender Consultant (GC) <b>\$33,525</b></p> <p>Workshop and Stakeholder Consultation (WSC), which will form baseline/entry mapping survey <b>\$161,700</b></p> <p>Within WSC</p>

			<p>where voices are heard) participation</p> <ul style="list-style-type: none"> <li>• If possible, train existing female wardens to ensure representation in positions of power. If cost-effective and can be done substantially, train new female wardens</li> </ul>	<ul style="list-style-type: none"> <li>➤ Within the above activity</li> </ul>		<p>positions within forest governance bodies, disaggregated by HH</p>	
1.2	7 Community Forest Management Committees (CFMCs) established to support Forest Wardens	A. Involving women from the design stage in these committees is more likely to yield continued results for project outcomes throughout the project cycle, versus	<ul style="list-style-type: none"> <li>• Involve a minimum 30% - ideal of 50% of women in the CFMCs</li> <li>• Provision 'women's sessions' and 'gender sessions' into the modus operandi of the committee: while the women's</li> </ul>	<ul style="list-style-type: none"> <li>➤ Part of 1.1 workshop process (feeds into GMS)</li> <li>➤ Gender consultant trains select CFMC members how to conduct these, and more importantly regarding the importance of these – the process has to be strictly participatory and tailored to local needs</li> </ul>	<ul style="list-style-type: none"> <li>❖ Gender-balanced CFMCs</li> <li>❖ Women's sessions conducted where community women can engage in discussion and sharing of their needs and priorities</li> </ul>	<ul style="list-style-type: none"> <li>✓ Number of men and women in CFMCs</li> <li>✓ Meeting minutes from both 'women's sessions' and 'gender sessions'</li> <li>✓ Number of men and women trained to hold</li> </ul>	<p>Within WSC</p> <p>-do-</p> <p>-do-</p> <p>-do-</p>

		involving them in later stages	<p>sessions will cater only to the community women, the gender sessions should not be limited to 'just women', but should invite both men (particularly young men) and women to the table; additionally, these sessions should be a space where stakeholders can share success stories and address gender-specific grievances faced (50-50)</p>		<ul style="list-style-type: none"> <li>❖ Gender session conducted to engage and sensitize men and women on gender issues</li> </ul>	<p>'gender sessions'</p> <ul style="list-style-type: none"> <li>✓ Randomised interviews with different members of CFMCs to gauge whether they see any positive effects of the 'gender sessions'</li> </ul>	
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1.3	3600 hectares of tree species restored using select species to combat climate change	<p>A. Men and women have different agroforestry practices and artisanal knowledge, which build upon existing social gender norms.</p> <p>B. From existing research<sup>24</sup> and stakeholder</p>	<ul style="list-style-type: none"> <li>• Conduct a mapping exercise to chart how the different genders use the forests, and for what purposes – the exercise should also chart the expenditure patterns from forest-based incomes (i.e. do women retain their income, do they save, do they spend on household essentials?)</li> <li>• Conduct a risk-assessment exercise to determine</li> </ul>	➤ Gender consultant, along with environmental / ethnobotanical experts on the team conducts this	<ul style="list-style-type: none"> <li>❖ Restoration output maps the different use of forests by different social groups and gender (the knowledge generated will pioneer this variety of information from the region)</li> <li>❖ Gender-mainstreamed content in land-use plans and communal frameworks, reflecting the needs and priorities of both men and women</li> </ul>	<ul style="list-style-type: none"> <li>✓ Entry and exit mapping interview to analyse change/improvement in agroforestry practices</li> <li>✓ Within the above activity, to understand change in time poverty/ NTFP collection and commercialization</li> </ul>	<p>Gender Monitoring (GM), endline / exit mapping surveys (will be part of the overall monitoring strategy) <b>\$75,000</b></p> <p>Within GC Within GM</p>
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<sup>24</sup> Samndong, R. A. *et al.* “Gendered forests: exploring gender dimensions in REDD+ and forest governance”. *Ecology and Society* (Vol. 22, No. 4). (2017)

