

# Gender Action Plan

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**FP024: Empower to Adapt: Creating Climate-Change Resilient Livelihoods through Community-Based Natural Resource Management in Namibia**

Namibia | EIF | B.14/07



**GREEN  
CLIMATE  
FUND**

## **ACRONYMS USED**

<b>AAA</b>	Affirmative Action (Employment) Act
<b>AGM</b>	Annual General meeting
<b>CBNRM</b>	Community Based Natural Resource Management
<b>CBO</b>	Community Based Organizations
<b>CBS</b>	Central Beaurer of Statistics
<b>EDA</b>	Enhanced Direct Access
<b>GBV</b>	Gender Base Violence
<b>GCF</b>	Green Climate Fund
<b>GSCs</b>	Gender Sectoral Committees
<b>LAC</b>	Legal Assistance Center
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MAWF</b>	Ministry of Agriculture, Water and Forestry
<b>MET</b>	Ministry of Environment and Tourism
<b>MGECW</b>	Ministry of Gender Equality and Child Welfare
<b>NAC</b>	Namibia Agricultural Cense
<b>NACSO</b>	Namibia Association of CBNRM Support Organisation
<b>NDP</b>	National Development Plan
<b>NGOs</b>	Non-Governmental Organisation
<b>NRM</b>	Natural Resource Management
<b>NSA</b>	Namibia Statistics Agency
<b>UNDP</b>	United Nation Development Program



# 1 EXECUTIVE SUMMARY

This report highlights gender specific challenges relating to gender roles within the Community Based Natural Resource Management (CBNRM) Programme in Namibia. It outlines women's involvement in the society and the current state of the women's movement within the CBNRM Programme. The report presents opportunities for promoting gender equality relating to the above-mentioned area of intervention for the project entitled Empower to Adapt: Creating Climate-Change Resilient Livelihoods through Community-Based Natural Resource Management in Namibia that is planned to be submitted to the Green Climate Fund (GCF). It concludes with specific recommendations for the above project to mainstream implementation of gender related awareness and equality activities through the work of the Empower to Adapt Project.

With women and vulnerable groups naturally more involved in sustainable utilization of natural resources is a strategy for gender and social integration by itself – by strengthening the capacity, negotiation skills and bargaining power of producers organized in groups one increases the opportunities and benefits for women and disadvantaged groups. Furthermore, 'bringing the value chain to the village' by setting up organised groups and organizing procurement at village level is an effective strategy for solving major gender-based constraints such as the lack of mobility, and limited access to markets, information and linkages. All in all local value chains help to reduce the dependency of otherwise isolated women and marginalized communities on middle men and local traders by offering opportunities for more favorable market engagement.

Qualitative and participatory research approaches revealed the gender imbalance in access and ownership of land as well as control and decision-making over natural resources. The CBNRM programme aimed at improving the capacity of women to promote active participation in Natural Resource Management (NRM). An external 'gender expert' provided advice during early stages of CBNRM programme and this strengthened mainstreaming of gender in the programme. As a result, women rights to use resources have been linked with responsibilities to maintain and use those rights in a sustainable manner. However, the assessment till identified gender gaps within CBNRM and the findings include:

- Within the CBNRM network, women actively participate in the labor market, civic organizations and community development, while they take most of the responsibility over household chores, it limits their influence in terms of decision making.
- Women's community leadership is greatly recognized, but there is a gap to transform it into participation.
- A large part of the Namibian population within CBNRM areas is plagued by poverty and unemployment. Women tend to experience harsher conditions and face higher barriers to overcoming such problems because of structural gender inequality. The situation greatly varies between different ethnics.
- Gender expertise and training is dispersed among governmental institutions, academia and Non-Governmental Organisations (NGOs). Nevertheless,

individuals with gender expertise or training are still a minority among regional, local authorities, Community Based Organisations (CBOs).

- There is a gap in terms of gender integration in citizenship participation between the different regions in Namibia. Identified good practitioners can lead and train their peers in specific workshops.
- Past CBNRM interventions have mainstreamed gender in their project designs, however they are few aspects that were not considered such as gender based budgeting, and gender sensitive technologies.

# 1 ACTIONS FOR the EDA PROJECT

## 1.1 Gender Integration Strategy for the EDA

**The Goal:** Gender and social inequalities that are constraints to economic growth and poverty reduction are identified and addressed in EDA Project plans, activities and monitoring.

