

Annex 8 - Gender Assessment and Action Plan

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1. Introduction

This gender assessment aims to provide an overview of the situation in Ghana, with a specific focus on the GSLRP proposal. It therefore identifies gender issues that are relevant to the proposal, and examines potential gender mainstreaming opportunities. The assessment was based upon available data from studies conducted by the Government of Ghana, including the Forestry Commission, donor agencies, and multilateral development banks. Specifically, this assessment involved:

- a. Undertaking a desktop review of existing gender analyses and gender and natural resource management sector resources within Ghana;
- b. Aligning approaches in this proposal with the national priorities of Ghana as provided in the roadmap developed by the Forestry Commission to guide the design and implementation of a gender-sensitive REDD+ strategy;
- c. Reviewing and considering national aspirations as detailed in the National Policy on gender, women's empowerment and social protection;
- d. Interacting with stakeholders (women, men and youth) living within the shea landscape;
- e. Incorporating information and lessons learned from past studies and assessments on gender in Ghana from the Government of Ghana, the United Nations, civil society organisations, and multilateral development banks; and
- f. Integrating gender considerations in the project's indicators, targets and activities, and identifying women as leaders and decision-makers.

2. Brief Overview of the Gender Dynamics of the Shea Landscape

Ghana's forestlands are endowed with rich natural resources - gold, timber, non-timber forest products (NTFPs), etc. With a current rate of deforestation and forest degradation estimated at 3% annual loss of forest cover¹, (320,803ha/year), Ghana's forest resources face pressures from agricultural expansion, logging, wood harvesting for charcoal production and firewood, mining, wildfires and poaching. Ghana's economic growth and achievements have come at a significant cost to its forests. Having lost over 60% of its primary forest cover from 1950 to the turn of the last century (2.7 million hectares)² the future of Ghana's forests is an issue of major concern. The project landscape consists of difficult living conditions arising from forest degradation, which in turn leads to further loss of forests and forest resources. The landscape is mostly rural and the population is mainly agrarian and typically involved in small-scale subsistence and market farming as well as the male dominated cash crop sector. There is low population density and settlements are scattered. Women's participation in agriculture is particularly higher during the farming season and post-harvest transportation, storage and marketing. Low soil fertility in many areas is encouraging communities to access fertile areas in forest reserves to farm. Poverty levels are high and many farmers cannot afford the cost of fertilisers and other agrochemicals. The increasing cost of agricultural inputs continues to threaten the little gains farmers make, negatively impacting household income. In response, women

¹ Draft National RL submitted to UNFCCC

²Owusu, J.G.K, Abeney, E.A, Frimpong, E.A (1999). Workshop for media personnel on forestry and wildlife reporting

have turned to the shea business to complement their incomes.³ However, Ghanaian women, particularly in the shea landscape, continue to face persistent gender inequalities that limit their ability to fully benefit from and participate in the country's development. Women are disadvantaged relative to men in terms of access to and control over resources and services, education and training and participation in decision-making.

3. Existing Gender Inequality in Ghana

Although Ghana has seen an increase in its Human Development (HDI) value moving from 0.455 in 1990 to 0.579 in 2015⁴, this progress, while significant, has not been universal and disparities exist between women and men and across social groups and geographical areas. Ghana's HDI when adjusted for inequality falls to 0.391 a fall of 32.5%⁵. Many of the challenges of inequality can be seen between a growing urban population, that is benefiting from higher wages and improved access to services, and a rural population many of whom continue to rely on low wage and subsistence agriculture. Levels of development also vary geographically across Ghana's 10 administrative regions with the three northern regions (Northern Region, Upper East and Upper West – the NSZ) being both the poorest in the country and experiencing the slowest growth rates. Additionally, given historical patriarchal influences and socialization processes within the home and public settings, deeply rooted gender inequalities still exist in the social and economic system. These gender inequalities disadvantage women and girls and range from inequality in access to social protection, education and skilled training to inequalities in power and decision making and in macro-economic issues including trade, industry structures and productive resources.⁶

More specifically, the National Gender Policy (2015), highlights the following key challenges and hurdles within the country in achieving gender equality and the empowerment of women and girls:⁷

- Inequality in access to social protection by the marginalized, vulnerable and the poor.
- Inequalities in the burden of extreme poverty, education, skilled training gaps and excess maternal mortality.
- Unequal access to social, economic power and justice including lack of respect for and inadequate protection and promotion of human rights of women and girls.
- Inequalities between women and men in sharing of power and decision making at all levels and in dealing with all kinds of conflicts, in securities and threats on women and girls.
- Inequality in macro-economic issues including trade, industry structures and productive resources.
- Stereotyping and persistent discrimination against women and girls that manifest in negative gender relations, and value for gender roles and responsibilities with severe implication for maternal health and mortality.

Conscious efforts have been made to address the impact of these inequalities by improving the legal environment through enactment of statutes to promoting girl-child education and skill training for young women. It was in this vein that the National Gender Policy was also created in 2015 with the

³ Banye, Eric (2014). "Improving Rural Livelihoods Through Shea Butter Business, a Case of Women in Markets in Northern Ghana". Available at: http://www.snv.org/public/cms/sites/default/files/explore/download/150520_annual_report_2014_-_appendices_-_ag_ghana1.pdf. SNV.

⁴ UNDP (2016) Human Development Report – Briefing Note for Countries Ghana

⁵ Ibid

⁶ Republic of Ghana, Ministry of Gender, Children and Social Protection (2015). National Gender Policy. Available at: http://www.ghana.gov.gh/images/documents/national_gender_policy.pdf

⁷ Republic of Ghana, Ministry of Gender, Children and Social Protection (2015). National Gender Policy. Available at: http://www.ghana.gov.gh/images/documents/national_gender_policy.pdf

goal of mainstreaming gender equality, women's empowerment and social protection concerns within national development processes⁸ (see Section 4 for more information).

However, as the consultation process of the National Gender Policy ascertained, given existing gender issues, such as the feminization of poverty, socio-cultural and traditional beliefs, inadequate basic social services, low representation of women in politics, violence against women, amongst others, there often remains barriers in achieving the targets of the Gender Policy goals. These issues and corresponding gender inequalities are discussed in more detail in the proceeding sub sections below.

3.1 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).⁹ 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.

Ghana has a GII of 0.547 in the 2015 rankings and ranks 131st out of 188 countries assessed. The GDI value in 2015 is 0.899 with a ranking of under Group 5 indicating low equality in Human Development Index achievements between men and women.

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.¹⁰ Out of 144 countries, Ghana rankings, based on GGGI in the year 2016, are given below¹¹:

Description	Score	Rank
Economic participation and opportunity	0.805	10
Educational attainment	0.931	119
Health and survival	0.973	85
Political empowerment	0.112	95
Gender Gap Index 2016	0.705	59

* 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 (i.e., 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 to measure the discrimination against

⁸ Republic of Ghana, Ministry of Gender, Children and Social Protection (2015). National Gender Policy. Available at: http://www.ghana.gov.gh/images/documents/national_gender_policy.pdf

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

¹⁰ World Economic Forum. The Global Gender Gap Report 2014 Country Profiles.

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

¹¹ <http://reports.weforum.org/global-gender-gap-report-2014/economies/-economy=LKA>

women in social institutions across 160 countries. The 2014 SIGI value for Ghana is 0.2988 suggesting that discrimination against women is high.¹²

3.2 Poverty

The Ghana Living Standards Survey (GLSS) reports have provided considerable data on poverty in Ghana and the GLSS 5 and 6 have indicated that a quarter of Ghanaians are poor while less than 10% are extremely poor. The poverty is intense in the rural savanna including the shea landscape with more than a quarter of people living there being described as extremely poor. The GLSS 6 emphasizes that, overall, the dynamics of poverty in Ghana over the period 2005/06 to 2012/13 indicate that poverty is still very much a rural phenomenon and there are regional variations, with the Upper West region being the poorest, and the Northern region being the highest contributor to poverty since 2005/06 periods (Cooke et al, 2016). Both regions lie within the shea landscape. Ultimately, the poverty gap ratio is steadily declining, more quickly in the urban regions, slower in the northern rural and savannah regions and this has implications for women and men, girls and boys.

In terms of distribution of wealth by quintiles, women have a greater share of wealth in the poorest quintiles and the reverse is also true. It is also estimated that average hourly earnings of women in Ghana is 57% of that of men and that regardless of the type of employment, education, age etc., women earn lower than men.¹³ Female-headed households have been flagged as of special concern since, nationally, they make up about 30% of rural households. There is increasing primary economic responsibility and growing vulnerability. However, to tackle female vulnerability to poverty goes beyond female headed households and must focus on the individual. Addressing intra- household gender differentiation is crucial as a fundamental way of improving women's income and economic security (Ambala, 2006).

3.3 Education

The Ministry of Education, its agencies and stakeholders have put strategies in place to deal with existing and future challenges of gender in the sector. Notable among these is the Education Strategic Plan, 2010 – 2020, which has placed gender equality and women's and girl's empowerment concerns, such as girl's education, at all education levels, particularly the basic level, as well as noted the use of female role models, among others.

