



**GREEN
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FUND**

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Consideration of funding proposals – Addendum XXV Gender assessments and action plans

Summary

This addendum contains the gender documentation for funding proposals submitted for the consideration of the Board at its eighteenth meeting (FP046 - 058). The documents are included as provided by the accredited entities in the respective annex to each funding proposal.

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XacBank

Mongolia: Renewable Energy Program #1 - Solar

Gender Assessment

I. Introduction

This assessment aims to provide an overview of the gender situation in Mongolia, identify gender issues that are relevant to the program, and examine potential gender mainstreaming opportunities given the scope of the program. The assessment was based on available data from studies conducted by various international organizations, all of which are cited in the relevant text. The full text of these studies can be provided upon request.

II. Existing Gender Inequality

Numerous comprehensive studies on the state of gender inequality in Mongolia have been conducted. In 2015, the World Economic Forum's Global Gender Gap Index ranked Mongolia 56 out of 145 nations for its gender gap (a higher ranking represents a lower gap between men and women in that country). The ranking takes into account economic, political, educational, and health factors. Significantly for this proposal, Mongolia ranked 22nd in terms of economic participation and opportunity for women. Mongolia also ranked alongside other nations as first for having no gap in the health and safety of women. Mongolia, however, ranked lower on educational attainment (73rd) and was particularly low in the category of political empowerment (117th). While these rankings are relationally useful, they do not provide full details of the Mongolian gender context.

The Swiss Agency for Development and Cooperation conducted a Gender Overview of Mongolia in 2014. This report provides more details about the Mongolian gender context. The major findings of this report are as follows:

a) Regulations

- Mongolia's regulatory framework for gender equality is relatively strong. Mongolia fully supports international human rights standards and is a signatory to all major international instruments pertaining to women's rights and gender equality. National legislation is comparatively comprehensive.

b) Labor

- Pronounced gender bias exists in the division of labor between men and women, and the labor market is highly occupationally segmented by gender. Although women play a major role in the economy, they continue to lag behind in labor relations. The most feminized employment sectors are those that are typically paid through state budgets and have the lowest salaries. Female employees are concentrated in sectors that are economically static and low paid, such as education, health care, social services and culture.
- The factors that restrict women from participation in economic activities or restrict women to employment in static and low paid work include: high enrolment rates of female students in tertiary education, larger numbers of women engaged in household activities and childcare, and the fact that women retire earlier than men (UNDP, 2014) (i.e. at the age of 55 in contrast to 60 for men). Another factor contributing to the labor force participation gap is the differences in self-employment opportunities for men and women, with the only alternative occupation open to women being wage work whereas men are twice as likely to be self-employed, and thus accrue additional financial mobility.

- In addition to these factors which restrict sector mobility, women's household responsibilities restrict participation in paid, economic activities. Unpaid care work, a lack of childcare facilities and other social rights may play a significant role in women's non-participation in the labor force and in their employment patterns. Free or affordable childcare is limited in Mongolia given an insufficient number of state-owned kindergartens nationwide. To some extent, this limits women's opportunities to re-enter the labor market after having children, as they must stay at home to care for the child.
- Another factor is the lack of legal support for paternity leave. There is no legislation in Mongolia that allows for paternity leave and requires employers to pay wages for paternity leave (IFC-World Bank, 2013). While jobs in mining and construction are high-paying, the lack of enforcement of labor standards and safety measures has resulted in high levels of workplace deaths and accidents, increasing the number of males who are long-term unemployed due to disability. This has increased the number of female-headed households and women's economic burden, compelling both women and children to accept exploitative and high-risk forms of employment (Purevjav, 2010).
- There are gender remuneration gaps in Mongolia. There are persistent patterns of direct and indirect discriminatory practices against women in regard to recruitment and equal pay.

c) Decision-making

- Political empowerment remains one of the weakest indices of Mongolia in terms of gender equality. Women continue to be underrepresented at political decision-making levels. In 2014, only 14.5 percent of parliamentary seats are held by women. Gender stereotypes are common among the general public in Mongolia.
- The participation of women in decision making in also lags in non-political and non-urban settings. Male preference is still common among herders, strongly influencing their behavior, as revealed in a small-scale gender assessment conducted by MCA-Mongolia. According to the qualitative study findings, when it comes to the selection of group leaders, it was common among both male and female herders to believe that men were stronger than women both mentally and physically, and that men had a greater capacity to improve people's livelihoods than women. Men were the heads of households and thus could function as political leaders; both male and female herders believed that men were better mentally suited and possessed more knowledge than women; and being a leader was a job better suited to man (MCA-Mongolia; Begzsuren, Tsolmon 2013d).
- The Swiss Agency's report concludes that "It can be thus be concluded that be it in the public or private sphere, from the highest government decision-making levels to households, both rural and urban women continue to be denied equal opportunities to participate in the decisions that affect their lives (United Nations 2013)."

d) Domestic Violence

- Domestic violence is a serious problem for women in Mongolia. The National Center against Violence estimated in 2010 that one in three women in Mongolia was a victim of domestic violence and one in 10 was a victim of battery. High rates of alcoholism and unemployment amongst middle aged men are cited as a contributing factor of this epidemic.

e) Education

- Gender equality in education attainment is Mongolia's highest indicator. According to the latest gender gap index report, Mongolia's index for women's and men's access to education was 0.995. (World Economic Forum 2013, 285). Unlike other Asian countries,

girls in Mongolia are far more likely to attend school, particularly among older age groups (Coulombe and Altankhuyag 2012).

- Indeed the commonly held beliefs are in favor of educating girls. Mongolians believe that men can, in the worst case scenario, make a living through physical labor and herding. But women must have an education to rely on in difficult times. Therefore, in the case of limited resources, the commonly held beliefs/rationale favor educating women over men.
- However, there are considerable differences related to educational attainment and quality depending on the level of education (primary, secondary, tertiary), age group, geographical location, and social group (such as people with disabilities, herders, minorities). Tables 11 and 12, extracted from the Swiss Agency report, illustrate the female-to-male ratio in primary, secondary and tertiary education, as well as the percentage of school attendance among different age groups.

Table 11 Gender Gap Sub-index – Educational Attainment

	Rank	Score	Sample average	Female	Male	Female-to-male ratio
Educational Attainment	49	0.995	0.934			
Literacy rate	1	1.00	0.87	98	97	1.01
Enrolment in primary education.....	89	0.99	0.92	98	99	0.99
Enrolment in secondary education.....	1	1.00	0.60	79	74	1.06
Enrolment in tertiary education.....	1	1.00	0.87	69	46	1.49

Source: *The Global Gender Gap Report 2013*, p. 285

Table 12 Girls and boys ratio

Indicator	National Average		
	Male	Female	Total
School Attendance among the 6 to 9 age group (in %)	97.0	97.6	97.3
School Attendance among the 10 to 14 age group (in %)	96.0	97.7	96.8
School Attendance among the 15 to 19 age group (in %)	75.3	83.6	79.3
School Attendance among the 20 to 29 age group (in %)	14.3	17.3	15.8

Source: (Coulombe and Altankhuyag 2012)

- As summarized in the 2008 Global Monitoring Report, the gender differences in education can be attributed to several factors. The most severe challenges include (Steiner-Khamsi and Gerelmaa 2009, 409): Poverty; Internal migration from rural to urban areas; Neglect of students with special needs; Inverse gender gap (since 1995, more girls than boys are enrolled at all educational levels); Swift decline of vocational and technical education; Rapid expansion of higher education

f) Data Availability

- There is insufficient gender-disaggregated data at the national level in various sectors. According to a UNIFEM assessment conducted in 2006, Ministries do not disaggregate

sectoral data by gender. In addition, gender dimensions are overlooked in the area of infrastructure in both the public and private sectors. Gender-based analysis and gender-impact assessments thus cannot be properly conducted in any sectors, resulting in ignorance of the gender gaps and constraints at the policy-making level.

III. Legal and Administrative Framework Protecting and Promoting Gender Equality

Women's economic empowerment is supported by a favorable legal and regulatory environment in Mongolia, on both an international and national legislative level. On an international level, Mongolia is signatory to international instruments pertaining to women's rights and gender equality, including the following:

- Universal Declaration of Human Rights
- International Covenant on Economic, Social and Cultural Rights
- International Covenant on Civil and Political Rights
- Convention on the Political Rights of Women
- Convention on the Elimination of All Forms of Discrimination Against Women
- Convention on the Elimination of All Forms of Racial Discrimination
- Convention on Improvement of the Situation of Women in Rural Areas
- Convention on the Rights of the Child
- United Nations Convention against Transnational Organized Crime and its Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children
- ILO conventions on equal remuneration and discrimination with respect to employment and occupation
- Convention on the Rights of Persons with Disabilities
- Convention Against Discrimination in Education
- Maternity Protection of ILO Convention 103
- Worst Forms of Child Labor Convention 182 and Recommendation 190
- Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography
- Equal Remuneration Convention

On a national level, Mongolia's Constitution prohibits discrimination based on gender. In 2011, Mongolian parliament adopted the Law on Promotion of Gender Equality. The law calls for equal participation of men and women in all political, legal, economic, cultural, and social spheres. The law has been implemented by the National Committee on Gender Equality, which has domain throughout Mongolia. In addition, civil law guarantees women's labor rights and women's right to property ownership and inheritance. This legal framework creates an enabling environment for women-owned SMEs. As the Swiss Development Agency report writes, "the regulatory framework for gender equality is relatively strong in Mongolia. Gender equality, protection from any violation of rights, equal and fair participation, and social justice for women, men, girls and boys have been enshrined in the National laws" A summary of these national laws can be found in Addendum 1.

IV. Women in Economic Activity

a) Formal Sector

Women's participation in the Mongolian private sector is strong for a variety of reasons. These reasons are explained below in quotations extracted from an International Finance Corporation (IFC) report titled "SMEs and Women-owned SMEs in Mongolia" which can be found here: <https://www.ifc.org/wps/wcm/connect/d85f65804697b853a598bd9916182e35/Women+SME-Mongolia-Final.pdf?MOD=AJPERES>

"Mongolian culture exhibits collectivistic cultural characteristics: it is family-oriented with a strong cultural identity and cohesiveness. Women have been participating in all activities related to this way of life as well as in taking decisions about family businesses. Today, family ties still play a significant role. Many of the businesses are established as family businesses or with the support of family members. Even if a woman is not an owner, she nevertheless takes an active part in key business decisions.

Another factor that has played a role in the high social status of women in Mongolia is the equality in education and social rights granted to women during the communist era from 1924 to 1990. After the collapse of the communist system, Mongolia witnessed a rise in women's social status as many of women started their own businesses and now perform the same jobs men do.

This study revealed that the issues confronting women entrepreneurs do not differ considerably from those confronting male entrepreneurs in terms of doing business and access to finance. The legal framework provides women equal rights in inheritance, land use and ownership of the property. However, industry stakeholders are of the opinion that women entrepreneurs usually possess less movable and immovable assets. Women's businesses are typically smaller, demonstrate 5 lower turnover rates and have fewer employees. In general, women are more likely to employ women.

The exact reasons for the lag of women in possessing moveable and immovable properties are not exactly known. However the IFC study on women-owned MSMEs writes that "In Mongolia, the decision about the potential owner of a property is usually made jointly within the family and the decision is not necessarily based on the gender of the owner. Other issues such as employment status of the potential owner are also considered. The possibility of taking a bank loan is higher for the employed, therefore they are preferred by the family to be the owner of the property and to pledge collateral to the bank. As usually more women work informally compared to men, women might also be sacrificing their property ownership right in favor of their husbands in order to access finance as a family." Hence, despite the existence of an equal treatment of men and women by law with regards to property ownership, women are dis-incentivized from owning property in their names, in favor of their male partners.

b) Informal Sector

In Mongolia, a large portion of men and women work in the informal sector. According to the Swiss Agency study, in 2009, 68 percent of male and 63.9 percent of the female labor force worked in the informal sector. Despite recent strong economic growth, inequalities between urban and rural areas are increasing. However, it should be noted that the larger presence of men in the informal sector is complemented by the larger presence of women in the formal sector. Table 5 details the statistics of the informal sector in Mongolia.

Table 5 Distribution of the labour force in Mongolia¹⁶

	National average	Men	Women
Formal			
National	24.0	21.9	25.7
Rural	10.5	9.2	12.0
Urban	35.9	33.8	38.1
Informal			
National	66.2	68.3	63.9
Rural	83.4	84.5	82.2
Urban	50.3	53.1	47.3

Source: Labour Force Survey 2009 cited in Khan and Aslam 2013, 34

At the end of 2013, a total of 212,300 people were estimated to be working in the informal sector, of whom 125,700 thousand (59.2 percent) were male and 86,600 (40.8 percent) were female. The concentration of rural women in the informal sector (including artisanal and small-scale mining) implies that, firstly, women are mostly unremunerated or unpaid workers (Khan and Aslam 2013), and that they are working in a sector that offers a lower degree of social protection and lower wages than the formal sector (The Asia Foundation; Swiss Agency for Development and Cooperation February 2014). (For information on unpaid, informal sector of child-care, please see above pages).

c) Gender Mainstreaming Practices

While government programs do not employ gender mainstreaming methods, several Mongolian NGOs focus on a gender-mainstreamed approach to supporting Mongolian women-owned SMEs. The first is the Mongolian Women’s Fund (MONES), which supports the business development of micro, women-entrepreneur start-ups. The second is the Asia Foundation’s Women’s Business Center, which provides advisory, infrastructure, and financial support to women-owned SMEs.”

V. Women and Energy

a) Energy Access and Households

In the household, women bear the disproportionate burden of drudgery. Drudgery can be intensive given the nature of household upkeep, especially in traditional felt homes known as *gers*. In rural areas with limited energy access, the drudgery burden upon women, and sometimes men, is enormous. In the winter, upkeep of the fire requires constant attention to fend off -30 Celsius temperatures. Simple tasks are made difficult by short day light hours. The ability to contact the outside world for learning opportunities or emergency/health services requires the pre-planning of cell phone charging. While this project will not expand the grid to reach these rural areas, there are secondary benefits that could lead to the enhancing of renewable energy sources to reduce this drudgery. On the one hand, rural peoples often travel to urban centers for access to goods and services. Often these urban centers are provincial, and thus the first to face power outages in the case of grid overload. Thus, increasing the grid load will increase reliability in these provincial urban centers which serve as centers for the most vulnerable rural peoples. Another benefit is that the increase awareness in Mongolia about the potential of solar power, and its bankability, would likely lead to the increase in at-home solar system imports, or even the spread of technical knowledge about PV to the point of domestic

PV production. In essence, the market for PV will be bolstered by this project and the effects would lead to the increase in awareness, and supply of rural at-home solar systems. These systems have been found to directly decrease the drudgery borne by women. See below for further discussion of this REAP project.

Even in peri-urban areas, access to energy can be limited and this limited access disproportionately affects women. The gers around Ulaanbaatar often have access to the electric grid but not to the heating grid. As such, coal-fed stoves are still used to keep warm. One of the reasons that the electric and heating grid has not been expanded to include these peri-urban houses, and that they have been left behind, is that the central grid is overtaxed even as is serving its current clients, and subject to frequent blackouts. These projects add capacity onto the grid, and thus set up the appropriate environment to promote the expansion of the grid to include these peri-urban homes. In a survey conducted after an energy efficiency stove distribution program, the authors found that “Energy and Environment Project beneficiaries have noted, and initial data from project surveys has confirmed, that energy-efficient products resulted in time saving for women as the stoves needed less refueling and resulted in fuel savings. Female headed households were strongly represented among the beneficiaries of the stove subsidies.” In the peri-urban areas around Ulaanbaatar, which are home to 25% of all Mongolians, access to the electric grid would allow for the replacement of stoves with electric heaters as the primary source of heating. The point of citing this research is to demonstrate that access to electric automatic products fueled by the electric grid has a direct impact on the lives of women. While this project does not expand the grid as a direct impact, it may promote such an effect as summarized earlier in this paragraph. As such it can be seen that increasing access to and consistency of energy supply in both rural and urban areas will alleviate the household burden of women by making household tasks easier, and by making more energy available to use on television programming, computer charging, and self-help tasks.

b) Energy Access and Business Operations

Across all genders, access to consistent energy supply is a limiting factor in business operations. The IFC report writes “Restricted access to energy sources, especially in rural Mongolia, is frequently cited as another problematic area for businesses. Although there has been some improvement in recent years, the country’s coal-power heat-supply system remains in poor condition. It is unable to meet the basic supply requirements of industrial and commercial enterprises, as well as that of the urban population. Power-system losses remain high and power cuts are frequent, interrupting manufacturing processes.” (14) All points of sale and business centers in Mongolia are located in provincial urban centers or in the capital of Ulaanbaatar. While rural peoples may source their products in rural areas (e.g. cashmere from herding goats), they travel to the nearest city to sell the products or operate a business. These centers use the energy from one of the primary energy grids. These projects will directly feed into the grids that support these centers. As such, the project seeks to bolster access to reliable and renewable sources of energy to businesses, especially SMEs which make up 90% of Mongolian businesses and have an especially strong presence in provincial urban centers.

c) Access to energy by vulnerable population

No study has been done regarding energy access and its effects on vulnerable populations in Mongolia. However, certain conjectures can be made based on the existing data available. The main characteristics of poor people and poor households in Mongolia are: unemployed, single, female household heads living in aimag and soum centres; herders in rural areas who lost livestock in “dzuds”; households with many children and with children who are students, and individuals living with disabilities (Government of Mongolia 2013a). Women and children are thus more vulnerable to poverty, and more vulnerable to the effects of climate change due to the

increasing frequency of the dzud phenomenon. By locating the plants in rural locations, and setting gender employment targets (outlined in the Gender Action Plan), these projects seek to directly impact the lives of the most vulnerable people, rural women, through offering them employment and capacity-building activities while also benefitting energy access across Mongolia. In addition the spread of PV and increase in technical abilities related to PV in Mongolia in general have secondary benefits to these populations, as outlined in section V.a.

d) Women's Participation in Renewable Energy

Small-scale renewable energy is fairly widespread in Mongolia, especially in rural areas. Half of the Mongolian population lives in rural areas, without access to the grid system. These nomadic herders use small-scale PV (solar home systems, SHSs) to power their televisions, washing machines, and phones. While this project does not directly benefit these individuals in their at home lives, it benefits them in their use of urban centers for health, business, and social services. Please refer to V. a. and b. for further details on the secondary benefits that this project will provide rural populations in accessing reliable and renewable energy. Many of these solar sets were distributed as part of the Rural Electrification and Energy Access Project (REAP), done with World Bank subsidies. A survey conducted in conjunction with the distribution of solar home systems found that "The wide adoption of SHSs and the subsequent improvements in access to electricity services have positively impacted intra-household dynamics, partially addressing gender inequality-related issues. The majority of the women interviewed indicate that the newly-gained access to stable electricity has translated into significant time-savings, which in turn, allow for increased time spent on personal care, parenting, learning and work diversification. Following the installation of SHSs, women's household-related decision making enjoys a higher degree of freedom and male herders put higher value on a woman's work contributions towards the overall level of household income." The rest of this report can be found at the following link:

<http://documents.worldbank.org/curated/en/170661468061496144/pdf/894180WP0ASTAE00Box385279B00PUBLIC0.pdf>

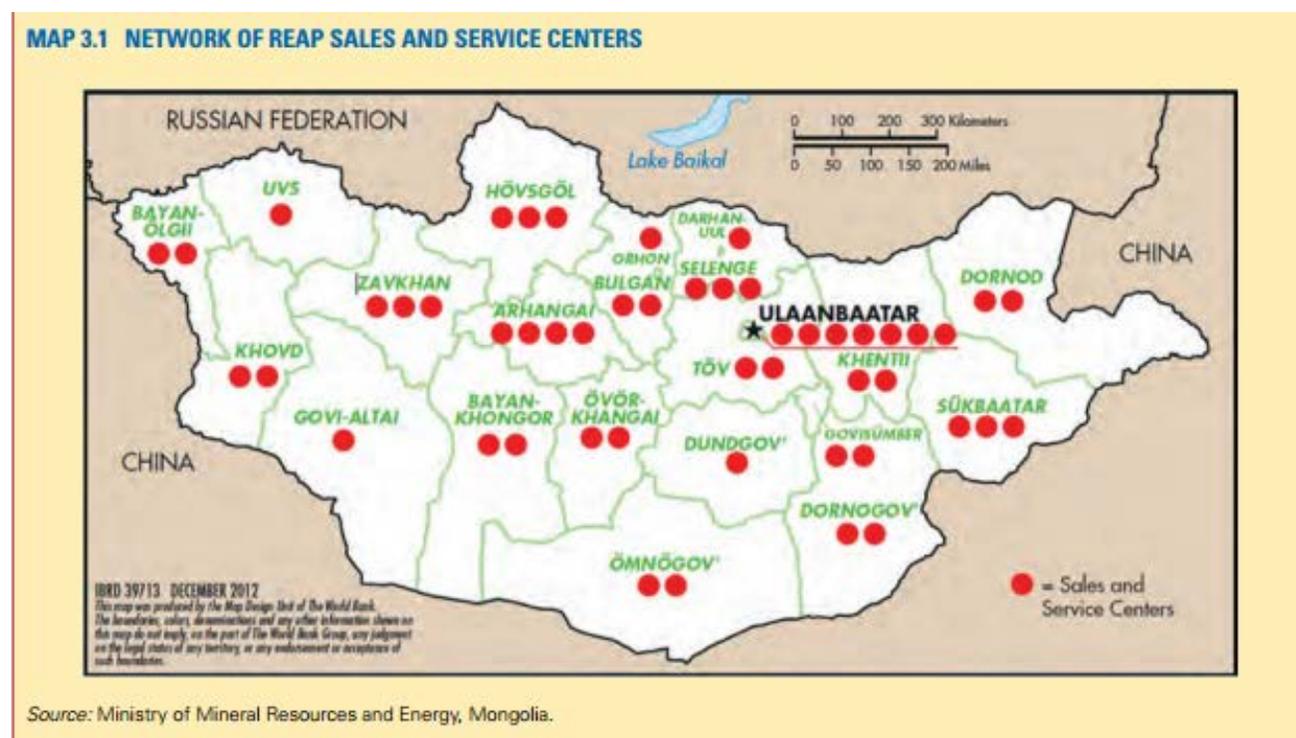
The large-scale renewable energy sector in Mongolia is in its infancy stage. Only two renewable energy plants exist (Salkhit Wind Farm, Darkhan Solar Plant). Gender disaggregated employment information at these plants is unknown, as are data points such as the percentage of women that have SMEs/businesses that are involved in renewable energy. Gender disaggregated information in the renewable energy sector, on both small scale (such as herder-level PV installation) and large scale (such as plants) is not standard.

Indeed, one of the key benefits of GCF involvement in these projects is to exhibit gender best practices in a sector that is poised to become quite dominant in Mongolia. By instilling these practices in the sector's infancy stage, the GCF and XacBank have great potential to affect a paradigm shift.

e) Capacity needs of Men and Women

As even baseline gender disaggregated data is limited, the capacity needs for men and women in participating in the renewable energy sector are similarly elusive. The only major renewable energy capacity building on a personal (rather than policy-making) level that has been conducted was in conjunction with the REAP program discussed above. On the one hand, the capacity of end-users was built through provision of the solar home sites and basic instructions on how to use and maintain these systems. In addition, around 400 individuals were trained as service providers. The REAP report writes that "A network of trained and certified sale and

service centers (SSC) was established to buy, distribute, sell and service SHSs and meet the scattered herder population's electrification needs." The map below shows the network of SSCs established under REAP. As this program was concluded in 2006, it is unlikely that these centers are still in operation, though they may be in different capacities. This project will address capacity needs through the training of men and women involved in the project. The ambitions of this training is certainly not on the sheer quantity-scale of the above mentioned program, but rather on providing more technical training capabilities. Capacity-building will be tracked using gender disaggregated targets. These measures are outlined in the below gender action plan.



Gender disaggregated capacity needs for larger-scale renewable energy projects that feed into the national grid, rather than supply individual households are less known. With this program, XacBank hopes to implement best practices showcased in countries with more advanced renewable energy and gender mainstreaming practices.

VI. XacBank's Gender Inclusion Practices

XacBank promotes gender equality in two ways: in internal employment practices, and in external customer service. With regards to internal gender policy, XacBank is an equal opportunity employer, with 64% of company employees and 47 % of senior leadership being women.

In terms of external client-facing practices, in 2014, XacBank engaged IFC to conduct a review of XacBank's lending practices through a gender lens. The AE aims to ensure that the funding proposal is in line with the GCF's Gender Policy and Action Plan by way of ensuring that women and men equally contribute to and benefit from activities supported by the funding proposal.

In addition, XacBank seeks to support all genders in promoting business development and access to financial instruments. Of the three project developers, one is a woman-led business, and all three employ gender non-discriminatory hiring practices. XacBank is currently in the process of procuring the gender breakdowns of these project partners' institutions.

The above outlines institutional gender inclusion practices. This assessment has also included the ways in which the program will address the specific inequalities and issues outlined in the assessment. For details of a project-level gender and social inclusion measures, please see the Gender Action Plan, which articulates how specific response strategies that XacBank and the project developers will employ to ensure equal participation and access to benefits accruing from the project for both men and women.

VII. Recommendations

In authoring this document, XacBank recognizes the particular gender environment in which this program is operating. Numerous recommendations are necessary given the above described gender context in order for XacBank's here proposed program to successfully reduce some of these existing inequalities and comply with all national and international gender-related regulations. For information regarding the specific actions XacBank plans to take given the context, refer to the Gender Action Plan below, enclosed together with this gender assessment.

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Mongolia: Renewable Energy Program #1 - Solar

Gender Action Plan

Activities	Indicators: Targets	Timeline*	Responsibilities
<p>Program Impact Statement: Improved use of clean energy services by all households, including the poor and vulnerable female – headed households. Outcome Statement: Increased capacity of clean energy power generation, resulting in regular access to power supply in urban and rural areas</p>			
<p>Gender balanced employment practices</p>			
<p>Emphasize local hiring, as well as hiring women in various departments (e.g. construction, engineers, office) and not just in one department/specialty (e.g. administrative)</p>	<p>Number of positions offered: different on project to project basis</p> <p>Number of local positions offered: at least 30% local hires to benefit rural, vulnerable communities</p> <p><u>Number of women and men employed through jobs created from the project: at least 40% women hired</u></p>	<p>After completion of temporary and permanent hiring</p>	<p>Project developers</p>
<p>Post job availability widely and in multi-gendered settings so as to recruit female applicants</p>	<p>Number of job ads placed: based on discretion of project development HR with emphasis on diverse locations of posting</p>	<p>At each hiring juncture</p>	<p>Project developers, contractors</p>
<p>Encourage contractors to employ local labor including women</p>	<p>Number of contacts and meetings with project developers where gender mainstreaming is on the agenda and discussed: 2 per project, with follow-ups</p>	<p>During discussions of GCF conditions with developers</p>	<p>Project developers, AE</p>
<p>Provide technical training to improve long-term employability of local workers of all genders.</p>	<p>Frequency and quality of training provision: at the discretion of the project developer, with encouragement from XacBank.</p> <p><u>Gender disaggregated data to be collected, training attendees to be 40% women, reflecting the hiring targets of the projects, allowing equal access to capacity building</u></p>	<p>Every year of first 4 years of project operation, as well as additional trainings for temporary staff</p>	<p>Project developers, contractors, training entities, AE</p>
<p>Ensure community outreach program and project communication lines include all genders in the project locality</p>			

Consult both men and women on type of information needs during project construction and operation e.g. what kinds of updates are important to them, what issues they are concerned about	<u>Number of women and men who participated in focus group meetings: 50/50 gender balance</u>	Pre-project construction	Project developers relevant outreach coordinators
Provide access and include female-headed households and other vulnerable groups such people living below the poverty line in conversations and ensure that they have equal participation in project discussions	Number of women's group involved in community outreach programs: Any such groups that exist in the localities should be contacted	Pre-project construction	Project developers relevant outreach coordinators, community groups
Ensure ability of all genders to access information sharing sessions e.g. individuals with child-caring responsibilities, or individuals with work obligations.	<u>Number of women and men who participated in town hall meetings: gender balance at least 40/60 either way</u>	At each information session or town hall meeting as planned by the project developers	Project developers, administrative assistants
Aim to procure goods and services from gender balanced sources			
Liaise with municipality to obtain registry of women-owned businesses	Registry or informal list obtained (y/n): Yes	Before first local procurement process	Project developers, municipality
Identify women owned business who can provide goods and services to the project	<u>Number of targets identified: Absolute number dependent upon procurement needs, relational goal is that half of procurement targets are women-owned or majority women-employed businesses</u>	Before first local procurement process	Project developers, contractors
Encourage contractors to utilize these businesses to the extent possible.	<u>Number of targets utilized in project development: at least 40% of ultimate procurement is sourced from women-owned or majority women-employed businesses</u>	Before each instance of local procurement	Project developers, AE

*Note, due to the differing project schedules based on the discretion of the project developers, the timeline column is filled out by event, rather than by absolute time, to maintain its relevance to the three sub-projects in this program

Addendum 1: **Summary of National Laws Containing Gender-Equality Provisions**
(extracted from the Swiss Development Agency report “Gender Overview – Mongolia, 2014
which can be found in original form at
<https://www.eda.admin.ch/content/dam/countries/countries-content/mongolia/en/SDC-Gender-%20Overview-Mongolia-%202014-EN.pdf>)

#	Name of legislation	How it addresses gender issues
1	Constitution of Mongolia (1992)	<p>Social reforms underway since 1990 have consolidated the rights of women, enshrined in the 1992 Constitution (MCA–Mongolia; ESOC 2011, 6). Article 16 of the Constitution of Mongolia institutes gender equality, stating:</p> <p style="text-align: center;"><i>Men and women have equal rights in the political, economic, social, cultural life and family relations.</i></p> <p>And it is stipulated in Article 14 that:</p> <p style="text-align: center;"><i>Everyone shall be free from any types of discrimination based on his/her ethnicity, language, race, age, sex, social status, wealth, employment, position, religious belief, viewpoints and education level.</i></p>
2	Law on Promotion of Gender Equality (2011)	This law specifically ensures gender equality in political, legal, economic, social, cultural and family relations, and regulates relations related to their implementation. It spells out the responsibilities of specific public agencies to ensure gender equality (Khan and Aslam 2013).
3	Criminal Code (as amended in 2008)	The Criminal Code contains several provisions to prevent crimes violating women’s rights. The Code’s “amendment which included a full definition of trafficking according to international standards is another milestone in the area of gender equality and protection of women’s rights” (Purevjav 2010, 203). Article 126 of the Code states that rape is illegal in Mongolia (The Advocates for Human Rights 2013).
4	Civil Code (2002)	Civil law contains a concentration of legal principles concerned with the regulation of civil life -affairs between private individuals and transactions undertaken between a public body and an individual are governed by civil law (Tseveen and Garbold 2006). It specifies that the “Citizens of Mongolia shall equally enjoy a civil law capacity equally, i.e. capacity to have the rights and duties of citizens” (Civil Code of Mongolia 2006). To illustrate, the law ensures that:

		<ul style="list-style-type: none"> • Sons and daughters have equal inheritance rights to property - Civil Code, Art. 520 • Female and male surviving spouses have equal inheritance rights to property - Civil Code, Art. 520 • Unmarried men and unmarried women have equal ownership rights to property - Civil Code, Arts. 101.1 and 127.2 • Married men and married women have equal ownership rights to property - Civil Code, Arts. 127.2 and 128.1 • The law provides for the valuation of non-monetary contributions during marriage - Civil Code, Art. 126.4
5	Labour Law (1999)	<p>The Law prohibits gender-based discrimination in employment and contains some sections protecting the rights of pregnant and nursing women. For instance:</p> <ul style="list-style-type: none"> • Sections 7.4 and 7.5 - It is illegal for an employer to ask about family status during a job interview, • Section 100 -Penalises and prevents the dismissal of pregnant women. • Section 106 - Employers must give employees an equivalent position when they return from maternity leave. • Section 103 - Employers are required to provide break times for nursing mothers. <p>However, the law does not allow non-pregnant and non-nursing women to undertake the same jobs as men (Labour Law, Sections 101 and 108), and does not mandate equal remuneration for men and women for work of equal value (Labour Law, Section 49).</p>
6	Law on Domestic Violence (2005)	<p>“The purpose of the law is to regulate all matters pertaining to protection against human rights violations, ensuring victims’ safety, holding perpetrators accountable, and regulating the participation of government and NGOs, citizens, economic entities and authorities in combating and preventing domestic violence”(Law on Domestic Violence 2005).</p> <p>The enactment of the law was a significant step forward in strengthening women’s rights and efforts to reduce violence against women (Purevjav 2010). However, “human rights activists and organisations in Mongolia are concerned that the law needs to be further strengthened to provide adequate protection to victims of domestic violence. Since the law was enacted, only 41 protective restraining orders have been issued, and none have been enforced by a court”(Chuhumbaatar 2013).</p>
7	Law on Health (2011)	<p>The Health Law provides the right to primary health care, maternal and child care and some public health services regardless of socio-economic status and health insurance coverage.</p>
8	Law on Education (2002, amended in 2006)	<p>The law reflects the principle of equality in education: Every citizen has an equal right to receive an education regardless of race, ethnicity, nationality, sex, religion, disability, social status and economic condition (UNESCO 2008). The amendment of the law in 2006 introduced such changes as:</p> <ul style="list-style-type: none"> - Educational settings will be free from discrimination and any form of emotional or physical punishment.

		<p>- All forms of abuse, violence and corporal punishment will be prohibited in education settings (CRIN 2006).</p>
9	Law on Combating Trafficking in Persons (2012)	<p>The law was passed in 2012 by the Parliament of Mongolia; it stipulates ‘the duties of law-enforcement organisations in relation to combating human trafficking - a crime which predominantly involves women and children. The law also stipulates measures for the protection of victims’ rights and the upholding of their dignity’ (SD C-Mongolia 2012). For example, Article 113 of the law articulates prosecuting internal trafficking, child prostitution cases and sexual exploitation.</p> <p>Although the Law on Trafficking in Persons is relatively new in Mongolia (Avkhia, Munkhbat and Theunissen 2014), a recent report reiterates the need for the government to recognise forced labour as a problem (US Department of State 2013, 267).</p>
10	Law on Social Welfare (2012)	<p>The law defines the age at which a woman can retire and receive full benefits as 55 and for man as 60 (Article 12.1.1). It also specifies that women aged below 45 and men aged below 50 who have more than four children under the age of 18 and who are the ‘single head of household’² are entitled to social welfare payments (Article 12.1.5).</p>
11	Law on Allocation of Land to Mongolian Citizens for Ownership	<p>The Government of Mongolia attaches particular importance to ensuring gender equality, in particular in relation to improving both men and women’s access to land and promoting the land-ownership process to implement the Law on Privatising Land for every citizen. An historic decision to privatise land only for citizens of Mongolia was made in 2002. A lot has been achieved in advancing the land ownership rights of women since the adoption of the aforementioned law. However, the rapid and intensive changes taking place in the country require amendments and improvements in the legislative framework (MCA-Mongolia 2013 d).</p>
12	Law on Parliament Election	<p>The Law on Parliamentary Election enacted in 2011, following Provision 7.2.2 of the Gender Equality Law states: “... determining the number of seats or implementing other such quotas aimed at equalising the representation of men or women at political and decision-making levels”.</p> <p>However, there are still a number of areas that need to be addressed. There are a few clauses that have not yet been enforced and hence require a greater effort to ensure the law is fully realised, including: “7.2.3. Special measures to eliminate gender imbalances in certain sectors or setting up discounts, incentives or benefits to improve imbalanced gender representation in a trade or occupation; 11.4.1. Incorporate in organisation’s internal procedures specific norms for prevention of sexual harassment in a workplace and the redress of such complaints; 14.6. The value of unpaid labour for household work, family business, childcare or care for elderly devoted by a spouse since marriage shall be considered as his or her contribution to social wealth and family economy.”</p>
13	Law on Family (1999)	<p>The purpose of the law is to regulate domestic law related to marriage, divorce, divorce settlement procedures, property and non-property relations of family members, adoption and child custody, and granting the same responsibilities and rights in marriage to both husbands and wives. In the article covering divorce, it stipulates that if the wife is pregnant and a child is under one year of age, it is forbidden to dissolve the marriage. During the dissolution process, spouses can agree on child custody and maintenance</p>

		(MCA–Mongolia; ESOC 2011, 7).
14	Law on political parties (2005)	The purpose of this law is the regulation of the registration of political parties, setting out the legal basis for their establishment, structures, and the conditions under which party activities may be suspended. This law used to have an article stipulating that 30 percent of total party members must be women (MCA–Mongolia; ESOC 2011, 7).

GCF-EBRD KAZAKHSTAN RENEWABLES FRAMEWORK: GENDER ANNEX**A. Kazakhstan Country Gender Profile**

Purpose and scope: This is a short summary of a gender profile prepared in 2015 for the EBRD and updated in 2016, using publicly available sources. It is not intended to be an exhaustive overview of all gender-related issues in this country.

Key points	<p>The population of the Republic of Kazakhstan is highly diverse, comprised of over 100 ethnic groups.</p> <p>There is a supportive legal framework for gender equality, although in practice women's access to finance, employment and services remains influenced by traditional norms and stereotypes regarding gender roles, according to which women are expected to retain primary responsibility for family care and unpaid domestic work.</p> <p>Women in southern Kazakhstan and rural areas tend to face greater obstacles in acquiring land and property or in accessing public services compared to their urban counterparts.</p>
Access to services	<p>Rural/urban divide</p> <p>Kazakhstan's economic growth has not translated into a better socio-economic situation for women and men outside Almaty and Astana. As such, the rural/urban divide is a major determinant of living standards and access to services. Women in rural areas contend with fewer opportunities for paid employment, a greater burden of domestic work and a lack of infrastructure and access to services. Poverty incidence is twice as high in rural areas, although it is also particularly high in households with large numbers of children, and increasing in female-headed households.</p> <p>Transport</p> <p>Women tend to use public transport more than men in Kazakhstan, and they travel more often with children (ADB, 2012). Access to transport is more difficult in rural areas compared to urban areas, where some municipal governments – including Almaty – have started investing in more robust systems of public transport. Nevertheless, urban infrastructure still suffers from the after-effects of underinvestment for more than 20 years. Field research for one of the EBRD-supported projects revealed no issues regarding sexual harassment on public transport amongst passengers or drivers; however, sexual harassment is a difficult issue to broach in Kazakhstan or elsewhere and requires further research.</p> <p>Water and sanitation</p> <p>According to ADB (2012) study, access to water is a particularly acute problem in rural areas, where households have far less access to piped water and collecting water for household use is predominantly a female responsibility. Same study found that women in rural areas spend a significant amount of time transporting and treating water (i.e. for cleaning, bathing, cooking, drinking and livestock). This was particularly the case in remote areas, where access to water is most limited.</p> <p>Energy</p> <p>Women tend to be the 'frontline users' of electricity (given that they are more bear primary responsibility for household chores and child care and therefore spend more time in the home), but men are most often responsible for paying the bills (ADB, 2012). In rural areas, women tend to be responsible for – and spend a significant amount of time on – fuel collection (i.e. wood or dried animal dung).</p> <p>Kazakhstan's district heating systems are considered inefficient and outdated, resulting in up to 30% heat loss annually (UNDP, 2012). In urban areas, experts estimate that 65% of the total municipal heating system is in need of replacement or repair, and those residential buildings, in particular, experience considerable heat loss (ADB, 2012). This is true of old</p>

	<p>and new buildings: women have raised concerns that new housing is built quickly and cheaply, resulting in heating deficiencies.</p> <p>A gender assessment of three district heating projects in Kazakhstan (Grontmij 2014) found that there are important differences between men and women in terms of their heating priorities and choices. For example, women tend to place a higher priority on safety issues (and therefore tend to prefer district heating rather than gas) and are also more likely to submit complaints regarding heating issues (as a consequence of the fact that women tend to be more affected by heating issues).</p> <p>Waste management</p> <p>Kazakhstan is in the process of implementing a number of projects for processing solid waste in Almaty, Aktau, Astana, Zhambyl, Karaganda, Shymkent, Petropavlovsk and Ust-Kamenogorsk (Babkina, 2012). There was no information available about gendered patterns of household waste management in Kazakhstan.</p> <p>Education</p> <p>Primary and secondary enrolment rates are the same for boys and girls. Strong gender patterns persist in tertiary education that contribute to labour market segregation: women remain concentrated in traditionally “female” fields of study (humanities, education, health) and are less likely than men to study in technical fields that would lead to higher wages (energy, transport, construction).</p> <p>Health</p> <p>Women generally make their own decisions about health care, but some women, especially adolescent girls, face obstacles in access to sexual and reproductive health services. Older women, women with disabilities and rural women have more limited access to health care. Men’s health is significantly poorer than women’s.</p> <p>Childcare</p> <p>During the Soviet period, childcare services were widely available in the form of public kindergartens, crèches and nurseries. Today, there are fewer childcare services in operation and they have become more expensive, making it increasingly difficult for working women to combine their paid work and domestic responsibilities. This ‘double burden’ is considered a barrier to advancement at work. According to ILO (2013), most women prefer to return to work after their children reach 1 to 3 years of age.</p>
<p>Access to employment</p>	<p>Labour force participation</p> <p>Women’s labour force participation reaches 68%, compared to 78% for men, which is higher compared to the regional average for Europe and Central Asia (World Bank Gender Indicators). The gap between women and men’s labour force participation narrowed slightly over the 2000s. Until now, lower levels of participation for women have been partly accounted for by a lower retirement age for women. As such, recent reforms to introduce equalised retirement ages for women and men could result in slightly higher rates of labour force participation for women (ADB, 2013).</p> <p>Horizontal segregation</p> <p>Women remain concentrated in lower-paid sectors and occupations. To some extent, women are excluded from working in a number of occupations in traditionally male-dominated sectors (e.g. extractives, construction, and transport) as a result of the long list of jobs that are prohibited for women by legislation (women are prohibited from working in 299 occupations, including in mining, construction, metalworking and the booming oil and gas sector). Most working women are concentrated in services, such as, education and health care, many of which are public sector jobs and typically offer lower salaries than male-dominated occupations in extractives, construction and industry.</p> <p>Vertical segregation</p>

	<p>Women remain disadvantaged when it comes to seeking promotion in the workplace. In 2013, only 18.8% of Kazakh firms had a woman as a top manager (WB World Development Indicators). Traditional beliefs and stereotypes about men and women's abilities often hamper women's access to higher hierarchical positions in the workplace. Men are generally perceived as being more 'natural' leaders than women (ADB, 2012).</p> <p>Informal employment</p> <p>Informal employment is heavily concentrated in agriculture. In non-agricultural sectors, men and women are equally likely to be informally employed (Rutkowski, 2011), but women are more likely to be informally employed in agriculture. In 2009, the proportion of women among rural informal workers reached 59% (ADB, 2012).</p> <p>Wages</p> <p>Women earn on average 69.5% of men's wages (KAS, 2013). This gap can partly be explained by the horizontal segregation of the labour force (women are more prominently represented in the fields of education, health care, social services, hotels and restaurants), as well as forms of direct and indirect discrimination against women.</p>
<p>Access to finance/property</p>	<p>Access to credit</p> <p>Women enjoy equal access to finance in terms of legal rights and loan procedures; however, in practice, women's access to credit is more limited than men's. One of the main issues is the fact that most banks require collateral as a condition for loans, which is more likely to present difficulties for women, who are less likely to own property or assets than men (ADB, 2012).</p> <p>Ownership of land and other assets</p> <p>Women have equal rights under law to own, use and administer property. In practice, however, women are less likely than men to own land and other assets. Property acquired during marriage is often registered in the name of the husband or male head of household, especially in rural areas. This can act as a barrier to finance. As a result, only 9% of the total number of farms is registered in women's names (ADB, 2013).</p> <p>A lack of business literacy, skills and experience can also present a barrier. Reasons cited by women for not seeking bank loans include the difficulty, time, and cost involved in drawing up and notarising documents necessary for loan applications. Also, women generally have limited experience in developing the business plans required for business loan applications (ADB, 2012).</p>
<p>Decision-making</p>	<p>Representation in national parliaments</p> <p>There are no voluntary or obligatory quotas for women's representation in Parliament. Share of women in national parliament is currently 23.8% (KAS 2012).</p> <p>Patriarchal norms and values related to the sexual division of labour</p> <p>A 2012 survey indicated that 53.6% of Kazakhs believe that the husband / father should be the family's primary income-earner, and 36.3% believe that the husband / father should be the "leader, defender and protector" of the family. Respondents from the city of Almaty tended to give more gender-equal responses than respondents from other areas (Tengrinews, 2012).</p> <p>Nevertheless, as noted by ILO (2013), these ideas are out of step with the reality in many homes in Kazakhstan, where women and men often share income-earning responsibilities, as reflected by high levels of women's labour market participation.</p>

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Key indicators: Women and men in the economy

		Female	Male	Female & Male
Labour force	Labour force participation (% of women, men and total population aged 15-64 who are economically active) <i>World Bank 2014</i>	68	78	73
	Self-employment (% of female, male and combined employed population who are self-employed) <i>WB World Development Indicators, 2012</i>	31.6	31.8	31.7
	Unpaid family workers amongst the self-employed (% of self-employed workers who are unpaid family workers) <i>Estimates by UN Women based on 2011 data from KAS</i>	2.5	2.4	2.5
	Informal employment (% of workers who do not contribute to a pension scheme and do not have an employment contract) <i>Rutkowski 2011, using 2009 figures</i>	N/A	N/A	33.2 ¹
	Unemployment rate (15+ years) (% of female, male and combined population aged 15+ years who are unemployed) <i>KAS, 2013</i>	6.5	4.1	5.3
	Public sector employment (% of workforce that is employed by government) <i>LFS (2010 data) via ILOSTAT</i>	13.8	9.5	23.3
	Child labour (% of girls & boys that are child labourers – i.e. those aged 5-17 working in contravention of ILO C138 or 182) <i>UNICEF database, 2012</i>	2.1	2.4	2.2
	Gender pay gap (Women's average monthly earnings as a % of men's) <i>KAS, 2013</i>	69.5		
	Firms with female participation in ownership (% of all firms) <i>WB World Development Indicators, 2013</i>	28.3		
Business	Bank account at formal financial institution (% female and male population aged 15+) <i>WB Gender Statistics, 2011</i>	43.7	40.2	N/A
	Loans in the past year from a financial institution (% female and male population aged 15+) <i>WB Gender Statistics, 2011</i>	14.4	11.5	N/A
	Representation in national parliaments (% of seats in a lower chamber held by women/men) <i>KAS, 2012</i>	23.8	76.2	[100]
Government				

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B. Gender Action Plan on Strengthening Equal opportunities in Projects

Activities	Indicators and Targets	Timeline	Responsible organisations (excluding the FP)
<p>Impact: Increased number of low carbon investors and RES developers promoting women's economic empowerment</p> <p>Outcome: Improved access to energy efficiency and renewable energy skills and employment by women and men.</p> <p>Means of verification: Gender disaggregated data assessed against appropriate indicators to measure enhanced access for women to energy efficiency and renewable energy skills and employment</p>			
<p>Output 1: 75% of loan clients fund-wide contribute to strengthening women's access to energy efficiency and renewable energy employment</p>			
<ul style="list-style-type: none"> • Measures to increase workforce diversity by strengthening RES develop Equal Opportunities (EO) policies and practices • Measures to increase workforce diversity by reducing legal and regulatory barriers and promoting women's equal access to employment via focused policy dialogue • Implement knowledge-sharing practices with RES developers and local women's Economic empowerment NGOs • Develop EO policies and practices to sign up to the UN Women's Empowerment Principles (WEPs) • Establish gender equity in local supply-chain talent identification and recruitment 	<p>Data of Res developer IEs disaggregated by gender and classified as strengthening Equal Opportunities based upon achieving one of the three criteria below:</p> <ol style="list-style-type: none"> 1. At least 30% women on RES developer company board or in senior management positions 2. At least 30% of RES developer employees are women 3. At least 30% of RES interns/ on-the-job trainees are women <p>b. Contribute with employers' or industry organisations (eg., Kazenergy; National Chamber of Entrepreneurs) to the development of policy brief or guidance note to Ministry of Labour, Mining Association and high level stakeholders</p>	<ol style="list-style-type: none"> a. Gender ratio achieved by third year of programme operation and until programme completion b. By end 2020 c. By end 2020 d. By end 2020 e. e. By end 2020 	<p>IE reporting</p>

Activities	Indicators and Targets	Timeline	Responsible organisations (excluding the FP)
	<p>to remove discriminatory clause from Labour code, Article 16 as they pertain to prohibitions on women working in Energy</p> <p>c. Number of knowledge products produced by RES of own research & lessons learned</p> <p>to reducing existing knowledge gaps on reducing formal and informal barriers faced by women and men as economic actors in renewable energy sector</p> <p>d. Number of RES signed up to the UN Women’s Empowerment Principles (WEPs)</p> <p>e. Number of RES adopting contracting requirement/ procurement policy mandating primary contractor to adopt EO policy and practices</p>		
Output 2: Promote gender equality in energy efficiency and renewable energy vocational training skills and accreditation			
<ul style="list-style-type: none"> Develop outreach programmes targeted at women to promote vocational training system in 	<ul style="list-style-type: none"> Data on potential technical and vocational education and training (TVET) 	Throughout the programme operation	IE HR departments

Activities	Indicators and Targets	Timeline	Responsible organisations (excluding the FP)
<p>partnership with technical and vocational education and training (TVET) institutions and Kasipkor Holding (public authority responsible for the quality assurance of colleges and universities)</p> <ul style="list-style-type: none"> Support for women workers to move from semi-skilled to skilled and managerial/leadership positions through development of targeted training/ reskilling, mentoring, 'buddy systems' etc Undertake targeted advertising in women employment forums and organisations. Undertake knowledge-sharing with local women's economic empowerment NGOs. Spread awareness on the gender diversity dimensions of the RES sector through marketing and publicity strategies 	<p>inquiries disaggregated by sex</p> <ul style="list-style-type: none"> Aim for 35% of internship/ on-the-job training inquiries from women 		
<p>Output 3: Households and individuals (males and females) with improved access to low-carbon emission energy sources</p>			
<ul style="list-style-type: none"> Undertake gender sensitive public consultations to assess women's willingness to pay for improved access to low-carbon emission energy sources 	<ul style="list-style-type: none"> Number of households, and individuals (males and females) with improved access to low-carbon emission energy sources Percentage of sub-projects that have applied gender-equitable stakeholder consultations 	<p>Throughout the programme operation</p>	<p>Consultant, AEs; Assumes that it will typically not be possible to measure improved access from large-grid systems; therefore, the data will be linked to off-grid access (e.g., solar panels) and mini-grid systems.</p>

Activities	Indicators and Targets	Timeline	Responsible organisations (excluding the FP)
	<ul style="list-style-type: none"> (Female-headed) household expenses on energy (electricity) / percentage change in expenditure for household energy needs by women. 		
Output 4: Knowledge management products and gender awareness workshops highlighting equal gender access to RES skills and employment to be prepared and disseminated			
<ul style="list-style-type: none"> Highlight gender goal achievement status and report on gender disaggregated statistics in progress report Publish case studies to represent gender diversity of the programme and disseminate these on public forums Conduct workshops highlighting equal gender access to climate finance programmes 	One time each year of programme operation		AEs

GENDER ASSESSMENT

Mexico ranks 66 out of 145 countries in the World Economic Forum Global Gender Gap Report 2016. Of the four countries covered by the project, Mexico is the only country that has improved its position in this ranking that quantifies the magnitude of gender disparities and tracks their progress over time. Honduras (78), Peru (80), and Guatemala (105) had lost several positions being Guatemala the last Latin American country in the ranking.

1. COUNTRY ASSESSMENT

GUATEMALA

Employment. Women represent 51% of the working age population. However, women are only 38% of the economically active population, that number is even smaller among indigenous women¹. Three-quarters of employment take place in the informal economy, especially in rural areas. Only 23.7% of men and 18.5% of women have a formal job.

40.5% of women are employed in trade while 13.4% work in the manufacturing industry, especially the *maquila* and the informal commerce².

Salary level for women has improved in recent years although wage gaps still prevail in all sectors. Indigenous women earn 54.5% of men's wages while non-indigenous women earn 62.9% of men's wages.

Education. The literacy rate is 74% for women and 85% for men. The enrollment rate in primary education is similar for women (85%) and men (87%). In secondary education, the number of male enrollments (49%) exceeds the women enrollments (45%). Women enroll more at University (19%) than men (18%)³.

Head of household. Women represent 87.5% of the head of the family in households with single-parent families. Men are heads of households in nuclear (99%) or extended families (70%). Total data show that men are heads of households of 57.5% of Guatemalan families and 42.5% of women.

Violence against women. 560 women were victims of femicide in 2012 according to the Human Rights Commission of Guatemala. 98% of the femicide in Guatemala are unpunished despite the penalties established in the law,

¹ World Bank (2015), World Development Indicators (database)

² INE. Gender Indicators 2013. Guatemala

³ UNESCO Institute for Statistics, Education indicators database, 2015 or latest data available

Political participation. Guatemala has a small representation of women in high government positions. Women hold 14% of seats in parliament and 20% of ministerial positions⁴.

HONDURAS

Employment. Men are twice as likely to be employed in Honduras than women. 45% of the female working-age population are employed versus 85% of the male working-age population⁵. 75% of women in the labor force were employed in the informal sector compared to 71% of men.⁶ 68% of youth women are not employed or in school versus 16% of youth men⁷.

Education. The literacy rate is similar among women (89%) and men (88%)⁸. The enrolment rate in primary education is the same for both sexes (94%). However, in secondary and tertiary education women have a higher enrolment than men, 53% versus 46% and 24% versus 18% rate respectively⁹.

Head of the household. 33.6% of the households have women as a head of the household¹⁰.

Violence against women. Around 27% Honduran women have reported that they have suffered some form of physical violence. 636 women were murdered, in 2013. From 2005 to 2013, the femicide increased by 263.4%.¹¹

Political participation. Only one-quarter of the Honduran high government positions are held by women. Women hold 26% of seats in parliament and 27% of ministerial positions.

MEXICO

Employment. Economic Participation Indicators show a decrease in the female share of professional and technical workers and remains among the lowest performing countries in the region on this indicator¹². 48% of the female working-age population are employed versus 83% of the male working-age population¹³. 59% of women in the labor force were employed in the

⁴ UNESCO Institute for Statistics, Education indicators database, 2015 or latest data available

⁵ International Labour Organization (ILO), Key Indicators of the Labor Market (KILM) database, 9th edition, 2015

⁶ ILOSTAT, Share of informal employment in non-agricultural employment, data from 2015 or latest available (accessed September 2016). Excludes employment in agriculture, hunting, forestry and fishing activities.

⁷ ILOSTAT, Youth, Share of youth not in employment and not in education, data from 2015 or latest available (accessed September 2016)

⁸ United Nations Educational, Scientific and Cultural Organization (UNESCO) Institute for Statistics, Education indicators, database, 2015 or latest data available; United Nations Development Programme, Human Development Report 2009, most recent year available between 1997 and 2007

⁹ UNESCO Institute for Statistics, Education indicators database, 2015 or latest data available

¹⁰ Statistic National Institute (INE), Characterization of Women in Honduras. Honduras. 2016

¹¹ Informe de Organizaciones Feministas ante la Relatora Especial de la ONU sobre Violencia contra la Mujer, sus causas y consecuencias, presentado en el marco de la visita de la Relatora a Honduras en Julio 2014.

¹² World Economic Forum, Gender Gap Report 2016.

¹³ International Labour Organization (ILO), Key Indicators of the Labor Market (KILM) database, 9th edition, 2015

informal sector compared to 50% of men.¹⁴ 31% of youth women are not employed or in school versus 9% of youth men¹⁵. The wage equality in Mexico is one of the worst worldwide. It ranks 128 of 135 countries.

Education. The literacy rate is lower in women (94%) than in men (96%)¹⁶. The enrolment rate in primary education and tertiary education is the same for both sexes, 95% and 30% respectively. However, in secondary education women have a higher enrolment than men, 69% versus 66%¹⁷.

Head of the household. 24.6% of the households have women as a head of the household¹⁸.

Violence against women. 46.1% of women reported violence by a partner¹⁹ (includes physical, sexual, emotional and psychological violence). 12.5% of women who are employed nationwide have been victims of harassment in the workplace²⁰. In terms of harassment in educational settings, 15.7% of women suffered humiliation, physical violence and sexual advances in exchange for grades or were forced to have sex or engage in obscene behavior²¹. In 2013, 2647 women were killed in Mexico, 7 out of 100 were girls between 0 and 14 years²².

Political participation. Women are underrepresented in Mexican high government positions. Women hold 26% of seats in parliament and 17% of ministerial positions.

PERU

Employment. 69% of the female working-age population are employed versus 85% of the male working-age population²³. 19% of youth women are not employed or in school versus 11% of youth men²⁴. Peru has three of the worst wage equality rates worldwide. It ranks 133 of 135 countries²⁵.

Education. The literacy rate is lower in women (92%) than in men (97%)²⁶. The enrolment rate in primary education is the same for both sexes, 93%. However, women enrollment in

14 ILOSTAT, Share of informal employment in non-agricultural employment, data from 2015 or latest available (accessed September 2016). Excludes employment in agriculture, hunting, forestry and fishing activities.

15 ILOSTAT, Youth, Share of youth not in employment and not in education, data from 2015 or latest available (accessed September 2016)

16 United Nations Educational, Scientific and Cultural Organization (UNESCO) Institute for Statistics, Education indicators, database, 2015 or latest data available; United Nations Development Programme, Human Development Report 2009, most recent year available between 1997 and 2007

17 UNESCO Institute for Statistics, Education indicators database, 2015 or latest data available

18 INEGI. Mexico. 2010

19 National Statistical and Geographical Institute (INEGI), Nationwide Survey on Household Relations 2011. Mexico

20 National Statistical and Geographical Institute (INEGI), Nationwide Survey on Household Relations 2006. Mexico

21 National Statistical and Geographical Institute (INEGI), Nationwide Survey on Household Relations 2006. Mexico

22 INEGI 2013

23 International Labour Organization (ILO), Key Indicators of the Labor Market (KILM) database, 9th edition, 2015

24 ILOSTAT, Youth, Share of youth not in employment and not in education, data from 2015 or latest available (accessed September 2016)

25 World Economic Forum's Executive Opinion Survey, 2015-16

26 United Nations Educational, Scientific and Cultural Organization (UNESCO) Institute for Statistics, Education indicators, database, 2015 or latest data available; United Nations Development Programme, Human Development Report 2009, most recent year available between 1997 and 2007

secondary and tertiary education is higher than in men, 79% versus 77%²⁷ and 43% versus 39% respectively.

Head of the household. 26% of the households have women as a head of the household, with a larger percentage in the urban area 28.2% than in the rural area with 21.1%²⁸

Violence against women. 38.9% of women with a partner aged 15-49 years have ever experienced physical and sexual violence by her partner²⁹. In 2011, 159 cases of femicide and attempted femicide were reported³⁰.

Political participation. Peruvian women see an increase in political participation. Women hold 42% of seats in parliament and 18% of ministerial positions³¹. Peru ranks 6th in the list of women in parliament of the Gender Gap Report 2016³².

