

# ***GENDER ACTION PLAN***

*Version 4 (July 2022)*

Supporting a Funding Proposal to the Green Climate Fund

Project Title:

*Scaling up the implementation of the Lao PDR Emission Reductions Programme through improved governance and sustainable forest landscape management (Project 2).*

*Commissioned by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH*

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## 1. Background and Introduction

This **Gender Action Plan (GAP)** is for the Green Climate Fund (GCF) project *“Scaling up the implementation of the Lao PDR Emission Reductions Programme through improved governance and sustainable forest land management” (Project 2)*. It forms the basis for operationalizing the results and recommendations of the gender analysis. It contains specific gender elements to be considered in the project design and during the implementation of project activities. It helps the GCF project to advance gender equality through climate change mitigation and adaptation actions; and minimize social, gender-related and climate-related risks in all its actions. Moreover, it helps to monitor implementation of these measures and activities. Hence, the GAP ensures effective gender mainstreaming and integration of a consistent gender-perspective into the GCF project in order to maximize climate and development co-benefits. The aim is to promote opportunities, create an enabling environment for drivers of change and positive gender dynamics as well as to manage and mitigate potential adverse risks over the duration of the project. The GAP ensures that the project is compliant with GCF’s “Updated Gender Policy and Gender Action Plan 2020-2023” (GCF/B.24/15). The GCF’s guidelines from the “Revised Policy on the Prevention and Protection from Sexual Exploitation, Sexual Abuse, and Sexual Harassment” (GCF/BM2021/06) is also included in the project through the ESMP.

The GAP is closely aligned with the component<sup>1</sup> and outputs of the log-frame and planned activities outlined in the GCF Funding Proposal, where gender considerations are mainstreamed into all activities. It complements the Gender Assessment (FP Annex 8a), Environmental and Social Impact Assessment (ESIA, FP Annex 6a), Environmental and Social Management Plan (ESMP, FP Annex 6b), and Ethnic Group Development Plan (FP Annex 6d) that already contains gender-related aspects. In addition to the specific activities and measures of the GAP, the GCF project will not only follow the above mentioned GCF gender related policies, but also systematically apply some general measures in accordance with the GIZ Gender Strategy as well. In line with GCF, this gender action plan aims to enhance gender equality within the project’s governing structure and day-to-day operations and it aims to promote the goals of gender equality and women’s empowerment through its decisions on the allocation of funds, operations and overall impact of its activities. The overall objective is to contribute reducing the gender gap of climate change-exacerbated social, economic and environmental vulnerabilities and exclusions through GCF climate investments that mainstream gender equality issues.

Gender equality is promoted by the Government of Lao PDR (GoL) and it has periodically formulated five-year strategies to advance women and promote gender equality such as the five-year Action Plan (2020-2025) and the National Strategy for Gender Equality (2016–2025) aligned with the recent 8th National Socio-Economic Development Plan as well as with Sustainable Development Goal (SDG) 5: Achieve gender equality and empower all women and girls. Lao PDR also has good legal frameworks to protect women and children from abuse and harassment and it is a party to the ASEAN Declaration on the Elimination of Violence Against Women and Children (VAWC) (1981), and has adopted the Convention on the Rights of the Child (1989). Similarly, the GCF project will not tolerate any form of Sexual Exploitation, Sexual Abuse, or Sexual Harassment (SEAH) and measure to address this has also been incorporated in this GAP to ensure that all appropriate measures to prevent, mitigate, investigate, and remedy SEAH in relation to acts perpetrated by project-related individuals in project-related activities. The ESMP has included measures to protect actual or suspected survivors and ensure their anonymity, physical safety and removal from proximity to suspected perpetrators through GRM and pathway referrals.