Gender differences in enrolment for formal education have narrowed slightly in the recent past but continue to persist particularly at higher levels. Drop-out rates for boys and literacy rates are still much lower for women than men. Investment in male education is often perceived by parents to be a more beneficial use of limited funds. The cost of education keeps rising putting many families under financial strain which is evidenced by continued high drop-out rates. The current rate for girls (46 per cent) is considerably higher than that for boys (36 per cent) at the primary level. It is however expected that the recent national policy directive launched by the government to grant free education to the high school level may improve this situation. The continuing gender imbalance in access to education limits women's access to employment and productivity. In urban areas, lack of qualifications and narrow

¹² OECD. Social Institutions and Gender Index 2014. <http://www.genderindex.org/ranking/>

¹³ Oduro, A. D., Baah-Boateng, W. and Boakye-Yiadom, L. (2010). "Asset Accumulation by Women in Ghana: Understanding the Process". Available at: <http://genderassetgap.org/sites/default/files/WP4.pdf>

range of skills limits female access to formal employment. In rural areas, lack of female education limits farm productivity: currently three quarters of female farmers have no education. Inadequate literacy and numeracy skills are also reported to limit the efficiency of female traders. Educational disadvantage may be a major barrier preventing women from responding to adjustment induced incentives (Jackson et al, 2002).

3.4 Political participation and decision-making

Since the promulgation of the 1992 Constitution, the country has maintained continuous progress towards strengthening multiparty democracy. The Constitution establishes the following branches with relative division of power: The Executive, Council of State, Legislature; and Judiciary. The Affirmative Action Policy, formulated in 1998 by the Government, after the Beijing Plan of Action, sets targets of 40% representation of women at all levels of governance, on Public Boards, Commissions, Councils, Committees and Official Boards including Cabinet and Council of State.

And although the Constitution guarantees all persons the opportunity to participate in decision-making at every level, socio-cultural structures and traditional practices still hinder women's participation in the spheres of political and public life. Even though women occupy very important positions like the Chief Justice, the overall representation of women in prominent positions is still low. Only 12.75% of legislators are women. There are only 2 women legislators out of 57 in the Northern (31), Upper East (15) and Upper West (11) regions which comprise the shea landscape.¹⁴ At the district assembly level, district chief executives are appointed by the President of Ghana. These are political appointees and an extension of the executive branch of government. Within the Northern Region, 4 out of 26 appointees are women, in the Upper East Region, 3 out of 13 are women and in the Upper West Region, 3 out of 11 are women.

According to Ghana's Millennium Development Goals (MDGs) Report published in 2013, in the Judiciary, only 29% of the Supreme Court Judges and 25% of High Court judges are women. In the Civil Service, 24% of Chief Directors are women. Further, at the local government level, only 14 of the 170 Municipal Chief Executives (MCEs) and District Chief Executives (DCEs), representing 8.2%, were women. In Parliament (2013), the proportion of women is 10.9%, whereas in the Sub-Saharan region the average is 22.3%.¹⁵

There have been some initiatives targeted at promoting the participation of women in public life with the development of the Women's Manifesto starting in 2003. There have also been other activities to increase votes for female candidates to parliament, but as these statistics illustrate, in terms of real representation in political life in Ghana, participation of women remains marginal. These dynamics are due in part to the fact that, traditionally, Ghanaian women are effectively under the control or authority of men (initially their father or other male members of their kin group and later their husband) for much of their lives, although they may gain in status and influence with age. As a result, women's decision-making role in Ghana is constrained in both private and public spheres, markedly so in the northern regions.

¹⁴ <https://www.parliament.gh/mps.php>

¹⁵ Gassier, Marine (2014). "A Review of Ghana's Achievements in Women's Empowerment and Gender Equality", Africa Region. Gender Practice, Policy note, January 2014, 8 pages

3.5 Labour force Participation

The 2010 National Population and Housing Census (PHC) (Ghana Statistical Service, 2013) indicates that the proportion of employed males are slightly higher than the proportion of females employed except in services and sales (31.4% female, 10.2% male) and elementary occupations (7.5% female, 4.3% male). The Ghana Living Standards Survey (GLSS) 6 corroborates these findings, also revealing that the proportion of females (31.3%) engaged as service and sales works is more than three times the proportion of their male counterparts (9.2%). In support of these, the 2010 PHC shows that of the employed males, 45.9% are in agriculture, including forestry and fishing; 12.3% are in wholesaling, retail and repair of motor vehicles and motorcycles and 8.8% in manufacturing. For females, the proportions were 38.3% in agriculture including forestry.¹⁶ Additionally, while in formal sector employment where poverty is low, it is highly dominated by men; and women far outnumber men in non-farm self-employment and private informal employment where earnings are relatively low. In effect, gender dimension of poverty is likely to be biased against women, leading to feminization of poverty.¹⁷

Within the shea landscape, for generations women have exclusively harvested and processed shea nuts into butter often under rough and unforgiving circumstances. What is gathered is then processed into nuts and sold on the market or to cooperatives for processing into shea butter. It is suggested that Ghana is among the top exporters of shea butter in Africa and produces 130,000 tons per year.¹⁸

In rural Ghana, shea butter extraction is a common activity among women and it is a female-dominated production process. However, many of them face abuse and unfair labour practices. After five days of manual labour, for example, the female farmer may earn just about US\$2, from selling her shea butter at the market. Shea nut collection is also a competitive activity since the nuts are collected on a first come basis. It is often the case that the trees are located far from the home and women must face the dangers associated with walking long distances and into remote areas to collect shea nuts.¹⁹ They are also not protected from the heat, rough terrain and poisonous snakes they face while collecting nuts. Increasing the number of easily accessible shea trees increase the quantity of shea that women collectors can sell in the market, increasing their incomes as well as the availability of shea supply for food and cosmetic products. The process involves cooking them and then frying them into a smooth brown paste. And although a traditional activity for which women have indigenous skills, shea butter processing can be industrialized which produces a better quality and requires sophisticated skills and expertise. The effects of this on the women, needs to be taken into account as processing become mechanised. However, market gains and increasing participation in the value chain is seen to be a benefit. Additionally, seasonal fluctuations in the supply of shea nuts often affects prices. Thus, the ability to buy and stockpile nuts can stabilize prices for women processors. However, due to the short term need for income, women are often forced to sell at low prices and sell their stock at a loss. It is estimated that as a result some intermediaries are profiting by margins of 300-500%.²⁰

¹⁶ Republic of Ghana, Ministry of Gender, Children and Social Protection (2015). National Gender Policy. Available at: http://www.ghana.gov.gh/images/documents/national_gender_policy.pdf

¹⁷ Achieving the MDG with Equity in Ghana: Unmasking the Issues behind the Averages Report 2012 pg 3

¹⁸ http://www.starshea.com/?page_id=454

¹⁹ Banye, Eric (2014). "Improving Rural Livelihoods Through Shea Butter Business, a Case of Women in Markets in Northern Ghana". Available at: http://www.snv.org/public/cms/sites/default/files/explore/download/150520_annual_report_2014_-_appendices_-_ag_ghana1.pdf. SNV

²⁰ *ibid*

According to a study in Northern Ghana²¹, 90% of women view shea as the major source of their livelihoods. Despite shea importance for women, there are substantial challenges to the ability of women shea collectors to earn a sufficient share of the value chain income generation:

- Lack of market power – Many women shea collectors are operating at an individual, small scale level. Women's groups are not able to aggregate and store large enough quantities of kernels to create direct supply chains and move up in the value chain.
- Lack of agency in the community – Less than 10% of women farmers in Ghana own land. Many women are not able to make any decisions related to improved shea tree and yield management, although these decisions directly impact their income-generating abilities (See next section).

To help the women gain more from the shea value chain, to make efficiency gains and earn fairer wages, a number of cooperatives are being formed to enable better business practices and benefits. The international NGO A ROCHA for example, is working with communities to improve their age- old harvesting techniques and connecting them to buyers to obtain higher revenues. Such organisations are helping to empower the women and improve their economic standing. Similarly, SNV, a not-for-profit international development organisation, in co-operation with Sundial Brands, a health and beauty manufacturer, partnered with the women's cooperatives in Ghana, to address the challenges discussed above. Sundial Brands made a local purchase agreement with the women cooperatives, guaranteeing a market for their shea butter while pre-financing shea nut purchases in order to cushion against heavy price fluctuations, and as a result many women are now making a reliable income, improving their family lives and building a sustainable future from the shea nut and butter business.²²

3.6 Access to resources

The 1992 Constitution vested all public lands in the President in trust for the people of Ghana and divided land in to two categories held under public and customary tenure systems. Within these systems, land ownership and land security varies widely across regions. However, it generally ascribes men the exclusive property right to land excluding women. Women have access to land mainly through the male members of the family, wherein they might be allocated plots or cultivate their husbands' fields.²³

With the aim of improving land administration and security of tenure through systematic land titling and developing a decentralised, fair, efficient and transparent land administration system in Ghana to reduce poverty, the Ministry of Lands and Natural Resources (MLNR) in 2003 initiated the first phase of the Land Administration Project (LAP) at the national level. In response to national gender initiatives and demands from civil society as indicated in the Women's Manifesto of Ghana (ABANTU, 2004), the Project took steps to map gender dimensions of land administration. It developed a gender equality mainstreaming strategy with the objective of providing a coherent and sustained approach to addressing women's and men's concerns in land administration for equitable development, gathering gender- sensitive data using appropriate participatory appraisal tools and incorporating this in the implementation and monitoring processes of LAP. Key aspects of the Strategy include Public Education, Capacity Building, Institutional Reforms, Advocacy and Networking with Civil Society Organizations. Implementation of the Gender Mainstreaming Strategy Action Plan began in 2012 under the Second Phase of LAP with funding from the World Bank, Department of Foreign Affairs,

²¹ Socio-economic impacts of shea exports. LMC International

²² *ibid*

²³ FAO (2017). Gender and Land Rights Database. Ghana. Accessed on 28 October, 2017. Available at: http://www.fao.org/gender-landrights-database/country-profiles/countries-list/general-introduction/en/?country_iso3=GHA

Trade and Development (DFATD), Canada formerly CIDA, and the Government of Ghana. The Ministry has integrated gender perspectives in LAP planning and ensures adequate women's representation and involvement in decision making on land. It is also promoting women's access to and control over land and collection gender disaggregated data, as well as evaluates project implementation to inform policy reforms in the land sector and administration in Ghana.

