
Gender Action Plan

FP137: Ghana Shea Landscape Emission Reductions Project

Ghana | UNDP | B.26/02

06 October 2020



**GREEN
CLIMATE
FUND**



9. Gender Action Plan

Data presented above provides context and an overall baseline assessment on the gender dynamics, inequalities and state-of-play within Ghana, its forest sector and in its efforts on REDD+ action to date. This analysis identified the differences between men and women and has helped to identify gaps and provide a baseline for comparison. Data on gender shall be monitored throughout implementation and evaluation, in order to monitor and evaluate progress on gender equality and women's empowerment within the project.

In this process, quantitative and qualitative gender-sensitive indicators have been developed and sex and age disaggregated data will be collected, with the goal of measuring both the numerical impact and benefits of the project on women, men and youth as well as the changes in women's and men's (and youth, when applicable) perception and livelihoods as a result of the project. Increased income however will be recorded by tracking the prevailing market price in June / July of each year, and the price that the cooperative has sold their shea to the buyers. Increase in income is the difference between these two prices as well any other activity that the cooperative has chosen to undertake as a cooperative. This breadth of indicator usage will help to identify successes in gender mainstreaming as well as areas of improvement, and allow the project to monitor changes and gender impacts in order to have them then feed back into decision-making and planning.

Proposed gender targets to implement recommendations

Given the cross-cutting nature of the recommendations discussed above, gender-responsive activities **will be integrated across the outputs of the proposed project**. Women will be targeted as a key stakeholder group and beneficiary of the project. To help achieve this, the project has established the following 8 targets on gender:

- **Target 1:** Build capacity of women and provide them with adequate resources (e.g. technology, financing, know-how, etc.) to play a key role effectively in the shea value chain
- **Target 2:** Rights to control access, manage, harvest and market forest products and associated benefits within the CREMA and MTS are agreed to by women and men
- **Target 3:** Women and men (and youth, when relevant) are meaningfully engaged in all capacity building and awareness raising activities and decision-making processes
- **Target 4:** Women represent at least 40% representation of any decision-making body, committee, consultation, workshop, etc.
- **Target 5:** Necessary support is provided to build capacities on how to mainstream gender in REDD+ implementation among involved agencies (e.g. FC), REDD+ institutions and structures, and project staff
- **Target 6:** Ghana's Gender Sub-Working Group is integrated into the institutional structure for the project and is on the PSC
- **Target 7:** Adequate budget to implement gender related activities is allocated
- **Target 8:** A gender perspective is integrated into data collection, monitoring and reporting

Utilizing such a cross-cutting and integrated approach on gender will not only help to address the identified gender gaps and barriers, but also help to ensure effective and equitable inclusion of women, men and youth in the project. Through these actions, women will have a representative and equitable voice in decision-making on how forest resources are accessed and used as well as how costs and benefits under CREMAs and MTSs are managed and shared. Women’s empowerment will also be fostered through increasing women producers and cooperatives’ access to new technologies and building their business skills and opportunities within the shea industry. This will enable women to compete effectively and remain in the shea value chain while at the same time also promoting sustainable processing of shea. More information for how the gender targets will be achieved in the project is detailed within the Gender Action Plan below.

Gender Action Plan

A gender and safeguards expert will be hired and actively engaged and involved in the planning, implementation and monitoring of the gender-responsive actions noted in the table below. S/he will be hired for the lifespan of the project and will be part of the Project Management Unit’s staff. S/he will be receive specialised training as needed. An additional training workshop will be held with District Assemblies and the Forest Commission staff on gender issues and will enable them to carry out all activities with a gender lens.

As illustrated below, gender responsive activities are integrated into the following activities including into the monitoring system. Within the Gender Action Plan, a “0” is listed in most instances for the baseline for the gender-responsive actions, as their indicators are specific to the project activities themselves, and as they have not started and are not in existence, the baseline data is not yet known and/or exist. The gender budget assigned to each of the activities below reflects the portion of the activity and corresponding budget, which either has gender equality as a significant objective or has gender equality as a principal objective within it. So for example, for Activity 1.1, the overall budget is 1,022,451 USD. However, the portion of the sub-activities and corresponding budget for Activity 1.1, which either has gender equality as a significant objective or has gender equality as a principal objective, is 764,201 USD. Thus, it is this amount which is reflected in the budget column within the Gender Action Plan below.