27 UNESCO Institute for Statistics, Education indicators database, 2015 or latest data available

28 ENDES 2011

29 ENDES 2011

30 Women's Emergency Center. 2011

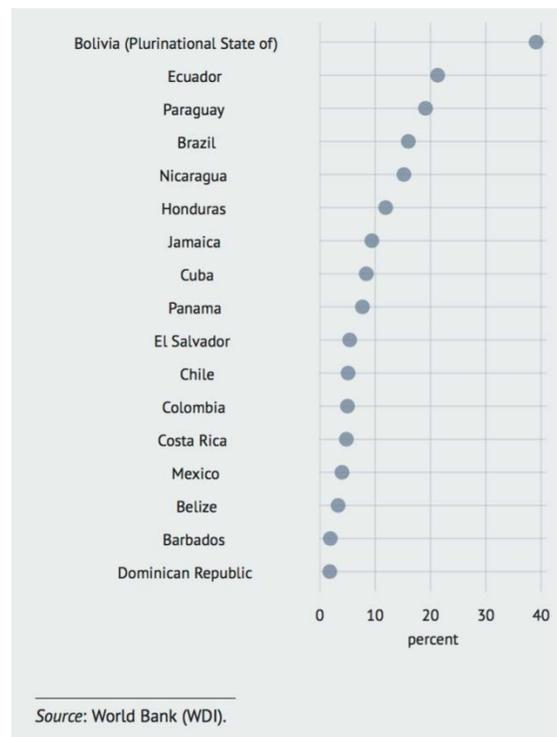
31 Inter Parliamentary Union, Women in National Parliaments.

32 World Economic Forum. Gender Gap Report 2016.

2. WOMEN FARMERS

The percentage of women working in the agricultural labor force (9.1) is significantly smaller than it is for developing countries altogether (43%). Even when Latin American women participates most actively in the labor force (53.3%) than the world average (49%)³³. “This somewhat exceptional situation in Latin America and the Caribbean reflects relatively high female education levels, economic growth and diversification, and cultural norms that support female migration to service jobs in urban areas”³⁴.

Figure 1. Female employment in agriculture, share of female employment, selected countries (2005-2010)



Women in Guatemala and Honduras work at a similar percentage in the agricultural labor force, 10.9% and 10.3% respectively (men 44.6% and 50.2% respectively). However, the numbers in Mexico are much smaller, only 3.7% of women employed work in agriculture (men 19.4%). There is no data available about employed in the agricultural sector in Peru.

There are no legal restrictions for women to access land in any of the four countries but custom, regardless of the law, continue to restrict women’s access to land. There is a

³³ FAO STATISTICAL YEARBOOK 2014 Latin America and the Caribbean Food and Agriculture

³⁴ Idem

patriarchal culture in which males take most decisions related to land. In indigenous communities, women are even more marginalized in access to land by their male relatives.

In Honduras, women own one-quarter of all plots in the country³⁵. The law stipulates that land can be registered under the names of both spouses. This is not usually solicited because norms customarily identify men as the head of the families and landowner.

According to FAO, in Peru, several factors obstruct women's access to land, including illiteracy, displacement, and lack of knowledge about land rights. Women owned only about 25% of land title deeds, in 2002.

In Guatemala, the National Agricultural Survey (ENA) says that men own 85% of the land for cultivation in all forms of tenure (property, lease, usufruct) while only 15% is in the hands of women producers. Individual male producers have most of the land owned and leased and individual female producers own it through usufruct³⁶.

Forestry is heavily dominated by men. Women rarely hold leadership roles at the community level, especially formal positions related to forest management. Women's role in forestry projects is typically isolated to participation in workshops and focused on non-timber forest products such as pepper, cocoa, coffee, and Maya nut. Women sometimes collect these plants. Most of the time, they process them and bring them to the market.

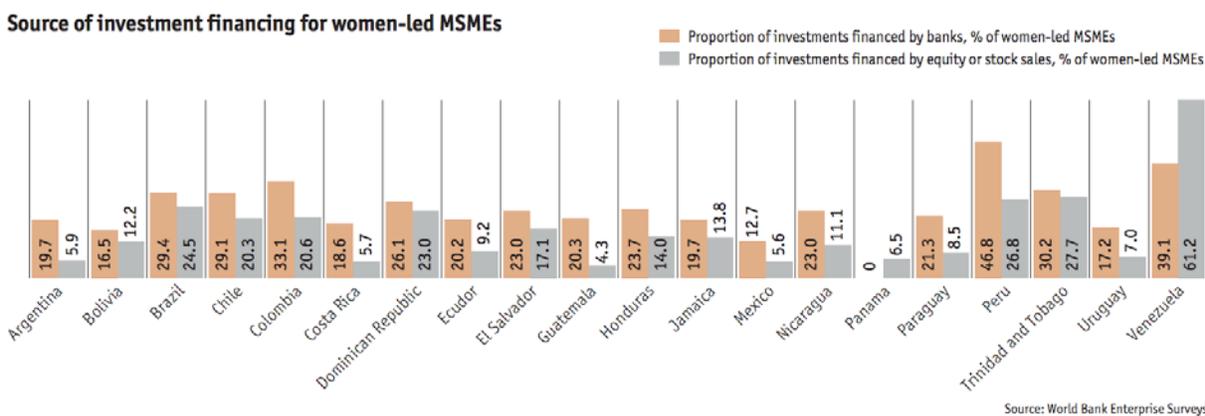
³⁵ Law on Equal Opportunities for Women, Article 74; CEDAW (2006)

³⁶ CEDAW 2004, pp. 85, 91

3. WOMEN-OWNED SMES ACCESS TO FINANCE.

According to Women’s Entrepreneurial Venture Scope report obtaining funding is the most difficult part of starting and growing a MSME in LAC. Access to finance varies across the countries being the greatest barrier the fact that “women are often unable to access financing beyond microcredit particularly financing for investment or working capital through banks, equity or stock sales, or suppliers”³⁷.

Figure 2. Source of investment financing for women-led MSMEs



Up to 70% of women-owned SMSs in LAC were underserved or unserved financially as reported by the International Finance Corporation (IFC)³⁸.

Mexico ranks first in the category Access to Finance of the Women’s Entrepreneurial Venture Scope index. However, women entrepreneurs’ usage for formal financial institutions for business purposes is relatively low as is the number of women who have obtain a loan from a financial institution. 2.46% of women use an account for business proposes. Women made up 95% of micro borrowers³⁹.

Figure 3. Indicator results in Access to Finance

	Guatemala	Honduras	Mexico	Peru	Average in LAC
Access to finance	38.1	40.2	57.1	51	40.4
General access to finance	26	26.8	52.7	41	35.9
Access to SME finance	35.6	48.8	33.9	66.9	45.6
Access to microfinance	52.6	45.1	84.5	45.1	39.8

Source: The Economist Intelligence Unit. Women’s Entrepreneurial Venture Scope. 2013

³⁷ The Economist Intelligence Unit. Women’s Entrepreneurial Venture Scope. 2013

³⁸ “Strengthening Access to Finance for Women-Owned SMEs in Developing Countries”, International Finance Corporation, October 2011.

³⁹ The Economist Intelligence Unit. Women’s Entrepreneurial Venture Scope. 2013

In Peru access to finance is high, specially for SMES financing, as Peruvians banks have aggressively targeted SME clients. Banks finance 47% of women-led SME's investments and 20% of their working capital⁴⁰.

Guatemala needs to improve Access to Finance as Guatemalan women have low rates of savings at financial institutions. 70% of microloan users are women female borrowers. Loans to women make up to 55% of the gross microloan portfolio⁴¹.

The estimated credit gap for formal women-owned enterprises is estimated to be approximately \$287 billion, or 30% of the total SME credit gap. LAC is the region with the largest credit gap for women-owned SMEs⁴².

In terms of the credit gap by segment, formal medium sized women-owned enterprises in LAC have an estimated credit gap of \$24 billion (23%). For the very small and small segment, the credit gap for formal women-owned enterprises is approximately \$61 billion, representing 47% of the total credit gap for this segment LAC. The difference in the credit gap between men and women-owned businesses in this segment is the lowest in LAC⁴³.

Figure 4. Total SME credit gap for men and women-owned SMEs by segment: 2003-2010

Size	Ownership	Total Credit Gap per SME by Region (USD MM)						
		EAP	ECA	LAC	MENA	SA	SSA	Global
Very Small and Small Enterprises	Men-Owned	89,150	69,226	69,406	51,716	12,370	30,334	322,202
	Women-Owned	62,671	46,401	61,185	11,028	1,197	9,373	191,856
	Total Small	151,821	115,627	130,590	62,745	13,567	39,707	514,058
Medium Enterprises	Men-Owned	10,867	34,836	80,249	192,516	947	33,627	353,042
	Women-Owned	4,834	19,598	24,453	38,888	370	6,751	94,894
	Total Medium	15,702	54,434	104,701	231,404	1,317	40,378	447,936
Total Enterprises	Men-Owned	100,017	104,061	149,654	244,232	13,318	63,961	675,244
	Women-Owned	67,506	65,999	85,638	49,916	1,567	16,124	286,750
	Total SME	167,523	170,061	235,292	294,148	14,884	80,085	961,994

Source: IFC Enterprise Finance Gap Assessment Database (2011)

⁴⁰ The Economist Intelligence Unit. Women's Entrepreneurial Venture Scope. 2013

⁴¹ The Economist Intelligence Unit. Women's Entrepreneurial Venture Scope. 2013

⁴² IFC. Women-Owned SMEs: A Business Opportunity for Financial Institutions. A Market and Credit Gap Assessment and IFC's Portfolio Gender Baseline. 2014

⁴³ Idem

GENDER ACTION PLAN

ACTIVITIES

The activities included in the present Gender Action Plan are focus on achieving one objective: women farmers have access to financial products offered by the facility. To attain that objective, it is necessary to work with the Executing Agencies as well with women farmers.

1. Technical assistance for Executing Entities

The project will provide technical assistance to the Executing Entities to:

- Assist in ensuring that financial products developed are accessible to women. The products developed will consider the special characteristics of women working in CSA that usually do not own any assets and are constrained for social and cultural roles. The development of the products will include the completion of relevant studies including a gender study.
- Train employees of Executing Entities serving women clients. The training will include a gender awareness program to understand the needs and special characteristics of women working in CSA. Loan officers will be also trained on a more inclusive customer service strategy.

The IDB will draw on its experience giving microcredits to women in similar types of projects in the Women's Entrepreneurship Banking initiative.

<https://www.fomin.org/Home/Projects/WomensEmpowerment.aspx>

2. Capacity building for women farmers

The objective of this activity is to train women in the financial and non-financial barriers that they face as entrepreneurs in value chains that include women as important producers or processors of crops. The capacity building will include:

- Training to access information regarding the latest technology in agriculture and climate change, including women-friendly technology that reduces women's time and labor and is accessible and affordable as, for example, conservation agriculture or new technologies to reduce fuelwood consumption.
- Empowerment of women through training of entrepreneurial and marketing skills, leadership and negotiation abilities.
- Financial training.

This capacity building could include visits to farms, research institutions and/or financial institutions; use of brochures; and use of role models. It will consider women's time constraints due to the household's dynamics or the care of small children.

The capacity building on finance and women empowerment will be provided through the Executing Agencies and will target women that go the agencies and show interest in obtaining one of their financial products.

The training on agriculture will be provided through the Executing Agencies, too. This will be part of the technical assistance provided to all the farmers that access a financial product.

<i>Impact: Economically empowering women by facilitating women's access to financial resources and promoting women's entrepreneurship</i>				
Indicator	Baseline	Target	Timeline	Source of Verification
Result 1: Women access to financial products offered by the Executing Agencies				
% of women that access to a financial product, out of the total beneficiaries of financial products.	0	30	By the end of the program	Source: Executing Agencies six-month reports and survey
Result 2: Women trained in agricultural activities				
% of women trained, out of the total women who access to a financial product.	0	50	By the end of the program	Source: Executing Agencies six-month reports and survey
Result 3: Women trained in finance and women empowerment				
% of women trained, out of total women who go to an Executing Agency and show interest in obtaining a financial product.	0	30	By the end of the program	Source: Executing Agencies six-month reports and survey

Gender Analysis

The gender analysis should examine the different roles, rights, needs, and opportunities of women and men, boys and girls and the relations between them in the project's context. The analysis should also be used to identify opportunities and entry points for promoting gender equality and women's economic empowerment in the project. Key questions to consider in the analysis are:

Gender Analysis Questions

What is the context?	What is the legal status of women in the country of intervention? What are the gender norms and values? What are the training and education levels among women and men? What are commonly held beliefs, perceptions, and stereotypes relating to gender?
Who does what?	What is the division of labor among women and men? What is the situation of women and men in the specific sector of intervention? What is the participation between women and men in the formal/informal economy? Who manages the household? Who takes responsibility for the care of children and the elderly?
Who has what?	Do women and men have equal access to resources including finance, technologies, information, and services (at national, sectoral and local level)? Who has control over these resources? Do women and men equally benefit from these resources? Do women and men have equal access to education, technical knowledge, and/or skill upgrading?
Who decides?	Who participates in the decision making in the household, the public sector, and corporate sector? Are the bargaining positions of women and men different? Are women involved in making economic decisions? Is there an equal participation of women and men in the political sphere? Who has political influence?
Who benefits?	Where are the opportunities or entry points to ensure equal participation and benefits? Does the project address the different needs and priorities of women and men? Will the services and technologies provided by the project be available and accessible to both women and men? Does the project recognize the distinct vulnerabilities of women and men and develop specific response strategies for each target group?

The information gathered from the gender analysis should be considered in all stages of the project cycle: design, formulation, implementation, and monitoring and evaluation. In each of these stages, the project should keep a 'gender lens' in mind, looking at ways it can:

- Address any gender inequalities real or potential in the project.
- Ensure the needs and realities of women and men are addressed in project activities.
- Ensure women and men have equal access to project resources, services, capacity building.
- Ensure equal participation by women and men in both the project management arrangements and as beneficiaries, partners and key stakeholders of the project.

- Ensure equal voice among women and men in the decision making processes of the project.
- Ensure women and men equally benefit from the trainings, services, etc. offered by the project.
- Collect and analyze sex–disaggregated data and qualitative information to track the real gender impacts of the project.
- Ensure coordination among key development actors to further enhance gender mainstreaming and promote gender equality and/or the empowerment of women.

Gender Analysis

What is the context?

Senegal is a West African country with a population of about 14 million of which 51% is female, with women representing 70% of the main workforce in the agricultural sector. More than half of the households live in rural areas. The heads of households are mostly men, while households headed by a woman are only 15%. Children, women and the elderly are the most vulnerable to climate shocks and to their harmful consequences. Nevertheless, climate shocks affect also men, as they are subjected to the exhaustion of their food reserves and to the decline in agricultural production over time. Facing shocks and their negative effects on their lives and livelihoods, poor households struggle to address their food needs, education and health expenses.¹

The 2001 Constitution guarantees equality between men and women in its article 7. In Senegal the Convention on the Elimination of All forms of Discrimination against Women was ratified in 1985, and the Optional Protocol on violence against women in 2000. Yet, the country has not reported to the CEDAW committee since 1994. Senegal ratified the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa in 2005. A National Strategy for Gender Equality and Equity has been developed, to run from 2005-2015.

According to the UNFCCC, climate change has a greater impact on those sections of the population, in all countries, that are most reliant on natural resources for their livelihoods and/or who have the least capacity to respond to natural hazards, such as droughts, landslides, floods and hurricanes. Women commonly face higher risks and greater burdens from the impacts of climate change in situations of poverty. As according to UN-WOMEN, they are the ones who stay behind (as opposed to men who migrate) to care for their family members, they are more affected by climate disasters, while their health, education and livelihood fall through the cracks, as communities cope and recover.

Who has what and who decides?

However, despite a legal framework that protects women, discriminatory practices especially in the domains of the family and inheritance persist, particularly in rural areas. Commonly held beliefs and sociocultural barriers lead to different perceptions concerning gender, with men considered as holders of authority of the family and responsible for the household, whereas women are considered responsible for their children's education and domestic chores.

Under the Constitution, women and men have equal property rights for land ownership. Women are legally entitled to acquire and own land independently of their husband or male relatives, and to retain ownership and control over their own property after marriage. Yet, men are legally head of the household, and as such have greater access to agricultural inputs and, more generally, land and other resources. In addition, where the dowry system of marriage applies, any property and assets given to the woman upon marriage are to be handed over to her husband who is tasked with managing them during marriage.

More generally, land is allocated through local administrative processes in Senegal that do not officially recognize land sales or bequests. Instead, land belongs to the national domain and local land committees attribute use rights. Until the 2001 Constitution, women were not allowed to own land in Senegal, nor to be

¹ Philippe De Vreyer and Sylvie Lambert *Intrahousehold inequalities and poverty in Senegal* 2016
<http://pubdocs.worldbank.org/en/407221466181742385/intrahh-inequality-and-poverty-juin2016-2.pdf>

members of the land committees, and as such rarely received land through this allocation mechanism. Moreover, despite legislation, bequests – including land inheritance – are common, and ownership is primarily obtained through paternal lineage. Several inheritance laws coexist in Senegal, and while the French inspired system of inheritance grants greater equality in the division of wealth among surviving spouses and children than the Islamic inheritance system, the latter system prevails and very few women (approximately 4%) have any land to transfer to their heirs upon death (compared to more than a third of men).²

Customary practices relating to land ownership that discriminate against women are specifically banned under the Constitution, and yet they continue to limit women's access to land. In some rural areas, village chiefs assign land under customary law, and women rarely benefit from this process. In other areas, husbands are obliged to give their wives a portion of land for their own use, but in polygamous marriages, this may result in each wife receiving only a small amount of land.

This means that women and men do not have equal access to resources, particularly land, where studies from DAPSA found that only 10% of the total ownership titles belong to women. More generally, Senegalese women have to deal with sociocultural barriers based on customary practices, for instance women are beneficiaries of only a small portion of land. Furthermore, institutions such as rural councils for land attribution grant women a very small portion of exploitable land- usually a maximum of three hectares- compared to male heads of households. Lack of access to and control of exploitable land means that women resort to strategies and alternatives such as tenant farming which implies cuts on their productivity. Moreover, the activities reserved to small-scale women farmers, such as rice cultivation, vegetable gardens and petty trade, usually do not produce substantial income. Low access to land combined with limited financial knowledge and difficulty in building credit, exclude women from accessing credit.

Who does what?

Yet, it is clear that rural women are deeply involved in the agricultural value chain, from production to transformation and commercialization of agricultural products, cropping, harvesting, petty trade, as well as fishery and livestock farming.

Who benefits?

In light of the different roles, needs and opportunities of women and men and the necessity to promote gender equality and women's economic empowerment, the design of the proposed *project* integrates gender sensitive planning, implementation and outcome as well as in its monitoring plan. As women are key players in the agricultural sector, the *project* seeks to address issues related to their food security and livelihoods in the context of Senegal dictated by sociocultural practices where women have access to less land, own fewer assets and gain less inputs.

The *project* seek to strengthen and improve the livelihoods of farmers in a context of a changing climate that can be tailored to engage the vulnerable sections of the population and respond to their gender-specific needs.

Studies carried out in Senegal on R4 have highlighted the positive impact of the Initiative on food and income security for women and their households. The proposed *project* builds on this experience to ensure the participation of women and that benefits stemming from the project accrue in their favor. The 2016 Impact evaluation of R4 in Senegal showed increased decision-making responsibility among women in participant households. For example, women are involved in making decisions on the use of farmland in 11% of participant households compared to 6% of non-participant households.

In addition, a study conducted by the Institute of Development Studies (IDS) found that R4 has contributed to women's empowerment in a number of strategic and practical ways. R4 benefits women farmers by contributing to their access to productive assets, as well as by supporting women's savings groups through the 'Saving for Change' (SfC) program, a cornerstone of the R4 initiative in Senegal. Although women in

² Social institution and gender index http://www.genderindex.org/country/Senegal#_ftnref

Senegals make up 43% of the microfinance clientele, they make only 21.3% of deposits and borrow only about 1/3 the amount that men borrow, on average. R4, through the SfC model, provides services to women farmers to strengthen their financial literacy and access to formal financial services. The SfC component is an avenue for women to save and acquire small loans to engage in income-generating activities such as rice farming, peanut farming, vegetable cultivation, and small trade, as well as to participate in trainings on small businesses, savings group management, financial literacy and numeracy, and insurance awareness.

Through the IDS study, women participants expressed that they felt empowered, enjoyed increased access to land, seeds, and water for irrigation and drinking, and benefited from training in numeracy, literacy, and business. Having more food and water available also meant that they no longer have to travel far from home to fetch water, with consequent gains in terms of time to dedicate to their children or small business. The study found a reduction in stress, as women are more confident about their ability to feed their children, as well as pay school fees, and other expenses through small financial gains from selling their surplus crops.

The main best practices developed through the *project* that will address the needs of men and women and enhance empowerment of women will include:

- Equal participation of men and women in Community-based Participatory Planning (CBPP) and management committees at the village level, leading to better targeting and more accurate identification of needs.
- Inclusion of activities which explicitly target women to improve their economic opportunities, such as the development of vegetable gardens, the expansion and improvement of rice cultivation (given that in Senegal women are holders of small portions of land for vegetable and rice production), and the creation of savings groups.
- Inclusion of men in activities traditionally reserved for women such as the savings groups, which resulted in an increase in and stabilizing of household's resources.
- The establishment of associations of savings groups in each commune. In 2016 there were 11 associations of savings groups in Tambacounda and 5 in Kolda. The Associations have several important roles:
 - i) they function as distribution channel for the insurance policies; collect the contributions from returning participants to the Insurance for Assets scheme; distribute the payouts to insured participants; receive a distribution commission from CNAAS for their work.
 - ii) they federate the savings groups in each region, as *Groupement d'Interet Economique* (GIE) they have legal status and therefore can access formal credit.
 - iii) They have an internal system of credit that allows them to pool money together and access credit from each other and also provide credit to the each savings group.
- Following the SfC and business training for women, the associations of savings groups allow women to start collective income generating activities like cereal processing, livestock fattening and soap production, which was the case in Tambacounda and Kolda.
- Women and men receive financial literacy trainings including insurance and revolving credit mechanisms.

The established network of SfC associations in rural Senegal has a huge potential for serving as community associations. The associations are owned by SfC groups and so the members are likely to be more confident in conducting transactions through associations. The *project* aims to leverage this network as a medium for delivering financial services. In addition, we plans to integrate the use of mobile platforms to improve efficiency and reach of index insurance and other financial services.

A second study commissioned by Oxfam America showed that gender is mainstreamed in two of the main components of R4, which will be reflected in the same two components of the proposed *project*.

Risk Reduction activities: women actively participate in the planning process. The activities planned under the risk reduction component directly benefit women, by including rice production in lowland areas and the creation of vegetable gardens. The division of labor is made on a consensual basis, with men devoted to tasks that require more physical strength.

Risk reserves: Savings groups have traditionally been undertaken by women through traditional “*tontine*”³ models. R4 has extended savings groups to men and their involvement and participation is strongly promoted.

In the new phase a thorough gender assessment and a new gender baseline will be conducted to better include empowerment indicators in the M&E plan, also based on the recent WFP’s Regional Market Gender Study on the Role of Women.

³In the traditional savings scheme known as tontines in West Africa, a village-based group (traditionally composed of women) provides unbanked populations with access to saving and credit by collecting an agreed upon payment from members and giving access to small loans that members can use in case of an emergency or to invest in productive activities.

Annex 31: Gender Action Plan

*Based on the GAP template that the Mitigation and Adaptation and Private Sector Facility Divisions at GCF shared¹.

Activities	Indicators and Targets	Timeline	Responsibility	Budget
Impact: improved food and income security of 45,000 food insecure smallholder households, over 50% of which are women, girls and female – headed/widowed households (for a total of 405,000 people of which 245,000 people reached directly and 160,000 indirectly) in the regions of Kaffrine, Kolda, Tambacounda, Fatick, Kaolack of Senegal, by building their resilience to increasingly recurrent climate shocks, and adapt to the adverse impacts of climate change.				
Outcome Statement: (1) increased adaptive capacity of 245,000 food insecure smallholder farmers (of which 50% are women) and their families (for a total of 405,000); (2) 45,000 food insecure smallholder farmers (50% women) are protected from the impact of covariate climate shocks² and invest in agricultural inputs and diversified Income Generating Activities (IGAs); (3) 25,000 food insecure smallholders (50% women) have increased adaptive capacity by gradually building savings, while improving their ability to produce and sell surpluses, and diversifying their income sources through investments in IGAs that are not climate sensitive.				
Output 1.1: Training of farmers on innovative, climate smart agricultural practices and support of community-based disaster risk reduction assets creation, such as water and soil conservation. ³				
1.1.1 Food insecure smallholder farmers trained on assets creation and CSA 1.1.2 Food insecure smallholder farmers receive CCA good practices 1.1.3 Food insecure smallholders (especially women) cultivate vegetable gardens and fruit/value added trees nurseries ⁴ 1.1.4 Food insecure smallholder farmers carry out low-lying lands management and water conservation activities 1.1.5 Food insecure smallholders build water ponds 1.1.6 Food insecure smallholders plant trees 1.1.7 Food insecure smallholders receive food assistance 1.1.8 Food insecure smallholders participate in Community-based Participatory Planning (CBPP) and management committees at the village level ⁵	225,000 targeted smallholder farmers (of which 127,000 women) benefit from disaster risk reduction community-based assets and from USD 1,340,000 of food assistance (from baseline of 108,000 beneficiaries of which 50% are women and USD 600,000)	By the end of the project	WFP	50% of Output 1.1 budget

¹The template is adopted from the Asian Development Bank and further elaborated by the GCF

² Covariate risk results from a shock that collectively impacts the community as a whole and can have massive impact by triggering one or more other shocks. E.g. floods, droughts, hurricanes

³ Based on WFP experience with the Food Assistance for Assets (FAA) program, these interventions aim at improving the natural resource base of smallholder farming communities and increase their ability to obtain adequate yields to feed their families in the face of increasing frequency and intensity of droughts.

⁴ Development of vegetable gardens, the expansion and improvement of rice cultivation are activities that explicitly target women to improve their economic opportunities, given that in Senegal women are holders of small portions of land for vegetable and rice production.

⁵ Equal participation of men and women in CBPP and management committees at the village level can lead to better targeting and more accurate identification of needs.

Output 1.2: Provision of climate services, enabling farmers to access reliable climate information via their mobile phones and radio programs, as well as advisory services to better cope with increasing climate variability and adapt their decision-making and farming practices.				
1.2.1 Food insecure smallholders receive training and advisory services on climate services 1.2.2 Food insecure smallholders receive climate information	45,000 farmers (22,500 women) receive training and climate information, from baseline of 20,000 (10,000 women)	By the end of the project	WFP	50% of Output 1.2 budget
Output 2.1: Provision of weather index insurance (WII)⁶ to farmers, which compensates them with payouts in case of rainfall deficits, prevents them from selling productive assets or enacting other negative coping strategies, and promotes investments in agricultural inputs.				
2.1.1 Insurance policies delivered to food insecure smallholders and food insecure smallholders enrolled 2.1.2 Food insecure farmers receive payouts in case of rainfall deficit	45,000 farmers (22,500 women) are covered by insurance and receive payouts, from baseline of 20,000 (10,000 women)	By the end of the project	WFP	50% of Output 2.1 budget
Output 3.1: Vulnerable smallholders build up savings and access small loans through the Savings for Change (SfC) program⁷ on which they can rely in case of unexpected events, while receiving credit to start new businesses.				
3.1.1 Food insecure smallholders form savings groups and build up savings ⁸	1,090 savings groups created (composed of 25,070 members of which at least 80% are women) from baseline of 414 savings groups (9,814 members- 80% women)	By the end of the project	WFP and OA	80% of Output 3.1 budget
Output 3.2: During good years, farmers store their surplus production in WFP's Village Cereal Banks (VCB) and use their stocks as collateral to				

⁶ Experience shows that women are particularly interested in this intervention, having represented over 50% of the insured in past years. During awareness raising and training sessions, women and men are divided in groups to be consulted and trained according to their different level of knowledge and risk perception.

⁷ Women are at the center of the SfC program, being the main actor of the traditional tontines system. During the pilot a large percentage of the savings groups were women groups, with a growing number of men groups. E.g. in Tambacounda, 5,610 women participate to savings groups as opposed to 1,307 men, a ratio of over 4:1

⁸ The inclusion of men in activities traditionally reserved for women such as the savings groups through the *project* can result in an increase in and stabilizing of household's resources.

receive credit from local Micro Finance Institutions (MFIs).⁹				
3.2.1 Existing Village Cereal Banks are assessed and new ones are establishment	9 VCB established with 135 Tons of food and USD 17,000 of credit to benefit 45,000 farmers (22,500 women), from baseline of 63 tons USD 8,000 of credit.	By the end of the project	WFP	50% of Output 3.2 budget
Output 5: Gender mainstreaming strategy /gender mainstreaming M&E developed				
5.1 A gender mainstreaming strategy/ M&E system incorporating gender targets/indicators developed and implemented.		By first year of project	WFP	

⁹ Credit allows farmers to invest in agricultural inputs such as seeds and fertilizer, as well as non-agricultural IGAs, enabling them to diversify their income sources. This measure particularly benefits women, who are typically excluded from the possibility of accessing credit due to lack of collateral, poor financial education and credit history. By using their stocks as collateral, and receiving financial education, women can start build a credit history that will allow them to increasingly access credit to improve their agricultural activities and start new IGAs.

BFL Annex 9: Gender Mainstreaming Analysis and Action Plan
Final version



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Thimphu - Bhutan

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Abbreviation

ADB	Asian Development Bank
BC	Biological Corridor
BWS	Bomdelling Wildlife Sanctuary
BFL	Bhutan For Life
CFMG	Community Forestry Management Group
CF	Community Forestry
CBS	Center for Bhutan Studies
Dzongkhag	District
DRR	Disaster Risk Reduction
FYP	Five Year Plan
FGD	Focus Group Discussion
GCF	Green Climate Fund
GNHC	Gross National Happiness Commission
HDI	Human Development Index
JDNP	Jigme Dorji Wangchuk National Park
JSWNP	Jigme Singye Wangchuk National Park
JKSNR	Jigme Khesar Strict Nature Reserve
NWFP	Non Wood Forest Products
RGoB	Royal Government of Bhutan
RCSC	Royal Civil Service Commission
SWS	Sakten Wildlife Sanctuary
KII	Key Informant Interview
PA	Protected Area
PNP	Phrumshengla National Park
UNDP	United Nations Development Programme

Executive Summary

The Royal Government of Bhutan and WWF are pursuing a Project Finance for Permanence (PFP) model. PFP is an innovative approach to sustainably finance the long term protection of ecosystems around the world. Thus Bhutan for Life project is a consequence of the PFP which will provide Bhutan's government with a 40\$ million transition fund until 2030 to build up and effectively manage a robust network of protected areas and wildlife corridors covering 51% of the country. The Green Climate Fund (GCF), from which funding is being sought, recognizes the importance of gender considerations in terms of project impacts and access to climate funding, taking a gender-sensitive approach and encouraging involvement of relevant stakeholders, including vulnerable groups and addressing gender aspects. Its gender policy is congruent with many international agreements including the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women, the Millennium Development Goals and Sustainable Development Goals, recognizing the equal rights of women and men to access the Fund's services in order to adapt to and mitigate against the impact of climate change. This gender analysis has been undertaken in light of the GCF Gender Policy, and The gender policy of the WWF Network

The Gender Analysis Report aimed at identifying possible areas of gender intervention to support gender equality with the BFL project and address differentially vulnerability to climate change. The task required acquisition of data that required men's and women's needs, experiences and challenges in conservation and management of environment. The Harvard Gender Analytical framework was adopted to the local context and the analysis was based on the following aspects:

- Activity profile/ Division of Labor
- Socio-cultural gender perceptions
- Decision Making and Public Participation
- Differential Vulnerability to climate change
- Access and ownership of resources
- Laws, policies and institutional practices
- Strategic and Practical gender needs

The assessment was conducted in 12 villages covering 8 Protected Areas and 4 Biological Corridor. Data were collected through FGD, KII and Survey Questionnaire. The data analysis was done using theme content analysis and SPSS (Statistical Package for Social Science).

The findings indicate that there is relative balanced division of labor in terms of economic activity. FGD and survey data illustrate that both men and women are engaged in earning for the household. 48% respondent as both earn income, while 37% respondent as men support income generation and 15% by women. income, while 37% respondent as men support income generation and 15% by women. However the income generation of men are higher than women, because agricultural products which women engage for generating income yields low earnings. However women have heavy workload as due to their reproductive roles. Stereotypical gender roles are still practiced in the communities, whereby household responsibilities are solely shouldered by women as 80% of the respondent indicated that household burden fell on women, while majority of the (61%)of the household work is performed by woman compared to men (3%). Leisure time available for man and women also reaffirms women's heavy workload, man (52%)

have more time for leisure after their working hours as they can rest, socialize with friends, play archery, etc. Although there is willingness to share the responsibilities of women, which men do perform, it is only when, “wife’s are sick or not around”.

Communities have high dependence on natural resources such as NWFP products, water, land, forest. Both men and women are equally involved in the natural resource conservation and management. CFMG is very vibrant and robust in Bhutan, thus many of the communities under PA and BC are part of CFMG or one form of NWFP group. CFMG has gained grounds in the communities and it has comprehensive management plans on resource conservation and management. For example communities are involved in reforestation, silvi-culture, watershed management, sustainable harvesting, among other activist. Besides the presence of the Department of Forest and Park Services at the grassroots level ensures communities maintain their environment sustainably.

In terms of access and ownership of resources, most women inherited the properties such as land and properties. During the FGD, land was identified as the most important resource in support of their lives and livelihood. Land can be owned by purchasing or inheriting, however in rural areas it is mostly inherited. Both FGD and KII shared more women own the house and land they live in. From the interviewed respondents, 52% of women owned the land and houses, while slightly lower 47% marked men as owners. It confirms the findings from other reports that 60% of rural women own land and properties under their names However, many studies point highlight if inheritance practice benefit women limiting women’s social and economic choices, particularly those related to education, occupation and decision to remain in one’s village to look after one’s aging parents and ancestral land.

As for access and ownership of forest resources, the community at large have access and own the resources, as reported, “community forestry is considered to be one of the most important strategies in Bhutan in terms of reducing poverty and providing equal distribution of forest resources”. Besides most forestry related policies and regulations are intrinsically inclusive, with no specific considerations for gender, but a more gender neutral regarding communities primary beneficiaries. Legislations provide communities access to resources balanced with stringent conservation regulations. CFMG manage their own resources, with technical support provided by forestry officials from the DoFPS. The bye-laws of CFMG ensure that equity and equality issues are also taken into consideration. Through the FGD and KII, it was informed that women access NWFP for household as well as commercial purposes. Women also earned through selling of dairy products, farm produce and weaving. However it can be argued that income generation of men are higher than women as income from agricultural products yields low earnings.

In terms of decision making and public participation, processes and systems are in place, for community members to participate. The CFMG in their Bye-laws stipulates a minimum quorum for any issues to be discussed. Participation rates of women and men members are equally high, however women hesitate to articulate as much as men. Thus with respect to meaningful participation and decision making, there was a unanimous view that women are passive and expect men to decide. Some of the women in FGD agreed that its normally the men who make decisions on issues. The reasons cited for not participating by women is being too shy, not confident or illiterate to voice out opinions or provide suggestions. Due to women’s passive participation in public and community level, inclusion of interest and needs in conservation and management activities could be missed out.

Majority of the Forestry Officials working in close collaboration with communities had not received any formal gender mainstreaming training for conservation. Although they do facilitate

communities to ensure equitable approach towards forest conservation and management. Despite lack of any formal training on gender, it was found that many of the park managers were gender sensitive, they were aware that for overall conservation and management of environment, men and women played equal roles. Since communities depend on the resources for livelihood, participation of both sexes were vital. Besides since they facilitate planning and implementation of activities, they ensure that both men and women participate equally. It was informed that even in the bye-laws of community groups, aspects of equity and equality are covered, e.g. Requirement for equal participation by men and women in discussion, requirement of at least one women on the executive committee positions, were facilitated by forest staff. However their capacity for gender integration in the BFL project in terms of management, planning, implementation and evaluation and monitoring needs to be strengthened to ensure gender objectives are addressed.

Recommendations for ensuring gender equality and mainstreaming strategy that will address gender considerations at all levels of the project cycle:

- Alternative income generation for women
- Skills development
- Identify markets for products
- Awareness raising and capacity building on climate change
- adaptation and disaster risk reduction management
- Specific study tours for women
- Leadership and empowerment training for meaningful participation
- Formation of women's savings groups
- Gender Sensitive Disaster Risk Reduction Training
- Energy saving technology
- Awareness of laws and legislations
- Capacitate gender mainstreaming
- Collaboration with CSOs
- Project Cycle

Chapter One: Background and Rationale

1.1 Introduction to Bhutan for Life Project

Bhutan's protected area network – which consists of 10 protected areas linked by biological corridors – covers more than 51% of the country's total area. These landscapes contain a vast repository of ecosystems, species, and genetic diversity, and play a critical role in supporting socioeconomic and environmental health within and around Bhutan. This system is also especially critical to the country's climate resilience, providing the connectivity between habitats and refuges that these ecosystems and species will need to adapt to ever-increasing temperatures and climate change impacts.

A unique feature of Bhutan's protected area is that we have communities and settlements inhabiting them. According to the Population and Housing Census of Bhutan 2005 (PHCB 2005), there are 7,154 households, 420,842 people are living and/or interacting within the protected area system of Bhutan. Majority of the settlements practice subsistence mixed farming and their

livelihoods are supplemented through the collection of the Non-Wood Forest Produce and other natural resources from the forest.

Poverty is generally high in communities within protected areas. The national average poverty rate in rural areas is about 16.7%. But many communities in protected areas have higher than the rural average poverty rates. For example, Merak and Sakteng villages in Sakteng Wildlife Sanctuary have poverty rates as high as 35%.¹

Despite the current good condition of most of Bhutan's PAs, many of them, their natural resources as well as the livelihoods of the rural population inside or in the vicinity of PAs, are already threatened by economic pressures, e.g. illegal logging, forest fires and poaching in southern PAs, and by impending climate change impacts, e.g. increased climate variability and accelerated ice melting in northern PAs, and increased risk of landslides and floods downstream. In Bhutan, poverty makes people, especially in the rural areas, more vulnerable to climate change since they have little capital and capacity to cope during and aftermath of impact of disasters. Women in general and mountain women in particular face the burden of climate change disproportionately.² Women in the mountains have many roles to play as caregivers and household managers, as well as in crop production, livestock raising, and natural resource management. Hence they have to constantly cope with the heavy burden of a wide variety of chores. Generally women are not able to voice their needs and interests, and have limited access to technologies and information that will build resilience to environmental changes.

Unfortunately, Bhutan's current budgetary resources are not enough to properly manage its PAs, monitor climate change impacts, and undertake ecosystem based adaptation measures so as to deliver on the country's ambitious sustainable development and climate change goals.

This is where Bhutan for Life (BFL) comes in, providing a 14-year financial bridge that allows for immediate improvement in the climate-wise management of Bhutan's protected areas, and the prompt delivery of mitigation, adaptation and biodiversity gains, while the country gradually ratchets up its own financing resources – so that by the end of BFL, the country is able to fully pay for the sustainable management of its protected areas.

The project will accomplish this objective through the implementation of the components below:

Component A: Mitigation: Increasing forestry and land use climate mitigation

This component focuses on monitoring systems that detect forest cover change and ecological responses of forests and other systems to impacts of climate change. The findings will be used to develop climate resilient forest management practices and restoration of the degraded lands to conserve and enhance carbon stock.

Component B: Adaptation I: Integrated adaptation in communities and ecosystems to improve natural resource management for livelihoods and climate resilience

This component focuses on harnessing climate, hydrological, and natural resources information to design and implement resilience and adaptation measures in Bhutan's protected areas (PAs). This component will work to benefit nature and the livelihood of the population living both inside and in the vicinity of the PAs.

¹ The figure to be confirmed.

² RGoB & UNDP, 18th April 2014, *Project Document, Addressing the Risks of Climate Induced Disasters through Enhanced National and Local Capacity for Effective Actions*

Component C: Adaptation II: Climate-smart conservation to enhance provision of ecosystem services

This component focuses on harnessing climate, natural resource and biological information to design and implement ecosystem based adaptation in the management of Bhutan's PAs. This component will work to secure wildlife and habitats, and reduce human wildlife conflict in the changing climate while ensuring the sustainable flow of ecosystem services.

Component D: Protected areas: Effective management of protected areas

This component focuses on strengthening the organizational, institutional and resource capacity for effective management of PAs. This is a crucial component, as the success of the initiative is dependent on fully equipped, well trained staff; full funding; essential infrastructure; and a well-organized system for managing the protected areas.

Component E: BFL program management: Management, monitoring, reporting & evaluation, policy support, contingencies

This component groups all the management activities necessary for the effective implementation of BFL. As such, its purpose is to ensure the efficient implementation of the BFL program

The proposed project will be implemented by Bhutan's Department of Forest and Park Services under the Ministry of Agriculture and Forests. External funding for the project will flow through an independent sinking trust fund (called a Transition Fund). The Transition Fund will review progress of project activities and release funds for activities under all components based on a set of disbursement conditions. The management and operations of the Transition Fund will be laid out in an Operational Manual to be developed once the Transition Fund has been established. All safeguards, policies and procedures will be included in the Operational Manual, consistent with WWF's Environment and Social Safeguards Policies and Procedures (SIPP).

The Transition Fund will finance project activities in 10 protected areas (and the Royal Botanical Park), 8 Biological corridors, and some policy based activities at the national level. There are 35,000 people (7,000 households) living within the protected area network, most of whom depend on natural resources for their livelihoods.

The Green Climate Fund (GCF), from which funding is being sought, recognizes the importance of gender considerations in terms of project impacts and access to climate funding, taking a gender-sensitive approach and encouraging involvement of relevant stakeholders, including vulnerable groups and addressing gender aspects. Its gender policy is congruent with many international agreements including the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women, the Millennium Development Goals and Sustainable Development Goals, recognizing the equal rights of women and men to access the Fund's services in order to adapt to and mitigate against the impact of climate change. This gender analysis has been undertaken in light of the GCF Gender Policy³, and the gender policy of the WWF Network⁴.

1.2 Objective of the Assessment

Assessment Rationale

³ Gender policy for the Green Climate Fund. [https://www.greenclimate.fund/documents/20182/114264/1.8 - Gender Policy and Action Plan.pdf/f47842bd-b044-4500-b7ef-099bcf9a6bbe](https://www.greenclimate.fund/documents/20182/114264/1.8_-_Gender_Policy_and_Action_Plan.pdf/f47842bd-b044-4500-b7ef-099bcf9a6bbe) (currently under review)

⁴ WWF Gender Policy. <https://www.worldwildlife.org/publications/wwf-gender-policy>

Gender equality and equity are prerequisites to poverty eradication and sustainable development. The livelihoods of rural and indigenous people and those of communities living in poverty are often closely tied to the environment. In these communities, women play a leading role in caring for their families and communities, in sharing their intellectual and social capital, and in conserving and managing natural resources. In many societies, both women and men are agents of change, but their contributions do not receive equal recognition. Gender equality between women and men often has a cumulative effect of improved environmental management and conservation and poverty alleviation for communities.

The rich biodiversity PAs included in this project are home to men, women, boys and girls who all depend in different ways on ecosystem services from their environment and play different roles in stewarding them. In addition, they are differently vulnerable to climate change. In order to understand these different roles and vulnerabilities and ensure a gender sensitive approach to BFL that brings equitable co-benefits, it is essential to conduct an in-depth gender analysis at the design phase of the project to identify these differential roles and subsequently develop a gender mainstreaming strategy that will address gender considerations at all levels of the project cycle.

Objective

The main objective of the gender analysis is to collect gender-specific data that will lead to gaining knowledge on: decision making processes among women and men at the community level; their differential control over the management of natural resources and the types of resources they use; access to land by women and men in the project area; and differential vulnerability of women and men to climate change. This is in view of identifying gaps and solutions to improve women's participation in conservation, promote more equitable management of and benefits from the use of natural resources, and address differentially vulnerability to climate change.

Specific Objectives

1. Collect sex disaggregated data by age groups in at least five domains of the gender analysis – access to resources (revenues, employment, land, etc.); roles, responsibilities and utilization of time; norms, beliefs and perceptions; laws, policies, institutional practices; and decision-making processes.
2. Identify climate-smart constraints and opportunities for the full participation of women into the project activities in an equitable manner.
3. Identify climate-smart economic activities which are environmentally sustainable for both women and men.
4. Formulate recommendations to ensure participation of both women and men in project activities in an equitable manner.
5. Reinforce all project staff knowledge and capacity in the implementation of a project sensitive and responsive to gender issues.

1.3 Gender Development in Bhutan

The concerted effort of Bhutan's development approach following its development philosophy of Gross National Happiness (GNH) has resulted in it attaining medium human development index (HDI) ranking. It has made steady and impressive progress towards realizing its human development under the three basic dimensions of: a long and healthy life, access to knowledge, and a decent standard of living. Its human development index value increased from 0.572 to 0.607

between 2010 and 2015, which was an increase of 0.6%⁵. The HDI value of 0.607 placed the country under the medium human development category, 132th out of 188 countries and territories⁶. However, with respect to the Gender Inequality Index, Bhutan's value stood at 0.477, ranking it 110 out of 159 countries in 2015. Although Bhutan has strong political will and commitment to address social relations to gender by creating an enabling legal and policy environment, gender gaps exist in education, employment, representation in decision making, and gender based violence in both rural and urban areas⁷. Further, a higher proportion of males (55%) are either 'deeply' or 'extensively' happy compared to females (39%)⁸ as per the Gross National Happiness Report 2015.

There is strong commitment to achieving gender equality and equity by promoting the participation of women in governance, as reflected in the Constitution and the Five Year Plan Document. The 11th Five Year Plan⁹ targets a more gender friendly environment for women's participation by identifying four specific performance indicators: (i) Draft legislation to ensure quota for women in elected offices including the parliament and local government bodies - draft legislation and present to Parliament (ii) Ratio of female to males in tertiary education - ensure at least 90% female to male ratio in tertiary education (iii) Female youth unemployment - reduce female youth unemployment from 7.2% to less than 5% (iv) Agencies with gender-sensitive policies and or gender mainstreaming strategies – at least 20 agencies implementing gender sensitive policies and or gender mainstreaming strategies.

A major reform towards decentralization from absolute monarchy to a democratic system of governance in 2008 further strengthened the effort towards providing both men and women equal opportunity for decision making and participation in all spheres of development. While women have benefitted by the Government's efforts in providing electricity, improving connectivity for better access to public services, and educational facilities, women's participation in politics and governance continues to be limited.

There is a general view that overt gender discrimination does not exist: favorable conditions on gender equality such as inheritance customs favor women, and at household level men and women hold equal positions. However, studies suggest that gender discrepancies exist in various parts of development sector. Some of the gender concerns are in the areas of education, adult female literacy, employment, governance and rural poverty, especially among female headed households. Another growing gender concern is the increase in the rise of domestic violence. According to Bhutan Multiple Indicator Survey 2010, about 24% women aged 15-49 had experienced violence at some point of their lives¹⁰. The survey revealed that 68.4% of women in Bhutan tolerated and justified that their husbands/partners hit them for various reasons, such as neglecting the children, going out without telling them, burning the food, refusing sex, and arguing with them. The findings indicate that women living in rural areas, with less education and from poor backgrounds, seem to have more tolerance toward domestic violence. The incidence of rising cases of domestic violence against women led to the enactment of the Domestic Violence Prevention Act of Bhutan 2013. The enactment of the Bill is considered a move towards providing

⁵ UNDP 2016, *Bhutan Human Development Report*

⁶ *Ibid*

⁷ ADB, UNDP & NCWC, March 2014, *Gender Equality Diagnostic of Selected Sectors*

⁸ Center for Bhutan Studies and GNH Research, 2015, *GNH Survey Report, A Compass towards Just and Harmonious Society*

⁹ *Gross National Happiness Commission, 2013, Eleven Five Year Plan*

¹⁰ *National Statistics Bureau, 2010, Bhutan Multiple Indicator Survey*

victims of domestic violence, mostly women, their right to protection. Nevertheless domestic cases are on the rise with 2020 cases recorded between 2009 and 2014 by RENEW¹¹, a local CSO that provides shelter to victims of violence, among other services.

Gender without doubt is a major area of focus for government, and remains a development priority. The Prime Minister on behalf of the Government of Bhutan made a pledge in a commitment statement at the Global Leaders' Meeting on Gender Equality and Women's Empowerment during the 70th Session of the UN General Assembly, 2015, "with the adoption of the 2030 Agenda, the international community has a unique opportunity to ensure that addressing gender issues remains at the forefront of sustainable development." It was pledged that the Government of Bhutan is fully committed to accelerate "implementation of the Beijing Declaration and Platform for Action and to the realization of the gender equality goals and empowerment in the 2030 agenda."

Goal 5 of the 2030 Agenda for Sustainable Development is "Achieve gender equality and empower all women and girls." Some of the agendas within Goal 5 are to "end all forms of discrimination against women and girls everywhere; eliminate all forms of violence against all women and girls in the public and private spheres...; ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life".

Chapter Two: Methodology

2.1 Gender Analysis Framework

In order to undertake a comprehensive gender analysis and to mainstream gender into the project, the Harvard Analytical framework was adapted to the local context. The analysis was

¹¹ Tshering Dorji, 1/31/2015 , *The Bhutanese, Domestic Violence on Case on the Rise*, retrieved on 3rd May 2017 from <http://thebhutanese.bt/domestic-violence-cases-on-the-rise/>

based on key important gender aspects that would enhance achievement of BFL project goals, specifically goals under Theme 2 and Theme 4, respectively:

- i). PA systems provide sustained ecosystem services for socio-economic and ecological wellbeing.
- ii). Socio-economic wellbeing of communities within PA system enhanced. Communities within PA system continue to live in harmony with nature.

The analysis framework was based on the following elements:

- Activity profile/ Division of Labour
- Socio-cultural gender perceptions
- Decision Making and Public Participation
- Differential Vulnerability to Climate Change
- Access and ownership of resources
- Laws, policies and institutional practices
- Strategic and Practical gender needs

From the 10 protected areas, 8 protected areas were selected, from which one gewog (block) under the protected areas was visited for the assessment which used Focus Group Discussions (FGDs), Key Informant Interviews (KIIs) and surveys. A gewog consists of many villages at the grassroots level, hence members from many villages participated. In addition, out of the 8 Biological Corridors (BCs), 4 Biological Corridors were included. Hence the following 12 areas with mix of PAs and BCs were visited:

PA/BC	Full Name	Gewog coverage
JKSN	Jigme Khesar Strict Nature Reserve	Bji Gewog
PWS	Phibsoo Wildlife Sanctuary	Nichula Gewog
JSWNP	Jigme Singye Wangchuck National Park	Langthel Gewog
WCNP	Wangchuck Centennial National Park	Metsho Gewog
PNP	Phrumsengla National Park	Metsho Gewog
BWS	Bumdeling Wildlife Sanctuary	Khoma Gewog
SWS	Sakteng Wildlife Sanctuary	Merak and Sakteng Gewogs
JDNP	Jigme Dorji National Park	Damji Gewog
BC1	Biological Corridor 1	Bji Gewog
BC3	Biological Corridor 3	Gakidling Gewog
BC4	Biological Corridor 4	Nangkhor Gewog
BC6	Biological Corridor 6	Kangpara Gewog

Since several climate vulnerability assessments have already been undertaken in protected areas in Bhutan, the results of these assessments were analyzed to provide guidance on differential vulnerability of women and men to climate change, and make recommendations to address this.

2.2 Literature Review of Policy Framework related to Protected Areas: The purpose for the literature review was to examine policies, legislations and strategies to address gender equality in Bhutan. The review also assessed established cultural norms and values related to gender and their link to poverty, gaps and challenges relevant to gender relations in forest management.

2.3 Key Informant Interviews: Forestry officials working under protected areas were interviewed using a structured questionnaire. Forestry officials responsible for overseeing the management and conservation of protected areas are important implementers of the Bhutan for Life Project, as they live and work with the communities to ensure the project's objectives and goals are achieved. KIIs were undertaken with the objective to gain insights into the level of understanding and attitude towards gender equality and sensitivity. The structured questionnaire and list of interviewed officials are Annex 1 and 2 respectively. Out of the 54 officials who were interviewed only 3 were female officers.

2.4 Focus Group Discussions: FGDs were conducted to assess and analyze the extent of gender issues to be mainstreamed within the project's overall framework. Focus group discussions were conducted in all the 12 gewogs and the groups were divided into women, men, elderly and youth groups (Annex 3. List of community participants). FGDs obtained insights into the various gender dimensions in the communities through structured questionnaires (see Annex 4. Questions for FGD). A total of 201 community members participated in FGD, including 64 women (31.8%).

2.5 Survey Questions: A Semi-structured survey questionnaire was administered in the 12 areas that were assessed. Respondents to the questionnaire were selected randomly in the areas. A total of 150 respondents completed the survey, filled in by enumerators who were part of the assessment team. The objective of the survey was to substantiate and triangulate data gathered from other tools, to derive reliable and robust findings. The survey questionnaire (Annex 5. Survey Questionnaire) used a similar gender analysis framework to that mentioned earlier to understand gender dimensions of the project.

2.6 Data Processing and Analysis

Statistical Package for Social Science (SPSS) was used for data analysis of the survey forms. The data from KIIs and FGDs were collated, summarized and analyzed based on the gender analysis aspects. All data were triangulated and used to derive the findings on which the recommendations were based for gender integration in the project.

Chapter Three: Literature Review

3.1 Legal and Policy Framework on Gender

Constitution of Bhutan 2007

Bhutan's supreme law, The Constitution ensures the promotion of equal rights to all citizens, men and women. Non discriminating and ensuring a strong commitment to gender equality Fundamental Rights under Constitution's Article 7(15) stipulates,

"All persons are equal before the law and are entitled to equal and effective protection of the law and shall not be discriminated on grounds of race, sex, language, religion, politics or other status".

Provision in the Constitution underscores the right to equality of all citizens. Furthermore, political rights of women in the selection of their central and local government is ascertained under Article 7 (6) as it stipulates,

"A Bhutanese citizen has the right to vote"

This is a provision that is important as it empowers women to express their freedom, a freedom that entails choice. Subsequently, Article 7 (11) is another underlying provision for gender equality as it guarantees women equal pay for work of equal value as stipulated ,

"A Bhutanese citizen shall have the right to equal pay for work of equal value".

Although not explicitly referred to as women and men's rights, the Constitution provides balanced, nondiscriminatory equal rights and protection to all citizens, men and women.

The Civil and Criminal Procedure Code of Bhutan (CCPCB) 2001

The procedural law, Civil and Criminal Code of Bhutan 2001 provides "Equal Justice under law" as one of the fundamental principles of the Judiciary. Section 3 of the CCPCB states,

" All persons are equal before the law and are entitled to equal and effective protection of the law without discrimination on the ground of race, colour, sex, language, religion, political, or other opinion, national or social origin, property, birth or other status"

Thus all citizen's, men and women, can pursue legal proceedings and institute court proceedings if they believe, their rights have been violated.

The Marriage Act of Bhutan 1980

By and large, the Marriage Act of Bhutan treat men and women equally. It covers separation, extramarital affairs, alimony, divorce and child custody. While almost all provisions of the Act treat men and women equally, Marriage (Amendment) Act of Bhutan 2009 provides that children under the age of 9 years shall remain under the custody of the mother unless the court finds compelling reasons or order otherwise.

Land Act of Bhutan 2007

Both women and men have equal right to own land in the country either as individuals or as family stipulated under Article 58. Entitlement to own land

Election Act of Bhutan 2008

According to the Election Act of Bhutan, both men and women can contest to become elected members of the National Council or the National Assembly and Local Government Representative so long as candidates, men or women, meet the criteria laid out under Chapter 10. Qualifications and Disqualifications for Candidates

Bhutan 2020: A Vision for Peace, Prosperity and Happiness

The overarching objective of the "Bhutan 2020: A Vision for Peace, Prosperity and Happiness" prepared by the then Planning Commission of the Royal Government of Bhutan is development based on the GNH concept which emphasizes the ability of all to realize their potential; equitable sharing of the benefits of development; and opportunities for all to share in decisions that affect

their lives, livelihoods, and families. This vision cannot be attained without ensuring that women have equitable access to self-realization, development benefits, and participation in decision making.

A National Plan of Action for Gender(NPAG) 2008-2013

The NPAG which was formulated by the Gross National Happiness Commission and the National Commission for Women and Children identified seven critical areas for action. It is the first gender plan of Bhutan¹² and is considered as a continually evolving document that looks at advances and challenges in promoting and achieving gender equality in seven areas identified as critical for action to achieve good governance; economic development, with a focus on employment; education and training; health; ageing, mental health and disabilities; violence against women; and prejudices and stereotypes. During the five-year action plan period, violence against women was the area of action that received the most attention and follow-up. This included the enactment of the Domestic Violence Prevention Act, 2013¹³.

The Eleventh Five-Year Plan 2013-2018

A major theme of the 11th plan, adopted in mid-2013, is inclusive development. The plan situates the promotion of gender equality as a key element of strengthening governance. It sets out four areas for attention and commits to preparing legislation on quotas for women's representation in local and national elected bodies, and to the implementation of gender mainstreaming strategies by government agencies. The four areas of attention are as follows:

- i) Draft legislation to ensure quota for women in elected offices including the Parliament and local government bodies-draft legislation and present to the Parliament;
- ii) Ratio of females to males in tertiary education-ensure at least 90% female to male ratio in tertiary education;
- iii) Female youth unemployment-reduce female unemployment from 7.2% to less than 5%;

Agencies with gender sensitive policies and/or gender mainstreaming strategies-at least 20 agencies implementing gender sensitive policies and/or gender mainstreaming strategies.¹⁴

3.2 Overview of Gender Equality in Development Sectors

In comparison to other countries within the region, Bhutan is regarded to have a relatively equal gender situation with no overt gender discrimination. However, according to the Human Development Report¹⁵, Bhutan's Gender Inequality Index (GII) value stood at 0.477, ranking it at 110th position out of 159 countries in 2015, lower than some countries within the region. Although laws and policies provide for gender equality, gender discrepancies exist in various sectors, which impact the overall situation of women in Bhutan. Review of a few development sectors in terms of gender parity provides an overview of the status of gender in Bhutan.

Education: The general literacy rate of Bhutan is 63% with adult literacy rate at 53.3%¹⁶.

¹² UN Women, *Global Database on Violence Against Women*, retrieved on 25th April, 17 from <http://evaw-global-database.unwomen.org/en/countries/asia/bhutan/2008/national-action-plan-on-gender-2008-2013>

¹³ ADB & NCWC, *March 2014, Bhutan Equality Diagnostic of Selected Sectors*

¹⁴ Gross National Happiness Commission. 2013. *Eleventh Five-Year Plan, 2013–2018*. P.121

¹⁵ UNDP, 2016, *Human Development Report*

¹⁶ RGoB, *Ministry of Education, 2016, Annual Education Statistics 2016*

Universal primary education has been achieved and secondary education enrollment has increased to gross enrollment ratio of 74%¹⁷. There is no gender disparity from primary to secondary education. However, as the education level increases, like at the tertiary level, there exists a gap, with “girls making up 44% of the total enrollment at the tertiary level in Bhutan”¹⁸. Even though adult literacy is impressive, gender discrepancy is also evident here, with 66% of males being literate and only 45.2% of females as literate. Due to discrepancies in education and literacy level, women’s participation in decision making and governance, as well as employment, are areas with gender disparity.

Employment: Female employment status in Bhutan is lower than that of men. According to the Labour Force Survey 2015, 53.6% of males are employed whereas women lag behind with 46.4%. The percentage share of employed persons by type of enterprise highlight that 58% of employed persons are in agriculture, followed by 19.1% in private businesses and 7.0% in civil service. However it is interesting to note that women constitute 30.5% of agricultural labour while men constitute 27.5%. The majority of men are employed in the civil service or other government agencies, while women are mostly employed in the agricultural sector or the private sector. While agriculture is revered as critical for family sustenance, income generation and nation’s food supply, it is characterized by drudgery and low income returns. According to ADB’s (Asian Development Bank) Gender Equality Diagnostic Study of Selected Sectors, March 2014, on the intrinsic situation faced by women in rural areas employed in the agriculture sector, “Women farmers face additional challenge in increasing agricultural productivity and earnings”, “Women’s workloads are heavier than those of men”. The study revealed that women worked an hour more than men per day, were overworked and time deprived. Most of the work hours included were unpaid work, such as child care, caring for sick and elderly, household maintenance, kitchen gardening, crop farming and community labour contributions. Thus women are overwhelmed by household, productive and community activities. This was also evidenced in 2011 through the Gender Pilot Study conducted by the Gross National Happiness Commission that highlighted, “women in rural areas were in the productive as well as household tasks-multiple responsibilities, multiple tasks”. These factors play into the state of happiness of women, which the GNH Survey Report 2015¹⁹, reveal that higher a proportion of males (55%) are either ‘deeply’ or ‘extensively’ compared to females (39%).

