
Gender Action Plan

FP126: Increased climate resilience of rural households and communities through the rehabilitation of production landscapes in selected localities of the Republic of Cuba (IRES)

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**GREEN
CLIMATE
FUND**

Gender Action Plan

Impact statement:

The project will contribute to increasing resilience to climate change and sustainable development through innovation and financial incentives to ensure critical ecosystem services of restored productive landscapes in seven municipalities in Cuba selected for their vulnerability to climate change, directly benefiting 15,968 producers of selected agricultural and livestock entities initially engaged, including 3,123 women. The direct beneficiaries, especially women, will be more resilient to climate change because they will have greater access to means of production, financial resources and technologies (including renewable energies), in addition to being trained and participate directly in the sustainable and restorative transformation of agroforestry landscapes by improving their livelihoods, access and availability of better quality water, as well as greater local production of food, jobs and income.

To ensure gender parity during implementation, gender equality measures will be developed for the entire project team and at all levels.

Outcome 1.0 Increased resilience and improved livelihoods and living conditions of the most vulnerable people in communities and regions

Indicator: Number of men and women benefiting from climate-resilient livelihood options (BL: 0 Target: 100% of beneficiaries: 50% of them are women)

Output 2.2.3: Producers trained in the restoration and management of productive landscapes for climate-resilient agriculture with gender equity.

Indicator: Number of men and women benefiting from training processes for climate resilient agriculture with gender equity¹⁸ (BL¹⁹: 0 Target: 100% of beneficiaries trained: 50% of them are women).

Gaps according to gender evaluation	Activities	Indicators and targets	Execution time							Responsible party
			Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	
Over representation of women in unpaid work	Implementation with gender sensitivity of the 6 modules of the Project in 37,734 hectares (Outcome 1) - Construct small-scale	% of women attending areas benefited by sustainable practices that increase climate resilience (BL: 0 Target: 90%)	x	x	x	x	x	x	x	FAO project - Project Team - Ministry of Agriculture

¹⁸Specify the increase in the baseline with respect to the goal.

¹⁹ Baseline (BL)

Women are more affected by drought and lack of water because they have the responsibility for domestic tasks.	<p>water security systems (storage facilities)</p> <ul style="list-style-type: none"> - Improvement of access conditions of women's transportation (roads) 	<p>Number of women benefited for small-scale water security system (BL: 0 Target: 896)</p> <p>% of women benefitting from the improvement of access conditions (BL: 0 Target: at least 50%)</p>									
	<p>Establishment of 6 nurseries of "tubetes" (1 per municipality) for the production of forest and fruit postures. (outcome 1)</p> <ul style="list-style-type: none"> - Development of mini-industries 	<p>% of new jobs generated by the project occupied by women and men (broken down by type of employment: nurseries, mini-industries, production, marketing and along the value chains). (BL: 0 Target: at least 50% of women)</p>		x	x	x	x	x	x		FAO - Project Team - Ministry of Agriculture.
Women's aspirations reflect an improvement in living conditions (construction of houses, reinforcement of	<p>Acquisition of productive technologies for climate resilience (outcome 1)</p>	<p>% of women benefited with productive resources for climate resilience in relation to total beneficiaries (BL: 0 Target: at least 50%)</p>	x	x	x						FAO - Project Team - Ministry of Agriculture
	<p>Design and implementation of a gender-sensitive communication and dissemination program or strategy. It will be included women's life stories and reviews to make</p>	<p>1 developed gender-sensitive internal and external communication plan for the project</p> <p>Mid-term and completion report including the results of the implementation of the gender action plan, including</p>	x	x	x	x	x	x	x		FAO - Project Team - Ministry of Agriculture

transportation , sufficient water supply, others)	visible theirs contributions (outcome 2 and 3)	the gender sensitive communication and dissemination program or strategy								
	Creation or improvement of working conditions for the incorporation of women into the agricultural work of the modules to be implemented. (e.g. gender differentiated toilets will be created, and the conditions of existing toilets will be improved) Discussion spaces / workshops with local managers of the agricultural sphere, local alternatives for child and elderly care such as flexible schedules (both sexes) and nursing homes will be incorporated (outcome 1)	Number of gender differentiated toilets created or improved. (BL: 120 Target: 240) All work spaces have one for men and another for women, with door, sink, water, lighting, etc.	x	x	x	x	x	x	x	x
	Gender diagnosis and the mainstreaming of this approach in all the stages and actions of the intervention of the	Report of gender diagnosis and reviewed gender action plan. Mid-term and completion report including the gender diagnosis and the results of the	x		x		x		x	FAO - Project Team - Ministry of Agriculture

