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# Gender Action Plan

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## **FP160: Monrovia Metropolitan Climate Resilience Project**

Liberia | UNDP | B.28/02

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**GREEN  
CLIMATE  
FUND**

## VI – Proposed Gender Action Plan

The purpose of a Gender Action Plan, tailored to the Liberia Monrovia Metropolitan Area (MMA) context, is to operationalize the constraints and opportunities for women and men that were identified during the gender analysis at national and at MMA community level, towards fully integrating them into the project design, providing the framework for a gender-responsive and socially inclusive project.

This section is an overview of some proposed interventions that seek to address the gender-differentiated vulnerabilities and resilience in the coastal communities in the Monrovia Metropolitan Area (MMA) to ensure a gender-responsive project.

For each of the activities of the project an amount to support gender specific interventions has been allocated, as a subset of the overall project budget. **In all UNDP and GCF projects, at least 15 % of the total amount of the budget should be dedicated to gender equality and women empowerment.**

These are the approaches that are recommended to make the project a gender-responsive:

### Overall

- Awareness raising of all stakeholders on sea level rise issues for the success of the MMCRP and institutional support,
- Encouraging gender-responsive opportunities for improved livelihoods,
- Increase of women’s participation in decision-making in all the ICZM institutions
- Consideration of differentiated needs of women and other marginalized groups in building climate resilience,
- Filling the gap of the absence of sex and age disaggregated data,
- Organization of dialogue with all stakeholders on aspects of climate resilience adaptation, social inclusion and gender equality,
- Devoting gender technical expertise for guidance in implementation and monitoring of gender results to hold individuals and institutions accountable for gender equality related outcomes: this means inclusion of 01 or 02 Gender positions in the PMU team.

### ***1 - For institutional strengthening and awareness raising of all stakeholders on ICZM:***

- Improve institutional capacity, coordination, accountability and oversight (capacity of project executing and implementing agencies in addressing gender issues in climate change programming).
- Developing the capacity of all stakeholders (institutions and communities) on inclusive, participatory and sustainable development and integrated coastal zone management.
- Raise awareness of women and youth in the existence and use of early warning weather systems.
- Finding ways of empowering communities for the sustainable management of integrated coastal zone.
- Build on the projects, structures and initiatives being rolled out by the GoL and other development partners, in order to maximize the use of resources, and for greatest efficiency and effectiveness.

- Assess how gender is currently being mainstreamed in differing Ministries and sectors, to most effectively develop needs assessments, enable planning, and be effective in monitoring and evaluation.

## **2 - Awareness raising on gender equality and women empowerment issues**

The following form the gender mainstreaming components of the project under this awareness-raising approach:

- Organize gender trainings for all relevant stakeholders.
- Improve active participation, equitable representation, and voice (being heard) of women, youth, people living with disabilities, as well as men in all areas of decision-making related to building more resilient coastal communities (including technical, economic, social, accessibility etc.).
- Engage men and boys in community discussions to develop “gender champions” who can support efforts to address gender-based violence in the household and communities (including workplaces, schools, etc.) and who can act as peer mentors for others in the community.
- Support women’s access to literacy, services, information, finances, and enjoyment of benefits from the eco-stove production included in the project equally as men (with men, boys understanding value of sharing tasks such as childcare, etc.).

## **3 – Working towards a change of norms and of negative perceptions on gender**

Discussing climate change related issues with communities is a good opportunity to:

- Hold dialogues with community heads, religious leaders and female activists to identify the norms and harmful traditional attitudes/practices and barriers that restrict women’s participation with the purpose to establish an environment conducive to participation (committees involving men and women, girls and boys).
- Raise awareness on responsible parenthood and shared responsibilities in households’ activities, which encourage family members to help reduce the mothers and girls’ unpaid burden of work, and childcare.
- Promote positive social norms (community awareness and orientation on role of women and girls in general and in climate adaptation in particular) through training sessions and separate community theatre-based activities.
- Engage the communities in activities promoting safety, security for women and fight against SGBV.

## **4 - For Targeting and selection of beneficiaries**

- Women head of households are the primary beneficiaries.
- Targeting other groups suffering other intersectional marginalization will be a priority.
- Ensuring women have proposed livelihoods options that relieve the burdens and reduce the time of unpaid care work is a priority.

