

# Gender Action Plan

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## **FP157: Coastal Resilience to Climate Change in Cuba through Ecosystem Based Adaptation - "MI COSTA"**

Cuba | UNDP | B.28/02

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**GREEN  
CLIMATE  
FUND**



	Robust participation of women in employment created by the implementation of EBA adaptation protocols	<p>for the monitoring of coastal ecosystems</p> <p><b>Baseline:</b> 0 <b>Target:</b> 30% of the new employment will be occupied by women<sup>1</sup></p> <p><b>Indicator(s):</b></p> <ul style="list-style-type: none"> <li>• Number of women with employment hydrological restoration process including the removal of invasive species</li> </ul>											
<b>Activity 1.2. Mangrove and swamp forest rehabilitation</b>	1.2.1. Robust participation of women in employment created by the implementation	<p><b>Baseline:</b> 0 <b>Target:</b> 30% of the new employment will be occupied by women<sup>2</sup></p> <p><b>Indicator(s):</b></p>	<b>Measure:</b> Number of hectares of coastal wetland rehabilitated for	<b>Responsible:</b> FLACSO-Cuba jointly with AMA.	-	X	X	X	X	X	X	X	118, 270

<sup>1</sup> Women have equal access to the employment created by the EBA intervention protocols, as required by Cuban law. However in this case, the target is set at lower than equal participation, as setting a target of 50% may inadvertently increase the work burden of women, as well as impose an employment choice.

<sup>2</sup> Women have equal access to the employment created by the EBA intervention protocols, as required by Cuban law. However in this case, the target is set at lower than equal participation, as setting a target of 50% may inadvertently increase the work burden of women, as well as impose an employment choice.

<p><b>in target sites through natural and assisted regeneration for enhanced coastal protection</b></p>	<p>of EBA adaptation protocols</p>	<ul style="list-style-type: none"> <li>• Number of women with employment in mangrove, swamp forest and swamp grassland interventions</li> <li>• Number of women headed households with employment in mangrove, swamp forest and swamp grassland interventions</li> </ul>	<p>EBA in target areas</p> <p><b>Targets:</b> 15,443 ha of degraded coastal wetland has been rehabilitated</p>	<p><b>Participants:</b> Coastal communities,</p> <p>DMA, AMA, ICIMAR, FLACSO, FMC, INSMET, INRH, IPF, ENPFF, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, ACTAF, and ANAP</p>									
<p><b>Activity 1.3. Record and assess coastal and marine ecosystems' natural regeneration and their protective functions based on conditions provided as a</b></p>	<p><b>1.3.1.</b> Robust participation of women in monitoring of marine ecosystems</p>	<p><b>Baseline:</b> 0 <b>Target:</b> 30% of the people involved in monitoring activities <b>Indicator(s):</b></p> <ul style="list-style-type: none"> <li>• Number of women involved in monitoring of marine ecosystems.</li> </ul>	<p><b>Measure:</b> Change in the annual reduction rate of seagrasses in the intervention sections</p> <p><b>Targets:</b> Annual reduction rate of 0.2% seagrass</p> <p><b>Measure:</b></p>	<p><b>Responsible:</b> FLACSO-Cuba jointly with AMA.</p> <p><b>Participants:</b> Coastal communities, ICIMAR, FMC, CNAP, MINAL, INSMET, INRH, IPF, ENPFF, CES,</p>	<p>-</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>218,541</p>

<p>result of restored coastal wetlands</p>			<p>Change in the annual rate of loss of reef crests and frontal reefs in the intervention sections</p> <p><b>Targets:</b> Annual loss frontal ridges and reefs is reduced by at least 0.2-0.5%</p>	<p>CGC, DP, CITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, CGRR, EEUP, OM, and FCPD</p>									
<p><b>Activity 1.4. Enhance water conduction systems along targeted watersheds to restore freshwater drainage in coastal ecosystems and aquifers to reduce and monitor saline intrusion in target sites</b></p>	<p>1.4.1. Gender equitable training delivered to INRH experts on hydrological modelling and data management.</p>	<p><b>Baseline:</b> 0 <b>Target:</b> 50% of the personal trained <b>Indicator(s):</b> • Number of women trained</p>	<p><b>Measure:</b> Area in target areas affected by saline intrusion.</p> <p><b>Targets:</b> Reduction of the average area affected by saline intrusion by at least 3%</p>	<p><b>Responsible:</b> FLACSO-Cuba jointly with AMA</p> <p><b>Participants:</b> Coastal communities</p> <p>DMA, AMA, ICIMAR, FLACSO, FMC, INSMET, INRH, IPF, ENPFF, IDICT, CES, CGC, CAP, DPCITMA,</p>	-	X	X	X	-	-	-	-	118,270



