

# Gender Action Plan

**Programme Title:** *Implementation of the Lao PDR Emission Reductions Program through improved governance and sustainable forest landscape management*

This Gender Action Plan (GAP) forms the basis for operationalizing the results and recommendations of the gender analysis. It contains specific gender elements to be considered in the programme design and during the implementation of programme measures and activities. Moreover, it helps to monitor implementation of these measures and activities. Hence, the GAP ensures effective gender mainstreaming and integration of a consistent gender-perspective in the GCF programme in order to maximize climate and development co-benefits. The aim is to promote opportunities, drivers of change and positive gender dynamics as well as to manage and mitigate potential adverse risks over the duration of the programme. The GAP ensures that the programme is compliant with GCF's gender policy (GCF/B.09).

The GAP is closely aligned with the outputs of the log-frame and planned activities. It complements the Environmental and Social Management Plan (ESMP) that already contains gender-related aspects. In addition to the specific activities and measures of the GAP, the GCF programme will systematically apply some general measures in accordance with the GIZ Gender Strategy:

- Based on the GIZ's guidelines on designing and using a results-based monitoring system (RBM), the programme will document the positive and negative effects that the program's activities have on gender relations by setting up adequate, gender-sensitive results-based monitoring and by collecting sex-disaggregated data.
- A gender-sensitive language is used in reports, training materials and publications.
- In the programme team(s), competencies on gender and gender-sensitive forest management will be considered during the hiring process and further developed by means of training.
- The GAP will be executed by the different entities involved in the programme management, including all concerned Government line agencies and development partners.

## **Programme overview:**

*Impact Statement:* To support the Government and people of Laos in changing the present-day use of forests and landscapes and to ensure a transition to sustainable management at scale. This will reduce more than 140m tCO<sub>2</sub>eq over the program's lifespan and more than 55m tCO<sub>2</sub>eq over the program's duration.

## **Programmatic approach:**

The programme design consists of:

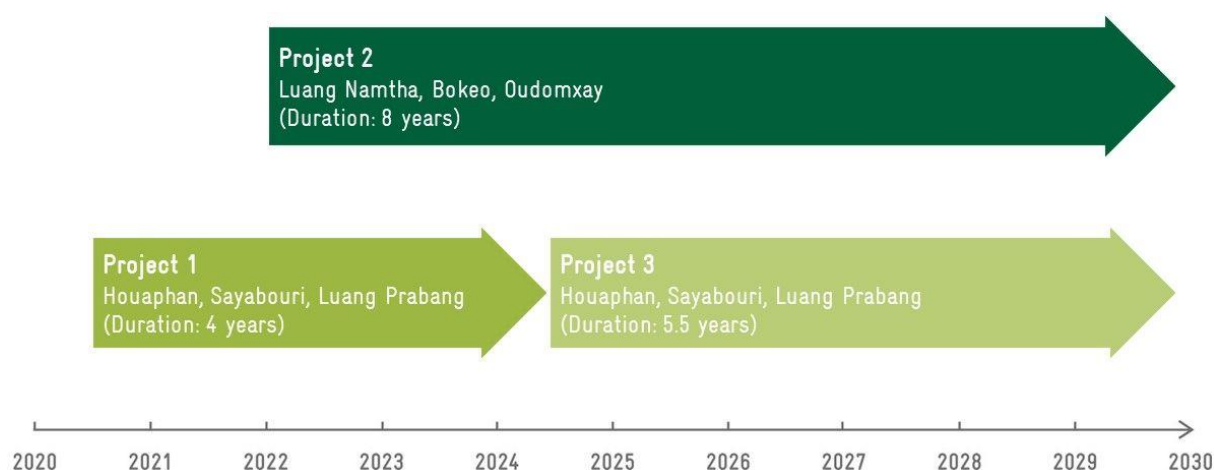
- Three Projects:
  - Project 1: Houaphan, Sayabouri and Luang Prabang provinces. Mid-2020 to mid-2024.
  - Project 2: Luang Namtha, Bokeo and Oudomxay provinces. 2022 to end-2029.
  - Project 3: Houaphan, Sayabouri and Luang Prabang provinces. Mid-2024 to end-2029.
- Each Project contains four Outputs (see below):
  - Output 1: Creation of an enabling environment for REDD+