Objective	Gender-responsive actions	Gender indicators	Responsible Institutions/ Individuals	Budget (USD)	Timeline
Overarching action for project	Train and build capacity of the Project Management Unit (PMU), Forestry Commission (FC) regional and district staff and District staff on how to integrate gender considerations and gender-responsive results into the full project cycle.	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> # of staff who have had their capacity built/awareness raised on gender and REDD+ (disaggregated by sex)</p> <p><u>Target:</u> 70% of staff have their capacity built/awareness raised on gender and REDD+</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> Evidence of changes in perception/understanding of gender and social inclusion among staff</p>	FC, GSA, UNDP, Gender and Safeguards Officer	Budget integrated across budget for activities below	First year of Project

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

		<u>Target:</u> 80% of staffed trained demonstrate changes in perception/ understanding of gender and social inclusion (e.g. through use of pre and post workshop surveys, etc.)			
Overarching action for project	Integrate Ghana’s REDD+ Gender Sub-Working Group into the institutional structure for the project and allot a seat for them on the project steering committee (PSC)	<p><u>Baseline:</u> Ghana’s REDD+ Gender Sub-Working Group established in 2015</p> <p><u>Indicator:</u> Evidence that Ghana’s REDD+ Gender Sub-Working Group is integrated into the institutional structure for the project</p> <p><u>Target:</u> Ghana’s REDD+ Gender Sub-Working Group is integrated into the institutional structure for the project</p> <p><u>Baseline:</u> REDD+ Gender Sub-Working Group established in 2015</p> <p><u>Indicator:</u> Evidence that Ghana’s REDD+ Gender Sub-Working Group has a seat on the PSC for the lifespan of the project</p> <p><u>Target:</u> Ghana’s REDD+ Gender Sub-Working Group has a seat on the PSC for the lifespan of the project</p>	FC, Global Shea Alliance (GSA), UNDP, Gender and Safeguards Officer	n/a	Ongoing throughout lifespan of project
Objective by Activity in the Funding Proposal	Gender-responsive actions	Gender indicators	Responsible Institutions/ Parties	Budget (USD)	Timeline
Activity 1.1: Communities structured and empowered for savannah forest management.	<ul style="list-style-type: none"> Involve Gender and Safeguards Officer in selection of areas suitable for CREMA and in design of awareness raising campaigns Equitably and meaningfully involve women, men and youth from communities in CREMA consultations- including setting 	<p><u>Baseline:</u> Gender desk at REDD+ secretariat in existence; Gender and Safeguards Officer not yet hired</p> <p><u>Indicator:</u> Evidence that the gender desk at REDD+ secretariat and/or Gender and Safeguards Officer involved in CREMA consultations and in design of awareness raising campaigns</p> <p><u>Target:</u> Gender desk at REDD+ secretariat and/or Gender and Safeguards Officer involved in 80% of</p>	Gender and Safeguards Officer, FC in collaboration with CREMA executive committee (CEC) Community Resource	764,201	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

	<p>up of CRMC and CEC and in the development and implementation of the Forest Management Plan.</p> <ul style="list-style-type: none"> • Design and tailor educational and training packages to address any knowledge gaps and particular needs of women and youth • Gender balance sought among CREMA core staff 	<p>CREMA consultations and in design of awareness raising campaigns</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of awareness raising documents that sufficiently integrate gender considerations and address gender gaps</p> <p><u>Target:</u> 100% of awareness raising documents sufficiently integrate gender considerations and address gender gaps</p>	<p>Management Committees, Traditional Authorities, Northern Development Authority, District Assemblies.</p>		
<p>Activity 1.2. Sustainable forest management systems developed and adapted to local conditions</p>	<ul style="list-style-type: none"> • Ensure women’s and youth’s equitable involvement in consultations on forest management plans, resource assessments, map development, forest regeneration techniques, and fire management • With assistance from Gender and Safeguards Officer, integrate a gender perspective into management systems and plans • Capacity building efforts around management plans equitably involve women and men (and youth, as necessary). 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of participants of CREMA consultations who are women and youth</p> <p><u>Target:</u> 50% of participants of CREMA consultations are women and female youth</p> <p><u>Baseline:</u> Some CREMA sites exist, but some will be developed by the project</p> <p><u>Indicator:</u> % and # of CREMA, CRMC and CEC decision-making body members who are women</p> <p><u>Target:</u> 40% of CREMA, CRMC and CEC decision-making body members are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of meetings and workshops associated with these activities which are designed to account for women’s and youth constraints (e.g. location, timing, women’s only groups, etc.)</p> <p><u>Target:</u> 100% of meetings and workshops associated with these activities are designed to account for women’s and youth constraints</p>	<p>FC, Gender and Safeguards Officer, FORIG, Kwame Nkrumah University of Science and Technology (KNUST)</p>	<p>344,323</p>	<p>Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions</p>