## **5 - Targeted initiatives and trainings for women’s economic empowerment.**

This can be achieved via the following:

- Analysis of the gendered division of labor (gender-differentiated responsibilities and needs).
- Ensuring that working conditions are gender responsive at the homestead and community levels.

- Ensuring equal pay for equal work, and access to the administrative, technical and managerial positions in the project.
- Promoting advocacy and awareness regarding gender-based violence.
- Providing gender ombudsmen for complaints related to sexual harassment and other forms of GBV.
- Improving and providing access to livelihoods and improvement of basic social facilities.
- Developing/adapting financial and other community/business organizations (cooperatives, fisher associations, conservation and rehabilitation committees, etc.) that provide women as well as men with access to productive resources, services, and information (including credit) to maintain that they need to contribute to cleaning, rehabilitating, and conserving the wetlands and mangroves.
- Developing livelihood options that build on the different interests and needs as well as address the different challenges facing women, men and youth in the coastal communities (either same livelihoods they are doing now including fisheries or skilling up for new economic opportunities).
- Ensuring any location for resettlement also includes a hospital or health facility as well as community school and playground for children. These are important to women, men, boys, and girls and to the community.
- Providing women trainers and women-exclusive training sessions, including flexible times, and provision of household training for women-headed households as required.
- Integrating of men and community elders in community trainings that addresses women's participation, rights and norms around equal access to arising opportunities.

**6 - For continuous learning:**

- Take a continuous learning approach that incorporated the perspectives and experiences of women and refined interventions with the collection of sex-disaggregated data.
- Research on the underlying gender-based social dynamics and preferences related to technology adoption (for both water and livelihoods) to avoid project failure and to ensure that women can benefit from resources/assets made available to them.
- Monitoring of changing power dynamics and attitudes at the intra-household and community levels and monitoring possible increase in conflict as a result of project interventions.

**7 - Encouraging gender-responsive opportunities for improved livelihoods**

- Improving and providing access to livelihoods and improvement of basic social facilities
- Developing/adapting financial and other community/business organizations (cooperatives, fisher associations, conservation and rehabilitation committees, etc.) that provide women as well as men with access to productive resources, services, and information (including credit) that they need to contribute to cleaning, rehabilitating, and conserving the wetlands and mangroves.
- Developing livelihood options that build on the different interests and needs as well as address the different challenges facing women, men and youth in the coastal communities (either same livelihoods they are doing now including fisheries or skilling up for new economic opportunities).

- Ensuring any location for resettlement also include a hospital or health facility as well as community school and playground for children. These are important to women, men, boys, and girls and to the community.

**8 - For ownership of assets:**

- Encourage women to have better control over their productive assets (finance, productive skills, and technology) through women led groups.
- Facilitate training in rights, fair working conditions and negotiation.
- Conduct monitoring of productive assets and revenues, to ensure that revenues are kept in the hands of women and targeted beneficiaries.

**9 - For market integration:**

As women are key players in fisheries, agriculture, and informal sector activities (petty trade), this proposal seeks to address the impacts of climate change on women's livelihoods as well as those of men as well as identify enhanced livelihood opportunities

- Link with financial institutions to inform women on access to finance, financial management training, and market prices for women.
- Provide conservation trainings on alternatives to mangrove fuel wood, given mangrove is fuel wood for drying fish
- Give preference for employment in fishery activities.
- Partner with relevant institutions/ NGOs to propose TOT training opportunities for women in skills they might not otherwise consider.

**10 - For gender-responsive grievance mechanism:**

- Support the development of gender sensitive (and marginalized group sensitive) grievance mechanism, which allows women easy and unrestricted access, including provision of female GRM focal points in communities.



## Annex VIII Gender - Assessment & Action Plan

GREEN CLIMATE FUND FUNDING PROPOSAL



The Gender Action Plan (GAP) below is aligned to the activities of the LogFrame of the project application. It suggests actions to arrive at a gender-responsive, inclusive (Leaving No One Behind) and sustainable implementation of the MMCRP project. Specific indicators are proposed to measure and track progress on gender responsiveness at relevant activity level. These should be incorporated into the detailed M&E plan which will be developed at the start of implementation. These indicators will contribute to the regular collection of age and sex-disaggregated data and will help to measure gender progress throughout the project’s implementation.

