

# Carbon Sequestration through Climate Investment in Forests and Rangelands (CS-FOR) in Kyrgyzstan

## Gender and Social Inclusion Action Plan

1. A Gender and Social Inclusion Action Plan (GAP) was prepared to implement the gender strategy and to ensure inclusion of disadvantaged groups (poor families, single-headed households and youth). Table below presents specific actions in each project component with indicative budget as envisaged at the proposal stage. Minimum 30 percent was set as a target in accordance with the FAO's operational work and budget at the country and regional levels is allocated to women-specific targeted interventions<sup>1</sup>. Female-headed households, unemployed, youth, disabled groups will be prioritized as a vulnerable groups to be targeted in the project activities. All trainings will have post-training evaluation questionnaires to track the usefulness of the trainings. Gender assessment and monitoring will help to track how the skills are being adopted that were acquired in trainings, how knowledge and equipment was used by women to improve their businesses.
2. The budget for the Gender and Social Inclusion Action Plan (GAP) was calculated according to the underlying principles:
  - a. For activities related to capacity development / training / awareness campaigns: 30% of the budget is considered gender sensitive. This is related to the project target of women inclusion in such kind of activities.
  - b. For activities involving policy dialogue / regulatory framework: 50% of the budget is considered gender sensitive. This is due to the estimates on beneficiaries of project interventions.
  - c. For activities involving investment in rangeland and forestry (comp 2 – excluding training): 50% of the budget is considered gender sensitive. This is due to the estimates on beneficiaries of project interventions.
  - d. For activities related to investment in climate sensitive value chains (comp 3 – excluding training): 10% of the budget is considered gender sensitive, considering the estimated potential outreach of the project.
3. On the basis of the final GAP, the Gender and Social Development Specialist each year prepares an annual work plan and budget of GAP for submission to the Project Director.
4. The GAP is in line with the overall project implementation plan and timeline, thus all activities are incorporated into the relevant components of the project.
5. Capacity development activities will be carried out not only by providing trainings for beneficiaries (both women and men) but also ensuring access of women and female headed households to decision-making processes, such as securing quotas (at least 30%) for memberships in CLMGs, close collaboration with and promotion of gender sensitization among the local government and core district-level institutions (PUUs, WUAs) responsible for the management of access to natural resources (water, pastures, land and other resources). The project will ensure a specific approach for women when partnering with financial institutions and working on financial education of women entrepreneurs, supporting the latter one VCD. Through these activities it is anticipated to work on sustainability of the project interventions.

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<sup>1</sup> FAO. 2012. Minimum standards for Women Targeted Interventions. FAO Policy on Gender Equality.

**Table 1: Outline of Proposed Gender and Social Inclusion Action Plan**

Component/ Output	Activities	Indicators and Targets	Timeline	Responsibilities for the implementation	Cost estimate (US\$)
<b>Component 1/ Output 1.1. Evidence based natural resources management governance is strengthened across stakeholders</b>	Activity 1.1.1 Prepare communication material and organize information awareness campaigns to mobilize national stakeholders	<p>Community awareness raising campaigns and communication materials in Kyrgyz and Russian languages introduced in line with the developed Gender equality and social inclusion mainstreaming communication strategy. Undertake gender awareness events among the project staff and relevant partners (at local and national levels) involved in the implementation at least once per year. Gender-responsive mobilization and communication channels will be developed to reach both women and men, including vulnerable groups (such as female-headed households, low income families, unemployed).</p> <p><b>Baseline:</b> 0 <b>Target:</b></p> <ul style="list-style-type: none"> <li>- 100% of developed communication materials and campaigns are gender-sensitive, in line with communication strategy.</li> <li>- At least 4 awareness campaigns on management of natural resources conducted in 4 project districts (with 540,563 residents) are women and youth targeted per year.</li> <li>- 100% of project staff and local and national partners have participated at gender awareness events</li> <li>- # of direct and indirect beneficiaries TBD during inception phase, based on baseline survey with mandatory 30% quotas for women and youth</li> </ul>	By end of Project year 8	FAO (as Executing Entity), led by: Communications specialist, in close collaboration with The Gender and Social Expert	49 515 (30%)
	Activity 1.1.2 Organize fora/ international conferences meetings to sensitize the stakeholders	<p>Gender-related issues discussed at the fora/international conferences, meetings with developed and translated short films, social advertisement and other means in the mass media screened for gender sensitive content. Number of women and men, including vulnerable groups (such as female-headed households, low income families, unemployed engaged in the fora/international conferences, meetings,</p> <p><b>Baseline:</b> 0 <b>Target:</b></p> <ul style="list-style-type: none"> <li>- 100% of developed and translated short films, social advertisement and other means in the mass media are screened for gender sensitive content; # of direct and indirect beneficiaries TBD during inception phase, based on baseline survey with mandatory 30% quotas for women and youth</li> <li>- At least 10 gender-related issues are discussed at the fora international conferences</li> </ul>	By end of Project year 8	FAO (as Executing Entity), led by: Capacity development specialist, in close collaboration with The Gender and Social Expert	170 460 (30%)