1.4	7 communal woodlots, particularly for fuelwood collection	consultations, it can be surmised that women attach importance to collecting NTFPs that contribute to household consumption and cash income. Men associate forestry to charcoal, timber and commercial NTFP collection.	<p>whether project activities will hamper any gender's forest access or traditional product: if so, can it be done for the better? If not, what innovative/alternative ways can be laid out for the losing party?</p> <ul style="list-style-type: none"> <li>• Ensure equal access to communal woodlots – particularly for women, who are primarily in charge of household fuel collection</li> </ul>	<ul style="list-style-type: none"> <li>➤ Part of 1.3A process</li> <li>➤ Part of 1.1 workshop process (feeds into GMS)</li> </ul>	❖ Sustainable natural resource management and gender-equitable access to communal woodlots	✓ Within the 1.3 mapping interviews	Within WSC Within GM
1.5	7 communal orchards, particularly for NTFP production	C. Fuelwood collection remains the preserve for women among traditional communities of north and central Benin.	<ul style="list-style-type: none"> <li>• Create a 'checks and balance' system to avoid overexploitation or resource strife in later stages</li> </ul>	➤ Part of 1.1 workshop process (feeds into GMS)	❖ Sustainable natural resource management and gender-equitable access to communal orchards	Within the 1.3 mapping interviews	Within WSC Within GM

Woodlots created for this purpose should take into account the women's time-use in this activity and how it can be improved.

D. Certain NTFPs collected by women (shea, *nere* and nuts) are often acquired through small-scale retail trade, only to be sold for high prices along on the value chain. Women are limited by lack of financial literacy and

- Improve financial literacy and market access for women, by building on existing women's networks / establishing new networks to improve upon quality, consistency and quantity for international companies (particularly cosmetic) interested in products such as shea

		inclusion, and male dominance over larger businesses/ wholesale links to international company					
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Project Outcome 2:		Higher returns from agricultural livelihoods secured in the face of climate change					
Output	Gender Component	Gender Action Points	Process	Target	Indicator	Cost	
2.1	Automatic weather stations near project sites	A. In Benin, there exists an information gap between men and women. To ensure this is overcome, forecast messaging should be in simple, clear language with heed to which demographics use what	<ul style="list-style-type: none"> <li>Provide gender-responsive training to understand and respond to forecasts</li> </ul>	<ul style="list-style-type: none"> <li>Mainstreamed within project activity, and highlighted through workshop</li> </ul>	<ul style="list-style-type: none"> <li>Weather reports and updates are transmitted through accessible mediums and languages – especially targeting women as they perform the bulk of agricultural labour</li> </ul>	<ul style="list-style-type: none"> <li>Key Informant Interviews with men and women on meteorological knowledge and information access</li> <li>Number of male and female participants trained, disaggregated by household (HH)</li> </ul>	<p>Within GC</p> <p>Within WSC</p> <p>-do-</p>



		communication channels					
2.2	22,000 individuals across 7 project sites trained on EbA	A. Refer to Section 4 a, b, c of the assessment (p. 9 – 10)	<ul style="list-style-type: none"> <li>• Provide gender-responsive training on EbA, using action points from 1.3 to understand the different cropping techniques, agricultural practices and time use among different genders</li> <li>• Project activities should not burden time poverty or attempt to drastically change time-use pattern</li> </ul>	<ul style="list-style-type: none"> <li>➤ Gender Consultant will develop modules to specifically address gender concerns</li> <li>➤ Safe, gender-friendly environment for trainees (particularly nursing mothers)</li> </ul>	<ul style="list-style-type: none"> <li>❖ ~11,000 women trained on EbA across project sites</li> <li>❖ Women and men equally receive access to</li> </ul>	<ul style="list-style-type: none"> <li>✓ Key Informant Interviews with men and women on EbA techniques, preferred agricultural practices before and after training</li> <li>✓ Number of male and female participants trained, disaggregated</li> </ul>	<p>Within GC</p> <p>Within GM</p> <p>-do-</p> <p>-do-</p>
2.3	3000 hectares	-do-		-do-			

	receive climate-resilience agricultural interventions		-		climate-resilient agricultural techniques and training	by household (HH)	
2.4	Post-harvest storage interventions	Data analysis in smallholder contexts <sup>25</sup> have revealed that women, particularly from male-headed households, often opt for the cheaper PHS tools – this is potentially because women either do not have access to a lumpsum of money and/or they are not allowed to take financial decisions regarding durable purchases in a	-do-	-do-	❖ Women are incentivized to increase uptake of post-harvest storage solutions, as they are statistically less likely to adopt these methods	-do-	-do-