Table 1. Percentage share of employed persons by major economic activity and gender 2015

Major Economic Activity	Male	Female	Total
Agriculture and Forestry	27.5	30.5	58.0
Mining and Quarrying	0.5	0.1	0.6
Manufacturing	2.8	3.7	6.5
Electricity, Gas and Water Supply	0.6	0.2	0.8
Construction	1.5	0.3	1.8
Whole sale and Retail Sale	3.2	4.6	7.8
Hotels and Restaurants	1.1	1.2	2.3
Transport, Finance and Communications	3.3	0.3	3.7
Financial Intermediation	0.5	0.2	0.7
Real Estate, Renting and Business Activities	0.7	0.3	0.9
Public Administration and Defense Activities	7.4	1.8	9.2
Education	1.7	1.6	3.3
Health and Social Work	2.9	1.1	4.0
Private Households with Employed Persons	0.0	0.5	0.5

¹⁷ UNDP, 2016, *Bhutan Country Report*

¹⁸ RGoB, Ministry of Education, 2016, *Annual Education Statistics 2016*

¹⁹ Center for Bhutan Studies and GNH Research, 2015 *GNH Survey Report: A Compass Towards a Just and Harmonious Society*

Total	53.6	46.4	100
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Source: Labour Force Survey Report 2015, Ministry of Labour and Human Resource

Governance: Bhutan is challenged with very low representation of women in the National Parliament, both at the National Assembly and the National Council. During the period 2008-2013, out of the 47 members only 4 women representatives (8.5%) were elected to the National Assembly and from 25 National Council representatives only 6 women representatives (24%)²⁰ were elected. The number dwindled during the current period of 2013-2018 whereby a meager 3 women representatives were elected at the National Assembly and 2 women representatives elected in the National Council. However in the Local Government (LG), women constituted a little over 11% of LG positions compared to 4% in 2011²¹. In 2011, from 205 Local Government Leaders, only one woman was elected to a leadership position, however during the 2016 LG election, two women managed to secure LG leadership positions. As such women's representation at higher ranks and public sphere still remains low in Bhutan. Low women's participation in decision making being low impacts the voicing women's needs and interest both at national and local level.

3.3 Overview of gender roles and vulnerability related to the environment, disaster and climate change in Bhutan

Environment: One of the pillars of Bhutan's development philosophy is Environment Conservation and thus environmental protection is highly regarded in the Constitution stipulating 60% forest cover for all times. The country currently boasts of 71% forest cover and is regarded as the 10th biodiversity hotspots in the world. Forest is very important for Bhutan as "people in Bhutan, particularly those living in rural areas are highly dependent on forest"²². Rural population rely on the forest for their sustenance and livelihood. There are differentiated roles for men and women in terms of extraction and use of forest products (see survey results for more details).

Disaster and climate change hazards: Bhutan is vulnerable to many natural hazards, such as flash floods, landslides, droughts, windstorms and forest fires, and is located in a seismically active zone with high risk of earthquakes²³. Many of these hazards (with the exception of earthquakes) are exacerbated by climate change. For example, as climate change advances Bhutan is expected to experience rising temperatures, greater variability in precipitation, and more extreme weather events²⁴. Increased variability in precipitation is likely to exacerbate both floods and droughts. Drought combined with rising temperature may result in more frequent and/or more intense and damaging fires. It will also affect safe drinking water supplies, and increase the incidence of water-borne disease. As temperatures rise glaciers will continue to melt and form lakes in the exposed moraine, increasing the risk of glacial lake outburst floods (GLOFs) downstream. More intense rain storms will also increase the risk of flash flooding; and cause soil erosion in catchments, which in turn will increase sedimentation of rivers, reservoirs and irrigation schemes. Increased temporal and spatial variation in river flow will affect electricity generation.

²⁰ Royal University of Bhutan & Institute for GNH Studies, 2014, *Improving Women's Participation in Local Governance, An Explorative Study of Women's Leadership Journey's in Eight Districts of Bhutan*

²¹ Election Commission of Bhutan, Press Release, 31/10/2016

²² Ministry of Agriculture and Forest, Ugyen Wangchuk Institute of Conservation and Environment, 2011, *Community Forestry in Bhutan: Putting People at the heart of Poverty Reduction*

²³ ADB & NCWC, March 2014, *Bhutan Equality Diagnostic of Selected Sectors*

²⁴ National Environment Commission. 2006. *Bhutan National Adaptation Program of Action*. Royal Government of Bhutan.

The Bhutan National Adaptation Programme of Action (NAPA)²⁵ identified the farming community as the most vulnerable group to climate change, especially in light of the unpredictable and increasingly variable timing of the monsoons. The main cash crops (rice, potatoes, chilies, apples and oranges) are all highly sensitive to water and temperature variation. Dryland crops such as wheat, buckwheat, maize and barley are major food sources for farmers and their livestock; they are entirely dependent on rainfall and so are highly vulnerable. Incidence of hail storms and pests and diseases is also likely to increase. On the other hand, it will also be difficult for Bhutanese farmers to take advantage of possible benefits from climate change, due to limited land to expand production, and challenges to transport crop surpluses to market in the rugged terrain.

Differential vulnerability of women and girls to climate change and disasters: Like in many parts of the world, women in Bhutan are differentially more vulnerable than men to several climate change and disaster hazards, including those affecting resources required for subsistence. This includes drinking water, for which rural women are responsible: with increased climate variability water sources are drying up in some locations or quality is worsening. Women also care for children and other household members affected by water-borne diseases and diseases transmitted by mosquitoes, which are expected to increase with climate change. As reported by the NAPA, farmers are the most vulnerable group, and women farmers are in the majority. Many women also have the added burden of being the head of the household because their husbands have migrated outside Bhutan for work; climate change can add to their already heavy workloads and worries. Women's work may increase if climate change reduces electricity generation, and some have to revert to more labour-intensive energy generation, for example wood stoves and collection of firewood. In addition, women in Bhutan are also often dependent on male household members for receiving information on disaster risk preparedness and evacuation.²⁶

Chapter Four: Findings and Discussion

4.1. Demographic overview of survey respondents

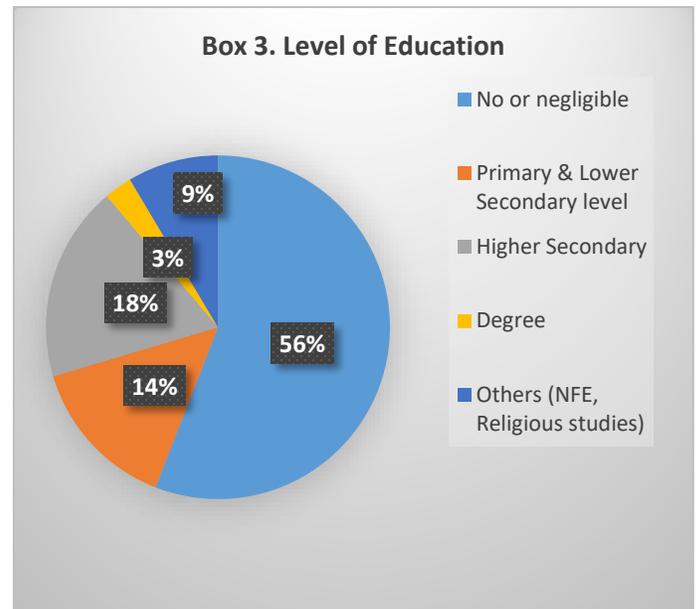
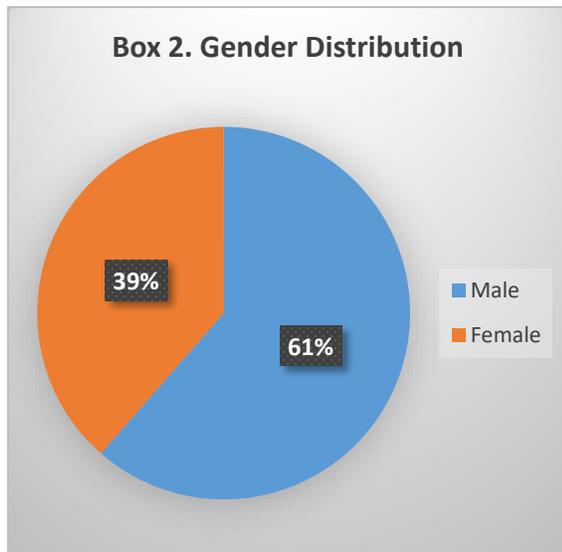
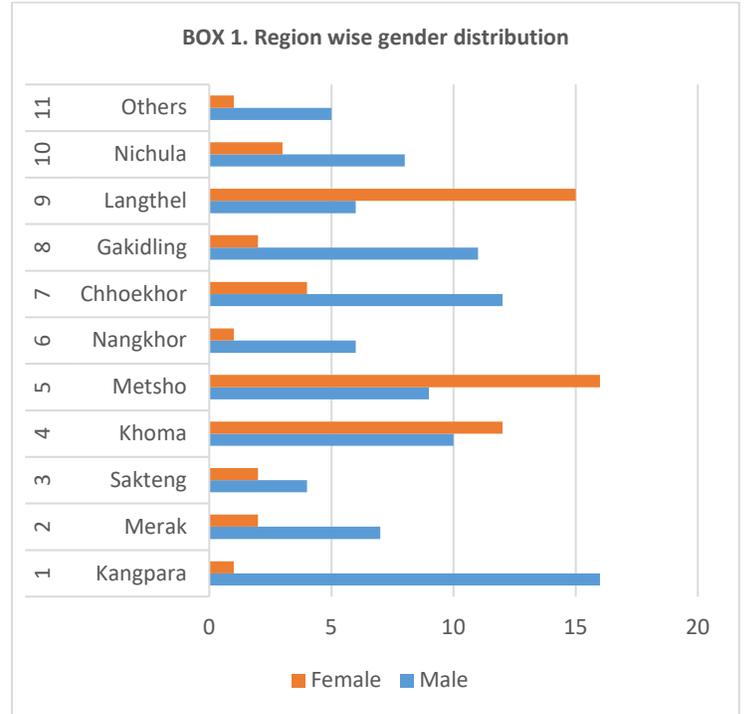
A total of 153 respondents completed the survey form and their demographic details and profile is presented to provide an overview of respondents. Out of the 153 respondents, only 59 (38.5%) female respondents participated in the survey.

²⁵ National Environment Commission. 2006. *Bhutan National Adaptation Program of Action*. Royal Government of Bhutan.

²⁶ *Ibid*

Table 2. Profile of Survey respondents

ID	Region/gewog	Male	Female	Total Respondents
1	Kangpara	16	1	17
2	Merak	7	2	9
3	Sakteng	4	2	6
4	Khoma	10	12	22
5	Metsho	9	16	25
6	Nangkhor	6	1	7
7	Chhoekhor	12	4	16
8	Gakidling	11	2	13
9	Langthel	6	15	21
10	Nichula	8	3	11
11	Others	5	1	6
Total Respondents		94	59	153



Out of the total respondents, 94 (61%) were males and 59 (39%) were females. In terms of literacy level, the highest level of education among respondents fall under 'Others' (56%) which include Non Formal Education, Religious studies. Only 3% of respondents had degree level education, where else 9% were uneducated. Highest educated respondents were from Metsho gewog which is situated in Phrumshingla National Park and the lowest were from Sakteng Gewog under Sakteng Wildlife Sanctuary.

4.2 Division of Labour at household and community level

The findings from the FGD and Survey show that distinct roles are played by man and woman at the household level. During the FGD participants shared that there is a relatively balanced division of labour in terms of farming as both men and women are involved. Division of labour was based on convenience and physical strength; work which required more physical strength was done by men and women undertook physically less demanding chores. For example, men were engaged in ploughing, digging, chopping and collecting wood, while women did the weeding, transplanting, sowing, etc. However besides agricultural work, women had extra workload as they solely did most of the household activities, such as cooking, cleaning, childcare, caring for elderly, etc. From the survey it shows that most (61%) of the household work is performed by women compared to men (3%). As for outdoor work, 58% responded as it's men who are engaged in it. The survey also looked at the leisure time available for men and women; men (52%) have more time for leisure after their working hours as they can rest, socialize with friends, play archery, etc.

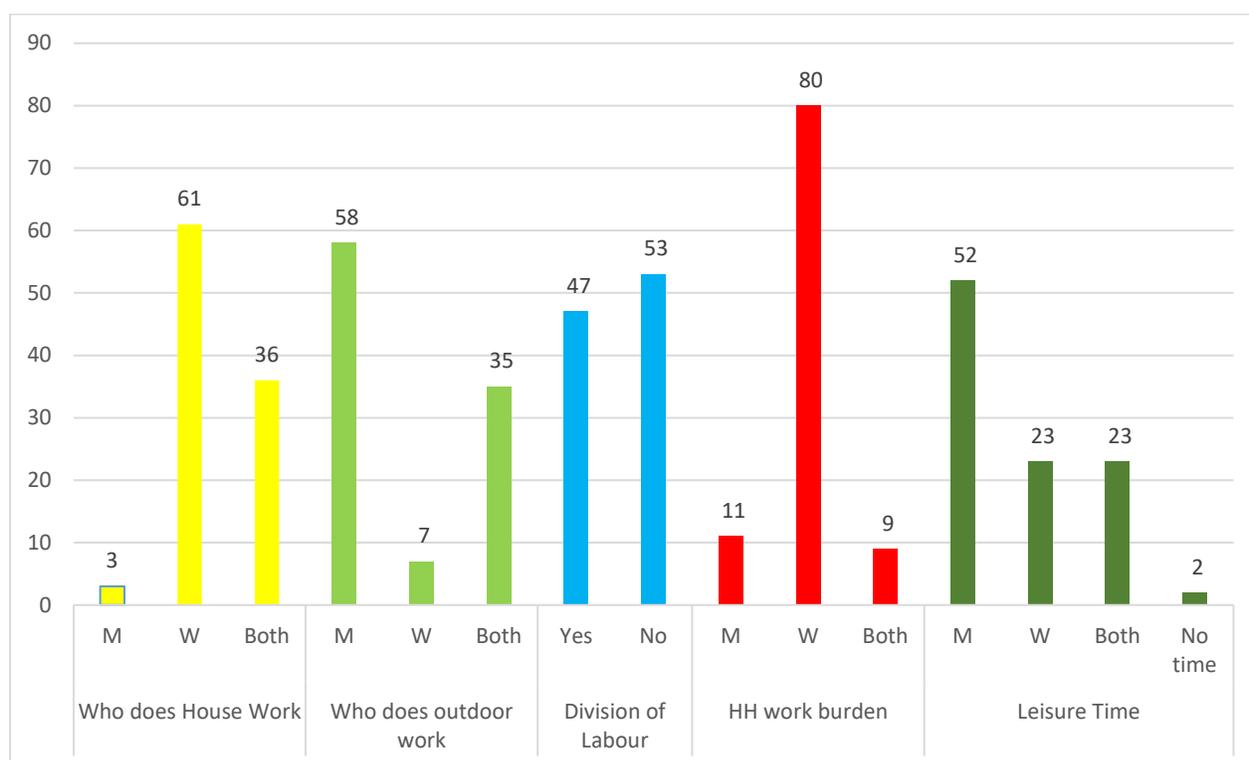


Figure 1

Thus it is confirmed that at the household level, it is the woman who are primarily engaged as 80% confirmed that household burden falls on women. ADB's Report on Gender Equality Diagnostic of Selected Sectors alludes to rural women's heavy workloads, "with the addition of household and community requirements, rural women have heavy workloads". During the FGD, participants agreed that both men and

women contributed equally to community activities such as voluntary labour, community festivals, etc. Through the survey, it is learnt that both men and women are willing and exchange each other's roles, but most men responded that "only when wives are not at home or are ill, we have to do their work". Thus the stereo-typical gendered roles still exist in rural communities.

As for economic activities, there is a relatively balanced division of labour. The FGD, substantiated by survey findings, inform that both men and women play substantial economic roles. They are both involved in economic activity to support income generation for the household, as depicted in Figure 3. 48% responded that both earn income, while 37% responded that men support income generation and 15% that women generate income. Men generated income for the household working as waged labour in road construction, house construction and repairs, carpentry or other business. Women earned income through selling of dairy products, weaving and other farm produce. It can be argued that income generation by men is higher than women as income from agricultural products yields low earnings. However, in Khoma community, both men and women agreed selling of silk handcraft products woven by women generated a higher income for the family. In the highland region, both men and women

engaged during cordyceps harvesting, which generated high income for the household.

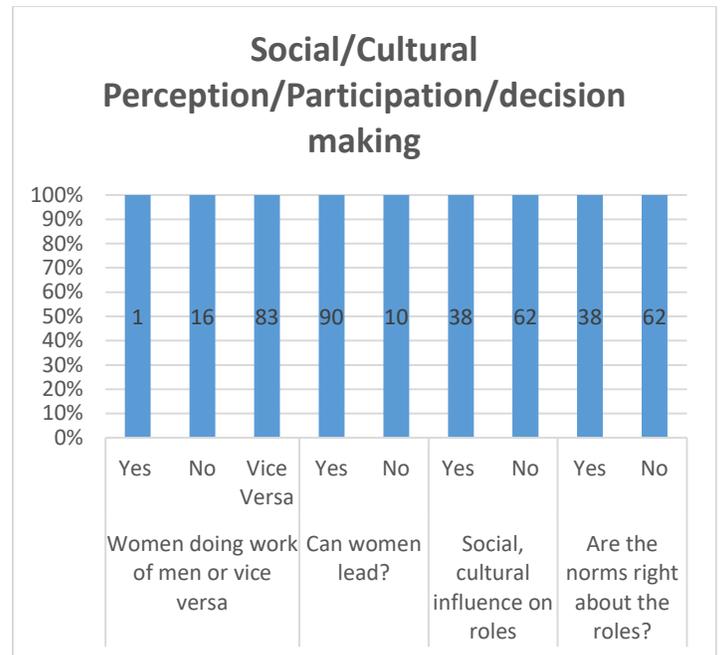


Figure 2

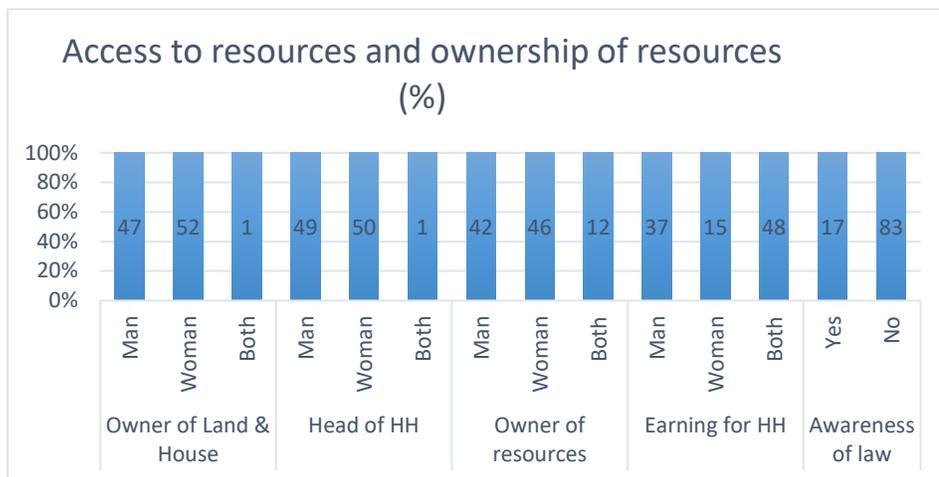


Figure 3

The fact that women already have very heavy work loads and demands on their time, and are also in several ways more vulnerable to climate change than men, paints a challenging future for them. Hence it is very important that this is taken into account when mainstreaming gender in BFL, as elaborated more in the next chapter.

4.3 Division of Labour in Forest Conservation

The FGDs and KIIs informed that both men and women are equally responsible for conservation and management of forest. The practice of Community Forestry (CF) is widespread in Bhutan, as a strategy “for protection, conservation and sustainable use of forest resources in the country, but also strongly emphasizes poverty reduction and local democratization”²⁷. Due to the success of CF, the number of community forests is increasing. According to the Social Forestry Division, Ministry of Agriculture and Forests, currently there are 677 CFMGs (Community Forestry Management Groups) and some are still in the pipeline to be approved. Almost all the 20 districts in Bhutan have CF within their territory. Thus almost all the areas where FGD was done, participants were members of CFMGs.

CFMG are governed by their management plans and bye-laws which communities are well aware of. There is a high level of knowledge and understanding on sustainable forest management and conservation. Both men and women contribute equally in the conservation of their environment as they are part of the CFMG which have outlined activities for conservation. Since communities are highly dependent on natural resources for sustenance and livelihoods, they understand the benefits of sustainable harvesting of natural resources and its conservation. Forest officials who were interviewed for KII also shared that both men and women community members are equally engaged in CF management activities. Both are engaged in reforestation, planting seeds, establishing tree nurseries, etc. When there are incidences of forest fire, it is normally men who assist forest officials in containing the fire.

4.4 Access and Ownership of Resources

During the FGDs, land was identified as the most important resource in support of their lives and livelihoods. Land can be owned by purchasing or inheriting, however in rural areas it is mostly inherited. From both FGDs and KIIs, supported by survey data as depicted in Figure 3, slightly more women than men own the houses and land they live in. From the interviewed respondents, 52% of women owned the land and houses, and 47% of men were owners. GNHC’s Gender Pilot Study did also reveal that in Bhutan especially in the rural areas, women inherited property with “60:40 female/male ratio”. It is further confirmed through ADB’s Gender Equality Diagnostic of Selected Sectors that “women are favored with the patterns of inheritance in Bhutan”; however whether woman’s inheritance really benefits them needs validation. The report reflects that women inheriting land are obliged to undertake “management responsibilities on behalf of the family, including parents”, “inheritance patterns have the effect of limiting women’s social and economic choices”, and “inheritance pattern bound women to the land, with the result that they miss out on education”. Another study by the World Bank²⁸ also echoes a similar claim, “Under the matrilineal inheritance system which is practiced in some regions in Bhutan, agricultural land and other property such as livestock is usually inherited by the eldest daughter”. The report found that 60% of rural women have lands registered under their names and 45% of property titles are in women’s names. However it’s controversial if inheritance practices benefit or inhibit women’s liberty and equality as inheritance affects women’s “economic choices, particularly those related to education, occupation and decision to remain in one’s village to look after one’s aging parents and ancestral land”.

²⁷ Ministry of Agriculture and Forest, Ugyen Wangchuk Institute of Conservation and Environment, 2011, *Community Forestry in Bhutan: Putting People at the heart of Poverty Reduction*

As for access to ownership of forest resources, the community at large has access and owns the resources, as reported, “community forestry is considered to be one of the most important strategies in Bhutan in terms of reducing poverty and providing equal distribution of forest resources”. CFMG manage their own resources, with technical support provided by forestry officials from the Department of Forest and Park Services. The bye-laws of the CFMG ensure that equity and equality issues are also taken into consideration. Through the FGDs and KII, it was informed that women access NWFPs for household as well as commercial purposes. Besides community forests, some communities also have established NWFP groups. Some of the NWFPs harvested are ferns, orchids, lemongrass, mushrooms, gooseberries, brooms, cane and bamboo, mushrooms, dapne, cordyceps, pipla, and chirata. It was shared that women mostly access NWFPs that can be easily harvested, while those which require physical strength and are found deep in the forests are harvested by men. For other resources such as timber, firewood and cordyceps which are in the State Reserve Forest, both men and women community members harvest after acquiring permits from forest officers. Every household that has its census registered in the community can have a quota to extract resources. A local newspaper reported that community forests are increasingly benefitting rural communities and the local environment:

“A positive trend is that the majority of CFs has done the harvesting, way below the Annual Harvesting Limit (AHL). This is further substantiated in the studies done in the past which mentions that CFMGs are harvesting timber conservatively and at levels below the prescriptions in the CF management plan, which means that CFMGs are careful in harvesting forest products from their community forest”²⁹.

Thus there is no major discrepancy in terms of ownership and access to natural resources between men and women. The survey also inquired if there are any laws or polices or customary practice that communities are aware of that restrict women from owning properties, for which 83% responded that there are none as such. However, in FGD, it was shared that women headed households and households with fewer members are at a disadvantage as they cannot access resources to the same degree as other households which impacts their income generation and economic status. Similarly, households where men have migrated to urban areas looking for jobs share a similar fate as there is less labor to contribute to generate extra income for the household.

4.5 Decision making and Public Participation

In terms of decision making and public participation, processes and systems are in place, for community members to participate. The CFMG in their Bye-laws stipulates a minimum quorum for any issues to be discussed. During the FGD and KII, the survey was informed that participation rates of women and men members are equally high, however women hesitate to articulate as much as men. Thus with respect to meaningful participation and decision making, there was a unanimous view that women are passive and leave it up to the men to decide. Some of the women in FGDs agreed that its normally the men who make decisions on issues. The reasons cited for non-participation by women are: being illiterate and not being confident enough to voice their opinions or provide suggestions. Due to women’s passive participation at public and community level, inclusion of their interests and needs in conservation and forest management activities could be missed out. This could become more pronounced as climate change advances and they and the resources they manage are more affected by it.

²⁹ Zangmo Tanden, *The Bhutanese, 1/30/2016, Community Forest’s Increasingly Benefit Rural Communities and Local Environment*”, retrieved on 27th April 2017 from

Both the KIIs and the FGDs informed that women were encouraged to participate and in many Bye-Laws at least one woman representative is required in the executive member position (chairperson, secretary, treasurer) but very few women contested for the positions. This is also affirmed in the case study on 'Analyzing governance in community forestry in Bhutan: A case study from Punakha Dzongkhag'³⁰ revealed that: "Although there is specific mention of equal opportunity for men and women to become community forest executive members, more men than women are members of the CFME in CFMGs in Punakha".

In terms of household decisions, mostly joint decisions were made. In some highland regions where there is a community custom of seasonal grazing of livestock, women usually made all the decisions at the household level. In summer men take their livestock, specifically yaks, to higher regions and women are left at home to decide and manage household affairs.

As discussed in the section on women's development in governance, generally women's representation at higher levels is as confirmed by the Gender Equality Diagnostic of Selected Sectors, "Women are poorly represented in decision making in Parliament and civil service". The Gender Pilot Study also reveals that women make more decisions at home, while men make decisions relating to outside matters. Another study³¹ also share similar findings, "At the community level decisions are generally taken by local government position holders, in consultation with community members. This often involves more men than women". Therefore, there is a risk that important community issues that are more specific to women could be sidelined. Some of the constraining factors that prevent Bhutanese women from participating or contesting for leadership positions are listed as below:

- Lack of education and training
- Lack of functional literacy skills
- Limited involvement and skills on decision making (both at household and community level)
- Low esteem and self image
- Double and triple burden women bear as housewives, mothers and income generators, and sometimes single heads of households

As climate change advances, some of the resources and ecosystem services most used by women are likely to be affected: for example, quantity and quality of water supplies. It is very important that they are empowered to participate more actively in community decision-making that affects these resources and ecosystem services

4.6 Social and Cultural Gender Perception

An attempt was made to understand the social cultural perception on gender within the community. There seems to be a casual attitude towards the social and cultural gender roles practiced. As discussed earlier men and women are willing and exchange their roles based on circumstances and convenience, although most men informed that this is only "when their wives are absent or sick". So despite being equally involved in productive activities for income generation, women are still expected to perform their household roles with little help from their spouses. In the survey, the majority of respondents (62%) recorded that social and cultural norms do not have much influence on the different roles that men and women played as shown in figure

³⁰ Ministry of Agriculture and Forest, Ugyen Wangchuk Institute of Conservation and Environment, 2011, *Community Forestry in Bhutan: Putting People at the heart of Poverty Reduction*

³¹ Institute of Management Studies, 2011, *Study on Women's Political Participation in 2011 Local Government Election*

2. It can be deduced that it is correct as both women and men are equally responsible for productive activities to generate income for the family. Further 62% of respondents also felt that social and cultural norms were not always right. Some of the respondents informed that now with more women being educated and having exposure beyond the home, they can shoulder responsibilities outside the confines of the house. Besides, 90% of community members responded that women are equally capable to lead and make sound decisions. Although survey findings show that there is a more open and liberal attitude towards gendered roles, the analyses on the division of labour in the household and decision making pattern at the community level indicate that there still exists a patriarchal influence. A study by the Institute of Management Studies ³² discloses that gender stereotypes and attitude run deep whereby “women are portrayed as less capable than men. There is a pervasive belief that leadership and politics are purely masculine activities”.

4.7 Gender Strategic and Practical Needs

The FGD as well as the survey probed some gender strategic and practical needs that the BFL project could address. The following needs were expressed and highlighted by the participants and respondents:

Women’s needs	Men’s needs
Development of leadership skills and knowledge	Employment generating activities
Empowerment trainings	Supply of farm technology
Value addition training for NWFPs	Entrepreneurship training
Marketing for products	Vocational skills and training
Education on hygiene and sanitation	Loans to start small businesses
Awareness on relevant forestry rules and regulations	Tackle Human Wildlife Conflict
Entrepreneurship training	
Supply of energy efficient appliances to reduce dependence on firewood	
Supply of various vegetable seedlings	
Training on establishing green houses	
Training on better agricultural methods	
Exposure tours as they feel isolated	
Subsidies for electricity bills	
Training on eco-tourism services	
Assistance in forming women’s savings group	
Awareness on rare valuable species, medicinal plants, etc	
Supply of water pipes and tanks / reservoirs to reduce labor and time in collecting water, and improve health	
Tackle Human Wildlife Conflict	

³² *Ibid*

Women said that in order for them to actively participate at the community level and in productive activities outside their homes, they would need to build their leadership skills and knowledge. Since many of them depend on forest resources, ideas and training on value addition of NWFP would help them generate income. A need to fully understand relevant forestry rules and regulations was also expressed, since many of them are not aware of the benefits as well as penalties of different regulations. Although bio-gas is picking up in many communities, for some households that own less cattle it is difficult to build biogas and they would benefit from other energy efficient appliances. Currently there are no women's saving groups in any of the communities that were visited and in some region they were keen on starting women's group but did not have the relevant knowledge to do so. Awareness on sanitation and hygiene was requested for the whole community as communities need to know the benefits of proper hygiene and sanitation. Trainings for economic empowerment is keenly sought by women as it will enable them to gain extra income.

Men's need were mostly geared towards productive activities for economic benefits. So they indicated need for support on employment generating activities, supply of farm technology, loans, vocational training, etc. They also mentioned that there are many youths who have dropped out of school who could be provided with vocational training to keep them meaningfully engaged as well as becoming young entrepreneurs.

The fact that women's needs were more numerous and wide-reaching is indicative of the broader range of responsibilities they carry, and also perhaps their relatively lower level of education and skills base, and their ambition to improve their lives.

The additional knowledge and skills that both women and men desire indicates there is an important role for BFL to build capacity in many areas in local communities. Knowledge on climate change, vulnerability, resilience building and climate adaptation should be added to this list, including differential vulnerability of different groups in the community including women, the use of ecosystem services to help vulnerable people to adapt, and the importance of reducing non-climate stresses in order to build resilience in natural systems and facilitate adaptation of forests and biodiversity.

4.8 Capacity for gender mainstreaming

One of the objectives of the assessment was to understand the extent to which project staff have adequate knowledge and skills on gender sensitivity and mainstreaming. Thus KII with forest officials were geared towards assessing the same. It was found that many of the park managers were gender sensitive, they were aware that for overall conservation and management of environment, men and women played equal roles. Since communities depend on the resources for livelihood, participation of both sexes was vital. Besides, they said that since they facilitate planning and implementation of activities, they ensure that both men and women participate equally. It was informed that even in the bye-laws of community groups, aspects of equity and equality are covered, e.g. requirement for equal participation by men and women in discussions, requirement of at least one women on the executive committee. Some of the forest staff also informed that they have provided training to a women's group to build skills in income generation by forming a women's weaving group in one of the communities in Khoma. The weaving group has been provided training on how to make natural dyes from resources available in the forest. In some communities, forest staff have also provided training to women on establishment of homestays for tourists.

However, it should be noted that since the main mandate of the forest staff is ensure environmental conservation and protection, their focus is directed towards meeting this. Besides their job profile, as the per the RCSC (Royal Civil Service Commission) directive, is administrative as well as technical in nature (Annex 6. Job Profile for Forest Officers). The majority of the forestry staff have not received any gender training on how to mainstream gender into their work. Hence they lack the capacity to ensure gender integration in planning, monitoring and evaluation. An interesting point to note is there are very few female forest officials in the field due to the demanding nature of the work. Out of the total of 54 forest officials that were interviewed through KIIs, only 3 (Annex 2. participants list of KII) were women.

4.9 Conservation policies and legislations on gender equality

National Forest Policy of Bhutan 2010

The National Forest Policy of Bhutan outlines sustainable management of forest through sustainable management of resources. The Policy provides a strong social inclusion and empowerment of communities in the conservation and management agenda. Although there is no specific considerations on gender or women, it is pro-poor and lays strong foundation for equitable distribution of natural resources. The Policy's goal states,

“Bhutan's forest resources and bio-diverstiy are managed sustainability to produce a wide range of socio, economic and environmental goods and services for the equitable benefit of all citizens and natural environment while still maintaining a minimum of 60% of the land under forest cover thereby contributing to GNH”.

The objective of the Policy also provides an extensive guideline on socio-economic contribution to improve livelihoods and wellbeing of citizens, as it point outs “Empower rural communities manage forest sustainably for socio-economic benefits, poverty reduction and to contribute to sustainable forest management at national level”.

The policy has been successfully implemented as Bhutan boosts of more than 70% forest cover and with the number of CFMGs increasing ever year, it is evident Bhutan is heading toward the right direction in meeting its environmental objectives.

Forest and Nature Conservation Act of Bhutan 1995

Similar to the National Forestry Policy, the Forest and Nature Conservation Act of Bhutan provides a more gender neutral outlook with no specific consideration for women. It is also pro-poor and empowers the rural communities to manage and utilize forest sustainably. The Act allows utilization of resources from Government Reserve Forest for Domestic Purpose as well as for purposes outside the domestic use. The Act also includes clauses on establishment of Protected Areas, conservation of wildlife, etc. Provisions also include fines and penalties, however there is a lack of awareness on the overall provisions within the act.

Forest and Nature Conservation Rules and Regulation 2017

The most related framework referred by forestry officials is the FNCRR. The FNCRR have undergone several changes, increasing the scope of people's participation in forest management³³. Yet again the rule and regulation does not have any specific consideration for gender but is gender neutral and considers the benefits of the community at large. One of the advantages that have accrued through the revision of the rules and regulations are that , is the decentralization of forestry activities to the grassroots level and “ encourage rural communities to manage forest for their basic need and also to carry out income generation activities within the CF”³⁴ However it was an interesting thing to note that communities are not aware of many of the legal frameworks and thus their understanding on the rights, responsibilities as well as liabilities are limited. The Forestry Officials on the other hand are well versed on the various policies and its reference to day to day administration in conservation and management

National Biodiversity Strategy and Action Plan 2014

The National Biodiversity Strategy and Action Plan highlights that Bhutan has a rich biodiversity such as ecosystem biodiversity, species biodiversity, domesticated biodiversity and its importance to Bhutan's socio-cultural, economic, ecological, traditional and spiritual wellbeing. There are 3 National Biodiversity strategies outlined: 1. Ascertain the existing awareness on the values of biodiversity in the country 2. Implement National Environment Education Master Plan 3. Strengthen capacity in biodiversity education and awareness. Under each strategy, various action plans have been outlined. The document also considers social inclusion as an important factor for biodiversity conservation and in particular mentions women and children under its guiding principles:

8. There is a need to safeguard vulnerable groups, including women and children who depend highly on biodiversity and ecosystem services for their livelihood
9. There is a need to ensure the fair and equitable sharing of benefits arising from access to genetic sources to incentivize biodiversity conservation and promote sustainable utilization

Bhutan National Human-Wildlife Conflict Management Strategy 2008

Farmers across Bhutan are losing significant amount of crops and livestock to wildlife depredation. The strategy stresses the importance of addressing human-wildlife conflict, as the need of the hour. Yet again there is no gender consideration in the strategy but outlines various objectives and strategies to address HWC, such as, “educate students and local communities on wildlife heritage and human wildlife conflict”, “develop educational resources on human wildlife conflict”, “develop capacity of staff and stakeholders on the use of education resources and human wildlife conflicts mitigation methods”. Human wildlife conflict may well intensify as climate change advances, resulting in changes in wild animal distribution and abundance, and changes in people's use of forests.

³³ Ministry of Agriculture and Forest, Ugyen Wangchuk Institute of Conservation and Environment, 2011, *Community Forestry in Bhutan: Putting People at the heart of Poverty Reduction*

³⁴ *Ibid*

Chapter Five: Conclusions and Recommendations

5.1 Alternative Income Generation Activities for Women: Income generation activities are important for women living in the protected areas and biological corridors. Many of the women in the FGDs informed about their genuine efforts for conservation and sustainable harvesting, there is lack of incentives and motivation to encourage women to continue being custodians of the environment. Thus income generation activities are one of the priorities that BFL project could assist with, to improve lives, assist in climate adaptation, and promote conservation. Since the workloads of women are heavy due to productive and household roles, interventions should be designed not to burden them further but to save time and labour. Labour and time can be saved, for example, through provision of improved water supplies, alternative energy, and labour-saving farming equipment. Many of these measures help build resilience to climate change.

Income generating activities for men can also be promoted. Many of the men expressed that there are many youths in communities who have dropped out of school, for whom the BFL project can assist with employment and income generation activities. There may also be important roles for youth to play in climate adaptation in their communities, including support for disaster preparedness and response.

In many regions, there are abundant valuable natural resources which could be tapped and technical support be provided in terms of value addition of products. There is also potential to initiate greenhouse farming especially for highland regions on a commercial basis. That, along with securing water supplies, would help to build their adaptive capacity to deal with the impacts of climate change on agriculture. Other regions also have potential for commercial agriculture which has not been leveraged to its full potential. Currently many of the communities are only involved in domestic consumption, and the small amount of surplus product is sold in local markets. Thus linkages with agriculture extension for supply of various seeds and seedlings for commercial harvesting, and advice on marketing can be sought. Technical support should be provided for commercial farming based on each region's geographical feasibility, taking into account climate trends. Any tree planting should take into account likely future trends in tree species distribution due to climate change (many species are likely to disappear from the hottest, lowest parts of their ranges, and tend to move uphill to cooler, moister conditions if they can), so future planting should use plant species that are likely to persist in a specific area.

5.2 Skills development: Women can also benefit through skills development in diversifying their natural resource products. In addition to agriculture income generation, women's skills to produce

commodities out of local produce could be explored region wise. This would help to build their adaptive capacity to deal with the impacts of climate change on agriculture. Every region has its own specific local resources. For example, cordyceps is highly regarded for its medicinal value, so women could be provided technical support to develop different products from cordyceps. Another example is daphne which is used to produce traditional paper, and skills could be developed to diversify products from daphne. In Phreumshengla Naitonal Park, communities especially men are engaged in the production of wooden crockery, through the burr of maple plants, which are highly valued and fetch a high price. However, women lack skills to do the same, and technical support to develop skills of women to produce wooden crockery and to diversify wooden products could be explored. Eco-tourism related skills and services have a lot of potential for women to engage in and thus can be targeted for support. Unemployed youth can also benefit from tourism related skills development.

All opportunities should be assessed for their ability to withstand climate change, and should be closely monitored as climate change advances to ensure that they are not putting undue stress on natural systems, at a time when these systems are having to adapt to the changing climate.

5.3 Identify Markets for products: The dearth of market outlets is another concern for communities, especially women. One of the biggest challenge for extra income generation for women is lack of outreach to markets. Some women also expressed that even if they have surplus agriculture produce, the benefits are minimal due lack of markets. Thus the agriculture, livestock and forest extension officials can assist in exploring markets for climate smart products. This will not only benefit women but also men who share the same concern.

5.4 Awareness raising, capacity building and planning for climate change adaptation and disaster risk management: women and men should receive training on climate change and disaster risk management, enhancing their understanding about the changes that are taking place, building their capacity to assess their vulnerability and risk, and measures that can be taken to reduce disaster risk, prepare for disasters, and adapt to climate change. This should include knowledge about differential impacts of climate change on women and men, the resources they manage, and their farming systems. This capacity will be valuable during the adaptation activities of BFL. Both women and men should be actively involved in assessing their climate risks and developing local level plans to build resilience/adapt to climate change under BFL, followed by implementation of gender-sensitive local climate adaptation plans.

5.5 Leadership and Empowerment Trainings for meaningful participation: The challenge of meaningful participation of women at community level has been repeatedly mentioned in several studies and also revealed in this assessment. There is an utmost need to empower women with targeted trainings on developing their leadership skills as well as build their confidence and self-esteem. This is particularly important in light of climate change, and the fact that women are more vulnerable than men in certain ways. Women need to have the confidence and self-esteem to be able to articulate their vulnerabilities, and negotiate for support to build their resilience and adapt to climate change in their local context. It is highly recommended that women in communities be provided empowerment trainings before community climate adaptation planning takes places, so that they can actively participate in the planning. The trainings can be multi-targeted, aiming to improve literacy, build knowledge on climate change and on rights and responsibilities, support economic empowerment, and build leadership and self-esteem.

It is likely that men champions will also be needed to support women's empowerment efforts at different levels, and they will require training and encouragement.

5.6 Specific Study Tours for Women: Many of the communities in the protected areas are situated in isolated remote regions. Women from rural communities should be provided with opportunities to go on study tours to other rural areas for exposure and to share and exchange experiences, and to learn from urban women entrepreneurs, to empower as well as motivate them to become entrepreneurs or start women's self-help groups. They should learn about climate changes that are occurring in other parts of the country, and should visit places with current conditions that their home areas are likely to experience in the future, so they can see how other people have adapted to living in those conditions.

5.7 Formation of women's saving groups: In all the regions visited, a saving group was absent. Although in few regions where CFMGs are economically successful, they have schemes for members to borrow from the community fund at low interest rates. Women are interested to initiate an all women's saving group, where members can avail loans easily, because it is very difficult to avail loans from formal banks due to several criteria to be fulfilled. Even the Gender Pilot Study 2011 revealed that it is women were "too afraid and or ignorant about taking loans. They had little or no savings at all and borrowed from friends when in need".

5.8 Energy Saving Technology: Energy saving technology has proven to reduce the workload burden and improve health of women. Technology also contributes to saving the forests from deforestation or pollution. Although biogas is gaining momentum, some regions are challenged with less cattle, and other forms of renewable energy are needed. There could be some incentives in the form of subsidies for electricity, for needy households.

5.9 Awareness of policies and legislation: Many community members, both men and women, are unaware of the variety of legislation related to conservation and management and also of rights, including women's rights, under Bhutan's national legislation as well as international conventions it is party to. Hence communities will benefit from learning about different laws, policies and conventions that are most pertinent for use in their daily lives.

5.10 Capacity to Mainstream Gender: There is a lack of skills on gender mainstreaming into processes, structures, activities, planning and monitoring and evaluation. A gender mainstreaming training will benefit forest officials who facilitate conservation and management activities at the grass roots level, including differential climate vulnerability of men and women. Officials will benefit from gender analysis and mainstreaming training and technical assistance to ensure that gender considerations are mainstreamed at the planning, implementation and evaluation stage. They will be equipped to identify gender gaps and address them. Therefore, a gender training for forestry officials working at the grassroots field level is highly recommended.

Community members, although they have open and liberal attitudes towards gendered roles, still practice gender stereotypical roles and consider them normal. A simple gender training by introducing the concepts of gender, gender stereotypes, patriarchy and gender equality would benefit community members, especially for men to understand how division of labour is not balanced and can be improved with both equal participation of men and women. This training should be made climate smart, covering male and female differential vulnerability to climate change, and opportunities to build adaptation capacity.

5.12 Collaboration with CSOs: The number and potential of CSOs in Bhutan are growing. Due to stringent CSO rules and regulations Bhutan's CSOs are regarded to be reliable and credible. Increasingly the government is partnering with CSOs to implement many activities and acknowledges that CSOs can render services more efficiently and effectively. The 11th FYP

acknowledges CSOs in delivery of development services, “CSOs complement the efforts of the government in delivery of certain services that government is unable to delivery or services that can be delivered by effectively by such organizations”. It further outlines, “In the Eleventh Plan the government will work together with the CSOs to realize the plan objectives.” There is potential for collaboration with CSOs to undertake targeted activates such as establishment of women’s saving groups, women leadership and empowerment trainings, gender trainings for forestry officials and community, skills development, value addition of products, etc.

5.13 Project cycle: The links between gender, climate change and forests should be clearly articulated in the project documents and understood by implementing staff. Gender should be mainstreamed in project strategies and activities, and the M&E framework for BFL should include gender disaggregated indicators to monitor progress towards improving the lives of women and men, and reducing their vulnerability to climate change.

Gender Action Plan

The Gender Action Plan for BFL is presented below. It covers additional activities that will ensure that gender issues are adequately addressed and bring tangible benefits to women and men, especially in vulnerable groups. It also ensures that both women and men can participate actively and in an informed manner in protected area and corridor planning, and PA personnel can relate effectively to gender-related issues in communities.

Activities	Indicators and Targets	Timeline	Responsibilities	Budget (in US \$)
<p>Impact Statement: Enhanced participation in natural resource management, equitable benefit sharing and economic opportunities, wellbeing and resilience to the negative impacts of climate change of women, girls and poor households in Bhutan's Protected Areas and Biological Corridors.</p>				
<p>Outcome: Increased participation of women in natural resource management, economic opportunities and/or climate adaptation/DRR by 80% through gender mainstreaming, enhanced knowledge and capacity</p>				
<p>Output 1: Increased knowledge on Non-Wood Forest Products (NWFP) and alternative income generation activities enhanced for women/girls (Component I and II)</p>				<p>130,000.00</p>
<p>Activity 1.1 Conduct training for women/girls on skills development for value addition on NWFPs</p>	<p>80% of women and girls trained on NWFP harvesting and value addition</p> <p>At least 40% of women/girls in project area trained in agro forestry, sustainable forest management and conservation farming</p> <p>50% of women/girls participate in women led value addition enterprises</p>	<p>By 2024</p> <p>By 2023</p> <p>By 2025</p>	<p>Ministry of Agriculture and Forests (MoAF)/EE</p>	<p>40,000.00</p>
<p>Activity 1.2 Promote women/girl led Eco-tourism</p>	<p>50 homestays established and managed by women/girls</p>	<p>By 2025</p>	<p>MoAF/EE and Tourism Council of Bhutan</p>	<p>50,000.00</p>
<p>Activity 1.3 Establish Women's groups</p>	<p>50% of women/girls in project area trained on community group formation</p> <p>At least 10 women's savings groups established</p>	<p>By 2020</p> <p>By 2023</p>	<p>MoAF/EE</p>	<p>40,000.00</p>

Output 2. Increased women's participation and decision making (All components)				130,000.00
Activity 2.1 Ensure active participation of women in consultation and decision making during project planning and implementation	Community consultation and participation plan developed	2018	MoAF/EE and AE	50,000.00
	Representation of at least 40% women in project related consultations	By 2023		
	Representation of 40% of women groups in project implementation	By 2023		
Activity 2.2 Conduct training on women's leadership and empowerment	80% of women/girls in project area trained in conservation leadership	By 2022	MoAF/EE	80,000.00
	50% of women's groups participate in study tours on community based natural resource management	By 2022		
	33% of executive/leadership positions in community groups are occupied by women	By 2026		
Output 3. Increased Resilience of vulnerable communities, including women and girls (components I, II and III)				245,000.00
Activity 3.1 Conduct Gender Training/Awareness	All community members within PA provided with gender training/awareness	By 2024	NCWC/ CSOs	30,000.00
Activity 3.2 Build awareness and capacity of the women/girlson climate change adaptation (CCA) and disaster risk reduction (DRR) that includes differential vulnerability of different groups in the community	Awareness on CCA and DRR carried out periodically	By 2028 (starting 2019 every three years upto 2028)	MoAF/EE and Department of Disaster Management	75,000.00
	Representation of 50% women/girls in awareness program	By 2022		
	CCA and DRR trainings conducted periodically	By 2029 (starting 2020 every three years upto 2029)		
	Representation of 50% women in CCA and DRR trainings			

Activity 3.3 Establishment and implementation of community learning and action centers to empower poor women and other marginalized people, so they can participate effectively in climate adaptation, community forest management and PA planning	25 % of all women participate in community learning and action centers in their communities	By 2023	MoAF/EE	140,000.00
	25% of women and girls in project area participating in livelihood and/or climate adaptation/DRR activities	By 2026		
	50% of women and girls in project area benefiting from livelihood and/or climate adaptation/DRR activities	By 2029		
Output 4. Enhanced capacity on gender mainstreaming (All components)				90,000.00
Activity 4.1 Conduct training on gender mainstreaming for Protected Area (PA) staff	60% of forestry officials in PA receive gender training	By 2019	MoAF/EE and AE	40,000.00
	80 % female staff participate in the gender trainings	By 2020		
Activity 4.2 Mainstream gender in PA management plans	100% integration of gender in project cycle- planning, implementation, monitoring and evaluation	By 2019	MoAF/EE and AE	30,000.00
	Gender mainstreamed in all PA management plans	By 2022		
Activity 4.3 Conduct awareness on relevant conservation laws and policies	Awareness program on conservation laws and policies carried out in all PAs	By 2020	MoAF/EE and National Environment Commission	20,000.00
	At least 50% women in project areas participate in awareness programs	By 2020		
Total Budget				595,000.00

ANNEX 1. Questionnaire for forestry staff

- i) Have you ever conducted anything specific related to gender before?
- ii) What's your understanding of gender mainstreaming within the project?
- iii) Do you think gender integration is important? Why?
- iv) Are there any women's group/NGOs/CSOs working within your locality on specific issues on women?
- v) Are there any previous gender or on-going gender programs related to environment conservation and protection? (If yes any lessons learned?)

ANNEX 2. List of Forest Officers interviewed

Name	Designation	Gender	PA/BC
1. Phub Dhendup	Chief Forest Officer	M	BC3
2. Pema Rinzin	Forest officer	M	BC3
3. Karma Choki	FO	F	BC3
4. Singye Wangchuk	Sr. Ranger	M	BC3
5. Karma Gyamtsho	Sr. Ranger	M	BC3
6. Sonam Dorji	FO	M	JSWNP
7. Dorji Duba	Forester	M	JSWNP
8. Namgay Tenzin	Forester	M	JSWNP
9. Kado Rinchen	Sr. Forester	M	JSWNP
10. Choki Dorji	Sr. Forester II	M	JSWNP
11. Pankay Dukpa	CFO	M	JSWNP
12. Pema Dorji Moktan	Agr. EO	M	BC6
13. Phuntsho Wangdi	Beat Officer	M	BC6
14. Sonam Dorji	Ranger	M	BC6
15. Tshering Dorji	Ranger	M	BC6
16. Tenzin Rabgay	Range Officer	M	JDNP
17. Karma Gyaltshen	FO	M	JDNP
18. Ugyen Rinzin	FO	M	JDNP
19. Kinga	FO	M	JDNP
20. Sherab Tenzin	FO	M	JDNP
21. Sangay Tenzin	FO	M	JDNP
22. Janchub	FO	M	JDNP
23. Pema Dhendup	FO	M	JDNP
24. Jigme Gyeltshen	FR	M	JDNP

25. Namgay	Park Manager	M	JDNP
26. Kado Drukpa	FR	M	JDNP
27. Tandin	FR	M	JDNP
28. Choden	FR	F	JDNP
29. Wanhchuk	FR	M	JDNP
30. Karma Jamtshe	FR	M	JDNP
31. Tshering Dorji	FR	M	JDNP
32. Bep Tshering	FR	M	JDNP
33. Kinley Tshering	FR	M	JDNP
34. Kezang Dorji	Sr. FR	M	SWS
35. Tenzin Lhuendup	Sr FR	M	SWS
36. Pema Rinzin	Sr FR	M	SWS
37. Dorji	Sr. FR	M	SWS
38. Jamtsho	Forester	M	SWS
39. Pema Tshewang	Sr. Forester	M	SWS
40. Kezang Norbu	Caretaker	M	SWS
41. Lhundrup Pema Chojey	Adm	M	SWS
42. Dechen Druba	Act	M	SWS
43. Sangey Chophel	FR	M	SWS
44. Karma Tempa	CFO	M	BWS
45. Norbu Wangchuk	FO	M	BWS
46. Tempa Gyeltshen	FO	M	BWS
47. Tshering Dendup	FO	M	BWS
48. Tshering Dawa	Sr. FR	M	BWS
49. Kuenzang Thinley	RO	M	BWS
50. Kumbu Dorji	Sr. Forester	M	BWS
51. Sonam Wangmo	FR	F	BWS
52. Pema Wangchuk	Forester	M	BWS
53. Tashi Dhendup	Forester	M	BWS

54. Jigme Lhaden	Sr. Forester	F	BWS
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ANNEX 3. List of Community Participants in FGD

Name	Gender	PA/BC
1.Pasang	M	JKSNR
2.Tshering Penjor	M	JKSNR
3Passang Dorji	M	JKSNR
4.Kencho Wangdi	M	JKSNR
5.Karma Dorji	M	JKSNR
6.Dawa Penjo	M	JKSNR
7.Tshering	M	JKSNR
8.kaka Tshering	M	JKSNR
9.Sonam Dorji	M	JKSNR
10.Chundu Tshering	M	JKSNR
11.Sonam Zam	F	JKSNR
12.Dorji	M	JKSNR
13.Gaki	F	JKSNR
14Tshering Phuntsho	M	JKSNR
15.Wangmo	F	JKSNR
16.Sangey Nidup	M	JKSNR
17.Kencho	M	JKSNR
18.Pem Tenzin	M	JKSNR
19Tshering Wangchuk	M	JKSNR
20.Dorji	M	JKSNR
21.Tashi	M	JKSNR
22.Nim	M	JKSNR
23.Kaley	F	JKSNR
26Ugyen	M	JKSNR
27Tshering	M	JKSNR
28Tshering	M	JKSNR
29Tshering Gem	F	JKSNR
30Sonam Zangmo	F	JKSNR
31Tshering Gyem	F	JKSNR
32Tashi Tobgay	M	JKSNR
33Passang Dem	F	JKSNR
34Chab Tshering	M	JKSNR
35Chamchoe	F	JKSNR
36Nidup Zangmo	F	JKSNR
37Passang	F	JKSNR
38Youden	F	JKSNR
39Passang	M	JKSNR
40Chundu Lham	F	JKSNR

41Gado	M	JKSNR
42Pema Lekzin	F	JKSNR
43Lengo	M	JKSNR
44Dilip Kr	M	JKSNR
45Laxman	M	PWS
46Chogyal Tenzin	M	PWS
47Kencho Rigzin	M	PWS
48Rajesh Mongar	M	PWS
49Tshering Nidup	M	PWS
50Kumar Karki	M	PWS
51Kharga Bdr Chhetri	M	PWS
52Kalina Bdr Powrel	M	PWS
53Tshering Wangdi	M	PWS
54Tshewang Tenzin	M	PWS
55Kuenley gyeltshen	M	PWS
56Kinga Norbu	M	PWS
57Chada	M	BC3
58Wangdi	M	BC3
59Kumbu Tshadary	M	BC3
60Tika Ram Rai	M	BC3
61Karna Bdr Rai	M	BC3
62Ram Bhakta Rai	M	BC3
63Lhachu Man Thara	M	BC3
64Man Bdr Rana	M	BC3
65Indra Man Rana	M	BC3
66Mohan Rana	M	BC3
67Dambar Bdr Rana	M	BC3
68Portap Singh Rai	M	BC3
69Dew Kumar Thara	M	BC3
70Biram Rai	M	BC3
71Pema Sherpa	M	BC3
72Arjun Rai	M	BC3
73Bhim Kr Raika	M	BC3
74Rajid Raika	M	BC3
75Padam Rai	M	BC3
76Ratman Rave	M	BC3
77Karna Bdr Rai	M	BC3
78Nim Dorji	M	BC3
79Ram Bdr Pilakoti	M	BC3
80Dawa Zangpo	M	BC4
81Ugyen Wangdi	M	BC4
82Sonam Choden	F	BC4
83Sonam	M	BC4

84Tshering Wangchuk	M	BC4
85Karpo	M	BC4
86Ugyen Phuntsho	M	BC4
87Tashi Dendup	M	BC4
88Norbu Zangmo	F	BC4
89Nyonthoe	M	JSWNP
90Larthi	M	JSWNP
91Bargo	M	JSWNP
92Karma Dorji	M	JSWNP
93Nechung	M	JSWNP
94Tshagay	M	JSWNP
95Phurpala	M	JSWNP
96Phurpa	M	JSWNP
97Nakphel	M	JSWNP
98Karma	M	JSWNP
99Pema Rinzin	M	JSWNP
100Sherab	M	JSWNP
101.Lhagyel	M	JSWNP
102.Sonam Dhendup	M	JSWNP
103.Chimi Rinzin	M	JSWNP
104.Delang	M	JSWNP
105.Norbu	M	JSWNP
106.Tshering Laythro	M	BC6
107.Melam Dorji	M	BC6
108.Ngajo Dorji	M	BC6
109.Leki Tshering	M	BC6
110.Melam Dorji	M	BC6
111.Sangay Wangpo	M	BC6
112.Tshering Phuntsho	M	BC6
113.Tshering Jamtsho	M	BC6
114.Sangay Wangdi	M	BC6
115.Jurmey	M	BC6
116.Tshering Tobgay	M	BC6
117.Kinzang Peldon	F	BC6
118.Ngagi Tshering	M	BC6
119.Ugyen Tshwang	M	BC6
120.Wangda	M	BC6
121.Sangey Tenzin	M	BC6
122.Karma	M	JDNP
123.Kencho	M	JDNP
124.Gyem Lham	F	JDNP
125.Nim Dorji	M	JDNP
126.Kencho Zam	F	JDNP

127.Pem	F	JDNP
128.Pasang Dem	F	JDNP
129.Phurb Dorji	M	JDNP
130.Ugyen Tshering	M	JDNP
131.Gyembo	M	JDNP
132.Kinley Dorji	M	JDNP
133.Lhamo	F	JDNP
134.Pem Dem	F	JDNP
135.Thinley Pem	F	JDNP
136.Dawa Pem	F	JDNP
137.Damcho Pem	F	JDNP
138.Deki	F	JDNP
139.Shelkar	F	JDNP
140.Pem	F	JDNP
141.Kencho Wangdi	M	JDNP
142.Damchoe Dorji	M	JDNP
143.Yangka	F	JDNP
144.Phurba	M	SWS
145.Lhuendrup	M	SWS
146.Tenzin Dorji	M	SWS
147.Leki Tshering	M	SWS
148.Dorji Norbu	M	SWS
149.Rinchen Chopel	M	SWS
150.Nima	M	SWS
151.Jurmey	M	SWS
152.Tenzin Norbu	M	SWS
153.Lobzang	M	SWS
154.Karchung	M	SWS
155.Tashi	M	SWS
156.Sangey Eden	F	SWS
157.Thukten Yangzom	F	SWS
158.Dorji Phuntsho	M	SWS
159.Nima Yangzom	F	SWS
160.Pema Lhaden	F	SWS
161.Rinchen Wangdi	M	SWS
162.Dorji	M	BWS
163.Choni Dorji	M	BWS
164.Karma Tshering	M	BWS
165.Mr.kelzang Tashi	M	BWS
166.Guru Tshering	M	BWS
167.Sangay Dorji	M	BWS
168.Tshewang Choki	F	BWS
169.Kinley Wangmo	F	BWS
170.Rinzin Lhamo	F	BWS

171.Sonam Drupchu	M	BWS
172.Sonam Tenzin	M	BWS
173.Thinley Tshomo	F	BWS
174.Yangchen Lhamo	F	BWS
175.Kuenzang Wangmo	F	BWS
176.Dema Yangchen	F	BWS
177.Jimba Lhamo	F	BWS
178.Sherab Tharchen	M	BWS
179.Sonam Darjay	M	BWS
160.Pema Dechen	F	BWS
161.Tashi Pemo	F	BWS
162.Namgay Zangmo	F	BWS
163.Chezom	F	BWS
164.Tshewang Dema	F	BWS
165.Sonam Tobgay	M	BWS
166.Phuntsho Wangdi	M	BWS
167.Shacha Wangchuk	M	BWS
168.Kelzang Wangdi	M	BWS
169.Pema Tshering	M	BWS
170.Pema Wangchuk	M	BWS
171.Pema Norbu	M	PNP
172.Tshering Dorji	M	PNP
173.Tobgay	M	PNP
174.Sonam Wangchuk	M	PNP
175.Tshering Dorji	M	PNP
176.Sherub Gyeltshen	M	PNP
177.Rinchen Nidup	M	PNP
178.Pemala	M	PNP
179.Sithar la	M	PNP
180.Chimi Dorji	M	PNP
181.Chimi Dorji	M	PNP
182.Donma Lhamo	F	PNP
183.Sonam Pelzom	F	PNP
184.Ugyen Zangmo	F	PNP
185.Tshering Wangmo	F	PNP
186.Pema Chezom	F	PNP
187.Sonam Wangmo	F	PNP
188.Tshering Tshomo	F	PNP
189.Pema Seldon	F	PNP
190.Kunzang Tshomo	F	PNP
191.Minjur Dema	F	PNP
192.Tandin Wangmo	F	PNP
193.Donma Lhamo	F	PNP

194.Kache Wangmo	F	PNP
195.Lhazom	F	PNP
196.Jamyangmo	F	PNP
197.Dondrup Zangmo	F	PNP
198.Kelzang Tshomo	F	PNP
199.Kunzang Jurme	M	PNP
200.Gembo	M	PNP
201.Tshewang	M	PNP

ANNEX 4. FGD Questionnaire

Area of focus	Guiding questions
Activity Profile/Division of labour	<p>How is the division of among male, female, young and old in the community? What are the cultural underpinnings?</p> <p>Who are responsible for making divisions of labour in your community? What is the role of man and women in conservation?</p>
Socio- cultural gender perception	<p>Who are responsible for natural conservation in your community? (Roles of man and women)</p> <p>Who are better protectors of the forest/environment? Men or women? Why?</p> <p>How do you use the natural resources in your areas in your daily life? (men and women)</p> <p>Are there any cultural norms in your community that discriminate women?</p> <p>Are there cultural norms that limit physical movement of women? Do these limits impact social and economic situation of women?</p>
Decision Making and public participation	<p>Who participates in decision making at the household?</p> <p>Who participates in decision making at the community level?</p> <p>Who generally makes decision at the household and community level?</p> <p>How do women participate in decision making? (attendance, providing feedback, opinions, taking actions, etc?)</p>
Access and ownership of resources	<p>Who owns natural resources in your community, such as access and ownership of land, water, forest, etc?</p> <p>What are the factors affecting access and control of the resources? (influence of age, gender, education status, status of organizations, work, support of influential person, etc.</p>
Laws, policies and institutional practices	<p>Are there any traditional laws that restrict men or women from access to certain forestry products?</p> <p>Are you aware of laws and policies that provide equality and equity for men and women for use of forestry products?</p> <p>Which law/policy is commonly referred by the community for forestry related activities?</p>
Strategic and Practical gender needs	<p>What are men and women's strategic needs in the project protected area?</p> <p>What are practical needs for men and women in relation to the project?</p>

ANNEX 5. Survey Questionnaire

1. Village.....
2. Gewog.....
3. Protected Area.....
4. Age of respondent.....
5. Gender.....
6. Education level.....

Activity Profile/Division of labour

1. Who does most of the work in your house? Man or Woman or both
2. Who does most of the work outside the house ? Man or woman or both
3. Do you decide on division of labour? Yes or No
4. How, please explain?
5. Who do you think is mostly burdened with various work in the household?
Man or Woman
6. What type of work, please list?
7. Who has more time for leisure/rest/relaxation in the house ? Man or
Woman?