Component/ Output	Activities	Indicators and Targets	Timeline	Responsibilities for the implementation	Cost estimate (US\$)
	Activity 1.1.3 Training sessions/ workshops on forest and rangeland tenure arrangements, policy making, management of natural resources	<p>Gender mainstreaming is ensured in session/workshop materials, including trainings. Number of individuals who took part in the sessions/workshops (data disaggregated by sex, region, age group, training topic)</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>- Number of women and men, including vulnerable groups (such as female-headed households, low income families, unemployed) trained, with mandatory 30% quota (data disaggregated by sex, region, age group, training topic).</li> <li>- # of women TBD during inception phase, including based on baseline survey.</li> <li>- gender mainstreamed in all session/workshop materials and 20% of training time devoted to what kind of measures/arrangements could improve women's and youth lives and how and why.</li> </ul>	By end of Project year 8	FAO (as Executing Entity), led by: The M&E and Planning team leader, in close collaboration with The Gender and Social Expert	202 940 (30%)
	Activity 1.1.4 Propose recommendations for enforcement of sustainable management and use of forest- rangeland ecosystems through participatory process (Dialogues / workshops / meetings)	<p>Stocktaking tasks (legal and policy review and analysis) integrate gender analysis targeting the assessments of women's needs, access to national resources and consultations are conducted with diverse community groups in 4 project districts (during the inception phase, mid-term assessment, final assessment)</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>- Final report with specific recommendations in the area of gender and sustainable management, forest-rangeland ecosystems, biodiversity, environmental resources, and livelihoods.</li> </ul>	By end of Project year 8	FAO (as Executing Entity), led by: The Gender and Social Expert	113 811 (30%)

Component/ Output	Activities	Indicators and Targets	Timeline	Responsibilities for the implementation	Cost estimate (US\$)
	Activity 1.1.5 Identify approaches for national stakeholder involvement process and organize National Stakeholders Platform Policy Dialogue for the management and use of municipal forest and facilitate thematic workshops, and submit the recommendation document to the Parliament	<p>TORs of the National Platform for policy discussions and decision making are gender mainstreamed. The National Platform representatives (Government and CSO) are knowledgeable about gender and social issues on natural resource management. Contribute to the facilitation of thematic workshop with the focus on gender and social equality principles and provide recommendations with identified approaches and principles that are in line with the FAO Gender mainstreaming and human rights-based approach.</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>- Gender and social inclusion perspectives and activities taken into account in 100% of ToRs developed.</li> <li>- TORs of all EG members include gender mainstreaming.</li> <li>- At least 50% of the EG members will be women.</li> <li>- 100% of thematic workshops are conducted with consideration of gender and social issues (data disaggregated by sex, age, region, thematic topic).</li> <li>- Final document with recommendations include targeted gender-related aspects, that are line with the FAO Gender mainstreaming and human rights-based approach.</li> </ul>	By end of Project year 3	FAO (as Executing Entity), led by: Senior International Technical Adviser will have overall responsibility for preparing terms of references of technical experts, in close collaboration with The Gender and Social Expert.	266 700 (50%)