However, many women are not aware of the existence of various land laws and of the guarantees they can provide them. Even when women are aware about them, they often lack support in the process for claiming their rights. Women are more likely to be allocated less fertile stool land, where they can only cultivate food crops and not cash crops. Given existing gender inequalities and social, local and cultural norms, women also seldom participate in lineage, clan or stool meetings where men take most decisions on land issues. If women do participate, they are generally listeners or resource persons.²⁴ In the shea landscape, women traditionally do not own land and other resources like cattle. They may, however, be granted access by chiefs to farm on the land and would usually be obliged to assist the husband to farm on his land and when time permits, go to farm on their own lands too.

Given these barriers, women's access to bank loans through formal channels is more limited than that of men. Weak access to land limits their ability to provide collateral and makes it difficult for them to obtain credit. The majority of female farmers obtain capital from informal sources, including loans from husbands or relatives, money lenders or informal financial operators. In the case of rural women, they face a physical difficulty in accessing credit because financial institutions are situated in urban areas and transaction costs are too high. Given that extension services usually target men as heads of the household, rural women also have less access than men to training and technical information.²⁵

3.7 Health

According to Ghana's 2010 Population and Housing Census Report on Mortality, life expectancy at birth for males is 59.4 years and for females is 64.4 years. The Maternal Mortality Ratio in Ghana, at the national level, is 485 deaths per 100,000 live births. The Infant Mortality Rate, per 1,000 live births, is 67 deaths for males and 51 deaths for females.²⁶

The main gender issues around health deal with overall low levels of expenditure and provision as well as the lack of priority accorded to women's health in its own right. There are also biases in expenditure towards urban, curative facilities and negative effects of recent cost recovery policies on certain social groups.

The Ministry of Health developed a Gender Policy in 2009 to direct its actions on handling these gender related health concerns. Maternal mortality has been one of the major areas of health inequity, but the Ghana MDG report (2013) indicates that the situation has improved because a number of interventions have been implemented resulting in better access to education and health facilities including personnel. Most other challenges are related to poverty. The national Malaria Control Programme has adopted a multi- interventional approach to tackle malaria which is also a major cause of morbidity with high incidence in women. A campaign was started in the Northern Region encouraging the use of insecticide treated nets and which targeted children under six years and pregnant women.

²⁴ FAO (2017). Gender and Land Rights Database. Ghana. Accessed on 28 October, 2017. Available at: http://www.fao.org/gender-landrights-database/country-profiles/countries-list/general-introduction/en/?country_iso3=GHA

²⁵ ibid

²⁶ Ghana Statistical Service (2014). 2010 Population and Housing Census Report on Mortality. Available at: <https://www.statsghana.gov.gh/gssmain/fileUpload/pressrelease/Mortality%20in%20Ghana.pdf>

HIV and AIDS is another health condition that has higher incidence in women more than men in Ghana, but the incidence and prevalence has been reducing because of the concerted efforts of the Government through the Ghana AIDS Commission. According to the 2012 National HIV Prevalence and AIDS Estimates Report, an estimated 225,478 people were living with HIV and AIDS out of which 100,336 were males, 125,141 were females and 30,395 were children. The National HIV Prevalence amongst pregnant women attending antenatal clinic in 2016 was 2.4%. HIV prevalence among the young population (15-24 years), a proxy for new infections, remained unchanged at 1.1%. The highest prevalence within urban sites was 4.2%. Rural prevalence in 2016 ranged from 0.5% to 3.3%. Regional prevalence ranged from 2.7% in the Volta Region to 0.7% in the northern region (project region). The other project regions, Upper East and Upper West, were 1.7% and 2.5% respectively.

Women are extremely vulnerable to HIV/AIDS and other STD infections, because of limits on their control of their sexuality within and outside marriage, and due to exposure of extensive sexual networking via male partners through polygynous and/or promiscuous relationships. Women's control of their sexuality is limited by socio-cultural expectations, but underlying this are economic imperatives which push some women into sexual exchange for survival, and make women dependent on men for long-term security (particularly property rights for themselves and their children). Strengthening women's control over their sexuality by increasing their bargaining power within relationships, and giving them wider economic choices is the key to reducing their risk of infection in the longer term.

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

4.1 Key International Protocols and Frameworks Ratified by Ghana in Support of Gender Equality and Women's Empowerment

Ghana has ratified many key international conventions, treaties and plans of actions on gender equality and women's empowerment. Critical among them are:²⁷

- The Universal Declaration of Human Rights;
- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1979 (Signed 17 July 1980 and Ratified 2 January 1986);
- The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW OP) 1999 (Signed 24 February 2000);
- International Covenant on Economic, Social and Cultural Rights (ICESCR) 1966 (Ratified 7 December 2000);
- The Covenant on Economic Social and Cultural Rights (ECOSOC);
- The 1985 Nairobi Forward Looking Strategies for the advancement of women;
- The Vienna Declaration on Human Rights of 1993;
- The Beijing Declaration and Platform for Action of 1995;
- The International Conference on Population and Development (ICPD) declaration of 1994;
- The African Charter on Human and Peoples' Rights (ACHPR) (Ratified the 24 January 1989 and Signed 3 July 2004);
- Protocol to the African Charter on Human and People's Rights on the rights of women in Africa

²⁷ Republic of Ghana, Ministry of Gender, Children and Social Protection (2015). National Gender Policy. Available at: http://www.ghana.gov.gh/images/documents/national_gender_policy.pdf

- 0025 (signed, 31 October, 2003; ratified 13 June 2007);
- UN Security Council Resolution 1325 and 1820 on Women Peace and Security and violence against women;
- The 2000 Millennium Development Goals (MDGs);
- The International Covenant on Civil and Political Rights (ICCPR) 1966 (Ratified 7 December 2000);
- The Declaration on the Rights of Indigenous People (Voted in favour as a member (13 September 2007);
- The International Convention on the Elimination of All Forms of Racial Discrimination (CERD) (4 January 1969);
- The International Convention on the Rights of the Child (CRC) 1991 (2 September 1990);
- The International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families (MWC) 1990 (1 July 2003);
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment – New York (10 December 1984; ratified 07 September 2000);

4.2 Key National Gender Equality and Women's Empowerment Frameworks, Policies and Laws

The National Gender Policy (2015) is Ghana's main policy for promoting gender equality and women's empowerment. Its goal is to mainstream gender equality and women's empowerment concerns into the national development process in order to improve the social, legal, civic, political, economic and cultural conditions of the people of Ghana, particularly women and men, boys and girls, in an appreciable manner and as required by national and international frameworks. This goal is being pursued through the following 5 broad objectives, which are based on lessons from consultative meetings as well as achievements and challenges faced within the country:

- Accelerate efforts and commitments of government in empowering women (especially women with disability) to have safe and secure livelihood, access to economic opportunities, decent work to improve earnings while addressing disparities in education, socio-economic and cultural issues, health and agriculture, trade and related matters;
- Speed up enforcement and domestication of ratified international treaties, policies and strategies adopted by the Government to tackle violence, discrimination and promote gender equality and women's empowerment nationwide;
- Support the passage and implementation of an Affirmative Action Law, and put in place transformative measures (including leadership development) that will enable women and men participate equally in achieving at least the 40% women representation in politics, on Boards and at all levels of decision making;
- Improve women's economic opportunities including engendering macro-economic and trade policies so that the basic and strategic needs of both men and women are addressed;
- Transform inequitable gender relations in order to improve women's status relative to that of men.

Additionally, as highlighted by the National Gender Policy, there are also other national policies, laws and legislation frameworks which also support gender equality and women's empowerment in Ghana. See table below.