Social/ Cultural Perception/ participation/ decision making

1. Can women do the work that man do? Yes or No
2. Why? Please explain
3. Can women lead and decide like men do? Yes or No
4. Why, Please explain
5. Do social, cultural and religious norms affect the kind of work men and
women do?Yes or No
6. How, for example
7. Are social, cultural and religious norms always right about the roles and
responsibilities of women and men? Yes or No
8. Explain?

Access to resources and ownership of resources?

1. Who owns this land and house your living in? Man or Woman
2. Who is the head of the household according to census? Man or Woman

3. Who normally owns resources, such as land , forest resources, etc in the community? Man or woman
4. Who earns for the household? Man or Woman or both
5. Can you list few income generation activities by man and woman of the house?
6. Are you aware of any law or policy which limits or restricts women's ownership over resources? Yes or No

Strategic and Practical Needs

1. Any specific needs for men within the protected area that should be considered? Yes or No
2. If yes what?
3. Any specific needs for women within the protected area that should be considered? Yes or No
4. If yes what?

Kadrincheyla!

ANNEX 6. RCSC Job Profile for Forest Officer

ROYAL CIVIL SERVICE COMMISSION

JOB DESCRIPTION

1. JOB IDENTIFICATION

- 1.1 Position Title:** Forestry Officer (FO)
- 1.2 Position Level:** P4
- 1.3 Major Group:** Forest & Environ. Protection Services Group
- 1.4 Sub Group:** Forestry Services
- 1.5 Job Code No.:** 08.450.04
- 1.6 Job Location (*Complete as appropriate*):**
Ministry: Agriculture; Department: Department of Forests; Division: Nature Conservation/Social Forestry Division/Forest Resources Development/Forest Protection and Utilization/Forest Territorial/National Parks & Sanctuary Dzongkhag Forestry etc.
- 1.7 Title of first level supervisor (*Official title of the Supervisor*):** Chief Forestry Officer (Divisional Forest Officer(DFO))/Dzongkhag Forest Officer(Dz FO)/(Park Manager (Pr Mgr)) or Sr Forest Officer and above rank.
-

2. DUTIES & RESPONSIBILITIES (*Describe the main duties and responsibilities indicating what is done and how it is done. Duties should be presented in decreasing order of percentage of time spent on them, or in order of relative importance*)

Purpose: The incumbent holding this position require capability to shoulder in interpreting polices, vision for Scientific Research, monitor and decimate the case with appropriate reasons

Duties and Responsibilities	% of time
-----------------------------	-----------

<ul style="list-style-type: none"> ▪ The task of the Forestry Officer in the functional divisions is to involve in research studies, inventory and planning and any other back stopping program/activities. However, in the territorial divisions and parks, he assists in implementation, supervision, monitoring and a lot of other delegated jobs. ▪ Participates and helps in formulating forest plans, policies and programs in accordance with forest Master plan and five year plan: ▪ Draw periodical/yearly plans and programs. ▪ Corridor survey plans ▪ Timber markets assessment ▪ Forest management plans and operational plans. ▪ A lot of related plans. 	30
<ul style="list-style-type: none"> ▪ Administers and monitors the hierarchy of staff on the behalf or absence of the Chief Forest Officer (DFO)/Dz FO or Park Manager: ▪ Administrate the hierarchy of Divisional staff, respective forest Range and Beat Block staff. ▪ Supervise, monitor, evaluate the plan and program activities from time to time and gather quarterly, half-yearly or annual reporting of work/activity progress from the ranges and beats. ▪ Performance of staff in their daily duties. 	20
<ul style="list-style-type: none"> ▪ Supervises and evaluates the work programs of Range and FMU In charge: ▪ Timber extraction from FMUs, ▪ Forest plantation like afforestation, reforestation, social and community forestry etc. 	20
<ul style="list-style-type: none"> ▪ Directs and leads subordinate staff to patrol forest areas from illegal activities such as poaching, fishing, illegal transit of timber and minor forest products, land encroachment etc., control forest fires outbreak and ensure compliance with Forest Policy, Forest 	15

Act, Rules and Regulations including Government directives through circulars.	
<ul style="list-style-type: none"> ▪ Provide technical backstopping to the Ranges, Beats and Dzongkhags: ▪ Writing community and social forestry plans ▪ Writing technical report etc. ▪ Provide legal advice in compounding and settlement of forest offence cases. ▪ Any other as assigned for. 	15

3. **KNOWLEDGE & SKILLS REQUIREMENTS** *(Minimum requirement for performance of work described – Level of Knowledge, Skill & Ability)*

3.1 **Education:** Bachelors in Forestry or wild life

3.2 **Training:** Basic familiarity with Bhutan Forestry Policy, Nature Conservation Act/ Rules.

3.3 **Length and type of practical experience required:**
Entry

3.4 **Knowledge of language(s) and other specialized requirements:** Fluent in Dzongkha and English both spoken written

4. **COMPLEXITY OF WORK** *(Describe the intricacy of tasks, steps process or methods involved in work, difficulty and originality involved in work)*

The work is complex as it entails dealing with the capital resource and wide range of clients and stakeholders in resource use, management and conservation. It often leads to hurting

of people's sentiments. It will also require performing a lot of delegated jobs in relation to forestry and public dealings.

5. **SCOPE & EFFECT OF WORK** (*Describe the purpose, breadth of work performance, and the effect the work has on the work of others or the functions of the organization*):

It has following scopes in:

- Socio-economic up lifting through sustainable management of forest as well as to maintain ecologically balanced forest stands and in healthy shape.
- Protection of forest from unplanned harvesting
- Protection of country's rich flora and fauna.
- Improve the technical capability of the division and department.

Considering the importance of managing and conserving forest and natural resources to the majority of the Bhutanese population, work have direct effect and impact on the livelihoods of rural farmers, natural environment etc. It has significant contribution to the Bhutanese forest protection and wildlife.

6. **INSTRUCTIONS AND GUIDELINES AVAILABLE**

6.1 Instructions: *Describe controls exercised over the work by the Superior; how work is assigned, reviewed and evaluated.*

The Forestry Officer will function under the instructions and close supervision of the seniors in the hierarchy

6.2 Guidelines (*Indicate which written or unwritten guidelines are available, and the extent to which the employees may interpret, adopt or devise new guidelines*):

The Nature Conservation Act and Forestry rules, Policies, circulars, Govt. directives etc. are general guidelines for daily reference. Written or verbal instructions from are available to run official work.

7. **WORK RELATIONSHIP** *(Indicate the frequency, nature and purpose of contacts with others within and outside the assigned organization (other than contacts with superiors):*

Meet other line organizational staff frequently in relation to forestry activities and other related nature conservation. Other than, contact with the Officials from Dzongkhag and Ministry of Agriculture is required. The good relation with the armed forces should be maintained in the event of forest fires outbreak and to apprehend the culprits.

8. **SUPERVISION OVER OTHERS**

(Describe responsibility for supervision of other employees, including the nature of supervisory responsibilities and categories and number of subordinates):

Technical supervision over Range Officers and Beat Officers in regards to the construction works, marking of tress, land survey, forestry inventory works etc. Frequency of supervision depends on time of such activities undertaken. Usually field supervision is done at the planning stage, while the work is in progress and when the work is schedule to complete.

9. **JOB ENVIRONMENT** *(Describe physical exertion required, such as walking, standing, lifting heavy objects, etc., and/or any risks or discomforts like exposure to hazards such as exposure to chemicals, infections, radiation, extreme weather and other hostile working conditions*

Physical exertion is required when conducting supervision works. Regular patrolling in relation to regulatory and other supervisory aspects is a must, which needs endurance of walking long distances and withstanding severe colds and rains. Encountering wild forest fire in the rough and steep terrain is high risk involved.

ANNEX VIb: GENDER ANALYSIS AND ACTION PLAN WITHIN THE FRAMEWORK OF THE GCF PROPOSAL “**SCALING UP INVESTMENT IN CLIMATE-SMART PUBLIC BUILDINGS AND INFRASTRUCTURE**” IN BOSNIA AND HERZEGOVINA

I. INTRODUCTION

The **Gender Analysis** provides an overview of the gender situation in Bosnia and Herzegovina and highlights gender issues that could be relevant for the proposed project. The assessment is based on the available data from studies conducted by the Government of BiH, donor agencies and other development partners. This analysis further underpins the **Gender Action Plan** presented at the end of this document. The Action Plan entails a set of activities to be implemented by the proposed project with the purpose of fully integrating solutions to the constraints towards gender equality and women economic empowerment within the scope of the project.

II. ENERGY EFFICIENCY IN BULDINGS IN BOSNIA AND HERZEGOVINA

Bosnia and Herzegovina (BiH) is a highly decentralized country comprising 141 municipalities located in two entities, Republic of Srpska (RS) and Federation of Bosnia and Herzegovina (FBiH), and a separate administrative unit - Brčko District. The country experiences very unique demographic challenges: its urban population, estimated at 80% of the total¹, has nearly doubled in just a few years as a result of mass wartime migration from rural to urban areas.

Buildings are responsible for large (30-40%) share of urban GHG emissions in BiH. Dated back to the 2nd half of XIX century, most of BiH building stock is characterized by poor heat-insulated characteristics, which have emerged as result of lack of regulations governing thermal performance of buildings. Most buildings have no or insufficient insulation thickness. Having in mind the age of these buildings (in average 40 years old) and the manner of their maintenance (mostly poor), specific annual energy consumption for heating in this sector is high, i.e. around 200 kWh/m² in residential buildings, 240 kWh/m² in educational buildings, and up to 600 kWh/m² in health sector.

According to 2nd National Communication to UNFCCC, there exist a high potential to reduce energy use and GHG emissions of up to 80% by improving thermal performance of building envelope (thermal insulation of roofs, exterior walls, floors, better sealing, replacement of windows) and replacing HVAC systems and biomass/coal heat boilers with more efficient ones. For example, it was estimated that application of the above-mentioned measures only in the public buildings in the City of Banja Luka could yield energy saving of 36,000 MWh and GHG emissions reduction of 1,000 tCO₂/year².

III. BACKGROUND ON GENDER RELATED NATIONAL POLICIES AND GENDER EQUALITY PROFILE IN BiH

Bosnia and Herzegovina has set up the legislative and policy frameworks for gender equality and has become a regional leader in that area³. Important legal steps have been taken with Conventions,⁴ Laws⁵ and Gender

¹ 2nd National Communication of BiH to UNFCCC. Available at <http://unfccc.int/resource/docs/natc/bihnc2.pdf>

² Banja Luka City Sustainable Energy Action Plan (SEAP), 2012

³ Gender Country Profile for Bosnia and Herzegovina, European Commission, Hughson, Marina, June 2014.

⁴ Convention on the Elimination on all forms of Discrimination against Women (CEDAW), Istanbul Convention and corresponding Action Plan on the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security.

⁵ Law on Gender Equality, The Election Law of BiH, Anti-Discrimination Law in 2009.

Action Plans promoting gender equality, strategies adopted to reduce domestic violence, and institutional⁶ mechanisms set up to mainstream gender. However, a genuinely enabling environment requires a sharper focus on implementation of all policy instruments and a corresponding shift of paradigm from equality of rights to equality of results. The Gender Agency of Bosnia and Herzegovina states that 53 per cent of women have suffered some form of gender-based violence, while only 10 per cent of them have received support through the victims and witness support offices, with Roma women and girls and LGBT population being the most vulnerable groups. Furthermore, 67 percent of working age women do not participate in the labor force, which increases their economic dependency and diminishes their role in public life. Often, women bear the "double burden" of unpaid housework, and caring for children and the elderly as well as paid work. The war has also led to an increase in households headed by women, with 78 percent of them being war widows. Survivors of conflict-related gender-based sexual violence are among the most marginalized societal groups since they have not benefitted from adequate access to justice, compensation, and integral reparation. Gender intersects with age, education and employment status, rural/urban divide, disability, ethnicity, as well as complex post-conflict masculinities in the country⁷.

Political Participation of Women in BiH

There are 3.282.581 registered voters in BiH (2.039.316 in FBiH and 1.243.265 in RS) out of which 50,8% are women⁸. Yet, women continue to be underrepresented at all levels of political and public life. During the last general elections in 2014- in line with the standard praxis - the political parties abided by the Elections Law in terms of quota compliance when it comes to the candidate lists, but not with the mandates allocated to women. To illustrate, out of more than 300 female candidates enlisted for the BiH Parliamentary Assembly, only 10 were assigned with the mandates (6 directly and 4 by compensatory mandates). Out of total 152 ministerial positions in BiH at all levels, there are only 23 women, while less than 20% women are represented in parliaments. Only two women are represented at the Council of Ministers (there were none in the previous mandate), and all the three BiH Presidency positions are (and have always been) held by men representing the three constitutive people. Out of 183 registered political parties in BiH, not a single one is headed by a woman. Women are also under-represented at the legislative power at all levels, at 17.1%, which is in the obvious breach with the Gender Equality Law.

Out of 141 Municipalities, only 5⁹ or less than 4% of mayors are women. A recent study¹⁰ has shown that investments in female-run municipalities Mrkonjić Grad increased by 40,95%, in Kalinovik the unemployment rates have shrunk by 13,67% due to Mayors pushing for strategies and projects targeting employment of women and youth, and introducing and improving the day-care system, while the Mayor of Visoko invested 11.5 million BAM into local community development.

Gender Based Violence

A research¹¹ on prevalence of violence against women in Bosnia and Herzegovina, conducted on a sample of 3.300 women aged 18 or over in both entities, found that 47,2% of women have experienced some form of violence during their life-times, most of whom have not reported the violence. Mostly, violence is inflicted by a partner, and it occurs most frequently in the rural areas. However, the more educated the woman, the less likely violence is to occur.¹² From a total number of trafficking victims in BiH, more than 70% are women, and contrary to the wide belief- more than 95% are BiH citizens¹³. In terms of legislation, the BiH Gender Equality Law (2003)¹⁴ provides adequate legal framework for creating conditions for equal opportunities of women and

⁶ Gender Equality Agency of BiH and Gender Centers of the FBiH and RS.

⁷ Blagojevic, Marina, 2009.

⁸ General Elections Statistics 2014, Agency for Statistics of BiH.

⁹ Visoko, Doboju, Mrkonjić Grad, Kalinovik, Novi Grad.

¹⁰ Infohouse, 2016.

¹¹ Gender Equality Agency of BiH and Entity Gender Centers, in cooperation with statistical institutions and the support of UNFPA and UN WOMEN in 2013.

¹² http://www.bhas.ba/tematskibilteni/TB_zene_i_muskarci_bh_2015_eng.pdf.

¹³ Source: Ministry of Security of BiH.

¹⁴ The Gender Equality Law was amended in 2009 to meet the EU and the Council of Europe standards. A comprehensive Anti-discrimination Law was adopted in 2009; it covers the sectors of employment, social security, education, goods and

men in general. The country has also adopted the Law on Protection against Family Violence, as well as a National Action Plan for ending violence against women and trafficking of women. In addition to the gender specific laws, the state level Law on Prohibition of Discrimination on different grounds, employment and social protection laws offer de jure framework of equal opportunities. In July 2015, Council of Ministers adopted the Framework Strategy for Implementation of the Istanbul Convention about prevention and fight against violence against women and domestic violence 2015-2018- but little is done on its implementation.

Furthermore, FBiH continues to breach the Law on Protection Against Domestic Violence by failing to co-finance the Safe-Houses with the Cantons at the 70:30% ratio. Since 2008, the financial support to the Safe-Houses never exceeded 200.000 BAM annually which covers 10-15% of costs. This is why the two Safe-Houses in Mostar area have recently been closed. In addition, there has been no progress in meeting the CEDAW Committee recommendations vis-a-vis providing adequate support, protection and rehabilitation to CRSV survivors.

Economy

BiH has the lowest economic activity rates of women in the region with only 33% of the working age women being economically active. According to the official statistics, unemployment rate for women is at 31,2%¹⁵ (compared to 25,2% for men). The last census uncovers that out of 89.794 illiterates in total, the vast majority or 77.557 are women.¹⁶ Adding a new dynamic to this economic inactivity and invisibility of women is the force of “re-traditionalising” which is being reported particularly in rural areas. The overall high levels of unemployment among women in BiH exacerbate economic dependency of women and diminish their role in public life. The employed women in BiH are predominantly employed in the **field of services (aprox.60%)**, which is characterized by scarce job security and least benefits and pay. 23% of women are employed in agriculture, and 16% in industry. 7.9% of women are the unpaid family workers (compared to 1.7% for men).¹⁷

The following gender disaggregated data will underline the percentage of women in the field of services¹⁸:

Female employees:

In general, female employment in **services sector** in BiH according to Labor force surveys is:

in 2014 -> 60,0%

in 2015 -> (not accessible)

in 2016 -> 64,5%

Services sector includes inter alia, public administration, defense, education, health and social work activities.

In education, female employees at the beginning of the school year 2014/2015 varies, as follows:

98% of female educators in pre-school institutions

71% of female primary school teachers

60% of female secondary school teachers and associate and

43% of female teachers and assistants in higher education.

In public administration, the female employees as civil servants in the institutions of BiH represents 52,5% (state on 30th June 2015).

services, and housing. The State-level Election Law requires that the election candidate lists contain at least 40% women. A range of strategies define the measures that authorities should take, in cooperation with civil society organizations, in order to prevent and respond to violence against women and girls: BiH Strategy for preventing and combating domestic violence 2009-2011; Strategy for Combating Domestic Violence in Republika Srpska 2009-2013; Strategic Plan for the Prevention of Domestic Violence for the Federation of BiH 2009-2010; and the 3rd National action plan for combating trafficking in human beings for 2008-2012. The Funding Mechanism for the Implementation of the Gender Action Plan (FIGAP) became operational in 2010, and in the same year BiH became the first country in the Western Balkans to adopt the Action Plan on the Implementation of the UN Security Council Resolution 1325 on Women Peace and Security (2010 – 2013).

¹⁵ BiH Agency for Statistics, 2016.

¹⁶ <http://www.popis2013.ba/popis2013/doc/Popis2013prvolzdanje.pdf>

¹⁷ Labour Force Survey, 2014.

¹⁸ Reference documents: Gender assessment “Women and Men in BiH” and Labor force survey

Female users

Pre-school, primary and secondary education in BiH in 2014/2015 (data from attached pdf file, p. 23 and excel file).

48% of female users in pre-school education

49% of female users in primary education

50% of female users in secondary education

Students in institutions of higher education in BiH in 2014/2015 :

56% female students

Per last census in BiH in 2013, females are represented as of 50,9% of total population.

The total number/percentage of female users/employees in BiH is therefore situated between 64,5 (employees) to 50,9% (users). Since the users will have greater weighting factor (out of a total amount formed by users and employees), the total % of female users/employees should lean more towards 51%.

Energy poverty has gender dimensions: Men and women have different energy dynamics such as roles in household, decision-making areas, energy needs, coping mechanisms. For example, women are generally more vulnerable to health hazards from pollution generated by fuels such as coal, wood, and charcoal.

Energy efficiency and energy service delivery in public building represent a national priority as highlighted in the Nationally Determined Contribution (NDC) under Paris Agreements, whereby BiH explicitly recognizes the potential of public buildings for GHG emissions reductions. Improvements of energy performance in public buildings and energy service delivery will benefit mostly women. The largest category of users and occupants of public buildings are women (approximately 60% as indicated by data generated by UNDP's Energy Management Information System-EMIS which covers 2100 buildings out of 5000 buildings across the country).

Regarding women's economic empowerment goals, steps were taken to integrate these goals in various policies, notably the Gender Action Plans BiH (2009-2013 & 2013-2017) and Financing Mechanism for the Implementation of the Gender Action Plan (FIGAP). The Employment Strategy of BiH and Employment Strategies of the FBiH and RS focused on activating women through labour market measures. Despite legislative, policy and institutional measures that are put in place- there is a widening gender gap in socio-economic indicators. Also, the existing employment and women's empowerment policies do not adequately reach women with vulnerable characteristics, such as low education, residing in remote/rural areas, and saddled with the child and family care responsibilities.

The maternity rights of women are not regulated by a framework law, but rather with the set of entity, cantonal and Brčko District laws. In FBiH these rights are dependent of place of residence and whether the employer is private or public sector- creating additional patterns and layers of discrimination. BiH has the lowest fertility rate globally¹⁹. Out of 30.268 registered live births in 2014, there were 14.671 girls and 15.597 boys²⁰- which suggest selective termination of pregnancies based on gender.

Women continue to be less employed and less paid when compared to men. Reportedly during job interviews women are being asked about marital status and plans for having children, and multiple reports on women being fired upon disclosure of pregnancy are often not being legally pursued due to a lack of financial means for lawyer charges.

The media

Women are less represented than men in the media, stereotypes are prevalent and the media fails to address issues of gender awareness and women's rights (OECD, 2014; USAID, 2012). OECD (2014) notes that women are rarely consulted as "experts". More generally, EBRD (2014) contends that despite a degree of independent pluralistic media operations in BiH, more could be done to ensure tolerance, freedom of expression and

19 BiH shares the last, 210th place globally with Macau, Portugal, Korea and Taiwan. Population Reference Bureau, 2015

20 BiH Agency for Statistics, 2016.

minimisation of media polarisation along political and ethnic lines. A self-regulated press code for printed media exists that contains provision to develop gender equality awareness and human rights (AGEBiH, 2014). A number of legal reforms are underway to harmonise various media laws to ensure equal gender representation in leading positions of media, employment, balanced interests in programming and the elimination of gender discrimination and stereotyping (AGEBiH, 2014). As noted above, USAID (2012) is providing a range of support to strengthen performance of the media sector regarding gender issues and women's empowerment.²¹

IV. GENDER ISSUES IN ENERGY EFFICIENCY IN RELATION TO WOMEN ACCESS TO FINANCE AND WOMEN ECONOMIC EMPOWERMENT

The Sustainable Development Goals (SDG) include energy security for all, health, sustainable livelihoods, for women and men. With SDG 5 aiming to achieve gender equality and empower all women and girls, low carbon development approach must take into consideration the interplay between techno-economic and social-political aspect, by taking into account societal change, such as institutional settings (ie care economy), gender-biased power relations, and cultural values.

Despite notable progress being made towards achieving gender equality in Bosnia and Herzegovina, gender stereotyping and discrimination against women remain widespread and much remain to be done to overcome ingrained socio-cultural attitudes and behaviours. While gender mainstreaming is integrated into a range of national policies, legislation, institutional structures and social and economic strategies, significant barriers still exist which limit women's economic opportunities, equal participation in public life and decision making and exercise of human rights.

There are no explicit examples of government led or donor sponsored assessments in energy sector, particularly in energy efficiency in buildings that are structured around measurements of the benefits to women, in particular equal participation and women economic empowerment opportunities that women benefit from projects, policies or programmes. Many assessments show however the limited opportunities women have to entrepreneurship and access to finance.

EBRD's Strategy for Bosnia and Herzegovina is aiming to "develop and implement projects in relevant sectors and areas in Bosnia and Herzegovina, as it is a country with large gender gaps in the area of access to finance, labour practices and employment. The Bank will endeavour to work with its clients in the banking sector to identify ways, where appropriate, to support women entrepreneurs in terms of facilitating their access to finance and supporting their business activities. This engagement will also, where possible, ensure a link with services provided by the Bank's Small Business Support (SBS) programmes". With regard to entrepreneurship and access to finance EBRD Strategy for BiH shows that according to BEEPS 2009, 58 per cent of female owned firms applied for loans compared to 56 per cent of male owned firms and 51 per cent of the female managed firms applied for a loan compared to 57 per cent of male managed firms. 11.5 per cent of loan applications submitted by female owned firms were rejected compared to 17.4 per cent of applications submitted by male owned firms. The gap is bigger when looking at firms with women top 20.

The 2015 World Bank's report on gender disparities in BiH²² concludes that the difficulties facing women wishing to start their own business include limited skills, confidence and a difficult business environment. While the State does furnish a few programs and financial resources to support female entrepreneurship, these are not always implemented and utilized. In 2008 for instance, women used a mere 4% of resources allocated by the government for women entrepreneurs in FBiH. Given women's limited training and smaller size of business, they find it more difficult to deal with government processes such as taxation, licensing, and various levels of the bureaucracy⁹⁴. Further, BiH's high level of decentralization and fragmentation of government renders it more complex for entrepreneurs in general, and women in specific to undertake such projects.

²¹ Priority gender issues in BiH, Georgia, Moldova, Serbia and Ukraine-with consideration to gender and governance"-June 2016 <http://www.gsdrc.org/wp-content/uploads/2016/07/HDQ1372.pdf>

²² 7992483659/pdf/97640-ESW-P132666-and-P152786-Box385353B-PUBLIC-BiH-Gender-Disparities-in-Endowments.pdf

IV. RECOMMENDATIONS

Equal participation of both women and men during project proposal design consultations.

The involvement of women and men at the design stage is a first important step that will allow the discussions of the problems and solutions addressed by the project proposal with clear indicators for the measurement of the benefits to women. Similarly, the observation of a 50% target for women's participation in the project management structure and technical committees will be recommended and it is based on UNDP best practices applied in all its interventions. In this way, the project will seek to capitalise on the know-how and experience that women could provide to the process. Not assuming that such processes are gender neutral will lead to utilizing female perspectives and leadership in BiH for promoting safer, cleaner, and healthier cities. Empowering women, therefore, can be the key to transformational shift towards climate smart public buildings and infrastructure, while pursuing traditional approaches is likely to reinforce the existing inequalities.

Gender considerations addressed during the project's implementation

Insufficient inclusion of women in all stages of project implementation is likely to result in gender-blind planning, financing, execution and implementation. This is why, the project proposal will reflect the gender considerations in its objectives, activities, results, performance/impact indicators, and operational costs, and will "provide the expected environmental, social and health, and economic co-benefits.. Furthermore, the proposed project will be expected to identify opportunities when women in particular can act as agents of change, therefore improving the overall effectiveness of the proposed intervention. Engaging women as active stakeholders in project processes and using them as agents of change is important because women have noteworthy experience and know-how as a result of their multiple societal roles - they have critical insight, perspectives and knowledge to significantly support project processes. In practical terms, this project will, crowdsource the ideas of women throughout the project cycle, as well as promote parity and equitable inclusion of women while cooperating with the partners - so that they are adequately represented and their voice is heard.

Gender specific qualitative assessments

During the project implementation, gender specific qualitative assessments will be grounding the performance measurement and assessment of the gender specific benefits attained by the project. The results are expected to be reflected in the annual Project Implementation Report and mid-term and terminal evaluation reports. Sex disaggregated data collection, gender sensitive project logical framework and monitoring

Gender mainstreaming will be applied as the primary method for integrating a gender approach into environment and development efforts. In practice, gender mainstreaming means deliberately giving visibility and support to both women's and men's contributions individually, rather than assuming that both groups will benefit equally from gender-neutral development interventions²³. Within this particular project context, gender mainstreaming implies gender sensitive project logical framework, identifying gaps in equality through the use of sex-disaggregated data, developing approach and resources to close those gaps, monitoring the results, and finally, being accountable for outcomes that promote gender equality.

The project will ensure both that the sex disaggregated data is collected, and also that data collection process is gender-sensitive. Also, the logical framework of the project will include gender disaggregated indicators that can ground the gender assessments conducted within the purpose of the proposed project and will reflect the benefits to women in terms of participation and economic empowerment e.g. the access to capital for energy efficiency retrofits, number of women and men with strengthened skills in green jobs, number of women and

23 UNDP and GGCA. Gender and Energy.

<http://www.undp.org/content/dam/undp/library/gender/Gender%20and%20Environment/PB4-AP-Gender-and-Energy.pdf>

men users of the retrofitted public buildings, number of women and/or women associations acting as agents of change for the transition to sustainable energy sources, number of women led SME's access to financing mechanisms promoted by the project;

Similarly, monitoring and evaluation activities will enlist a gender responsive approach and gender sensitive data collection. The project will report, reflect, codify and disseminate best practices and the evaluative knowledge generated by the project to inform and influence the government and other development partners approach to future programs and projects in making them progressively more gender responsive.

PROPOSED GENDER ACTION PLAN

Objective	Action	Indicator	Target	Timeline	Responsible Institution
Component 1. Policy de-risking: Addressing non-financing barriers to investment in climate smart buildings and infrastructure					
Activity 1.1.6 Awareness raising among buildings' end-users					
Strengthened municipal and cantonal level institutions, human resources, awareness and knowledge for gender sensitive climate smart policy making	Active involvement of women in capacity building and awareness seminars	Number of public sector technical staff and policy makers (% of women) trained	200 (30% women)	EoP (end of project)	Municipal and cantonal government representatives
		Number of social and gender responsive measures (including targeted measures that facilitate energy connection for women headed households and vulnerable households) included in the SECAPs supported by the project	20	EoP	UNDP project
		Number of updated gender responsive SECAPs supported by the project	40	EoP	
Increased understanding of the benefits of the climate smart solutions at community level	Organisation of a nationwide PR campaign consisting in a series of events, designed around different gender needs and roles, responsibilities and women's access to and use of energy	Number of PR events (including media broadcasts) highlighting the challenges and opportunities to address the needs of women and men in relation to energy service and use	40	EoP	UNDP project team Municipal and local institutions Women led NGOs identified during the project implementation
	Mobilization of local communities to participate in gender based activities and events	Number of participants trained (30% women) in clean energy solutions in building and in maintenance of the energy efficient technologies installed in	500	By end of yr.2	

	<p>Work with women and women led NGOs to act as “drivers of change”</p> <p>Trainings for journalists and media in gender sensitive climate change issues and women role for resilient communities</p> <p>Provide child care facilities during the training events to stimulate women participation</p>	<p>public buildings</p> <p>Number of PR/awareness raising events organised jointly with women led NGOs</p> <p>Number of awareness raising seminars where climate smart gender sensitive solutions are presented and discussed</p>	<p>40</p> <p>20</p>	<p>EoP</p> <p>EoP</p>	
Strengthened capacity of women entrepreneurs and women led SMEs to participate in the development of green markets	<p>Awareness/training sessions targeting women entrepreneurs</p> <p>Hiring of gender expert for the integration of distinct gender aspects in the training modules</p>	<p>Number of private sector representatives familiarised with the climate smart solutions (%of women)</p> <p>Number of women led SME’s involved in climate smart market solutions</p> <p>Number of women trained in green jobs (e.g. energy auditors; building inspectors; architects trained in green resilient public infrastructure, biomass boiler manufacturing/maintenance; biomass based fuel production etc)</p>	<p>200 (30%women)</p> <p>20</p> <p>150</p>	<p>EoP</p> <p>EoP</p> <p>EoP</p>	UNDP and implementing partners
<p>Component 2 Financial de-risking & Investment support: Addressing financial barriers to climate smart investment in buildings and infrastructure</p> <p>Act.1.2.1 Implementing National Framework for Low-carbon investment in public buildings</p>					
Improved access of women led SME’s to financing schemes	<p>Inclusion of gender considerations and social dimension in the guidelines of the proposed financial mechanisms and financing criteria of</p>	<p>Number of women led SMEs financed under the project’s financing schemes (including IFI partner)</p> <p>Number of public buildings targeted by</p>	<p>20</p> <p>200</p>	<p>EoP</p> <p>EoP</p>	<p>Environmental Funds (EFs) and responsible ministries at entity level</p> <p>IFI project</p>

	the EFs	the project financing scheme, used by vulnerable groups (e.g. retirement homes, schools, kindergartens, healthcare centres and social care centres)			partners Project team
Increased employment opportunities in energy efficiency sector	Targeted involvement of women in the jobs created under the building retrofits	% of men and women representation in the number of jobs created	40% women	EoP	UNDP project
Improved access to affordable warmth and buildings with lower energy intensity	Ensure that benefits are equally shared between men and women utiliser of the retrofitted buildings	Number of women beneficiaries (employees or utilisers) of the retrofitted public buildings	92,000	EoP	UNDP project
Monitoring and Evaluation / Reporting on gender specific indicators					
Objective	Action	Responsible institution			
Gender sensitive project best practices and evaluative knowledge	Ensure the set-up of the proper mechanism to monitor and report on gender impacts Gender technical expert to support gender sensitive M&E and train project staff and partners (e.g. EFs staff) on gender based monitoring and evaluation	UNDP project and partners			
	Dissemination of gender assessments, best practices and evaluative knowledge captured during the project implementation	UNDP office and UNDP Istanbul Regional Hub Ministries and Environmental Funds participating in the project			

PROPOSED GENDER BUDGET- Bosnia and Herzegovina

Scaling-up Investment in Climate-Smart Public Buildings and Infrastructure

Type of Supply	Category	US\$	Activity	Description of procurement	First year % of disbursement
Individual Contractor (Gender expert)	71300-Local consultants	15,000	Integration of gender aspects in training modules and guidelines of the proposed financial mechanisms; delivery of specific gender related training activities	Individual Contract; UNDP procurement rules will apply	30%
Printing of gender training materials	74200- Audio Visual&Print Prod Costs	3,000	Printing of gender training materials to be delivered during the training courses, printing of lessons learned and best practices etc	Services: UNDP Procurement rules will apply	30%
Roundtables with Women led NGOs, dedicated awareness sessions to women entrepreneurs etc.	75700-Training, workshops, conferences	5,000	Roundtables with women led NGOs to act as “drivers of change”	Services: UNDP Procurement rules will apply	30%
Total Estimated Procurement Plan		23,000 US\$			

Appendix J: Gender Action Plan

GENDER ACTION PLAN

Project Outcome: Resilience and efficiency of Aiwo Port improved.			
Components and Outputs	Performance Targets and Activities	Indicative Timeline	Primary Responsibility
Output 1. Priority port infrastructure constructed or rehabilitated and climate proofed			
Aiwo port is constructed with a new wharf and new port buildings for harbour master's office, staff amenities, gatehouse, plant workshop and industrial pavement into a container storage yard, old facilities are rehabilitated	<ul style="list-style-type: none"> ➤ Prior to civil works and during implementation, community consultation and participation activities will aim 30% women's involvement and consultations will be scheduled at a time when women can easily attend ➤ At least 30% of female representation in committees for the project if established ➤ At least 20% of female recruitment for skilled and unskilled labour by the civil works contractor. Women could be recruited in the service/ hospitality/community liaison/ admin and technical area, wherever possible ➤ Provide separate sanitary facilities for men and women and changing rooms and lockers where applicable ➤ Organise training for port workers and community members on gender issues and HIV/AIDS and STD issues and concerns with 30% of female participants; training provider should be selected adequately under relevant Nauruan institutions or non-government organisations ➤ Provide information on HIV/AIDS and STDs to construction workers before construction starts ➤ Port safety awareness attended by at least 30% women ➤ Contractor will comply with Nauru labour laws and practices as well as equal wages to men and women for work of equal value ➤ Women's wages will be paid directly to them ➤ Contractor will be required to provide safety gear and protective equipment where applicable to keep both men and women workers safe on the job 	<p>October 2017 and quarterly onwards</p> <p>September 2017</p> <p>Q4 2017</p> <p>Q2 2018</p> <p>Q4 2017 – Q2 2022</p> <p>November 2017</p> <p>Q4 2017 -Q4 2019</p> <p>During port construction</p>	<p>SC</p> <p>SC, Contractor</p> <p>Contractor</p> <p>PMU/SC</p> <p>SC, SGS, SSO</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p>
Output 2. Capability of NPA staff strengthened			
A designed and implemented training and capacity building programme improves the	<ul style="list-style-type: none"> ➤ At least 10% women participation in proposed training activities wherever practical ➤ 100% of women employed in the completed Port will be trained in port safety 	<p>Q4 2017- Q4 2019</p> <p>Upon recruitment</p>	<p>SC</p> <p>SGS, SSO</p>

Project Outcome: Resilience and efficiency of Aiwo Port improved.			
Components and Outputs	Performance Targets and Activities	Indicative Timeline	Primary Responsibility
capacity of NPA staff	<ul style="list-style-type: none"> ➤ Implement training on gender issues and HIV/AIDS for NPA/PIU/PMU staff and management ➤ NPA to encourage women candidates with relevant qualifications to train and apply for project related employment particularly in technical and managerial areas 	<p>Q4 2019 and regularly onwards</p> <p>Q3 2017 onwards</p>	<p>NPA, Project Manager PMU</p> <p>NPA</p>
Output 3. Efficient project management			
The project will assist NPA to establish a PMU/PIU to implement activities and will provide capacity development and coaching for staff	<ul style="list-style-type: none"> ➤ NPA will recruit at least 10% women staff for PMU during construction when practicable ➤ NPA develops a gender strategy to recruit female staff in various positions and additional capacity building and training for female staff ➤ Recruit an international social and gender specialist for the SC, who will assess, consult, train and help manage the implementation of GAP ➤ Report the progress of GAP activities in regular quarterly progress reports. ➤ The project design monitoring framework (DMF) includes indicators measuring implementation of the GAP and ensures the inclusion of gender disaggregated data in the baseline, progress, monitoring and evaluation reports 	<p>Q4 2017</p> <p>By Q3 2018</p> <p>Q4 2017</p> <p>Quarterly starting first quarter of 2018</p> <p>DMF monitoring upon commencement of project implementation</p>	<p>NPA, PMU</p> <p>NPA, Project Manager PMU</p> <p>SC</p> <p>SGS, SSO</p> <p>SGS</p>
<p>Implementation Arrangements: The GAP will be implemented by the International Supervision Consultant, SC and a Project Management Unit, PMU. NPA will recruit one social safeguard officer, who will be supervised by one part-time International Social and Gender Specialist from the SC team. The Social and Gender Specialist will be responsible for incorporating the GAP into project planning and implementation including designing and implementing awareness workshops and establishment of gender-disaggregated indicators for project performance and monitoring. The SC/PMU will include reporting on progress of GAP activities in quarterly progress reports to ADB and the Government. Other training providers, NGOs may be hired to implement different GAP activities under the guidance of the SGS.</p>			

ADB = Asian Development Bank, GAP = gender action plan, NPA = National Port Authority, SC = Supervision Consultant, SGS = Social and Gender Specialist, SSO = Social Safeguard Officer



Annex XIII: Gender Assessment and Action Plan

Enhancing Climate Change Adaptation in the North Coast and Nile Delta Regions in Egypt

I. Introduction

This gender assessment aims to provide an overview of the gender situation in Egypt, with a specific focus on protecting and increasing the resilience of groups in vulnerable situations, particularly women and children from the adverse impact of climate change on rising sea levels and coastal erosion in the Nile Delta and North Coast region. The assessment will highlight gender issues that have a bearing on the project, as well as opportunities to empower women through gender responsive adaptation, mitigation and risk reduction measures. The assessment is based on both primary and secondary sources. Primary sources include information collected from the implementation of stakeholder consultations. Secondary sources include research and studies conducted by the Government of Egypt, donor agencies, and multilateral development banks, academia, and civil society. Data gathering activities will focus on:

1. Aligning the proposed project approach with Egypt’s national priorities as reflected in the Sustainable Development Strategy (SDS): Egypt 2030; and the National Strategy for the Empowerment of Women 2030.
2. Synthesising and building on information obtained and lessons learned from past interventions, and gender assessments
3. Engaging women who might be potentially affected by project activities and including their voice into this assessment, as well as that of other vulnerable groups (the elderly, disabled persons and children)
4. Formulating gender sensitive project output and outcome indicators
5. Designing mainstreaming and equity activities targeting women and promoting their agency and leadership

II. Resilience of communities in vulnerable situations in the Governorates of Beheira, Kafr El Sheikh, Dakahliya and Damietta and their response to the increasing threat of rising sea levels and coastal erosion

The Government of Egypt started addressing coastal zone management challenges in 1992, and in 1996, a Framework for Integrated Coastal Zone Management (ICZM), was developed by the Egyptian Environmental Affairs Agency (EEAA). Despite these initial efforts, a coherent and integrated plan for the management of the coastal zone remains to be finalized. Furthermore, the coastal zone management committee (CZMC) has been inactive for a number of years, which means that the policy dialogue is fragmented because of the different visions and competing interests of stakeholders. In the meantime, addressing the impact of climate induced rising sea levels and coastal

erosion in the Nile Delta and North Coast is gaining urgency because of the economic, social and cultural importance of the region. Approximately 30% of Egypt's population lives in the Nile Delta region, which provides for more than 50% of the country's economic activity through agriculture, industry and fisheries. Agriculture is Egypt's largest source of employment, accounting for 20% of the country's GDP and 30% of its labor force. In this context, worthwhile noting is the fact that over 40 % of people working in agriculture or fisheries in Egypt are women.¹ Furthermore, as Egypt does not produce enough food to feed its current population, any loss of prime agricultural land due to coastal flooding from sea level rise will have a detrimental impact on the country's economy. In addition, it will have direct adverse impacts on the livelihood and wellbeing of communities living in these regions. Women and children will be disproportionately affected because lacking access to resources and information, as well as the weakness of institutional bodies including the health care system. Although, the incidence of poverty and food insecurity is higher in Upper Egypt and in rural areas, a report issued by the World Food Program indicates that significant pockets of poverty and food insecurity are emerging in rural and urban regions of the Delta.² Moreover, a report issued by the Central Authority for Public Mobilization and Statistics (CAPMAS) in 2015 confirms that there has been an increase in poverty between 2012-2013 and 2015 in the Nile Delta rural and urban areas leading to irregular migration.³ Furthermore, because of poverty and unemployment, governorates in the Delta, mainly Beheira, Kafr El Sheikh and Gharbia are witnessing a rise in irregular migration to Europe. Young people and children, mostly males, risk their lives attempting to reach destinations illegally by land or sea, and in the process of doing so, they die leaving behind a mother, a wife and children struggling to survive without a source of income as it is often the case that household owned assets including land have been sold to pay for the journey. The 'hotspot' governorates that the project will address include such pockets of poverty, compounded by rising unemployment since 2011, especially among youth and women.⁴ In this context, and according to the CAPMAS report, youth represent a quarter of Egypt's population, with 20% who are unemployed and over 50% who are poor. Any loss of assets and further reduction of economic activities as a result of the impacts of climate change will consolidate poverty and spread its pockets,

III. The Gender Context in Egypt

Gender inequality is costly socially and financially, because it holds back the region's potential for sustainable development. The link between gender inequality, climate change, women's economic empowerment and sustainable development is acknowledged. Further, poverty and climate change are inter-related. The poorest and most disadvantaged groups are more liable to depend on climate-sensitive livelihoods such as agriculture and fishing which makes them particularly vulnerable to the impacts of climate change.⁵ In rural areas, these difficulties are compounded by fewer opportunities for work in the formal sector, high rates of illiteracy, restricted mobility, and limited access to

¹ World Development Report (WDR) on Gender Equality and Development, 2012

²The Status of Poverty and Food Security in Egypt, World Food Program, 2013
<http://documents.wfp.org/stellent/groups/public/documents/ena/wfp257467.pdf>

³ CAPMAS Statistics, 2015

⁴ Egypt is divided for administrative purposes into 27 first level subdivisions or governorates which are either fully urban like Cairo, Alexandria, Suez and Port Said or both urban and rural which constitute the majority of governorates: 8 in the Delta and 10 in Upper Egypt, the remaining 5 governorates are frontier governorates

⁵ Overview of linkages between gender and climate change, NDP Asia-Pacific Human Development Report 2011
<http://www.undp.org/content/dam/undp/library/gender/Gender%20and%20Environment/PB1-AP-Overview-Gender-and-climate-change.pdf>

resources and services, and to decision- making. All of these inequalities combine to diminish their adaptive capacity.

Gender Inequality Index

Through the years, several indices have developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).⁶ GII is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labour market while with a measures achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women. Egypt has a GII of 0.565 and ranks 111 out of 159 countries assessed. The GDI value (2016) is not available.⁷

The Global Gender Gap Index (GGGI) of the World Economic Forum examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and survival; and political empowerment.⁸ Out of 142 countries, Egypt rank based on GGGI in 2014 is given below: ⁹

Description	Score	Rank
Economic participation and opportunity	0.461	131
Educational attainment	0.947	109
Health and survival	0.976	57
Political empowerment	0.041	134
Gender Gap Index 2014	0.606	129

* Inequality = 0.00; Equality = 1.00. Source: The Global Gender Gap Report 2014

Poverty

Over a quarter (27. 8%) of Egyptians live below the poverty line according to CAPMAS.¹⁰ The rate and severity of poverty has increased since 2011 due to the rapid deceleration of the economy and decreased revenues from tourism, and manufacturing. Furthermore, the inflationary impact of the devaluation of the Egyptian pound, the cutting of subsidies and the approval of the value added tax has made it increasingly difficult for many households to meet their basic needs. For decades, the government’s efforts at development were directed to urban areas, leaving rural Egypt where more than half of the population lives, largely neglected. This meant that rural regions have always been disproportionately poor, but the past years saw a rise in rural poverty, especially in Upper Egypt,

⁶ United Nations Development Reports: Table 5. Gender Inequality Index

<http://hdr.undp.org/en/composite/GII>

⁷ <http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>

⁸World Economic Forum The Global Gender Gap Report 2014 Country Profiles.

http://www3.weforum.org/docs/GGGR14/GGGR_CountryProfiles.pdf

⁹ http://www3.weforum.org/docs/GGGR14/GGGR_CountryProfiles.pdf

¹⁰ CAPMAS Household Income and Expenditure Survey 2015

which houses more than 80% of the extreme poor, but also in Nile Delta region which houses 13.7 % of the extreme poor and 27.6% of the poor, most of whom live in rural areas.¹¹

The rural poor include tenant and small-scale farmers, landless labour, and the unemployed, mainly youth and women – particularly women who head about one in five Egyptian households.¹² Poverty rates are higher among women compared to men (by 2.3% in urban areas and 4.8% in rural areas).¹³

The impact of poverty on women is disproportionately severe because of limited access to paid employment, productive resources, education and services including social protection. The rise in poverty is also accompanied by a rise in food insecurity and nutrition problems. A report by the World Food Program (WFP) and CAPMAS estimates that 17% of the population suffered from food insecurity in 2011, compared to 14% in 2009.¹⁴ Food insecurity is driven by household purchasing power, which consequently results in negative household coping strategies, particularly a reduction in dietary diversity. Women, especially rural women are affected both as producers involved in a wide range of agricultural activities for subsistence as well as commercial purposes, as managers of their household's diet who are forced to cut down on the more expensive food items; and, ultimately as consumers, who as a result of gender dynamics within the household are more vulnerable to hunger and poverty.

Health

Egyptians (men and women) are challenged by health problems including hepatitis B and C, as well as adult hypertension, cardiovascular diseases and diabetes. Egypt has made significant strides in improving maternal health and reducing maternal mortality. However, women continue to have health problems that detract from their wellbeing and, ultimately from their ability to contribute effectively to development. These health problems are caused by lacking access to information about health services.

The 2015 Egyptian Demographic and Health Survey (EDHS) shows no significant variation between genders in the prevalence of communicable and non-communicable diseases. However, it revealed that the knowledge about diseases and prevention methods was overall higher among men than among women and higher among educated men and women than among uneducated women and men, as well as among residents of urban governorates and cities compared to rural and frontier governorates and cities.¹⁵

Education

¹¹ Improving Regional and Rural Development for Inclusive Growth in Egypt, Hafez Ghanem, Global Economy and Development, Brookings, Working Paper 67, January 2014,

¹² <http://www.ruralpovertyportal.org/web/rural-poverty-portal/country/home/tags/egypt>

¹³ AlAzzawi Shireen, Is there Feminization of Poverty in Egypt? Economic Research Forum (ERF), Working Paper 926. July 2015

¹⁴ The Status of Poverty and Food Security in Egypt: Analysis and Policy Recommendations, Preliminary Summary Report, 2013, the World Food Programme

¹⁵ Health Issues Survey 2015, Ministry of Health and Population Cairo, Egypt El-Zanaty and Associates Cairo, Egypt The DHS Program ICF International Rockville, Maryland, USA

Education is key to improving women’s access to their rights as citizens, including their opportunities in the public sphere. Moreover, gains realized in girls’ education contributes to reducing discrimination against them.¹⁶ Egypt has made significant strides in this respect reaching gender parity in primary and secondary school enrollment and is on track to doing so with regards to enrollment in tertiary education. Enrollment rates for primary school show 96% of females compared to 98% of males. In addition, 85% of females are enrolled in secondary school compared to 86% of males, and 31% of females are enrolled in tertiary education compared to 35% of males.¹⁷ However, disparities remain in literacy between women and men, with more women unable to read and write than men. The literacy rate is 65% for females and 82% for males.¹⁸

A main impediment to women’s participation as a contributor in the labour market and a beneficiary of its dividends is the type of education that women get. In 2010, the USAID commissioned a forward-looking gender assessment of its programmes in Egypt to include recommendations for the integration of gender considerations in the focus areas of the Cairo Initiative. The assessment concluded that that geographical location and cultural stereotyping affect the quality and type of education that women receive and accordingly, their opportunities in the labour market. Poor women are less likely to have access to quality education or to life leaning opportunities. They are also more bound by household and care responsibilities as well as mobility constraints, resulting in their being more likely to choose traditional education streams and to drop out from the labour market

Political Representation and Decision Making

Since obtaining their political rights in 1954, women’s parliamentary representation has been marginal varying between 0.5% and 2.6%, except when the quota system and the proportional list system were adopted in 1979, 1984 and 2010. The gender quota is the subject of much controversy even among feminists, yet its cancellation after January 2011 in favour of a law that required political parties to nominate at least one woman on their list without stipulating their ranking resulted in only 14 women making it to the parliament which meant a regression of women’s representation to 1.97 % (2% in the Lower house and 4.4% in the Upper House). The number of women in the present cabinet at 15% is a historical precedent. There are three female ministers in Egypt’s cabinet of 34 officials including the prime minister. There is one recently appointed female governor in the governorate of Beheira, one of the hotspots targets of the project, one recently appointed mayor in the village of Kom Boha, Assuit, Upper Egypt; and, only 6 female district chiefs nationwide in Cairo, Sharqeya, Gharbeya, Alexandria and Port Said.

Economic Participation

The Central Authority for Public Mobilization and Statistics (CAPMAS) statistics for 2016 indicate that although unemployment in the 15-64 age range has decreased slightly to 12.7%, compared to 12.8% in Q4 of 2015, the unemployment rate for young people in the age range 15-29 age is 27.3%. Recent CAPMAS statistics confirm that the rate of unemployment for young males is 21% compared to 46.8% for young women. Unemployment is more prevalent among the educated, and more so in the case of

¹⁶ Somaya Ahmed Aly Abdel Mowla Education and economic Empowerment of Women in Egypt The American University in Cairo, Social Research Center Working Paper #002

¹⁷ The Global Gender Gap Report 2015, The World Economic Forum

¹⁸ Ibid

young women than young men for whom the transition to work is easier. Unemployment rates are higher in cities and in urban governorates (16.1%) than in rural areas (10.9%).

Women are disproportionately represented in the informal sector where they work at lower productivity and lower paying jobs, and more young working women (28.9%) than men (14.2%) are unpaid family workers.¹⁹ The time survey recently released by CAPMAS confirms that women spend an inordinate amount of time doing unpaid work, 90% of women in comparison to 26% of respondents aged between 30 and 49 years old report doing unpaid family work. Moreover, women spent approximately 5 hours a day doing such work, compared to less than 2 hours for men. While no significant differences were found between urban and rural residents, differences were found according to age, with respondents in the age range 10-17 and those aged more than 60 years old doing less unpaid work. In this context, it should be noted that women's participation in agricultural and farming activities is seriously underestimated. While official statistics quote their participation at about 5%, the 2012 World Development report on Gender Equality and Development indicates that 46% of Egypt's women perform activities related to agriculture and farming, mostly as unpaid workers.²⁰

Concerning paid work in the formal sector, the survey revealed that the percentage of males was twice that of women and that there was little variation between urban and rural residents. The only variation noted was in the hours of work, which were longer in urban than in rural areas and in both cases were slightly longer for males-approximately one hour more than for females. The Global Entrepreneurship Monitor (GEM) Report 2015/16 indicates that approximately 7.4% of the adult population in Egypt aged 18-64 are self-employed, only 2.2 % of these are women, and those are mostly motivated by subsistence needs.²¹

Access to Resources and Services

The 2014 Egyptian Constitution (articles 17, 18, and 19) affirms the right of all citizens everywhere to social insurance, pension funds, health services and education. In addition, to these basic services the state provides a number of other services that enable citizens to exercise their citizenship rights and to participate in the development of their communities. Some of these services are provided through citizen service centers (CSCs) as well as through government e-portals. The provision of citizen responsive public services has been a long time concern of the GOE. However, despite the reforms introduced over the past ten years, the breadth and quality of public services provided to citizens remains lacking, with problems of access and quality felt more acutely by residents of rural areas and women.

IV. Legal and Administrative Framework Protecting Women and Protecting Gender Equality

¹⁹ Labour Market Transitions of Young Women and Men in Egypt, Ghada Barsoum, Mohamed Ramadan and Mona Mostafa, ILO-Master Card, Youth at Work (YAW) publication series number 16, 2014

²⁰ The Global Entrepreneurship Monitor (GEM) Report 2015/1

²¹ Gender Equality and Development, World Development Report, the World Bank 2012

The 2014 Egyptian Constitution was hailed by human rights and women groups as being the best that Egypt has ever had. From a gender standpoint, the Constitution's emphasis on citizenship and equal opportunity (articles 8 and 53) and the clear language on issues of discrimination and violence against women were praised. Article 11, is critical as it sets forth the obligations of the State towards women as follows: "The State shall ensure the achievement of equality between women and men in all civil, political, economic, social, and cultural rights in accordance with the provisions of this Constitution. The State shall take the necessary measures to ensure the appropriate representation of women in the houses of representatives, as specified by Law. The State shall also guarantee women's right of holding public and senior management offices in the State and their appointment in judicial bodies and authorities without discrimination. The State shall protect women against all forms of violence and ensure enabling women to strike a balance between family duties and work requirements. The State shall provide care to and protection of motherhood and childhood, female heads of families, and elderly and neediest women."²²

The Egyptian Constitution was also explicit in its commitment to take the necessary measures to preserve it and ensure that every citizen lives in a sound environment (Article 46). Last but not least, Article 214, reaffirms the mandate of national councils including the NCW as follows: "These councils have legal personalities and enjoy technical, financial and administrative independence. They are to be consulted with regards to draft laws and regulations pertaining to their affairs and fields of work." In the same Article, the Constitution granted the Council the right to "report to the public authorities any violations pertaining to its field of work."²³

Notable progress has been achieved in translating these constitutional articles in legislations. To start with, in 2014 a new law was issued amending article 306 A in the penal code to criminalize harassment in the form of words, gestures, and actions expressed in person or through other means of communication. Further, the National Strategy to Combat Violence against Women was also launched in 2015. The five years Strategy relies on 12 protocols signed between the NCW and numerous ministries, specialized national councils, and CSOs.²⁴ The NCW is currently lobbying for legislations that adequately addresses this scourge. Moreover, stringer penalties for female genital mutilation (FGM) have been approved by Egypt's parliament in 2016. FGM was first criminalized in 2008 but was treated under Article 242 (bis) as a misdemeanour with a prison sentence imprisonment for between three months and two years on practitioners who commit the offense. The amended article punishes perpetrators of this crime with a period of imprisonment of between five and seven years and up to 15 years if the act results in the death or deformity of the victim.

Prior to 2011 Equal Opportunities Units (EOUs) were established in every ministry. These EOUs are directly affiliated to the ministers' office. Their main function is to address any discriminatory employment practices against women, and mainstream gender considerations within the mandate and programs of the Ministry. Since 2011, these EOUs have been largely inactive; however, by virtue of the 2014 Constitution's renewed mandate to the NCW, the EOU are being reactivated in the various Ministries, including in the Ministries relevant to the subject of this proposal.

Finally, in the context of addressing climate change, the GOE recently established units within the different Ministries. The anticipated level of cooperation with the Ministry's EOUs is still not apparent.

