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# Gender Assessment

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## **FP122: Blue Action Fund (BAF): GCF Ecosystem Based Adaptation Programme in the Western Indian Ocean**

Countries in the Western Indian Ocean | KfW | B.24/01

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**GREEN  
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# Gender documentation for FP122

## **Annex 8** Gender assessment and programme-level action plan

### **Blue Action Fund (BAF) – Programme for Western Indian Ocean – Ecosystem based Adaptation**

#### **Gender Analysis/ Assessment and Gender Action Plan Template**

##### **Part I Gender Analysis/ Assessment**

This document provides a high level overview of the gender situation and key gender matters in the four target countries of the Programme and discusses gender issues that are relevant to the Programme. A gender action plan is also included in this assessment document.

As specific projects for funding under the Programme will only be identified in the course of calls for applications which are yet to come, more detailed information in the format of project level gender assessments and –action plans will be developed once individual projects will have been approved. A *Guide to Gender Mainstreaming* that will be developed under the Programme, prior to the launch of calls for funding applications, will support further gender assessment and analysis as well as the development of project specific gender action plans.

##### **Introduction**

###### ***Gender issues in the context of climate change in the Programme Region***

The Programme concentrates on one of the most vulnerable regions affected by the adverse effects of climate change: the Mozambique Channel / West Indian Ocean (WIO). The WIO region's local coastal populations are suffering from poverty, high population growth, and persistent marginalization. Climate change impacts that include sea level rise, sea temperature change, coral bleaching, and storm events in addition to effects from unsustainable use constitute increasing pressure to the region's ecosystems and the people who depend upon them.

Within the context of the three main target countries (Mozambique, Madagascar, Tanzania) and South Africa as an additional target country for transboundary projects, issues relating to gender equality remain an on-going challenge, specifically in traditional fishing communities, often living in remote locations, with low access to education, employment and market opportunities. Isolated coastal communities frequently face food insecurity, environmental degradation and vulnerability to climate change, with women often being the most vulnerable and bearing the brunt of these challenges.

Women and men use and manage marine and coastal ecosystems differently, have specific knowledge, capabilities and needs related to this and are differently impacted by changes in their environment due to climate change, pollution, and globalization. Recognition is increasing that sustainable and integrated marine and coastal ecosystem management requires gender sensitive and gender responsive planning, implementation, monitoring and evaluation at project, policy and community level. This becomes evident in the Call for

Action1 issued by Member states at the UN Conference to Support the Implementation of Sustainable Development Goal 14 (UN Ocean Conference) held in June 2017, which highlighted the crucial role of women in the implementation of Sustainable Development Goal 14, “Conserve and sustainably use the oceans, seas and marine resources for sustainable development”.<sup>1</sup>

Fishing communities, and in particular coastal fishing communities, are faced with the immediate and growing threat of climate change and disasters. The burden of protecting their livelihood rights, while at the same time standing up against policies and practices that destroy their environment and their livelihood options, falls most directly upon these communities. Women, as key agents responsible for the resilience of small-scale fishing communities as well as for the reproductive work, have a leading role to play in climate change adaptation, ensuring climate justice, and disaster risk management.

### Gender Inequality in the Target Countries of the Programme

The target countries of the Programme (Mozambique, Madagascar and Tanzania; South Africa only for transboundary projects) show low to very low rankings in terms of both, Gender Inequality Index (GII) and the Human Development Index (HDI), as presented in Table 1 below (for South Africa, Human Development is on a medium level). Whilst data on Mozambique and Madagascar are not available, Tanzania scored significantly lower than South Africa (90) with a ranking of 130. These poor rankings show that social development including gender considerations will support overall human and economic development, whilst low social and gender development levels will hamper social and economic development. The fact that women represent about 50% of the total population in the target countries and will represent comparable percentages in the potential target communities of the Programme, constitutes a strong rationale to build in gender considerations in the overall program strategy and -design as in the requirements and in appraisal- and monitoring procedures on the individual project level.