Legal document	Brief description in support of gender
The 1992 Constitution of Ghana (Article 17)	Prohibits discrimination on the basis of gender.
Criminal Code Amendment Act 1998 (Act 554)	Female Genital Mutilation criminalized by an amendment to the Criminal Code Amendment Act 1998 (Act 554) which prohibits female circumcision and further makes enforcement more effective.
The Domestic Violence Act, 2007, Act 732	The establishment of the Domestic Violence Victims Services Unit (DOVVSU) to respond to situations of violence against women
The Human Trafficking Act 2005, (Act 694)	The Human Trafficking Act 2005, (Act 694) and the establishment of the Human Trafficking Management Board
Repeal of section 42(g) of the Criminal Offences Act, 1960, Act 29	Had permitted non-consensual sex within marriage.
The Intestate Succession Law of 1985, amended in 1991,	Aimed at providing a uniform intestate law applicable throughout the country especially when a spouse dies intestate.
The Labour Act 2003, Act 651, section 68	Reiterates the right to equal pay for equal work — without distinction of any kind

4.3 Key National Development Frameworks, Plans and Actions Promoting Gender Equality and Women Empowerment

Apart from the constitutional, legislative and key national legal frameworks for gender equality and women's empowerment noted above, there are other existing national frameworks contributing to gender equality and women's empowerment within the country. These key frameworks and plans are noted below:²⁸

- The National Medium Term Development Plans have all outlined strategies to deal with gender equality and women's empowerment issues. (For example, within the Ghana Poverty Reduction Strategy 1 (2002); Growth and Poverty Reduction Strategy II (2005); GSGDA I (2009 – 2013) GSGDA II (2014 – 2017).
- An Affirmative Action Policy of 1998 calls for a 40% quota of women's representation on all government and public boards, commissions, councils, committees and official bodies, including Cabinet and the Council of State.
- All political parties now have manifestos that include issues of gender and special emphasis on policy aspects for eliminating discrimination and violence against women and girls; rescuing girls from early marriages and motherhood; and engagement of men to enable women actualise their rights.
- The Ministry of Food and Agriculture (MOFA) in 2001 developed a Gender and Agricultural Development Strategy (GADS) to support its gender mainstreaming processes.
- The Ministry of Health in 2009 developed a sector policy on handling gender equality issues in the health care system.
- The Ghana AIDS Commission in February 2013 developed a NATIONAL HIV and AIDS, STI POLICY that has implications for gender equality and women's empowerment.
- National Health Insurance Scheme (NHIS) has been instituted to facilitate the provision of affordable health care for all citizens. Children under 18 years whose parent(s) or guardian(s)

²⁸ Republic of Ghana, Ministry of Gender, Children and Social Protection (2015). National Gender Policy. Available at: http://www.ghana.gov.gh/images/documents/national_gender_policy.pdf

pay their own contributions are exempted from paying any contribution. Available data shows that 18,031,366 persons were registered under the NHIS in 2010. Of these numbers, 64.4% are in the exempt category 14 while 34% are in the active membership category. Exempt categories include; children under 18 years, pregnant women, and persons 70 years and over and indigents (now referred to as extremely poor under the Common Targeting Mechanism).

- The National Adolescent Reproductive Health Policy (2000) has been passed and provides a context for addressing teenage pregnancies, adolescent sexuality, early marriage and infant mortality, maternal mortality, fertility rates, family planning and sex education.
- Introduction of the Free Maternal Healthcare Policy aimed at alleviating high maternal mortality rates.
- National Strategy for Cancer Control in Ghana has been developed and is being implemented with a focus on awareness creation. The implementation so far has highlighted simple lifestyle changes that can reduce cancer in both females and males.
- Implementation of the Education Strategic Plan (ESP) 2010-2020: Strongly focuses on the achievement of equitable access to good quality and gender parity in education; and guarantees improving opportunities for all children (boys and girls) in the first cycle of education at the kindergarten, primary and junior high school levels.

4.4 Institutional Arrangements

As described in the Ghana's Gender Policy document, Ghana has a functioning Department of Gender with regional outfits that work under the Ministry of Gender, Children and Social Protection (MoGCSP). The Department of Gender was called the National Council on Women and Development (NCWD) when it was established after the first United Nations Conference on Women in 1975. After the Beijing Conference in 1995, the NCWD became part of the Office of the President and operated with linkages to relevant Ministries, Departments and Agencies (MDAs). It created the Gender Desk Officers (GDOs) in all the MDAs as a framework of handling issues of women and the role of these positions focused on ensuring that gender concerns were incorporated into sector policies, plans and programmes of MDA's. In 2001, the government established a fully-fledged sector Ministry, the Ministry for Women and Children's Affairs (MOWAC) with a Minister of State having Cabinet status through an executive instrument. The role of the ministry was further expanded in January 2013, when it was renamed the Ministry of Gender, Children and Social Protection where social protection and welfare has been placed within mainstream governmental policy direction together with issue of gender equality and women's empowerment. In summary, the current national machinery of Ghana that oversees gender equality and women's empowerment issues involves the following:

- MoGCSP
- National Advisory Board to the MoGCSP
- Department of Gender
- Department of Children
- Department of Social Welfare
- Department of Social protection
- Human Trafficking Secretariat
- Domestic Violence Secretariat
- Regional Offices of Social Welfare, Children and Gender Departments
- District offices of Department of Social Welfare

- Gender Desk Offices at Metropolitan, Municipal and District Assemblies (MMDAs)

Additionally, Ghana established a national REDD+ Gender Sub-Working Group (GSWG) in 2015 with financial support from the UNDP, through the facilitation of the IUCN Global Gender Office as well as the FCPF and the National REDD+ Secretariat under the existing REDD+ funding to Ghana. Including representatives from government, traditional authorities, local communities, academia, private sector and non-governmental and civil society organizations, the GSWG is tasked with spearheading the gender mainstreaming process, building capacity on gender at the grassroots level, and providing technical support in the review of REDD+ documents and processes to ensure their gender responsiveness. To support this work, the GSWG, at the time of its formation, was also trained on climate change, REDD+ and its status in Ghana, the links between gender, REDD+ and safeguard issues, and the importance of mainstreaming gender considerations into REDD+. ²⁹

5. Gender Issues Around Forests and REDD+

In Ghana, there are gender differentiated use, access and control of forest resources. It is often the case that the men are more likely to go to the deep areas of forest, reserve areas and sacred groves, while women go to the edge of the forest, the productive areas for wild fruits as well as the deep areas, for herbal medicines. Similarly, men are more likely to be involved in extracting timber for commercial purposes and engage in mining, hunting, sand winning and palm wine tapping, wherein women typically gather forest products for fuel, fencing, food for the family, fodder for livestock and raw materials to produce natural medicines, charcoal burning.³⁰ For the most part, forests have been acknowledged to be the domain of the men.³¹

In most parts of Ghana, women do usually have user rights when they obtain benefits such as forest products (fuel wood, charcoal production, fruits of dawadawa and shea nut picking and food wrapping leaves) to support household income in forests that are under communal ownership by communities and traditional authorities.

Presented below are additional inequitable socio-cultural norms, challenges and risks faced by women in Ghana around REDD+ action:³²

- Lack of knowledge of women on forest laws.
- Limited economic empowerment for women to seek justice on land issues in the court.
- Lack of capacity among women to be involved in forest management programmes, partly due to their low levels of education and literacy.
- Small land holdings among women.
- Cultural practices and patriarchal values wherein men often take charge and the women are left out.
- Given the multiple roles women take on, they often do not have enough time to get as involved in forest management programmes as men, and as such may not benefit equally.
- Since women's access to land is low, their participation in forest management programmes is also often minimal.

²⁹ IUCN (2016). "Mainstreaming Gender into Ghana's REDD+ Process: Successes and Challenges of the Journey". June. Available at: <https://portals.iucn.org/library/node/46386>

³⁰ IUCN (2011). "Case Study: Mainstreaming gender considerations into REDD+ processes in Ghana". Available at https://www.iucn.org/sites/dev/files/import/downloads/ghana_case_study.pdf

³¹ Ibid

³² Ibid

Given these gender disparities around socio-cultural norms and legal inequalities and impediments, the dynamics of existing customary and statutory laws on marriage, divorce, inheritance, custody and land tenure have significant implications on access, use and control of resources by women and men and will thereby have an impact on the Project activities, in areas of inclusive participation, rights, equity and benefit sharing.³³ Women's contribution to the forestry sector and their critical role as major stakeholders has been traditionally ignored over the years as well, and this has constrained their ability to reap adequate benefits from the forests, as well as the optimisation of their potential as powerful agents of change in society. The project therefore strongly sets up the basis to foster gender equality and incorporate gender considerations into the project activities.

6. Gender Integration within REDD+ Action in Ghana

Through collaborative efforts between IUCN, Ghana's Forestry Commission and other partners, a Gender and REDD+ Roadmap³⁴ was drafted in 2011. To inform its development, participatory multi-stakeholder workshops were held, which convened national policy makers, women's organizations and gender experts, among others. These workshops focused on building participants' capacity on gender and REDD+ and created a space for dialogue on country-specific gender issues and actions that could support gender-sensitive national REDD+ processes. The Roadmap has served as a guide on gender for other REDD+ processes, including the Environmental and Social Assessment and later the 2015 National REDD+ Strategy. It also aims to give both men and women equal opportunities to access, to participate in, contribute to, and benefit from various REDD+ policies, programs and funds, and hence, contribute to environmental and social sustainability. Its goal is to help to ensure that Ghana's National REDD Strategy development and implementation is gender sensitive and meets international safeguards standards.