**Objectives:**

1. All EDA Project activities include documented plans to mitigate any barriers to equal participation and to enhance gender equality when necessary.
2. The EDA Project Implementation Unit has adequate competence and capacity to conduct gender analysis and integrate a gender dimension into all projects

**Indicator:** % project documents and activities that include appropriate interventions to address gender-related barriers to and enhance benefits from participation.

### 7.1.1 Gender Analysis

**Output indicator:** % of contract team reports that include gender analysis, such as target group assessments; benefit analysis; etc.

All activities will be conducted in a gender-sensitive and aware manner and reflect an adequate gender analysis. This analysis will include general and specific concerns according to each project and activity.

Some key requirements that affect a number of activities include:

- Determine if the project benefits are structured to be accessible by women and vulnerable groups
- Study the degree to which activities may inadvertently lead to additional inequitable or nontransparent “elite capture” of project benefits, and propose mitigation actions and alternate approaches to lessen the potential for these inadvertent negative impacts
- Assessment of who contributes and who benefits; using appropriate tools. Possible divergent interests between men and women; young and old; powerful and less powerful are identified and documented. This may involve the use of specific tools and segregated groups of men and women.
- Special attention is given to the vulnerability of girls and young women to older men with money (“sugar daddies”) and other drivers of the epidemic including alcohol, multiple concurrent partners, and GBV.
- Employ as many local people as possible with special consideration to gender and vulnerability for all levels of operation
- Identify any specific gender inequality (e.g. property rights; inheritance rights) and plan accordingly

### **1.1.2 Participation**

Output indicator: % of contract and grantees that report on stakeholder participation; the report should include identifying barriers to participation and mechanisms put in place to address these barriers.

All stages and aspects of the implementation of planned activities will ensure that both women and men and any vulnerable groups have opportunities for meaningful participation throughout and any barriers to full participation are addressed. In order to encourage equitable participation in the project activities by men and women, the following actions should be taken:

- Documentation of on-going consultation process to show regard for gender differences; needs of disabled; and vulnerable groups, (to be defined project by project)
- Training of women and members of other vulnerable groups to facilitate their full participation in their roles as leaders and members of committees
- Activities are planned to encourage women's full participation.

### **1.1.3 Decision Making and Leadership**

Output indicator: Representation and participation (attendance at meetings) on all the structures of the project and funded activities to be representative of equal women and men. Committees and boards that are established or that are engaged by the project activities, will be assessed for their gender balance, and interventions to ensure women's participation as well as participation of other identified marginalized groups at all levels – grant making bodies; management committees; boards– will be undertaken as necessary.

Women or marginalized individuals can benefit from focused interventions to build leadership capacity. This may entail some project-funded activities offering:

- training programmes on public speaking
- mentorship and support,
- gender sensitivity training for both male and female board/committee members.
- gender analysis training for relevant boards/committees.

### **1.1.4 Monitoring**

Output indicator: 100% of contracts define which, if any, indicators must be disaggregated by gender.

This strategy requires that data is disaggregated by sex, and age and income level where practical, and that gender issues are appropriately incorporated into the M&E framework.

The EDA Monitoring and Evaluation Plan lists a number of key indicators that must be gender disaggregated. Additional output indicators should also be gender disaggregated in reports of contractors or grantees as negotiated per contract/activity.

Gender disaggregation of all specified actions will help show how women and men participated, the level of their participation, and benefits from various actions, and the extent of gender specific constraints. Contributions and benefits of land, education, information, capital, technology, income, time and other resources should be captured.

**Objective 2:** The EDA has adequate gender competence and capacity to manage its projects.

Indicator: Every Annual Report contains information on how projects integrated gender into their activities.

Gender concerns should be anchored in the organization's activities and management. This will be achieved through the three strategies below.

## **1.2 Training**

Output Indicator: % of EDA staff that have attended a gender integration training course.

The training will focus on EDA staff first but will include options for outreach to other sectors, governmental and non-governmental, as it will be encouraged to be included in the grant proposals. Where necessary and possible, EDA grantees and consultants will be trained as well. In some instances gender focal people and local experts will be requested to contribute to the training as appropriate.

## **1.3 Strategic Information Management, Communication and Reporting**

Output Indicator: # of site reports on gender by the EDA staff

Case studies or assessments will be undertaken on selected EDA projects that have potential for the most impact on addressing gender and social inequalities looking at progress, challenges, and best practices.