## ANNEX VIII – Gender Analysis and Action Plan

GREEN CLIMATE FUND FUNDING PROPOSAL

				CMP, CIGET, DPFF, CESA, CAM, DMPF, ACTAF, and ANAP									
Objectives	Activities	GESI Targets and Indicators	Project Level Measures and Targets	Partner Institutions	Timeline							Budget (US\$)	
<b>Output 2: Increased technical and institutional capacity for adaptation and resilience to climate change impacts in Coastal Communities, Governments and Economic Sectors</b>													

<b>Activity 2.1. Develop a climate adaptation technical capacity building program for coastal communities and local stakeholders (government &amp; economic sectors) to enable adaptation actions</b>	<b>2.1.1. Gender equal participation of women in the design of EBA content and in training delivery.</b>	<b>Baseline:</b> 0 <b>Target:</b> 50% of the total people involved in the training process <b>Indicator(s):</b> <ul style="list-style-type: none"> <li>• Number of women participating in design of training content.</li> <li>• Number of women participating in training delivery.</li> <li>• Number of women trained as decision makers in community level-agricultural cooperatives</li> </ul>	<b>Measure:</b> Number of people with knowledge and skills to adapt to CC, broken down by communities, governments and sectors, considering gender and age groups.  <b>Targets:</b> 444,793 people (total project beneficiaries) with high level of capacity (assessed by FLACSO)	<b>Responsible:</b> FLACSO-Cuba jointly with AMA.  <b>Participants:</b> DMA, ICIMAR, FMC, IPF, ENPFF, CICA, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP	X	X	X	X	-	-	-	-	388,875
	<b>2.1.2. Awareness raising and training of local government officials on responding to issues of intersectional</b>	<b>Baseline:</b> 0 <b>Target:</b> 50% of the training personal <b>Indicator(s):</b> <ul style="list-style-type: none"> <li>• Number of women trained in EBA</li> </ul>	<b>Measure:</b> Number of people with knowledge and skills to adapt to CC, broken down by communities,	<b>Responsible:</b> FLACSO-Cuba jointly with AMA.  <b>Participants:</b> DMA, ICIMAR,	X	X	X	X	-	-	-	-	

	vulnerability (of women, female-headed households, the elderly, children and disabled persons), including training on environmentally sustainable production practices that reduce or avoid anthropogenic pressure on ecosystems	<p>approaches to coastal adaptation.</p> <p><b>Baseline:</b> 0 <b>Target:</b> 1 package <b>Indicator(s):</b></p> <ul style="list-style-type: none"> <li>• Training package developed that addresses issues of intersectional vulnerability (of women, female-headed households, the elderly, children and disabled persons)</li> </ul> <p><b>Baseline:</b> 0 <b>Target:</b> 480 (20 government officials in each of the 24 municipalities) <b>Indicator(s):</b></p> <ul style="list-style-type: none"> <li>• Number of local government officials trained in EBA approaches to coastal adaptation.</li> </ul>	governments and sectors, considering gender and age groups.	FMC, IPF, ENPFF, CICA, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP											
<b>Activity 2.2. Integrate</b>	<b>2.2.1.</b> Gender-equitable involvement of	<b>Baseline:</b> 0	<b>Measure:</b> Number of Climate	<b>Responsible:</b> FLACSO-	X	X	X	X	X	X	X	X			350,875