*Table 1: Gender Inequality Index and Human Development Index by country*

Country	Gender Inequality		Human Development	
	Index (GII)	Ranking	Index (HDI)	Ranking
South Africa	0.389	90	0.699	113
Mozambique	0.552	n.a.	0.437	180
Tanzania	0.537	130	0.538	154
Madagascar	n.a.	n.a.	0.519	161

Source: UNDP data, 2018

In the four target countries, gender inequalities evidently affect more women than men. For example, when analyzing key indicators for gender inequality, the results show that women are socially, economically and politically more disadvantaged than men. Maternal mortality ratios are high in all target countries, ranging from 489 deaths per 100,000 live births in

<sup>1</sup> [https://wedocs.unep.org/bitstream/handle/20.500.11822/27633/Gender\\_MarEco.pdf?sequence=1&isAllowed=y](https://wedocs.unep.org/bitstream/handle/20.500.11822/27633/Gender_MarEco.pdf?sequence=1&isAllowed=y)

Mozambique to 138 in South Africa. The average percentage for seats in parliament held by women ranges between 19.6 % for Madagascar and 41% for South Africa. Regarding the percentage of female/male population with at least some access to secondary education, Tanzania has the lowest rate with only 11.9% of the female population whilst for South Africa, 74.2% of the female population have access to secondary education (information for Madagascar is not available). In Mozambique few girls finish primary school (46%), even fewer finish secondary school (22%), and 56% of women are illiterate (upwards of 70% in rural areas).<sup>2</sup>

*Table 2: Key Indicators on Gender Inequality in Target Countries*

	Maternal mortality ratio*	Adolescent birth rate**	Share of seats in parliament for women (%)	Population with at least some secondary education (%tages held by women)		Labor Force Participation (%tages ages 15 and older)	
				Female	Male	Female	Male
South Africa	138	42.8	41.0	74.2	77.4	47.9	62.0
Mozambique	489	135.2	39.6	16.1	27.3	82.5	74.6
Tanzania	398	115.1	37.2	11.9	16.9	79.5	87.4
Madagascar	353	109.6	19.6	n.a.	n.a.	83.6	89.4

Source UNDP data; \*deaths per 100,000 live births; \*\*birth per 1000 women, ages 15-19

### **Gender Policies: Regional Context**

Member states of the SADC region are signatories to the SADC Protocol on Gender and Development, and have pledged to facilitate and encourage the integration and mainstreaming of gender issues into the initiatives and programmes undertaken in SADC, to ensure sustainable development of the region. The objectives of the SADC Gender protocol are as follows:

- To provide for the empowerment of women, to eliminate discrimination and to achieve gender equality and equity through the development of gender responsive legislation, policies, programmes and projects;
- To harmonize the implementation of the various instruments to which the SADC member states have subscribed to at the regional continental and intercontinental level, on gender equality and equity;
- To address emerging gender issues and concerns;
- To set realistic, measureable targets, time frames and indicators for achieving gender equality and equity;
- To strengthen, monitor and evaluate the progress made by SADB member states towards achieving the targets and goals set out in the Gender protocol; and
- To deepen regional integration, attain sustainable development and strengthen community building.

<sup>2</sup> [https://www.usaid.gov/sites/default/files/documents/1860/Mozambique\\_Gender\\_Factsheet\\_September\\_2018.pdf](https://www.usaid.gov/sites/default/files/documents/1860/Mozambique_Gender_Factsheet_September_2018.pdf)

Source: SADC Protocol on Gender and Development<sup>3</sup>

### **National Policy Context: Examples**

This section presents relevant examples for national gender policies and action plans in the context of environment and climate change. The planned *Guide for Gender Mainstreaming* for the Programme will provide a more detailed and comprehensive analysis of the relevant policy and legal frameworks of the target countries.