- Output 2: Market solutions for agricultural drivers of deforestation
- Output 3: Climate mitigation action through forestry
- Output 4: Project management, coordination, monitoring and reporting

Project 1 and Project 2 share many similarities in terms of their 'on-the-ground' interventions. However, Project 1 also addresses a number of national-level interventions that will also serve to support Project 2 (subject to separate GCF funding approval Project 2). The most notable example is the creation of the REDD+ Funding Window, which will be undertaken in Project 1 but whose structure and functionality will also be utilized in Project 2.

The approval of a first payment from the GCF for Project 1 will allow the establishment and initial implementation of the programme. At the core of the programme and its projects are performance-based payments to participating communities and institutions to incentivize and fund those types of land-use practices that yield the highest emission reductions. The programme ties its performance to MRV-able milestones, providing GIZ and GCF with the necessary information for the design of Project 2 and Project 3, for which additional funding may be approved subsequently by the GCF Board.

This Funding Proposal seeks approval of GCF funding for Project 1 only. Separate Funding Proposals will be submitted in the future for Project 2 and for Project 3.



*Figure 1: GCF Programme to Implement the Lao PDR Emission Reductions Programme*

The following specific outputs and activities are planned:

**Output 1: Creation of an enabling environment for REDD+ implementation**

- Activity 1.1: REDD+ Funding Window and sustainable financing
- Activity 1.2: Mainstreaming REDD+ into the NDC and socio-economic development plans (SEDPs)
- Activity 1.3: Strengthening the regulatory framework
- Activity 1.4: Law enforcement and monitoring
- Activity 1.5: Land use planning and improved tenure security
- Activity 1.6: Implementation of the measurement, reporting and verification (MRV) system
- Activity 1.7: Knowledge management, FPIC, safeguards and gender

**Output 2: Market solutions for agricultural drivers of deforestation**

- Activity 2.1: Local incentives for good agricultural practices (GAP) and agroforestry
- Activity 2.2: Catalyzing private sector investment in value chains
- Activity 2.3: Sustainable rural infrastructure watershed management

**Output 3: Climate mitigation action through forestry**

- Activity 3.1: Village forest management
- Activity 3.2.: Sustainable management of production forests
- Activity 3.3.: National Protected Area management

**Output 4: Programme management, coordination, monitoring and reporting**

- Gender is integrated into all outputs and most activities. The target group survey, which is mentioned under activities 2, 4, and 11 is suggested to be carried out as one field survey towards the end of the 9.5-year programme cycle.

**Gender Action Plan**

Below the gender action plan for the (i) programme and (ii) Project 1 are presented. As the programme is implemented, additional revisions may be required for the programme-level gender action plan, which will be submitted along with each of the projects.

## Programme-level Gender Action Plan

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Timeline (years)	Responsibilities	Budget (EUR)	Comments
<b>Cross-cutting</b>									
1	All (cross-cutting)	Develop the capacities of line implementing Government agencies and the Lao Women's Union to provide gender-sensitive facilitation of programme activities in village communities. Implement targeted trainings on REDD+ and gender	Technical staff from DAFO, DOFI and DLWU have been trained in "REDD+ and Gender".	Technical staff in DAFO, DOFI and LWU <sup>1</sup> have received no training (or, in rare cases, limited training) in gender issues pertaining to REDD+	'REDD+ and gender' training workshops held for DAFO, DOFI and LWU staff – each in a different province, each with approximately 16 participants.	Y: 1	GIZ/ CSO training provider	25,000	Participants: 14 trainings x 2 days x 16 persons per training / 2x districts (incl. DSA/NA)  Trainers: 28 trainings days + 56 travel days + transport for 2x trainers (trainer fee, DSA, NA, vehicle)
2	All (cross-cutting)	Encourage the active and effective participation of women in community meetings.	Percent (%) female participants in community meetings	Participation rates of women in community meetings are often below 40%.	40% participation of women in community meetings.	Y: 1-9.5	DAFO	-	Included within the budget of Activity 1.7
3		Time and locate trainings taking into account women's work schedules and	In a survey amongst target communities, at least 50% of women state that they felt	Baseline survey to be conducted during year 1	50% of women in target communities state that they felt actively included in REDD+ related village meetings.	Y: 1, 4, 9.5	3. DoF / MAF & REDD+ Desk & GIZ	20,000	Baseline survey, and two follow-up surveys (mid-term and programme end)

<sup>1</sup> Lao Women's Union.