<p><b>project (technical and community based) derived information, information from early warning systems and national datasets into a Knowledge Management Platform, to provide climate information products to monitor, evaluate and inform coastal communities on local (community and ecosystem) capacity to manage climate</b></p>	<p>women in the implementation of community monitoring systems.</p>	<ul style="list-style-type: none"> <li>Target: 50% of the total people involved in the monitoring process</li> </ul> <p><b>Indicator(s):</b></p> <ul style="list-style-type: none"> <li>Number of women involved in implementation of community monitoring systems</li> </ul>	<p>information products developed responding to local needs linked to monitoring the capacity of ecosystem to provide services in managing climate impacts (water quality, protective capacity, community vulnerability, etc.)</p> <p><b>Targets:</b> At least 10 per municipality</p>	<p>Cuba jointly with AMA.</p> <p><b>Participants:</b> DMA, ICIMAR, FMC, IPF, ENPFF, CICA, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP</p>									
	<p><b>2.2.2.</b> Climate Information products that respond to women's information needs</p>	<p><b>Baseline:</b> 0 <b>Target:</b> At least 3 climate information products developed responding to women's information needs</p> <p><b>Indicator(s):</b></p> <ul style="list-style-type: none"> <li>Number of climate information</li> </ul>	<p><b>Measure:</b> Number of Climate information products developed responding to local needs linked to monitoring the capacity of</p>	<p><b>Responsible:</b> FLACSO-Cuba jointly with AMA</p> <p><b>Participants:</b> DMA, ICIMAR, INSMET, FMC, IPF, ENPFF, CICA, IDICT, CES,</p>			<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>		

change impacts		products developed through the project	ecosystem to provide services in managing climate impacts (water quality, protective capacity, community vulnerability, etc.)  <b>Targets:</b> At least 10 per municipality	CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP									
<b>Activity 2.3. Mainstream EBA approaches into regulatory and planning frameworks at the territorial and national levels for long term sustainability of EBA conditions and investments</b>	<b>2.3.1.</b> Gender equitable participation in the preparation of proposals for Mainstream EBA approaches into regulatory and planning frameworks at the territorial and national levels.	<b>Baseline:</b> 0 <b>Target:</b> 50% of the total people involved in the preparation of proposals for the inclusion of EBA in regulations <b>Indicator(s):</b> • Number of women involved in the preparation of proposals related to EBA in regulations and Land Management Plans	<b>Measure:</b> EBA proposals prepared for inclusion in the Municipal Development Strategies of coastal municipalities  <b>Targets:</b> At least 2 EBA proposals	<b>Responsible:</b> FLACSO-Cuba jointly with AMA  <b>Participants:</b> DMA, ICIMAR, FMC, IPF, ENPFF, CICA, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP	X	X	X	X	X	X	X	X	238,002

for coastal protection	<p><b>2.3.2.</b> Design and validate methodological tools for addressing gender during the project implementation and to mainstream gender in natural resource planning, investment and use</p>	<p><b>Baseline:</b> 0 <b>Target:</b> 2 <b>Indicator(s):</b></p> <ul style="list-style-type: none"> <li>• Number of methodological tools</li> </ul>	<p><b>Measure:</b> EBA proposals prepared for inclusion in the Municipal Development Strategies of coastal municipalities</p> <p><b>Targets:</b> At least 2 EBA proposals</p>	<p><b>Responsible:</b> FLACSO-Cuba jointly with AMA.</p> <p><b>Participants:</b> DMA, ICIMAR, FMC, IPF, ENPFF, CICA, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP</p>	X	X	X	X	X	X	X	X
	<p><b>2.3.3.</b> Gender equitable participation in the project implementation at national and local levels</p>	<p><b>Baseline:</b> 0 <b>Target:</b> 50% of the total people involved in the project implementation (projects decision-making bodies) at national and local level are women <b>Indicator(s):</b></p> <ul style="list-style-type: none"> <li>• Number of women involve in the coordination of the</li> </ul>	<p><b>Measure:</b> Number of direct and indirect beneficiaries</p> <p><b>Targets:</b> Direct beneficiaries (female): 219,372</p>	<p><b>Responsible:</b> AMA</p> <p><b>Participants:</b> At national level: CITMA/AMA-ICIMAR At local level: DPCITMA, FMC, IPF,</p>	X	X	X	X	X	X	X	X