Component/ Output	Activities	Indicators and Targets	Timeline	Responsibilities for the implementation	Cost estimate (US\$)
	Activity 1.2.1 Demonstrate and accompany national and local institutions in adopting the evidence-based Natural resources Planning, Monitoring and Evaluation System	<p>M&amp;E guidelines include gender-responsive standards, methodologies and modalities for the state monitoring of rangelands and forests resources to help to generate data that shows trends in the correlation between management practices and climate change mitigation and adaptation, recognizing and capturing that women and men can face differential climate change vulnerabilities, risks and impacts based on their gender and age. Trainings on introduction of the gender responsive M&amp;E guidelines are provided for the key stakeholders. Final assessment and annual monitoring provide information on how the adoption of skills acquired in trainings and how they were used.</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>- 100% of developed and approved methodologies, guidelines, materials and tools, including qualitative and quantitative data, considering gender and social inclusion aspects, including community monitoring;</li> <li>- 100% of trainings include gender and human rights standards with participants disaggregated by sex, age, region with mandatory 30% quotas for women and youth.</li> <li>- Data collected and reports are developed on the annual basis as well as final assessment is conducted on adoption of Natural Resources Planning, Monitoring and Evaluation System, with a focus on adoption of gender-sensitive approach.</li> </ul>	By end of Project year 8	<p>FAO (as Executing Entity), led by: The M&amp;E and Planning team leader, in close collaboration with The Gender and Social Expert</p> <p>Project M&amp;E will collect and track sex-disaggregated and gender-specific indicators, and corrective measures will be taken if needed during project implementation.</p>	351 588 (25%)
	Activity 1.3.1 Mobilize communities, establish CLMGs and accompany in formulating INRMCRPs	<p>All members of Landscape Management Groups (CLMGs) trained on gender and climate change, forestry and other areas of FAO mandate. CLMG includes the representative of women's council as well as youth organization in each ayil aimak. Methodologies, guidelines and materials on the elaboration of INRMCRPs considering gender issues.</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>- At least 30% of the members should be women and youth.</li> <li>- 100% of CLMGs trained on gender issues and its links to climate change.</li> <li>- 100% of developed documents on the elaboration of INRMCRPs include gender and social aspect/component.</li> </ul>	By end of Project year 8	<p>FAO (as Executing Entity), led by: ARIS facilitates the establishment of such groups in the four target areas, in close collaboration with The Gender and Social Expert</p>	726 550 (50%)

Component/ Output	Activities	Indicators and Targets	Timeline	Responsibilities for the implementation	Cost estimate (US\$)
<b>2.1 Green investments for forests and rangelands rehabilitation are made available</b>	Activity 2.1.1 Conduct training to 50 communities and institutions on technical/ legal matters on forest enrichment and afforestation/ reforestation, and provide technical/legal assistances on forestry PPP establishment	<p>Trainings will address gender and social issues and cover participants from 50 aiyl aymaks (municipalities) and their communities. Training sessions will be also provided to women on leadership, decision-making and participation in local institutions with a view to supporting women's further engagement in PUUs, WUAs and other community resource user groups.</p> <p><b>Baseline:</b>0</p> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>- At least 50% of participants in 50 aiyl aymaks (municipalities) took part in the gender training with mandatory 30% quotas for women and youth</li> <li>- 20% of the training time needs to address gender issues within the thematic topics covered under this Activity.</li> </ul>	By end of Project year 8	FAO (as Executing Entity), led by: The Gender and Social Expert	621 617 (30%)
	Activity 2.1.2 Provide technical assistance to the Pasture Department on climate-sensitive pasture management, assessment and monitoring, and conduct INRMCRP assessment and monitoring	<p>Gender aspects are addressed during the study tour and workshops targeting the pasture department with specific task to reinforce the gender-responsive monitoring capacities and coordinate the department's efforts in pasture management awareness and capacity development.</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>- At least 50% of all study tour and workshop participants will be women.</li> <li>- 20% of the training time needs to address gender issues within the thematic topics covered under this Activity.</li> </ul>	By end of Project year 7	FAO (as Executing Entity), led by: GIS and pasture specialists, Consultant of Pasture Management, along with the technical support of the Gender and Social Expert	252 914 (30%)
	Activity 2.1.3 Conduct training of trainers on pasture rotation and evidence-based rangeland M&E to local cadres as well as training of trainers on INRMCRP management and implementation, and training sessions to the CLMGs and local stakeholders to implement INRMCRPs on rangeland management	<p>ToT mainstreamed both gender and social aspects and land tenure within the framework of the VGGTs.</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>- 100% of TOT intervention have gender aspects.</li> <li>- At least 30% of participants will be women.</li> </ul>	By end of Project year 8	FAO (as Executing Entity), led by: The Gender and Social Expert	879 723 (30%)