#### **Mozambique: Climate Change and Gender Action Plan (Phase II), 2013<sup>4</sup>**

The overall objective of Mozambique's Climate Change and Gender Action Plan is to ensure national climate change efforts mainstream gender into policies, programs, and strategies so that both men and women have equal access to and opportunities and potential benefits from climate change response, improving the quality of life for the whole of the population.

The information below is considered as relevant for the Programme and hence was extracted from the Climate Change and Gender Action Plan Document.

The Plan states that is important to make the connection between coastal security and adaptation with the populations that live and depend on the natural resources found there. Rural coastal communities in Africa have long harvested fish and other natural resources to support themselves and their families. A history of colonialism, exacerbated then by a period of civil war, increased inequalities and vulnerabilities, and in the dynamic coastal and fisheries context, choices, options, and adaptive responses differ between men and women.

Fisheries and tourism have a strong relationship and for that reason are generally male dominated, providing the local male fishers with most of the monetary benefits. Although, women do take part in post-harvest activities, such as processing, selling, and marketing of marine resources providing access to monetary income and livelihood security. Climate change is already threatening fishing sector production by decreasing quantity of fish caught due to increased ocean temperature and destruction of sand banks from erosion, along with reducing the size of fish (since 2008). Also, stronger winds throughout the year hinder fishers from entering the ocean to find fish populations that are farther off the shore now; cyclones and erratic precipitation have destructive impact, as well. Men are the main fishers in the

industrial and semi-industrial categories, but for artisanal fishing, women and children constitute the main collectors as well as being a substantial portion of fishers without boats. Artisanal production in 2003 was estimated by the Ministry of Fisheries (MPESCAS) to be about 67,074 tons. The artisanal fishing sector also includes collection of seaweed (red algae, *Kappaphycus*), of which women do 80% of the collection. In the central and northern regions, women work as collectors and in the market but very rarely are allowed to work commercially in fishing. In the southern region, some women are involved in commercial fishing and also work in the markets.

The intended General Outcomes of the CCGAP comprise

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<sup>3</sup> [https://extranet.sadc.int/files/2112/9794/9109/SADC\\_PROTOCOL\\_ON\\_GENDER\\_AND\\_DEVELOPMENT.pdf](https://extranet.sadc.int/files/2112/9794/9109/SADC_PROTOCOL_ON_GENDER_AND_DEVELOPMENT.pdf)

<sup>4</sup> [https://www.climatelinks.org/sites/default/files/asset/document/2014\\_IUCN\\_Climate-Change-Gender-Action-Plan-Mozambique.pdf](https://www.climatelinks.org/sites/default/files/asset/document/2014_IUCN_Climate-Change-Gender-Action-Plan-Mozambique.pdf)

- Enhance the sustainability and resilience of biodiversity and coastal ecosystems to the impacts of climate change through the mainstreaming of a gender perspective.
- To promote mainstreaming of gender and climate change in policies, plans, strategies and programs related to integrated management of coasts and fisheries
- To increase women's role as agents/ informants for monitoring, maintenance and reporting of vulnerable infrastructure (e.g. due to sea level rise, cyclones).
- To promote more active involvement of women participating in conservation and improvement of protection practices in coastal areas.

### **Tanzania: National Strategy on Gender and Climate Change, 2013<sup>5</sup>**

The information below is considered as relevant for the Programme and hence was extracted from the National Strategy on Gender and Climate Change Document.

Climate change will exacerbate environmental and social problems in the coastal areas of the Indian Ocean basin, including in Tanzania. Climate change impacts are evident in the country's coastal areas and are expected to intensify in the future, affecting fishers, coastal residents, resource users, recreation, infrastructure and tourism development. The poorest coastal communities are often the most exposed to the impacts and the least resilient and able to adapt.