Objective	Sub activities	Indicator	Responsible Institutions	Proposed Budget
<b>Output 1. Protection of coastal communities and infrastructure at West point against erosion caused by sea-level rise and increasingly frequent high intensity storms.</b>				
<b>Activity 1.1: Prepare community-informed technical design specifications and a construction plan for coastal defence structures at West Point.</b>	1.1.2 Conduct 3 Stakeholder consultations to present the final designs to all relevant stakeholders, including communities, NGOs, development organizations and government.	<p>Baseline: 0 Target: 03 Indicator: Number of women leaders participating in the 03 stakeholders’ meetings mapping and planning of the installation and management of coastal defence solution or engineering options for West Point considering youth, people living with disabilities, etc.</p> <p>Baseline: 0 Target: 50% Indicator: Percentage of women (including by age group), youth, elderly and people living with disability participating mobilized in / being represented in community</p>	UNDP, EPA and the MME, MPW, NMDA, and the MoGCSP Monrovia City Council.	<p>Cost already included in the project LogFrame</p> <p><b>\$ 1,100</b></p>

		<p>consultations/studies on coastal defences in terms of opportunity to speak, voice heard on coastal defence for West point</p> <p>Baseline: 0 Target: 03 Indicator: Number of meetings with women and men in the communities to understand the potentially different gender-based needs and challenges around coastal defense</p>		
<p><b>Activity 1.2: Construct coastal defence infrastructures to protect West Point against climate change-induced coastal erosion.</b></p>	<p>1.2.1. Include in the TORs of the construction company the requirements to be in conformity with a socially-sensitive design incorporating the needs of all inhabitants and also conduct a satisfaction survey after Y2.</p>	<p>Baseline: No Target: Yes Indicator: A gender and social responsive final design of the coastal defence structures considering gender needs and constraints for social inclusion</p> <p>Baseline: 0 Target: 01 Indicator: A perception survey report on satisfaction of the installation of coastal defence solutions and enjoyment of benefits</p>	<p>UNDP, EPA and the MME, NMDA, MSD and the MoGCSP Monrovia City Council</p> <p>The contracted construction company</p>	<p>Cost already included in the project LogFrame</p> <p><b>\$ 5,000</b></p> <p>No cost for the survey (done by the company)</p>

		(disaggregated by sex, age group).		
	Ensure equitable opportunities for men, women, youth – selected by the communities - to participate in, and benefit from, income-earning opportunities during the construction of the coastal defence infrastructure.	Baseline: 0% Target: 40% Indicator(s): Women to constitute at least 40% of waged labor on project-related activities. <sup>1</sup>	UNDP, EPA and the MME, NMDA, MSD and the MoGCSP. Leaders of the 4 areas of the project Work force in targeted communities	No cost
	Provide training to casual workers employed under Activity 1.2. on safety and security during the construction and operational phases in West Point. (Yr. 3, Yr. 4)	Baseline: 0% Target: 30% Indicator: Percentage of women nominated by the communities and trained for casual work  Baseline: 0 % Target: 100% Indicator: Percentage of women trainees involved in safety, security, surveillance, maintenance and protection activities	MME, MPW, EPA The contracted construction company.  Monrovia City Council  Technical team of relevant institutions	Cost already included in the project LogFrame  <b>\$ 14,600</b>
<b>Output 2: Institutional capacity building and policy support for the implementation of Integrated Coastal Zone Management (ICZM) across Liberia.</b>				

<sup>1</sup> Project-related activities that women may engage in apart engineering, are supervision, security, unskilled labor, catering to feed the workers, etc.