<sup>25</sup> Boral, D. *Gender and Smallholder Farmers: Analysis of Primary Data from FtMA, IFC-GAFSP, and PHLR Programme*. Draft Report for WFP Rwanda. (2018)

		male-headed household					
2.5	Cooperatives located on project sites trained on basic business and financial management	Financial literacy and inclusion exhibits a severe gender gap in West Africa. It is therefore imperative to actively choose women's cooperatives and gender-balanced cooperatives to further the cause of establishing fair value chains	<ul style="list-style-type: none"> <li>Involve a 50% of women in the cooperatives</li> <li>Provision gender-responsive financial literacy and management training: for example, how women can profit from popular cosmetic industry NTFPs such as shea</li> </ul>	-do-	❖ Business generation through cooperatives, particularly encouraging female entrepreneurship	-do-	-do-

<b>Project Outcome 3:</b>		<b>Strengthened technical and institutional capacity of the government and communities for implementing EbA and climate-resilient agriculture and enhanced awareness of the adaptation benefits</b>				
<b>Output</b>	<b>Gender Component</b>	<b>Gender Action Points</b>	<b>Process</b>	<b>Target</b>	<b>Indicator</b>	<b>Cost</b>

3.1	Lessons learnt from EbA and other interventions in Benin	A. Gender lessons learnt during the different stages of the project cycle should be included in the overall knowledge management strategy	<ul style="list-style-type: none"> <li>• Compile experiences of gender mainstreaming during the project cycle, within larger report</li> <li>• Gender experiences should feature in the guidelines/ revision to existing environment-related legislature done for the Beninese government</li> </ul>	➤ Mainstreamed within project activity, undertaken by GC	❖ Knowledge products and stories published about the project includes gender success stories, mainstreaming case studies etc	✓ Overall project design phase, implementation monitoring process will inform this	Within GC Within GM  -do-
3.2	Awareness-raising campaign	A. Refer to Output 1.1 of the Gender Action Plan	-do-	-do-	❖ Women and men are informed about the process of gender mainstreaming, and the importance of the inclusion and reflection of both's priorities and needs to combat climate change	-do-	Within GC Within WSC

3.3	Strengthen national-policies and strategies	A. Refer to Project Outcome 1 (entire section) and Output 3.1 of the Gender Action Plan	-do-	-do-	❖ Inclusive and gender-friendly policy environment for future actions	-do-	-do-
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*Please find the Budget from p.26.*

**TABLE V: TENTATIVE BUDGETARY ALLOCATION<sup>26</sup>**

ITEM		AGENDA	COST
1	National Gender Consultant (GC)	Developing and implementing Gender Mainstreaming Strategy (GMS) throughout the project Updating (according to on the ground development during the implementation stage and implementing the Gender Action Plan	<b>\$33,525</b>
2	Monitoring and Evaluation Officer	Full-time M&E Officer with a particular focus on monitoring gender mainstreaming activities and goals, and providing recommendations accordingly	<b>\$75,000</b>
3	Environmental and Social Officer	Responsible for overall oversight for social issues, including gender Maintaining the grievance redress mechanism that will ensure no unmitigated gender-related impacts occur	<b>\$90,000</b>
4	Workshops and trainings	All workshops and trainings in the project will have a minimum of 50% women representation and will be aimed at developing gender equity by: i) building the capacities of women beneficiaries; and ii) raising awareness about the impacts of climate change on pre-existing gender dynamics.	<b>\$161,700</b>
<b>TOTAL:</b>			<b>\$360,225</b>

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<sup>26</sup> In addition to the tangible figures in Table V, it is expected that all on-the-ground project activities will have a gender-positive impact. All project activities, including the procurement of service providers, will be guided by principles of inclusivity and gender equity. Alignment with these principles will be monitored by the PMU members outlined in Table V.