
Gender Action Plan

FP159: PREFOREST CONGO - Project to reduce greenhouse gas emissions from forests in five departments in the Republic of Congo

Democratic Republic of the Congo | FAO | B.28/02

24 March 2021



**GREEN
CLIMATE
FUND**

Gender Action Plan

Strategic Guidelines

The objective of this action plan is crosscutting integration of gender in the GCF project. It provides guidelines on priority actions within the logical framework, as well as those to be taken into account during implementation, monitoring and evaluation of the project.

Logical framework of the project:






The Project will integrate objectives and indicators disaggregated by gender (the indicators will allow monitoring of progress over time, while following changes throughout the project). The gender dimension must be crosscutting throughout all the axes of intervention and should not only incorporate some actions in favor of women. The results, indicators and activities should therefore already be pre-defined in the logical framework. This would force the project implementation team to formulate actions in annual operational plans.

The Project will ensure that the stipulated institutional provisions take gender into account, that they enable implementation of strategies, and measure the proposed gender integration.

At implementation level:

- The Project's overarching gender target has been clarified as 'at least 35% women' or ³35%. In this sense, while striving for gender equality (50/50 male-female participation), some activities will be expected to have more or less women but none less than 35% women. By committing to and communicating a clear project-wide target of ³35% women for every activity, the project team, its counterparts and partners will be better coordinated to support this clear objective.
- The implementation of the GAP will be the responsibility of all members of the project team, and job descriptions/terms of reference for all team members will reflect various tasks in relation to the GAP and gender mainstreaming. Overall management/ supervisory responsibility for the plan's implementation will fall with the Chief Technical Officer and Lead Technical Officer. Gender experts at national and headquarters level will track the implementation of the GAP, conduct the mid-term and final evaluation (as part of a team), and provide support on technical queries related to implementation.
- The project wide target of 35% women will be applied in recruitment to the Project Management Unit (PMU), with responsibility for day-to-day management.
- All data will be systematically disaggregated in the different activity reports and/or other Project documents in order to highlight the different situations of each of the targets (men/women/youth);
- During implementation, there will be a systematic focus on incorporating the specific needs of men, women, youth and elderly in all interventions.
- In addition, the Ministry for the Promotion of Women and Integration of Women in Development will coordinate closely with the project and provide support for gender mainstreaming (i.e. capacity building, awareness). This Ministry will also be represented in the Project's Technical Committee, part of the Project governance structure.
- A female focal point will be designated in each Project village to assist with information sharing and coordination among female beneficiaries.
- The Project will be based on the situational analysis and other qualitative and quantitative data (disaggregated by gender) at the time the gender impact of the Project's interventions is evaluated;

- The capacities of the Project team’s agents will be strengthened on gender and development modules, to ensure effective gender mainstreaming in the different components of the GCF Project. Awareness raising and procedures for handling cases of GBV will be part of the capacity building strategy.
- A Project Stakeholder Engagement Strategy will specifically address how best to engage and ensure the benefits for women, youth, and the elderly in project activities.
- A Project Communication Strategy will include appropriate messaging on gender based violence (GBV).
- The Project Grievance mechanism will be fully accessible to women. The mechanism will include clear procedures to deal with GBV and those handling complaints will be trained on appropriate steps to take. Information will be forthcoming on medical, psychological, legal, security and socioeconomic support for victims. Complaints may be submitted orally if necessary.
- Prevention of GBV will also be promoted by incorporating messaging on GBV in the project’s Communication Strategy, by encouraging household/couples dialogue, by mobilizing local traditional chiefs and leaders for GBV related conflict management, and by including GBV in the project’ grievance mechanism. The project will collaborate with organizations providing support and advice on GBV (e.g. UNICEF, UNFPA, IFRC, MSF, ACOLVEF, and Thomas Sankara Association).
- Women’s participation during meetings will be monitored. A notetaker will record how many times men and women intervene during meetings and how their interventions are handled (See table).

			Observations (If possible, the names of the people who participate)
 # of people attending			
 # of people who express their opinion			
 # of people who propose something that is then agreed upon			

-

At monitoring and evaluation level:

- Incorporation of the gender dimension in missions to evaluate performance and impact by the Green Climate Fund Project, including inclusion of gender objectives in the terms of reference (factors to be taken into account in all evaluations);

- Inclusion of gender expertise in the Project team;
- Ensure that all data from the various evaluation reports is disaggregated by gender, specifying data for the “youth” category;
- Ensure the availability of reports on successes or failures of initiatives or the achievement of gender objectives.