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Timeline (years)	Responsibilities	Budget (EUR)	Comments
		accessibility to ensure maximum participation and outreach, coordinate with LWU, LNFC, and local women's organizations to build on existing networks and best practices for outreach.	actively included in REDD+-related village meetings.						
4	All	Support the capacity development of female staff for all implementing Government agencies at all levels to improve the gender balance within the forest sector.	Percent increase (%) in the number of women implementing actions.	Baseline survey to be conducted during year 1	Number of women implementing actions has increased by at least 10%.	Y: 1, 4, 9.5	MAF / DoF	12,965	Training and capacity development workshops for female government staff
<b>Output 1: Creation of an enabling environment for REDD+ implementation</b>									
<i>GAP Objective: Creation of an enabling environment for improving gender equality within the REDD+ framework</i>									
5	1.2, 1.3	Gender-sensitive future regulations and guidelines to implement SFM, FLR and village forestry under the revised Forestry Law	New regulations and guidelines consider gender as a crucial factor in forest protection, monitoring, equal user	Laws, regulations and guidelines do not consider gender as an explicit factor in forest protection, user-rights	New/revised laws, regulations and guidelines explicitly consider gender (e.g. in the context of stakeholder roles, institutional responsibilities, resource access and benefit-sharing)	Y: 1-9.5	DoF/MAF REDD+ Desk	-	Included within the budget of Activity 1.7

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Timeline (years)	Responsibilities	Budget (EUR)	Comments
		and the PRAPs. The program's safeguard, gender and M&E specialist and if necessary other gender experts will revise the regulations and guidelines.	rights and benefit sharing, as well as resource management.	and benefit-sharing					
6	1.4, 3.1, 3.2, 3.3	Review the potential for community-based women-led patrolling groups, and support their creation with capacity development and awareness raising.	No. of assessments conducted on women-led <sup>2</sup> patrolling groups in the target area	0 - no analysis of the potential for women-led patrolling groups in the target areas	A short assessment has clarified the interest in local women-led patrolling groups in the target areas.	Y: 2	DOFI, supported by REDD+ Desk and GIZ	5,000	1x Assessment
7			No. of women-led patrolling groups trained	0	DOFI has trained at least 15 women-led patrolling groups.	Y: 9.5		15,000	Participants : 5 trainings x 2 days x 10 persons / village  Trainers: 10 trainings days + 10 travel days + transport for 2x trainers (trainer fee, DSA, NA, vehicle)
8	1.5	Ensure fully inclusive land use planning processes in	Response to a survey question stating if villagers felt	Baseline survey to be conducted during year 1	In a survey amongst target communities, at least 70% of all villagers state that they felt actively	Y: 1, 4, 9.5	PAFO / DAFO	35,000	Baseline survey, and 1 additional survey at programme end

<sup>2</sup> Women-led implies that the groups are organized and led by women, however it does not mean that the participation is only women. These groups can be mixed patrolling groups, however, majority of the leaders and organizers of the group should be women.

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Timeline (years)	Responsibilities	Budget (EUR)	Comments
		the target communities. Where necessary, ensure translators and materials in local languages are available. Diverse communicative materials should be used to reach men and women with different education and literacy backgrounds (picture books, brochures, videos, posters, etc.)	actively included in LUP processes.		included in the LUP processes.				
9	1.6	Capitalize on local women's extensive knowledge about community forests in making them an integral part of community contributions to the National Forest Monitoring System.	Inclusion of gender-responsive mechanisms for community monitoring within the National Forest Monitoring system.	N/A (system not fully developed)	The developed National Forest Monitoring system features effective gender-responsive mechanisms for community monitoring.	Y:1-9.5	JICA	-	Included in the budget of Activity 1.6