<b>Activity 2.1. Develop an Integrated Coastal Zone Management Plan for Liberia</b>	Activity 2.1.1 Develop ICZM Plan for Monrovia Metropolitan Area and establish an ICZM committee and CSWG to mainstream ICZM across relevant government ministries	Baseline: 03 <sup>2</sup> Target: 05  Indicator: Number of additional policy/programs in relevant sectors with evidence of integrating gender in climate vulnerability assessment and promoting gender equality in climate finance	UNDP, EPA and the MME, NMDA,  Monrovia City Council  MoGCSP. Technical sub-units in concerned Ministries	Cost already included in the project LogFrame  <b>\$ 1,200,000</b>
	2.1.2. Contract a national Gender and Social impact service provider to support the trainer-of-trainers, collect sex and age disaggregated data, coordinate with relevant ministries gender issues in developing the ICZMP	Baseline: 0 Target: 01 Indicator: Evidence brought by the gender and social provider, that the future coastal zone management plan and investment process is gender responsive and socially inclusive	UNDP, EPA and the MME, NMDA, MSD and the MoGCSP.	Cost already included in the project LogFrame (Cost for one expert: \$117,000 /2)  <b>\$ 58,500</b>
	2.1.3 The national Gender and Social impact provider will develop ToT training material, train and mentor staff in MACs and disseminate policies and actions on 'Gender Sensitive Climate Change Action'	Baseline: 0 Target: YES Indicator(s): Evidence of inclusion in the curricula of modules on "Gender and household methodologies" for sustainable Integrated Coastal Zone Management and climate resilience	UNDP, EPA and the MME, NMDA, MSD and the MoGCSP.	Cost already included in the project LogFrame  <b>\$ 5,000</b>

<sup>2</sup> Reference is made of the Liberia Gender and Climate Change Strategy, the MoGCSP National Gender Strategy, the EPA National Policy and Response Strategy Gender etc.

		<p>Baseline: 0 Target: at least 30% Indicator: percentage of women staff by sex and age in institutions, including the MoGCSP, that were capacitated and had received information to effectively monitor, implement, coordinate and enforce climate resilient ICZM within their mandate (evidence brought by the national Gender and Social impact service provider)</p>		
<p><b>Activity 2.2. Capacitate the Cross-Sectoral Working group to mainstream ICZM into relevant government sectors through a Training-of-Trainers approach.</b></p>	<p>2.2.3 Facilitate the collaboration between the gender and social impact provider and the MoGCSP to develop a TOT training curriculum to include social and gender dimensions in addition to technical, administrative and operational elements for training of trainers.</p>	<p>Baseline: 0 Target: 01 Indicator: Availability of a multi-disciplinary training curricula for members of CSWG to use across sectors key institutions</p> <p>Baseline: 0 Target: 01 Indicator: Availability of sex and age disaggregated data on trainees in institutions that were capacitated and had received information on how to mainstream ICZM in their daily work</p>	<p>UNDP, EPA, MPW and the MME, NMDA, MSD and the MoGCSP</p> <p>Technical units of relevant entities</p>	<p>Cost already included in the project LogFrame</p> <p><b>\$ 41,200</b></p>

<p><b>2.3. Strengthen the asset base and technical capacity of the ICZMU for the collection of biophysical coastal information to support the implementation of the ICZMP</b></p>	<p>2.3.1 Request the contracted specialist firm in the Tors, to organize 2 information sessions on the process of buoy-based data collection and knowledge generation for EWS in the 4 areas</p>	<p>Baseline: NO Target: 02</p> <p>Indicator: Attendance lists with sex and age disaggregated data of technicians that were capacitated and had received information on ICZM and <u>using</u> existing early warning system and weather</p>	<p>EPA, NDMA, LMS and ICZMU Technical staff EPA UNDP NGOs</p>	<p>Cost already included</p>
<p><b>Activity 2.4. Strengthen the existing Environmental Knowledge Management System (EKMS) to act as a platform for awareness-raising and sharing of climate-risk informed ICZM approach</b></p>	<p>2.4.3. Include in the TORs of the contracted national service provider to develop, print and disseminate gender sensitive and socially inclusive knowledge products on ICZM and the EKMS targeting the 10 implementing ministries for ICZM as well as municipalities</p>	<p>Baseline: 0 % Target: 100 %</p> <p>Indicator: The design and pictures in all posters, flyers and brochures do not foster exclusion, discrimination, gender-bias and stereotypes</p>	<p>UNDP, EPA and the MME, NMDA, MSD and the MoGCSP.</p>	<p>Cost already included in the project LogFrame <b>\$ 35,000</b></p>