Table. Gender Action Plan

Components	Results	Activities	Target	Indicators	Timeline	Budget	Responsible party
Component 1.		Objective 1: Promote the land tenure rights of women within the customary and national framework					
Land-use and resources planning and strengthening of land access and security rights	<p>Result 1: The land tenure rights of women or women’s groups are strengthened pursuant to Law 21/18</p> <p>Result 2: Women’s land tenure rights are promoted and strengthened within the customary framework</p>	<p>Establish a baseline of information on situation for women’s existing tenure rights</p> <p>Support women or women’s groups in acquiring land tenure rights within the context of the Project</p> <p>Raise awareness of community leaders in respect to behavioral changes (mindsets) related to women’s access to land within the customary framework</p>	<p>At least 800 women will receive joint or sole land agreements through the project.</p> <p>At least 29,000 men and women (including youth and elderly) will be exposed to awareness campaigns on women’s access to land and/or legal mechanisms.</p>	<p>Number of women or women-led groups who obtained land agreements thanks to the Project in order to conduct agroforestry or sustainable forestry activities</p> <p>Number of M/F/community leaders sensitized</p> <p>Number of awareness raising campaigns organized</p>	<p><u>Y1 – Y8 (long-term support needs anticipated)</u></p>	<p>\$123,200</p>	<p>FAO; MAEP; Ministry of Forest Economy; MPFIFD; UNDP; CSOs</p>

	Result 3: Women farmers master national legal mechanisms related to land	Raise awareness and inform women and men about the existing legal mechanisms and procedures for land tenure security using also channels to reach youth and elderly.	At least 25% of women and men in the project area are aware of legal mechanisms and procedures for land tenure security.	Number of women and men sensitized or trained	<u>Y1-Y2</u>		FAO PRONAR Project team
Component 2.		Objective 2: Strengthen the adoption of more sustainable agroforestry and forestry practices by women					
Establishment of agroforestry and forestry systems for climate change mitigation	Result 1: Effective and increased adoption of more resilient agroforestry and sustainable forestry practices by women	Encourage women (as well as youth and elderly) to use agroforestry and forestry systems that are more resilient to climate change Strengthen women's knowledge on agroforestry, forestry and climate change issues Support women to establish village tree nurseries	At least 35% of participants in agroforestry training activities will be women. At least 5 tree nurseries will be managed by village women. At least 3 stories featuring women's role in agroforestry and forestry systems will be shared.	Number of women participating in agroforestry training Number of tree nurseries managed by women Number of experiences shared	<u>Y1-Y8</u>	\$6,618,042	MAEP Ministry of Forest Economy MPFIFD FAO PRONAR SNR (<i>Service National de Reboisement</i> [National Reforestation Service])

	<p>Result 2: Women's capacities are strengthened, and their knowledge of agroforestry techniques and climate change is increased</p>	<p>Promote experience sharing and the dissemination of good practice, developed with the participation of women, youth, and elderly in the areas of agroforestry and climate change within the context of the Project</p>					
		<p>Raise awareness /train women, youth, and elderly on agroforestry techniques to mitigate climate change</p>	<p>At least 900 women will receive training on agroforestry techniques.</p>	<p>Number of women and men trained</p>	<p><u>Y1-Y3</u></p>		<p>FAO; MAEP; Ministry of Forest Economy; MPFIFD; PRONAR; SNR</p>
		<p>Training of women trainers for technical supervision of producers</p>	<p>At least 5 women will be trained as trainers.</p>	<p>Number of female supervisors/technical trainers recruited</p>	<p><u>Y1-Y2</u></p>		<p>FAO; MAEP; Ministry of Forest Economy; MPFIFD; PRONAR; SNR</p>
	<p>Result 3: Women's capacities are strengthened, and their knowledge of assisted natural regeneration and climate change is increased</p>	<p>Train and equip women for assisted natural regeneration</p>	<p>At least 500 women are practicing assisted natural regeneration</p>	<p>Number of women trained in assisted natural regeneration</p> <p>Number of women practicing assisted</p>	<p><u>Y2-Y6</u></p>	<p>\$493,952</p>	<p>FAO; MAEP; Ministry of Forest Economy; MPFIFD; PRONAR; SNR</p>