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

		<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of participants of consultations/workshops on management plans and other activities, who are women and youth</p> <p><u>Target:</u> 50% participants of consultations on management plans and other activities are women and female youth</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of management systems and plans that integrate a gender perspective</p> <p><u>Target:</u> 100% of management systems and plans integrate a gender perspective</p>			
1.3 Enterprise and value chain development	<ul style="list-style-type: none"> • Ensure women’s equitable and meaningful involvement in consultations on cost and benefit sharing plans and forest management funds • Design and tailor any materials for cost and benefit plans to address any knowledge gaps and particular needs of women (e.g. literacy gaps, etc.) and ensure it is in a format understandable and accessible to them. • Women represent an equitable percentage of those trained in forest-based enterprise development • Provide trainings on forest based enterprise development 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of cost and benefit sharing plans that integrate a social inclusion and gender approach</p> <p><u>Target:</u> 100% of cost and benefit sharing plans integrate a social inclusion and gender approach</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % of trainings and workshops associated with this activity which are designed to account for women’s constraints (e.g. location, timing, women’s only groups, etc.)</p> <p><u>Target:</u> 100% of meetings and workshops associated with this activity are designed to account for women’s and youth constraints</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of participants of consultations and trainings for this activity who are women</p>	FSD in collaboration with Business Advisory Centres of the District Assemblies and NGO partners could include RCNC, CARE, A Rocha and others.	919,566	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

	<p>in a manner to encourage women’s active participation (e.g. date, time, location, clarification provided on how topic relevant to their livelihoods etc.).</p>	<p><u>Target:</u> 40% of participations for consultations and trainings for this activity are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women participants involved in consultations and trainings for this activity who felt they could actively participate and had their perspectives taken into account</p> <p><u>Target:</u> 90% of women participants felt the consultations and trainings for this activity at least ‘adequately’ met and/or achieved these parameters</p>			
<p>Activity 1.4 Forest Restoration through Fire Management in the Northern Savannah Zone</p>	<ul style="list-style-type: none"> • Undertake consultations for communications strategy equitably with women, men and youth from communities • Develop and design communication messages to ensure accessibility to all community members including those more marginalized (e.g. women, migrant farmers and youth) • Build capacity within communities on the benefits of having both women and men employed in fire management • Employ women and men equitably in fire management 	<p><u>Baseline:</u> Gender and Safeguards Officer not yet hired</p> <p><u>Indicator:</u> Evidence that the Gender and Safeguards Officer reviewed and his/her guidance was integrated in the communications strategy on fire management</p> <p><u>Target:</u> Gender and Safeguards Officer reviewed and his/her guidance was integrated in the communications strategy on fire management</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> Evidence that communication messages presented in a format (i.e. radio, local language, flyer, word of mouth etc.) understandable, available and accessible to marginalized groups (e.g. women, youth, migrant farmers, etc.)</p> <p><u>Target:</u> 100% communication messages presented in a format (i.e. radio, local language, flyer, word</p>	<p>FD with local partners and communities</p>	<p>0</p>	<p>Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions</p>