The Gender and REDD+ Roadmap affirms that the Government of Ghana is cognisant of the huge contribution of forests to the income/ livelihoods of rural peoples, and the different roles men and women play in the use and management of forest resources. It also recognises that significant gender differences exist with respect to decision-making, participation, ownership, access and control of resources such as land, as well as equity in the sharing of benefits associated with the forest. In response and aligning to REDD+ social and environmental safeguards, the Roadmap calls for measures to minimise and/ or address negative impacts of activities on the disadvantaged/vulnerable groups in society, particularly women. The Roadmap also supports the country's commitment to national and international policy frameworks and agreements that border on gender equality in relation to women's access and control over productive resources.

Listed below are key actions outlined for Phase 1 and Phase 2 within the Gender and REDD+ Roadmap:³⁵

Phase 1:

³³ IUCN (2016). "Mainstreaming Gender into Ghana's REDD+ Process: Successes and Challenges of the Journey". June. Available at: <https://portals.iucn.org/library/node/46386>

³⁴ Available at: https://cmsdata.iucn.org/downloads/ghana_gender_and_redd_road_map_press_copy_final.pdf

³⁵ IUCN (2016). "Mainstreaming Gender into Ghana's REDD+ Process: Successes and Challenges of the Journey". June. Available at: <https://portals.iucn.org/library/node/46386>

- Recognise women as key forest stakeholders and harness the roles of both men and women;
- Establish and support organisations and networks to work on gender and forest related issues;
- Empower and build the capacity of women and men on gender issues;
- Ensure the inclusive and meaningful consultation and effective participation of women in negotiations and in the design and implementation of demonstration activities (pilot projects);
- Support the mainstreaming of gender into policy reforms associated with REDD+;
- Strongly encourage and promote the collection of sex-disaggregated data throughout the REDD process, and the inclusion of gender analyses for the use of, access to, and control of forest resources;
- Foster a partnership with the media for effective information sharing of practices that address women's needs;
- Develop safeguards to ensure women's rights to land and natural resource use; and ensure that subsequent changes proposed by the REDD+ projects comply with international safeguards standards;
- Incorporate grievance mechanisms that establish and support legal protection of the rights of women on an equal basis with those of men.

Phase 2:

- Enable full and effective consultation and participation of women and men in all stages of the REDD+ process;
- Provide women and men with equal access to information regarding all aspects of REDD+;
- Build the capacity of women and men to enable inclusive decision-making and informed consent;
- Involve women in all monitoring, reporting and verification (MRV) and monitoring and evaluation activities, and provide the necessary tools and knowledge needed for women to engage meaningfully;
- Ensure that women have the option to participate in all types of formal and non-formal training and education, in order to increase their technical capacity to engage in MRV activities fully;
- Ensure the equitable distribution of benefits; paying special attention to traditional practices that entrench inequality and could exclude women from participating in all activities and/or having access to or control of resources;
- Design and implement gender-sensitive benefit sharing systems that ensure women are provided with fair and appropriate compensation, incentives, benefits and revenues associated with REDD+ projects;
- Design and implement a gender-responsive monitoring and evaluation system;
- Create opportunities and capacity building for girls and women to be more actively involved in technical aspects of forest management.

In addition to the Roadmap and as part of Ghana's REDD+ readiness process, funded by the Forest Carbon Partnership Fund, a Strategic Environmental and Social Assessment (SESA) of the REDD+ mechanism in Ghana was undertaken in 2014. Together with other relevant documents and results of on-going readiness activities, the findings, objectives and actions of the 2011 Gender and REDD+ Roadmap informed the SESA to utilize a gender approach both in its design and analysis, wherein its framework for REDD+ places special consideration on livelihoods, rights, cultural heritage, gender, vulnerable groups, governance, capacity building and biodiversity.³⁶ Additionally, Ghana's National

³⁶ Ibid

REDD+ Strategy (2015) places gender mainstreaming as one of its four strategic interventions for governance.³⁷

And while progress has been slow in implementing the actions outlined in the Roadmap, there has nevertheless been some positive accomplishments. Funding to implement the Roadmap has not been secured. To illustrate and as noted above, Ghana established a national GSWG in 2015 and a full time Safeguard and Gender specialist was appointed in the REDD+ Secretariat to coordinate all gender efforts including the setting up and management of a sub-working group.

7. Stakeholder Engagement

This gender analysis, undertaken at the onset and design of this project, acts as an entry point for gender mainstreaming throughout design and implementation. The analysis was complimented by stakeholder consultations from 23 to 25 August 2017 in the project regions, to bring more specificity to the recommendations and provide information for the development of the Gender Action Plan. A summary of the results from the consultations are detailed below in the Stakeholder Engagement section (for a larger summary of the stakeholder engagement work, please see Annex VII).

Stakeholder engagement efforts

Consultations with various women, men, youth and women's groups took place from the 23 to 25 August 2017 at selected communities in the project landscape in the northern regions of Ghana. The target population were communities on the fringes of forest reserves and therefore dependent on the forest for daily sustenance.

Corroborations to the findings of this gender assessment described above emerged from the stakeholder consultations as follows;

- In some communities, women are disadvantaged in terms of access and control of resources and ownership such as land;
- At the household level, women often do not own anything (sheep, cattle, etc).
- Need for education and empowerment among women to participate fully in community projects;
- Women are very committed to the community cause and usually enjoy support from the men, which was not the case previously;
- In some communities, women seem confident enough to play lead roles if/when given the opportunity;
- There is some fear that men may take over some aspects of women's traditional role/activities like shea nut picking if it becomes very 'commercialised' and begins to earn good money. Specific efforts to ensure women have training and access to any new technology needs to be introduced by the project;
- Personal health, safety and security concerns during the harvesting of nuts in the forest e.g., carrying shea fruits from forest to community;
- Youth interest is mostly on immediate results and financial returns rather than sacrificing for

³⁷ Ghana's National REDD+ Strategy is available at: <http://bit.ly/2xtnJyj>

the future. Thus, sustained education and awareness raising efforts will be required to achieve attitudinal changes;

- Some elders are willing to support woman to lead and implement initiatives in the CREMA.

8. Recommendations for project design and implementation

The analysis and findings above have been considered throughout the on-going development process of the proposed project and have helped to formulate recommendations and illustrate key entry points for gender action within it as well.

Key entry points and recommendations for gender action within project design and implementation are listed below:

- Build capacity of women and provide them with adequate resources (e.g. technology, financing, know-how, etc.) to compete in the shea value chain;
- Ensure efforts to build capacity of stakeholders and project beneficiaries are gender-responsive and equitably engage women and men (and youth, when applicable);
- Promote women's involvement in CREMA and MTS decision-making bodies and structures;
- Develop specific activities and strategies in the project to include / target women and female-headed households (with defined targets);
- Develop a gender-responsive environmental and social impact assessment (ESIA), in which field-based data-collection and consultations take place in order to conduct a contextualized gender analysis at the local level. In addition, the need for additional gender-sensitive and sex-disaggregated baseline data, including on capacity gaps, time use/saving, gendered roles and responsibilities in communities, violence against women, etc., should also be assessed and any associated issues be mitigated in the ESIA as necessary;
- Devote and allocate adequate funds, resources and expertise for implementing gender-related strategies, monitoring the results of implementation, and holding individuals and institutions accountable for outcomes that promote gender equality;
- Utilize existing gender-focused groups and integrate them into the management structures of the project;
- Advocate and raise awareness on gender and REDD+ among project and government staff involved in the design and implementation of the project;
- Include a Gender Specialist position / provision of advice within the project to implement gender related activities.
- During project implementation conduct qualitative assessments on the gender-specific benefits that can be directly associated to the project.
- Women are key players in the Shea landscape, it is crucial for the project to take steps to also address their specific concerns, integrate their perspectives and ensure they benefit from the project.

It should be noted that these recommendations above are based on preliminary findings of this assessment (based on a desk review). Thus, the findings and recommendations of this gender assessment, including the gender-responsive actions, indicators, etc., noted in the Gender Action Plan in Section 9 below, will need to be re-assessed and revised as necessary during the ESIA process, as

well as will need to be consulted with and validated by state and non-state stakeholders, including those more marginalized, such as women, youth, indigenous, people, etc.

9. Gender Action Plan

Data presented above provides context and an overall baseline assessment on the gender dynamics, inequalities and state-of-play within Ghana, its forest sector and in its efforts on REDD+ action to date. This analysis identified the differences between men and women and has helped to identify gaps and provide a baseline for comparison. Data on gender shall be monitored throughout implementation and evaluation, in order to monitor and evaluate progress on gender equality and women's empowerment within the project.

In this process, quantitative and qualitative gender-sensitive indicators have been developed and sex and age disaggregated data will be collected, with the goal of measuring both the numerical impact and benefits of the project on women, men and youth as well as the changes in women's and men's (and youth, when applicable) perception and livelihoods as a result of the project. Increased income however will be recorded by tracking the prevailing market price in June / July of each year, and the price that the cooperative has sold their shea to the buyers. Increase in income is the difference between these two prices as well any other activity that the cooperative has chosen to undertake as a cooperative. This breadth of indicator usage will help to identify successes in gender mainstreaming as well as areas of improvement, and allow the project to monitor changes and gender impacts in order to have them then feed back into decision-making and planning.