				natural regeneration			
	Result 4: Women are aware of the benefits of adopting climate resistant agroforestry practices	Raise awareness and inform women about the benefits of agroforestry.	At least 10,000 women will receive information on the benefits of agroforestry.	Number of awareness raising campaigns Number of women and men sensitized or trained	<u>Y1-Y8</u>	\$118,017	FAO PRONAR Project team
Component 3.	Objective 3: Strengthen the technical and financial capacities of producers						
Strengthening national agricultural financing structures, business capacities and value chains	Result 1: The financial management capacities of women's and mixed groups are increased Result 2: Women have increased access to agricultural credit to implement sustainable practices	Train women's and mixed groups (including youth and elderly) in accounting management for farming (keeping records of sales, procurement and other expenses related to farming) and the entrepreneurial culture	At least 5 training sessions organized on accounting management for women farmers. At least 100 people (with at least 35% women) trained on accounting management.	Number of on-site training sessions organized on accounting management for women farmers Number of women/men/young people trained	<u>Y1 – Y3</u>	\$ 273,850	MPFIFD ; FAO CERPAC (Center for Exchange and Resource for the Promotion of Community Actions) CSOs
			At least 10 groups or associations (and their members) will be trained on organizational capacity topics. At least 50 women will be part of the	Number of groups trained Number of women trained			<u>Y1-Y3 with ongoing support/coaching</u>
	Strengthen the organizational and technical capacities of groups so that they can offer their members (Men/Women/Youth & elderly) sustainable services (group						

		marketing, sale of inputs, etc.); and ensure these services are equally accessible to men and women Train women, youth and elderly in the procedures for obtaining credit and support them in developing solid business plans Train women, youth and elderly in financing methods other than banks (e.g. fundraising)	developed a business plan. At least 100 women and young people informed in financing methods (e.g. fundraising).	Number of women involved in a business plan development Number of women and young people informed in other financing methods			
Project Management	Objective 4: Strengthen the technical and institutional capacities of the project team on the gender dimension						
	Result 1: The technical and institutional capacities of the Project team on the gender dimension are increased Result 2:	Strengthen the capacities of the Project team and stakeholders (government authorities) on the gender concept and the gender dimension in development projects (including	All team members will complete gender training and have access to gender advisory support when needed.	Number of persons (M/W/Y) trained on the gender approach and development	<u>Ongoing</u>	\$273,243 \$264,950	MAEP ; MET [Ministry of Employment and Labor) ; Ministry of Forest Economy ; MPFIFD ; FAO ; PRONAR ; SNR

	The project effectively communicates and engages with women, youth, and elderly	facilitation skills to engage women, youth, and elderly)					FAO MPFIFD MAEP
		Gender expertise provided in the interim and final Project evaluation		Gender sensitive expert is recruited and is taking part in evaluation of the Project	<u>Y4 & Y8</u>		
		Prepare and implement a Stakeholder Engagement strategy and Communication strategy, addressing also issues of GBV		Stakeholder Engagement Strategy; Communication Strategy Female focal point designated in each participating village	<u>Y1</u>		
		Increase access of women, youth and elderly to the project's grievance mechanism.	Information on the grievance mechanism is included in workshops and meetings attended by women, youth and elderly.	Workshop reports	<u>Y1-Y2</u>		
		Establish collaboration with organizations working on GBV		Meeting reports	<u>Y1-Y8</u>		
<u>TOTAL</u>						\$8,165,254	