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

		<p>of mouth etc.) understandable, available and accessible to marginalized groups (e.g. women, youth, migrant farmers, etc.)</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of women and men who attend capacity building workshops on the benefits of having both women and men employed in fire management <u>Target:</u> For the capacity building workshops on the benefits of having both women and men employed in fire management, at least 50% of participants are men and at least 40% are women</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of employees in fire management who are women <u>Target:</u> 30% of employees in fire management are women</p>			
Activity 1.5 Enabling and support measures for community management of forests	<ul style="list-style-type: none"> • Women and men equitably participate in consultations on defining legal procedures for control, access, management, harvesting and marketing of the full range of forest products • Undertake consultations on the revision of the legal framework/procedures equitably with women, men and youth from communities • Assess capacity of women and men community members on 	<p><u>Baseline:</u> Gender and Safeguards Officer not yet hired <u>Indicator:</u> Evidence that the Gender and Safeguards Officer reviewed and his/her guidance was integrated in the lessons learned on community management report and on consultations on legal procedures <u>Target:</u> Gender and Safeguards Officer reviewed and his/her guidance was integrated in the lessons learned on community management report and on consultations on legal procedures</p> <p><u>Baseline:</u> 0</p>	FC, Ministry of Lands and Natural Resources and the Energy Commission; Parliamentarians, the Faculty of Renewable Natural Resources	1,044,530	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

	<p>legal procedures, identify any gaps in knowledge and address them, so as to promote their active participation in consultations</p> <ul style="list-style-type: none"> • With assistance from the Gender and Safeguards Officer, integrate a social inclusion and gender approach in lessons learned on community management report • Ensure gender balance within the knowledge management (KM) Internet Group 	<p><u>Indicator:</u> Evidence that lessons learned on community management report integrates a gender and social inclusion approach</p> <p><u>Target:</u> Lessons learned on community management report integrates a gender and social inclusion approach</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of participants of legal procedures consultations that were women</p> <p><u>Target:</u> 40% of participants of legal procedures consultations are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women participants involved in consultations for this activity who felt they 1) understood the topics being discussed, 2) could actively participate and 3) had their perspectives taken into account</p> <p><u>Target:</u> 90% of women participants felt the consultations and trainings for this activity at least ‘adequately’ met and/or achieved these parameters</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of consultations with this activity which are designed to account for women’s constraints (e.g. location, timing, women’s only groups, etc.)</p> <p><u>Target:</u> 100 % of consultations for this activity are designed to account for women’s constraints (e.g. location, timing, women’s only groups, etc.)</p>	<p>Management at KNUST for knowledge management and FORIG for applied research.</p>		
--	--	---	---	--	--

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

Objective	Gender-responsive actions	Gender indicators	Responsible Institution/ Parties	Budget (USD)	Timeline
		<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of KM Internet Group members who are women</p> <p><u>Target:</u> 40% of KM Internet Group members are women</p>			
Activity 2.1. Restoration and sustainable management of shea parklands	<ul style="list-style-type: none"> • Ensure women’s equitable and meaningful involvement in consultations in the communications and extension plan for shea • Develop and design communication messages appropriate for all women and men community members • Target and prioritize farm sites that are farmed, owned and/or managed by women • Engage women’s groups for extension efforts and parkland management training • Provide trainings under this activity in a manner to encourage equitable participation of women (e.g. date, time, location, clarification provided on how topic relevant to their livelihoods etc.). 	<p><u>Baseline:</u> Gender and Safeguards Officer not yet hired</p> <p><u>Indicator:</u> Evidence that the Gender and Safeguards Officer reviewed and his/her guidance was integrated into communications and extension plan for shea</p> <p><u>Target:</u> Gender and Safeguards Officer reviewed and his/her guidance was integrated in the communications and extension plan for shea</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of participants of consultations for the communications and extension plan for shea who are women</p> <p><u>Target:</u> 40% participants of consultations for the communications and extension plan are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of consultations with this activity which are designed to account for women’s constraints (e.g. location, timing, women’s only groups, etc.)</p> <p><u>Target:</u> 100% % and # of consultations with this activity are designed to account for women’s constraints (e.g. location, timing, women’s only groups, etc.)</p>	FSD/FC, MoFA, Global Shea Alliance, Gender and Safeguards Officer	6,799,900	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

