
Gender Action Plan

SAP001: Improving rangeland and ecosystem management practices of smallholder farmers under conditions of climate change in Sesfontein, Fransfontein, and Warmquelle areas of the Republic of Namibia

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ANNEXURE 1 GENDER ACTION PLAN FOR RANGELAND AND ECOSYSTEM MANAGEMENT PRACTISES PROJECT

A1. Introduction

The main aim of the gender action plan is to present the constraints and opportunities for women and men identified during the gender analysis into operational action. The plan includes:

- Gender- responsive actions/activities that address and strengthen the voice and agency of vulnerable women and men in the project
- Gender performance indicators and sex- disaggregated targets linked to the results framework



Proposed Gender Action Plan

Table A1: Rangeland and ecosystem management project gender responsive actions and performance indicators

Output	Gender responsive actions	Performance indicator	Time frame (Financial Year)					Responsible
			1	2	3	4	5	
Component 1: Promote cost effective investments in early warning systems that determine climate-driven vulnerabilities and effective adaptation options			1	2	3	4	5	
1.1 Early warning systems established for observation, data collection and information management and dissemination	Ensure gender-balanced participation in the setup of an effective early warning system in the region.	50% men and 50 women of the total beneficiaries participating in the setup of the regional early warning system, with special consideration of marginalized community and female headed households.						Project unit, EIF and NDA, Regional Councilor, Farmers Union
	Collaborate with local farmers union that work with women to address women-specific needs in order to remove barriers on participation in early warning activities.	70% women of the total targeted direct beneficiaries and marginalized community by age, who are supported by local farmers union in developing early warning system in the region.						Project unit, EIF and NDA, Regional Councilor, Farmers Union
1.2 Established institutional linkages for preparedness and response plan for disaster risk reduction	Target both men and women to train them on early warning data collection and establishment of community-based early warning system.	50% female and 50% male of the total beneficiaries who are trained on data collection and part of community based early warning system.						Project unit, EIF and NDA,

	Ensure that the gender mainstreaming within the regional council address the need of both men and women	50% male and 50% female in leadership position of the farmers union and Regional council structure involved in the regional early warning system setup.						Project unit, EIF and NDA, Regional Councilor, Farmers Union
1.3 Develop an Early Warning System for the region	Develop gender responsive Information, Education and Communication materials in cooperation with the Namibian Meteorological Services and Hydrology-Division of the Ministry of Agriculture, Water and Forestry for Tourism related activity planning and responses.	50% female and 50% male of the total targeted beneficiaries receiving early warning information.						Project unit, EIF, MAWF, Met – Service, Regional Councilor,
	There is a gender disparity between men and women in the access to information and the media. Furthermore, educationally marginalized men and women do not receive seasonal forecast in their local languages. Translate the vernaculars and ensure equal number of men and women have access to early warning systems in their local languages.	40% male-headed and 60% female-headed households with special consideration of the marginalized community receiving translated early warning systems in local languages as special intervention						Project unit, MAWF, Met – Service, Regional Councilor,
	Ensure equitable representation of women and men from different ethnic groups, social classes and age groups on funded project management committee, planning and activity meetings	40% men and 60% women by ethnicity and age group represented in project management committee. To fill the existing gap in leadership experienced by women in the region						Project unit, EIF and NDA, Regional Councilor, Farmers Union
Component 2. Reducing climate driven risks in targeted ecosystem and land through supporting innovative drought adaptation actions								

2.1 Concrete and innovative drought adaptation actions supported for smallholder farmers	Ensure a balance participation of both men and women from local farmers association during the project implementation.	50% men and 50% women representing the 10 farmers association participating in the project.						Project unit, EIF, Regional Councilor, Farmers Union
	Identify targeted intervention to address the imbalance of women participation in specific project activities as a result of social injustice, e.g livestock ownership, decision making etc.	60% female beneficiaries successfully participating in the project activities as special target intervention to contribute to gender equality in the region.						Project unit, Regional Councilor, Farmers Union
	Identify gender friendly agricultural production technology	Number of gender sensitive technology introduced to the beneficiaries.						Project unit, EIF and MAWF, Regional Councilor, Farmers Union
2.2 Climate resilient ecosystem management practices that supports agricultural production	Provide training or support to local communities to improve their traditional breeds and production thereafter.	50% men, and 50% women and by age group being trained. Ensuring the participation of marginalized community						Project unit, MAWF, Farmers Union
	Enhance gender equality and women empowerment by involving women in rangeland restoration	50% men, and 50% women and by age group benefited in the innovation of new breeds and production practices.						Project unit, MAWF, Farmers Union
Component 3. Knowledge and information support mechanisms								
3.1 Strengthened capacities of smallholder	Engage both Farmers association and Gender/Women support organization to	2 climate- change implementation plan developed for regional and constituency						Project unit, EIF, Regional

farmers to mainstream climate change responses and effective support to adaptation efforts	inspire and enhance men and women's agency in participating in project activities.	level decision-making. (developed, delivered and used.)						Councilor, Farmers Union
	Increase exposure for women to go beyond localized household based activities and visit other regions for learning and experience exchange.	20% of the total women beneficiaries engaging in exchange learning opportunities and sharing of best practices.						Project unit,
	Improve female-headed households and women's adaptive capacity by promoting organized regional agricultural farming and entire production value chain.	10 of local organized farming groups and farming association established or improved to strengthen social networking and support among men and women at community level.						Project unit, Regional Councilor, Farmers Union
	Build the capacity and technical expertise of EIF, project beneficiaries and partners on gender sensitive and/or responsive M&E	50% men and 50% women of the total beneficiaries and implementing partners trained on gender sensitive and responsive issues.						Project unit, EIF and MAWF, Regional Councilor, Farmers Union
	Gather gender disaggregated data on all activities implemented, training offered, planning and information awareness meeting and dissemination of early warning forecasts	4 quarterly reports per annum reflective good data gender segregation.						Project unit, EIF
	Appoint a gender mainstreaming expert in the Project Steering Committee (Part-time or full-time.)	50% men and 50% women experts in the project steering committee						EIF and MAWF



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	Project to apply gender responsive budgeting across all projects activities	50% men and 50% female targeted budget in all project activities							Project unit, EIF