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Timeline (years)	Responsibilities	Budget (EUR)	Comments
<b>Output 2: Market solutions for agricultural drivers of deforestation</b>									
<i>GAP Objective: Ensure women's equal and equitable access, to and benefit from, the promotion of new agricultural practices and value chains</i>									
10	2.1, 2.2	<p>Integrate a gender assessment in every analysis for potential new agricultural practices and value chains.</p> <p>All feasibility studies for the development of new value chains or agricultural practices should review the estimated gendered impact of the desired change (access, needs, barriers, potentials, work load, benefits).</p>	Integration of gender into value chain assessments.	Agricultural value chains have not been assessed from a gender perspective	Value chain assessments of 9 key existing and alternative agricultural commodities include reviews of the gendered impact of the desired change (access, needs, barriers, potentials, workload, benefits)	Y: 4 (mid-term), 9.5 (final)	DoF, PAFOs, DAFOs, REDD+ Desk	28,000	3 value chain studies are produced (one for each project province), each addressing 3 relevant commodity value chains
11	2.1	Development of women's capacities to adopt sustainable land use practices, and venture into	Gender expert reviews all training modules (materials, coursework, etc.)	0	All training modules developed by the program are reviewed by the program's gender specialist prior to implementation.	Y:2-9.5	MAF and the program's safeguard, gender and M&E specialist	15,000 -	



No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Timeline (years)	Responsibilities	Budget (EUR)	Comments
		the production, processing and marketing of new value chains.	PMU's safeguard and gender specialist trains all extension workers and trainers on gender-sensitive extension, and social inclusion		All extension staff are trained by the program's safeguard, gender and M&E specialist on gender equality and social inclusion.				
12	2.2	Support local women to develop practical business skills to enhance their participation in businesses supporting sustainable land management.	No. of business skills training courses conducted	0	100 business skills training courses conducted	Y: 1-9.5	GIZ/ (D)LWU	160,000	Average 7 villages per kumban, 100 kumbans trained per year, EUR 1,600/kumban
<b>Output 3: Climate mitigation action through forestry</b>									
<i>GAP Objective: Women are an active and equitable part of village forest management and watershed management</i>									
13	3.1	Empower women to become members of Village Forest Management Committees and other forestry	Guidelines for the creation of local village forest management committees set standards of requirements accessible for	0 - No gender requirements associated with the establishment or operation of village forest management committees	Village forest management committee guidelines developed by the project set standards of accessibility for women, with a quota	Y: 2-9.5	MAF/ DoF	2,000	1x workshop to sensitize Guidelines.  The program's safeguard, gender and M&E specialist will also revise the guidelines.

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Timeline (years)	Responsibilities	Budget (EUR)	Comments
		decision-making bodies at the local level.	women and the poor, and a quota for female representation within committees.		of at least 30% female committee members				
14	3.1		Percentage (%) of Forest Management Committees that consist of at least 30% women.	0	65% of village forest management committees supported by or engaging with the project consist of at least 30% women	Y: 4-9.5		-	Included within the budget of Activity 1.7 and Output 4
15	3.2	Ensure that village consultations regarding potential private sector investments in community-based agroforestry enable all villagers equally to participate in the investment decisions.	Percent of target community members (disaggregated by gender) who state that they felt actively included in the investment decision-making processes	-	70% of women from participating communities state they felt actively included in the investment decision-making process	Y: 4-9.5	Ministry of Industry and Commerce supported by MAF and FAO	7,500	Survey
<b>Output 4: Programme management, contingencies, coordination, monitoring and reporting</b>									
<i>GAP Objective: Ensure a gender-sensitive and gender-responsive M&amp;E system</i>									
16	All/ cross-cutting	Collect and analyze sex-disaggregated data used for steering and correction of measures	The indicators of the GAP are fully integrated into the M&E system and are reviewed regularly.	-	Annual reports, mid-term reports, and final reports all contain a chapter on gender.	Y: 1-9.5	MAF, REDD+ Fund Management	-	Included within the budget of Activity 1.7