Support will be provided to the EDA Project Manager to ensure that the interests of women, vulnerable groups, youth and elderly are represented in information and gender is highlighted in public outreach materials. A section of the annual report will be dedicated to a gender up-date that consolidates any special reports from contractors and the gender consultant.

## **1.4 Resources and Responsibilities Allocated**

Output Indicator: Budget for gender mainstreaming and integration is available and used within stipulated time.

Sufficient resources - human, material and financial - shall be in place for the EDA to implement and monitor this gender integration strategy.

Partnerships will be developed with governments and civil society and with other donors, to diagnose the gender-related barriers and opportunities, and to identify appropriate actions to reduce these barriers and capitalize on the opportunities. The gender mainstreaming personnel within the EDA (Project Officer) will liaise with sector gender focal people to coordinate efforts and maximize learning. Specific responsibilities are listed below:

**The Environmental Investment Fund of Namibia will:**

- Ensure compliance with Gender Policy

**EDA Project Manager will:**

- Provide leadership and create an enabling environment for gender integration at EDA Project Steering Committee avail resources for the implementation of this plan.
- Ear-marks funds for gender mainstreaming activities

**EDA Project Implementation Unit will:**

- Report to the Project Steering Committee on a quarterly basis on progress in integrating gender into EDA projects.
- Appoint gender and social mainstreaming specialist to serve on the Project Steering Committee
- Disseminate EDA Gender Integration plan among EDA project staff and partners

**Project Steering Committee will:**

- Work with the EDA Project Implementation Unit to develop criteria for defining vulnerable groups as it relates to their sector during the first three months of project implementation.
- Integrate a gender dimension into the criteria used to assess tenders.
- Monitor project activities to ensure integration of gender elements, including examining ToRs, contracts, work plans, progress reports, final reports, project progress reviews, outreach strategies, communication plans, and materials for compliance with this strategy.
- Specify in all ToR and Contracts that data for consultations, activities, and monitoring should be gender, and at times age, disaggregated.
- Ensure all EDA staff receives orientation into gender mainstreaming within the first 8 months of the Project.

**EDA Contractors will:**

- Introduce special measures to address identified gender inequalities in projects.

- Ensure HIV plans for construction are relevant and comprehensive addressing the different needs of men and women, and young and old
- Complete gender integration plans completed as required for specified activities.
- Plan for special efforts to ensure participation of women and marginalized communities with consideration given to:
  - Accessibility
  - Information
  - Venues
  - People (female trainers)
  - Ample opportunity for involvement, comment and to exchange views.
- Compile reports that include the relevant gender analysis, feedback on participation and interventions, information on gender balance on decision making bodies and other structures etc.
- Supply gender disaggregated information on the indicators required by the EDA-M & E, and where stipulated on other indicators and/or disaggregated by age.

Strategy	Recommended Actions	Responsibility	Target Dates
<b>Objective 1: All EDA activities manifest an adequate degree of gender analysis with documented plans to mitigate any barriers to equal participation and to enhance gender equality.</b>			
	Include in all ToRs and Contracts appropriate reference to key gender and social issues	Contracts Office	On-going
	Ensure/Integrate a gender dimension into the criteria used to assess tenders.	All PSC, EE	From 1 <sup>st</sup> Month
<b>Gender Analysis</b>	Work plans of grantees to be reviewed by with follow-up discussions held if necessary.	Project Manager	On-going
	Project activities monitored to ensure integration of gender elements: work plans, progress reports, final reports and project progress reviews are examined for appropriate gender analysis.	PSC, Project Manager, EE	On-going

Gender integration plans are required by contractors/consultants/grantees for specified activities.