Tanzania's 800 kilometers of coast is of critical importance to the development of the country. It contributes one-third of the national economy, houses 75 percent of the country's industry, is the location of the largest urban centers, and supports a quarter of the country's population. This is a population that is growing rapidly and inhabits a coast with high biodiversity and productivity. The concentration of people and economic opportunity poses a real threat to the ecosystem services that are so important. The challenge is to balance the conservation and sustainable use of the resource base on which the rural coastal economy depends, while developing new economic opportunities in a way that benefits the people of the coast and the nation as a whole.

The fishing or seafood gathering system is a dynamic system that goes beyond the activity of catching. The system is composed by a cycle involving catching, processing, storage, marketing, acquisition, construction and maintenance of fishing equipment and gear, such as boats and nets, permits clearing, firewood, salt and water gathering and hauling for product processing, and preparation of food for the fishermen, etc. Roles and participation in fishing and fishing related activities are differentiated and divided along gender lines. For example, in artisanal fishing communities, women are mainly responsible for performing the skilled and time-consuming jobs that take place on-shore. In Tanzania women's role largely centers on the processing and marketing of fish that are caught by men. Women may also be involved in the making and mending of nets as well as the building of boats. However they are also engage in fishing with small implements, wading and gleaning the shores for shellfish. Today, women in Tanzanian coastal villages dominate activities such as seaweed farming that includes multiple areas of work, i.e. production, weeding, harvesting, drying and marketing of the products. Seaweed farming has been developed as an alternative to destructive fishing practice, coral and sand mining. Women in various islands are conducting innovative sustainable entrepreneurial activities; such is the case of octopus fishing in places such as Jibondo and Juani (90% are in the hands of the women). As part of the development of the business, women have been trained and learned the importance of keeping records of biological parameters to facilitate conservation. In the artisanal sector of Tanzania women do most of the fish marketing. The majority of women purchases and processes the waste products from the fish plants. Marketing of fish provides the main

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<sup>5</sup> <https://www.climatelinks.org/resources/tanzania-climate-change-gender-action-plan>

source of income in many families of Tanzania, reflecting in improved livelihoods when women control this income. Women's role in the industrial processing of marine products is central. In some factories the ratio of women working is three women for one man. Despite this, a study conducted in 2002 pointed out that only men were permanently employed, women did not have any leading jobs, nor were they involved in the planning process. The company also practiced different wages for men and women. Women wages were lower than men. It should be noted that, in spite of the importance of women's participation in fishing activities - be it at the time the fish are caught, processed, or sold, the conditions under which their involvement takes place in Tanzania are not of a most equitable nature:

- Women do not usually participate in the meetings held by the fishermen's organizations;
- Most of the fishing projects are men-oriented, and the participation of women is limited with respect to planning, programming and management; and
- There are very few policies or programs within the fishing sector where gender aspects are considered.

As a general practice, projects contemplate a technical offer for the fisherman producing large quantities of fish. However, women from marine-coastal zones or riverbanks perform a series of tasks, such as gathering bivalves, mollusks and oysters, among others. Despite the fact that all of these tasks involve intense labor and are extremely time consuming, the exploitation techniques continue being very rudimentary.

The technological bias that favors men, particularly in fisheries projects, contributes to the inferior position and suppressed rights and privileges of women in the fishing industry. Women involvement in processing and marketing though recognized has only to a little degree been considered when planning the fisheries development projects.

The Strategy identifies the following key actions in order to foster gender mainstreaming:

- Develop Gender-Responsive programs and projects to address climate change in coastal environments;
- Encourage women to establish innovative enterprises or to extend existing enterprises;
- Improve women's capacity to address climate change challenges in coastal areas.

### **Madagascar: National Biodiversity and Action Plans 2015-2025<sup>6</sup>**

The information below is considered as relevant for the Programme and hence was extracted from the National Biodiversity and Action Plan Document.