²² The amended Constitution of the Arab Republic of Egypt, January 2014

²³ Ibid

²⁴ <http://eipr.org/en/press/2015/06/confused-step-right-direction-commentary-national-strategy-combat-violence-against>

V. Gender issues in response to the projected climate induced coastal flooding risks in Egypt's North Coast

The stakeholder engagement part of this annex (section VI) lists the specific issues and difficulties that women face in responding to the adverse impacts of climate induced rising sea levels, and provides recommendations. An additional annex to this proposal shows the full results from the stakeholder consultations outlining the human security threats that affect women as a result of climate change.

VI. Recommendations

Gender analysis

The gender analysis undertaken at the onset and design of this project serves as an entry point for gender mainstreaming throughout implementation. Stakeholder consultations at macro and Meso level took place on the 25th of May 2016 on the premises of the Ministry of Water Resources in Giza. Results from the consultations are detailed below in the Stakeholder Engagement section and Gender Action Plan and are included in full as an additional annex to this proposal.

The gender analysis, through stakeholder engagement and consultation enabled:

- Engagement, development and input into the design of the 'Enhancing Climate Change Adaptation in the North Coast and Nile Delta Regions in Egypt' project and the approach to move forward;
- Demonstration of the need and value of collecting gender-disaggregated data and developing gender sensitive indicators to establish a baseline in which to measure improvements and identify areas of focus; and,
- Formulation of actionable recommendations to incorporate into the Gender Action Plan.

Project design and implementation

Addressing gender dimensions within the project design and implementation, this proposal works to identify and integrate interventions to provide gender responsive and transformative results. As women are key players in managing basic household resources, as care takers, as well as participants in income generating activities, this proposal seeks to address the cultural, the physical, as well as the information and capacity related obstacles preventing women from being actively engaged in, supporting, promoting and maintaining the mitigation and adaptation solutions that the project will be implementing, i.e. "Involving them in the transformation agenda."²⁵

It is recommended that the project design will take into consideration gender and social inclusion implications including the level of awareness and accordingly commitment and accountability of macro and meso level stakeholders to ensuring the equitable participation by women and other vulnerable groups in climate resilience processes.

²⁵ Women: Key Players in Climate Change
<http://www.eoi.es/blogs/imsd/women-key-players-in-climate-change>

Based on the above, the following recommendations are proffered:

- To conduct micro level consultations in the hotspot governorates ensuring that all segments of the population, including women, youth, the elderly and the disabled are equitably represented.
- To develop a communication campaign and awareness raising messages in relation to gender and social inclusion mechanisms that are contextually relevant to the subject of climate change while being both culturally and gender sensitive.
- To involve the national gender machinery as main stakeholder and ensure engagement between NCW, the EOUs and climate change units in the relevant Ministries.

During project implementation, qualitative assessments will be conducted on the gender-specific benefits that can be directly associated to the project. This will be incorporated in the annual Project Implementation Report, Mid-Term Report, and End of Project Evaluation Report. Indicators to quantify the achievement of project objectives in relation to gender equality will include men and women who had access to affordable solutions, number of men and women employed from the jobs created by the project, number of women and men who were trained, knowledge management and information dissemination.

Stakeholder Engagement

The stakeholder consultations and engagement of women's organizations promote gender equality at the local as well as the national level. Consultations with parliamentarians both male and female as well as with local authority representatives, both male and female took place on the 25th of May 2016 on the premises of the Ministry of Water Resources in Giza.

Specific issues raised include:

- Women perform both on-farm and off-farm agriculture and animal husbandry activities for subsistence and commercial purposes.
- Women (especially the poorer) are employed in construction from home –producing weed fences, which means that it is a source of income for their households, which should not be depleted because the project is opting for the alternative pathway for risk reduction in lieu of the baseline pathway that involves more extensive construction.
- Women from fisher households support the production and maintenance of nets, also a source of income, which should be considered in case there are restrictions in accessing the beach.

Monitoring and evaluation

Through onset analysis, data has been collated to establish a baseline. This data shall be monitored against the baseline throughout implementation and evaluation. The analysis identified the differences between men and women within at-risk populations. In order to monitor and evaluate progress of the project, the following indicators will be used:

Quantitative outcomes:

- Number of women including female-headed households and disabled included in project consultations
- Number of women including female headed household engaged in adaptation and resilience activities;
- Number of women who report improved livelihoods and ability to meet basic needs as a result of involvement in project activities and employed through the contracting scheme
- Number of financial and business development instruments/service providers targeting women in project hotspots
- Number of women reached by project related capacity development activities and awareness raising

Qualitative outcomes:

- Contribution to self-esteem and enhanced bargaining/decision making power within community and households as reported by women
- Time-saving for women as a result of lower hours in labour required for agricultural and water management practices prior to the implementation of the project as reported by women
- Involvement in community affairs as a result of the engagement of women in adaptation, resilience and other project –related activities
- Awareness of the economic and social impacts of climate change as reported by women
- Access to income generating opportunities and productive resources as reported by women and as evidenced by enterprises established by women.

VII. Proposed Gender Action Plan

This Gender Action plan provides suggested entry points for gender-responsive actions to be taken under each of the Activity areas of the project. In addition, specific indicators are also proposed to measure and track progress on these actions at the activity level. This can be incorporated into the detailed M&E plan which will be developed at the start of implementation, and provides concrete recommendations on how to ensure gender (including disaggregated data) continues to be collected and measured throughout implementation. In addition, gender-specific budget has been allocated for each project activity.

Objective	Actions	Indicator and Target	Timeline	Allocated Budget (\$US)	Responsible Institutions
Output 1: Reduced vulnerability of coastal infrastructure and agricultural assets to coastal flooding damage in hotspot locations in Nile Delta.					
Activity 1.1: Soft coastal protection (pre-construction) detailed designs, and site-specific assessments undertaken for protecting 69 km of the Nile Delta in 5 vulnerable hotspot locations	<p>Organize stakeholder consultations in each hotspot governorate to explain the importance of the project for the community and Egypt, as well as the main project activities and timeline.</p> <p>Gender Consultant to be hired through the project implementation.</p> <p>Review gender-related data available at governorate level.</p>	<p>Indicator: Number of Consultations conducted in each Hotspot</p> <p>Baseline: 0 Target: at least 2 per Hotspot</p> <p>Baseline: 0 Target: At least 1 Gender consultant to be recruited throughout the project implementation</p> <p>Indicator: Number of men and women participating in each consultation</p> <p>Baseline: 0 Target: 100 per Hotspot (50%</p>	Year 1	33,000	<p>Governorates concerned</p> <p>Ministry of Water Resources and Irrigation</p> <p>Directorate</p> <p>Relevant Ministry EOU and NCW Governorate branches</p>



Annex XIII d – Gender Analysis and Action Plan

GREEN CLIMATE FUND FUNDING PROPOSAL

		<p>women and 50% men)</p> <p>Indicator: Strengthen women’s participation by organizing women-led discussions</p> <p>Baseline: 0 Target: At least 1 women-led discussion per consultation</p> <p>Indicator: Gender and social inclusion concerns identified during the consultations and subsequent field visits and addressed in project activities</p> <p>Baseline: 0 Target: Integration of gender considerations in project activities</p> <p>Indicator: Age and gender-related data gaps identified and scope for additional data collection and information prepared</p> <p>Baseline: 0 Target: Collection of gender and age disaggregated data</p>			
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<p>Activity 1.2: Construction of coastal soft protection structures at the 5 vulnerable hotspot locations</p>	<p>Set explicit rules in tendering process for contractor to hire workers from the community without discrimination on the basis of gender under sub-activity 1.2.1.</p> <p>Set targets for young people and women to be achieved under the contracting scheme under sub-activity 1.2.1.</p> <p>Establish grievance mechanism accessible for both women and men to be able to voice complaints during the construction phase under sub-activity 1.2.2 and 1.2.3.</p> <p>Record grievances and investigate during site inspection any grievances related to access or site construction under sub-activity 1.2.3.</p> <p>Conduct periodical analyses of grievances based on sex and age, and if possible disability- disaggregated data.</p>	<p>Indicator: Evidence of non-discrimination in tender and in contractor offer</p> <p>Indicator: Number of women and youth employed through the contracting scheme</p> <p>Baseline: 0 Target: 30% women and youth to be employed</p> <p>Indicator: Grievance mechanism established and acknowledged to be accessible to both women and men, and the disabled</p> <p>Baseline: 0 Target: 1 Grievance mechanism per hotspot</p> <p>Indicator: Record of Grievances and Site Inspection Records</p> <p>Baseline: 0 Target: 1 record per hotspot</p> <p>Baseline: 0 Target: Collection of gender and age-disaggregated data</p>	<p>Year 1 – end of project</p>	<p>33,000</p>	<p>Ministry of Water Resources and Irrigation</p> <p>EEAA</p> <p>Governorates concerned</p>
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Annex XIII d – Gender Analysis and Action Plan

GREEN CLIMATE FUND FUNDING PROPOSAL

		<p>Indicator: Nature of Grievances recorded and measures taken to address these</p> <p>Baseline: 0</p> <p>Target: Grievances records categorized and disaggregated by age and sex</p>			
Activity 1.3: Development and	Undertake analysis of the differentiated	Indicator: Governorate Level	Year 2 –	38,000	Governorates

<p>implementation of an operations & maintenance programme for the installed soft protection structures .</p>	<p>roles and responsibilities, needs and knowledge of men and women, youth, elderly and people living with disability about climate change, adaptation and disaster response.</p> <p>Develop capacity building trainings and communication plan for communities, as well as packages developed for health practitioners incorporating findings from the above analysis.</p> <p>Specific activities targeting women and the most vulnerable communities, incorporating findings from analyses. Such activities might include income generating activities and/ or literacy/numeracy and other types of skills development. In this context, the project will liaise with existing public and private service providers.</p> <p>Develop maintenance and rehabilitation manual using gender responsive examples and include requirement for the training material for maintenance workers under Activity 2.1.3, for gender and social inclusion considerations to be addressed wherever possible (sub-activity 1.3.1 and 1.3.2).</p> <p>Conduct orientation and training on</p>	<p>Gender, knowledge, skills and attitude analyses completed</p> <p>Baseline: 0 Target: 1 per governorate</p> <p>Indicator: Evidence of gender and social inclusion analysis of the communities in the hotspot governorates being utilized in training materials, in communication, in awareness raising plan and in packages developed for health practitioners.</p> <p>Indicator: Number of women benefitting from activities addressing their specific needs and vulnerabilities reporting enhanced empowerment.</p> <p>Baseline: 0 Target: 50-100 in each hotspot Governorate</p> <p>Indicator: Number of women reporting on improved ability to meet their household and other basic needs</p> <p>Baseline: 0 Target: 50-100 in each Hotspot</p>	<p>end of project</p>		<p>concerned</p> <p>Ministry of Water Resources and Irrigation and EAAA and/or Ministry EOU</p>
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	<p>maintenance and rehabilitation (sub-activity 1.3.3).</p>	<p>Indicator: Gender sensitive manual for maintenance and rehabilitation developed</p> <p>Indicator: Number of women and men trained on maintenance and rehabilitation activities:</p> <p>Baseline: 0 Target: 30% women trained on maintenance and rehabilitation activities in each Governorate</p> <p>Indicator: Number of women and men engaged in maintenance and rehabilitation activities during the duration of the project</p> <p>Baseline: 0 Target: 30% women engaged in maintenance and rehabilitation activities in each Governorate</p>			
<p>Output 2: Development of an integrated coastal zone management (ICZM) plan for the entire North Coast of Egypt.</p>					
<p>Activity 2.1: Development of national capability to conduct long-term climate change risks induced hazard, vulnerability and risk high resolution assessments of erosion and flooding under climate change scenarios on an</p>	<p>Ensure gender responsive nature of capacity development plan to promote equitable participation in training activities, including those related to completing diagnostic assessments, as well as vulnerability, hazard and risk</p>	<p>Indicator: Evidence of gender responsiveness in capacity development plan (timing, locations, configuration of participants from the concerned institutions/entities, etc).</p>		52,500	<p>EEAA</p> <p>Ministry of Water Resources and Irrigation</p>

<p>ongoing and iterative basis</p>	<p>assessments sub-activities 2.1.1 to 2.14.</p>	<p>Indicator: Number and professional affiliation of women and men participating in capacity development activities</p> <p>Baseline: 0 Target: 30% women of total number of trainees</p> <p>Indicator: Number of women and men participating in the different assessments</p> <p>Baseline: 0 Target: 30% women participating in assessments</p>			<p>Other relevant Ministries and their climate units and EOUs</p> <p>Relevant Governorate directorates</p>
<p>Activity 2.2: Development of a climate change risk informed ICZM plan to include a shoreline master plan and a regulatory/legislative framework</p>	<p>Develop regulatory and legislative framework that is gender responsive sub-activity 2.2.3.</p> <p>Develop stakeholder participation plans and include equitable representation of women and men in developing the ICZM plan and its regulatory framework sub-activity 2.2.2.</p> <p>Develop a gender responsive monitoring plan and indicators to ensure that the ICZM plan is gender sensitive.</p>	<p>Indicator: Number of consultations held with women groups, the NCW branches and Ministry EOUs to ensure that regulations and policies proposed are gender sensitive and that they incorporate the views of women and other vulnerable groups</p> <p>Baseline: 0 Target: at least 3 consultative meetings</p> <p>Indicator: Stakeholder participation plan developed to indicate evidence of attention to equitable</p>		<p>70,000</p>	<p>EAAA</p> <p>Ministry of Water Resources and Irrigation</p> <p>EOU</p> <p>NCW</p>

		<p>representation of women</p> <p>Baseline: 0 Target: at least 3 consultative meetings</p> <p>Indicator: Evidence in proposed legislative and regulatory framework of the views of women and other vulnerable groups</p> <p>Indicator: Evidence in monitoring plan of gender responsiveness in indicators and data collection procedures</p>			
<p>Activity 2.3: Development of a capacity building program on climate change risk management for institutions involved in the long-term management of the north coast</p>	<p>Assessment of the capacity needs of institutions and individuals both women and men for ICZM planning and identification of gaps in skills, knowledge and attitudes for the practice of ICZM and climate change adaptation sub-activities 2.3.1 and 2.3.2.</p> <p>Design and implementation of modular training programme for the Ministry of Water Resources and Irrigation, SPA and EEAA to build skills for professional development of coastal management practitioners (women and men), in a diversity of capacities (e.g. policy positions or day-to-day management).</p>	<p>Indicator: Capacity Needs Assessment Report indicating the capacity needs of women and men in the institutions concerned with implementing the ICZM plan</p> <p>Indicator: Number of professional women and men participating in capacity development activities (30% women)</p> <p>Baseline: 0 Target: at least 30%</p> <p>Indicator: Number of gender considerations integrated in all training materials.</p>		39,500	<p>Ministry of Water Resources and Irrigation</p> <p>SPA</p> <p>EEAA</p>

	<p>Ensure that gender considerations are well integrated in all training material developed as part of activity 2.3.</p> <p>Ensure women’s empowerment through women-led community stewardship committees tasked with shore line protection and stabilization, restoration work, creation of coastal green buffer zones and maintenance of beach and dune systems and beach vegetation.</p>	<p>Baseline: 0 Target: Evidence of gender considerations integrated in all training materials.</p> <p>Indicator: Set a quota for women-led community stewardship committees</p> <p>Baseline: 0 Target: At least 3 women-led committees to be established as part of this activity.</p>			
<p>Activity 2.4: Implementation of specific components of a national observation system</p>	<p>Ensure equitable participation of men and women in the capacity building programme for MWRI/SPA and EEAA</p> <p>Ensure that gender-disaggregated data is collected as part of Activity 2.4.3</p>	<p>Indicator: Number of men and women participating in capacity building programme</p> <p>Baseline: 0 Target: At least 30% women participating in capacity building programme</p> <p>Indicator: Evidence of gender-disaggregated data Baseline: 0 Target: Number of documents with gender-disaggregated data</p>		<p>14,000</p>	<p>Ministry of Water Resources and Irrigation</p> <p>SPA</p> <p>EEAA</p>

Integrated Management Plan for the Lujan River Basin
Province of Buenos Aires, Argentina
Gender Analysis

Name of the Operation	Integrated Management Plan for the Lujan River Basin
Country	Argentina
Evaluation Date	May 2016

Executive Summary

The project has as its objective preventing floods, managing in a controlled manner flows, moderating the effect of floods on the Lujan River Basin, which recently have been of greater magnitude and frequency, and as such increasing the resilience of the population and the environment in the face of extreme climate events. This goal is pursued through the execution of works and activities defined in the “Integrated Plan and Works Project for Regulation and Sanitation on the Lujan River”, which encompasses the counties of: Campana, Chacabuco, Escobar, Exaltación de la Cruz, Gral. Rodríguez, José C. Paz, Luján, Malvinas Argentina, Mercedes, Moreno, Pilar, San Andrés de Giles, San Fernando, Suipacha and Tigre in the Province of Buenos Aires.

The execution of the structural and nonstructural actions foreseen in the Integrated Management Plan of the Lujan River Basin has a total estimated cost of USD 313.8MM. The Province of Buenos Aires has included this project within the investment priorities however, there exist budgetary and financing constraints. These constraints led the PBA to divide the project in two stages (I and II).

Stage I comes to USD 158.37MM. From this amount, USD 100 MM correspond to the CAF loan (63%) and USD 58.37 MM are local counterparty resources (37%). The local counterparty will be paid out by the provincial government. For its part, stage II comes to a total amount of USD 155MM.

The borrower of this credit operation is the Province of Buenos Aires, with the Republic of Argentina acting as its guarantor. The budget for environmental management during the implementation phase approaches USD 1.2M for the Stage I and is estimated at a similar amount for Stage II.

The project has been divided in 8 components. Components 1, 2, 3 and 4 seek to solve the physical factors of the basin, component 5 focuses on the solution for the human factors that are affecting the basin and component 6 seeks to monitor the problem of almost immediate occurrence of the floods. Component 7 includes the aspects of strengthening, supervision and auditing.

- **Component 1: Engineering and other Studies.** Includes the elaboration of the executive projects and the bidding documents for all the project works.

- **Component 2: Conveyance and Enlargement Works for the channel.** Will permit the improvement of the conveyance capacity of the Lujan River, through the implementation of complementary canals, the enlargement and shaping of the natural channels and the enlargement of the crossing works.

- The Santa María canal, which connects the Lujan River with the Parana de las Palmas River,

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and which will have an sectional increase along its 7.1 km length.

- The channel of the Lujan River, from provincial route (RP) N° 6 to the bridge on national route (RN) N° 8 in Pilar, which will be expanded with trapezoidal sections along 12 km.
- The channel of the Lujan River, from RN N° 8 to the railway bridge to the Belgrano North line, which will be expanded also with trapezoidal sections placed along 9,5 km.
- The improvement of the channel's capacity through the enlargement of its section in: the locale of Mercedes, in the Olivera zone and in the corresponding stretch in the Lujan locales (15.5 km).

● **Component 3: Water retention and lock gates replacement works.** Will permit the construction of temporary overflow retention areas (TORA).

- Temporary Overflow Retention Areas (TORA), in each one of the following streams: Los Leones, Moyano, Leguizamón, Grande, del Oro and two over the Lujan River.
- Replacement of the lock gates with inflatable dams in Lujan and Mercedes.

● **Component 4: Bridge Replacement and Enlargement Works.** Contemplates bridge replacement and enlargement works that will allow for improving the current conditions of runoff, unobstructing the restrictions the river has, and will complement the conveyance works.

15 bridges will be worked on throughout the entire basin. In general, the bridges will be expanded or replaced in function of the enlargement needs and their structural condition.

● **Component 5: Environmental and land-use aspects.** The demarcation of riverbank lines is foreseen with the goal of defining effectively the public domain from the private, and determining precisely the floodable areas that will be subject to administrative or easement restrictions. This component is going to permit generating the necessary tools for the delimitation of the floodplain and contributing to the strategic land-use and development plans of each municipality.

● **Component 6: Early Warning System.** The EWS will be integrated into the the Provincial Early Warning System, which is being driven by the Ministry of Infrastructure and Public Works of the province, through the Provincial Office of Hydro-environmental Monitoring which reports to the Sub-secretariat of Water Infrastructure. The EWS implement within the framework of the Project entails, at the same time, four systems:

- Monitoring and Surveillance System that will consolidate the information related to: weather and rainfall forecasts; measurement and transmission network; and information processing and coverage of extraordinary events.
- Warning and Alarm System, which has as its aim setting the warning level thresholds and the actions to be undertaken for each of the same, notifying the authorities and the community.
- Communications System, which include communication with the National Meteorological Service, the measurement and transmission network, and the organizations and stakeholders linked to warning and evacuation.
- Evacuation System, which involves the effectiveness of the EWS operator for communicating to spokespeople or responsible parties in case of extreme alert; the capacities of those responsible for putting into effect the Evacuation Plan; and the knowledge the community may

Integrated Management Plan for the Lujan River Basin Province of Buenos Aires, Argentina *Gender Analysis*

have about the courses of action to follow in the case of an evacuation.

● **Component 7: Strengthening, supervision and auditing.** The component includes the institutional strengthening of the stakeholders intervening in the execution of the Project and, in particular, of the COMILU, through the contracting of consultants, computer and furniture provision, and operating expenses. Likewise, it also entails the contracting of technical, social and environmental supervision of the work and of the external auditing of the Project.

● **Component 8: Financing Costs.** Includes assessment expenses and the financing commission for the CAF loan.

The “Integrated Management Plan for the Lujan River Basin” project does not yet have an approved Environmental License, however, the Province of Buenos Aires, through a consultant, has developed a detailed study of the Environmental Diagnosis of the Lujan River Basin, which is found within the “Lujan River Integrated Plan and Regulation and Sanitation Works Project” Study - File N°2406-2391/11/DIPSOH, dated August 2015, which serves as the basis for the development of the Environmental Impact Study. In this sense, the project contemplates the elaboration of an EIS, the attainment of the Environmental License and the establishment of the Environmental and Social Management Plan that considers, not only the results of the EIS and the Environmental conditions that may be mandatory according to the respective License, but also the Environmental and Social Safeguards of the CAF and the results of the consultation with the COMILU; all of this in a prior manner at the start of the works.

I. Description of the social structure of the population in the area of influence

The PBA has identified two types of beneficiaries of the project: (i) direct ones, who will benefit from the channel conveyance and enlargement works and the bridge replacement and expansion works; and (ii) indirect ones, who will enjoy the benefits derived from strengthening activities of the basin’s management entities and the implementation of the Early Warning System (EWS). The first ones have been quantified by the PBA in 1,42 MM inhabitants and the second ones in 1.37 MM people. Jointly, the population in the project’s area of influence constitutes 16.8 % of the total inhabitants in the province (16.6 MM).

Figure 1. Direct Beneficiaries of the project

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Source: PBA (Total Inhabitants of the Lujan River Basin according to 2010 INDEC Census)

This population is located in the following counties: Campana, Escobar, Exaltación de la Cruz, José C. Paz, General Rodríguez, Malvinas Argentinas, Moreno, Pilar, San Fernando, Tigre, Chacabuco, Lujan, Mercedes, San Andrés de Giles and Suipacha.

A preliminary analysis of the population residing in the project's area of influence confirms that 11.1% of the households have Unsatisfied Basic Needs¹ (UBN). The households with UBN are those that present at least one of the following privation indicators: (i) inconvenient housing (rented room, precarious housing or other kinds, which excludes a house, apartment and shack); (ii) sanitary conditions (housing without indoor plumbing); (iii) overcrowding (more than three people per room); (iv) school attendance (any child of school age school); and subsistence capacity (there are four or more persons per employed member and, additionally, the head of household has not completed third grade of elementary school).

The rate observed for the project's population of influence, that is to say, for the 15 direct or indirect beneficiary municipalities, is greater than the provincial average (8.1%) and national (9.1%)², just as is presented in the following table:

Table 1. Households in the project's area of influence with UBN

	Total Households	Households with UBN	%
Campana	28,111	2,433	8.7%
Escobar	59,981	6,962	11.6%
Exaltation de la Cruz	9,101	771	8.5%
José C. Paz	71,722	8,641	12.0%

¹ This methodology has been defined by the INDEC in its report "Poverty in Argentina" (Studies Series: INDEC. N° 1, Buenos Aires, 1984)

² INDEC, Census 2010

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General Rodríguez	24,296	3,469	14.3%
Malvinas Argentinas	89,338	10,837	12.1%
Moreno	124,016	16,025	12.9%
Pilar	82,671	10,776	13.0%
San Fernando	49,384	4,239	8.6%
Tigre	108,558	11,982	11.0%
Chacabuco	16,496	676	4.1%
Luján	32,524	1,977	6.1%
Mercedes	20,214	1,031	5.1%
San Andrés de Giles	7,284	416	5.7%
Suipacha	3,204	149	4.7%
Total	726,900	80,384	11.1%

Source: Elaboration by CAF done based on data from PBA

According to data from the CEPAL³, in the urban area of Argentina, the rate of households in indigent conditions or poverty is greater when the leadership of household falls on a woman: 2.6% and 6.7% respectively; than when it falls on a man (with 1.3% of the households in an indigent situation and 3.2% in a situation of poverty).

In a preliminary manner, these data seem to indicate that the situation of vulnerability of the residents in the project's area of influence is slightly more appropriate than for the rest of the provincial and national population, in particular, in the case of women.

II. Socioeconomic analysis of gender

This section has been elaborated starting from the information provided by the Province of Buenos Aires (PBA), as well as from indicators and data from the National Institute of Statistics and Census (INDEC, for its acronym in Spanish) and from the Provincial Office of Statistics of the PBA's Ministry of Economy (DPE-MEPBA, for its acronym in Spanish).

The indicators employed reflect the situation of women in the province of Buenos Aires, with the exception of some cases where national numbers have been used due to the lack of disaggregated data at the provincial level.

In general, a lesser insertion of women in the labor market is noted, which weakens their economic independence, even though there may be social protection systems that compensate this situation: retirement programs, pensions and health coverage. The sexual division of labor is not reflected solely in the low workforce participation, but also in the dedication of time on a daily basis to uncompensated work: the time directed by women at these activities doubles that of the men. This contrasts with the higher levels of education achieved by women, given that the completion percentages are greater for all educational segments. With regard to women's physical autonomy, analyzed health data reflect a greater life expectancy for women and present positive advances in the reduction of maternal mortality, however, the topic of gender violence presents opportunities for improvement. Lastly, women's political participation is, making manifest the need for advancement in order to reach fully women's political autonomy.

³ CEPALSTAT, indicator: Population in situation de indigence and poverty according to age and gender of head of household and geographic area

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a. Health

Life expectancy among women in the province of Buenos Aires is 78.7 years, as opposed to 71.9 years for men, as of 2010.

Table 2. Population in individual residences by health coverage type, by gender, year 2010

Sex	Type of health coverage				Does not have assistance, copay or state plan
	Social Assistance	Copay through social assistance	Copay only by voluntary contracting	State health programs and plans	
Women	53.1%	49.7%	50.8%	54.8%	49.5%
Men	46.9%	50.3%	49.2%	45.2%	50.5%

Source: DPE-MEPBA

The proportion of women and men that do not have health coverage at the provincial level is similar, just as can be observed in Table 2. However, 53.1% of the population that depends on social assistance in order to access health services are women. At the same time, their participation is greater in state health programs.

If indeed the maternal mortality rate is lower at the provincial than the national level, a downward trend has presented itself with less pronounced inter-annual decreases.

Table 3. Evolution of the maternal mortality rate, PBA

	2009	2010	2011	2012	2013
National	5.5	4.4	4.0	3.5	3.2
Provincial	4.0	4.4	3.2	3.0	3.0

Source: elaboration by CAF based on data from the INDEC.

The five main causes of death among women in the PBA are, in this order: (i) heart disease; (ii) tumors; (iii) infectious diseases; (iv) cerebrovascular diseases; and (v) urinary tract diseases. Men share the order for first three causes of death, however, they vary in the last two, which are: external causes and cerebrovascular diseases.

b. Education

The Province of Buenos Aires presents an similar illiteracy⁴ rate among men and women, which approached 1.4% in 2010. These figures do not present biases due to gender and, in addition, are lower than those recorded at the national level, where the level of illiteracy among men is 2%, is greater than that of women, at 1.9%.

Women present greater rates of completed education, for all levels, with similar data at the provincial and national levels, just as the following table shows:

Table 4. Education Level Reached, by gender, 2010

	National	Provincial

⁴ Population older than 10 years. Source: INDEC, National Population, Household and Housing Census 2010.

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Level completed	Women	Men	Women	Men
Primary	50.5%	49.5%	50.7%	49.3%
High School	51.8%	48.2%	51.8%	48.2%
Associate Degree	70.5%	29.5%	71.1%	28.9%
College	54.7%	45.3%	54.1%	45.9%
Post-graduate	49.2%	50.8%	46.8%	53.2%

Source: elaboration by CAF based on data from the INDEC.

According to provincial⁵ data, more women than men, between 20 and 54 years, have college degrees, a trend that reverts for populations older than 55 years, where it is the men who exceed the number of women with college degrees.

C. Labor Market

With the economically active population (EAP) of 12.5 MM inhabitants, the national employment rate is 68.8%, the level of unemployment is 9.3% and the rate of underemployment⁶ is 11.2%, as of the second quarter⁷ of 2016. For the Greater Buenos Aires region these figures are 42.7%, 10.6% and 12.7%, respectively, with an EAP of 7 MM people.

The available data segregated by gender can only be found for the national level, shown in the following table:

Table 5. Principal disaggregated labor indicators, 2016

	Women	Men
Employment rate	42.2%	63.7%
Unemployment rate	10.5%	8.5%
Underemployment rate	13.9%	9.2%

Source: National Institute of Statistics and Census – INDEC

Women present a lower rate of employment, a reflection of a weaker insertion in the labor market than that of men, despite the higher rates of educational completion among women, which results in higher unemployment for them. It is necessary to point out, nevertheless, that women are willing to work more, just as their underemployment indicates.

Table 6. Uncompensated Domestic Work, 2013

Hours, daily average	National		Provincial	
	Women	Men	Mujeres	Hombres
Total	6.4	3.4	6.9	3.6
Domestics tasks	3.9	2.4	4.3	2.5
Help w/ homework	2.2	1.9	2.3	1.9

⁵ Ministry of Economy, Provincial Office of Statistics.

⁶ Calculated as a ratio between underemployed population and economically active population. Underemployed population is understood as that which is willing to work more hours, be it due to lack of hours, visible or scheduled and comprises the employed that work fewer than 35 hours per week due to involuntary causes.

⁷ Labor market: leading indicators; INDEC; August 2016

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Care of others	6.0	3.8	6.2	3.7
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Source: INDEC

Additionally, an analysis of the average daily time dedicated to uncompensated domestic work shows gender inequalities, which are more acute at the provincial level.

d. Systems of social protection

Despite women presenting lower levels of labor participation in the province of Buenos Aires, they do participate in the state social protection systems. The proportion of women who receive monetary assistance for retirement or through a pension is greater than that of men.

Table 7. Population in individual housing by type of benefit, by gender, 2010

	Total Province	Men	Women	Men	Women
Only retirement	1,394,311	648,167	746,144	46.5	53.5
Only pension	248,608	31,185	217,423	12.5	87.5
Retirement and pension	291,218	36,929	254,289	12.7	87.3
Only non-contributing pension	410,861	145,826	265,035	35.5	64.5

Source: DPE-MEPBA

This trend holds at the national level, where 49.3% of the people who do not receive any kind of retirement or pension are women, as opposed to 50.7% of men.

e. Violence against women⁸

With respect to complaints for Domestic Violence carried out in the Women and Family Precincts, it is reported that a total of 162,204 were received in 2014, that is, an average of 445 complaints per day in the whole province, increasing by 43% with respect to 2012. 67% of these complaints were due to psychological abuse, 22% for physical violence, 10% for economic violence and 1% for sexual violence.

f. Political participation

For the first time in its history, the governance of the Province of Buenos Aires is held by a woman, María Eugenia Vidal. However, in her cabinet there is only one woman, Zulma Ortiz, as Health Minister.

Of the 135 municipalities that make up politically the province of Buenos Aires, only 4 are governed by women: Baradero, General Arenales, La Matanza and Monte.

III. Description of the institutional framework

In the provincial milieu there are diverse mechanisms that promote gender equality and the defense of women's rights. This makes manifest the importance that the subject matter has for provincial authorities, as well as the mainstreaming which has been carried out institutionally.

⁸ 1 Data obtained from the 2014 / 2015 Report: Monitoring of Public policies and gender violence, elaborated by the Gender Violence Observatory of the Public Defender, PBA.

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Likewise, there is a broad fan of legislation, both provincial and national, that seeks to promote equal rights between women and men, to protect women in cases of domestic and obstetric violence, and to encourage their inclusion in the political sphere, through the establishment of quotas.

However, just as the presented data demonstrate in the previous section, legal or regulatory equality has not translated into de facto equality. Therefore, there are opportunities to expand the incorporation of women in the instances of public decision-making.

a. Provincial Institutions

The provincial government has a Sub-secretariat of Gender and Sexual Diversity, reporting to the Secretariat of Human Rights, for the promotion of gender equality. Specifically, the actions of the Sub-secretariat are:

1. Promote and implement policies that contribute to full juridical, social, economic, labor, political and cultural equality between people under the jurisdiction of the Province of Buenos Aires, without distinction as regards their condition as women or gender identity or sexual orientation.
2. Project measures that incorporate the gender perspective in government policy and the identification of prioritized intervention spaces.
3. Propose regulations and programs that keep in view the achievement of gender equality, in coordination with the Office of Juridical Issues in Matters of Human Rights.
4. Prevent and contribute to the eradication of all kinds of violence and mistreatment against women or for reasons of gender identity or sexual orientation.
5. Promote the underwriting of collaboration and participation covenants and agreements and that of the Sub-secretariat in plans, programs and projects in keeping with the objectives entrusted to it.
6. Plan the necessary actions for the coordinated and joint development of awareness and prevention policies in the gender subject matter with Government and Non-governmental Organizations, Civil Associations and whatever other organization that may have objectives in accord with those assigned to the Sub-secretariat.
7. Promote equal conditions of insertion and development of women and people belonging to the LGBTI community in the workplace.
8. Propose measures to public powers tending to guarantee the sexual and reproductive rights and the effective compliance with the Reproductive and Responsible Procreation Health Law.
9. Develop the Equality of Opportunities Plan (EOP), with the intention of counteracting discrimination and situations of violence that women or others suffer due to their gender identity or sexual orientation sexual in different areas of local and provincial government.
10. Bring together an Experts Committee, of an *ad honorem* character, comprised of technical advisors, and representatives from academic spheres that have a background in the subject matter, who will advise the Sub-secretariat at its request.
11. Act as an authority in the application of Law 14.603.

In 2007, the Attention for Women Victims of Violence Program was created in the Secretariat of Human Rights, established by Decree N° 806/07 and Resolution N° 137/08, in order to offer prevention of and attention to violence against women in entire territory of Buenos Aires.

In the Ministry of Public Safety of the PBA there is the General Office of Gender Policy Coordination, whose

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objective is to design and implement prevention and attention policies for victims of gender violence. The principal device at its disposal to move this work forward are the Women and Family Police Precincts.

The Gender Violence Observatory (GVO) of the Public Defender's Office of the province of Buenos Aires has among its functions the monitoring of the provincial public policy, the survey, systemization and analysis of statistical data and the definition of overlap strategy in public policy that tend to an integral approach to gender violence.

The PBA's Ministry of Health has at its disposal (i) a Provincial Women, Child and Teen Health Office, with the goal of attending in an integral manner to women's health and the aspects linked to maternity and infancy, under the Sub-secretariat of Health Care for People; and (ii) the Family and Gender Violence Prevention and Attention Office, reporting to the Sub-secretariat of social determinants of health and physical, mental and addiction illness.

This last one has as its objective the proposal of policies, call to cooperation, design and execution, in the health field, training actions for workers, prevention, care and support actions for those people involved in family and gender violence incidents, contributing in this way to improving the population's quality of life from the defense of their rights. It possesses protocols for the child abuse, abuse of women, family violence and sexual violence for violation.

From 2013, there has been a strengthening of the oversight committees for child and maternal mortality, a new impetus was given to the provincial committee and committees were created in all the Sanitary Regions. The national online monitoring of maternal mortality instrument was adopted.

The Provincial Program for Implementation of Gender and Diversity Policies for Health, which reports to the Sub-secretariat of People's Health Care, works jointly with the Provincial Program for Sexual and Reproductive Health, The Office of Prevention and Care for Family and Gender Violence, and the Office of HIV and STD, and Viral Hepatitis. This initiative seeks to strengthen the prevention strategies and to optimize the integral sanitary care in the processes of care/attention in order to provide quality care to all people, promoting the overcoming of mechanisms that create stigma, discrimination, violence and social inequality.

The Provincial Council on Women has as its objectives: (i) eliminate all forms of discrimination toward women and all kinds of violence and abuse against women; (ii) ensure and promote equal treatment and opportunities in all institutional and social spaces; (iii) assure compliance with labor rights and the improvement of conditions for workplace insertion, (iv) assure women's and girl's access to Justice in order to guarantee the fulfillment of their rights; and (v) promote sexual and reproductive rights and the effective enforcement of the Reproductive and Procreation Health Law.

b. Provincial legislation

The PBA Law N° 14.603 of the Uniform Registry of Cases of Gender Violence in the Province of Buenos Aires creates a registry that will gather, contain and systematize the information on incidences, types and modalities of gender violence regulated under National Law N° 26.485.

Decree 692/13 of the PBA approves the Collaboration and Adhesion Agreement Model for the implementation of the Integral Plan "BAWomen for Peace – ZERO Abuse", which has as its objective the promotion of equal opportunities and treatment in all institutional and social spaces, as well as the fulfillment of all constitutional rights, starting with a mainstream, integral and strategy conception of gender perspective.

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Law 11.733 of Women's Electoral Quota modifies article 32 of the provincial Elections Law (5.109) adding as a requirement that the lists of candidates have "a minimum of thirty (30) percent women and an equal percentage of men, among the candidates for the offices to be elected, in all the categories and proportions with a chance to be elected. This percentage will be applicable to the entirety of the List. No List will be ratified that does not fulfill these requirements."

Law 12.539 of Equality of Rights, Opportunities and Treatment of Women creates within the legislature of the province of Buenos Aires the Bicameral Commission for Equality of Rights, Opportunities and Treatment of Women.

Law 12.569 of Family Violence creates a registry of specialized non-governmental organizations.

Law 12.764 Sexual Harassment establishes that every functionary and/or employee of the Province of Buenos Aires, is prohibited from exercising over another person conduct that this law specifies as sexual harassment.

Decree N° 780/07 declares of provincial interest actions directed at reaffirming gender equity and equality of opportunities and treatment among men and women and creates the Provincial Council on Women.

Law 13.066 creates the provincial program of responsible reproductive and procreation health.

Decree 938/2003 promulgates, with observations, Law 13.066 of the Creation of the Provincial Program for Responsible Reproductive and Procreation Health.

Decree 2.327/2003 regulates Law 13.066 of the Creation of the Provincial Program for Responsible Reproductive and Procreation Health.

Through Resolution N° 304/07 of the Ministry of Health of the Province of Buenos Aires the Provincial Health Program for the Prevention of Family and Sexual Violence and Assistance for Victims and its Detection and Assistance Protocols for Female Abuse Victims, Non punishable Abortion, and Action for Rape Victims is approved. The objective of the Program are to develop prevention actions with the goal of sensitizing the population in general in the theme of family and sexual violence and to raise awareness among women and children in the defense of their rights, to generate action and support for persons involved in family and sexual violence incidents and to propose the intersectorial approach of the problem, convoking other instances of public administration, public and private institutions and social organizations. Likewise, it postulates the protocols that must follow the provincial health system in the face of cases that come into attention units. For its part, the Resolution N° 1245/06 of the Institute of Assistential Medical Work (IOMA) of the Province of Buenos Aires approves the SER Plan of Reproductive and Sexual Health. The same consists of prevention, early diagnosis and timely treatment of sexually transmitted illnesses and genital and mammary cancer and seeks to guarantee access to information about sexual and reproductive health. Among the obligations issued in Law 13.066 is found one of the most innovative aspects which that now the IOMA covers birth control.

Decree N° 599/04 modifies the Regulatory Decree N° 7881/84 of the IOMA Law, permitting the indirect affiliation of the spouse to IOMA without distinction of gender (before it said "wife"), which grants equality of treatment to men and women directly affiliated with respect to their spouses. The modified regulation

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had been declared unconstitutional in reiterated opportunities by the Supreme Court of Justice for resulting discriminatory.

Law 14.208 of In vitro Fertilization recognizes human infertility as an illness in line with international criteria sustained by the World Health Organization. Resolution of the IOMA N° 8538/10 approves coverage for in vitro fertilization, its modalities of implementation and inclusion criteria and requirements for the aspiring affiliates to the services on the part of the IOMA.

C. National institutions

The National Council on Women is the lead entity for public policies in matters related to prevention, sanction and eradication of violence against women. These policies are directed at contributing to overcoming the diverse forms of discrimination toward women and promoting the adequate social conditions that guarantee them the full exercise of their rights. We work for a social transformation dedicated to making equity and equality effective among the sexes, an indispensable condition in order to live a life free of violence.

d. National legislation

In the Republic of Argentina there exists a broad regulatory framework that regulates gender equality and defense of women's rights.

The National Constitution establishes in its article 37 "the real equality of opportunities between men and women for access to elective and party office will be guaranteed by positive actions in the regulation of the party and electoral regimes". Also, the National Constitution has granted constitutional hierarchy to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, for its acronym in English), through article 75.

Law 26.791, Decree 2396/2012 typifies aggravated homicide of women.

Law N. 23.451 approved Agreement 156 of the International Labor Organization about equality of opportunities of treatment between male and female workers with family responsibilities.

Law N. 24.632 the Inter-American Agreement for Preventing, Sanctioning, and Eradicating Violence against Women was approved, in which the States are encouraged to promote achievement of and observance of women's right to a life free of violence, including the eradication of the practices of sexual harassment in the workplace, understanding that the same constitutes a violation of human rights.

Law N. 24.576 guarantees as a fundamental right of all the male and female workers professional promotion and training formation in the job in equal conditions of access and treatment.

Law N. 14.467, ratified the Decree-Ley 11.595/56, approving Agreement 100 of the International Organization of Labor, on compensation equality for work of equal value.

National Decree 254/98 establishes a plan for equality of opportunities between men and women in the working world, for the implementation of national policies that ensure women of equitable access to employment and to productive resources, and that safeguard the equality of opportunities and of treatment as regards working conditions and of remunerations, as well as their possibilities of development in the labor field.

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National Law 24.012 establishes the Women's National Electoral Quota Code, substitution of art. 60 of Decree 2135/83 and obliges that the lists presented have women among a minimum of 30% of the candidates to elective office and in proportions with the possibilities of becoming elected.

Law 26.485 of Violence against women - Prevention, sanction and eradication has as its goal promoting and guaranteeing: (a) the elimination of discrimination between women and men in all aspects of life; (b) the right of women to live a life free of violence; (c) the appropriate conditions for sensitizing and preventing, sanctioning and eradicating discrimination and violence against women in whichever of its manifestations and milieus; (d) the development of public policies of an inter-institutional character on violence against women;

(e) the removal of socio-cultural patterns that promote and sustain gender inequality and power relations over women; (f) access to justice for women who suffer violence; and (g) integral assistance integral for women who suffer violence in the state and private areas that realize programmatic activities dedicated to women and/or in specialized violence services.

Decree 936/2011 of Integral Protection for women, promotes the eradication of the dissemination of messages and images that stimulate or promote sexual exploitation.

Law 25.087 of Crimes against the sexual integrity eliminates the concept of honest woman and expands that of rape, recognizes distinct types of sexual aggressions and establishes the aggravating conditions of the sentence.

National Decree 235 that regulates Law 24.417 of Protection against family violence includes the General Office for the Women of the GCBA as the entity responsible for attending to women victims of domestic violence within the bounds of the city.

e. *Civil sociedad*

The Women in Equality Foundation was created in March 1990, with consultative status before the ECOSOC of the United Nations (2005), that has as its objectives fighting against gender violence and discrimination against women promoting their well-being and participation and empowerment in politics, economics, society and cultural. In W.E.F., women from different professions and militancies interact with the women's and human rights movement, in topics with human, civil and political rights of women, access to justice, gender violence, human trafficking, sexual and reproductive rights, corruption.

The Interdisciplinary Institute of Gender Studies has a critical mass of specialists in order to sustain and institutional project in line with a Doctorate in Philosophy and Letters, area in Gender Studies. From 28 August 2012 and by Resolution 4243/12 of CD it is possible obtain this title.

The work of research is developed in the heart of the Research Programs and Projects and Working Groups. The Programs and Working Groups organize day sessions and national and international congresses on various topics, conferences of invited specialists, thesis discussion cycles, closed and open symposia for the critical review of research work.

The Provincial Program for the Implementation of Gender and Diversity Health Policies have two ad-honorem Councils: a Consultative Council of the Civil Society and a Scientific Advisory Council.

IV. *Analysis of possible impacts and gender risks*

If in fact large vulnerabilities have not been observed in the socioeconomic conditions of the population

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residing in the project's area of influence, the implementation of the project presents opportunities in order to incorporate women in the diverse instances, which would facilitate their integration into the processes of decision-making and would contribute indirectly in their political and economic autonomy.

In this sense, it is necessary that the processes of participation and public consultation that the COMILU will carry out assure an adequate and active participation by women, above all if one keeps in mind that the formal instances of consultation and participation of the citizenship are limited⁹. Therefore, the Environmental Impact Study (EIS) must include mechanisms for consultation and citizen participation, with special attention on women, pursuant to current regulations.

Below are presented three points of entry for the the incorporation of the gender perspective in the project:

- Environmental Impact Study. It is recommended that the possibility of introducing gender considerations in this document be analyzed, which could lead to activities within the Environmental and Social Management Plan.
- Early Warning System. Studying the opportunity of incorporating the gender perspective in the design and execution of the system is recommended. Each group has distinct vulnerabilities in function of its culture, gender or other characteristics that affect their ability to prepare effectively in the face of disasters, preventing them and responding to them. The men and women perform different functions in the society and have a distinct level of access to information in disaster situations. Additionally, the groups of elderly, disabled and socially and economically underprivileged persons tend to be the most vulnerable.¹⁰
- Institutional strengthening. With the responsibilities of the COMILU is that of elaborating basin management tools, which can be open to incorporation of the gender perspective.

V. *Gender Action Plan of the Operation*

The project will have a Project Operation Manual (POM), whose presentation is required for the fulfillment of the conditions prior to the first disbursement.

For the scope of the project, it is considered that the POM is the appropriate tool for introducing the gender perspective. In this sense, working with the PBA is recommended in order to analyze the feasibility of incorporating these considerations and determining the suitability of elaborating a specific gender plan for the operation.

⁹ Environmental and Social Assessment Report, CAF

¹⁰ Development of Early Warning Systems: Verification List, International Strategy for Disaster Reduction, 2006

Implementation Project for the Management Plan of the Lujan River Basin under Action Plan

Activities	Indicators and Targets	Timeline	Responsibilities
<p>Impact Statement: The Project will increase the resilience to climate change in the PBA by preventing flooding, controlling stream-flows and attenuate the adverse effects from floods in ten municipalities of the Lujan River Basin.</p> <p>By reducing floods, the project will improve economic conditions in the region, i.e. improved conditions for agricultural production, industrial production and commerce, as well as improved conditions for women and men living in the region. Additionally, the implementation of the Project will mitigate damages in female-headed and male-headed dwellings located in land with recurrent floods.</p> <p>To achieve this objective, the project seeks to solve problems in the river basin derived from physical and anthropogenic factors and, implement other non-structural measures.</p> <p>Outcome Statement: 7.2 Number of males and females reached by (or total geographic coverage of) climate related early warning systems and other risk reduction measures established/strengthened. 5.2 Number of gender – friendly policies, institutions, coordination mechanisms and regulatory frameworks that improve incentives for climate resilience and their effective implementation.</p>			
<p>Output(s) Statement: Enhance the Lujan River stream-flow, betterment of the water retention capacity and improvement of the current basin run-off conditions in order to reduce flooding and increase the resilience to climate change and enhance the livelihoods of women and men.</p>			
<p>ACTIVITY The Project should adopt an Operative Manual, with gender considerations</p>	<p>INDICATOR Number of gender-sensitive measures and/or activities included in the Operative Manual</p>	<p>TIMELINE By first CAF loan's disbursement</p>	<p>RESPONSIBILITIES Executing Entity</p>
<p>Contracting of works aimed at enlarging the river channel, bridges and ARTEH</p>	<p>Number of tender documents written in a gender-inclusive manner</p>	<p>Before each tender process</p>	<p>Executing Entity</p>
<p>Environmental Management Plan, with gender-sensitive mechanisms for public participation and consultations</p>	<p>Number of public consultations specifically encourage women and men to participate Number of women and men attend to public consultations</p>	<p>Before beginning of each consultation process After each consultation process</p>	<p>Executing Entity</p>

Output(s) Statement: Early Warning Systems (EWS) to adequately and in a gender-responsive manner react in face of climate events			
ACTIVITY Processes and protocols linked to EWS communications and evacuation plans are built in a gender-responsive manner.	INDICATOR Number of gender-sensitive plans (communication, evacuation) adopted	TIMELINE By last Fund's disbursement	RESPONSIBILITIES Executing Entity
Output(s) Statement: Institutional strengthening of stakeholders involved in the Project, with a gender perspective			
ACTIVITY COMILU regulations regarding Advisory Committee	INDICATOR Number of gender – friendly regulations, coordination mechanisms and regulatory frameworks created	TIMELINE By last Fund's disbursement	RESPONSIBILITIES COMILU / Executing Entity

PROEZA Project
Poverty, Reforestation, Energy and Climate Change

Annex K. Gender Analysis/Assessment and Gender Action Plan

Part I: Gender Analysis/Assessment

General information

Maternal mortality rate	95 per 1,000 (2014)
Infant mortality rate	8.5 per 1,000 (2014)
Educational status of girls and boys	0 – 4 years: 77.2% (2012) Basic: 63% (53% of them are women) (2012) High school: 33% graduated (more women than men) (2012)
Adult literacy rate (disaggregated by sex)	15 - 24 years: 98% (same rate men and women) (2012) > 15 year: 95% (very similar rate between women and men) (2012)
Poverty rate	Total: 28.86% (2016) Rural: 39.72% (2016)
Labour force participation rate (disaggregated by sex)	40% women
Employment rate (disaggregated by sex)	47.2% women 50.9% men
Unemployment rate (disaggregated by sex)	8.3% (10.1% women and 6.6% men) (2016))
Political participation rate (disaggregated by sex)	Women as Party President: 9 from 27 parties (2014) Decision level on parties: 35% women (2014) Women as Senator candidate: 40.61% (election 2013) Registered in parties: 47% women; 52% men (2015) Women elected as parliamentarian: 17% (2013) By law as candidates: at least 20% should be women
Life expectancy (disaggregated by sex)	Women: 75,25 (2015) Men: 70,91 (2015)

Country of intervention

<p>What is the legal status of women?</p>	<p>The new Law 5446 on Public Policies for Rural Women, enacted on July 20th, 2015, seeks to reverse these and other gaps. Its general objective is: "to promote and guarantee the economic, social, political and cultural rights of rural women; fundamental for their empowerment and development". This Law is framed in the legal norms of Paraguay, which establish equality and non-discrimination for women and men (Articles 46, 47 and 48); As well as the responsibility of the State to remove obstacles to achieve equality and prevent factors that maintain or promote them "(Article 46, National Constitution of Paraguay). The governing body for compliance with this Law is the Ministry of Women in coordination with the Ministry of Agriculture and Livestock (MAG) and other responsible ministries and institutions.</p> <p>This law is also aligned with international treaties and conventions, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified by Law 1215 of 1986. The CEDAW is the most important international instrument, of a broad and legally-binding nature with the laws of Paraguay, as it explicitly recognizes that "women continue to be subject to significant discrimination". Article 14 of this instrument and General Comment No. 34 (of 2016) specify the need to enforce the rights of rural women and the responsibility of the State to do so.</p>
<p>What are commonly held beliefs, perceptions, and stereotypes related to gender?</p>	<p>The Paraguayan peasant shows characteristics from the "Guaraní mestiza" culture, which has had little cultural relationship with other peoples and has experienced a geographical dispersion. The mix between the Guarani and the Spanish colonial and a past of wars against its neighbours are expressed in the identity of the communities that speak only Guarani, and live in an austere way, and in paternalistic relations.</p> <p>To be managed even in very precarious conditions and with very artisanal productive technologies, this peasant that has not reached modernism constitutes the most numerous social group and an essential part of Paraguayan identity, with traditional and conservative cultural patterns, as well as solidarity practices of reciprocity.</p> <p>The participation of women as a food producer is unavoidable, since their relationship with family production is integrally articulated to reproduction. In the family farm, women do not separate their productive role from reproductive, because the family unit is an</p>

	<p>integrated whole. The lack of understanding of this reality is what leads to erroneous perceptions of the "inactivity" of rural women. To understand this issue is fundamental, not only to discriminate productive activities of the reproductive that rural women carry out in an extremely dynamic way, but also to give real value to their social and economic contribution.</p>
<p>What is the division of labour among women and men?</p>	<p>They are responsible for 99% of domestic activities, including the reproduction of the workforce and the transmission of traditional values. On the other hand, they are also part of the agricultural workforce on the farm, a role shared with men and other family members.</p> <p>This allocation of traditional roles in rural society has had a major negative impact on women, as any behaviour that does not conform to the culturally established is seen as "threat". Exercised social control becomes an impediment to the development of its capacities. The cultural patterns of gender that shape people's lives have established the position of men and women in rural society. Children exercise their freedom in the field outside their homes more easily than girls, who have more restricted their exit from home. In this way, social control determines the conduct considered appropriate. In practical terms, children are training naturally for the public and women, for the private or domestic. This social scenario, however, has been slowly changed over the years, allowing women to be more independent to participate in the community.</p>
<p>What is the participation between women and men in the formal/informal economy?</p>	<p>Women's participation in the country's development process has always been important, either for their remunerated and unpaid activities. Over the last few decades, the need for income due to economic crises and the increase in employment opportunities for women have made them massively mainstream into remunerated work by directly and importantly influencing economic growth. The contribution of women became "visible" and was concretized in macroeconomic indicators however much of the feminine contribution to the economy and development remained and remains forgotten.</p>

Project footprint area

<p>What is the situation of women and men?</p>	<p>The model of peasant production, based on mini and small land production and with little technological incorporation, the patterns of sexual division of labour and the greater opportunities of work for women outside the rural sector, would seem to be the factors that motivated women to leave their place of origin to go to the cities. In the urban sector, there were always more women than men, while in the rural sector there is greater male representation. Studies show that there would be a feminization of the migratory phenomenon in Paraguay, since more than half of migrants are women.</p> <p>On the other hand, the almost null technological preparation of the women has a negative impact on the family farm when the man emigrates and leaves in their hands the crops, because their lack of knowledge about productive problems solutions causes that the family farm is in danger of crops loss.</p>
<p>In terms of the proposed project/program, will there be any anticipated differences in men's and women's vulnerability and adaptive capacity to climate change? If so, what are these?</p>	<p>Yes</p> <p>In principle the affectation is to the family nucleus as a whole, but it could be expected, given the simultaneous productive and reproductive role of the women, that in a situation of crisis or economic disaster due to the impact of climate change on family productive activity, the impact could be greater on the responsibilities of women: i) in the absence of income or availability of physical access to food, the woman might prefer to feed her children in sacrifice of her own food, affecting her health; (ii) the lack of direct physical access to their own food at the farm level would force women to use a greater proportion of their time to achieve them, reducing their time for possible personal or laser development activities; and, iii) the young woman migrates to the cities in search of remunerated work and assume a greater effort for family income generation and entering into a remunerative scheme, which itself being legal, is low remuneration for low qualification.</p>
<p>Are there existing gender inequalities that may be exacerbated by climate change impacts?</p>	<p>Yes</p> <p>Due to the impact of climate change on income from affectation to family agro-productive systems, in the medium term, the tendency to supply basic food and health needs is to begin to sell their assets even losing their property and land, or abandoning it. In this case, the woman could run out of sustenance and also, unlike man, with few occupational skills in productive issues, so his vulnerability would be greater.</p>
<p>What are some of the inequalities that exist between different social groups? How do these inequalities affect</p>	<p>The beneficiaries of the project are a relatively homogeneous population of households in a situation of poverty and extreme poverty. Within the family nucleus, the pose and ownership of productive goods and others, is in the domain of man. On the other</p>

people's capacity to adapt to climate change?	hand, the few incomes generally are administered by the man, who defines the priorities in much cases different than the women. The two are factors of inequality that affect mainly the adaptive capacity of women.
What roles women and men are anticipated to play in the context of the project/program? What will these entail in terms of time commitment and need for mobility?	The project will promote that men and women make decisions in the family, on the productive activities that must be developed within the framework of the benefits of the project. In addition, women are expected to manage adequately the resources of conditional transfers, make the decision in relation to technological change to improve stoves, and the man on his side should take care of the main productive tasks. In terms of time demand, it will not be a greater commitment to the current one.
What resources (economic, financial, physical, natural, other assets) do women and men have access to? Who manages or controls access to these resources?	Man has the main access to land and productive goods, he also has access to the state's institutional services (productive inputs and credit programs). Under the conditional transfer program, resources are administered mainly by women, and both men and women receive social technical assistance.
Do women and men from vulnerable communities have equal access to information and opportunities necessary to participate and benefit fully from the anticipated outcomes of the project/program?	The project will promote equal access for both men and women to information and opportunities for personal development through training opportunities. A special effort will be made for women to be a direct beneficiary on equal terms. PROEZA will support poor, female – headed/adolescent – headed/widowed - headed households/women farmers/landless farmers by building their human capital through education, skill – based training in various non – farm trades and strengthen their access to financial capital by increasing access to easy credit.
Do women have equal access to education, technical knowledge, and/or skill upgradation?	Yes Both men and women have equal access to formal education, but it is the men who have greater opportunities to improve their know-how. Due to the role assigned to women, their limited availability of time is reflected in less access to opportunities to improve their personal capacities, which are scarce because of the lack of technical assistance provided by the government.
Will services and technologies provided by the project/program be available and accessible to both women and men?	Yes Technical assistance will be available for both men and women, and will seek to encourage the participation of women in the training processes at the field. The technical assistance will be provided at the farm level, to ensure their participation.
To what extent do women and men from vulnerable communities participate in decision – making processes? What type of decisions are	The decisions on the types of productive models to be implemented in the farms will be taken by the man and the woman in the family nucleus. Women, in addition to these decisions will be responsible for the decision to implement or not the improved stoves in their home. It will not force to a technological change in case the woman does not

<p>made by women? What are the constrains (social, cultural, economic, political) that restrict women's active participation in household and community level decision – making processes?</p>	<p>decide. The restrictions are mainly linked to the availability of time and in many cases, of financial resources to mobilize to the spaces in which the decisions are being discussed and taken. In this sense the barrier is mainly physical rather than social or cultural.</p>
<p>Are there any opportunities to promote the leadership of women in local governance/political systems and formal/informal institutions? If not, what are some of the constrains that hinder women from assuming leadership roles?</p>	<p>Yes. The strengthening of the Farmers ' association of the project beneficiaries will be promoted so that they can improve their opportunities for the access to forest products market. Women's leadership will be promoted in decision-making and governance spaces.</p>
<p>What are the differential needs/priorities of women and men in the context of the project/program? Will the project/program be able to address their respective needs and priorities? If so, how?</p>	<p>Los hombres requieren principalmente insumos productivos y asistencia técnica para desarrollar sus actividades agrícolas, en cuanto las mujeres, en el núcleo familiar requieren recursos para garantizar la seguridad alimentaria y nutricional de la familia. En el marco del proyecto se otorgará asistencia técnica para establecer los sistemas agro-productivos, y hasta que estos comiencen a generar ingresos, se realizarán transferencias condicionadas a las mujeres para que puedan desarrollar las funciones reproductivas. Al mismo tiempo, se buscará mejorar las capacidades técnicas de las mujeres relacionadas con las actividades agropecuarias, de manera que estén mejor preparadas para desarrollar acciones agroproductivas en otra escala si es necesario, reduciendo su vulnerabilidad y mejorando su capacidad de adaptación.</p>
<p>Have the needs of specific (and vulnerable) sub-groups been taken into account by the project/program (e.g. children, girls, women and men with disabilities, the elderly, windows)?</p>	<p>Men mainly require productive inputs and technical assistance to develop their agricultural activities, as soon as women, in the family nucleus require resources to ensure the food and nutritional security of the family. In the framework of the project, technical assistance will be provided to establish the agro-productive systems, and until they begin to generate income, conditional transfers will be made to the women so that they can develop the reproductive functions. At the same time, it will seek to improve the technical capacities of women related to agricultural activities, so that they are better prepared to develop the productive actions on another scale if necessary, reducing their vulnerability and improving their capacity to adapt. In the long term is expected the technical assistance of the government to strengthen their capacity in other areas of development.</p>
<p>Has the project/program recognized the distinct vulnerabilities of women and</p>	<p>Yes. In the development of the productive models to be implemented in the farms, it has been considered not only the necessities of the</p>

<p>men and developed specific response strategies for each target group?</p>	<p>family nucleus in terms of economic income, but also the need on woman to have direct access to food at the level of the family farm. This is why agroforestry systems have been considered, which include benefits and access to food in the short and medium term. In addition, it has been considered that women need to improve the traditional technology used to cook, which demand higher quantity of firewood, consuming time of woman, and that usually emits more coal than needed, which affects their health.</p>
<p>Are the specific knowledge and skills of women and men, especially from vulnerable groups, being utilised to contribute to project/program outcomes and solutions?</p>	<p>Yes. On the one hand, the administrative and strategic capacity of rural women is considered to define the priority for the use of financial resources, for which the conditional transfers are given to it. On the other hand, it recognizes the technical productive knowledge of man for the implementation process of the productive models. Both men and women should complement their skills to decide and plan on productive models to be implemented at the farm level with the Support of PROEZA.</p>
<p>Has the project/program identified opportunities to challenge gender stereotypes and increase positive gender relations through equitable actions? If so, what are these opportunities and actions?</p>	<p>Yes. As mentioned, one of the stereotypes of rural women in Paraguay is “inaction”, by the lack of visibility of their work, and not being a public part of the decisions of a productive issues. This is changing. The project will support this process of change, seeking to provide technical assistance to the men and women of the family, and to promote that the productive decisions are taken in an agreed manner between the both, man and woman. On the other hand, environmental conditional transfers will be given to women for their administration at family level.</p>

Part II: Gender Action Plan

Activities	Indicators and targets	Timeline ¹	Responsibilities
<p>Impact Statement:</p> <p>PROEZA promote incentives to mitigate climate change through planting fast growing trees in mixtures with valuable native species in an environmental friendly and socially responsible way at the same time that rural poverty and extremely poverty is reduced as a path to increase resilience and adaptation to climate change. On the other hand, PROEZA's adaptation strategy consists of supporting poor and extremely poor rural vulnerable households to increase their resilience to climate change through the diversification of production and options to increase family income through intensive social and technical assistance for the establishment of climate-smart agroforestry production systems and/or multifunctional "Close-to-Nature" planted forests (CTNPF) generating mitigation.</p> <p>Outcome Statement:</p> <p>As PROEZA's adaptation strategy consists of supporting poor and extremely poor rural vulnerable households to increase their resilience to climate change, the beneficiaries are 153,000 people living in poverty and extreme poverty in the project area affected by climate change, of which 76,000 are women and 14,800 are indigenous. The indirect beneficiaries are the 141,306 poor and extremely poor households (720,000 people/360,000 women) registered in Tekoporã (social protection programme) that could also be benefited from the transformational change to be promoted by PROEZA. Also, 7,500 household will introduce improved cooking stoves benefiting the family and mainly the women by reducing their exposure to high level of emissions by cooking with traditional stoves.</p>			
<p>1. Climate-smart agroforestry production systems and multifunctional "Close-to-Nature" planted forests (CTNPF) stablished 30,000 poor and extreme poor households in the project area.</p>			

¹ See C.8 Funding proposal.