Component/ Output	Activities	Indicators and Targets	Timeline	Responsibilities for the implementation	Cost estimate (US\$)
	<i>Activity 2.1.4 Provide climate investment in restoration and improvement of forests based on INRMCRP developed, and execute afforestation/ reforestation and forest enrichment work by Leskhozoes with technical assistance</i>	Community contributions to forest restoration is provided with active participation of women. 100 business cases with the establishment of relatively small-scale nurseries (100 m2) are supported. <b>Baseline:</b> 0 <b>Target:</b> - At least 30% of community contributions will be done by women. - At least 50% of women will be included in the establishment of small-scale nurseries.	By end of Project year 8	FAO (as Executing Entity), led by: The Gender and Social Expert	5 067 403 (50%)
	<i>Activity 2.1.5 Develop and execute INRMCRP pasture investment plans for catalyzing green investment in rangeland rehabilitation and livestock production</i>	Beneficiaries (data disaggregated by sex, age, region) receive supporting investment in pasture rehabilitation and livestock production, that are aimed at overcoming pasture degradation through the adoption of pasture rotation, training, mentoring. <b>Baseline:</b> 0 <b>Target:</b> - At least 30% of participants will be women (# of women TBD during inception phase, including based on baseline survey).	By end of Project year 7	FAO (as Executing Entity), led by: The Gender and Social Expert	2 193 925 (50%)
<b>3.1 Selected value chains are climate sensitive and producers adopt carbon optimization technologies and practices</b>	<i>Activity 3.1.1. Select value chains in operation and provide technical support to the value chain actors/organizations for climate-sensitive business development</i>	The value chain performance assessment is done as per FAO guiding framework Developing gender sensitive value chains ( <a href="http://www.fao.org/3/a-i6462e.pdf">http://www.fao.org/3/a-i6462e.pdf</a> ) and guidelines for practitioners ( <a href="http://www.fao.org/documents/card/en/c/19212EN">http://www.fao.org/documents/card/en/c/19212EN</a> ) Women's participation in/benefiting from the value chain is taken into consideration when selecting value chains. Assessment will be done using the FAO guiding framework Developing gender sensitive value chains ( <a href="http://www.fao.org/3/a-i6462e.pdf">http://www.fao.org/3/a-i6462e.pdf</a> ). VC development interventions will require a degree of analysis that goes beyond identification of constraints and problems, but focus instead on understanding interlinked root causes for CV underperformance, finding the solutions in the system. <b>Baseline:</b> 0 <b>Target:</b> - Final report on value chain performance assessment as per guidelines is developed.	By end of Project year 8	FAO (as Executing Entity), led by: The Gender and Social Expert	803 172 (30%)

Component/ Output	Activities	Indicators and Targets	Timeline	Responsibilities for the implementation	Cost estimate (US\$)
	<i>Activity 3.1.2. Identify and mobilize operating agribusinesses in the selected value chains via information campaign and value chain mapping for climate-sensitive business practices</i>	<p>Climate-sensitive value chains are developed and upgraded as per FAO standards on gender mainstreaming. Capacity development through training provided with mandatory 30% quotas for women and youth. Information campaigns of the availability of credit lines designed to outreach women and men, including vulnerable groups (such as female-headed households) borrowers.</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>- 100% participating entrepreneurs will receive training on gender sensitization training.</li> <li>- 100% financial education modules on financial literacy developed with the project support will include gender and social aspects.</li> <li>- At least 50% of Information campaign target women and youth entrepreneurs.</li> <li>- 100% of data on training is disaggregated by sex, age, topic, region.</li> <li>- Women's share in financial education training will be 50%.</li> <li>- Share of youth in the financial education training will be 50% (among them, 50% young women and 50% young men).</li> <li>- At least 60% of the participants in trainings for raw material suppliers will be women.</li> <li>- At least 30% of the participants in trainings for entrepreneurs will be women.</li> <li>- At least 30% of the participants in trainings for entrepreneurs will be youth (50% of them must be women).</li> <li>- Reports of the partners banks including disaggregated data by sex, age, region.</li> </ul>	By end of Project year 8	FAO (as Executing Entity), led by: The Gender and Social Expert	100 718 (30%)
	<i>Activity 3.1.3. Activate special credit lines and provide loans for eligible value chain actors in communities/ entrepreneurs/ enterprises in the project-relevant value chains</i>	<p>Activated special credit lines for project-relevant value chains and entrepreneurs provide developed new products and services that are women and youth-friendly.</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>- # of developed special credit lines that are women and youth-friendly</li> </ul>	By end of Project year 6	FAO (as Executing Entity), led by: The Gender and Social Expert, in close collaboration with RKDF.	