Proposed gender targets to implement recommendations

Given the cross-cutting nature of the recommendations discussed above, gender-responsive activities **will be integrated across the outputs of the proposed project.** Women will be targeted as a key stakeholder group and beneficiary of the project. To help achieve this, the project has established the following 8 targets on gender:

- **Target 1:** Build capacity of women and provide them with adequate resources (e.g. technology, financing, know-how, etc.) to play a key role effectively in the shea value chain
- **Target 2:** Rights to control access, manage, harvest and market forest products and associated benefits within the CREMA and MTS are agreed to by women and men
- **Target 3:** Women and men (and youth, when relevant) are meaningfully engaged in all capacity building and awareness raising activities and decision-making processes
- **Target 4:** Women represent at least 40% representation of any decision-making body, committee, consultation, workshop, etc.
- **Target 5:** Necessary support is provided to build capacities on how to mainstream gender in REDD+ implementation among involved agencies (e.g. FC), REDD+ institutions and structures, and project staff
- **Target 6:** Ghana's Gender Sub-Working Group is integrated into the institutional structure for the project and is on the PSC
- **Target 7:** Adequate budget to implement gender related activities is allocated
- **Target 8:** A gender perspective is integrated into data collection, monitoring and reporting

Utilizing such a cross-cutting and integrated approach on gender will not only help to address the identified gender gaps and barriers, but also help to ensure effective and equitable inclusion of women, men and youth in the project. Through these actions, women will have a representative and equitable voice in decision-making on how forest resources are accessed and used as well as how costs and benefits under CREMAs and MTSs are managed and shared. Women’s empowerment will also be fostered through increasing women producers and cooperatives’ access to new technologies and building their business skills and opportunities within the shea industry. This will enable women to compete effectively and remain in the shea value chain while at the same time also promoting sustainable processing of shea. More information for how the gender targets will be achieved in the project is detailed within the Gender Action Plan below.

Gender Action Plan

A gender and safeguards expert will be hired and actively engaged and involved in the planning, implementation and monitoring of the gender-responsive actions noted in the table below. S/he will be hired for the lifespan of the project and will be part of the Project Management Unit's staff. S/he will be receive specialised training as needed. An additional training workshop will be held with District Assemblies and the Forest Commission staff on gender issues and will enable them to carry out all activities with a gender lens.

As illustrated below, gender responsive activities are integrated into the following activities including into the monitoring system. Within the Gender Action Plan, a "0" is listed in most instances for the baseline for the gender-responsive actions, as their indicators are specific to the project activities themselves, and as they have not started and are not in existence, the baseline data is not yet known and/or exist. The gender budget assigned to each of the activities below reflects the portion of the activity and corresponding budget, which either has gender equality as a significant objective or has gender equality as a principal objective within it. So for example, for Activity 1.1, the overall budget is 1,022,451 USD. However, the portion of the sub-activities and corresponding budget for Activity 1.1, which either has gender equality as a significant objective or has gender equality as a principal objective, is 764,201 USD. Thus, it is this amount which is reflected in the budget column within the Gender Action Plan below.

Objective	Gender-responsive actions	Gender indicators	Responsible Institutions/ Individuals	Budget (USD)	Timeline
Overarching action for project	Train and build capacity of the Project Management Unit (PMU), Forestry Commission (FC) regional and district staff and District staff on how to integrate gender considerations and gender-responsive results into the full project cycle.	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> # of staff who have had their capacity built/awareness raised on gender and REDD+ (disaggregated by sex)</p> <p><u>Target:</u> 70% of staff have their capacity built/awareness raised on gender and REDD+</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> Evidence of changes in perception/understanding of gender and social inclusion among staff</p>	FC, GSA, UNDP, Gender and Safeguards Officer	Budget integrated across budget for activities below	First year of Project

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		<u>Target:</u> 80% of staffed trained demonstrate changes in perception/ understanding of gender and social inclusion (e.g. through use of pre and post workshop surveys, etc.)			
Overarching action for project	Integrate Ghana's REDD+ Gender Sub-Working Group into the institutional structure for the project and allot a seat for them on the project steering committee (PSC)	<u>Baseline:</u> Ghana's REDD+ Gender Sub-Working Group established in 2015 <u>Indicator:</u> Evidence that Ghana's REDD+ Gender Sub-Working Group is integrated into the institutional structure for the project <u>Target:</u> Ghana's REDD+ Gender Sub-Working Group is integrated into the institutional structure for the project <u>Baseline:</u> REDD+ Gender Sub-Working Group established in 2015 <u>Indicator:</u> Evidence that Ghana's REDD+ Gender Sub-Working Group has a seat on the PSC for the lifespan of the project <u>Target:</u> Ghana's REDD+ Gender Sub-Working Group has a seat on the PSC for the lifespan of the project	FC, Global Shea Alliance (GSA), UNDP, Gender and Safeguards Officer	n/a	Ongoing throughout lifespan of project
Objective by Activity in the Funding Proposal	Gender-responsive actions	Gender indicators	Responsible Institutions/ Parties	Budget (USD)	Timeline
Activity 1.1: Communities structured and empowered for savannah forest management.	<ul style="list-style-type: none"> Involve Gender and Safeguards Officer in selection of areas suitable for CREMA and in design of awareness raising campaigns Equitably and meaningfully involve women, men and youth from communities in CREMA consultations- including setting 	<u>Baseline:</u> Gender desk at REDD+ secretariat in existence; Gender and Safeguards Officer not yet hired <u>Indicator:</u> Evidence that the gender desk at REDD+ secretariat and/or Gender and Safeguards Officer involved in CREMA consultations and in design of awareness raising campaigns <u>Target:</u> Gender desk at REDD+ secretariat and/or Gender and Safeguards Officer involved in 80% of	Gender and Safeguards Officer, FC in collaboration with CREMA executive committee (CEC) Community Resource	764,201	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

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	<p>up of CRMC and CEC and in the development and implementation of the Forest Management Plan.</p> <ul style="list-style-type: none"> Design and tailor educational and training packages to address any knowledge gaps and particular needs of women and youth Gender balance sought among CREMA core staff 	<p>CREMA consultations and in design of awareness raising campaigns</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of awareness raising documents that sufficiently integrate gender considerations and address gender gaps</p> <p><u>Target:</u> 100% of awareness raising documents sufficiently integrate gender considerations and address gender gaps</p>	<p>Management Committees, Traditional Authorities, Northern Development Authority, District Assemblies.</p>		
<p>Activity 1.2. Sustainable forest management systems developed and adapted to local conditions</p>	<ul style="list-style-type: none"> Ensure women's and youth's equitable involvement in consultations on forest management plans, resource assessments, map development, forest regeneration techniques, and fire management With assistance from Gender and Safeguards Officer, integrate a gender perspective into management systems and plans Capacity building efforts around management plans equitably involve women and men (and youth, as necessary). 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of participants of CREMA consultations who are women and youth</p> <p><u>Target:</u> 50% of participants of CREMA consultations are women and female youth</p> <p><u>Baseline:</u> Some CREMA sites exist, but some will be developed by the project</p> <p><u>Indicator:</u> % and # of CREMA, CRMC and CEC decision-making body members who are women</p> <p><u>Target:</u> 40% of CREMA, CRMC and CEC decision-making body members are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of meetings and workshops associated with these activities which are designed to account for women's and youth constraints (e.g. location, timing, women's only groups, etc.)</p> <p><u>Target:</u> 100% of meetings and workshops associated with these activities are designed to account for women's and youth constraints</p>	<p>FC, Gender and Safeguards Officer, FORIG, Kwame Nkrumah University of Science and Technology (KNUST)</p>	344,323	<p>Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions</p>

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		<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of participants of consultations/workshops on management plans and other activities, who are women and youth</p> <p><u>Target:</u> 50% participants of consultations on management plans and other activities are women and female youth</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of management systems and plans that integrate a gender perspective</p> <p><u>Target:</u> 100% of management systems and plans integrate a gender perspective</p>			
1.3 Enterprise and value chain development	<ul style="list-style-type: none"> • Ensure women's equitable and meaningful involvement in consultations on cost and benefit sharing plans and forest management funds • Design and tailor any materials for cost and benefit plans to address any knowledge gaps and particular needs of women (e.g. literacy gaps, etc.) and ensure it is in a format understandable and accessible to them. • Women represent an equitable percentage of those trained in forest-based enterprise development • Provide trainings on forest based enterprise development 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of cost and benefit sharing plans that integrate a social inclusion and gender approach</p> <p><u>Target:</u> 100% of cost and benefit sharing plans integrate a social inclusion and gender approach</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % of trainings and workshops associated with this activity which are designed to account for women's constraints (e.g. location, timing, women's only groups, etc.)</p> <p><u>Target:</u> 100% of meetings and workshops associated with this activity are designed to account for women's and youth constraints</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of participants of consultations and trainings for this activity who are women</p>	FSD in collaboration with Business Advisory Centres of the District Assemblies and NGO partners could include RCNC, CARE, A Rocha and others.	919,566	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