1.1. Select, hire and audit the Project Management Agent (PMA) and the Environmental Cash Transfer Agent (ECTA)	PMA an ECTA operative and supporting PROEZA implementation with gender focus.	By Q2, year 1 until end Year 5	FAO/EC
1.2. Provide support to improve governance and coordination and support the EC in leading the programme.	Executing committee acting with at least 50% of women representation and also integrated by the Ministry of Women.	By Q1, year 1 until end year 1	FAO/PMA
1.3. Provide assistance to vulnerable households through the Social Protection Programme	Beneficiary's households receiving social technical assistance with at least 50% of women participation.	By Q1, year 1 until end year 5	Social Action Secretary (SAS)
1.4. Make social conditional cash transfer(CCT) Tekoporã / SAS	Women of beneficiary's households receiving financial support from the social Tekopora programme.	By Q2, year 1 until end year 5	Social Action Secretary (SAS)
1.5. Provide technical assistance to beneficiaries	Beneficiary's households receiving agro-productive technical and access to market assistance with at least 50% of women participation ² .		INFONA/SEAM/MAG/FAO
1.6. Make investments and wage payments to beneficiaries for the establishment of CTNPF, agroforestry and restoration models	24,460 ha Proeza's plantation models implement under a 100% agreed decision among men and women at 30,000 household level ³ .	By Q1, year 1 until end year 5	Social Action Secretary (SAS)
1.7. Make environmental conditional cash transfer (E - CCTs) to beneficiaries	Women from 30,000 households receive financial support by the ECTA	By Q4, year 1 until end year 5	STP/FAO/ECTA

² PROEZA will support poor, female – headed/adolescent – headed/widowed - headed households/women farmers/landless farmers by building their human capital through education, skill – based training in various non – farm trades and strengthen their access to financial capital by increasing access to easy credit.

³ PROEZA will ensure the women's involvement in following watershed management activities regarding the agroforestry models: 1) preparation of watershed plan with an understanding of gender needs and gender – responsive implementation strategies; 2) developing watershed plans on the basis of existing use and dependence pattern; 3) reformulation of watershed guidelines to specify mechanisms for institutional arrangements for involvement of the poor and women; 4) development of micro-credit /women's self - help groups; 5) shifting the focus from watersheds to a community – led (and more holistic) livelihood development plan; and 6) and organizing gender sensitization programs.

1.8. Operate forest administration, supervision and control in the project area (INFONA)	to ensure food security until agroforestry models begin to generate incomes. 10% project field interventions audited	By Q1, year 1 until end year 5	EC/INFONA/SEAM/FAO
2. More efficient and sustainable technology for domestic firewood consumption.			
2.1 Introduce improved cooking stoves	7,500 improved cooking stoves implemented under 100% agreement of household women	By Q7, year 2 until Q16, year 4	VMME/STP/PMA/FAO
3. Certified “New Generation Forest Plantations” (NGFPs) through which high yield forest plantations will be combined with natural forests in biodiversity reserves and watershed protection strips established by medium sized land owners			
3.1. Offer incentives, credit and promote establishment of NGFPs to the private sector	About 24,000 ha of HGFP implemented with private sector	By Q1, year 1 until end year 5	BNF/AGD
3.2. Make environmental audits (INFONA/SEAM)	10% project field interventions audited	By Q1, year 1 until end year 5	INFONA/SEAM
4. Normative adjustments and institutional changes needed to improve the business climate for afforestation approved			
4.1. Support institutional capacity of INFONA, SEAM, SAS and VMME.	10% project field interventions audited	By Q1, year 1 until Q6, year 2	EC/STP/FAO
4.2 Review and strengthening the legal framework and promote certification systems	Payment for environmental services and incentives for afforestation, in place at the end of PROEZA, with focus in rural women as beneficiaries.	By Q1, year 1 until Q8, year 2	EC/INFONA/SEAM



ANNEX XIII (d) – Gender Analysis and Action Plan

GREEN CLIMATE FUND FUNDING PROPOSAL



Annex: Gender Assessment and Action Plan

Integrated water management in La Mojana region of Colombia

I. Introduction

Colombia is a middle-income country with a \$6,056.1 GDP per capita (2015, World Bank).¹ Recently the economic growth of Colombia slowed down as the country was significantly affected by the global economic trends of weakened commodity prices and lower oil prices. Economic forecasts expect that Colombia will strengthen its economic growth to 7% in 2017.² Level of progress in achieving MDGs in Colombia was uneven with different regions prioritizing local priorities. The direct beneficiaries of this project in the region of La Mojana are 203,918 people who will benefit from improved water management resources.

Colombia is amongst the countries most vulnerable to climate change and extreme weather events. While significant progress has been made in poverty reduction, in the region of La Mojana, poverty levels are 1.5 times higher than the median poverty levels across the country with seven out of 10 households live below the poverty line.³ The region is also highly affected by flooding which negatively disturbs the sustainable development and drive people into chronic poverty by destroying their crops and livelihoods and polluting water supplies.

This proposed project will support the Government of Colombia (GoC) in implementing an integrated approach for water resource management in La Mojana region. In conjunction with government co-financing, GCF resources will be used to address key technical, capacity and information based barriers to designing and implementing an integrated water management system. The proposal has four interlinked project outputs:

1. Strengthened understanding and systemizing knowledge of the impacts of climate change on water management
2. Improved water resources management by vulnerable households and communities
3. Improved climate-resilient Early Warning Systems

¹ <http://data.worldbank.org/indicator/NY.GDP.PCAP.CD>

² <http://www.oecd.org/eco/outlook/colombia-economic-forecast-summary-june-2016.htm>

³ Responding to Massive Floods in La Mojana, Colombia. ReliefWeb. 05 Feb 2008. Available at: <http://www.reliefweb.int/rw/RWB.NSF/db-900SID/KHII-7C87X9?OpenDocument>

4. Enhanced climate-resilient agroecosystems-related rural livelihoods

This gender assessment aims to provide an overview of the gender situation in Colombia, with a specific focus on integrated water management in La Mojana region; to identify gender issues that are relevant to the project; and to examine potential gender mainstreaming opportunities. The assessment was based upon available data from studies conducted by the Government of Colombia and multilateral agencies, and includes:

1. A review of women's participation in the Environment and Sustainable Development projects run by UNDP Colombia.
2. Alignment with UNDP's gender strategy and that of UNDP Colombia's Environment and Sustainable Development area.
3. Alignment with the National Public Gender Equity for Women Policy.
4. Integration of gender considerations into the project indicators, targets and activities, identifying women as leaders and decision-makers.

II. Resilience of vulnerable communities in La Mojana

La Mojana region clearly remains one of the most vulnerable to climate change in Colombia. Climatic cycles such as La Nina and El Nino have become more frequent and intensified and extreme weather events such as droughts and floods have increased. According to estimations from the Intergovernmental Panel on Climate Change (IPCC), during the period of 2002 to 2005, extreme climate disasters have increased by 2.4 times, in comparison to 1970 to 1999. La Nina has affected 417,321 people only in the La Mojana region itself.

A recent study emphasized the need for urgent measures to reduce the vulnerability particularly of resource-limited farmers, and emphasized on the benefits of a predominantly stakeholder-led approach to adaptation.⁴ Agriculture is a vital source of livelihoods for most of the communities and water use for agriculture accounts for 37% of all water resources.⁵ As a response to the La Nina phenomenon in 2010, various relief agencies initiated disaster relief measures in La Mojana. Some of the activities and support areas included the distribution of relief supplies and first kit aid and raising awareness in high-risk

⁴ Feola G (2013) What (science for) adaptation to climate change in Colombian agriculture? A commentary on "A way forward on adaptation to climate change in Colombian agriculture: perspectives towards 2050" by J. Ramirez-Villegas, M. Salazar, A. Jarvis, C. E. Navarro-Racines. Climatic Change this volume

⁵ http://siteresources.worldbank.org/INTLAC/Resources/Climate_ColombiaWeb.pdf

areas.⁶ A recent study recommended a number of areas that needs to be strengthened against future climate phenomenon, these are the development of better temporary shelter strategies, the implementation of relocation for displaced people, livelihood programs for vulnerable populations living in high-risk areas, strengthened national disaster management.⁷

Women are disproportionately impacted by climate change and the risk of climate change magnifies women's relative poverty. Women are also underrepresented in decision-making in resource management and other issues on how best to manage the climate threat. Women are also key players in water management and in the agriculture sector. This project addressed gender dimensions within the project design and implementation.

The Government of Colombia has taken an action to ensure equal participation of women in decision-making process by establishing the Gender Legal Committee in the Congress to ensure the enactment of laws for women and strengthening national legal and policy frameworks to ensure gender equality.

Communities need to take action on adapting to climate change. In the past, communities have used their own strategies for coping with climate variability and extreme weather. But climate change and intense change in weather patterns now cause new risks that fall outside the previous experience of communities. Therefore, new techniques and ways need be used in combination with indigenous knowledge.

III. Indigenous peoples in COLOMBIA

Colombia's indigenous population comprises of 3.43% of the total population and there are 87 officially recognized indigenous peoples (DANE, 2015, p37). Most of the native population lives in the rural sides on Colombia, with currently 788 certified and legally established indigenous reservations over the territory of 31 million hectares (or 29.8% of the total territory)⁸.

A large fraction of the indigenous population lives below the poverty line (63%) and half of the total population doesn't meet the daily nutritional requirements. Access to health services and water supplies is also limited with only 34.53% having access to health and 2 out of 5 indigenous people having access

⁶ <http://www.ifrc.org/docs/appeals/rpts10/MDRCO007.pdf>

⁷ https://static1.squarespace.com/static/506c8ea1e4b01d9450dd53f5/t/56ab898d1a520363b2ab25b3/1454082446482/032712_Colombia_Response+letterhead.pdf

⁸ Ministry of Culture, Office of Indigenous, Minority and Romani Affairs. Report prepared for the visit of Forum members, p5 (2010).

to water (less than a half). The water supply coverage for the indigenous population of Colombia is 4 times lower than that of the national population and their electivity coverage is 9.3 times lower (KAS, 2009, p7).

Ethnic minorities in the project areas include the Zenú people, which currently inhabit mainly the indigenous reservation in San Andrés de Sotavento in Córdoba Department, and El Volao in Urabá, but also in Sucre, Antiquia and Chocó. As of 2005, there are 233,052 members of the Zenú people with 51.6% women and 48.4% man. Additional information on indigenous population by municipality in the project area is summarized below.

Indigenous population by municipality in the project area

Municipality	Town where they are located	Name of the indigenous council	Number of members	Women	Men
San Benito Abad	Rural <i>veredas</i> in the municipality	Lomas de Palito	105 families (389 people)	203	186
	(Sispataca, El Limón, Villanueva y La Ceiba). Rural <i>veredas</i> in the municipality	Takasuan	383 families (1570 people)	743	827
	Vereda Jegua	Jeguita	369 families (1367 people)	118	251
	(Zona Rabón, Lomas de San Juan, Cuiva, El Cauchal, La Chipas, Las Delicias). Rural <i>veredas</i> in the municipality	Caño Viejo – Cuiva	20 families (100 people)	NS	NS
San Marcos	Vereda Santo Domingo Vidal	Santo Domingo Vidal	132 families (367 people)	183	184
	Vereda Montegrande	Montegrande	513 families (2.600 people)	NS	NS
	Vereda Cayo de la Cruz	Cayo de la Cruz	35 families (140 people)	87	53
	Vereda El Oasis	El Oasis	It has not been possible to take a count.		
	Vereda Pital	El Pital	64 families (320 people)	120	300
	Vereda La Florida	La Florida	It has not been possible to take a count.		

Source: Project's own information, from the field. UNDP 2016.

In La Mojana region, Zenú population is found in the rural areas. In this project, approximately 2,500 of the total beneficiaries belong to the Zenú people. Through this project, the Zenú population would benefit from:

- rainwater harvesting solutions and micro-aqueducts;
- restoration of marshes and streams;
- improved early warning systems;

- enhanced knowledge;
- improved productive systems and recovery and protection of the ecosystems

IV. Existing gender inequality in COLOMBIA

The main purpose of this gender analysis is to design the best possible approach to this project in order to respond to the differentiated needs of women and men when facing the impacts of climate change and improve their adaptive capacity in the La Mojana region. The assessment was constructed with the latest data available from studies conducted by various organizations, including governmental institutions, think tanks and NGOs. The first part provides an overview of the gender situation in the rural areas of Colombia and specifically in the La Mojana region. The second part shows the link between essential gender issues that needs to be addressed during the project and proposes a number of key activities that can decrease existing inequalities. The third and final part is a measuring tool that describes specific activities planned for the implementation and monitoring of the gender-mainstreaming plan.

Gender Inequality Index

Over the years, several indices have been developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).⁹ GII is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labor market, while measuring achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women. Colombia has a GII of 0.429 (2014) and ranks 42 out of 188 countries assessed. Its GDI value (2014) is 0.997¹⁰

The World Economic Forum's Global Gender Gap Index (GGGI) examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and

⁹ United Nations Development Programme. Human Development Report. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>.

¹⁰ http://hdr.undp.org/sites/default/files/2015_statistical_annex_tables_all.xls

survival, and political empowerment. Out of 147 countries, Colombia’s rank, based on GGGI in 2015, is given below¹¹:

Description	Score	Rank
Economic participation and opportunity	0.746	37
Educational attainment	0.994	61
Health and survival	0.979	42
Political empowerment	0.180	64
Gender Gap Index 2015	0.725	42

* Total inequality = 0.00; total equality = 1.00. Source: The Global Gender Gap Report 2014

The Organization for Economic Cooperation and Development (OECD) developed the Social Institutions and Gender Index (SIGI), a composite index that score countries (from 0 to 1) on 14 indicators grouped into five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties in order to measure discrimination against women in social institutions across 160 countries. Colombia’s 2014 SIGI value is 0.0862, suggesting that discrimination against women is low.¹²

Living standards are also subject to large discrepancies between the regions of Colombia. Poverty in remote rural areas is particularly higher and there is limited access to education. In the departments of Boyacá, Cauca, Chocó, Córdoba, Huila, Nariño, Sucre and Tolima live the poorest populations.¹³

Poverty

Columbia has made significant progress in reducing poverty, but challenges still remain as the gap between rural and urban poverty remains wide. The 50-year internal conflict in Colombia has caused 218,000 deaths and displaced 5.6 million people, and adversely affected the rural population and women in particular. Columbia has taken an action in bridging the gap between rural and urban poverty and has included in its National Development Plan 2014-2018 priorities such as the reduction of

¹¹ <http://reports.weforum.org/global-gender-gap-report-2015/economies/#economy=COL>

¹² OECD. Social Institutions and Gender Index 2014. Country Profiles <http://www.genderindex.org/country/colombia>

¹³ <https://www.ruralpovertyportal.org/fr/web/rural-poverty-portal/country/home/tags/colombia>

territorial and population disparities in living conditions and better educated rural population. In December 2015, the *Misión Rural* report or the Mission for Rural Transformation was approved, aimed at ambitious reforms in the rural sector for more inclusive social, economic and civic changes in the rural sector.¹⁴

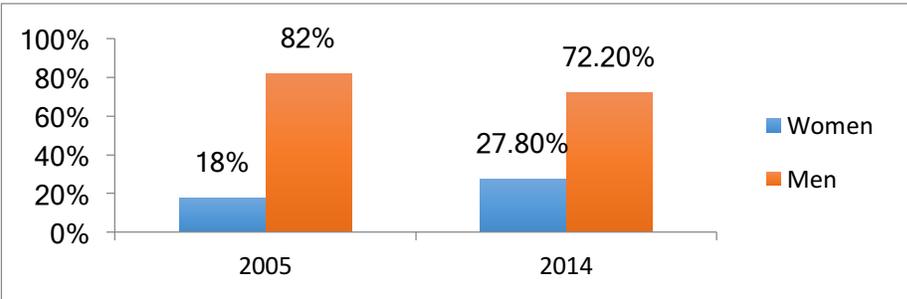
Rural situation in Colombia

It is widely known that rural women play a decisive role in agricultural labors and food safety around the world, and possess important knowledge about sustainable use of soils, water, seeds and other matters; nevertheless, women have less access than men to loans, training and land¹⁵.

Colombian rural women face three forms of discrimination, on the basis of gender, economic status as inhabitants of rural areas, and race (indigenous or Afro-Colombian women). In the Colombian context, discrimination as a result of being victims of armed conflict is added to the list.¹⁶

The rural population in Colombia has decreased in the last few decades, from 60% of the country’s population in 1950 to 29% in 2000. In the last National Agricultural Census (2014) it was determined that 5.1 million people (48% of whom were women) were residents of rural dispersed areas. Also, in the previous few years, the percentage of female-headed households had increased, from 18% in 2005 to 27.8%, corresponding to 422,614 women, in 2014¹⁷. In rural areas, the vulnerability of female-headed households is higher than male-headed households (UNDP, 2011)¹⁸.

Distribution of household headship by sex



Source: 2014 National Agricultural Census. DANE

¹⁴ <https://www.ifad.org/documents/10180/6577c077-cac7-4c59-8854-4b9289b9a01a>
¹⁵ FAO. The State of Food and Agriculture: 2010 – 2011. Women in Agriculture. Closing the gender gap for development. <http://www.fao.org/docrep/013/i2050s/i2050s.pdf>
¹⁶ UNDP. (2011). *Collection of notebooks INDH. Rural women – Agents of hope*. Bogotá.
¹⁷ DANE National Agricultural Census 2014
¹⁸ UNDP. (2011). *Collection of notebooks INDH. Rural women – Agents of hope*. Bogotá.

Based on information provided by DANE, the National Statistics Department (2016), in Colombia there are 2.2 million Agricultural Production Units (APUs) operated by over 2.7 million people classified as farmers.¹⁹ From the APUs, 26% are operated by women, 61.44% by men, and 12.56% are jointly operated by both woman and man.

It can be seen that in the territories where this project will be carried out, the percentage of APUs operated by women is much lower than the national average, with Bolívar being the department with the lowest percentage at just 12.81%. In addition, the percentage of APUs jointly operated by men and women is much lower than the national average, with Sucre Department having the lowest (6.96%).

Percentage of APUs by sex of the person in charge

	APUs with only men responsible for production	APUs with only women responsible for production	APUs with women and men responsible for production
National total	61.44	26.00	12.56
Bolívar	78.41	12.81	8.77
Córdoba	68.52	23.63	7.85
Sucre	73.75	19.28	6.96

Source: 2014 National Agricultural Census. DANE²⁰

If we analyze the conditions under which men and women operate their Agricultural Production Units, we can see significant gender gaps in almost all areas. For example, if we look at the sizes of the APUs operated by women, significantly higher percentage (78.96%) are smaller than 5 ha, while for men the corresponding figure is 67.62%. In the departments of the project’s operation, the situation is better in the case of women in Bolívar, with only 51.46% of their APUs being smaller than 5 ha and a much higher percentage standing between 10 and 50 ha than the national average.

¹⁹ People in charge of operating and deciding all of the agricultural issues regarding the Productive Unit, excluding from this definition those workers with the same responsibilities.

²⁰ DANE. 2014 National Agricultural Census. Results of the 3rd National Agricultural Census (definitive). Departmental annexes. <http://dane.gov.co/files/CensoAgropecuario/entrega-definitiva/Boletin-7-Mujeres-rurales/7-Anexos.xls>

Percentage of APUs by size and the sex of the person in charge²¹

	APUs with only men responsible for production				APUs with only women responsible for production				APUs with women and men responsible for production			
	<5 ha	5 to 10 ha	10 to 50 ha	50 to 100 ha	<5 ha	5 to 10 ha	10 to 50 ha	50 to 100 ha	<5 ha	5 to 10 ha	10 to 50 ha	50 to 100 ha
National total	67.62	11.22	15.37	3.01	78.96	8.65	9.67	1.52	67.28	11.76	15.89	2.70
Bolívar	45.26	15.59	28.97	5.42	51.46	15.31	24.71	4.81	43.87	13.33	30.89	6.77
Córdoba	63.06	12.27	17.50	3.51	75.78	9.74	11.77	1.48	65.70	12.04	17.54	2.64
Sucre	52.68	15.33	23.81	4.35	68.74	12.11	15.23	2.06	66.73	11.73	16.73	2.53

Source: 2014 National Agricultural Census. DANE²²

Looking at the tools available to men and women in charge of their APUs, the national situation is, once again, worse for women with only 10.35% having machinery to work with. The corresponding percentage for men, while still low, is almost double at 18.66%. This trend is seen in the three departments of the project's scope of operation, and the situation is especially critical in Córdoba and Sucre, with figures of 4.17% and 5.28 respectively – far lower than the national average (although the same trend is present in the case with men).

Percentage of APUs with machinery, disaggregated by sex of the person in charge.

	APUs with only men responsible for production			APUs with only women responsible for production			APUs with women and men responsible for production		
	Machinery exists to carry out agricultural activities	Machinery doesn't exist to carry out agricultural activities	DNR	Machinery exists to carry out agricultural activities	Machinery doesn't exist to carry out agricultural activities	DNR	Machinery exists to carry out agricultural activities	Machinery doesn't exist to carry out agricultural activities	DNR
National total	18.66	80.31	1.04	10.35	88.85	0.80	7.55	91.25	1.20
Bolívar	15.33	83.87	0.80	12.04	87.37	0.59	6.31	91.54	2.16
Córdoba	8.88	90.15	0.97	4.17	94.91	0.91	4.06	93.84	2.10

²¹ The total by sex does not add up to 100% as APUs bigger than 100 ha have not been included; this is because they are few in number and are not relevant to the project.

²² DANE. 2014 National Agricultural Census. Results of the 3rd National Agricultural Census (definitive). Departmental annexes. <http://dane.gov.co/files/CensoAgropecuario/entrega-definitiva/Boletin-7-Mujeres-rurales/7-Anexos.xls>

Sucre	9.48	89.50	1.03	5.28	93.63	1.08	5.36	92.23	2.41
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Source: 2014 National Agricultural Census. DANE²³

Health

According to the latest National Survey of Demographics and Health (ENDS, from the Spanish acronym)²⁴ there is a large gap in terms of health resources available for women living in rural areas and those in the urban parts of the country. For example, while in urban areas only 2% of women do not receive prenatal care, this figure rises to 5.9% in the case of rural women. The situation is even more serious in the region of the project's scope, where 6.3% of women do not receive any prenatal care.

Colombia has very high rates of teenage pregnancy. According to ENDS, 19.5% of adolescent girls have been pregnant at some point, a percentage that is very similar to that in the region where the project will be carried out (19.4%). This number increases dramatically to 26.7% in the rural areas of the country. An alarming statistic is the mortality rate of 51.7 per 100,000 live-born babies in 2014²⁵. Colombia did not meet the Millennium Development Goals (MDG) 4 target that stays for 45 stillborn per 100,000 live-born babies.

It is also important to consider the repercussions that the health situation has on the families, either the care that needs to be taken of a sick person in the home or the preventative measures related to nutrition or cleaning. In this sense, the National Time-Use Survey²⁶ gives a clear idea of the most common types of care required. These are summarized below:

- Physical care of other household members: only 4.4% of men perform this type of care, dedicating an average of 38 minutes, while 22.7% of women carry out the tasks, spending an average of 1 hour and 16 minutes.
- Supplying food to household members: only 22.1% of men carry out this activity, spending an average of 56 minutes each, while 72.3% of women perform the same task, dedicating an average of 2 hours and 9 minutes.

²³ Idem

²⁴ Profamilia. National Survey of Demographics and Health (ENDS) 2010. <http://profamilia.org.co/docs/ENDS%202010.pdf>

²⁵ Ministry of Health <https://www.minsalud.gov.co/Paginas/Mortalidad-materna-ha-disminuido-en-4-desde-1998.aspx>

²⁶ DANE. National Time-Use Survey http://dane.gov.co/files/investigaciones/boletines/ENUT/pres_ENUT_2012_2013.pdf

- This gap widens much further if we look at the data broken down by rural and municipal areas²⁷. In rural areas, 81.8% of women perform food-supplying activities, dedicating an average of 2 hours and 34 minutes, while 18.1% of men spend only 1 hour and 10 minutes on the same activities.
- Cleaning, maintenance and home repair: 33.4% of men spend an average of 56 minutes performing these tasks, compared to 68.5% of women, who dedicate 1 hour and 17 minutes of their time on average. Once again, the situation is worse in rural areas, where the percentage of women who carry out these tasks rises to 78.8%.

The data above will be taken into account when working with healthcare personnel in the early warning systems, since it is of fundamental importance not only to keep in mind who is performing the prevention and care work in the home, but also who, by their actions, can contribute to a more equal redistribution of these responsibilities.

Risk Management

There is no official data that allows us to perform a gender analysis on the differentiated effects, but after the 2010 and 2011 floods, multiple investigations were carried out and one of them (How to avoid another disaster. Lessons from the winter flooding in Colombia) carried out by Oxfam did include elements that give us some ideas, of which the following are of particular note:

- In three of the four zones analyzed, women were most likely to be the head of households: 73% in Atlántico, 62% in Bajo Atrato y 61% in Bajo Sinú.
- Despite the fact that in La Mojana only 37% of households were headed by women, significant differences were observed regarding access to information. Only 36% of women had received any kind of warning before the emergency, while in the case of men this number was

²⁷ According to DANE, https://www.dane.gov.co/files/inf_geo/4Ge_ConceptosBasicos.pdf

Rural area or municipal outskirts: is characterized by agricultural production and the dispersed nature of its housing. It does not have a planned layout or a formal nomenclature of streets, roads, avenues etc. In general, it also lacks public services and other facilities typical of urban areas.

Municipal center (MC): is the geographic area defined by an urban perimeter, whose limits are established by municipal council agreements. It corresponds to the place where the administrative center of a municipality is located.

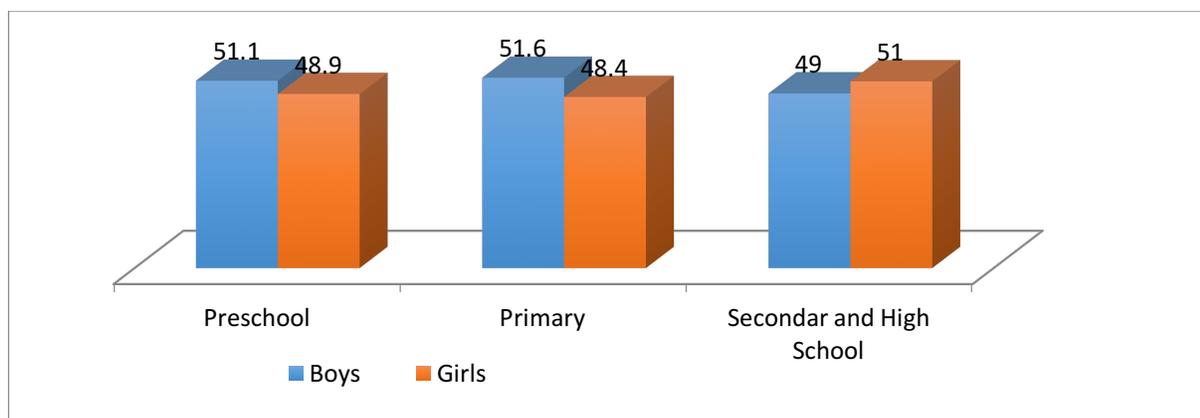
significantly higher - 44%. In what is referred to as the loss, women perceived the impacts at home to be greater, while men considered the loss of crops to be the more serious issue²⁸.

It is important to have early warning systems in place in order to handle information pertaining to men and women on a uniform basis and ensure that all the information reaches both equivalently.

Education

Colombia has managed to close the gaps in terms of access to education. Looking at the statistics, we can see that in 2015 there was almost no difference between boys and girls in enrolment at preschool, primary, secondary and high school levels. In the first two levels, there are a slightly higher number of boys (51.1% compared to 48.9% for preschool and 51.6% versus 48.4% for primary school), while for secondary and high school education; the figures are slightly in favor of girls (49% boys versus 51% girls).

Enrolment in different educational levels, by sex. Percentage distribution for 2015



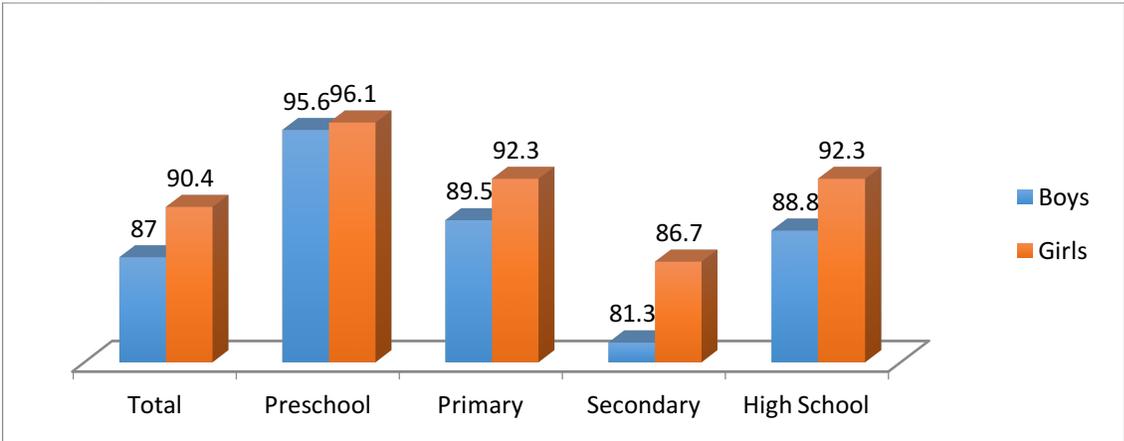
Source: DANE. Research into formal education 2015²⁹

Furthermore, if we look at the grades achieved by boys and girls, we can see that girls have superior results to boys in every school year. Their pass rate is also higher in every level of education. And if we look at attrition rates, the result is the same: fewer girls drop out of the education system than boys at all levels.

²⁸ Oxfam. How to avoid another disaster. Lessons from the winter flooding in Colombia https://www.oxfam.org/sites/www.oxfam.org/files/file_attachments/bp148_colombia-lecciones-aprendidas-final_spanish1104292_3.pdf

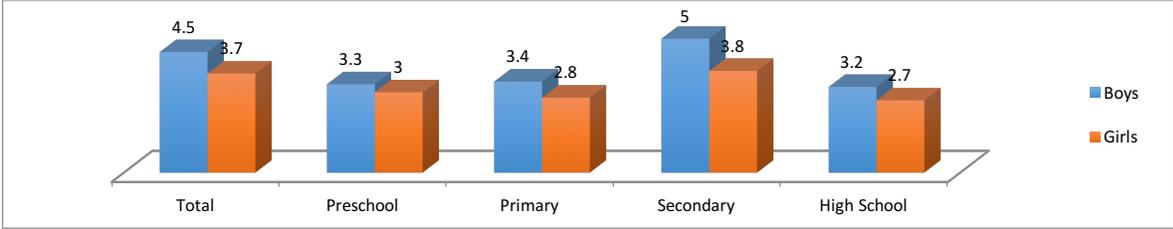
²⁹ DANE Research into formal education 2015 http://dane.gov.co/files/investigaciones/boletines/educacion/bol_EDUC_15.pdf

The number of people, who were successful in a particular exam by different education level and sex, percent, 2014



Source: DANE. Research into formal education 2015³⁰

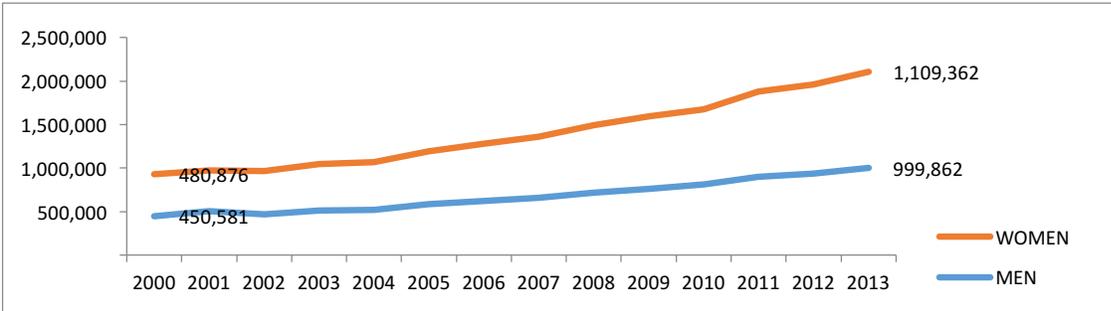
Attrition rate by education level and sex 2014



Source: DANE. Research into formal education 2015³¹

In regards to enrolments in higher education, we can see that since 2000 more women are studying than men and this gap has grown significantly over the years with 1,109,362 women enrolled in higher education in 2013 and 999,862 men.

Number of people enrolled in higher education by sex

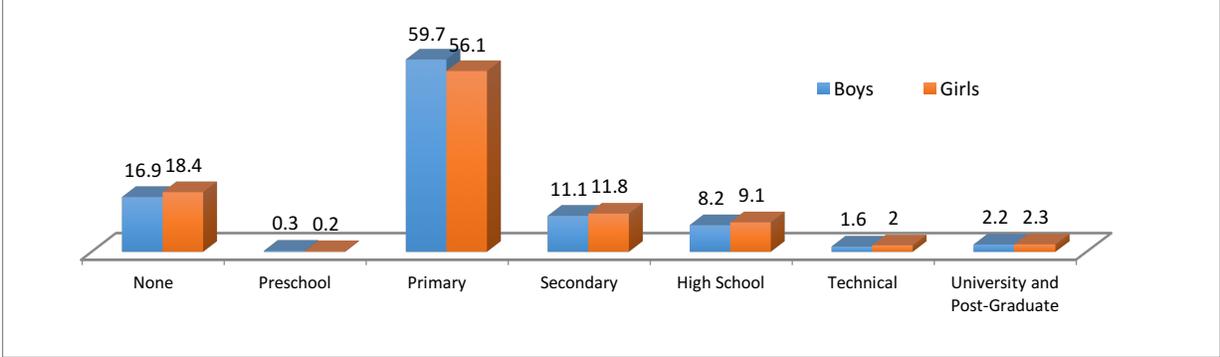


Source: Ministry of Education. Sectorial Statistics³²

³⁰ Idem
³¹ Idem

The same tendency is also valid when considering the statistics for agricultural producers. At all educational levels except primary, the percentages are slightly in favor of girls and women.

Distribution of farmers by educational level achieved and sex



Source: DANE. National Census of Farmers 2014³³

These findings reveal that the gaps found in all the other aspects analyzed are not caused by lower levels of education among women, but instead can be linked to cultural patterns. There is a strong gender biases for pigeonhole women in traditional roles that does not allow them to develop professionally or personally.

Political participation and decision-making

Despite the fact that Colombia has made important regulatory advances towards greater political participation from women, such as Law 581 of 2000, which requires women to make up more than 30% of decision-making posts in all public institutions; or Law 1445 of 2011, which regulates the lists of political parties standing for election, requiring that at least 30% be “from each of the genders”, results are still far from showing equal political participation between men and women.

Currently, women head only 12.2% of mayors’ offices and 15.63% of governor’s offices. It is of note that in none of the three departments of the project’s operation are there female governors. In what is referred to as the House of Representatives, just 20% are women – in the Senate this rises to 23%. Out of these, Bolívar Department has three female senators and three female representatives, Córdoba three female senators and one female representative, and Sucre two female senators and one female representative.

³² Ministry of Education. Sectorial Statistics <http://bi.mineducacion.gov.co:8380/eportal/web/snies1/genero-del-estudiante>

³³ DANE. National Census of Farmers 2014. Characterization of the agricultural producers resident in the sparsely populated rural area studied. https://www.dane.gov.co/files/CensoAgropecuario/avanceCNA/Boletin%20tecnico_8sep.pdf

Political representation by type of organization and sex

	Male (%)	Female (%)
Mayor’s office	87.80	12.20
Assembly	83.25	16.75
Afro-descendant chamber	50.00	50.00
Indigenous chamber	100.00	0.00
Territorial chamber	80.37	19.63
Council	82.36	17.64
Governor’s office	84.38	15.63
Local administrative board	60.22	39.78
Indigenous senate	100.00	0.00
National senate	77.00	23.00
Total	77.78	22.22

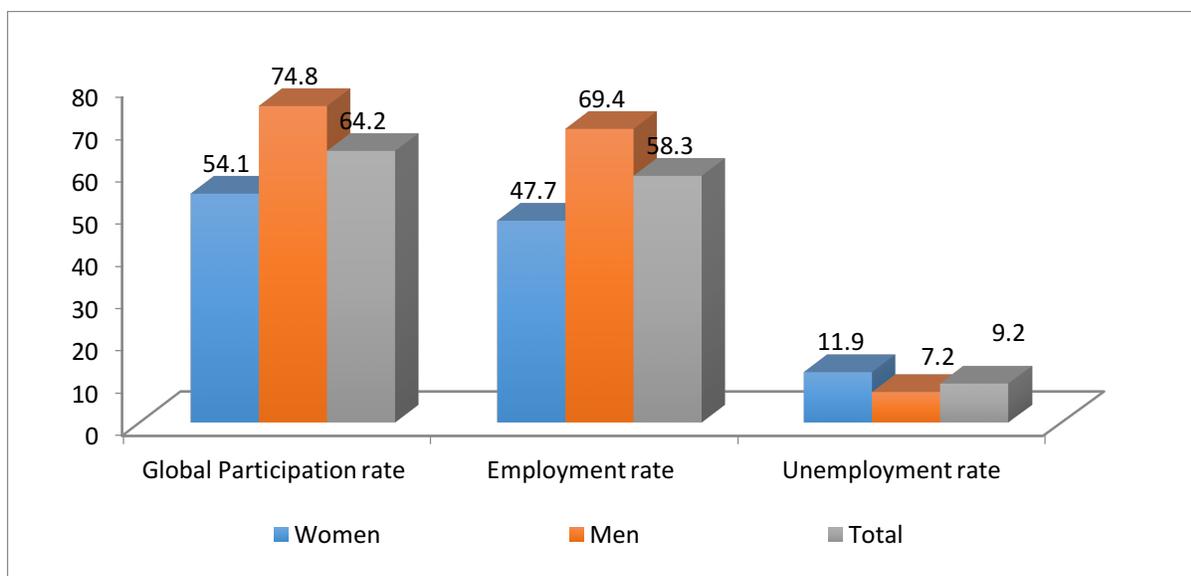
Source: Presidential Office for Women’s Equality³⁴

Labor force participation

The statistics pertaining to Colombia’s labor market are indicating that there are big gaps between men and women in access and quality of work. According to DANE³⁵, in the three months between June and August 2016, the global participation rate was 20% lower for women than for men: 54.1% and 74.8%, respectively. Meanwhile, the gender gap in the employment rate was even wider than 20 percentage points: 69.4% for men and 47.7% for women. Furthermore, higher percentage of women were unemployed (11.9%) in comparison to men (7.2%).

Overall participation, employment and unemployment rates, by sex (June 2016 – August 2016)

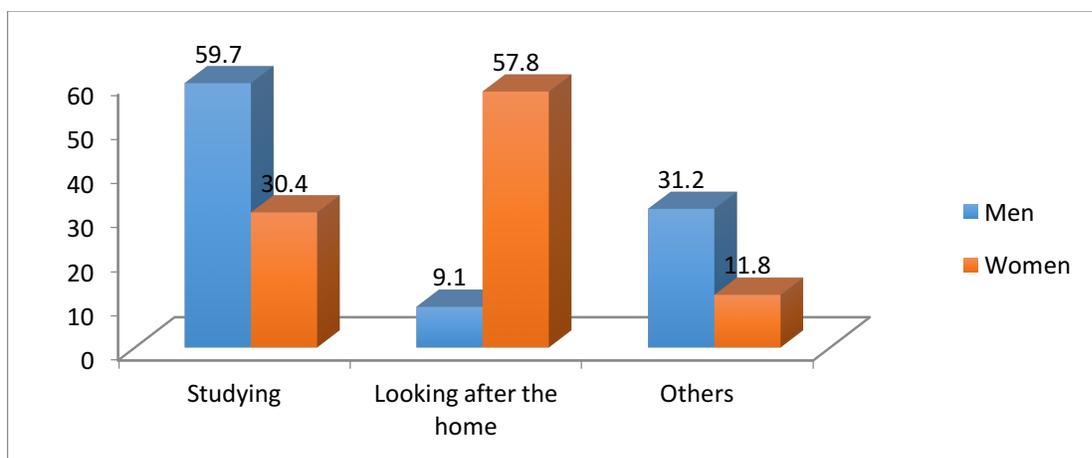
³⁴ Presidential Office for Women’s Equality. Gender Affairs Observatory. <http://obs.equidadmujer.gov.co/Observatorio/Observatorio.aspx?rpt=IW9KyrVqD2ORGcOMM81jfA==>
³⁵ DANE Job market by sex, June-August 2016 http://dane.gov.co/files/investigaciones/boletines/ech/ech_genero/bol_eje_sexo_jun_ago16.pdf



Source: DANE: Labour market by sex MOVING QUARTER JUNE – AUGUST 2016³⁶

Looking at the reasons behind this economic inactivity, we can also see the issues related to structural gender inequality. While 59.7% of inactive men are in that situation because they are studying, for women this percentage is only 30.4%. It is important to note that while 57.8% of unemployed women are in that situation because they are dedicating themselves to “looking after the home”, only 9.1% of men gave this reason for their inactivity.

Reason for unemployment, by sex (June – August 2016)



Source: DANE Labor market by sex MOVING QUARTER JUNE – AUGUST 2016³⁷

³⁶ DANE Labor market by sex MOVING QUARTER JUNE – AUGUST 2016

https://www.dane.gov.co/files/investigaciones/boletines/ech/ech_genero/bol_eje_sexo_jun_ago16.pdf

³⁷ *Idem*

There are also large gaps in terms of quality of work. According to DANE, women earned 20.2% less than men in 2015, even when they had similar jobs.³⁸ This is in addition to the fact that, as mentioned earlier, according to the National Time Use Survey, women carried out the majority of the unpaid care work. 89.4% of women do this work, for an average of 7 hours and 23 minutes per day, while the percentage is 63,1% for men, who dedicate an average of 3 hours and 10 minutes per day. This means that women work on average 10.8 hours more per week than men³⁹.

Access to resources

Women have lower access to resources such as technical assistance in relation to agricultural activities and access to loans. In terms of technical assistance or advice given in relation to agricultural activities, there is a small gender gap. While 10.27% of men in charge of agricultural production units receive assistance, this number falls to 7.26% in the case of women. In Córdoba department, we can see that the percentage of women in charge of production units that receive assistance is only 3.5%.

Percentage of APUs that receives technical assistance, disaggregated by sex of the person in charge.

	APUs with only men responsible for production		APUs with only women responsible for production		APUs with men and women responsible for production	
	Received technical advice or assistance during 2013 in relation to agricultural activities.	Did not receive technical advice or assistance during 2013 in relation to agricultural activities.	Received technical advice or assistance during 2013 in relation to agricultural activities.	Did not receive technical advice or assistance during 2013 in relation to agricultural activities.	Received technical advice or assistance during 2013 in relation to agricultural activities.	Did not receive technical advice or assistance during 2013 in relation to agricultural activities.
National total	10.27	89.73	7.26	92.74	17.27	82.73
Bolívar	6.04	93.96	5.10	94.90	8.82	91.18
Córdoba	6.09	93.91	3.50	96.50	10.77	89.23
Sucre	6.97	93.03	4.03	95.97	8.25	91.75

Source: 2014 National Agricultural Census. DANE⁴⁰

However, there are two important aspects of production, access to loans and land ownership, in which there are no significant gaps between men and women. In terms of loan applications (and their approval), we can see that the vast majority of both women and men (88.46% and 91.60% respectively)

³⁸ El Tiempo. Colombian women work more than their male counterparts, but earn less than them. 7 March 2015.

<http://www.eltiempo.com/estilo-de-vida/educacion/brechas-salariales-entre-hombres-y-mujeres-en-colombia/15353195>

³⁹ DANE: Press bulletin. National Time Use Survey 2012 – 2013: Final data

http://dane.gov.co/files/investigaciones/boletines/ENUT/Bol_ENUT_2012_2013.pdf

⁴⁰ Idem

did not apply for loans during 2013. This percentage is very similar in the three departments of the project's operation.

Percentage of APUs requesting loans, by sex of the person in charge.

	APUs with only men responsible for production			APUs with only women responsible for production			APUs with men and women responsible for production		
	Requested loan or funding in 2013		Did not request loans or funding in 2013	Requested loan or funding in 2013		Did not request loans or funding in 2013	Requested loan or funding in 2013		Did not request loans or funding in 2013
	Loan or funding was approved	Loan or funding was not approved		Loan or funding was approved	Loan or funding was not approved		Loan or funding was approved	Loan or funding was not approved	
National total	10.11	1.43	88.46	7.41	0.99	91.60	17.09	1.89	81.01
Bolívar	6.86	2.93	90.21	6.59	1.99	91.42	13.77	4.70	81.53
Córdoba	7.88	1.74	90.38	6.21	1.30	92.49	13.19	2.84	83.97
Sucre	6.96	2.55	90.49	4.87	1.58	93.55	13.78	2.81	83.41

Source: 2014 National Agricultural Census. DANE⁴¹

When it comes to land ownership, we can see that whether men or women are in charge of the unit, 72% are owners of the land, nationally speaking. In the territories covered by the project's scope, women are actually owners in a higher percentage of the cases (81.94% in Bolívar, 80.75% in Córdoba and 85.75% in Sucre) than men.

Percentage of APUs with respect to property type, by sex of the person in charge.

	APUs with only men responsible for production									
	Owned	Rented	Partnership	Usufruct	Loan	De facto occupation	Collectively owned	Contractor or communal land	Other form of occupancy	Do not know
National total	72.06	9.59	1.67	1.61	0.32	0.36	4.11	1.12	3.09	6.08
Bolívar	75.97	8.61	3.23	2.32	0.41	0.80	1.72	0.12	1.81	4.99
Córdoba	75.77	7.60	1.00	3.77	0.53	0.46	3.66	0.15	1.99	5.07
Sucre	82.12	6.99	1.91	0.43	0.45	0.31	2.10	0.11	1.29	4.30

	APUs with only women responsible for production									
	Owned	Rented	Partnership	Usufruct	Loan	De facto occupation	Collectively owned	Contractor or communal land	Other form of occupancy	Do not know
National total	72.87	8.87	1.21	1.62	0.31	0.32	5.19	1.37	3.09	5.16
Bolívar	81.94	5.86	1.67	1.05	0.21	0.34	1.17	0.23	1.51	6.02
Córdoba	80.86	5.28	0.46	2.67	0.36	0.24	3.04	0.08	1.79	5.23
Sucre	85.75	5.02	1.17	0.31	0.38	0.24	1.88	0.07	0.91	4.27

⁴¹ Idem

APUs with men and women responsible for production										
	Owned	Rented	Partnership	Usufruct	Commodity	De facto occupation	Collectively owned	Contractor or communal land	Other form of occupancy	Do not know
National total	68.52	5.76	1.24	2.34	0.24	0.36	12.39	3.02	1.77	4.35
Bolívar	80.57	4.95	1.17	1.74	0.26	0.52	3.27	0.10	1.40	6.02
Córdoba	81.43	4.68	0.83	1.49	0.93	0.34	4.11	0.18	1.81	4.19
Sucre	82.27	4.48	2.19	1.29	0.38	0.29	5.05	0.19	0.67	3.19

Source: 2014 National Agricultural Census. DANE⁴²

All of these figures point towards a rural world where men come first, taking male-oriented decisions. Women are in second place, with far fewer resources and means with which to tackle development and income generation than men. With this in mind, in areas where the project is involved, special attention will be paid to women, in order to do as much as possible to improve the situation and bridge the gender gaps.

It is interesting to note that in the last two aspects of the analysis, access to technical assistance or advice for carrying out agricultural activities and access to loans or funding, the APUs operated jointly by men and women are in a better situation. For this reason, it is also proposed that the project work with the communities so that both gender discrimination and the need to change the roles that cause the gaps are understood from both the male and female perspectives, encouraging the men to change and leading to a more equal distribution of decisions regarding the land and the home.

Gender-based violence

It is always challenging to rely on credible and sufficient data for gender-based violence as in Colombia there are very few official figures. The statistics are usually based on the number of police reports and not on the real number of women who are victims of this type of violence. In addition, many of the victims never report the crime. In Colombia, the official statistics are those published by the National Institute of Forensic Medicine and Sciences in its annual report 'Forensis'.⁴³ The latest report is from 2014 and shows that 85.57% of the victims of reported inter-partner violence are women, a percentage that is higher in the regions of the project's operation and is as high as 92.38% in Bolívar.

⁴² Idem

⁴³ National Institute of Forensic Medicine and Sciences. Forensis 2014.

<http://www.medicinalegal.gov.co/documents/88730/1656998/Forensis+Interactivo+2014.24-JULpdf.pdf/9085ad79-d2a9-4c0d-a17b-f845ab96534b>

Inter-partner violence, by sex of the victim

	Male		Female	
	Cases	Percentage	Cases	Percentage
Bolívar	96	7.62	1,164	92.38
Córdoba	53	9.27	519	90.73
Sucre	61	9.93	553	90.07
Regional Total	210	8.59	2,236	91.41
Nationwide total	7,047	14.43	41,802	85.57

Source: Forensis 2014. National Institute of Forensic Medicine and Sciences

Likewise, in terms of forensic exams carried out due to alleged sexual crimes, in 85% of the cases the victim was a woman, a percentage that in the case of Córdoba Department was as high as 89.62%.

Forensic exams for alleged sexual crime by sex of the victim

	Male		Female	
	Cases	Percentage	Cases	Percentage
Bolivar	109	12.84	740	87.16
Córdoba	52	10.38	449	89.62
Sucre	62	14.45	367	85.55
Regional Total	223	12.54	1,556	87.46
Nationwide total	3,149	14.91	17,966	85.09

Source: Forensis 2014. National Institute of Forensic Medicine and Sciences

But, as we mentioned, the vast majority of cases of violence against women are never reported. According to the latest National Survey of Demography and Health (ENDS), for the year 2010, 73% of physically abused women did not report the event, and in the subregion of Bolívar Sur, Sucre and Córdoba, 80.4% of physically abused women did not look for any type of support.⁴⁴

Furthermore, the data published in the ENDS study give worrying figures, an example being that 65% of women declared that their husbands or partners had exercised some type of control over them, and in the Bolívar Sur, Sucre and Córdoba subregions this percentage was 55.2%. In addition, 32% said that

⁴⁴ Profamilia. National Survey of Demography and Health 2010 <http://profamilia.org.co/docs/ENDS%202010.pdf>

their husbands or partners had threatened them in some way, with this figure being 28.1% in the Bolívar Sur, Sucre and Córdoba region.

Finally, in terms of physical aggression committed by husbands or partners, ENDS stated that 37% of women said they had been victims of this type of violence, with the corresponding figure for the region of Bolívar Sur, Sucre and Córdoba being 27.6%. The fact that the percentages for the region are slightly lower than the national averages should not lead to a relaxed response from the authorities because it does not mean that La Mojana area is free of gender-based violence against women – these are still very alarming figures.

The fact that the majority of women do not report situations of violence against them may be due in part to the great social and institutional tolerance that still exists in these situations. According to the Second Survey on Social Tolerance to Gender Violence against Women⁴⁵ carried out by the Presidential Office for Women's Equality, 24% of the population thinks, "women who get involved with violent men should not complain that they hit them". Likewise, 37% of Colombians still believe that "women who dress provocatively are running the risk of being raped" and 19% consider that "a good wife should obey her husband even if she does not agree".

More worrying still is the response of public servants to this survey: 23% agree that "women who stay with their partners after being beaten do so because they like it"; 11% think that "if a woman does not resist, it cannot be said that it was rape". In addition, only 81% of public servants with expertise in the field of violence know that there are laws on violence against women in the country.

V. Mechanisms to address gender inequality in Colombia –legal and administrative framework

In order to address these gaps, Colombia has made great improvements in terms of regulations and has different gender mechanisms at national, departmental and municipal levels. At the national level, the Presidential Office for Women's Equality⁴⁶ is responsible for assisting the Presidency as well as the National Government in designing government policies aimed at promoting equality between women and men as well as promoting the incorporation of a gender perspective in the formulation,

⁴⁵ Presidential Office for Women's Equality <http://www.equidadmujer.gov.co/prensa/2015/Paginas/Hoy-Colombia-tolera-mucho-menos-las-violencias-contra-las-mujeres.aspx>

⁴⁶ Presidential Office for Women's Equality www.equidadmujer.gov.co

management and monitoring of policies, plans and programs in public entities at national and regional levels, among other responsibilities.

The Presidential Office relies on the National Public Policy on Gender Equality for Women⁴⁷ to carry out this work. This policy was formulated through a participatory process with women from all over the country and from all sectors and was approved in 2012. Among its strategies that are relevant to this project we can highlight the following:

Strategies	Actions with relevance to the project
Promotion of women's participation in positions of power and decision-making	This strategy includes, among other actions, the participation of rural, peasant, indigenous and Afro-Colombian women in positions of leadership in their organizations, as well as the promotion of changes in their communities in terms of the roles of women in political and community participation.
Promotion and strengthening of access to property and productive resources	This strategy considers the access of rural women and those from ethnic groups to comprehensive technical assistance for the promotion of sustainable activities that are related to the generation of income and food security as well as the development of their management and organizational skills, in order to aid their economic self-sufficiency and strengthen their human development.
Reduction of the risk and/or vulnerability factors of women related to their habitat and environment	This framework proposes the implementation of "actions to recognize and value the role of rural women and those from ethnic groups in ecological agriculture and the conservation of biodiversity, within the framework of an environmentally friendly agricultural policy". In addition, it proposes actions for the prevention, care and protection of rural women and those from ethnic groups in the face of climate change.
Mobilization and communication for cultural	Sensitization and awareness-raising about women's rights and non-discriminatory practices for the entire population. Sensitization and awareness-raising to eradicate stereotypes about the role of women in

⁴⁷ Presidential Office for Women's Equality. National Public Policy on Gender Equality for Women <http://www.equidadmujer.gov.co/ejes/Documents/Lineamientos-Politica-Publica-Equidad-Genero.PDF>

transformation	society and promote non-discriminatory socio-cultural patterns that impede their full access to political and public life. Promotion of the use of information and communication technologies to contribute to the equalization of opportunities, with the aim of solving problems and aiding the holistic development of girls and women in the country.
Institutional strengthening	Strengthening of information systems about the situation of women and information systems disaggregated by sex and ethnic group. Strengthening of the mechanisms for coordinating the Policy with sectoral and territorial entities. Strengthening of the 'Rural Woman' Program and creation of a gender working group in the Ministry of Agriculture and Rural Development.