Madagascar is one of the most climate vulnerable countries in the world with a poor and predominantly rural population, a high geographical exposure to climate events, and a lack of readily available resources to respond to and recover from climate disasters. From 1990 to 2015, 65 natural hazards – including, floods, cyclones, droughts, epidemics, and extreme temperatures – affected Madagascar and caused economic damages of over US\$2.2 billion. Recent catastrophic risk modelling work suggests that, on average, Madagascar experiences over US\$100 million in combined direct losses from tropical cyclones and floods each year.

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<sup>6</sup> <https://www.cbd.int/doc/world/mg/mg-nbsap-v2-en.pdf>

The Report informs that the defined national objectives are based on the challenges, threats, issues, gaps and the identified opportunities by consultations series with stakeholders and actors and also workshops throughout the country.

According to the Action Plan Report, all biodiversity-related activities will be guided by the following principles

- Maintain the relationship between biodiversity conservation and economic, social and development, material and spiritual well-being of the people;
- Prevent the biodiversity loss and the ecosystem services degradation by undertaking national challenges on biodiversity conservation and rational use of natural resources while adopting collaborative and participatory approaches in order to get support of all stakeholders ;
- Implement effective education of all stakeholders on the biodiversity and natural resources values and on national biodiversity conservation strategies and action plans;
- Ensure the fair and equitable benefits sharing arising from the access to genetic resources to encourage the biodiversity conservation and promote sustainable natural resources use and above all develop a sense of ownership and environmental reflex citizens;
- Integrate the biodiversity and its ecosystem services value in all sectors and national planning processes is an essential element to ensure environmentally and economically sustainable development;
- Develop natural capital knowledge through scientific research, use of research results and enhancement of traditional knowledge;
- Ensure sustainable funding mechanisms to meet national commitments to biodiversity conservation and natural resource management;
- Browse all opportunities to improve the people living conditions through sustainable biodiversity use o and ecosystem services;
- Safeguard vulnerable social groups, including women and children who are highly dependent on the biodiversity and ecosystems services for their livelihoods and prosperity;
- Emphasize the importance of intersectorial and holistic consideration factors;
- Highlight the crucial role of the continuous adapted and proximity IEC
- Emphasize the imperativeness to reinforce measures to stop the environmental degradation spiral in general, to build resilience to the impacts of climate disruption and to maintain or restore the ecological and economic ecosystems functions.

Objective 6 of the Action Plan states:

*In 2025, all exploited fish stocks and other marine living resources and freshwater / brackish water are measured and managed sustainably and destructive harvesting practices are eliminated.*

Strategic Guidelines:

- Make available information and / or tools to all stakeholders to improve the rational and sustainable management of fisheries;
- Set up legal and legislative frameworks for fisheries management and strengthen effectively their implementation.

Objective 11 of the Action Plan states:

*In 2025, 10% of terrestrial ecosystems and 15% of coastal and marine areas , especially the areas of particular importance for biodiversity and ecosystem services , are conserved*

*adequately in ecologically representative systems and in protected areas and are managed effectively by different strategic approaches.*

Strategic Guidelines:

- Set up sustainable management and financial mechanism, and participative approach with local communities of the representative and unique System of terrestrial, marine and coastal Protected Areas of Madagascar.

Objective 14 of the Action Plan states:

*In 2025, terrestrial ecosystems including forests, marine and coastal, sweet-brackish water including mangroves and lentic environments that provide essential services, particularly water supply and those that contribute to health, livelihoods and human well-being are protected and restored. And equitable access to ecosystem services is ensured for all, taking into account the gender approach.*

Strategic Guidelines:

- Develop and implement awareness tools and integrating gender equality in the achievement of all objectives of the NBSAP, develop related information.

### **South Africa: Strategy toward Gender Mainstreaming in the Environment Sector, 2016-2021)<sup>7</sup>**

The information below is considered as relevant for the Programme and hence was extracted from the Strategy Document.