1. Annexes

Lists of participants

Institutional meeting with gender focal points in the different sectoral ministries				
Place: FAO meeting room				
Date: 05/02/2019				
N	First and Last Names	Institution	Position	Telephone and mail
1	Paulette EBINA	MEF	Gender Focal Point	055569567 / 066413600
2	Yves Joclain KABA	MPFIFD	Focal Point	066623574 / 050674873
3	Blanche MAKO	Major Works	Focal Point	055786025 / 065680176
4	Françoise R OTABO	MRSIT (<i>Ministere de la Recherche Scientifique et de L'innovation Technologique</i> [Ministry of Scientific Research and Technological Innovation])	Focal Point	066689662 otabo.franoise@gmail.com
5	Prisca ONDONGO	MTE	Gender Focal Point	040262650 / 066453396
6	Jean Parfait AMPALI	FAO	Consultant	055284911 parfait.ampali@fao.org
7	Claude MABIALA NGOMA	FAO	Assistant	066197098 claudemabialangoma@gao.org
8	Nicole NGUEMA METOGO	FAO	Consultant	065716214

Interviews with various stakeholders				
Place: Mvouti sub-prefecture				
Date: 05/24/2019				
No.	First and Last Names	Group	Position	Telephone and mail
1	MENO Marie	Kissivo	Member	
2	KIJONETO Rachelle	Kissivo	Member	053218434
3	MAKONA Judith	Kissivo	President	055983290
4	KIBA Merline	Kissivo	Member	065806251
5	IBATA Danielle	Kissivo	Member	044509015
6	MABIALA Agathe	Adem	Member	
7	MAKAYA Angèle	Kiburi Mambou	Treasury	055042829
8	TCHIBINDA Elisabeth	Kiburi Mambou	Member	050289280
9	PEMBA Louise	Kiburi Mambou	Member	057518189
10	MAKAYA Victoire	UAE	Treasury	
11	LOEMBA KIBINDA Antoinette	Kissivo	Member	
12	TCHIBINDA Solange	Kajumba na Likondo	Member	055852499
13	MBOUNGOU Cedrick	UAE	Member	
14	LOUMBA Clandine	UAE	Member	053572643
15	PEMBA Adèle	UAE	Member	
16	PAMBOU Claudine	Lougoukoulou mu ntoto	Secretary	057099981
17	MENO Marguerite	Sala Bilanga	Member	
18	MAHRUNGOU Elie	Sala Bilanga	Member	065029398
19	BOULOU Yvette	Sala Bilanga	Member	069117835
20	BATOMBI Judith	Lougoukoulou mu ntoto	Treasury	053338210
21	TSANGUI Bamamaralle	Lougoukoulou mu ntoto	Member	057498122
22	TSADI Honorine	Sala Bilanga	PVFE	065712324

23	MAVUNGOU Francina	Sala Bilanga	Member	
24	MIETE Cydie	Sala Bilanga	Member	064599108
25	MASSIAKA Melanie	Sala Bilanga	Member	
26	BIMOKONO Marguerite	Lougoukoulou mu ntoto	Member	
27	TCHITONLA Jacqueline	Lougoukoulou mu ntoto	Member	
28	MISSAMOU BOUANGA Martine	Sala Bilanga	Member	056366253
29	MOUKOKO Roger	Sub-prefecture Protocol	Private Secretary	050308377
30	IBATA Daniel		Agricultural Sector Chief	044509015
31	Claude MABIALA NGOMA	FAO	FAO Assistant	066197098
32	NGUEMA Nicole	FAO	FAO Consultant	065716214
33	KAMPE Jean Pierre	FAO	Consultant	066303226
34	ROY Hagen	FAO	Consultant Researcher	

Interviews with various stakeholders

Place: Madingou

Date: 05/20/2019

No.	First and Last Names	Group	Address and email
1	NZENGO Pierrette	SPF	069796892 Madingou Gare
2	ADJOMEY Angèle	AFE	069671371 Madingou Gare
3	KOUANGA Léontine Epse NZIKOU	R.A.I.D	066799676 Madingou Poste
4	MOUKOULA Elizabeth	Gp Ayro-p. les J.SLM	069534137 Madingou Gare
5	MATONDO Pauline	AFMDM (<i>Association des Jeunes Filles Mères Désœuvrées de Moyoundzi</i> [Association for Young Unemployed Mothers from Moyoundzi])	055651127 Mouyondzi cq NKILA
6	NGOMA MABIALA Mesmin Déchou	C/sert at DDPF - B	Madingou Gare
7	BOUSLO née NGOUNGA Marcelia	MTD	066393111 Mouyondzi (M'KOSSO)