Component/ Output	Activities	Indicators and Targets	Timeline	Responsibilities for the implementation	Cost estimate (US\$)
PMC Project Management Costs		<p>TORs of key positions in the PIU (Project Manager, M&amp;E Manager and Communication Specialist) include gender competency requirement and responsibilities in mainstreaming tasks. Project M&amp;E will collect and track sex-disaggregated and gender-specific indicators, and corrective measures will be taken if needed during project implementation. Senior International Technical Adviser, The M&amp;E and Planning team leader, Project Coordinator, M&amp;E specialist</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b></p> <ul style="list-style-type: none"> <li>- At least 50% of all study tour and workshop participants will be women.</li> <li>- Developed and approved guidelines on gender and social inclusion for the PMU to be used during the project implementation.</li> </ul>	By end of Project year 8	FAO (as Executing Entity), led by: Senior International Technical Adviser will have overall responsibility for preparing terms of references of technical experts, in close collaboration with The Gender and Social Expert.	142 345 (10%)
<b>Total budget (gender focused budget)</b>					<b>11 943 381 (39,8%)</b>

6. **GAP planning and implementation.** At the onset of the project implementation, the EG, under the overall responsibility of PIU Project Manager, with the technical support of the Gender and Social Development Specialist, will organize a workshop to validate the proposed GAP and sensitize key stakeholders. This would be followed by briefings and capacity development activities on GAP for the project team, implementation partners and other relevant stakeholders (refresher training will be organized later on as and when appropriate). A gender focal point will be nominated for each implementing partner, who will coordinate all issues related to gender mainstreaming and social inclusion. Gender-responsive mobilization and communication channels will be developed to reach both women and men, including vulnerable groups (such as female-headed households, low income families, unemployed). On the basis of the final GAP, the Gender and Social Development Specialist each year prepares an annual work plan and budget of GAP for submission to the Project Director.

7. Project Manager will be held accountable for gender mainstreaming and social inclusion of the project, technically supported by the Gender and Social development specialist. This specialist will coordinate all work on gender mainstreaming in collaboration with the gender focal points of partner institutions and other stakeholders, the FAO Lead Technical Officer (LTO) and other members of the project team.

8. Implementation of GAP will be supported by relevant FAO gender equality tools, such as FAO Gender mainstreaming and human rights-based approach: guidelines for technical officers<sup>2</sup> and the VGGT technical guide: governing land for women and men<sup>3</sup>. In addition, to promote and share its best practices FAO developed policies, guidelines and valuable tools in gender-mainstreaming:

- In 2012, FAO endorsed a Policy on Gender Equality, the goal of which is to achieve equality between women and men in sustainable agricultural production and rural development, with the aim of eliminating hunger and poverty<sup>4</sup>.
- Regional Gender Equality Strategy for 2019–2022 represents a common vision of what FAO intends to achieve over the next four years in promoting gender equality and women's empowerment through its interventions in the region, and how<sup>5</sup>
- Gender mainstreaming and human rights-based approach. Guidelines for technical officers<sup>6</sup>.
- Agri-Gender Statistics Toolkit<sup>7</sup>
- Environment and Social Management Guidelines<sup>8</sup>.
- Developing gender-sensitive value chains. A guiding framework<sup>9</sup>
- FAO-Adapt<sup>10</sup>
- Climate-smart agriculture<sup>11</sup>

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<sup>2</sup> FAO (2017) *gender mainstreaming and human rights-based approach. Guidelines for technical officers* (Available at: <http://www.fao.org/3/a-i6808e.pdf>)

<sup>3</sup> FAO (2015) *Governing land for women and men. A technical guide to support the achievement of responsible gender-equitable governance of land tenure*. (Available at: <http://www.fao.org/3/a-i3114e.pdf>)

<sup>4</sup> <http://www.fao.org/3/i3205e/i3205e.pdf>

<sup>5</sup> <http://www.fao.org/3/ca4521en/ca4521en.pdf>

<sup>6</sup> <http://www.fao.org/3/a-i6808e.pdf>

<sup>7</sup> FAO (2016). <http://www.fao.org/3/a-i5769e.pdf>

<sup>8</sup> FAO (2015). <http://www.fao.org/3/a-i4413e.pdf>

<sup>9</sup> FAO (2016). <http://www.fao.org/3/a-i6462e.pdf>

<sup>10</sup> FAO-Adapt: <http://www.fao.org/climatechange/fao-adapt/en/>

<sup>11</sup> Climate Smart Agriculture: <http://www.fao.org/3/a-i3325e.pdf>