No intersectional evaluations have been carried out, an aspect that should be resolved in the initial stages of the project	project, showing concrete results. Alliances with local institutions and actors for the economic and social empowerment of women	implementation of the gender action plan (indicators, methodologies, work teams, budget, communication and evaluation)								
	Articulation of the institutions and the members of the Gender Committees or local working groups that follow up the actions of the project at the level of each benefited entity (outcome 3)	Number of members of Gender Committees created or strengthened (BL: 3 Target: 6) at least 3 members in the second semester of the year (one in each zone)	x	x	x	x	x	x	x	FAO - Project Team - Ministry of Agriculture
	Ensure the presence of representatives of gender committees or local groups working on the issue in the project governance teams at each level. (outcome 3)	Representative of the gender committees in the National coordination team and in each Provincial team. (BL: Target: At least 1 in each one)	x	x	x	x	x	x	x	FAO - Project Team - Ministry of Agriculture
	Elaboration and implementation of gender action plans at the level of each beneficiary entity that take into account the basic and strategic needs, knowledge and skills of the	Gender Action Plan document for each benefited entity in the 2 zones. (BL: 0 target: at least 85) Mid-term and 1 completion report including 1 Gender Action Plan implemented for	x	x						FAO - Project Team - Ministry of Agriculture

	communities, especially women. (outcome 3)	each benefited entity in the 2 zones. (BL: target: at least 85)								
The link between gender disadvantages and climate change is not recognized. (weak preparation of beneficiaries on gender issues and relations between gender and resilience, CC, vulnerability, etc.) There is no perception in the difference between vulnerability and risk, mainly by women	Design and implementation of a training, sensitization or knowledge management program for technical producers, extension workers and beneficiary personnel in general, focused on the differentiated needs of men and women (possible topics to be included): Gender and CC, Resilience with a gender perspective, gender violence, masculinities) (outcome 2)	% of women that participate in the capacity building program. (BL: 0 Target: 100% (7,774 women) % of the women who participate, that it have risk perception and knowledge about CC (BL: 0 Target: 90%) % of women trained who indicate they use at least one of the practices learned on their own forms. (BL: 0 Target: 80%)	x	x	x	x	x	x	x	FAO - Project Team - Ministry of Agriculture
The high number of housewives	Identification of a map of key actors working on gender in each	1 Mapping of key actors report with recommendations for the	x							FAO - Project Team -

with lack of preparation.	zone to establish strategic alliances and joint actions. (outcome 3)	gender action plan for each zone									Ministry of Agriculture
Only 7 women are presidents of co-operatives (3.6%)	Carry out a women`s leadership training workshop to promote women's exercise of leadership, taking into account their knowledge, skills and experiences, to meet their basic and strategic needs. (with the women leaders` s participation of ANAP and MINAG) (outcome 3)	Women`s leadership training workshop report (BL: 0 Target: At least 1 in every one) Quantity of women that are leaders (BL: 7 Target: 14)	x	x	x	x	x	x	x		FAO - Project Team - Ministry of Agriculture
The women needs access to resources (seeds, the feet of young animals, credits, instruments productive) to incorporate into production (women have less access than men to	Procurement and investment of the project with a gender focus (i.e. purchases must be made according to the needs and differentiated conditions of men and women). Prioritize the delivery of productive resources to women (outcome1)	% of resources that are for women (BL: 0 Target: at least 50%) % of women benefiting from resources provided (BL: 0 Target: at least 80%)	x	x	x	x	x	x	x		FAO - Project Team - Ministry of Agriculture

productive resources)										
There are not national statistics disaggregated by sex in several subjects	The data and statistics generated by the project (whether productive or not) recognize needs, skills, knowledge and contributions differentiated by sex (outcome 1, 2 y 3)	100% of the information collection instruments are disaggregated by sex.	x	x	x	x	x	x	x	FAO - Project Team - Ministry of Agriculture

Women's empowerment activities are linked to the delivery and access that the project will give to productive resources, the delivery of knowledge through courses, awareness workshops and training for a better development of cognitive abilities, including leadership issues (and empowerment in every way). In addition, the creation or strengths of inter-institutional or intersectoral alliances in the locality or municipality are included.