	<ul style="list-style-type: none"> At least 50% of local nurseries created are allocated and run by women's groups 	<p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of women recipients who report that the knowledge and support obtained from training and extension services was helpful. Measured 1 year, 2 years and 4 years after they were given <u>Target:</u> 90% women participants involved in trainings and extensions services apply approaches 1 year, 2 years and 4 years after services given</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of participants of trainings and extension services who are women <u>Target:</u> 50% of participants of trainings and extension services are women</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of selected farm sites that are farmed, owned and/or managed by women <u>Target:</u> 50% of selected farm sites are farmed, owned and/or managed by women</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of local nurseries run by women's groups <u>Target:</u> 50% of local nurseries run by women's groups</p>			
Activity 2.2. Strengthening value chains for shea processing	<ul style="list-style-type: none"> Build capacity of women's groups and cooperatives on the shea value chain, its intermediaries, end users, etc. 	<p><u>Baseline:</u> 0 <u>Indicator:</u> # and % women trained who say the value chain trainings helped 1) them to understand the shea market better and 2) their businesses has become more competitive and profitable</p>	GSA (in collaboration with co-financiers, Canadian	524,311	Please consult corresponding Activity in Annex 5 (Timetable) for

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

	<ul style="list-style-type: none"> • Introduce new technologies for the processing of shea fruits into kernels and production of fuel briquettes from shea processing waste • Form women’s groups and/or cooperatives • Train women on 1) business skills and acumen to manage profitability, cost structures and labour; and 2) modern shea production techniques, equipment maintenance and management, labour optimization, and healthy and safe use of technologies • All trainings designed to encourage women’s participation and active involvement 	<p><u>Target:</u> 90% of women trained who say the value chain trainings helped their businesses to become more competitive and profitable</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> # and % of women who use new warehouses to store shea kernels. Measured 1 year, 2 years and 4 years after warehouses provided</p> <p><u>Target:</u> 90% of women who use new warehouses to store shea kernels 4 years after warehouses provided</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> # and % of women using new warehouses who report increased revenues when selling shea nuts</p> <p><u>Target:</u> 90% of women using new warehouses report increased revenues when selling shea nuts</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> # and % of women, who use new technologies, who report they generated increased profits. Measured 1 year, 2 years and 4 years after new technology introduced</p> <p><u>Target:</u> 90% of women, who use new technologies, report they generated increased profits overtime</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> # and size (number of members) of women’s groups and/or cooperatives formed. Measured 2 years and 4 years after their formation</p> <p><u>Target:</u> # and size women groups and/or cooperatives steadily increase over the lifespan of the project</p>	<p>project on “Improving Farmers Well-being in Ghana’s Tree Crop Industries” MoFA, Cocoa Research Institute of Ghana, Ghana Cocoa Board, IFAD and Ghana Shea Network)</p>		<p>the timeline of these gender-responsive actions</p>
--	--	--	---	--	--

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

<p>Activity 2.3: Enhancing enabling environment for climate-smart shea and upscaling of finance and investments</p>	<ul style="list-style-type: none"> Consult with the Gender and Safeguards Officer on the participatory multi-stakeholder engagement processes Include women’s groups in all the participatory multi-stakeholder engagement processes around strengthening policy, legal and regulatory frameworks governing the shea sector Women’s groups represent at least 15% of participants and/or seats in the multi-stakeholder engagement process Ensure gender balance in participatory multi-stakeholder engagement process (e.g. at least 40%) 	<p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of stakeholders involved in the participatory multi-stakeholder engagement processes who represent women’s groups <u>Target:</u> Women’s groups represent at least 15% of participants and are present in all multi-stakeholder engagement processes</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of participants in the multi-stakeholder engagement process who are women <u>Target:</u> 40% of participants in the multi-stakeholder engagement process are women</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of multi-stakeholder engagement processes with this activity which are designed to account for women’s constraints (e.g. location, timing, women’s only groups, etc.) <u>Target:</u> 100% of multi-stakeholder engagement processes with this activity are designed to account for women’s constraints</p>	<p>UNDP, GSA, Ghana Shea Network, A Rocha, Cocoa Board</p>	<p>516,643</p>	<p>Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions</p>
Objective	Gender-responsive actions	Gender indicators	Responsible Institution/ Parties	Budget (USD)	Timeline
<p>Activity 3.1: Modified taungya system (MTS) communities structured and contracted with</p>	<ul style="list-style-type: none"> Involve REDD+ Gender and Safeguards Officer in design and implementation of MTS consultations with villages With assistance from the Gender and Safeguards Officer, 	<p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of women involved in consultations for this activity who felt they 1) understood the topic being discussed 2) could actively participate and 3) had their perspectives taken into account</p>	<p>FSD/FC, Gender and Safeguards Officer, Taungya Community</p>	<p>468,319</p>	<p>Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-</p>