The Strategy was developed based on a comprehensive process of stakeholder engagement. Regarding gender mainstreaming in the context of marine and coast protection, the Strategy refers to the following aspects as main issues and entry points:

- Integrating a gender perspective in the decisive socio-political, economic and cultural aspects of conservation and coastal management.
- Ensuring that a gender perspective is explored for the incorporation of important knowledge, skills and experiences into all conservation programmes.
- Taking into account gender mainstreaming principles toward enhancing sustainability of environmental resource use on land and in the oceans and coastal environments.
- Ensuring equal participation of both women and men as beneficiaries of oceans and coasts in terms of harvesting needs which currently need to be improved and prioritised e.g. fishing quotas.

In this context, key questions to be addressed are outlined in the Strategy:

- Data on the use of biological resources, disaggregated by sex – what is used by whom, by women or men?
- Data on threats to biodiversity, disaggregated by sex – what kind of threats are the activities carried out by women and men?

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[https://www.environment.gov.za/sites/default/files/docs/publications/strategytowardgendermainstreaminginthenvironmentsector2016\\_2021.pdf](https://www.environment.gov.za/sites/default/files/docs/publications/strategytowardgendermainstreaminginthenvironmentsector2016_2021.pdf)

- Data on the anthropogenic causes behind such threats, disaggregated by sex – what are the socio-economic, cultural and other factors influencing women and men?
- Data on trends of sustainability disaggregated by sex – changes in the sustainability of activities carried out by women and men?
- Data on access to biological resources and resource-use regimes disaggregated by sex – to which resources and to what extent do women and men have access?
- Data on control over biological resources and resource-use regimes, disaggregated by sex?
- Data on the sharing of benefits arising out of the use of biological resources and traditional knowledge, disaggregated by sex – do women and men share benefits to the same extent? Are such benefits designed to meet to the needs of women?

As local government role players are often at the end of the implementation cycle and are the tier that is responsible for the hands on operations of any plans, policies and strategies that are formulated for and by the sector, a successful implementation of the Gender Mainstreaming Strategy requires that local government is adequately trained and capacitated in their role to ensure gender mainstreaming in the sector.

The goals of gender-sensitive local environmental governance according the Gender Mainstreaming Strategy are:

- To increase women's participation in environmental politics, not only in formal political structures but also in other forms of civic engagement in environmental politics.
- To strengthen environmental and gender-awareness and capacities among both women and men politicians and civil servants, which is currently a priority challenge not only in the sector but in the country and public service as a whole.
- To strengthen services that address the specific needs and interests of women and men in the community, which require gender sensitive environmental planning and allocation of resources.
- To create awareness of women's right to a clean and healthy environment.

Priorities to be implemented during to 2016 – 2021 comprise, amongst others, the following:

- Ensure policies accommodate gender mainstreaming and women issues;
- Education and awareness i.e. knowledge and skills transfer, mentorship programmes,
- Forging of partnerships and networking platforms,
- Create empowerment programmes that start with capacity development and then eventually result in tangible projects at grassroots.
- Create opportunities for women to show case what they have achieved;
- Creating and ensuring access to financial assistance and technological advances;
- Raise literacy levels of women involved in projects and ensure participation of women with disability and women with children with disabilities;
- Identify already existing projects and identify gaps while ensuring project sustainability for continuity;

## **Gender Mainstreaming in Management of Coastal Ecosystems: Common Challenges**

Historically, the contributions of women in onshore fisheries, aquaculture, processing and trading of marine products, in managing waste from urban and tourist growth, and their important role in conservation and disaster-risk reduction initiatives in marine and coastal

areas have been routinely ignored or underestimated in research, management and policy. A variety of inter-related factors have led to women's work and contributions in fisheries, marine and coastal conservation and resources management being grossly undermined and undocumented. These include top-down and linear planning, lack of gender-disaggregated data, focus on formal and paid activities where men dominate and the production and techno-environmental bias of marine and coastal development policies and projects.