Meeting with groups from Kinkala

Place: Kinkala

Date May 29, 2019

No.	First and Last Names	Institution	Position	Telephone and mail
1	BITSOUMANOU Félicité	Departmental Directorate	DDIFD (<i>Direction départementale de l'Intégration de la femme aud développement</i> [Department Directorate for Women's Empowerment and Integration in Development])	066782027
2	NIAKATSINDILA Elisabeth	Zola Farmer	General Secretary	055485475
3	ZALA Pauline	Zola Farmer	Manager	068506504
4	LOUMOAMOU Christophine	PISCA	President	055451871
5	MALEKA Cécile	Sala zingu	President	055000763
6	MVILA Marie	Sala zingu kia m	Member	069352676
7	WATOULA Avila	Sala zingu kia m	President CCV	057289396
8	BIBILA Clémentine	COFMKI	President	057825955
9	NGANGA Mireille	COFMKI	Member	069045282
10	BOUKANZO Emiliene	COFMKI	Member	055118166
11	MILANDOU Astride	COPIBO	Member	066768718
12	BOUBONDZO Annie	COPIBO	Controller	069953506
13	NKOUNKOU Ursula	Pilot Farm	Supervisor	068359003
14	MASSAMBA Seraphine	Pilot Farm	Member	068613046
15	MATONDO Martine	Sala Nzingu	Member	064841992

16	NTIMANAKOLA Marie Gilberte	Pilot Farm	Member	050299586
17	MBIRI Anne Nathalie	Sala Kia Nzambi	Member	066390554
18	MASSAMBATSONA Elie	Sala Kia Nzambi	Treasury	065003045
19	MANCKOUD Claude	Sala Kia Nzambi	Member	055818867
20		Sala Kia Nzambi	Member	055872753

NGO Meetings				
Date: 05/30/2019				
No.	First and Last Names	Institution	Position	Telephone and mail
1	Nino Alexis Bienvenu	GAPAN Group	President	065894045
2	MVIRI Urban	GAPAN Group	President CCV	066860314 / 055590690
3	GALLY Hyacinthe	MKOUENDAW Group	President	066550115
4	NKUERE Daniel	La Main dans La Main (<i>Hand in Hand</i>) Group	Secretary	068490406
5	NGATSEBE Adrien	Independent	//	069609419
6	EDZONG Stéphanie	Independent	//	066821571
7	MFOUROU Gaston	La Main dans La Main Group	President	069118166
8	AMPIE Véronique	La Main dans La Main Group	Assistant Treasurer	069485396
9	GUILANGO Cresti Djanelaline	GPJA	Student	065409585
10	ADZABI Mexanet	GPJA	Farmer	064721777
11	MACKELA Hermann	Entreprise Josephat	Manager	069784765
12	TCHIKAYA Donatien	Entreprise Josephat	DT Manager	066365030
13	KONGANDO Eveline	GAPAN Group	Vice-President	065479155
14	CHIO Angèle	PS COFTN		069234884
15	NDALA Elvis Thierry	Okiéne Production Group	President	068499569
16	MBOUANDZOBO Peggy Carine	Okiéne Production Group	Member	055562567

17	LOUBA Parfaite	Grace à Dieu (Thanks to God) Group	President	069737536
18	FUNKHAT OMBOU François	NDOUO-DOUO Group	President	068184468
19	BILELELE Angèle	NDOUO-DOUO Group	Treasury Secretary	069891964
20		Grace à Dieu (Thanks to God) Group	Treasury Secretary	064512474

Meeting in MPOH village**Date 06/30/2019**

No.	First and Last Names	Institution	Position	Telephone and mail
1	NGUELOLO Richard			068101278
2	NGANTSOU Denis			068316686
3	NGAYO William			066139701
4	NGANION Godefroy			
5	NGOKANA Arvelon			
6	NGAYOU Mesmin			
7	OGNAMY OTIA Léonard			
8	IMBOU Jonas			
9	AGNIN Louis			
10	WAWOLI Honoré			
11	OKILI Anatole			066709739
12	INDO Parfaite			
13	Mangobali Genevieve			
14	NDZALA Diane			
15	OLONKOUINI Yvette			
16	AYIAYIE Cyriac			
17	AGNIN Audrey			
18	NGANTSOU Estelle			
19	NGANION Lena			
20	IBATA Judrelle			