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

<p>benefit sharing clearly defined</p>	<p>assess women’s capacity on MTS and project components, and conduct any necessary capacity building to facilitate their meaningful involvement and inform their decision-making under this activity</p> <ul style="list-style-type: none"> • Ensure equitable participation of women and men in the development and signing of MTS contracts • Explicitly integrate women’s rights, perspectives and needs, including within benefit structures, within MTS contracts 	<p><u>Target:</u> 90% of women participants felt the consultations for this activity at least ‘adequately’ met and/or achieved these parameters</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women participants in training and consultations for this activity</p> <p><u>Target:</u> 40% of participants in training and consultations for this activity are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women serving on MTS groups</p> <p><u>Target:</u> At least 30% of members of MTS groups are women</p> <p><u>Baseline:</u> Many women are not aware of the existence of various land laws and of the guarantees they can provide them. They also often lack support in the process for claiming their rights</p> <p><u>Indicator:</u> % and # of MTS signed contracts clearly confirming women’s rights, obligations and benefits to be received</p> <p><u>Target:</u> 100% of signed contracts clearly confirming women’s rights, obligations and benefits to be received</p>	<p>management structures</p>		<p>responsive actions</p>
<p>Activity 3.2 MTS Plantations establishment, maintenance and monitoring</p>	<ul style="list-style-type: none"> • Engage with the Gender and Safeguards Officer in designing and implementing the trainings and consultations for this activity • In the identification of tree 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women from communities who were 1) involved in selection of tree species; 2) participated in training on seed orchard creation and maintenance.</p> <p><u>Target:</u> 40% of community participants in these</p>	<p>FC/ FSD (Regional and District), Private nurseries, KNUST,</p>	<p>0</p>	<p>Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-</p>

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

	<p>species, consult with both women and men in communities equitably to ensure their buy-in and support</p> <ul style="list-style-type: none"> • At least 40% of taungya farmers trained on seed orchard creation and maintenance are women • All trainings and consultations designed to encourage women’s participation and active involvement 	<p>activities are women</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of trainings and consultations for this activity which are designed to account for women’s constraints (e.g. location, timing, women’s only groups, etc.) <u>Target:</u> 100% of trainings and consultations for this activity which are designed to account for women’s constraints</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of women involved in the trainings and consultations who felt they 1) understood the topic being discussed 2) could actively participate and 3) had their perspectives taken into account <u>Target:</u> 90% of women participants felt the consultations for this activity at least ‘adequately’ met and/or achieved these parameters</p>	<p>Gender and Safeguards Officer</p>		<p>responsive actions</p>
<p>Activity 3.3: Fire management and control for plantation protection and for the restoration of savanna forests in the reserves</p>	<ul style="list-style-type: none"> • In the formation of community fire brigades, encourage the equitable participation of women • Engage with the Gender and Safeguards Officer in designing and implementing consultations for this activity • In consultations on development of fire management, prevention and control plans, ensure the active participation of both women and men 	<p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of community fire brigade members who are women <u>Target:</u> 30% of the fire brigade members are women</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of those involved in the development of fire management, prevention and control plans who are women <u>Target:</u> At least 40% of those those involved development of fire management, prevention and control plans are women</p>	<p>CRMC, CEC, taungya farmers, community fire brigades, FC regional and district staff. KNUST for knowledge management</p>	<p>128,500</p>	<p>Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions</p>

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

		<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women in consultations who felt they 1) understood the topic being discussed 2) could actively participate and 3) had their perspectives taken into account</p> <p><u>Target:</u> 90% of women participants felt the consultations for this activity at least ‘adequately’ met and/or achieved these parameters</p>			
Objective	Gender-responsive actions	Gender indicators	Responsible Institution/ Parties	Budget (USD)	Timeline
Activity 4.1: Addressing and respecting safeguards	<ul style="list-style-type: none"> Engage with the Gender and Safeguards Officer in designing and implementing consultations for this activity With assistance from the Gender and Safeguards Officer, assess women’s and youth’s capacity on safeguards themes, and conduct any necessary capacity building to facilitate their meaningful involvement and inform their decision-making under this activity Integrate a gender perspective into the Environmental and Social Impact Assessment (ESIA) Ensure findings from this gender analysis and its corresponding recommendations, including this gender action plan, are integrated into the ESIA 	<p><u>Baseline:</u> Gender and Safeguards Officer not yet hired and REDD+ Gender Sub-Working Group established in 2015</p> <p><u>Indicator:</u> Evidence that the Gender and Safeguards Officer and REDD+ Gender Sub-Working Group were involved and their input taken into account in design and implementation of consultations for this activity as well as drafting of the ESIA and indicators</p> <p><u>Target:</u> Gender and Safeguards Officer and REDD+ Gender Sub-Working Group were involved and their input taken into account in design and implementation of consultations for this activity as well as drafting of the ESIA and indicators</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women and youth who participated in consultations on the ESIA</p> <p><u>Target:</u> 50% of participants in ESIA consultations are women and female youth</p>	FC, Gender and Safeguards Officer	725,365	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