Gender experts in contracted teams & gender focal people in sectors. On-going

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<b>Participation</b>	<p>Special efforts are made to ensure participation of women and marginalized communities with consideration given to:</p> <ul style="list-style-type: none"> <li>-Accessibility</li> <li>- Information</li> <li>- Venues</li> <li>- People (female trainers)</li> <li>- Ample opportunity for involvement</li> </ul>	Project Manager, EE	Ongoing
	<p>Hold discussion with EDA contracted teams to discuss and review gender integration and ensure plans for training are in place if necessary. These should take place at least:</p> <ul style="list-style-type: none"> <li>o On appointment/ submission of work plans</li> <li>o Once at mid term/or 1 year.</li> </ul>	Project Manager	Ongoing
	<p>Reports submitted by Contractors/ Consultants/Grantees to include the relevant gender analysis, feedback on participation, and interventions that occurred.</p>	Consultants/ Contractors/EE	Ongoing

<b>Decision Making and leadership</b>	Reports from contractors/consultants/Grantees to include information on gender balance on decision making bodies and other structures	Project Manager	Ongoing
	Strategies to achieve better gender balance if necessary on such committees should be outlined in progress reports. Grants to target female headed households	EE	Ongoing
<b>Monitoring and Evaluation</b>	Review of M&E plan to ensure that gender aspects are properly addressed and incorporated.		
	Specify in all ToR and Contracts that data for consultations, activities, and monitoring should be gender and at times age disaggregated	Each Director	On-going
	All contractors/consultants/grantees supply gender disaggregated information on the indicators required by the MCA-N M & E Strategy, and where stipulated on other indicators and/or disaggregated by age. (See Annex a)	Contractors/EE/Project Manger	On-going
	Produce at least 2 sector-specific papers that treat the relevant gender integration aspects of an activity – challenges; successes; best practice.		
	Additional gender disaggregated data requirements will be stipulated in Terms of References and Work. This may include information on income, revenues, benefits, management, training etc. (see Annex A)	Project Manager/Consultant	Mid Term Evaluation and End of Project Evaluation

On-going

Strategy	Recommended Actions	Responsibility	Target Dates
<b>Objective 2: EDA has Gender Competency</b>			
<b>Training</b>	Create a series of technical training with partners for raising professional skills of staff on gender-differentiated procedures.	PSC, Manager	Project First eight months
	Ensure all EDA staff receives orientation into gender mainstreaming within the first 8 months of the project	PSC	
	Provide periodic professional development opportunities on gender integration for EDA staff and contractors' gender focal people.	PSC, Manager	Project Ongoing
<b>Strategic Information Management Communication and Reporting</b>	Find ways to highlight gender in public outreach.	Project Manager	Ongoing
	Support the EDA M&E Officer to ensure that women, vulnerable groups, youth and elderly are targeted with appropriate outreach activities when applicable	Project Manager	On-going
	Adequate consideration of gender aspects in in-house and external communications and gender is treated in a way that is consistent e.g. language; illustrations etc.	Project Manager	On-going

Develop criteria for defining vulnerable groups as it relates to their sector.

Develop list of gender resource organizations and individuals for relevant sectors.

PSC & Manager Project First three months

First month

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Staff: Appoint gender and social mainstreaming specialist on the Project Steering Committee (part time or full time)

NDA First month

**Resourcing and Responsibilities**

Budget: EDA ear-marks funds for gender mainstreaming activities. Identify budget resources, compile, reallocate as necessary

PSC & Manager Project

Partnerships: Develop and implement an on-ongoing plan for consultation with NGOs, MGE CW, and other relevant stakeholders for input in project or assistance in achieving increased gender integration

PSC & Manager Project

## 2 Annex A: Indicators

### 1. Indicators that must be gender disaggregated according to the EDA Monitoring and Evaluation Plan

- Average increase in annual household income (disaggregated by sex of head of household);
- Practices adopted at individual level for both sexes;
- Women’s accessibility to resources and agricultural gender sensitive technology;
- Labour status and women’s rights;
- Land ownership and conditions for both sexes;
- Social norms and several other aspects linked to women’s lives.

### 2. Additional output indicators that should be collected and used to monitor projects’ achievements:

- % of women in decision making bodies committees; etc
- The sex-disaggregated impacts of training, as well as how employed and entrepreneurial men and women spend their earning, should be tracked
- Men’s and women’s access, control and ownership over land, cattle, goats and veld products.
- Gender division of labor on natural resource management.
- Differences in access to earned income from natural resources by sex
- Differences in employment by type of employment (i.e., managerial, non-managerial) by sex
- Numbers of conservancy/community forest men and women trained.
- Numbers of women and men as conservancy members and leaders.
- Percentages of male-headed and female-headed households receiving conservancy income.

	<b>Contributions</b> (Land, labour, information, time, capital, other resources)	<b>Benefits</b> (Land, education/information, capital, technology, time, other resources)
Men		
Young Men		
Boys		
Women		
Young Women		

Girls		
Special groups		

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