The key messages from the Global Gender and Environment Outlook (2016)<sup>8</sup> regarding marine and coastal communities and ecosystems are:

- Women and men have common but differentiated responsibilities in the fishing sector. Fishing is frequently portrayed as a male domain, but when the whole fishing cycle is taken into account, actually some 47% of the workforce is female.
- Fishing both reflects and defines gender boundaries; men are conventionally defined as "fishers", while women's activities in the sector are too often overlooked in official programmes, data collection and support.
- Environmental change and damage to marine systems have gendered impacts, and women and men experience climate disruptions differently. Climate change is especially threatening to coastal communities and fishing livelihoods. "Downstream" effects on fishing sector activities such as post-harvest work are often not taken into account.
- Health impacts are gender-differentiated. For example, many marine contaminants are particularly dangerous for foetal development. Chemical contaminants in ocean systems bioaccumulate, threatening human health and the health of marine organisms.
- As fisheries collapse globally and fish become scarce locally, many women have to turn to transactional sex to bridge the scarcity gap.
- Illegal, unreported and unregulated (IUU) fishing relies on trafficked, indentured and slave labour, mostly by men.
- Evidence suggests that fisheries management improves when women are actively involved.

Under the Programme and based on the approach from the planned Guide to Gender Mainstreaming specific challenges for the different project areas/target countries will comprehensively be assessed and correspondingly addressed in overall project design, - mechanisms and -activities. In this context, the wide range and diversity of involvement of women in overall coastal management and management of marine resources, such as management/use of mangroves and corals, collection and harvesting of mussels and seaweeds, processing of catches and harvested products, but also involvement in maintenance of gears and tools, in marketing activities and finally also women's participation in community based organisations related to coastal management and female staff of administrations involved in coastal management will be meaningfully considered.

Each project, in the project level gender assessment, will undertake an analysis of underlying causes for less attention to contributions of women within coastal management/use and management of ecosystems and related activities. These causes are expected to be specific and depending on the respective local socio-cultural setting and the overall national setting in terms of perception of women's role in economic and resource management activities, specifically in the marine resources use and -management area. The corresponding interventions will be developed with diligent consideration of the results of the

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[https://wedocs.unep.org/bitstream/handle/20.500.11822/14764/Gender\\_and\\_environment\\_outlook\\_HIGH\\_res.pdf?sequence=1&isAllowed=y](https://wedocs.unep.org/bitstream/handle/20.500.11822/14764/Gender_and_environment_outlook_HIGH_res.pdf?sequence=1&isAllowed=y)

project level gender assessments, with tailored interventions, established and agreed upon using the participatory approach. Actions will be integrated into the project level gender action plan correspondingly.

## Programme Level Gender Mainstreaming

The Programme's overall objective is to enhance, through the conservation and sustainable use of coastal ecosystems, ecosystem services that contribute to reducing climate change-related risks for vulnerable coastal communities. The outcome will increase the resilience of vulnerable coastal populations to climate change.

In order to achieve objectives and intended outcomes, the Programme will entirely apply gender sensitive and gender responsive planning, implementation, monitoring and evaluation at the programme- as well as at the project- and community level and as well in overall policy dialogue with institutional and non - governmental stakeholders.

One of the key steps to ensure gender mainstreaming at all levels is the development of a *Guide to Gender Mainstreaming*. The Guide will be developed by a qualified team of consultants, to be assigned by BAF (as project executing agency) and will be available once the call for projects under the Programme will be launched.