	<ul style="list-style-type: none"> Integrate a gender perspective into indicators for project interventions and risk mitigation measures 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women and female youth in consultations who felt they 1) understood the topic being discussed 2) could actively participate and 3) had their perspectives taken into account</p> <p><u>Target:</u> 90% of women and female youth participants felt the consultations for this activity at least ‘adequately’ met and/or achieved these parameters</p> <p><u>Baseline:</u> ESIA not yet completed</p> <p><u>Indicator:</u> Evidence that a gender perspective is fully integrated into the ESIA</p> <p><u>Target:</u> A gender perspective is fully integrated into the ESIA</p> <p><u>Baseline:</u> Project-level gender assessment and action plan (GAAP) undertaken</p> <p><u>Indicator:</u> % of findings and recommendations from this GAAP that were integrated into ESIA</p> <p><u>Target:</u> 80% of findings and recommendations from this gender assessment and action plan (GAAP) are integrated into ESIA</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of indicators developed for project interventions and risk mitigation measures that include gender elements</p> <p><u>Target:</u> All indicators involving the collection of data on people are disaggregated by sex and age group, and at least 40% of indicators have specific gender elements to them (this includes indicators disaggregated by sex/age and gender-specific and gender-sensitive indicators, etc.)</p>			
--	---	--	--	--	--

Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL

<p>Activity 4.2: Monitoring, reporting and verification of greenhouse gas emission reduction targets</p>	<ul style="list-style-type: none"> • Build capacity on developing detailed monitoring protocols to assess the impacts of target interventions equitably among women and men within the FC targets 	<p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of FC staff who are women that have their capacity built to develop monitoring protocols to assess the impacts of target interventions <u>Target:</u> 30% of FC staff, who have their capacity built to develop monitoring protocols to assess the impacts of target interventions, are women</p>	<p>FC, Gender and Safeguards Officer</p>	<p>0</p>	<p>Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions</p>
<p>Activity 4.3: Project monitoring and evaluation</p>	<ul style="list-style-type: none"> • Engage with the Gender and Safeguards Officer in designing and implementing consultations with communities for this activity • Integrate a gender perspective into data collection approaches with communities • Equitably involve women and men from communities in data collection exercises • Integrate a gender perspective fully into mid-term and terminal evaluations 	<p><u>Baseline:</u> Gender and Safeguards Officer not yet hired <u>Indicator:</u> Evidence that the Gender and Safeguards Officer was involved and his/her input taken into account in designing and implementing consultations with communities for this activity <u>Target:</u> Gender and Safeguards Officer was involved and his/her input taken into account in designing and implementing consultations with communities for this activity</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of women involved in data collection at the community level <u>Target:</u> 40% of community members involved in data collection are women</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of women involved in data collection who felt they 1) understood the task 2) could actively participate and undertake the task and 3) had their perspectives taken into account <u>Target:</u> 90% of women felt the data collection</p>	<p>FC with GSA, UNDP, Gender and Safeguards Officer, CRMC, CEC, Taungya community management structures, NGOs and women’s groups, GIS and monitoring experts</p>	<p>1,037,688</p>	<p>Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions</p>



Annex 8 – Gender Assessment and Action Plan

GSLREP GREEN CLIMATE FUND FUNDING PROPOSAL



		<p>exercises for this activity at least ‘adequately’ met and/or achieved these parameters</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> Evidence that a gender perspective was fully integrated into mid-term and terminal evaluations</p> <p><u>Target:</u> A gender perspective fully integrated into mid-term and terminal evaluations</p>			
TOTAL (USD)				13,273,339	