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Timeline (years)	Responsibilities	Budget (EUR)	Comments
		<p>aiming to hold all partners accountable to gender equality and effective gender mainstreaming.</p> <p>Active monitoring and evaluation using the program's gender responsive M&amp;E framework will also enable the program to quickly adapt if there are challenges, and improve gender-related learning.</p>							
17	All/ cross-cutting	Promote gender aspects of all activities through targeted and culturally-sensitive awareness-raising and campaigning.	All major communication materials and awareness-raising campaigns are reviewed by the program's safeguard, gender and M&E specialist	-	All major communication materials and awareness raising campaigns are reviewed and approved by the program's safeguard, gender and M&E specialist.	Y: 1-9.5	REDD+ Fund Management, supported by implementing partners	24 000	Review and update, if necessary, all existing materials and reprint; address for all new developed communication material (workshops, printing: 3000 €/Y)
<b>TOTAL Budget for the Gender Action Plan</b>								<b>349,465</b>	

## Project 1-level Gender Action Plan

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Project 1 Timeline (years)	Responsibilities	Budget (EUR)	Comments
<b>Cross-cutting</b>									
1	All (cross-cutting)	Develop the capacities of line implementing Government agencies and the Lao Women's Union to provide gender-sensitive facilitation of programme activities in village communities. Implement targeted trainings on REDD+ and gender	Technical staff from DAFO, DOFI and DLWU have been trained in "REDD+ and Gender".	Technical staff in DAFO, DOFI and LWU <sup>3</sup> have received no training (or, in rare cases, limited training) in gender issues pertaining to REDD+	5 'REDD+ and gender' training workshops held for DAFO, DOFI and LWU staff, 1 at the national level and 2 in each province, with approximately 16 participants. <sup>2</sup>	Y: 1	GIZ/ CSO training provider	9,000	Participants: 5 trainings x 2 days x 16 persons per training / 2x districts (incl. DSA/NA)  Trainers: 10 trainings days + 21 travel days + transport for 2x trainers (trainer fee, DSA, NA, vehicle)
2	All (cross-cutting)	Encourage the active and effective participation of women in community meetings.	Percent (%) female participants in community meetings	Participation rates of women in community meetings are often below 40%.	40% participation of women in community meetings.	Y: 1-4	DAFO	-	Included within the budget of Activity 1.7 and Output 4
3		Time and locate trainings taking into account women's work schedules and accessibility to	Percent of respondents that state they felt actively included in REDD+ related	Baseline survey to be conducted during year 1	50% of women in target communities state that they felt actively included in REDD+ related	Y: 1, 4	DoF / MAF & REDD+ Desk & GIZ	8,000	Baseline survey, and two follow-up surveys (mid-term and programme end)

<sup>3</sup> Lao Women's Union

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Project 1 Timeline (years)	Responsibilities	Budget (EUR)	Comments
		ensure maximum participation and outreach, coordinate with LWU, LNFC, and local women's organizations to build on existing networks and best practices for outreach.	village meetings.		village meetings.				
4	All	Support the capacity development of female staff for all implementing Government agencies at all levels to improve the gender balance within the forest sector.	Percent increase (%) in the number of women implementing actions.	Baseline survey to be conducted during year 1	Number of women implementing actions has increased by at least 10%.	Y: 1, 4	MAF / DoF	5,166	Workshops and trainings to build the capacity of female staff within implementing government agencies
<b>Output 1: Creation of an enabling environment for REDD+ implementation</b>									
<i>GAP Objective: Creation of an enabling environment for improving gender equality within the REDD+ framework</i>									
5	1.2, 1.3	Gender-sensitive future regulations and guidelines to implement SFM, FLR and village forestry under the revised Forestry Law and the PRAPs. The program's safeguard,	New regulations and guidelines consider gender as a crucial factor in forest protection, monitoring, equal user rights and benefit sharing, as well as resource management.	Laws, regulations and guidelines do not consider gender as an explicit factor in forest protection, user-rights and benefit-sharing	New/revised laws, regulations and guidelines explicitly consider gender (e.g. in the context of stakeholder roles, institutional responsibilities, resource	Y: 1-4	DoF/MAF REDD+ Desk	-	Included within the budget of Activities 1.2 and 1.7 (revision by program safeguard, gender and M&E specialist)