The approach of the Gender Mainstreaming Guide will be aligned to the GCF's "Mainstreaming Gender in Green Climate Fund Projects"-Manual and to

- KFW's Gender Strategy (as accredited entity)
- Relevant safeguard requirements of the BAF's ESMS
- Relevant policies, legislation and actions plans of the target countries (the manual will analyse the policy and legal frameworks of the target countries according to their relevance for the Programme)

As a key instrument of the Programme, the Guide will support project developers to ensure an overall gender sensitive approach for the entire project cycle. In this regard, the guidance document will be closely linked to the BAF's ESMS which governs the Programme's environmental and social safeguard requirements. The acquisition of gender disaggregated baseline data for social impact assessment, gender sensitive impact assessments, gender considerations in the development of process frameworks to mitigate impacts from access restrictions to protected areas, gender sensitive indicators for monitoring and evaluation are some of the areas which will be covered by the Manual. Other important topics will comprise gender sensitive stakeholder engagement as well as guidance for the development of capacity building measures for women and men, e.g. in order to achieve equal representation on different decision making levels such as in management structures for marine protected areas or in community based management structures for marine ecosystems/ecosystem services.

The Programme's Guide to Gender Mainstreaming will inform gender considerations for the overall global BAF funding portfolio with the overall intention to apply the provisions of the Guide for the entire BAF portfolio.

In addition, the Guide to Gender Mainstreaming will provide country specific gender assessments and –action plans as well as guidance to produce project level assessments and action plans for projects in the four countries.

## Gender Assessment and Gender Mainstreaming at the Project Level

Applicants will be required to apply the recommendations and provisions of the Programme Guide to Gender Mainstreaming throughout the project cycle and to provide evidence that they transferred recommendations from the Programme level meaningfully to the specifics of the respective project.

In their project proposals, project applicants will provide information on how they ensure that relevant institutions, groups and local communities are involved in planning and implementation, as well as detailing what stakeholders will be able to change through successful implementation of the project. In addition, a stakeholder analysis will characterize the stakeholders and provide information on the number of households/people that will benefit from the project, as well as the extent to which communities depend on coastal and marine resources for their livelihoods. All these aspects will be analysed using a gender sensitive approach/methodology and by acquiring gender disaggregated information.

Detailed approaches and plans regarding involvement of women on the project level will be identified and developed in a participatory manner on the level of the individual projects, based on guidance from the GCF Gender Mainstreaming Guide and corresponding to the provisions of the Gender Assessment/Gender Action Plan. Both documents, but especially the Gender Action Plan are regarded as “living documents”, to be updated once the Gender Mainstreaming Guide with the country level gender assessments will be completed.

During the project selection process, BAF will ensure that both men and women equally benefit from sustainable and climate-smart livelihood options in fisheries, aquaculture, tourism, ecosystem restoration and sustainable management of coastal and marine resources. All submitted project proposals will be scrutinized regarding gender-sensitivity in the general project concept. Proposed activities will be gender-sensitive and promote the participation of women in decision-making processes within the framework of the Programme.

Activities on the project level in the gender mainstreaming context will comprise, but will not be limited to

- Design and implementation of project level gender action plans, including gender sensitive stakeholder engagement plans
- Project level gender analysis and full integration of gender analysis and – considerations in the implementation of the ESMS, including the development of gender responsive and –sensitive grievance mechanisms
- Awareness raising and consultation on all relevant levels (community and different levels of administration as well as management levels of protected areas)
- Capacity-building for both women and men in order to support informed participation in project activities and decision making process as well as in order to enhance participation in and benefits from livelihood programs
- Capacity building programs for participation in natural resources- and protected area management, for both, formal protected areas as well as community based conservation efforts
- Integration of gender provisions into training curricula for law enforcement staff as well as into codes of conduct (e.g. related to sexual harassment and violence)
- Gender sensitive monitoring and evaluation mechanisms

Further gender analysis on the project level will be undertaken to identify

- Gender disparities that may affect the success of a project;
- Opportunities within a project to improve women's access to basic services, economic opportunities or decision making;
- Specific components or other mechanisms to ensure that both women and men participate in and benefit from a project.

Women will be particularly encouraged to take their role in project implementation as well as being part of various implementing and decision making entities at different levels. The resources available for capacity building can provide the necessary support and training to women in the technical, organizational and leadership domains.