
Gender Action Plan

FP128: Arbaro Fund – Sustainable Forestry Fund

Ethiopia, Ghana, Sierra Leone, Uganda Ecuador, Paraguay, Peru | MUFG Bank | B.25/02

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TABLE 3: FUND-LEVEL GENDER AND SOCIAL INCLUSION ACTION PLAN

Activities	Indicators and targets	Timeline	Responsibilities	Costs
<p>Impact statement: <i>Provide effective climate mitigation through increased carbon sinks</i> by creating sustainable forest plantations and conserving natural forests, which are part of the overall project areas. Together the plantation area and the conserved natural areas increase the resilience of the overall landscape against climate change impacts, and contribute to:</p> <ol style="list-style-type: none"> 1) <i>Increased resilience of local communities, including women, against climate change</i> through provision of formal employment opportunities in the sustainable forest plantations and related value chains and decreased dependence on climate sensitive subsistence practises (such as slash and burn agriculture or charcoal production); and 2) <i>Empowerment of local communities, including women, and enhanced capacities</i> – promotion of out-grower schemes, where communities in the proximity of a forest plantations are trained to apply modern silviculture to their own land, thus providing several benefits such as additional and diversified income, economic empowerment and improving rural capacities. <p>Outcome statement:</p> <ul style="list-style-type: none"> • In the Arbaro Fund’s projects, communities, including female members, enjoy true participation in decisions making. • In the Arbaro Fund’s projects, the benefits derived from the land, including land lease payments, profit share payments and other such monetary benefits are distributed in an equitable manner. • Formal employment is provided in the Arbaro Fund’s investee projects to up to 5 000 people of which 20% are women. • The livelihoods of up to 200 000 people are improved, of which 50% are women and girls. • The Arbaro Fund’s projects produce investment specific data which is disaggregated based on gender (e.g. on employment, direct and indirect, communities and other stakeholders as well as benefit distribution and other impact). • Each investee project of the Arbaro Fund has implemented at least one community programme, such as an outgrower scheme, in a gender responsive manner. <p>Fund level activities leading to outputs at portfolio company / project level:</p> <p>The output statements and the related actions and indicators form the framework of action plans that Arbaro fund portfolio companies will be required, as a minimum, to follow. Each detailed project level gender assessment may lead to further actions and indicators.</p> <ul style="list-style-type: none"> • Arbaro Fund will make 8-12 investments during its investment period (July 2023) 				

- During the investment process, and as part of the investment analysis, prior to investment decision, a high -level gender assessment of each project takes place. This assessment takes into account the local context and conditions of the country and area of operation of the portfolio company / project as well as Arbaro’s gender action plan outputs and activities
- As part of the investment execution a social and environmental action plan is agreed with the portfolio company, this plan includes the timelines and requirements for a more detailed gender assessment as a separate section, as well as timelines and responsibilities for a portfolio company / project level gender action plan.
- Each gender action plan, as a minimum, sets activity targets leading to outputs and following the timelines as based on Arbaro Fund’s gender action plan. Local special conditions or specific operations, such as outgrower programmes, may lead to additional requirements.
- The activities in the gender action plans become an integral part of the operations of each of the portfolio companies
- Each of the portfolio company is required to follow-up and report on the activities based on the indicators in their gender action plan (which, as a minimum, follow the indicators of Arbaro’s gender action plan)
- The portfolio company level action plans are monitored by Arbaro and where relevant, Arbaro may engage external parties for such monitoring. This monitoring also includes assessment of appropriate budgeting to undertake the required actions.
- Arbaro provides support and guidance to the portfolio companies in fulfilling the action plans and where necessary external experts will be engaged to provide technical support or capacity building.

Output: gender assessment and action plans

<ul style="list-style-type: none"> • Arbaro will ensure that gender assessments are conducted in each of its portfolio company and that appropriate action plans are put in place 	<p>Indicator: number of gender assessments Indicator: number of gender action plans Target: 8-12 gender assessment and action plans</p>	<p>3 years after investment of the Arbaro Fund</p>	<p>Executing Agency and investee companies</p>	<p>Budget is included in the investee company level</p>
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Output statement: suitable and fair livelihood options for local communities, including women

<ul style="list-style-type: none"> • Provide formal employment in investee companies 	<p>Indicator: Number of people employed / Target: 15 % of staff of investee companies is female</p>	<p>3 years after investment of the Arbaro Fund</p>	<p>Executing Agency and investee companies</p>	<p>Budget is included in the investee</p>
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<ul style="list-style-type: none"> • Safeguard that investee companies respect specific working needs of stakeholder groups, incl. women (e.g. working hours or health and safety) • Ensure equal pay in investee companies • Promote participation of all stakeholders in outgrower schemes and to the extent possible safeguard the fair sharing of tree tenure and cash income 	<p>Indicator: Average salary of women and men by position in investee companies / Target: no difference in average salary per position based on gender</p> <p>Indicator: Number of community programmes (e.g. outgrower schemes) / Number of people reached by these programmes</p> <p>Target: 30 % of outgrowers are women</p>			company level, not fund level
<i>Output statement: improved access of all stakeholders, incl. women, to benefits derived from leased community land</i>				
<ul style="list-style-type: none"> • Support investee companies in institutionalising the equal participation of all stakeholders, incl. women, in decisions related to land in the context of the Arbaro Fund's projects • Safeguard that all stakeholders, incl. women, receive their fair share of benefits (e.g. lease or profit share payments) derived from land in the context of Arbaro Fund's projects 	<p>Indicator: Number of community members participating in consultations / Target: at least 30% of community members present at consultations are women</p> <p>Qualitative indicator: Benefit sharing mechanisms effectively include measures to involve women</p>	During the first half of the implementation period	Executing Agency and investee companies	On Fund level this is part of the due diligence budget which varies across projects; otherwise included in the investee company budget
<i>Output statement: knowledge and skills of direct stakeholders, incl. women, fostered</i>				
<ul style="list-style-type: none"> • Request investee companies to engage with local stakeholder groups to identify the most urgent capacity gaps of women that can be addressed as 	<p>Indicator: Number of community development programmes / Target: at least one community development programme of each</p>	3 years after investment of the Arbaro Fund	Executing Agency and	Depending on project and

<p>part of the investments and potential barriers (e.g. literacy or language)</p> <ul style="list-style-type: none"> • Support investee companies in implementing gender responsive community development programmes (e.g. direct trainings or scholarships) • Safeguard the equal participation of all relevant employees, including female ones, in suitable on-the-job training opportunities 	<p>investee company is implemented in gender-responsive manner</p> <p>Indicator: Number of attendees at on-the-job trainings in investee companies / Target: at least 15 % or where the overall share of attendees at on-the-job trainings in investee companies are female</p>		investee companies	investee company
<i>Output statement: increased awareness of gender issues among direct stakeholders of the Arbaro Fund and the investee companies</i>				
<ul style="list-style-type: none"> • Request investee companies to collect relevant gender-disaggregated data • Include gender statistics in the sustainability reports for investments • Distribute the collected information among relevant stakeholders in a suitable manner to highlight importance of gender mainstreaming 	<p>All relevant Arbaro fund reporting and investee company reporting includes gender disaggregated data</p>	<p>1 year after GCF investment in to the Arbaro Fund</p>	<p>Executing Agency and investee companies</p>	<p>This is part of the Executing Agency's reporting budget and investee companies' budgets</p>