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	in a manner to encourage women's active participation (e.g. date, time, location, clarification provided on how topic relevant to their livelihoods etc.).	<p><u>Target:</u> 40% of participations for consultations and trainings for this activity are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women participants involved in consultations and trainings for this activity who felt they could actively participate and had their perspectives taken into account</p> <p><u>Target:</u> 90% of women participants felt the consultations and trainings for this activity at least 'adequately' met and/or achieved these parameters</p>			
Activity 1.4 Forest Restoration through Fire Management in the Northern Savannah Zone	<ul style="list-style-type: none"> Undertake consultations for communications strategy equitably with women, men and youth from communities Develop and design communication messages to ensure accessibility to all community members including those more marginalized (e.g. women, migrant farmers and youth) Build capacity within communities on the benefits of having both women and men employed in fire management Employ women and men equitably in fire management 	<p><u>Baseline:</u> Gender and Safeguards Officer not yet hired</p> <p><u>Indicator:</u> Evidence that the Gender and Safeguards Officer reviewed and his/her guidance was integrated in the communications strategy on fire management</p> <p><u>Target:</u> Gender and Safeguards Officer reviewed and his/her guidance was integrated in the communications strategy on fire management</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> Evidence that communication messages presented in a format (i.e. radio, local language, flyer, word of mouth etc.) understandable, available and accessible to marginalized groups (e.g. women, youth, migrant farmers, etc.)</p> <p><u>Target:</u> 100% communication messages presented in a format (i.e. radio, local language, flyer, word</p>	FD with local partners and communities	0	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

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		<p>of mouth etc.) understandable, available and accessible to marginalized groups (e.g. women, youth, migrant farmers, etc.)</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women and men who attend capacity building workshops on the benefits of having both women and men employed in fire management</p> <p><u>Target:</u> For the capacity building workshops on the benefits of having both women and men employed in fire management, at least 50% of participants are men and at least 40% are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of employees in fire management who are women</p> <p><u>Target:</u> 30% of employees in fire management are women</p>			
Activity 1.5 Enabling and support measures for community management of forests	<ul style="list-style-type: none"> • Women and men equitably participate in consultations on defining legal procedures for control, access, management, harvesting and marketing of the full range of forest products • Undertake consultations on the revision of the legal framework/procedures equitably with women, men and youth from communities • Assess capacity of women and men community members on 	<p><u>Baseline:</u> Gender and Safeguards Officer not yet hired</p> <p><u>Indicator:</u> Evidence that the Gender and Safeguards Officer reviewed and his/her guidance was integrated in the lessons learned on community management report and on consultations on legal procedures</p> <p><u>Target:</u> Gender and Safeguards Officer reviewed and his/her guidance was integrated in the lessons learned on community management report and on consultations on legal procedures</p> <p><u>Baseline:</u> 0</p>	FC, Ministry of Lands and Natural Resources and the Energy Commission; Parliamentarians, the Faculty of Renewable Natural Resources	1,044,530	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

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	<p>legal procedures, identify any gaps in knowledge and address them, so as to promote their active participation in consultations</p> <ul style="list-style-type: none"> • With assistance from the Gender and Safeguards Officer, integrate a social inclusion and gender approach in lessons learned on community management report • Ensure gender balance within the knowledge management (KM) Internet Group 	<p><u>Indicator:</u> Evidence that lessons learned on community management report integrates a gender and social inclusion approach</p> <p><u>Target:</u> Lessons learned on community management report integrates a gender and social inclusion approach</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of participants of legal procedures consultations that were women</p> <p><u>Target:</u> 40% of participants of legal procedures consultations are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women participants involved in consultations for this activity who felt they 1) understood the topics being discussed, 2) could actively participate and 3) had their perspectives taken into account</p> <p><u>Target:</u> 90% of women participants felt the consultations and trainings for this activity at least 'adequately' met and/or achieved these parameters</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of consultations with this activity which are designed to account for women's constraints (e.g. location, timing, women's only groups, etc.)</p> <p><u>Target:</u> 100 % of consultations for this activity are designed to account for women's constraints (e.g. location, timing, women's only groups, etc.)</p>	<p>Management at KNUST for knowledge management and FORIG for applied research.</p>		
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		<u>Baseline:</u> 0 <u>Indicator:</u> % and # of KM Internet Group members who are women <u>Target:</u> 40% of KM Internet Group members are women			
Objective	Gender-responsive actions	Gender indicators	Responsible Institution/ Parties	Budget (USD)	Timeline
Activity 2.1. Restoration and sustainable management of shea parklands	<ul style="list-style-type: none"> • Ensure women's equitable and meaningful involvement in consultations in the communications and extension plan for shea • Develop and design communication messages appropriate for all women and men community members • Target and prioritize farm sites that are farmed, owned and/or managed by women • Engage women's groups for extension efforts and parkland management training • Provide trainings under this activity in a manner to encourage equitable participation of women (e.g. date, time, location, clarification provided on how topic relevant to their livelihoods etc.). 	<u>Baseline:</u> Gender and Safeguards Officer not yet hired <u>Indicator:</u> Evidence that the Gender and Safeguards Officer reviewed and his/her guidance was integrated into communications and extension plan for shea <u>Target:</u> Gender and Safeguards Officer reviewed and his/her guidance was integrated in the communications and extension plan for shea <u>Baseline:</u> 0 <u>Indicator:</u> % and # of participants of consultations for the communications and extension plan for shea who are women <u>Target:</u> 40% participants of consultations for the communications and extension plan are women <u>Baseline:</u> 0 <u>Indicator:</u> % and # of consultations with this activity which are designed to account for women's constraints (e.g. location, timing, women's only groups, etc.) <u>Target:</u> 100% % and # of consultations with this activity are designed to account for women's constraints (e.g. location, timing, women's only groups, etc.)	FSD/FC, MoFA, Global Shea Alliance, Gender and Safeguards Officer	6,799,900	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

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	<ul style="list-style-type: none"> At least 50% of local nurseries created are allocated and run by women's groups 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women recipients who report that the knowledge and support obtained from training and extension services was helpful. Measured 1 year, 2 years and 4 years after they were given</p> <p><u>Target:</u> 90% women participants involved in trainings and extensions services apply approaches 1 year, 2 years and 4 years after services given</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of participants of trainings and extension services who are women</p> <p><u>Target:</u> 50% of participants of trainings and extension services are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of selected farm sites that are farmed, owned and/or managed by women</p> <p><u>Target:</u> 50% of selected farm sites are farmed, owned and/or managed by women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of local nurseries run by women's groups</p> <p><u>Target:</u> 50% of local nurseries run by women's groups</p>			
Activity 2.2. Strengthening value chains for shea processing	<ul style="list-style-type: none"> Build capacity of women's groups and cooperatives on the shea value chain, its intermediaries, end users, etc. 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> # and % women trained who say the value chain trainings helped 1) them to understand the shea market better and 2) their businesses has become more competitive and profitable</p>	GSA (in collaboration with co-financiers, Canadian	524,311	Please consult corresponding Activity in Annex 5 (Timetable) for

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	<ul style="list-style-type: none"> • Introduce new technologies for the processing of shea fruits into kernels and production of fuel briquettes from shea processing waste • Form women's groups and/or cooperatives • Train women on 1) business skills and acumen to manage profitability, cost structures and labour; and 2) modern shea production techniques, equipment maintenance and management, labour optimization, and healthy and safe use of technologies • All trainings designed to encourage women's participation and active involvement 	<p><u>Target:</u> 90% of women trained who say the value chain trainings helped their businesses to become more competitive and profitable</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> # and % of women who use new warehouses to store shea kernels. Measured 1 year, 2 years and 4 years after warehouses provided</p> <p><u>Target:</u> 90% of women who use new warehouses to store shea kernels 4 years after warehouses provided</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> # and % of women using new warehouses who report increased revenues when selling shea nuts</p> <p><u>Target:</u> 90% of women using new warehouses report increased revenues when selling shea nuts</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> # and % of women, who use new technologies, who report they generated increased profits. Measured 1 year, 2 years and 4 years after new technology introduced</p> <p><u>Target:</u> 90% of women, who use new technologies, report they generated increased profits overtime</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> # and size (number of members) of women's groups and/or cooperatives formed. Measured 2 years and 4 years after their formation</p> <p><u>Target:</u> # and size women groups and/or cooperatives steadily increase over the lifespan of the project</p>	<p>project on "Improving Farmers Well-being in Ghana's Tree Crop Industries" MoFA, Cocoa Research Institute of Ghana, Ghana Cocoa Board, IFAD and Ghana Shea Network)</p>		<p>the timeline of these gender-responsive actions</p>
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Activity 2.3: Enhancing enabling environment for climate-smart shea and upscaling of finance and investments	<ul style="list-style-type: none"> Consult with the Gender and Safeguards Officer on the participatory multi-stakeholder engagement processes Include women's groups in all the participatory multi-stakeholder engagement processes around strengthening policy, legal and regulatory frameworks governing the shea sector Women's groups represent at least 15% of participants and/or seats in the multi-stakeholder engagement process Ensure gender balance in participatory multi-stakeholder engagement process (e.g. at least 40%) 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of stakeholders involved in the participatory multi-stakeholder engagement processes who represent women's groups</p> <p><u>Target:</u> Women's groups represent at least 15% of participants and are present in all multi-stakeholder engagement processes</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of participants in the multi-stakeholder engagement process who are women</p> <p><u>Target:</u> 40% of participants in the multi-stakeholder engagement process are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of multi-stakeholder engagement processes with this activity which are designed to account for women's constraints (e.g. location, timing, women's only groups, etc.)</p> <p><u>Target:</u> 100% of multi-stakeholder engagement processes with this activity are designed to account for women's constraints</p>	UNDP, GSA, Ghana Shea Network, A Rocha, Cocoa Board	516,643	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions
Objective	Gender-responsive actions	Gender indicators	Responsible Institution/ Parties	Budget (USD)	Timeline
Activity 3.1: Modified taungya system (MTS) communities structured and contracted with	<ul style="list-style-type: none"> Involve REDD+ Gender and Safeguards Officer in design and implementation of MTS consultations with villages With assistance from the Gender and Safeguards Officer, 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women involved in consultations for this activity who felt they 1) understood the topic being discussed 2) could actively participate and 3) had their perspectives taken into account</p>	FSD/FC, Gender and Safeguards Officer, Taungya Community	468,319	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-