Likewise, with regard to national legislation, there have been a great number of regulatory developments, but among the most relevant to this project, we can highlight the following:

Law/decrece	Relevance for the project
Law 581 of 2000: which regulates the appropriate and effective participation of women in decision-making levels of the different branches and bodies of public power.	<p>This obliges all public, national and regional institutions, of any size, type and function, to include at least 30% participation of women in their decision-making bodies.</p> <p>Although not all the institutions comply with this minimum, the law has contributed to the increased participation of women in decision-making positions and awareness of the importance of women's participation. Therefore, looking at the upcoming dialogue between the project and the authorities, it is a good sign for a greater acceptance of actions aimed at closing gender gaps.</p>
Law 731 of 2002: which sets standards to assist rural women	<p>This law establishes a raft of measures to support rural women in all situations (access to credit, education, technical assistance...).</p> <p>Unfortunately, it is still unregulated so it has not yet been implemented. But through this project, it is possible to use the dialogue platforms with the authorities to achieve greater</p>

	advocacy aimed at its implementation.
Law 1257 of 2008: which sets standards for awareness-raising, prevention and sanctions related to forms of violence and discrimination against women, reforms the penal and penal procedure codes and Law 294 of 1996, and establishes other provisions	<p>This law, accompanied by its regulatory decrees, gives indications to the justice, education, health and labor sectors on how to sensitize, prevent and punish all types of gender violence against women. It also presents measures for the protection and accompaniment of women who are victims of any type of gender violence.</p> <p>Although the project does not explicitly address gender violence against women, it is important to take into account the context and to provide the responsible institutions with the necessary tools.</p>
Law 1413 of 2010: which regulates the inclusion of the care economy in the national accounting system in order to measure the contribution of women to the economic and social development of the country and as a fundamental tool for the definition and implementation of public policies	<p>Thanks to this Law, the first National Time-Use Survey was carried out in the country, as well as the calculation of the corresponding Satellite Account on Care Economics and the measurement of Time Poverty.</p> <p>All this was done in order to highlight the hidden burden of women's unpaid care work and to implement redistribution measures.</p> <p>This project should help to make people aware of this type of work done by rural women and give it the value that it deserves.</p>
Law 1475 of 2011: By which organizational and working rules of the political parties and movements, and electoral processes are adopted and other regulations are dictated. This law has allowed quotas in the formation of lists of	<p>Through this law, political parties are forced to make up their lists of candidates with a minimum 30%/70% balance between men and women.</p> <p>Although this project does not address women's political participation, it does promote their leadership. In that sense, political parties are one of the many platforms that women can have.</p>

<p>candidates for positions chosen by popular election.</p>	
<p>Law 1448 of 2011: which sets policies for the care, assistance and comprehensive reparation offered to victims of the internal armed conflict and establishes other provisions</p>	<p>This law and its regulatory decrees put in place a series of specific measures aimed at female victims of the conflict. These include measures for the restitution of land to women.</p> <p>It will be important for the project, in cases where we will be working in areas affected by the conflict and where there is going to be land restitution, to prioritize female heads of household who are in this situation.</p>
<p>Law 1496 of 2011: which guarantees equality in terms of salaries and wages between women and men, establishes mechanisms to eradicate any form of discrimination and establishes other provisions</p>	<p>This law regulates penalties for companies that do not guarantee equal pay between men and women.</p> <p>It is a priority to ensure that all companies that receive contracts through the project comply with this legislation.</p>
<p>Decree 2369 of 2015 from the Ministry of Agriculture and Rural Development, which modifies the structure of the Ministry of Agriculture and Rural Development</p>	<p>This decree deserves special mention as it created the Directorate of Rural Women within the Vice-Ministry of Rural Development. Among its functions are those related to policies, plans, programs and projects with a regional focus; coordination between national and regional entities, regulations, procedures and differential instruments for rural women; and the generation of information or coordination between the State, the community and the private sector, among others.</p>

In La Mojana region, the three departments include development of women among other priorities within their Departmental Development Plans. In the department of Córdoba, the Development Plan "United for Córdoba 2016 - 2019" has a specific component for Women and Gender and includes a

Program of Gender Rights and Human Rights for Women.⁴⁸ Among the priorities identified in this program are the strengthening of municipalities in gender issues and the creation of a Gender Issues Observatory. For both of these cases, coordination with this project should be sought through the Secretariat for Women, Gender and Social Development.

The Department of Bolivar, through the Departmental Development Plan "Bolívar Moves Forward; a Government of Results"⁴⁹, not only proposes a line of action related to women as a driving force for development (including consultancy to municipalities), but also identifies female head of households in a condition of poverty in the Depresión Momposina and Loba areas. That is why actions are proposed to create more job openings for these women and to support women involved in fishing, pig farming and homegardens. The Department also proposes the creation of comprehensive care centers for women, where they are offered psychosocial care, as well as opportunities for entrepreneurship through productive projects. In this case, coordination with this project will be through the Social Development Directorate, the responsible party for this line of work.

In the cases of Córdoba and Bolivar, it is important to mention that both departments have Public Gender Policies titled "Gender Equity and Autonomy for the Women of Bolívar 2013-2023", which will be updated during this period of government, in the case of Bolivar, and "Departmental Public Policy for Women and Gender 2014 - 2023" in the case of Cordoba.

Sucre does not have a Public Gender Policy, although the Departmental Development Plan "Sucre progresses in Peace"⁵⁰ does include the program "Women protagonists of the development of Sucre". This program includes the creation of an Office for Women and Gender Equity as well as training actions for women in the department. Coordination with this project can be sought in both of these areas.

Despite all regulatory efforts, the reality for rural women is that they are far from being offered the best conditions to develop themselves with the same rights and opportunities as any other human being. In addition to the inequities previously described, phenomena such as forced migration, sexual violence, extreme poverty, access to well-paid employment opportunities, or limited exercise of their responsibilities and political rights, are impacting rural women of Colombia drastically.

⁴⁸ Government of Córdoba. Departmental Development Plan "United for Córdoba 2016 – 2019"

http://www.cordoba.gov.co/descargas/plan_desarrollo_2016/Plan-Desarrollo-2016-2019-Unidos-Cordoba.pdf

⁴⁹ Government of Bolívar. Departmental Development Plan "Bolívar Moves Forward; a Government of Results"

http://www.funcicar.org/sites/default/files/archivos/plan_de_desarrollo_5_de_mayo_16.pdf

⁵⁰ Government of Sucre. Departmental Development Plan. "Sucre Progresses in Peace"http://sanantoniodepalmito-sucre.gov.co/apc-aa-files/35306136343037643433346466333735/plan-de-desarrollo-de-sucre-2016-2019_2.pdf

VI. Gender issues in response to water management in Colombia

The stakeholder engagement component of this annex, under section VI Recommendations, lists the specific issues and difficulties that women face in responding to water management in La Mojana region of Colombia. An additional annex to this proposal shows the full results from the stakeholder consultations outlining how women's security is affected by these issues.

The main issues regarding women's vulnerabilities and capacities to face Climate Change are:

1. Women's participation in community meetings is limited for several reasons (meetings are far from their homes and it is expensive to get there or patriarchal cultural patterns inhibit them). That means they will not have the same information regarding the effects of Climate Change in their communities including to water access which prevents them from taking the necessary measures and action against climate change.
2. Women's roles in the management of natural resources are not valued among the communities or the institutions. For this reason the project and the community initiatives usually do not take into account their knowledge and needs.
3. Female households have less resources to face not only the effects of Climate Change, but also the productivity of their land in general. Female households not only have less access to land, machinery and knowledge but they live in single-parent households and they do not have a partner to share responsibilities with.
4. The visible and invisible gender based violence not only inhibits their participation, but also undermines their self-esteem and their trust making them more vulnerable to Climate Change impacts.
5. The lack of co-responsibility for family related issues not only undermines the importance of women's role but also relegate them to certain tasks considered of less importance (cooking for the community meetings for instance) and also causes them not to have time to participate or acquire the knowledge and expertise to diversify their employment opportunities.

It is essential to consider these barriers in order to address them during all phases of the project.

VII. Gender analysis and Recommendations

The gender analysis undertaken at the onset and design of this project acts as an entry point for gender mainstreaming throughout implementation. Stakeholder consultations took place from October 31 to November in the 11 municipalities of La Mojana. Results from the consultations are detailed below in the Stakeholder engagement section and Gender Action Plan and are included in full as an additional annex to this proposal.

The gender analysis, through stakeholder engagement and consultation, enabled:

- Engagement, development and input into the design of the Integrated water management in La Mojana region of Colombia project and the approach when moving forward;
- Recognition of the important role of women in the management and conservation of natural resources.
- Recognition of the specific barriers that restrict women from participating in the projects.
- Recognition of the institutions' need to strengthen gender-related knowledge.
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline with which to measure improvements and identify areas of focus; and
- Establishment of recommendations to incorporate into the Gender Action Plan.

Project design and implementation

Addressing gender dimensions within the project design and implementation, this proposal identifies and integrates interventions to provide gender responsive and transformative results. As women are key players in the agricultural sector and also natural resource management and water management, particularly in the rural areas of La Mojana, and therefore food security, it is integral to the success of the project that women are encompassed throughout the entirety of this project.

The project design and implementation will take into consideration the following gender implications:

- Specific strategies to include / target female-headed households;
- Differing conservation incentives faced by women;
- Identification of gaps in gender equality through the use of gender-disaggregated data enabling development of a gender action plan to close the gaps, devoting resources and expertise for implementing such strategies, monitoring the results of implementation, and holding individuals and institutions accountable for outcomes that promote gender equality.
- Raising awareness and strengthening the capacity of national, local and community-based authorities to include a gender-based approach in the project's activities.
- Identification of strategies and methodologies to ensure not only the equal participation of men and women, but also the change of gender roles and closing of gaps based on the project's activities. To this end, identified gender roles, differences in access to resources and platforms for decision-making, and time allocated to non-remunerated work will be taken into account.

- Identification of specific, female-oriented actions allowing for an equal participation in all aspects of the project and its implementation in the communities.
- Inclusion of the gender-based approach in all Terms of Reference drawn up for the project's implementation, whether they apply to individual persons, advisors, companies or agreements with institutions.
- Inclusion of a Gender Specialist position/provision of advice within the project to implement gender-related activities.

During the project's implementation, qualitative assessments will be conducted on the gender-specific benefits that can be directly associated with the project. This will be incorporated into the annual Project Implementation Report, Mid-Term Report, and Terminal Evaluation. Indicators to quantify the achievement of project objectives in relation to gender equality will include:

- Number of men and women that participate in water-management mechanisms.
- Number of men and women that possess information on the risks associated with water resources.
- Number of men and women with access to efficient and adapted alternatives to water resources.
- Number of men and women that generate income from the project.
- Number of men and women whose capabilities related to water management and conservation are seen to improve.
- Drawing up and dissemination of knowledge management material.

Monitoring and evaluation

Through onset analysis, data has been collated to establish a baseline. This data shall be monitored again throughout project implementation and evaluation.

The analysis identified the differences between men and women within at-risk populations. In order to monitor and evaluate progress of the project, the following indicators can be measured:

Quantitative outcomes:

- Female-headed households as beneficiaries;
 - Efficient and adapted alternatives to water resources.
- Improvements in health and well-being;

- Measures implemented by health centers.
- Sanitary measures implemented in homes.
- Business development services component targeting rural women entrepreneur groups.
- Women participating in water-management mechanisms.

Qualitative outcomes:

- Opportunities to generate additional income. Women are more likely to respond to incentives that address their family's basic needs, such as better health and nutrition, linking to water management practices;
 - Time-saving for women as a result of fewer working hours required for agricultural and water management practices, as compared to prior to the implementation of the project;
 - Contribution to improved self-esteem and empowerment of women in the community;
 - Expanded involvement in public and project decision-making as a result of the initiation of women into active participation in income-generating activities;
 - Support for training and educational activities which may include activities related to climate change, water management, agriculture, leadership, business, finance, entrepreneurship and decision-making, thereby enabling empowerment and involvement (or increased involvement) of women to participate with confidence in community meetings:
 - Increasing effectiveness of awareness on the impacts of climate change on water management approaches among men and women.
 - Role of men and women in management and rehabilitation of natural resources, including water catchments.
 - Perception of women and men regarding their vulnerability to the impacts of climate change on water management.
 - Ability of women and men to identify their environmental changes and risks based on their different roles and access to resources.

VIII. Proposed Gender Action Plan

This Gender Action plan provides suggested entry points for gender-responsive actions to be taken under each of the Activity areas of the project. In addition, specific indicators are also proposed to measure and track progress on these actions at the activity level. This can be incorporated into the detailed M&E plan which will be developed at the start of implementation, and provides concrete recommendations on how to ensure gender (including disaggregated data) continues to be collected and measured throughout implementation

Objective	Actions	Targets and Indicators	Responsible Institutions	Timeline
Output 1: Strengthened understanding and systemizing knowledge of the impacts of climate change on water management in La Mojana				
Activity 1.1: Develop technical models and guidelines to enable decision making for long term water management planning for La Mojana	<p>Ensure that the differentiated water needs of men and women, including water access and ground water solutions are addressed in the decision makers guide.</p> <p>Ensure that the developed training plan for national and municipal environment and water authorities is gender-mainstreamed.</p>	<p>Baseline: 0</p> <p>Target: Sex and gender-disaggregated data to be collected and integrated into water planning mechanisms.</p> <p>Indicator:</p> <ul style="list-style-type: none"> • Number of planning instruments addressed through the guide that include a gender analysis and address the differentiated needs of water for both women and men. • Sex and age disaggregated data. • Evidence for gender-mainstreaming 	<p>Local Government Gender Mechanisms</p> <p>Presidential Office for Women's Equality.</p> <p>Ministry of Environment and Sustainable Development.</p> <p>UNDP</p>	Year 1 to Year 4

		approach in the ToR for training programme for national and municipal authorities.		
Activity 1.2: Management of adaptation knowledge on water management	<p>Identify gaps in access to information for men and women, categorise tailored dissemination methods to ensure that equitable access to information is provided</p> <p>Ensure equitable participation of men and women in the development of training material and in workshops, and training activities.</p> <p>Ensure integration of gender perspectives in the training materials and knowledge management tools.</p> <p>Ensure the inclusion of gender-based approach in all of the program's components.</p>	<p>Baseline: 0 Target: 50% of beneficiaries are women engaged in consultations and workshops, and training activities.</p> <p>Indicator:</p> <ul style="list-style-type: none"> • Number of men and women participating in consultations and workshops. • Number of women and men engaged in training activities. 	<p>Local Government Gender Mechanisms</p> <p>UNDP</p>	Year 1 to Project end
Objective	Action	Indicator	Responsible Institution	
Output 2: Improved management of water resources infrastructure by vulnerable households and communities				
Activity 2.1: Establish Climate Resilient Water Solutions	<p>Ensure equitable participation of both men and women in water supply solutions, adaptation of existing water infrastructures and in the installation and maintenance of rainwater-harvesting tanks.</p> <p>Ensure women's participation in water committees by formulating and implementing a criteria pertaining to water committees.</p> <p>Prioritise female-headed households' access to water through</p>	<p>Baseline: 0 Target: 50% of beneficiaries are women engaged in water-related activities.</p> <p>Indicator:</p> <ul style="list-style-type: none"> • Number of women and men participating in activities related 	<p>Local Government Gender Mechanisms</p> <p>Water committees</p> <p>UNDP</p>	Year 1 to Project end.

	formulation and implementation of a protocol.	<p>to water supply solutions.</p> <ul style="list-style-type: none"> • Number of men and women participating in the water committees (at least 40% of membership in each board should be women). • Number of female-headed households with improved access to water. 		
Activity 2.2: Increase resilience of natural ecosystems and ecosystems-based livelihoods.	<p>Ensure equitable participation of men and women in wetlands restoration processes.</p> <p>Ensure the recollection of sex-disaggregated data and the gender analysis in the wetlands restoration and productive landscape planning process.</p> <p>Carry out a study on the participation of women in current productive practices and methods in wetland areas to identify which activity is being lead or developed by women.</p> <p>Ensure women’s participation in identifying best practices in wetland management for agro-productive activities and stimulate their active participation in these activities through capacity building and strengthening existing women’s organizations.</p> <p>Promote leadership of women in wetland management and restoration through specific scientific based training on wetland monitoring protocols and overall wetland</p>	<p>Baseline: 0 Target: 50% of beneficiaries are women engaged in restoration activities.</p> <p>Indicator:</p> <ul style="list-style-type: none"> • Number of women and men participating in productive landscape planning and restoration. • Sex and age disaggregated data. • Number of women generating income through 	<p>Local Government Gender Mechanisms</p> <p>Humboldt Institute</p>	Year 1 to Project end.

	management.	<p>restoration actions or non-traditional occupations.</p> <ul style="list-style-type: none"> • Study of female participation current agro-productive activities. • Enhancement of women's associations. • Number of women actively involved in collecting information for the wetland monitoring system. 		
Objective	Action	Indicator	Responsible Institution	
Output 3: EWS adapted to climate change				
Activity 3.1: Strengthen monitoring and early warning systems	<p>Design early warning systems that ensure women and men have access to information via the most appropriate communication channels.</p> <p>Ensure gender related issues are addressed in the development and implementation of training procedures for generating early warning alerts and protocols</p> <p>Engage proactively with men, women, local communities and municipal authorities in consultations, to ensure the identification of high-priority factors pertaining to the early warning system for both men and for women.</p>	<p>Baseline: 0 Target: At least 30% of women beneficiaries with enhanced knowledge.</p> <p>Indicator:</p> <ul style="list-style-type: none"> • Evidence of tools for the communication of early warning systems that ensure men and women have access to 	<p>Local Government Gender Mechanisms</p> <p>UNDP</p> <p>Universidad de Cordoba</p> <p>IDEAM</p>	Year 1 to Project end.

	<p>Ensure women's participation in the implementation and use of the hydrometeorological stations.</p> <p>Ensure the messages transmitted through the Regional Forecasting Center and IDEAM are important and relevant for women and men.</p>	<p>information.</p> <ul style="list-style-type: none"> • Number of women trained to have a clear understanding of EW protocols, messages and actions • Number of personnel in IDEAM with improved gender-related capabilities. • Number of women with enhanced knowledge on the use of hydrometeorological stations. 		
Objective	Action	Indicator	Responsible Institution	
Output 4: Water resilient agro ecosystems enhancing rural livelihoods				
<p>Activity 4.1: Conduct Agroecosystems livelihood diversification research</p>	<p>Include gender desegregated information in terms of economic and sector based participation in the agro-productive map that will be developed from the activity</p> <p>Develop a knowledge-exchange process between gender mechanisms (national and local), the university and the Rural Woman Program (Ministry of Agriculture) in order to profoundly examine the role of women in adaptive agricultural systems, including in all phases of the production cycle.</p> <p>Ensure equitable participation of men and women in the development of adaptive technological packages. Taking into</p>	<p>Baseline: 0 Target: At least 2 technological packages that address areas of economic participation where women are most active.</p> <p>Baseline: 0 Target: At least 2 municipalities with gender assessment of agricultural activities in place.</p>	<p>Local Government Gender Mechanisms</p> <p>Presidential Office for Women's Equality.</p> <p>Ministry of Agriculture's Rural Woman Program</p> <p>UNDP</p>	Year 1 to Project end

	<p>consideration access to inputs (machinery, seeds, etc.)</p> <p>Include the development of a technological packages/ productive techniques that address the areas of participation where women are most active.</p>	<p>Indicator:</p> <ul style="list-style-type: none"> • Number of analysis on women's participation in agricultural activities and cattle-farming undertaken. • Number of municipalities that have a gender assessment of agricultural activities in place. • Number of adaptive technological packages with gender aspects integrated. 		
<p>Activity 4.2: Enhance climate resilient agroextension programmes</p>	<p>Ensure equitable participation of men, women, women's groups and communities in the technical assistance programme.</p> <p>Ensure that the rural school extension approach is planned so that it is located in a manner that is conducive to women's participation (near to where women meet and at appropriate times).</p> <p>Use the analysis conducted in Activity 2.2 and 4.1 to inform the training on implementation of best practices on water management and use of climate resilient crops and adapted agriculture techniques.</p>	<p>Baseline: 0 Target: 50% of beneficiaries are women participating in assistance programs.</p> <p>Indicator:</p> <ul style="list-style-type: none"> • Number of women, men and communities participating in the assistance programs. • Number of assistance 	<p>Local Government Gender Mechanisms</p> <p>UNDP</p> <p>Ministry of Agriculture's Rural Woman Program</p>	<p>Year 1 to Project end.</p>

	Ensure that women within the communities are playing a lead role in the rural extension program.	<p>programs with gender-based content.</p> <ul style="list-style-type: none"> • Number of women as community leaders in the rural extension program. 		
Activity 4.3: Improve water resource management in household-level food production	<p>Ensure that home vegetable garden adaptation kits established are focused on female-headed households.</p> <p>Empower women through the creation and/or strengthening of organizations involved in the use and preservation of drought- and flood-resistant seeds, and plant supply nurseries</p>	<p>Baseline: 0 Target: Female-headed households receiving home vegetable garden adaptation kits.</p> <p>Indicator:</p> <ul style="list-style-type: none"> • Number of female-headed households receiving home vegetable garden adaptation kits. • Number of women's organizations participating in the community seedbeds and nurseries 	<p>Local Government Gender Mechanisms</p> <p>UNDP</p> <p>Ministry of Agriculture's Rural Woman Program</p>	Year 1 to Project end.

IX. Proposed Gender Action Plan Budget

Type of Supply	Category	US\$	Activity	Description of procurement	First year % of disbursement
Services	Contractual Services-Companies	725,077	1.1 Develop technical models and guidelines to enable decision making for long term water management planning for La Mojana	Intervention with focus on gender in ensuring that the model and the decision making guide incorporates gender based water needs in water management and infrastructure planning.	35%
Services	Contractual Services-Companies	250,624	1.2 Management of Adaptation Knowledge on Water Management	Intervention with focus on gender by providing knowledge management products that incorporate gender needs in systemizing knowledge on climate change and its impact (differentiated impact on gender) and implementing appropriate online capacity building programs targeted to relevant stakeholders.	2%
Services	Contractual Services-Companies	3,984,043.5	2.1.1. interventions for the most water vulnerable populations	Intervention with focus on gender by specially in female-headed households	26.5%
Services	Contractual Services-Companies	5,564,884	2.1.2. Provide community water solutions for water vulnerable populations	Interventions with focus on gender specially in female-headed households	26.5%
Services	Contractual Services-Companies	1,038,800	2.1.3. Adaptation of	Intervention with focus on gender specially in female-headed households	26.5%

			existing water infrastructure in the region		
Services	Contractual Service Companies	1,941,586.5	2.2.1 Establishing a wetland restoration plan and monitoring system	Intervention to develop community restoration plans that will include women's participation as key agents of the restoration planning	35%
Services	Contractual Services-Companies	35,000	2.2.1 Establish a wetland restoration and monitoring system	Intervention to develop a monitoring tool and protocol that will be taught to women who will lead the monitoring process in field	25%
Services	Contractual Services-Companies	15,000	2.2.3 Create ecosystem compatible livelihoods	Study to collect current productive practices and methods in wetland areas associating productive activities areas being lead or with an active participation of women.	65%
Services	Contractual Services-Companies	630,000	2.2.4 Enhance women leadership in ecosystem restoration	Strengthen 35 women groups	0% (Disbursement will initiate in year 4 once research and studies have been completed)
Services	Contractual Services-Companies	32,000	2.2.4 Enhance women leadership in ecosystem restoration	Provide training and material to promote women's leadership in wetland monitoring and management	0% (Disbursement initiates in year 2 once monitoring system and restoration plans have been developed)

Services	Contractual Services-Companies	928,500	3.1 Enhance EWS	Intervention with focus on gender by imparting training program on EWS and risk management focused on community leaders, favoring women and their information and communication needs	0% (Disbursement begins year 2, once EWS have begun to be developed)
Services	Contractual Services-Companies	250,000	4.1 Conduct agro ecosystem based adaptation research	Intervention with focus on gender to develop technological packages and research production techniques in agro productive activities prioritizing those where women's participation is relevant	10.2%
Services	Contractual Services-Companies	1,111,234.5	4.2. Capacity building of training programs developed using research conducted to develop the technical assistance programs.	Intervention with focus on gender specially in female-headed households through university and rural extension training programs	10.2%
Services	Contractual Services-Companies	4,020,000	4.3.1 Improving irrigation for household water conservation.	Intervention with focus on gender specially in female-headed households 6700 home gardens in rural disperse areas	35%
Services	Contractual Services-Companies	766,511.5	4.3.2 Enable crop diversification for climate change	Intervention with focus on gender specially in female-headed households climate change research – crops diversification	23.2%
Total Estimated Procurement Plan		US\$ 29,199,361			

Gender Evaluation - Annex 1

This is extra information to analyse the main aspects of Gender Evaluation, using as reference the document “Gender Analysis Tool”-GCF.

What is the context?

The legal framework in Argentina grants equality for both men and women, by promoting access to the same rights.

Argentina is one of the countries which form part of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), approved by the United Nations in 1979 and ratified by 189 countries (the 97.9% of the existing countries.) Argentina ratified the CEDAW on July 15th, 1985 and gave constitutional rank with the amendment to the Charter in 1994.

The Optional Protocol of the CEDAW (ratified by Argentina in 2007) allows people or associations to submit to the CEDAW Committee lawsuits for breach of the Convention, in the case they fail to find a judicial or administrative timely and efficient tutelage in their country. Thus, it seeks to open an investigation process upon court’s decision for serious and systematic violation of the right established in the Convention.

In 1992, our country created the National Council for Women, which is the governing body of public policies in prevention, punishment and eradication of violence against women. These policies are intended to eradicate the several forms of discrimination against women and to foster the appropriate social conditions that guarantee the full exercise of their rights. The lines of action of the Council are focused on the social transformation in order to implement the equality between genders, which is an essential condition for living a violence-free life. Furthermore, each province has federal councillors and women areas.

The composition of the rural population is completely masculinized: the number of men in relation to that of women is higher, and this is the rule throughout the whole Argentine territory and among the young rural population as well. In most of the provinces, the female rural population is below the 48%; young women in rural areas represent 5% of The Pampas and 20% of the Argentine Northwest, Northeast and Cuyo.

Migration processes also show distinctive features according to each region: in the Northeast, young women leave their dispersed rural areas to settle in rural towns; in the Northwest, they leave rural areas as they head to urban centers. Whereas women move to more urbanized centers so that their children could study, men stay in the countryside. A progressive gender parity is taking place in rural areas, but the motivations and conditions that prompt young rural women and men to migrate respond to different trends. Whereas men have a need for work, women feel more inclined to pursue higher studies.

Thoughts that are associated with the quest for “a better quality of life” often place urban areas as places with accessibility, connectivity, services and access to recent technologies.

In Argentina, the current social organization of caregiving is unequal: the socio-economic conditions determine access to the caregiving market, which is in hands of the private sector to the detriment of the public sector. The State has still not decided how to take care of this task, which tends to be of female nature. The caregiving situation emphasizes diverse dimensions of inequality, especially in rural areas, where the provision and infrastructure of public care services is scarce and, in many cases, inexistent, the duty of care falling on mothers or other women that belong to the parenthood and community ties.

A research project titled “The new generations of rural women as promoters of change” (UCAR / IIFE-UNESCO) highlights an increase, during the intercensal period 2001-2010, in the number of young women as heads of households, especially in rural areas. This increase is related to an expansion in the number of separations and single mothers. This situation leads to assume that young women must achieve their integration into the labor market, which is explained by a high positive correlation between the increase of female-headed households and the higher employment rate of young women in clustered rural areas (however, this correlation has not been verified in dispersed rural areas).

Moreover, the Universal Allocation per Child¹ has helped to reinforce the autonomy of women in making decisions regarding household economy and production, and the possibility of deciding where to invest the money they earn, which results in investments for improving the quality of life of their families, especially for their sons and daughters.

Residence in rural areas and gender aspects give shape, in the case of young women, to an accumulation of disadvantages that tend to get worse in dispersed rural areas. The resulting lack of opportunities faced by young rural women is related to the struggle to take part in the labor market and, at the same time, take care of the household members.

Women in the countryside handle an intense workload: they assume responsibility for child care and domestic tasks, productive tasks within the family unit (essentially for self-supply and sell of the surplus) and participation in community life.

The main issue refers to the scarce possibilities of taking part, at a local level, of activities different than those involved in production. In general, younger women end up finding only a few alternatives, to study in rural areas or find a job in activities different than those of farms and ranches. Young men and women are looking to do something different than what their parents do. They are looking for alternative projects that may get them closer to urban areas, information and communication technologies, and the opportunity to apply all the knowledge.

Who does what?

Contribution made by women to both family agriculture and food safety is undeniable. However, their work within the household is eclipsed by statistics that classify it as inactive. Consequently, their needs are not considered, they cannot exercise their rights as workers and they are prevented from accessing appropriate technologies and control of the resources that they generate.

According to a report by the World Bank, called “Agriculture and Rural Development in Argentina,” there are more women who have an off-farm rural job (either high-return or low-return) than men, but men themselves have more high-return jobs.

Work shifts of rural women, considering productive, reproductive and household work, consist of 16 to 18 hours per day.

¹ The Universal Allocation per Child for social care is an Argentine unemployment insurance program that is granted to unemployed people, people working informally or earning less than minimum wage, for each underage or disabled son that they have. The Universal Allocation per Child entered into force on October 2009 by Presidential Decree No. 1602/09. As of May 2011, said allocation has been complemented by another allocation for prospective mothers that have completed 12 weeks of pregnancy.

The following table illustrates a sexual division of labor type in rural areas

Female activities	Male activities	Shared activities
Small animals care	Livestock commercialization	Planting
Small livestock commercialization	Soil tillage	Management of seedbeds
Grazing and herd care	Cultural works with horses	Transplantation
Shearing	Agrifood products commercialization	Spraying
Spinning		Crop hoeing
Crafts commercialization		Harvest
Corn shattering and grinding		Crafts
Stringing and unstringing of tobacco		
Bread, cheese and jam production		
Cows and goats milking		
Garden and farm care		
Vegetables, fruits, poultry and small livestock commercialization in fairs		

Other characteristics of sexual division of labor in rural contexts are summarized below:

- The division of tasks between men and women varies according to the economic power or the land tenure system:
 - If the household/productive unit is the owner of the land, women *do not participate* in productive work.
 - There are *exceptional cases* in which women are owners and producers, and share the productive activity with men.
 - When land is leased, *men and women work together* on it. However, in the agreements, men are the one who enter into agreements therefore acting as lessees, while women are deemed assistants.
- In spite of the socio-economic situation of the household, women, including mothers and daughters, are the ones who carry out household chores. In respect of cash management, generally, women are in charge of everyday purchases and goods for storage. Activities such as paperwork, tax payment and decisions on investments, debts and application for credits are shared with men.

In short, the organization of rural women's daily life makes it difficult to recognize the limits between the family sphere and the working sphere, since both activities are carried out in the same physical space.

Moreover, the responsibilities assumed by women in the family sphere have a substantial impact on their participation in the working sphere, and vice versa.

Who has what?

Argentine women face inequities regarding property of land. Argentina is one of the Latin American countries with less agricultural exploitation under the charge of women; it barely represents 12%.

This gap is historically related to factors such as male gender preference in inheritances, privileges for men in matrimony, the tendency for favoring men in land distribution by rural and indigenous communities and also by State programs for land redistribution, as well as the existing gender biases in the market.

Level of equipment in rural areas, according to information of Rural Argentina Atlas (2015):

The availability and quality of rural houses constitutes a key issue in Argentina, those located in the Argentine Northeast and Northwest being the ones with the poorest quality. The provision of drinking water and sanitation is strictly related to housing. This situation makes women more vulnerable not only because of the time spent in collecting water, but also because women take care of those who suffer from waterborne diseases caused by contamination.

The provision of electrical energy decreases substantially in rural areas, consequently the population seeks electrical supply from other sources, such as wind energy, through small aero generators and solar energy. Fuel used for cooking is another energy indicator in rural areas. The use of firewood and charcoal is high in the Northeast and Northwest, which brings a specific problem especially for women and children, who spent several hours per day collecting these materials for cooking or heating.

Who decides?

According to the Baseline Report of the Inclusive Rural Development Program (PRODERI)², it reveals that, over time, the participation of women has increased. However, the distribution of men and women as members of the target group is quite disproportionate: on average, organizations have a large majority of adult males (61%), and very low youth participation. In addition, this disproportion is even more marked in the access to management positions, where the access gap of women and young people is accentuated, despite the fact that the decision-making processes are participatory, through assembly type modalities. There are also organizations that declare that decisions are taken by the governing body or group of authorities, and only in 5% of cases decisions are taken on a sole basis, by a president or representative. Furthermore, this same report reveals the important participation of women in smaller productive or less profitable areas where land is not needed; these productive items are usually characterized as typically female. It is a challenge to break with the feminization of certain activities and tasks historically linked to

² PRODERI is an initiative of the National Government of Argentina and is co-financed with the International Fund for Agricultural Development (IFAD) and the Spanish Trust Fund for the Cofinancing of Food Security in force until 2018. This program continues the promotion policy to the development of small family agriculture started by PRODERNOA. PRODERI aims to promote the improvement of the social and productive conditions of rural families, informal groups and organizations belonging to Family Agriculture, farmers and Native Peoples. It seeks as a result, the increase of its income, its production, the insertion in value chains and the creation of job opportunities

women and to visualize the productive work in the different productive units where many women and young people participate.

In respect of participation in trainings and meetings of irrigation consortiums or producers cooperative associations (constitutive instances of the immediate public sphere related to productive work), men participate more than women.

GENDER ASSESSMENT

I. Introduction

This evaluation provides a framework about the general situation in Argentina in connection with the actions taken and current policies with regard to gender equality based on the commitments made by our country through the Convention on the Elimination of all Forms of Discrimination Against Women and its optional protocol (CEDAW) and the proposed objectives for the agenda of Sustainable Development Goals (SDG). Furthermore, this evaluation will serve as a general framework to address gender issues within the implementation of this program, as it will establish strategic lines to ensure equality between men and women in terms of resources distribution and control, access to opportunities of social and economic life, as well as full participation in decision-making spaces. Among the sources of information used to elaborate this evaluation, we can find:

- National Statistics and Census Institute (INDEC)
- Reports by the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)
- Information for sustainable development: Argentina and the 2030 Agenda National Report on Human Development (UNDP)
- Provincial Reports by Ministry of Economy and Public Finance
- Studies and Reports by Unit for Rural Change (UCAR) of Ministry of Agroindustry
- *Rural Argentine Atlas*
- “Regional study of gender, agriculture and climate change: status and perspectives from the institutionality in Latinamerica (European Union, Inter-American Institute for Cooperation on Agriculture)

II. Socio-Economic indicators in Argentina

The total population estimated by 2017 is of 44.044.811, out of which 21.595.623 are men and 22.449.188¹ are women.

According to the previous Population, Households, and Housing National Census, which was carried out in 2010, rural population reached a total of 3.599 people, out of which 1.307.701 account for clustered settlements and 2.292.063 account for scattered settlements. It is worth mentioning that over the last sixty years, Argentina’s rural population has shown a decrease as opposed to the increase faced by urban population. In accordance with the *Rural Argentine Atlas* (2015), the population decrease in rural areas is due to three factors: i) the technological progress of the agricultural activity which requires less labour force because of greater automation of chores; ii) transformations in the agricultural sector, which have caused an increase in the scale of agricultural production and at the same time, a reduction of the number of agricultural producers; and iii) an increase in migration to urban centres in search of basic services, such as potable water, electricity, schools, housing, etc. The latter does not always mean an abandon of the agricultural activity but the residency in nearby settlements in order to improve their life conditions in terms of infrastructure and facilities.

¹ INDEC. Estimations and projections made out of the results of Population, Households, and Housing National Census 2010.

Argentina features a complex and diverse social situation. On the one hand, there are high-income sectors with guaranteed access to health, education and housing services. And on the other hand, there are low-income sectors with little or no access to these services, added to the high level of labour and housing. In this respect, according to the National Human Development Report (2017) "the regional inequality is marked, so the situation in the northern provinces of the country, which are disadvantageous, contrasts with that in central and southern provinces. Furthermore, in spite of the educational achievements of Argentine women in the last decades, women still face striking inequities as regards their men counterpart, in terms of job-placement and labor conditions. However, certain advances are identified in women's access to decision-making positions and in their participation in state powers. "

As regards the World Human Development Index², issued in March of 2017, Argentina is ranked at 45 with an Index of 0.827, rated as a country with "high" human development (UNDP, 2016). Beyond that this information does not account for gender inequalities, there are data on global reality that help understand the existing gender gaps.

Regarding the sustainable development perspective, and according to the SDG Index³ (Sustainable Development Goals Index), Argentina is ranked at 43 out of 149 countries.

For the purpose of relying on provincial indicators, the SDPG Index has been created to know the reality of each provincial territory, taking into account three dimensions: economic growth, social inclusion and environmental sustainability. The average index of the 23 provinces and the City of Buenos Aires, is of 0.570, leading the ranking the country's capital, with a SDG Index of 0.792, 34% higher than that of the province of Chubut, in second place. The involved provinces in this project form a territory that shows high indexes of economic, social and environmental vulnerability, ranked as follows: La Rioja: Place 17 (0.536), Jujuy: Place 19 (0.517), Salta: Place 21 (0.464) Formosa: Place 22 (0.451) Chaco: Place 23 (0.436).

Regarding the nation-wide indicators published according to the Permanent Survey of Households (PSH)⁴ the incidence of poverty⁵ and indigency⁶ as of the second semester of 2016, the total number of poor people reaches 21.5% households and 30.3 % of people, while the indigency accounts for 4.5% of households and 6.1% of people.

Furthermore, the data of PSH as of the Fourth Quarter of 2016 show that the activity rate⁷ is 45.3%, the employment is 41.9%, open unemployment⁸ is 7,6%, the job-seekers in employment⁹ is 14,6% and underemployment is 10,3%.

² The Human Development Index (HDI) is an indicator of human development per country prepared by the United Nations Development Program (UNDP). It is based on statistical, social indicator composed of three parameters: long and healthy life, education and a decent standard of living.

³ It measures a country's position against the SDG's achievements.

⁴ The Permanent Survey of Households which applies to a total of 31 urban centers of Argentina in a continuous manner, generating data quarterly by the INDEC.

⁵ The measurement of poverty with the "poverty line" (LP) consists in establishing, based on the household income, whether they have the capacity to meet – through the acquisition of goods and services – a set of food and non-food needs considered essential. To calculate the poverty line it is necessary to have the value of the basic food basket (CBA) and extend such value by including non-food goods and services (clothing, transport, education, health, etc.), with the purpose of obtaining the value of the Total Basic Basket (CBT).

⁶ The term "extreme poverty line" (LI) seeks to determine whether the households have sufficient income to cover a food basket capable of satisfying a minimum threshold of energy and protein needs. This way, the households beneath such threshold or line are deemed indigent.

⁷ This pertains to people with a job, or without a job but who are actively seeking for one, and comprises employed population plus unemployed population.

In the case of NEA region (Northern and Eastern part of Argentina), the activity rate falls to 38.9% and the activity rate of NOA (Northern and Western part of Argentina) is 42%, whereas the employment rate in the NEA is 37.7% and in the NOA 39.5%. Therefore, the findings show that these regions feature more vulnerability in connection with the labor market participation.

After separating the data by gender, it is young women (up to 29 years old) that show more difficulties to join the labor market, being the employment rate for men 63.7% and women 42.2%. The gaps widen by age group, 73.1% accounting for the employment rate for people who are between 30 and 64 years old, and 38.5% for the young people group (data as of Second Quarter of 2016.)

After inquiring about the family composition and according to data of the PSH as of Third Quarter of 2016, the average of under-age people per house is 3.1%, while in the NEA rises to 3.3% and in the NOA to 3.7%, this being the highest average of all regions in the country. Likewise, the percentage of women between 14 and 20 years old bound by civil union or matrimony is 1.0%, and in the NEA rises to 1.5% and 1.2%, thus again registering the highest percentages in both regions. These findings show that family units both in NEA and NOA have a greater number of sons and daughters, and that there is a high number of women who take on responsibilities at an early age. These women rely on minor conciliation means between private and public sector, such as care services guaranteed by the State; this fact produces a tasks overload and deficient and poor integration into the labor market.

III. Gender Actions in Public Policies of Argentina

Argentina is one of the countries which forms part of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), approved by the United Nations in 1979 and ratified by 189 countries (the 97.9% of the existing countries.) Argentina ratified the CEDAW on July 15th, 1985 and gave constitutional rank with the amendment to the Charter in 1994.

The Optional Protocol of the CEDAW (ratified by Argentina in 2007) allows people or associations to submit to the CEDAW Committee lawsuits for breach of the Convention, in the case they fail to find a judicial or administrative timely and efficient tutelage in their country. Thus, it seeks to open an investigation process upon court's decision for serious and systematic violation of the right established in the Convention.

In 1992, our country created the National Council for Women¹⁰ which is the governing body of public policies in prevention, punishment and eradication of violence against women. These policies are intended to eradicate the several forms of discrimination against women and to foster the appropriate social conditions that guarantee the full exercise of their rights. The lines of action of the Council are focused on the social transformation in order to implement the equality

⁸ This pertains to people who have no job and are actively looking for one. This is open unemployment. This term does not include other forms of labor precarity, including people with provisional jobs while they are actively seeking for jobs, people who forcefully work below normal standards, unemployed people who have brought to a halt the search on account of lack of visible job opportunities, people employed collecting less than the minimum remuneration or in positions beneath their qualifications, etc. These modalities are also surveyed by the PSH as distinct indicators.

⁹ This pertains to employed population actively seeking for another job.

¹⁰ <http://www.cnm.gob.ar/>

between genders, which is an essential condition for living a violence-free life. Furthermore, each province has federal councillors and women areas.

As regards gender inequality, the Argentina is among the Latin American countries which have the best regional indicators; anyway, there are currently gender gaps, cultural barriers and stereotypes, as well as regulatory frameworks still outstanding for reaching the full equality between men and women.

Among the global indicators to measure gender inequality, the Gender Gaps Global Index made by the World Economic Forum is taken into consideration. The latest report revealed that Argentina ranks fifth in relation to the other G20¹¹ nations and ranked 33rd in the ranking of countries included in the Index.

The variables in which Argentina is best at are health and political participation, being pioneer in the Women's Quota Act (1991), which allowed an increase in the representation of women in politics. However, Argentina has a pending variable in the women's economic participation, thus reporting an income gap of 27% according to ILO (International Labor Organization).

Substantial Progress in gender and public policies

1. Workers and Labor Market

The following list describes some progress in recognizing and protecting the social rights of workers:

- In 2007, the Integrated Housewives System National Act No. 24.828, which guarantees access to housewives' retirement and highlights the unpaid work made by women in their homes.
- In 2013, the Staff of Private Houses Employment Contract Special Scheme Act No. 26.844, which establishes the obligation of the employer to hire a *que establece la obligatoriedad para el empleador de contratar una Labor Risk Insurance Company (ART) for the domestic worker.*
- In the rural environment, the Rural Worker's Act No. 26.727 enshrines a new regulation for the recruitment of workers.
- The Ministry of Labor approved the gender equality and equal opportunities in the job training Program "new skills for women"
- In October, 2014, the first virtual course for workers of the Ministry of Labor on the gender Perspective in the labor market was launched.

In order to progress in the equality of employment and working rights, as well as economic and social security in women, Argentina started to apply a Survey on Unpaid Work and Use of Time, implemented as a section of the Urban Households Annual Survey (EAHU) as of the Third Quarter of 2013, with the objective of getting information regarding the participation and the time spent

¹¹ The Group of 20 is a forum of 19 countries, along with the European Union, where heads of state (or heads of Government), central bank governors and finance ministers regularly meet since 1999. The members include seven of the most industrialized countries —Alemania (Germany), Canadá (Canada), Estados Unidos (United States), Francia (France), Italia (Italy), Japón (Japan) y Reino Unido (United Kingdom)— (G-7), along with Rusia (Russia) (G-8), and eleven more countries recently industrialized of all regions worldwide, as well as the European Union as economic block.

by people who are 18 or over, in household chores, in taking care of member of the house or in volunteer jobs. It is important to rely on these findings, as it helps to shed light on women's contributions in the economy of the country and to plan strategies to bridge the gap between public and private sectors, as well as to raise awareness on the intervention the State has in the organization of social care.

According to this survey's results, as of the quarter of 2013, the 74.4% of population over 18 years old carries out unpaid domestic work (domestic households, tutoring and care work). In all these activities, both in participation and intensity of domestic work there is a marked female predominance. Women spend on average 3 daily hours more than men in these activities. This uneven distribution of unpaid domestic work shows the persistency of cultural models and gender stereotypes.

On the other hand, women who access to the labor market do so in unequal conditions compared to men. Women do not hold office in management positions as much as men and do not work for the same salary than men for the same job. The family responsibilities and own domestic activities of the reproductive work determine and condition this labor integration.

The Ministry of Labour has two structures connected to women's issues in their field: the Tripartite Committee on Equal Opportunity for Men and Women in the Workplace (CTIO) and the Coordination on Gender Equity and Equal Employment Opportunities (CEGIOT). Periodically, the Ministry collects data and carries out investigations on the situation of women in the world of work.

2. Gender-based violence

The enactment of the Act 26.485, in 2009, on Full Prevention, Sanction and Eradication of Violence Against Women in the areas in which they develop their interpersonal relationships (Regulatory Decree No. 1011/2012) represents a substantial progress against gender-based violence. It represented a great step in legislation by incorporating the mandates of the Inter-American Convention on the Prevention, Sanction and Eradication of Violence Against Women and by characterizing all different types of violence against women. The Argentine legislative body is currently discussing the incorporation of the gender-based political violence, as a different form of violence and discrimination against women.

Another important milestone was in 2016, when the first National Action Plan to the Prevention, Assistance and Eradication of Violence against women was formed (2017-2019). It was created with a budget of 750m of pesos for the development of policies and programs headed by the National Council of Women, along with more than 50 institutions and government bodies. In order to fulfill the general goal of the Plan, 69 measures and 137 actions have been designed distributed into five lines: prevention and full attention (lines of action) and formation, institutional strengthening, monitoring and evaluation (cross lines). The Plan involves several actions such as the creation of a Full Protection National Grid of Households to provide assistance to women in violence situations and their children; the construction of 36 new houses across the country, the incorporation in all levels of educational programs of the gender perspective and the prevention of violence; the implementation of Raising Awareness Massive Campaigns; the fostering of women's rights and the spread the line 144, especially designed for providing attention, assistance and information to the different groups of women (elder women, young women, migrants, disabled

women and LGBT groups) and to the society as a whole; and the development of protection devices for women victims of gender-based violence (digital services, cell-phone apps, electronic ankle bracelets, panic button, etc.)

In spite of the progress Argentina has reported in terms of gender-based violence, during 2017 femicides have risen from one femicide every 30 hours in 2016 to one femicide every 18 hours in 2017. The society has taken an active role regarding this problem and it has demonstrated the need to stop gender-based violence under the motto “#NiunaMenos”, a regional and worldwide reference of women movements.

3. Political participation y structural conditioning.

According to data published by CIPPEC¹² (2017), participation in the civil service in management positions of the Judiciary is 78% of men and 22% of women. In the Legislative Power, women occupy approximately 35% of the seats, largely due to the existence of the aforementioned Female Quota Law. Parliament is currently discussing the amendment of this law to raise to 50% the requirement for women to be on the political party lists, and therefore on the seats of the Chamber of Deputies and Senators of the Nation. Several provinces of our country already have this "parity law"; the province of Buenos Aires was the last to make this modification in 2016.

CIPPEC data also reflect that Argentine mothers suffer from deep inequalities and inequities in access to education, quality employment and health; and they suffer more poverty and income inequality:

- Mothers concentrate the worst income conditions (CIPPEC, based on EPH (Permanent household survey) 2015-II, women from 14 to 49 years)
- Mothers work harder by adding their work inside and outside the home. Women, and especially mothers, work more on unpaid work. This is mainly due to the fact that women continue to be considered as those responsible for child rearing and care within families. In addition to the greater inactivity for being housewives, mothers are more affected by informality, precariousness, and intermittent work.
- Contrary to the background of international trends, the adolescent fertility rate in Argentina increased by 16% between 2001 and 2011 (from 30.5% per thousand women between 10 and 19 years old to 35.3%) (MDS -child development- and UNICEF, 2013).

To reverse this situation, it is necessary to promote policies that improve the ways in which men and women reconcile productive life and reproductive life, by modifying current maternity and paternity leave regimes and by guaranteeing access to quality public care and education services, as well as access to sexual and reproductive rights.

4. Other significant aspects

¹² Center for the Implementation of Public Policies for Equality and Growth

The Argentine State is moving forward in a reform of its legislation to make it more comprehensive and inclusive; the enactment of a new National Civil and Commercial Code, which came into effect on August 1st, 2015, as well as the promulgation of the National Criminal Procedure Code (under Statute No. 27.063 dated December 9th, 2014), which seek to reduce deadlines in processes and give greater protagonism to victims of gender violence. These rules, added to the set of laws against discrimination and in favor of the extension of rights, such as Gender Identity and Equal Marriage Act, incorporation of the category of femicide within the legislation, Special Labor Contract Scheme For the Personal of Private Houses, among others, that accompanied by public policies directed to the women, tend to give answers to the existing inequalities.

In 2016, \$ 5,000,000 were allocated to the implementation of the "Institutional Strengthening of "Provincial Women's Areas" (AMP), "Municipal Women's Areas" (AMM) and "Civil Society Organizations (CSOs)" and "Popular Gender Education Schools ".

In addition, the Argentine State has a Secretariat for Human Rights, dependent on the Ministry of Justice and Human Rights of the Presidency of the Nation, in charge of protecting and promoting the human rights of all people living in the Argentine territory. In June 2015, a Unit for Register, Systematization and Monitoring of femicides and homicides aggravated by gender was created.

IV. Gender in Rurality

1. Main demographic data

The last National Agricultural Census that provides valid data was in 2002¹³, therefore, there is no updated information on the agrarian structure. In order to complement this information gap, during the last years, several publications and studies that allow us to approach the rural context of Argentina were made by different public and private organisms.

The National Registry of Family Agriculture (RENAF), created within the scope of the Ministry of Agriculture, Livestock and Fisheries of the Nation (currently, Ministry of Agroindustry) aims to possess complete, reliable, updated information of the recipient producers of the State actions and services for the Family Agriculture sector. The construction of the instruments for the survey of these data was carried out with a gender approach. The information provided by the year 2013 shows that 47% of all registered family farmers are women, and that 44% of organized family farmers are women. In these organizations, of the total number of members in higher positions, 31% are women in the highest rank of the organization (president), 35% of the vice-presidencies are women as well as 45% % of treasurers.

In relation to rural property, in the region of northwestern Argentina, only 4 to 6% are women owners. While the legal provisions governing land ownership give equal rights of inheritance to men and women, gender biases continue to legitimize the male concentration of the land.

¹³The National Agricultural Census of 2008 –due to problems of the political situation that coincides with its conduction– has problems in respect of data collection, thus it is inaplicable for this kind of studies.

Regarding education in rural areas, in 2001, 22.7% of the women and 17.5% of the men had completed or exceeded the secondary level, so that the percentage of women with a higher level of education exceeded the percentage of men by 30%. In 2010, these levels were 33.6% and 24.7%, respectively, so that the gap in favor of women increased to 36%.

In rural areas in 2001, 22.7% of young women and 10.4% of adult women completed High School or reached higher level, so that young women outnumbered older women by 119%. In 2010, 33.6% of young women and 17.1% of adult women had completed or exceeded the secondary level, shortening the generation gap to 96%.

In scattered rural areas, the percentages of both young and adult women with complete High School or with a higher level of education are below those observed in rural areas grouped together; the generation gap goes from 133% in favor of young women in 2001 to 102% in 2010.

38.7% of rural young women and 35% of rural young men report using a computer, with a difference of 10% in favor of women. Similarly, despite the fact that it is in a smaller percentage (31.4% and 28.5% for women and young men respectively), the gap also favors women by 10% in rural areas. It should be noted that the "Conectar Igualdad Program"¹⁴ has both urban and rural coverage of secondary schools and Technical Agricultural Schools.

It is important to note that the gaps between men and women in rural and urban areas in Argentina are very high, and that women with higher education do not revert situations of inequality in the labor sphere or in the generation of value. The rate of activity of urban young women is 20% higher than that of rural women, according to data extracted from the study "The new generations of rural women as promoters of change" (UCAR / IPE-UNESCO), based on the data census of 2001 and 2010. Another fact that stands out the study is the important gap in the presence of computers in the homes with young female headship: 18.1% of rural households have at least one computer, compared to 44.2 % of urban households with this characteristic. In the NOA and NEA regions, rural areas have a much lower percentage of the national average, being below 10%.

It is important to highlight the democratization achieved by the possession of cell phones in households, reducing the gaps widely: 91.6% in urban areas, and 8 out of 10 rural households run by young women have at least one cell phone: Information and communication technologies (ICTs) are resources to facilitate the insertion of the local aspects in the global world, the democratization of access to knowledge, the shortening of distances and the consequent reduction of isolation, in addition to the specific uses of the educational field and work. Thus, the access to these opportunities is fundamentally associated with digital literacy."¹⁵

¹⁴"Conectar Igualdad Program" was created in April 2010 through Decree No. 459/10, to recover and enhance the public school and reduce the digital, educational and social gaps in the country. In 2016, after the experience developed, the Program is transferred by decree 1239/2016 to Educ.ar Public Company of the Ministry of Education and Sports, with the purpose of guaranteeing digital educational inclusion through universal policies of equipment, training and access to knowledge, giving priority to the most disadvantaged sectors of society; being essential to actively promote the responsible and appropriate use of new technologies by the students and the education system as a whole. As a federal digital inclusion policy, "Conectar Igualdad" runs the country (urban and rural areas) distributing netbooks to all students and teachers of secondary schools, special education and state-run teacher training institutes.

¹⁵The new generations of rural women as promoters of change. A quantitative-qualitative study of the situation of young rural women, their needs and opportunities in Argentina

2. Family agriculture, gender and MERCOSUR

Through affirmative action measures, it was possible to increase the participation of women in different institutional instances, mainly within the framework of the Specialized Meeting on Family Agriculture (REAF) of MERCOSUR, which has the particularity of holding meetings in civil society forums (Organizations on Family Agriculture) and State forums (Ministries of Agriculture). The concrete measure consisted in funding the cost of participation of two people per organization, conditioning it to a man and a woman. In case the woman could not participate, only a single person was financed. It is important to note that this measure did not become institutionalized and was implemented for a specific period; when it ceased to be used as a participation parameter, the number of women attending (REAF) meetings was reduced.

The Regional Program for Strengthening Policies on Gender Equality in Family Agriculture of MERCOSUR was the most significant gender and rural public policy that could be traced in Argentina. With financial support from the Spanish Agency for International Cooperation for Development, it was implemented in Argentina between 2010 and 2014. Being a program designed and executed by the REAF, it reproduced its operating structure, observing the permanent consultation and participation of the Civil society organizations.

V. The gender perspective in UCAR and other institutions

1. UCAR programs and projects

UCAR [UNIDAD PARA EL CAMBIO RURAL] in all its actions, programs and projects recognizes native peoples, women and young people as productive actors, subjects of rights and recipients of public investment in infrastructure and services for production. Since its creation in 2009, it has compiled and generated wide information regarding the participation of men and women in rural areas. It should be noted that it also registers important advances in the generation and registration of own data which allow to possess quality information.

Among the actions carried out in the framework of various programs implemented and in execution, the following are disregarded:

- According to the Baseline Report of the Inclusive Rural Development Program (PRODERI) 16,, it reveals that, over time, the participation of women has increased. However, the distribution of men and women as members of the target group is quite disproportionate: on average, organizations have a large majority of adult males (61%), and very low youth participation. In addition, this disproportion is even more marked in the access to

¹⁶PRODERI is an initiative of the National Government of Argentina and is co-financed with the International Fund for Agricultural Development (IFAD) and the Spanish Trust Fund for the Cofinancing of Food Security in force until 2018. This program continues the promotion policy to the development of small family agriculture started by PRODERNOA. PRODERI aims to promote the improvement of the social and productive conditions of rural families, informal groups and organizations belonging to Family Agriculture, farmers and Native Peoples. It seeks as a result, the increase of its income, its production, the insertion in value chains and the creation of job opportunities

management positions, where the access gap of women and young people is accentuated, despite the fact that the decision-making processes are participatory, through assembly type modalities. There are also organizations that declare that decisions are taken by the governing body or group of authorities, and only in 5% of cases decisions are taken on a sole basis, by a president or representative. Furthermore, this same report reveals the important participation of women in smaller productive or less profitable areas where land is not needed; these productive items are usually characterized as typically female. It is a challenge to break with the feminization of certain activities and tasks historically linked to women and to visualize the productive work in the different productive units where many women and young people participate.

- Another of the programs currently being implemented is the Socio-Economic Inclusion Project in Rural Areas (PISEAR)¹⁷. Which aims to promote the socio-economic inclusion of poor rural families by strengthening their organizational, planning and management capacity, improving their access to community infrastructure and services, and developing productive alliances for access to markets. The Plan of Implementation of PISEAR considers as transversal points the gender strategies so that each province defines the central guidelines that are going to carry out within the framework of the program. Among the most remarkable guidelines, the following can be mentioned:
 - a. The province of Chaco proposes a Provincial Gender Protocol to be applied as a provincial strategy.
 - b. All the provinces express the need to generate strategies to improve the conditions of access and control of the resources of women on equal terms with men. To this effect, positive action measures are contemplated, as well as substantial considerations such as ownership, access to appropriate technologies, credits, participation in decision-making positions, recognition and visibility of productive activities, technical assistance and access to commercialization.
 - c. The inclusion of actions of articulation with national, provincial and municipal bodies referring to gender issues.
 - d. The inclusion of awareness-raising and continuous training activities for all regional technical teams.
- The project "Adaptation and Resilience of family agriculture in the Argentine Northeast to the impact of climate change and its variability"¹⁸ aims to increase the capacity of family farmers to face the impacts of climate change. Up to the date, as part of the activities carried out by the project in relation to access to water, 78 water holes and 17 multipurpose water systems were made, 183 ceilings were restored, with associated cisterns and / or cisterns, a community dam for 30 families and 65 crop protection

¹⁷ PISEAR is an initiative of the Argentine Government funded mainly by the International Bank for Reconstruction and Development (IBRD).

¹⁸ The Adaptation Fund was established in October 2001, during the COP 7 held in the city of Marrakesh, Morocco, with the objective of funding programs and projects for adaptation to Climate Change through the Kyoto Protocol of the United Nations Framework Convention on Climate Change (UNFCCC). UCAR is one of twenty-five agencies accredited as a National Implementing Entity, which allows institutions in the country to submit adaptation projects and obtain international funding without having to resort to agencies of financial cooperation.

structures were set up for 128 families. Currently, 739 families are recipients of adaptation works for climate change, of which 99 are women. Both men and women participated in training and decision-making instances and in constructions. The implementation of this project demonstrates once again the role of women in the use and management of this resource, since in rural areas they are responsible for providing water for both family and productive units. They dedicate between 4 and 5 hours a day to this activity, because they know the local sources of supply and their quality and potability.

- The Program to Increase the Competitiveness of the Sugar Sector in the Argentine Northwest (PROICSA)¹⁹ aims to promote the competitiveness of the sugar industry in northwest Argentina, through a strategy of transformation and diversification of production, based on the creation of incentives for production of ethanol in a framework of environmental and social sustainability and support to small producers of sugar cane. Out of 16 sugar cane cooperatives that work with the Program, 11 cooperatives have women in the management commissions. However, the percentage of women in management positions is low. However, in terms of technical assistance and training more than 80% of the actions have men as protagonists.

Due to the fact that PROICSA in its initial design did not contemplate the gender perspective, the UCAR Environmental and Social Unit constructed, in a participatory manner with technical teams and producers of sugar cane, a specific diagnosis on the participation of women related to sugar cane. As a result of this process, two products were obtained: the diagnosis itself, accompanied by a proposal for intervention in the territory, and the incorporation of a Gender Action Program in the infrastructure project "Readjustment of the Drainage System of the Productive Basin Of Balderrama, Province of Tucumán".

- The Provincial Agricultural Services Program (PROSAP II-IBRD and III-IDB) implements socially and environmentally sustainable public investment projects at provincial and national level, thus increasing the coverage and quality of rural infrastructure and agrifood services. The program has an Environmental and Social Manual that contains the overall guidelines for the inclusion of the gender perspective. As from PROSAP IV (IBRD), each project will contain a Gender Action Program, including the identification of the major gender gaps in the influence area, and a planning of measures and activities to minimize them.
- Many of the programs implemented by UCAR (PRODEAR²⁰, PRODERPA²¹; Post Emergency²² and PRODERI) have a tool called Revolving Funds (RF), which is resource management instrument for organizations with diminished access possibilities to funding. It functions as "cash resources" managed by an organization. These resources flow and revolve among the organization and its members in the form of credits, aimed at the funding of productive activities of the members. The securities for this credits granted by the RF, unlike a bank credits, are based on the solidarity and commitment of the

¹⁹ PROICSA is funded by the Development Bank of Latin America (CAF)

²⁰ Development of Rural Areas Program (PRODEAR), is a national-level program funded by the International Fund for Agricultural Development (IFAD) whose purpose is to contribute to the cohesion and social and productive inclusion of the inhabitants of the Argentine rural sector, by promoting the creation of conditions for a sustainable development of rural areas in the context of regional economies.