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Project 1 Timeline (years)	Responsibilities	Budget (EUR)	Comments
		gender and M&E specialist and if necessary other gender experts will revise the regulations and guidelines.			access and benefit-sharing)				
6	1.4, 3.1, 3.2, 3.3	Review the potential for community-based women-led patrolling groups, and support their creation with capacity development and awareness raising.	No. of assessments conducted on women-led patrolling groups in the target area	0 - no analysis of the potential for women-led patrolling groups in the target areas	A short assessment has clarified the interest in local women-led patrolling groups in the target areas.	Y: 2	DOFI, supported by REDD+ Desk and GIZ	2,000	1x Assessment
7			No. of women-led <sup>4</sup> patrolling groups trained	0	DOFI has trained at least five women patrolling groups.	Y: 3		2,000	Participants : 5 trainings x 2 days x 10 persons / village  Trainers: 10 trainings days + 10 travel days + transport for 2x trainers (trainer fee, DSA, NA, vehicle)
8	1.5	Ensure fully inclusive land use planning processes in the target communities	Response to a survey question stating if villagers felt actively included in LUP processes.	Baseline survey to be conducted during year 1	In a survey amongst target communities, at least 70% of all villagers state that they felt actively	Y: 4	PAFO / DAFO	14,000	Baseline survey, and 1 additional survey at programme end

<sup>4</sup> Women-led implies that the groups are organized and led by women, however it does not mean that the participation is only women. These groups can be mixed patrolling groups, however, majority of the leaders and organizers of the group should be women.

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Project 1 Timeline (years)	Responsibilities	Budget (EUR)	Comments
					included in the LUP processes.				
9	1.6	Capitalize on local women's extensive knowledge about community forests in making them an integral part of community contributions to the National Forest Monitoring System.	Inclusion of gender-responsive mechanisms for community monitoring within the National Forest Monitoring system.	N/A (system not fully developed)	The developed National Forest Monitoring system features effective gender-responsive mechanisms for community monitoring.	Y:4	JICA	-	Included in the budget of Activity 1.6
<b>Output 2: Market solutions for agricultural drivers of deforestation</b>									
<i>GAP Objective: Ensure women's equal and equitable access, to and benefit from, the promotion of new agricultural practices and value chains</i>									
10	2.1, 2.2	<p>Integrate a gender assessment in every analysis for potential new agricultural practices and value chains.</p> <p>All feasibility studies for the development of new value chains or agricultural practices should review the estimated</p>	Integration of gender into value chain assessments.	Agricultural value chains have not been assessed from a gender perspective	<p>Mid-term: Value chain assessments of 3 key existing and alternative agricultural commodities include reviews of the gendered impact of the desired change (access, needs, barriers, potentials, workload, benefits)</p> <p>Final: Value chain</p>	Y: 2 (mid-term),4 (final)	DoF, PAFOs, DAFOs, REDD+ Desk	9,334	3 value chain studies are produced (one for each project province), each addressing 3 relevant commodity value chains

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Project 1 Timeline (years)	Responsibilities	Budget (EUR)	Comments
		gendered impact of the desired change (access, needs, barriers, potentials, work load, benefits).			assessments of 9 key existing and alternative agricultural commodities include reviews of the gendered impact of the desired change (access, needs, barriers, potentials, workload, benefits)				
11	2.1	Development of women's capacities to adopt sustainable land use practices, and venture into the production, processing and marketing of new value chains.	Gender expert reviews all training modules (materials, coursework, etc.)  PMU's safeguard, gender and M&E specialist trains all extension workers and trainers on gender-sensitive extension, and social inclusion	0	All training modules developed by the program are reviewed by the program's safeguard, gender and M&E specialist prior to implementation.  All extension staff are trained by the program's safeguard, gender and M&E specialist on gender equality and social inclusion.	Y:2	MAF and PMU safeguard, gender and M&E specialist	11,200	
12	2.2	Support local women to develop		0	28 business skills training	Y: 1-4	GIZ/ (D)LWU	44,800	100, 7 villages per kumban,