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benefit sharing clearly defined	<p>assess women's capacity on MTS and project components, and conduct any necessary capacity building to facilitate their meaningful involvement and inform their decision-making under this activity</p> <ul style="list-style-type: none"> • Ensure equitable participation of women and men in the development and signing of MTS contracts • Explicitly integrate women's rights, perspectives and needs, including within benefit structures, within MTS contracts 	<p><u>Target:</u> 90% of women participants felt the consultations for this activity at least 'adequately' met and/or achieved these parameters</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women participants in training and consultations for this activity</p> <p><u>Target:</u> 40% of participants in training and consultations for this activity are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women serving on MTS groups</p> <p><u>Target:</u> At least 30% of members of MTS groups are women</p> <p><u>Baseline:</u> Many women are not aware of the existence of various land laws and of the guarantees they can provide them. They also often lack support in the process for claiming their rights</p> <p><u>Indicator:</u> % and # of MTS signed contracts clearly confirming women's rights, obligations and benefits to be received</p> <p><u>Target:</u> 100% of signed contracts clearly confirming women's rights, obligations and benefits to be received</p>	management structures		responsive actions
Activity 3.2 MTS Plantations establishment, maintenance and monitoring	<ul style="list-style-type: none"> • Engage with the Gender and Safeguards Officer in designing and implementing the trainings and consultations for this activity • In the identification of tree 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women from communities who were 1) involved in selection of tree species; 2) participated in training on seed orchard creation and maintenance.</p> <p><u>Target:</u> 40% of community participants in these</p>	FC/ FSD (Regional and District), Private nurseries, KNUST,	0	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-

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	<p>species, consult with both women and men in communities equitably to ensure their buy-in and support</p> <ul style="list-style-type: none"> At least 40% of taungya farmers trained on seed orchard creation and maintenance are women All trainings and consultations designed to encourage women's participation and active involvement 	<p>activities are women</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of trainings and consultations for this activity which are designed to account for women's constraints (e.g. location, timing, women's only groups, etc.) <u>Target:</u> 100% of trainings and consultations for this activity which are designed to account for women's constraints</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of women involved in the trainings and consultations who felt they 1) understood the topic being discussed 2) could actively participate and 3) had their perspectives taken into account <u>Target:</u> 90% of women participants felt the consultations for this activity at least 'adequately' met and/or achieved these parameters</p>	Gender and Safeguards Officer		responsive actions
Activity 3.3: Fire management and control for plantation protection and for the restoration of savanna forests in the reserves	<ul style="list-style-type: none"> In the formation of community fire brigades, encourage the equitable participation of women Engage with the Gender and Safeguards Officer in designing and implementing consultations for this activity In consultations on development of fire management, prevention and control plans, ensure the active participation of both women and men 	<p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of community fire brigade members who are women <u>Target:</u> 30% of the fire brigade members are women</p> <p><u>Baseline:</u> 0 <u>Indicator:</u> % and # of those involved in the development of fire management, prevention and control plans who are women <u>Target:</u> At least 40% of those those involved development of fire management, prevention and control plans are women</p>	CRMC, CEC, taungya farmers, community fire brigades, FC regional and district staff. KNUST for knowledge management	128,500	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

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		<u>Baseline:</u> 0 <u>Indicator:</u> % and # of women in consultations who felt they 1) understood the topic being discussed 2) could actively participate and 3) had their perspectives taken into account <u>Target:</u> 90% of women participants felt the consultations for this activity at least ‘adequately’ met and/or achieved these parameters			
Objective	Gender-responsive actions	Gender indicators	Responsible Institution/ Parties	Budget (USD)	Timeline
Activity 4.1: Addressing and respecting safeguards	<ul style="list-style-type: none"> Engage with the Gender and Safeguards Officer in designing and implementing consultations for this activity With assistance from the Gender and Safeguards Officer, assess women’s and youth’s capacity on safeguards themes, and conduct any necessary capacity building to facilitate their meaningful involvement and inform their decision-making under this activity Integrate a gender perspective into the Environmental and Social Impact Assessment (ESIA) Ensure findings from this gender analysis and its corresponding recommendations, including this gender action plan, are integrated into the ESIA 	<u>Baseline:</u> Gender and Safeguards Officer not yet hired and REDD+ Gender Sub-Working Group established in 2015 <u>Indicator:</u> Evidence that the Gender and Safeguards Officer and REDD+ Gender Sub-Working Group were involved and their input taken into account in design and implementation of consultations for this activity as well as drafting of the ESIA and indicators <u>Target:</u> Gender and Safeguards Officer and REDD+ Gender Sub-Working Group were involved and their input taken into account in design and implementation of consultations for this activity as well as drafting of the ESIA and indicators <u>Baseline:</u> 0 <u>Indicator:</u> % and # of women and youth who participated in consultations on the ESIA <u>Target:</u> 50% of participants in ESIA consultations are women and female youth	FC, Gender and Safeguards Officer	725,365	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

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	<ul style="list-style-type: none"> Integrate a gender perspective into indicators for project interventions and risk mitigation measures 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women and female youth in consultations who felt they 1) understood the topic being discussed 2) could actively participate and 3) had their perspectives taken into account</p> <p><u>Target:</u> 90% of women and female youth participants felt the consultations for this activity at least ‘adequately’ met and/or achieved these parameters</p> <p><u>Baseline:</u> ESIA not yet completed</p> <p><u>Indicator:</u> Evidence that a gender perspective is fully integrated into the ESIA</p> <p><u>Target:</u> A gender perspective is fully integrated into the ESIA</p> <p><u>Baseline:</u> Project-level gender assessment and action plan (GAAP) undertaken</p> <p><u>Indicator:</u> % of findings and recommendations from this GAAP that were integrated into ESIA</p> <p><u>Target:</u> 80% of findings and recommendations from this gender assessment and action plan (GAAP) are integrated into ESIA</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of indicators developed for project interventions and risk mitigation measures that include gender elements</p> <p><u>Target:</u> All indicators involving the collection of data on people are disaggregated by sex and age group, and at least 40% of indicators have specific gender elements to them (this includes indicators disaggregated by sex/age and gender-specific and gender-sensitive indicators, etc.)</p>			
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Activity 4.2: Monitoring, reporting and verification of greenhouse gas emission reduction targets	<ul style="list-style-type: none"> Build capacity on developing detailed monitoring protocols to assess the impacts of target interventions equitably among women and men within the FC 	<p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of FC staff who are women that have their capacity built to develop monitoring protocols to assess the impacts of target interventions</p> <p><u>Target:</u> 30% of FC staff, who have their capacity built to develop monitoring protocols to assess the impacts of target interventions, are women</p>	FC, Gender and Safeguards Officer	0	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions
Activity 4.3: Project monitoring and evaluation	<ul style="list-style-type: none"> Engage with the Gender and Safeguards Officer in designing and implementing consultations with communities for this activity Integrate a gender perspective into data collection approaches with communities Equitably involve women and men from communities in data collection exercises Integrate a gender perspective fully into mid-term and terminal evaluations 	<p><u>Baseline:</u> Gender and Safeguards Officer not yet hired</p> <p><u>Indicator:</u> Evidence that the Gender and Safeguards Officer was involved and his/her input taken into account in designing and implementing consultations with communities for this activity</p> <p><u>Target:</u> Gender and Safeguards Officer was involved and his/her input taken into account in designing and implementing consultations with communities for this activity</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women involved in data collection at the community level</p> <p><u>Target:</u> 40% of community members involved in data collection are women</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> % and # of women involved in data collection who felt they 1) understood the task 2) could actively participate and undertake the task and 3) had their perspectives taken into account</p> <p><u>Target:</u> 90% of women felt the data collection</p>	FC with GSA, UNDP, Gender and Safeguards Officer, CRMC, CEC, Taungya community management structures, NGOs and women's groups, GIS and monitoring experts	1,037,688	Please consult corresponding Activity in Annex 5 (Timetable) for the timeline of these gender-responsive actions

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		<p>exercises for this activity at least ‘adequately’ met and/or achieved these parameters</p> <p><u>Baseline:</u> 0</p> <p><u>Indicator:</u> Evidence that a gender perspective was fully integrated into mid-term and terminal evaluations</p> <p><u>Target:</u> A gender perspective fully integrated into mid-term and terminal evaluations</p>			
TOTAL (USD)					13,273,339