²¹ Patagonia Development Project funded by FIDA.

²² Post-Emergency Productive Recovery Project, funded by Inter-American Development Bank (IDB).

organization members. In the trainings given by UCAR Financing Sector in 2016, aimed at different organizations that use and manage Revolving Funds, the attendance was 48% of men and 34% of adult women, with a less participation of young people (8% of young women and 10% of young men).

2. Publications and studies

Some of the most relevant publications made by UCAR in terms of gender are listed below:

- New generations of rural women as promoters of change. A quantitative and qualitative study of the situation of young rural women, their needs and opportunities.²³
- UCAR Environmental and Social Politics²⁴
- Systematization of cross-sectional indicators in relation to Gender, Young People and Native Peoples.²⁵
- Practical Guide for Rural Technicians. Rural development with a gender approach.²⁶
- Gender gaps in Andean chains.²⁷
- Gender and Rural Property. Catamarca, Santiago del Estero and Tucumán²⁸
- Gender and Rural Property – 2nd Edition²⁹
- With our voices, with our hands. A political agenda on youth for the transformation of rural territories.³⁰

3. Other institutions

It is important to highlight the gender actions of other national institutions working in connection to family agriculture in Argentina:

- Food and Agriculture Organization of the United Nations (FAO): with offices in Argentina since 2003, it seeks to foster the commitment of the State with the creation of public policies aimed at the central role of women in food safety. Among its purposes, it plans to shed light on the main problems of rural women, especially those related to their economic autonomy and empowerment. One of the most remarkable actions was the communication campaign “Rural Women, engines of development”, conducted jointly with UCAR.
- National Institute of Agricultural Technology (INTA): the Institutional Strategic Plan 2015-2030 (ISP 2015-2030), includes guidelines such as climate change, social inclusion and

²³<http://www.ucar.gob.ar/images/publicaciones/Las%20nuevas%20generaciones%20de%20mujeres%20rurales%20como%20promotoras%20del%20cambio.pdf>

²⁴<http://www.ucar.gob.ar/images/publicaciones/Politica%20Ambiental%20y%20Social%20de%20la%20UCAR.pdf>

²⁵ <http://www.ucar.gob.ar/index.php/biblioteca-multimedia/evaluaciones/1839-sistematizacion-de-indicadores-transversales-referentes-a-genero-jovenes-y-pueblos-indigenas>

²⁶<http://www.ucar.gob.ar/images/publicaciones/Gu%C3%ADa%20Pr%C3%A1ctica%20para%20t%C3%A9cnicos%20y%20t%C3%A9cnicas%20rurales.%20El%20desarrollo%20rural%20desde%20el%20enfoque%20de%20G%C3%A9nero.pdf>

²⁷<http://www.ucar.gob.ar/images/publicaciones/Informe%20Brechas%20de%20G%C3%A9nero%20en%20las%20cadenas%20andinas.pdf>

²⁸ <http://www.ucar.gob.ar/index.php/biblioteca-multimedia/buscar-publicaciones/23-libros/291-genero-y-propiedad-rural-catamarca-santiago-del-estero-y-tucuman>

²⁹ <http://www.ucar.gob.ar/images/publicaciones/G%C3%A9nero%20y%20Propiedad%20Rural%20-%202da%20Edici%C3%B3n.pdf>

³⁰ <http://www.ucar.gob.ar/images/publicaciones/Con%20nuestras%20voces,%20con%20nuestras%20manos.pdf>

environmental sustainability. Especially with respect of gender approach, the need of an increasing participation of women in the Science and Technique system and in the productive, managerial and corporate levels in the context of equal opportunities and gender equity is emphasized.

V. Gender, Agriculture and Climate Change (CC)

In 2015, IICA³¹ conducted a “Regional study on gender, agriculture and climate change: status and perspectives from the institutional structure in Latin America”, with the attendance of 18 Latin American countries, including Argentina.³² The purpose of this regional study on gender, agriculture and climate change was to have a better understanding of the knowledge, attitudes, practices and policies of organizations in Latin American countries in order to learn more about their operations and strategies in respect of the inclusion of gender in the actions for the agricultural sector aiming at dealing with climate change in Latin America. “The importance of promoting the integration of the gender perspective in public politics and at institutional level in order for the question to be mainstreamed, particularly since adaptation to climate change through agriculture functions as a driving force to reach the transformational changes requires to have a long-term competitive, inclusive and sustainable Latin American agriculture.”

Regarding the Institutional Status in terms of gender, CC and agriculture in LAC (Latin American and Caribbean Countries), a report from UNDP y UNISDR³³ for the LAC region shows that although in many countries there are national mechanisms for integrating the gender perspective, these are still not mainstreamed in the policies and strategies for disaster risk reduction (UNDP et al. 2015:1). To give an example, in LAC 20% of the countries have shown progress in the incorporation of gender questions in their policies for disaster risk management, 23% of the countries have reported that measures have been taken to incorporate a gender-based approach in the recovery efforts and 15% of the countries have conducted training and vulnerability evaluations disaggregated by sex (UNDP et al. 2015:1).

Only eight countries of the region (Bolivia, Costa Rica, Honduras, México, Nicaragua, Panama, Paraguay and Peru) have incorporated the gender question as a mainstreamed dimension within the regulatory framework for disaster risk reduction, and even when gender sensitive approaches it is shown that women are still sub-represented in higher positions in the decision-making sphere (UNDP 2015:175).

VI. Summary:

In respect of gender, Argentina can show great progress, especially in the last years when there was high impulse on human rights and equality between men and women policies. Nevertheless, there are still many difficulties and inequalities nowadays, which are aggravated significantly in rural areas:

- The sub representation of women in all public and political participation spheres.
- Patriarchal structures and strong gender stereotypes.
- Unequal distribution of parenting tasks and housework between men and women.

³¹ Inter-American Institute for Cooperation on Agriculture (IICA)

³² The countries regarded in this study were Argentina, Belice, Bolivia, Brasil, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, México, Nicaragua, Panama, Paraguay, Peru, Uruguay and Venezuela.

³³ United Nations Office for Disaster Risk Reduction

- Little participation of women in programs and projects.
- Access, use and control of economic resources by men.
- Technology, credits, technical assistance, training and information aimed at and planned for adult men.
- Poor participation of women in the decision-making spaces.
- Scarcity of disaggregated data by sex and age in all levels and agencies (baselines, quantitative and qualitative outcome and impact indicators, evaluations, diagnosis, etc.)
- Absence of time use measuring devices.
- Absence of budgets of their own targeted at gender actions.
- Lack of professionals in the territorial technical teams with social formation and gender specialization.
- Poor public services regarding care, maternal and early-childhood education.
- Absence of strategies for the promotion of a responsible and shared motherhood and fatherhood.
- A generalized use of sexist language (male generic), which makes women invisible.

This program offers an excellent opportunity for moving forward in reducing and/or eliminating inequality gaps between men and women.

The Gender Action Plan includes activities and actions that must be carried out within the general framework of the program and each of the Mitigation and Adaptation Plans of the involved Micro-regions.

GENDER ACTION PLAN

The Gender Action Plan contains the specific guideline to guarantee the following:

- a. The development of capacities for the preparation and implementation of Mitigation and Adaptation Plans will consider gender aspects, through workshops and specific training on gender and climate change related with the MAP design, both for technical staff and for producers and members of SMEs (men and women).
- b. Specific % of investment for women, depending on the results of the baseline and taking into account the information identified in the gender assessment and in UCAR's experience.
- c. Investment for associations will be on mix-groups (men and women). Associations that have women in their managerial positions will be prioritized. This also will be a criteria for the evaluation process.

Relevant aspects across the entire Programme

The participation process, from which the MAPs will be formulated, should be with the active involvement of men and women in equal terms. It is essential to ensure the following:

- a. Use an inclusive language in all instances of calls and dissemination, to explicitly address both men and women.
- b. Establish meeting times (or any instance of participation) considering the possibility of participation of both men and women
- c. Organize ad hoc childcare spaces so that women can participate in meetings or activities (considering the structure of the sexual division of labor)
- d. To guarantee the equal participation of men and women in each Micro-Region Committee, the Program will implement a specific strategy which consists of financing the participation of men and women in equal shares, and in case that one or more women couldn't participate, their sit can't be occupied by another man; always by a woman.

Impact Statement:

1. Build capacities at local and national level, on technical staff and stakeholders, to work with gender perspective
2. Increase the participation of women in family farmers' organizations, as partners and as leaders
3. Increase the participation of women in participative processes and improve their participation capabilities
4. Improve women capacities related with adaptation and mitigation
5. Improve their productive knowledges; increase in time saving, recreation and economic activities for women
6. Improve their financial knowledges

Programme Structure

Component / Output	Action / Activities	Indicators and targets	Timeline	Responsibilities
<p>Component 1 Output 1.1 Local capacity on climate change generated and awareness raised</p>	<p>Activities</p> <ul style="list-style-type: none"> ● Specific training on gender perspective (related to mitigation and adaptation), to build capacities on technical staff and stakeholders (including smallholders' organizations and family farmers), before the participative processes begin, as a condition to star the MAP's design ● Specific trainings on gender perspective for technical staff and stakeholders during the participative processes 	<ul style="list-style-type: none"> ● Build capacities on gender perspective on technical staff and stakeholders, preparing them for the process of MAP's design <ul style="list-style-type: none"> - 6 trainings, 1 per Micro-region and 1 for the coordination unit - 30 persons per Micro-region, trained on gender perspective - At least 30% women stakeholders - At 30% of women family farmers - 11 persons of project coordination unit trained on gender perspective ● Build capacities to include gender perspective during the participative processes <ul style="list-style-type: none"> - 20 persons per Micr-region prepared to introduce gender perspective during the participative processes 	<ul style="list-style-type: none"> ● 1st year of the Programme ● 1st year of the Programme 	<p>UCAR and Micro-regions</p>

	<ul style="list-style-type: none"> • Workshops to analyze women participation in the ongoing processes with all technical staff involved working in the micro regions <p>Actions</p> <ul style="list-style-type: none"> • Training materials / Publications / Dissemination materials: minor publications (flyers, radio, TV spots, others) for building capacity and supporting calls for proposals based on women participation 	<ul style="list-style-type: none"> • Evaluate women participation across the Programme, with all technical staff involved working in the micro regions <ul style="list-style-type: none"> - 3 workshops, between year 3 to 5 (one workshop per year) - 75 participants (5 persons per Micro-region) • To adjust publications, training and dissemination materials to an inclusive language for guarantee women participation • 100% of publications and training / dissemination material with inclusive language 	<ul style="list-style-type: none"> • Between 3rd and 5th year of the Programme; 1 workshop per year • Across the five years of the Programme 	
Output 1.2 Micro regions with enhanced capacity to lead community-based adaptation and mitigation actions	<p>Activities</p> <ul style="list-style-type: none"> • Specific workshops to bring technical support specifically for women on adaptation and mitigation technologies and to access grants in each micro region 	<ul style="list-style-type: none"> • Empower women on adaptation and mitigation technologies and bring them the knowledge to access grants <ul style="list-style-type: none"> - 2 workshops per Micro-region - 100% of women related with each Micro-region trained (technologies and access 	<ul style="list-style-type: none"> • 1st year of the Programme 	UCAR, Micro-region and gender specialist

	<ul style="list-style-type: none"> • All MAPs will contain a Gender Section (or Gender Programme), which will include specific diagnosis and activities for each Micro-region (a Gender Section in each MAP) • Knowledge about technologies adapted to women, for support Micro-region projects <p>Actions</p> <ul style="list-style-type: none"> • To have an accurate methodology based on gender perspective to elaborate MAPs (inclusion of gender perspective, with its suitable instruments and tools) • The ad-hoc associations for the institutional framework should have an equal representation for men and women, including women territorial 	<p>grants)</p> <ul style="list-style-type: none"> • A specific gender based analysis in each Micro-region, including the needs of women to use innovative technologies. <ul style="list-style-type: none"> - 5 documents of gender based analysis for each MAP - 5 proposals of gender activities, specifically for each Micr-region • 1 gender section in technical studies of technologies for small farmers • The methodology for elaborate each MAP take into account gender perspective across all the stages • Specific mechanisms, tools and methodologies determined in each Micro-region to guarantee equal representation for men and women 	<ul style="list-style-type: none"> • 1st year of the Programme • Between 2nd and 4th year of the Programme • 1st year of the Programme • Across the five years of the Programme 	
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	<p>organizations (for example: health women organizations, human rights organizations, violence against women organizations, etc.) Each MAP will consider the specific mechanisms to guarantee the equal representation (identification / list of the presence of women organizations on the field for each Micro-region, identification of women participation in each forum for each Micro-region, establishment of the specific mechanisms for women participation)</p> <ul style="list-style-type: none"> • Gender experts for supporting all the capacity building process, for project formulation and support women on the field • UCAR's gender staff will give technical support to each micro-region during the preparation on MAPs. Technical Experts Committee and Territorial Formulation Team will have a daily and constant 	<ul style="list-style-type: none"> • Women territorial organizations (for example: health women organizations, human rights organizations, violence against women organizations, etc.) participate in the process of conformation of each micro region. • 1 gender expert for supporting all of the capacity building processes of the first year • 1 gender expert for project formulation and support to women on the field • To bring technical assistance during the preparation of MAP's, for guarantee the gender perspective and an equal participation for both women and men 	<ul style="list-style-type: none"> • Across the five years of the Programme, especially during the 1st year (identification of women territorial organizations as stakeholders in each Micro-reigon) • 1st year of the Programme • Between 2nd and 4th year of the Programme • 1st year of the Programme 	
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	<p>interaction with the social specialist of the Coordination Unit and with the gender expert</p> <ul style="list-style-type: none"> • Specific resources will be guarantee to support women on the field, to ensure transportation and facilitate their participation in potential formulation activities 	<ul style="list-style-type: none"> • An amount of USD 2.500 per year for support women on the field (transportation and facilitation of their participation in formulation activities) 	<ul style="list-style-type: none"> • Between 1st and 4th year of the Programme 	
<p>Component 2 Output 2.1 Systemic projects of public investment implemented</p>	<p>Activities</p> <ul style="list-style-type: none"> • Public investments should evaluate the future access and use for both women and men. This evaluation should be part of the Gender section of each Micro-region. Then, each project will consider the same to do a brief evaluation according for each investment. For example, the project will note if the investment helps to reduce vulnerability for men and women, who are more benefit (an impact evaluation gender based, for each public investment) • Gender expert mentioned in Output 1.2 will consider and take in account this evaluation for consider 	<ul style="list-style-type: none"> • One specific gender based analysis for each public investment project, with its corresponding identification of actions for counteract possible negative gender impacts <ul style="list-style-type: none"> - 100% of public investment project with a gender based analysis and its actions for counteract negative gender impacts - At least 30% of beneficiaries are female-headed families 	<ul style="list-style-type: none"> • 1st year of the Programme - Between 2nd and 5th year of the Programme 	<p>UCAR, Micro-region and gender specialist</p>

	<p>the need of counteract possible negative gender impacts. This includes a joint and ongoing work with the environmental and social inspector (a registration of actions to counterpart negative impacts and their results)</p>			
<p>Output 2.2 Adaptation and mitigation projects of organizations of smallholders implemented</p>	<p>Actions</p> <ul style="list-style-type: none"> Strengthen women participation on family farmers' organizations and make visible their work on these organizations Promote women's leadership on family famers' organizations 	<ul style="list-style-type: none"> At least 50% of organizations (formal or informal), cooperatives and associations must have a mixed integration of men and women. <p>Criteria</p> <ul style="list-style-type: none"> Priority will be given to those organizations where women are part of their decision-making bodies. This criteria will be take in account in the selection mechanisms for the approval of projects (a defined criteria for prioritize those organizations, if necessary, for each Micro-region) 	<ul style="list-style-type: none"> Across the five years of the Programme, especially during the 1st year (identification of organizations, cooperatives and associations) Across the five years of the Programme, especially during the 1st year (identification of organizations, cooperatives and associations) 	<p>UCAR, Micro-region and gender specialist</p>

	<ul style="list-style-type: none"> • Promote women leadership on mitigation and adaptation projects, by leading them and managing revolving funds • All projects will have a gender diagnosis for identify the participation of women and men and the involvement that women have on their organizations 	<ul style="list-style-type: none"> • Organizations, cooperatives or associations which don't allow in their statutes the formal association of women will not be eligible for projects • At least 30% of the adaptation and mitigation projects have to be led by women. • At least, 30% of female headed families receive self-managed revolving funds • 1 document of gender based analysis for each small producers organization, cooperative or association 	<ul style="list-style-type: none"> • Across the five years of the Programme, especially during the 1st year (identification of organizations, cooperatives and associations) • Between 3rd and 4th year of the Programme • Across the five years of the Programme, especially during the 1st year (identification of organizations, cooperatives and associations) 	
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<p>Component 3 Output 3.1 Project Management</p>	<p>Actions</p> <ul style="list-style-type: none"> • Guarantee that all social issues, gender perspective and indigenous people issues will be involved during all stages of the projects and in all levels of working 	<ul style="list-style-type: none"> • 1 social specialist based in UCAR's offices with specific knowledge on Gender and Indigenous Peoples Issues, to supervise all the social issues that will be needed to attend during the project. He/she will have specific knowledge on Gender and Indigenous Peoples Issues 	<ul style="list-style-type: none"> • Across the five years of the Programme 	<p>UCAR</p>
<p>Output 3.2 Monitoring and Evaluation</p>	<p>Actions</p> <ul style="list-style-type: none"> • The inception workshop in UCAR's central offices, for UCAR's project staff and permanent staff will have content related to the gender aspects and the gender action plan • Monitoring the process of participation of women and men, through the measurement of qualitative and quantitative variables and indicators. Most of them will be defined on the results of the baseline (specific indicators, as a 	<ul style="list-style-type: none"> • The executing parties, the Technical Implementation Unit, the Steering Committee, responsible agents and UCAR (as implementing agency) knows about gender aspects of the Programme and activities and actions included in the GAP • Annual gender reports of the Programme, with all the information for monitoring the process of participation of women and men. These will include the results of basic indicators and the new ones, 	<ul style="list-style-type: none"> • 1st year of the Programme • Across the five years of the Programme 	<p>UCAR</p>

	result of baseline)	<p>provided by the baseline study and the household survey</p> <ul style="list-style-type: none">• Among case-studies, one of them will be on women empowerment and climate change• A gender section include in each six monthly reports and in the mid-term evaluation, results evaluation and final report.	<ul style="list-style-type: none">• Across the five years of the Programme	
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Gender Assessment and Action Plan

Ethiopia: Responding to the increasing risk of drought: building
gender-responsive resilience of the most vulnerable
communities



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I. Introduction

The proposed project supports the Government of Ethiopia to *build the resilience of the most vulnerable communities through climate-smart and landscape-based investments*. Ethiopia is a country identified as being at “extreme risk” from climate change. Sixty percent of the country is dryland, where annual rainfall is low and increasingly unpredictable. One result of this has been the rising frequency and severity of droughts. At present drought is threatening one tenth of the country’s population, resulting in catastrophic food shortages.

The impact of a changing climate in Ethiopia – an increase in temperature¹, with indications of the trend increasing further, plus the increasingly high variability in rainfall between years, seasons and regions, are of huge significance to Ethiopia, particularly given the country’s dependence on rain-fed agriculture. This combination is affecting the lives and livelihoods of the most vulnerable. The poor, the majority of whom are women are disproportionately affected.

In response to the imposing threat of climate change, Ethiopia has conceived a climate-smart, landscape-based system that integrates agriculture, forestry and water resource management to enable the most vulnerable communities to adapt to more frequent drought.

This gender assessment provides an overview of the situation in Ethiopia, identifying gender issues that are relevant to the project, and examining gender-mainstreaming opportunities.

The resulting gender assessment is based on:

- Undertaking a desktop review, and aligning approaches in this proposal with the national priorities of Ethiopia;
- Incorporating information and lessons learnt from past studies and assessments on gender in Ethiopia by the Federal Democratic Republic of Ethiopia, the United Nations, Development Partners, civil society organizations, and multilateral development banks;
- Conducting stakeholder consultations and engaging women affected by the project and incorporating all points raised; and
- Integrating gender considerations in the project indicators, targets and activities, identifying women as leaders and decision-makers.

¹Around 1.1°C in since the 1960s FEWS Net 2012, climate trend analysis of Ethiopia.

II. Resilience of the most vulnerable communities and their response to the increasing threat of drought

Climate change affects women and men differently – to the detriment of women- due often to existing social norms. The risk of climate change magnifies women’s relative poverty, and discrimination increases. Women are also underrepresented in decision-making in resource management and other issues on how best to manage the climate threat.

Addressing gender dimensions within the project design and implementation, this proposal works to identify and integrate interventions to provide gender responsive and transformative results. Women are key players in the agricultural sector and therefore food security, livelihoods and water management. Women, however own fewer assets and have less access to land, they have less input, and access to fewer financial services.

Climate change policies and programs in the past have been gender-blind and have not been responsive to gender mainstreaming. The concerns and considerations of women when included have presented only a minimal effort.

Subsequent to the inception of the Rio Conventions (1992) it was evident that, without gender equity equality, poverty reduction, environmental sustainability and long-term economic development achievement of aspired goals seemed less attainable. As women and men experience poverty differently, they also have differentiated knowledge of natural resources, yet their contributions are unequally recognized. Improving environmental management and achieving poverty eradication requires full acknowledgment on the roles of both women and men in effecting changes.

As a result of gender roles historically and socially assigned to women and men, including the gendered division of labor, it is recognized that female vulnerabilities to climate change are different. Vulnerability of rural women in East Africa (that include Ethiopia) is highly related to biophysical, socio-economic and political factors. Difference in levels of education, wealth, reliance on natural resources, health status,



access to credit, access to information, capital, as well as access to and participation in decision-making potential lead to high variations and intensify vulnerability.

The 1995 Federal Constitution of the Democratic Republic of Ethiopia affirms the rights of women and states the remedial measures to rectify the consequences of historical discrimination against women. Women have the right to full consultation in the formulation of national development policies, the designing and execution of projects, and particularly in the case of projects affecting the interests of women. The constitution recognizes that women have the right to acquire, administer, control, use and transfer property. In particular, women have equal rights with men with respect to use, transfer, administration and control of land.

Communities' can take action to adapt to climate change, they - men and women- can take preemptive action to reduce their vulnerability and build their resilience to potential new and discriminatory risks. In the past communities have used their own strategies for coping with climate variability and extreme weather. But climate change and intense change in weather patterns now cause new risks that fall outside the previous experience of communities. Therefore, new techniques and ways need to be used in combination with indigenous knowledge.

III. Existing Gender Inequality in Ethiopia

Gender inequality is one of the main indicators of inequality and is played out along political, social and cultural dimensions. It is closely linked to poverty and other development challenges which is deeply rooted in social norms and economic conditions with a greater impact on the poor, particularly women and young people.

Since the adoption of the National Policy on Women in 1993, various national policies on education and training, health, population and other areas have incorporated plans to boost women's participation and gender equality (MoWCYA 2006).



a. Poverty

Poverty has continued to be an issue for Ethiopia. The multidimensional poverty index within the *United Nations Development Programme's Human Development Report 2015*², based on indicators pertaining to living standard, education, and health listed Ethiopia as being one of the highest.

Ethiopia's economy and social wellbeing are already exposed to climate variability and weather extremes. Agriculture, primarily rain-fed and highly sensitive to fluctuations in rainfall, forms the basis of the economy providing approximately 46% of Gross Domestic Product (GDP) and jobs for 80 percent of the working population. Chronic food insecurity affects 10 percent of the population and these households cannot meet their food needs even in average rainfall years and they rely partly on food assistance.

Climate change affects men and women differently - which in turn affects exposure to poverty - depending on their roles and responsibilities in the household and community. In many communities, climate change has a disproportionately greater effect on women, since women are often poorer and less educated than men and often excluded from political and household decision-making processes. In addition, women tend to have fewer assets and depend more on natural resources for their livelihoods.

Women and men's roles in society both contribute and both effect change, yet their contributions are unequally recognized. Improving environmental management and achieving poverty eradication requires full acknowledgment of the roles of women and men in effecting change. Although Ethiopia's economy is no longer predominantly 'agricultural-based' in terms of agriculture's contribution to GDP and exports (Access Capital, 2010), agriculture remains Ethiopia's principle source of employment. The sector supports an estimated 85 percent of the population and is central to the livelihoods of the rural poor (Conway et al., 2007; Deressa, 2006). It remains, however, highly sensitive to temporal and spatial variations in precipitation, partly because of the dominance of rain-fed agriculture, with negative implications for both national food security and poverty reduction efforts (World Bank, 2006).

² UNDP Human Development Report, 2015, p61.



b. Health

Impacts of climate changes will have a negative effect on women's health, if gender equality is not addressed in congruence with adaptation measures. Women represent a high percentage of the poor in communities dependent on local natural resources for their livelihood, particularly in rural areas where they shoulder the major responsibility for household water supply, firewood fetching collection for cooking and heating, and securing family food securing. Women are more exposed to water borne diseases due to the nature of their roles in the community. This importance is captured in UNFCCC (2007) report indicating that climate change threatens to reverse progress in fighting diseases of poverty, including malaria and water borne diseases.

Various testimonies and case histories of widows and orphans indicate that the real difficulty they face in adapting to climate change is being more exposed to illness. During incidents of disaster, food prices increase and leads to a reduction in the quality or quantity of the food rural poor families are able to purchase. Women make sacrifices to care and feed the family.

The disproportionate impact on women's nutrition and health can be contributed to their limited access to and control over services. Women have negligible participation in decision-making and are not involved in the distribution of environmental management benefits. Consequently, women are less able to confront vulnerabilities associated with climate change. Hence, again there is a need to distinguish between vulnerabilities associated with poor sectoral responses to the needs of the rural poor and the causes of women's vulnerabilities – due to climate variability. The inequalities are multifaceted, due to tradition and cultural barriers, gender insensitivities, or how development service agents go about creating awareness, assistance, and feedback amongst the development community for more responsive actions.

Long-term trends in health service access and health gains show dramatic improvements in the past 10 years. The Government has shown strong political commitment and leadership, which has resulted in impressive health service coverage, including enhanced responsiveness to community health needs. Health planning and interventions are based on extensive consultation and consensus building with multiple stakeholders. As a result, Ethiopia has achieved multi-front health gains including the achievement of the MDG 4 on child mortality three years ahead of the target date. The overall gain has



led to increased life expectancy for both men and women, which is a key component of the human development index. The basis for accelerated improvement in health has been; the rapid growth in the construction of health facilities, the training of health professionals and the allocation of budgetary resources to the sector.

A Health Development Army has also been formed as a means to meet priorities set in the Health Sector Development Program³ (HSDP) and Growth and Transformation Plan⁴ (GTP). The Army comprises of 2,026,474 one-to-five peer networks established nationwide. In pastoral areas priority is given to mass mobilization. With respect to immunization, its coverage at the national level in 2012/13 was 87.6 percent for *Pentavalent*, 311 vaccinations and 71.4 percent for full immunization coverage.

Skilled attendance at birth is the most important intervention in reducing maternal mortality and one of the MDG indicators to track national efforts towards safe motherhood. However, Ethiopia has still higher levels of malnutrition compared with countries at the same income level. What is especially striking about Ethiopia's health data is the exceptionally high level of maternal mortality, given Ethiopia's income level.

Long-term trends in health access and health gains show dramatic improvements in the past 10 years. The Government has shown strong political commitment and leadership, which has resulted in impressive health service coverage, including enhanced responsiveness to community health needs. Health planning and interventions are based on extensive consultation and consensus building with multiple stakeholders.

c. Education

National strategies to ensure equal access to education through Education Sector Development Program (ESDP IV) and Girls' Education and Gender Equality Strategy for the Education and Training Sector (2014) are accelerating and demonstrating real progress in reducing educational disparities between boys and girls. These initiatives have led to marked achievements in increasing the number of enrolled girls and boys across different regions. Nevertheless, the gender parity index reveals gaps at all levels of

⁴http://www.iaea.org/media/pams/ethiopia/Ethiopia_GTP_2010to2915.pdf



Annex VI (c) – Environmental and Social Impact Assessment

³<http://phe-ethiopia.org/admin/uploads/attachment-721-HSDP%20IV%20Final%20Draft%2011Octoberr%202010.pdf>

⁵http://www.iea.org/media/pams/ethiopia/Ethiopia_GTP_2010to2915.pdf

education and most significantly in secondary and tertiary levels. For example, the gender parity index (GPI) at primary level, which was 0.98 in 2009/10, has since dropped to 0.96 in 2012/13 indicating higher gaps in the enrollment of girls. This is attributed to socio-economic difficulties such as girls' responsibilities in household chores and the time involved and institutional challenges including non-existence of gender sensitive facilities and services at all levels. In addition to this, lower completion rates of females along with lower performance in the Grade 10 national examination is a major gap. In Technical and Vocational Education and Training (TVET) and higher-level education, females are underrepresented in certain fields of technology and science. Among the major causes for the gender disparity cited are the low number of female teachers and mentors for young girls, compounded with socio-cultural and economic factors that constrain females' participation and performance.

Moreover, low number of female teachers compounded with socio-cultural factors contributes to the existing gender disparity. A higher dropout rate among males than females, especially where both parents had passed away, is noted as an emerging trend. This correlates to the social and economic pressure on males to provide for their family. (Preliminary Gender Profile of Ethiopia; Addis Ababa, Ethiopia - November 2014 –UN WOMEN).

Ethiopia's Growth and Transformation Plan states that 'the gender disparity will be eliminated by the end of the plan period.'⁵

d. Political participation

Women's representation in politics and decision-making positions in Ethiopia has been increasing steadily at various levels since Ethiopia embarked on its democratic elections in 1994. The level of women's representation in the Federal Democratic Republic of Ethiopia (FDRE) House of People's Representatives grew from 21.4 percent in 2005 to 27.9 percent in 2010. This is a significant increase from the 1995 elections, where women held 2.83 percent, (13 of out of 547 seats), or the 2000 election in which women held 7.7 percent, (42 out of 547 seats). There is also a slight increase in the number of women's representation in the executive branch. Changes in political participation of women include:

⁵ http://www.iea.org/media/pams/ethiopia/Ethiopia_GTP_2010to2915.pdf

- In 2005, 7 percent of the cabinet members were women and in 2014 it increased to 13 percent;
- In Federal Parliament, women lead five of the 16 standing committees and serve as deputy chair of other five committees. The Deputy Speaker of the House is also a woman (2010-2015). The number of women holding seats in the House of Federation in 2009 was 18.75 percent. Moreover, in 2010, women constituted 14.88 percent (8 women, 44 men) of State Ministers, 20 percent (1 woman, 4 men) of Commissioners, and 11.33 percent (6 women, 47 men) of Ambassadors. The recent appointment of a woman in April 2014 with a rank of a Deputy Prime Minister is a milestone in women's advancement on the leadership ladder.

e. Income

Participation in the household services for income is much more likely for women who are divorced or separated. For example 20 percent of women who are divorced or separated participated in such activities, spending an average of 278 minutes or about 4.6 hours per day. These activities appear to provide an independent source of income. Only 6 percent of married women participated in such engagements while the percentage of the widowed and single women were 11 percent. For men, participation rates did not vary much by marital status, although time spent was much greater for single men (357 minutes, or about 6 hours/day), compared to other marital status categories.

With respect to formal established employment, having children had a strong effect on time spent in household activities. Studies undertaken show that men's participation in household activities rose from 11 to 17 percent, respectively; among those with young children aged less than 6 years old, to those with no children. Average daily time spent increased from 324 minutes (about 5.4 hours) to 407 minutes (6.8 hours). Participation rates of women rose only from 12 to 14 percent across these groups, but average daily time spent rose from 253 to 328 minutes (or 4.2 to 5.4 hours).

Participation rates and time spent in household activities also steadily increased with household expenditure. It showed that about 10 percent of men and women at the bottom of the expenditure distribution participated in these activities, compared with 22 and 19 percent, respectively, at the higher end of the distribution. Expenditure, for instance, is strongly positively correlated with households'

liquidity and ability to invest in their own enterprises. Average daily time spent by men increased from 294 minutes (about 5 hours) at the bottom end of the distribution to 469 minutes (7.8 hours) at the top end. Time spent by women increased from 208 minutes (3.5 hours) to 331 minutes (about 5.5 hours) across the distribution as well.

f. Labour force

In Ethiopia there is a greater gender disparity in employment in urban areas, with more urban women looking for work as compared to rural areas that have much higher shares of male and female employment (91 percent and 86 percent, respectively), likely due to the role of agricultural related employment in these areas. In urban areas, the share of males and females employed are 71 percent and 55 percent, respectively, reflecting a larger gender disparity in urban areas as well. The share of urban women who reported being unemployed was also 14 percent, compared to 6 percent for urban men (and much lower shares in rural areas).⁶

Occupational groups and industrial divisions in urban areas, in service/sales, agriculture, crafts, and elementary occupations characterize the main employment. Women are far less likely to be represented than men in professional and skilled activities, and much more likely to work in service/sales positions and elementary occupations. Only about 12 percent of women employed in urban areas were in professional activities (managers, professionals, technicians and associate professionals) compared to about 20 percent of men. Women in urban areas were also nearly twice as likely as men in urban areas to be employed in service and sales work (40 percent of women compared to 23 percent of men), and also slightly more likely than men to be in elementary occupations (25 percent compared to 21 percent).

The National Biodiversity Strategies and Action Plans (NBSAP) report (Sasvari, et. al., 2010) indicated that woman are responsible for 67 percent of non-timber forest products (NTFP) extractive activities. Their involvement in local level decision-making, however, is negligible. Women's limited understanding about their rights, traditional attitudes towards women's work, lower education attainment and limits of peer support. Women face serious barriers in participating in planning, implementation, and decision-making processes locally.

⁶ Central Statistics Agency 2014

Despite the generally favorable policy and institutional framework, the analysis in this report reveals that inclusive growth and development is occurring slowly across the entire country and among only certain socio-economic groups. Ethiopia's rapid growth and development is therefore not being evenly distributed throughout the country, nor is it expanding fast enough, with emerging regions in particular remaining relatively disadvantaged. There were an estimated 1.4 million new entrants to the labour force in 2005, and the number is expected to rise by 3.2 million each year until 2050. These are the additional number of productive jobs and employment opportunities that must be created each year, assuming there is no existing backlog of unemployment. If not, poverty and international emigration rates will rise accordingly.⁷

g. Gender-based Violence

The most common forms of gender-based violence in Ethiopia are rape, abduction, early marriage, spousal abuse, female genital mutilation (FGM) and trafficking of women.

Violence against women is not only an extremely rooted existing issue in Ethiopia, but it is also an accepted issue rather than challenged problem.⁸A study by World Health Organization showed that 71 percent of Ethiopian women experience either physical or sexual violence or both (WHO, 2005). The same study revealed that 49 percent and 59 percent of ever-partnered women experienced physical and sexual violence by their partner at some point in their lives, respectively (IWHO, 2005). Moreover, 35 percent of all ever-partnered women experienced at least one severe form of physical violence, for example being kicked, dragged, beaten-up, choked, burned or had a weapon used against them (WHO 2015).⁹

The existing social norms in regards to gender based violence must be addressed. At times of crisis, displacement, sever weather events or disasters, resulting in food insecurity, and water scarcity– incidences of gender based violence rise. Gender inequality must be addressed seriously in all preparatory phases of all climate change adaptation programming.

⁷ Central Statistics Agency 2014

⁸Abbi et al.,2010:437

⁹International Journal of Gender and Women's Studies March 2014, Vol. 2, No. 1. Pp. 49-60

Providing a thorough and inclusive gendered lens to adaptation programming, will assist in addressing two of the world’s major threats - climate change and gender inequality.

h. Gender Inequality Index

Through the years, several indices have been developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).¹⁰The GI is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labour market while measuring achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women.

Ethiopia has a GI of 0.558 (2014) and ranks 129 out of 149 countries assessed. The GDI value (2014) is 0.840¹¹

The Global Gender Gap Index (GGGI) of the World Economic Forum examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and survival; and political empowerment.¹² Out of 142 countries, Ethiopia’s rank based on the GGGI in 2014 is given below¹³:

¹⁰United Nations Development Programme. Human Development Report. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>.

¹¹ <http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>

¹²World Economic Forum. The Global Gender Gap Report 2014 Country Profiles. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=ETH>http://www3.weforum.org/docs/GGGR14/GGGR_CountryProfiles.pdf.

¹³ <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=LKA>

Description	Score	Rank
Economic participation and opportunity	0.618	103
Educational attainment	0.711	139
Health and survival	0.973	82
Political empowerment	0.156	70
Gender Gap Index 2013	0.595	127

* Inequality = 0.00; Equality = 1.00. Source: The Global Gender Gap Report 2014

The Organization for Economic Cooperation and Development (OECD) developed the Social Institutions and Gender Index (SIGI), a composite index that scores countries (on a 0 to 1 scale) on 14 indicators grouped into five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties to measure the discrimination against women in social institutions across 160 countries. The 2014 SIGI value for Ethiopia is 0.245 suggesting that discrimination against women is high.¹⁴

IV. Legal and Administrative Framework Protecting Women and Protecting Gender Equality

Ethiopia’s national development plans including the current Growth and Transformation Plan¹⁵, have embraced gender equality practices by incorporating “promoting gender and youth empowerment and equitable benefits”¹⁶ and endeavoring to enable “the development plan to be broad based in content, designing systems to incorporate gender”.

¹⁴<http://www.genderindex.org/ranking>

¹⁵http://www.iaea.org/media/pams/ethiopia/Ethiopia_GTP_2010to2915.pdf

¹⁶http://www.iaea.org/media/pams/ethiopia/Ethiopia_GTP_2010to2915.pdf

In addition a National Action Plan for Gender Equality¹⁷ (NAP-GE) has been developed. The Ministry of Women, Children and Youth Affairs¹⁸ (MoWCYA) provides institutional support and serves as the primary executing ministry with the mandate for implementing the policy framework on women and children's issues. In the same way, the regional Bureaus of Women, Children and Youth Affairs (BoWAs) have been put in place and are responsible for mainstreaming and ensuring women's rights (MoFED and UN, 2012). Similar structures have also been put in place at lower administrative levels of government. The House of Peoples' Representatives (Ethiopia's Federal legislative organ) enacted laws to further strengthen the human rights system of the country. The most significant federal legislative act relating to gender include:

- Proclamation to Ratify Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children Ratification No. 737/2012;
- Proclamation to Ratify International Development Association Financing Agreement for Financing Women Entrepreneurship Development Project Ratification: No. 764/2012;
- National Action Plan for Gender Equality (NAP-GE), 2006-10 to promote the implementation of Ethiopia's Commitment to the Beijing Platform for Action;
- National Strategies to Ensure Equal Access to Education through the Education Sector Development Program (ESDP IV) and Girls' Education and Gender Equality Strategy for the Education and Training Sector (2014);
- Convention on the Rights of Persons with Disabilities ratified by Ethiopia on 7 July 2010;
- The new Criminal Code Adapted in 2005, which criminalizes different forms of violence against women, including domestic violence and extra-marital rape;
- Harmful traditional practices such as female genital mutilation, early marriage and marriage by abduction, and trafficking in women and children;
- Proclamation to Ratify Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children Ratification No. 737/2012;
- Proclamation to Ratify International Development Association Financing Agreement for Financing Women Entrepreneurship Development Project Ratification: No. 764/2012; and

¹⁷<http://www.dppc.gov.et/downloadable/gender/National%20Action%20Plan%20for%20Gender%20Equality.pdf>

¹⁸<http://www.mowcya.gov.et/mobile;jsessionid=D57466B43A625EBAFBC9E84E971B0A66>

- Victim-friendly benches in federal courts and special units to investigate and prosecute crimes against women in prosecution offices in Addis Ababa established.

Policies and strategies adopted to promote gender equality and protect women’s rights, include the NAP-GE (2005-2010); the Plan for Accelerated and Sustainable Development to Eradicate Poverty (2005-2010) which included “unleashing the potential of Ethiopian women” among its eight strategic elements; and the Development and Change Package for Ethiopian Women seeking to promote the economic and political participation of women and to eradicate harmful traditional practices including programmes on gender equality and maternal health.

Measures taken by the State to promote women’s and girls’ access to education, in particular in rural and pastoralist areas include:

- The introduction of girls’ scholarship programmes and supply of education materials and uniforms to girls, with the support of NGOs;
- The introduction of girl-friendly schools as well as the construction of separate latrines for girls in schools;
- Provision of incentives to parents in pastoralist areas who send their daughters to school;
- Training and taking affirmative action to raise the percentage of female teachers in primary and secondary schools to 50 percent and to increase the number of female college and university instructors;
- Improving and expanding women’s and girls’ access to health services (including family planning and reproductive health services) through the Health Extension Programme, by expanding the number of primary health care units, health centers and hospitals, and by training health extension workers on maternal health and emergency obstetric care;
- Establishment of national machinery for the advancement of women, comprising the Ministry of Women, Children and Youth Affairs, women affairs departments in all federal ministries, regional women affairs bureaus, and equivalent structures at the zonal, *woreda* and *kebele* levels, plus systematically gender-mainstreaming and harmonizing the alignment of processes, including monitoring and evaluation; and

- Adoption of a national plan of action to combat trafficking in human beings, in particular, women and girls, including refugees and internally displaced persons.

V. Gender issues in response to the expanding threat of drought

It is important to note that in order to create transformational change, women are not just seen as climate change victims or beneficiaries. Women are imperative to climate change adaptation efforts. They practice adaptive measures as a part of daily life – through farming and in the face of increasing risks – through disaster recovery and preparation.¹⁹ By utilizing these existing skills into project design and implementation and by providing a platform in which to empower women enables women’s influence to rise from a household to a community and national level. Leadership and decision-making capacities and opportunities will also increase.

Women from the poorest households often pay the most, sacrifice the most, and are the most disadvantaged and the least resilient. Women are impacted differently by climate change in the following ways:

- Women rely more on natural resources for their livelihoods, with staple crops providing up to 90 percent of food in farming districts of some countries and 60–80 percent of food in most developing countries. Women struggle to fulfill their key responsibility for the production of food, in spite of the detrimental impacts of climate change on agriculture.
- Women and children are often responsible for gathering water and fuel in traditional agrarian societies, tasks that are laborious, challenging and time consuming, These tasks become more time intensive due to the impact of climate change;
- Climate change is linked to increased incidences of tropical diseases such as cholera and malaria, which have severe impacts on women because of their limited access to medical services and their responsibility to care for the sick;

¹⁹<http://asiapacificadapt.net/gender-sourcebook/wp-content/themes/iges/pdf/integrating-gender-sourcebook.pdf>

- In some societies more women are dying during natural disasters because men receive preferential treatment in rescue and relief efforts;
- Women are disproportionately affected due to vulnerability and the capacity to adapt to the process of climate change and are affected by various factors, including age, education, social status, wealth, access to resources, sex, gender and many other social dimensions;
- In addition at the time of crisis, women’s needs are not considered priority in recovery programmes.

VI. Recommendations

Gender analysis

The gender analysis undertaken at the onset and design of this project acts as an entry point for gender mainstreaming throughout implementation. Stakeholder consultations took place with the Ministry of Women Children and Youth Affairs (MoWCYA) and Ministry of Agriculture and Natural Resource (MoANR). Results from the consultations are detailed below in the Stakeholder engagement section.

The gender analysis, through stakeholder engagement and consultation enabled:

- Assessment of the gender-related activities in responding to the expanding threat of drought, including gender roles and responsibilities, resource use and management, and decision making raised by the project;
- Engagement, development and input into the design of responding to the expanding threat of drought and building the resilience of the most vulnerable communities through climate-smart and landscape-based investments project and the approach moving forward;
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline in which to measure improvements and identify areas of focus; and
- Establishment of recommendations to incorporate into the Gender Assessment Action Plan.

Project design and implementation

Addressing gender dimensions within the project design and implementation, this proposal identifies and integrates interventions to provide gender responsive and transformative results. As women are key players in the agricultural sector and therefore food security, livelihoods and water management, it is integral to the success of the project that women are encompassed throughout the entirety of this project.

Ethiopia is one of poorest countries' in the world and has population highly dependent on agriculture for livelihoods. The Government of Ethiopia's proactive approach with the Climate Resilient Green Growth project seeks to address climate change. Leveraging from the Government of Ethiopia's proactivity, this proposal builds from the existing actions of the government's investment in improving its response to the impacts of climate crisis. The Climate Resilient Green Growth fast-track projects, and the proposal to develop climate-smart, landscape-based systems provide an opportune time to concurrently address gender inequality within Ethiopia. Women are imperative to agriculture, forestry and water resource management. For this project to succeed it is imperative that women are involved meaningfully.

The project design will take into consideration the following gender implications:

- Women's role as primary homestead and resource manager;
- Differing conservation incentives faced by women and men;
- Analysis of gender division of labour (e.g. gender-differentiated roles, responsibilities, and needs);
- Women's access to, and control over, environmental resources and the goods and services that they provide (Increasing women's access to and control over resources, improves the effectiveness of such projects);
- Identification of gaps in equality through the use of sex-disaggregated data enabling development of gender action plan to close those gaps, devoting resources and expertise for implementing such strategies, monitoring the results of implementation, and holding individuals and institutions accountable for outcomes that promote gender equality;
- Assess how gender is currently mainstreaming in differing ministries and sectors, to develop

need assessments, enable planning, and be effective in monitoring and evaluation;

- Involve women both at macro and micro level in climate resilience process;
- Involve men both at macro and micro level in climate resilience process;
- Financing and budgeting gender related initiatives in the climate resilience process;
- Incorporate women in identifying new and innovative technology that can support women to protect their environment and climate, promoting independence, empowerment, and entrepreneurship;
- Evaluation of women's work time, both as paid and unpaid;
- Identify specific strategies to include / target female-headed households;
- Identify differing conservation incentives faced by women; and
- Promote advocacy and awareness adjusted to most effectively reflect gender-specific differences. Strategies used in the project are tailored, taking into account such differences;

The project implementation will take into consideration the following gender implications:

- Division of labour on small farms, taking into consideration gender specific views on management;
- Inclusion of a Gender Specialist position within the project to implement gender related activities;
- Inclusion of all stakeholders involved in the project to develop awareness raising / training aimed at drawing attention to the implication of climate resilience adaptation and gender equality;
- Inclusion of village based non-formal education linked with increasing skills and technological knowledge;
- Undertaking community discussions and dialogue in relation to gender and climate resilience and adaptation strategies with the inclusion of indigenous knowledge.



During project implementation, qualitative assessments will be conducted on the gender-specific benefits that can be directly associated to the project. This will be incorporated in the annual Project Implementation Report, Mid-Term Report, and Terminal Evaluation. Indicators to quantify the achievement of project objectives in relation to gender equality will include men and women who had access to affordable solutions, number of men and women employed from the jobs created by the project, training opportunities, knowledge management and information dissemination.

Stakeholder engagement

The stakeholder consultations and engagement of women’s organizations promote gender equality at the local as well as at national level. The involvement of women’s organizations in the project design will assist in the identification of relevant gender issues within the country’s social context, and implementation and monitoring of gender aspects of the project.

A consultation with the Ministry of Women Children and Youth Affairs and Ministry of Agriculture and Natural Resource took place on the 20 and 21 April 2016 at the Ministry of Women and Children and Ministry of Agriculture. The target populations were women and men as representatives of all stakeholder groups affected by this proposal.

The stakeholder engagement component of this annex, captures the specific issues and difficulties that women face in responding to the expanding threat of drought and building the resilience of the most vulnerable communities through climate-smart and landscape-based investment and in addition outlines how women’s security is affected by these issues.

The results captured as are follows:

- Both ministers indicated that they have little knowledge about climate change issues; However MOWCYA is taking action to mainstream the climate resilience issue in the Growth and Transformation Plan II document. The document states; “ The General Objective of the Growth and Transformation Plan II: To ensure the equal participation and benefits of women in the political, economic and social development through empowering women and creating conducive environment to promote their full participation in fulfilling their pivotal role in national development and ensuring child rights and wellbeing;

- MOWCYA has been involved in the national level CRGE process but has not done more than business as usual;
- In both agriculture and women ministries there is a gap in capacity (finance, human, knowledge and skill) to mainstream climate issues in relation to gender;
- There is no work integration between sectors (e.g. MOWCYA, agriculture, education, health); and
- Lack of sex-disaggregated data in all sectors (e.g. livelihoods, disasters' preparedness, protection of environment, health and well-being) often leads to an underestimation of women's role and contribution.

The recommendations by the two ministries include:

- Community level awareness raising at all levels;
- Involvement women starting from the need assessment to implementation by identifying and analyzing their coping mechanisms;
- Introduce and assure the availability of women friendly technology that are tested and accepted by the women themselves;
- Assignment of an expert in MOWCYA with climate knowledge in order to follow up the overall sectoral plan and activities;
- Staff capacity building on gender and climate change analysis, planning, budgeting and mainstreaming;
- Identification of the issues and challenges that hinder men, women in accessing all levels of policy and decision-making processes;
- Engagement of women in order to play a leadership role in early warning systems and recovery



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- Identify and assess the socio-cultural norms that limit women acquiring the information and skills necessary to escape or avoid hazards (i.e. mobility, responsibility for elders and children, dressing)
- Strengthening Social Actions for Effective Women Participation in climate resilience initiatives;
- Engagement of self-help groups and civic associations;
- Identification and analysis of traditional versus modern community structure in relation to climate resilience and coping mechanisms. Here ‘traditional structure’ refers to indigenous institution and their auxiliary functions while modern community structure refers to Government and NGOs backed community organizations such as Savings and Credit Cooperatives (SACCOs), the various Community Managed Disaster Risk Reduction (CMDRR) level committees that comprise of rangeland management committees, water committees, and peace committees, responsible for the delivery of local goods and services including peace; and
- Engagement of women in income generating activities as a fallback strategy.

Monitoring and evaluation

Through onset analysis, data has been collated to establish a baseline. This data shall be monitored against throughout the implementation and evaluation of the project.

The analysis identified the differences between men and women within at-risk populations. In order to monitor and evaluate progress of the project, the following indicators can be measured:

Quantitative Outcomes:

- Women and men as beneficiaries;
- Female/male-headed households as beneficiaries;
- Improvements in health and well-being;
 - Health status of women and children;
 - Female school enrolment and retention;
- Improved livelihoods;
 - Women and men engagement in income generating activities;

- Purchasing capacity and production of food for household consumption and income generation;
- Distance and time saved due to climate resilience projects;
- Use of leisure time saved by the project;
- Business development service components targeting rural women entrepreneur groups
 - Availability and accessibility of microfinance institutions and cooperatives;
- Women participation and engagement in local business.

Qualitative outcomes:

- Opportunities to generate additional income. Women are more likely to respond to incentives that address their family's basic needs, such as better health and nutrition, linking agriculture and food security improvements;
- Time-saved by women as a result of the reduction of labour hours required for agricultural and water management practices prior to the implementation of the project;
- Contribution to self-esteem raised and empowerment of women in the community;
- Expanded involvement in public and project decision-making as a result of initiation of women to actively participate in income generating activities;
- Support for training and educational activities which may include activities related to climate change, agriculture, water management, leadership, business, finance, entrepreneurship and decision-making, thereby empowering and increasing involvement of women to participate with confidence in community meetings;
- Effectiveness of awareness increasing;
- Exemplary of the level and Involvement of women in contributing for prevention of environmental degradation- rehabilitate the key natural resources such as soil or forests that mitigate temperature rises and water scarcity;
- Protect or minimize contamination of local water supplies, spread of communicable diseases and child and mother related problems, sanitation;
- Ability of women and men to identify their environmental changes and risks based on their different roles and access to resources; and



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- Build communities fallback options such as savings, remittances, or saleable assets, as a means of coping with climate shocks.

VII. Proposed Gender Action Plan

This proposed Gender Action Plan is aligned into the project logframe and budget. It is therefore designed to guide the project implementation by creating an enabling environment to implement and deliver all the gender responsive interventions, across the 3 Outputs. Therefore, proposed activities, studies etc. will be implemented / conducted by mainstreaming gender in the project activities.

Objective	Actions	Indicator	Target	Responsible institution	Timeline
Identify gender differentiated impacts of climate change on women and men in all Woredas	Conduct community based gender analysis of the roles, responsibilities, vulnerabilities and resilience of men and women impacted by climate change	<ul style="list-style-type: none"> Baseline data (qualitative and quantitative) Gender results indicators/benchmarks in planning and decision making Gender specific M&E indicators to measure results at Kebele and 	<ul style="list-style-type: none"> Minimum of 30% female representation 50/50 gender balance in decision making 	<ul style="list-style-type: none"> AE and EEs 	<ul style="list-style-type: none"> During the first six months of the project implementation
Community engagement on strategies for gender Responsive planning and priorities for women and FHH	Awareness raising for community members on gender differential roles and the benefits of gender approaches to climate resilience	<ul style="list-style-type: none"> Community based quick impact assessment used in planning Feedback from women's groups integrated in project design and planning process 	<ul style="list-style-type: none"> Minimum of 30% female representation 50/50 gender balance in decision making 	<ul style="list-style-type: none"> EEs 	<ul style="list-style-type: none"> During the first six months of the project implementation
Value and share women's Indigenous knowledge, practices and resilience to climate change	Identify, document and share women's experiences through community dialogue	<ul style="list-style-type: none"> Number of women empowered and volunteer to share Local knowledge informing decision making 	<ul style="list-style-type: none"> 640 women trained on communication and knowledge management 	<ul style="list-style-type: none"> EEs 	<ul style="list-style-type: none"> During the life of the project

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Objective	Actions	Indicator	Target	Responsible institution	Timeline
Strengthen systems and practices that include women in climate responsive planning and budgeting	Develop gender sensitive planning and budgeting tools Review tools and documents from a gender perspective	<ul style="list-style-type: none"> Number of gender guidelines/manuals developed Number of women participating in planning and budgeting committees 	<ul style="list-style-type: none"> 50/50 gender balance 	<ul style="list-style-type: none"> The AE and the EEs 	<ul style="list-style-type: none"> During the first year During the life of the project
Capacity development and gender training for project beneficiaries, project staff and participating institutions	<ul style="list-style-type: none"> Awareness raising on gender impacts of climate change, including climate information/early warning Leadership training and skills building for women community leaders, cooperatives, farmers associations and Govt. agents at Kebele and Woreda levels Exposure to modern technologies and practices including environmental rehabilitation experiences 	<ul style="list-style-type: none"> Gender balance in committee leadership (e.g. water committees, afforestation committees etc.) Number of women friendly technologies Number of women trained in the use, management and maintenance of improved technologies 	<ul style="list-style-type: none"> Almost all potable water and irrigation infrastructure will be women friendly; 600 women trained on use, management and maintenance of improved technologies 50/50 gender balance in decision making 	<ul style="list-style-type: none"> The AE and the EEs 	<ul style="list-style-type: none"> During the life of the project

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Objective	Actions	Indicator	Target	Responsible institution	Timeline
Monitoring and Evaluation of gender Mainstreaming in climate resilience, adoption and mitigation processes	<ul style="list-style-type: none"> Contribute to the selection of women friendly technologies Adopt gender sensitive, reliable and measurable indicators Conduct regular monitoring of delivery of gender responsive results Conduct a midterm gender assessment Conduct end of project impact and Sustainability assessment 	<ul style="list-style-type: none"> Gender indicators integrated in project M&E M&E of sectors and programs' performance from a gender perspective Gender mainstreamed in all activities across the 3 Outputs Gender balance in project management Number of women serving in committees 	<ul style="list-style-type: none"> The project targets are gender disaggregated Gender Disaggregated M&E and reporting template Gender disaggregated information and data gathering; 50/50 gender balance in all committees 	The AE and the EEs	During the life of the project
Gender balanced and inclusive processes established in project management systems	Develop gender sensitive checklists and guidelines	<ul style="list-style-type: none"> Gender responsive approaches as institutional norms and systemic changes Improved gender balance in decision making at kebele and Woreda levels 	<ul style="list-style-type: none"> 50/50 gender balance in all committees At least 40% of beneficiaries will be women 	The AE and the EEs	During the life of the project
Document and share lessons and good practices for replication and potential paradigm shift in future climate change planning	<ul style="list-style-type: none"> Learning and information sharing on best practices and the values of local knowledge Institutionalize community based 	Lessons incorporated and disseminated by GCF and GoE			

International agreements relevant to gender and climate change

Year	International Agreement	Environmental Relevance	Gender Relevance
1948	UN Universal Declaration of Human Rights (UNDHR)	No specific mention of environment but acknowledges fundamental human rights that are linked to and dependent upon a healthy environment	Establishes core human rights but with a limited gender perspective
1979	Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)	Calls for governments to ensure that women participate at all levels of decision-making concerned with environmental sustainability, and that women's interests and perspectives are adequately reflected in all policies and approaches adopted	The first international treaty to recognize women's human rights
1992	Agenda 21 and the Rio Declaration on the Environment and Development	This provided the first international precedent for including the gender perspective in promoting sustainable development. It adopted a gender perspective in all development and environment policies and programmes, leading to the promotion of women's effective participation in the proper use of natural resources;	
1992	UN Convention on Biological Diversity (UNCBD)	The first global agreement focused on conservation and sustainable use of biodiversity	Explicitly addresses women's participation and recognizes the vital role that women play in conservation and sustainable use of biological diversity, emphasizing the need for the full participation of women at all levels of policymaking and

			implementation for biological diversity conservation’
1992	UN Framework Convention on Climate Change (UNFCCC)	Acknowledges human interference with the climate and aims to stabilize concentration of GHGs in the atmosphere	Absence of any mention of gender
1994	UN Convention to Combat Desertification (UNCCD)	The only legally binding international agreement dealing with land degradation	Promotes the equal participation of men and women and recognizes the important role played by women in regions affected by desertification and/or drought, particularly in rural areas of developing countries, and the importance of ensuring the full participation of both men and women at all levels in programmes to combat desertification and mitigate the effects of drought’
1995	Beijing Declaration and Platform for Action	This makes the link between gender, the environment and sustainable development. Chapter K draws attention to women’s poverty and the need for women to participate in decision-making about the environment at all levels, as well as the integration of gender in all sustainable development policies and programmes.	
2000	Millennium Declaration and MDGs	Includes goal on environmental sustainability (but with no linkage to gender)	Promotes gender equality but without making linkages with environment
2005	Kyoto Framework for Action	The first internationally accepted framework on disaster risk reduction (DRR), setting out objectives and priorities for policies at national level over the next decade.	Recognizes that a gender perspective should be integrated into all DRR policies, plans and decision-making processes, including those associated with existing climate variability and future climate change.
2007	UN Declaration on the Rights of Indigenous Peoples (UN DECRIPI)	Acknowledges rights to forests and community lands.	Establishes rights of minorities but with limited gender perspective.

(Adopted and Drawn from Raczek et. al. 2010)

Summary of gender differences in vulnerability and adapting to disasters

<p>Disparities that increase risks for women in disasters:</p> <ul style="list-style-type: none"> • Higher levels of poverty • Extensive responsibilities of caring for others • Domestic violence • Traditional women’s occupations 	<p>Disparities that increase risks for men in disasters:</p> <ul style="list-style-type: none"> • Occupational segregation • Internalized norms of masculinity • Roles in the family and in the home
<p>Gender experiences that can increase capacities for managing disaster situations: Women</p> <ul style="list-style-type: none"> • Social networking • Caring abilities • Extensive knowledge of communities • Management of natural and environmental resources • High levels of risk awareness 	<p>Gender experiences that can increase capacities for managing disaster situations: Men</p> <ul style="list-style-type: none"> • Professional and work contacts • Technical abilities • Limited childcare responsibilities