<b>Activity 2.5. Conduct an awareness-raising campaign for coastal communities on climate change impacts and adaptation practices.</b>	<p>2.5.1 Contract a national media firm with expertise in communications, climate change and gender to design awareness-raising campaigns on climate change impacts and adaptation practices (to be included in the TORs)</p>	<p>Baseline: 40%<sup>3</sup> Target: 80% of targeted populations</p> <p>Indicator: Percentage of population disaggregated sex and age in coastal communities with awareness in climate change impacts and adaptation practices</p>	<p>UNDP, EPA and the MME, NMDA, MSD and the MoGCSP.</p>	<p>Cost already included in the project LogFrame <b>(\$ 3,000 + \$ 90,000)</b></p> <p><b>\$ 93,000</b></p>
	<p>2.5.2 Host quarterly radio programmes on climate change impacts, vulnerability and adaptation practices in coastal areas.</p>	<p>Baseline: 10 % Target: at least 80 % Indicator: Number of women in MMA having participated in radio programmes, sharing their experience on local ecological knowledge and innovative and sustainable adaptation strategies.<sup>4</sup></p>	<p>UNDP, EPA Contracted consultant NGOs Local radios</p>	<p>Cost already included in the project LogFrame</p> <p><b>\$ 6,000</b></p>
	<p>2.5.3 Establish, train and employ community-based knowledge sharing groups in each of the 4 communities targeted under the project for 5 years (beginning in year 2)</p>	<p>Baseline: 0 Target 1: 30% of trainers are women Target 2: <b>50 % of employees are women</b></p> <p>Indicator 1: Percentage of trainers in project-supported activities are</p>	<p>UNDP, EPA and the MME, NMDA, MSD and the MoGCSP Contracted consultant NGOs.</p>	<p>Cost already included in the project LogFrame I proposed to divide the cost by 2 the cost of trainings and stipends: 96 000 +14 600)</p> <p><b>\$ 55,300</b></p>

<sup>3</sup> Some awareness raising activities are already on-going

<sup>4</sup> Other climate change induced issues such as water salinity, sand mining, sanitation, SGBV, safety and security, etc. could be discussed in the radio talk shows

		women Indicator 2: 8 women employed for the 4 communities.		
	2.5.6 Host 3 community meetings per year in each of the 4 areas to raise awareness and share information on social and gender dimensions of climate change as well as sustainable and innovative adaption strategies to support ongoing awareness-raising activities, one of which will be on social protection, the rights of women and girls as well as SGBV in addition to climate change vulnerability and adaptive strategies.	Baseline: 0 Target: at 90 % of populations in the areas Indicator: Percentage of women and men with figures disaggregated by age and sex having participated in sharing their experiences in sustainable and innovative adaption strategies and are aware of the impact of negative gender norms and SGBV	UNDP, EPA and the MME, NMDA and the MoGCSP Contracted consultant NGOs. CSC members.	Cost already included in the project LogFrame  <b>\$ 124,000</b>
<b>Output 3. Protecting mangroves and strengthening gender- and climate-sensitive livelihoods to build local resilience in Monrovia</b>				

<b>Activity 3.1: Establish four education and innovation centers to function as community knowledge repositories on climate change adaptation practices and coordinate activities under Output 3.</b>	3.1.1. Locate and renovate 4 community compounds or buildings with on-site open areas (New Kru town area, West Point area, Hotel Africa area and Atlantic shore area) to act as education and innovation centers to upskill communities on climate-resilient livelihoods and good adaptation practices.	Baseline: 0 Target: 4 Indicator: 04 operational and education and innovation centers that are gender-friendly and accessible by PWD	UNDP, EPA and the MME, NMDA, and the MoGCSP CSC members.	Cost already included in the project LogFrame  <b>\$ 200,000</b>
	3.1.2 Equip the buildings with robust furniture and facilities, considering access for people with disabilities (PWD) and the needs of vulnerable people and women.	Baseline: 0 Target: 4 Indicator: 04 infrastructures Gender and PWD friendly equipment procured and are available	Contracted companies and suppliers, UNDP, and MoGCSP	Cost already included in the project LogFrame  <b>\$ 80,000</b>
	3.1.4. Establish and commission the four-person Community Stewardship Council (CSC) for each of the 4 areas.	Baseline: 0 Target: 8 Indicator: Number of nominated women and effectively seating in the 4 elected bodies and receiving stipends	UNDP, EPA and the MME, NMDA, MSD and the MoGCSP Community leaders.	Cost already included in the project LogFrame Half of the stipends  <b>\$ 9,600</b>
<b>Activity 3.2. Establish community-led co-management agreements to ease anthropogenic pressure on mangroves in the MMA</b>	3.2.3 Organize awareness-raising campaign designed and rolled out on sustainable Community-based Natural Resource Management (CBNRM) and the co-management agreements.	Baseline: NO Target: YES Indicator: The knowledge products are gender sensitive in their design and depict the use of mangroves by different social groups and sectors	The contracted company  UNDP, EPA the MoGCSP NGOs and CBOs.	Cost already included in the project LogFrame  <b>\$ 42,000</b>