No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Project 1 Timeline (years)	Responsibilities	Budget (EUR)	Comments
		practical business skills to enhance their participation in businesses supporting sustainable land management.	No. of business skills training courses conducted		courses conducted				28 kumbans trained per year, EUR 1,600/ kumban
<b>Output 3: Climate mitigation action through forestry</b>									
<i>GAP Objective: Women are an active and equitable part of village forest management and watershed management</i>									
13	3.1	Empower women to become members of Village Forest Management Committees and other forestry decision-making bodies at the local level.	Guidelines for the creation of local village forest management committees set standards of requirements accessible for women and the poor, and a quota of at least 30% of female members per committee.	0 - No gender requirements associated with the establishment or operation of village forest management committees	Village forest management committee guidelines developed by the project set standards of accessibility for women, with a quota of at least 30% female committee members	Y: 2	MAF/ DoF	2,000	1x workshop to sensitize authors of guidelines
14	3.1		Percentage (%) of Forest Management Committees that consist of at least 30% women.	0	65% of village forest management committees supported by or engaging with the project consist of at least 30% women	Y: 4		-	Included within the budget of Activity 1.7 and Output 4
15	3.2	Ensure that village consultations	Percent of target community	-	70% of women from	Y: 4	Ministry of Industry and Commerce	3,000	Survey

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Project 1 Timeline (years)	Responsibilities	Budget (EUR)	Comments
		regarding potential private sector investments in community-based agroforestry enable all villagers equally to participate in the investment decisions.	members (disaggregated by gender) who state that they felt actively included in the investment decision-making processes		participating communities state they felt actively included in the investment decision-making process		supported by MAF and FAO		
<b>Output 4: Project management, contingencies, coordination, monitoring and reporting</b>									
<i>GAP Objective: Ensure a gender-sensitive and gender-responsive M&amp;E system</i>									
16	All/ cross-cutting	Collect and analyze sex-disaggregated data used for steering and correction of measures aiming to hold all partners accountable to gender equality and effective gender mainstreaming.	The indicators of the GAP are fully integrated into the M&E system and are reviewed regularly.	-	Annual reports, mid-term reports, and final reports all contain a chapter on gender.	Y: 1-4	MAF, REDD+ Fund Management	-	Included within the budget of Activity 1.7 and Output 4

No.	Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Project 1 Timeline (years)	Responsibilities	Budget (EUR)	Comments
17	All/ cross-cutting	Promote gender aspects of all activities through targeted and culturally-sensitive awareness-raising and campaigning.	All major communication materials and awareness-raising campaigns are reviewed by the program's safeguard, gender and M&E specialist	-	All major communication materials and awareness raising campaigns are reviewed and approved by the program's safeguard, gender and M&E specialist	Y: 1-4	REDD+ Fund Management, supported by implementing partners	12,000	Review and update, if necessary, all existing materials and reprint; address for all new developed communication material (workshops, printing: €3000 /year)
<b>TOTAL Budget for the Gender Action Plan (including all measures within Activity 1.7's gender action plan budget)</b>								<b>122,500</b>	

## Gender Action Plan: Monitoring, evaluation and reporting

A long-term safeguard, gender and M&E specialist as well as a national expert who will support the safeguard, gender and M&E specialist, will be embedded within the NPMU. They will oversee, guide and coordinate gender-related measures within the programme, and ensure the successful implementation of the GAP and ESMP. They will be responsible for monitoring, evaluation and reporting for the GAP.

With a focus on gender, their responsibilities will include (among others):

- Liaison with all program stakeholders
- Responsibility for overseeing program communication and stakeholder engagement on topics related to gender
- Revision of program documents/ publications/ guidelines/ policies to ensure effective gender-mainstreaming, and that information is gender-sensitive
- Close cooperation with the LWU and LFNC on topics related to gender, building on best practices
- Identification of local and provincial CSOs and women's groups for collaboration on community outreach, information dissemination and other program activities
- Dissemination of information about the grievance mechanism to program partners, local communities, CSOs, among others
- Overseeing (implementing, monitoring and reporting) the gender action plan
- Monitoring program progress, including in achieving the ESMP and gender action plan targets, and ensuring adaptive management (as needed).