<p><b>Activity 3.3. Conduct annual assessments to evaluate the project-induced changes in community perceptions and awareness of climate change impacts, adaptation options and mangrove ecosystems throughout the project implementation period.</b></p>	<p>3.3.2. Contract a national service provider with expertise in the development of alternative, climate-resilient livelihoods <b>to assess and establish</b> a baseline of existing livelihood strategies as well as investigating and developing livelihoods for the benefit of women and other vulnerable people in the four target communities,</p>	<p>Baseline: NO Target: YES</p> <p>Indicator: A comprehensive survey report that describes existing livelihood adaptative strategies used by men and women and other vulnerable in the 4 areas in the use of mangroves for livelihood</p>	<p>UNDP, EPA and the MME, NMDA, MSD and the MoGCSP, Consultant.</p>	<p>Cost already included in the project LogFrame</p> <p><b>\$ 50,000</b></p>
<p><b>Activity 3.4 Establish small-scale manufacturing facilities and develop training material to capacitate community members to manufacture and sell eco-friendly livelihood products such as cookstoves to</b></p>	<p>3.4.1. Contract a national firm or service provider to provide equipment (such as moulds) and initial material inputs as well as training on the construction of energy efficient stoves through a training-of-trainers approach.</p>	<p>Baseline: 100<sup>5</sup> Target: 5,000 Indicator: Number of women and men trained in manufacturing of eco-stoves for sale (over the 5 years), with preference to women head of households and other vulnerable groups</p> <p>Baseline: 2%</p>	<p>UNDP, EPA and the and the MoGCSP Firm / Service provider</p>	<p>Cost already included in the project LogFrame</p>

<sup>5</sup> EPA has been supporting local initiatives on this

<b>support alternative, climate-resilient livelihoods.</b>		Target: 60% - <sup>6</sup> Indicator: Percentage in increase in the number of households using eco-stoves in urban MMA		
	3.4.3 Request the national firm to organized 01 training per year at each of the four education and innovations centres for women to support entrepreneurial development in financing, marketing and selling eco-friendly products to support the uptake of energy efficient products and climate-resilient diversified livelihoods.	Baseline: 0 Target: 50% Indicator(s): Increase in the number of women trained with improved income, access to markets after producing eco-stoves and to finance /credit facility that is socially accessible	UNDP, EPA and the MoGCSP CSC members NGOs Micro-finance institutions.	<b>Proposed cost 64,000</b>
<b>Activity 3.5. Purchase and install low-maintenance eco-friendly cold storage facilities near fish processing sites to reduce spoilage and increase market efficiency.</b>				
	3.5.1 Include in the TORs of the national consultant with expertise on gender and livelihoods to conduct an assessment on the differentiated use and impact of the cold stores by fishmongers in the 4 areas	Baseline: 0 Target: 40% Indicator: Percentage of men and women fishmongers in the (communities that were able to engage in <b>innovative ways</b> of fish processing because of the conservation facility.	UNDP, EPA, NAFFA and the MoGCSP Consultant	Cost already included <b>\$ 9,500</b>
	3.5.2 Include in the Tors of the firm in charge of developing the cold storages to organize trainings for the members	Baseline: 0 % Target: 70% of the fishmongers Indicator:	UNDP, EPA, NAFFA and the	<b>Cost already included \$ 179,000</b>

<sup>6</sup> Reference to Liberia NDC the number is eco-stoves to be distributed in urban areas is 280,583 by 2030

	of the Community Stewardship Councils (CSC) for each of the 4 areas to operate and manage the solar powered cold facilities, cold chain and fish conservation after the construction of eco-friendly cold storage facilities	Number of women fishmongers in the 4 areas that use the community affordable cold store facility, for conservation and that have increased their income	MoGCSP The contracted firm	



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