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<sup>1</sup> Note: Project 1 used the term ‘outputs’ instead of components. In order to ensure alignment with the GCF Integrated Results Management Framework and new Funding Proposal Template, the term ‘component’ is applied under Project 2. Outputs under GCF’s IRMF are “Changes delivered as a result of project/programme activities that contribute to the achievement of outcomes.” – GCF. 2022. [Guidance Note to support the completion of the IRMF elements of the revised funding proposal template for PAP and SAP, p. ii.](#)

This GAP also commits to GIZ gender policy guidelines that include, but are not limited to the following:

- A gender inclusive and gender-sensitive language is used in reports, training materials and publications.
- In the project team(s), competencies on gender and gender-sensitive forest management will be considered during the hiring process and further developed by means of training.
- The GAP will be executed by the different entities involved in the project management, including all concerned Government line agencies and development partners and led by the respective project's Safeguards Team.

## 2. Gender Action Plan

The GAP, presented in the following Table, has been developed for the implementation of Project 2. It builds upon the GAP developed for Project 1, and has been revised and adjusted to reflect the design changes under Project 2 and lessons learned from Project 1 (see also the Gender Assessment in Annex 8a for more information on the lessons learned and other findings from the gender assessment. The gender assessment and GAP have been developed through expert interviews with actors involved in Project 1, stakeholder consultations at the national, provincial, district and village level, and through the assessment of literature and key documents.

### 3. Gender Action Plan and Indicators table

The following table comprises the Gender Action Plan for Project 2. As this Project builds on progress made under Project 1, the baseline percentage are often based on the outcomes of project 1 activities, which reflect some progress achieved under Project 1 (conducted and as reported in the Annual Progress Reports – provided in FP Annex 18).

ID	Project Activity	Measures to strengthen gender equality within Project 2	Indicators	Baseline	Targets, including sex-disaggregated targets	Timeline	Responsibilities	Budget (EUR)
1	All (Core Indicator 2)	Gender-responsive M&E system from project 1 to be extended to cover project 2 to track the number of female and male beneficiaries, and ensure gender-responsive project management.	Number of <u>direct and indirect beneficiaries reached</u>	Project 1 target:  120,000 persons from project 1 (60,000 male, 60,000 female) will be continued to be supported by Project 2 390,391 indirect beneficiaries (195,196 men, 195,195 women) under project 1	273,700 direct beneficiaries (136,850 men, 136,850 women)  723,382 indirect beneficiaries (361,691 men, 361,691 women)	Y:1-4	Project M&E Team	Included within the budget of the M&E System
2	Cross-cutting (Co-benefit 1)	Mid-term and final household surveys will be conducted to collect gender disaggregated data. <sup>2</sup>	Percentage (%) of female direct beneficiaries who confirm improved food security	-	70% by End of Project  50% by Mid Term	Y: 1-4	Project M&E Team	Included within the budget of the Household Survey

<sup>2</sup> It will include general monitoring data collection as well as specific safeguards, gender equality and social inclusion topics, and progress on co-benefits (e.g. food security)

<i>ID</i>	<i>Project Activity</i>	<i>Measures to strengthen gender equality within Project 2</i>	<i>Indicators</i>	<i>Baseline</i>	<i>Targets, including sex-disaggregated targets</i>	<i>Timeline</i>	<i>Responsibilities</i>	<i>Budget (EUR)</i>
3	All (cross-cutting)	Implement training for all concerned Provincial and District LWU, P/DAFO, P/DOFI (Forest Inspection) on gender and social inclusion in climate-resilient and deforestation agriculture and forest management  See also Measure 9.	Technical staff from District Agriculture and Forestry Office (DAFO), (Department of Forest Inspection) DOFI, and (District Lao Women's Union (DLWU) have been trained in "Climate-resilient and deforestation-free sustainable land management and Gender"	Technical staff from DAFO, DOFI, and LWU have received no trainings (or, in rare cases, limited training) in gender issues pertaining to Climate-resilient and deforestation-free sustainable land management	"Climate-resilient and deforestation-free sustainable land management and Gender" workshops held for DAFO, DOFI, and LWU staff – each in a different province, each with approximately 16 participants (including at least 4 female participants)  Provide feedback from the participants in these trainings and workshops	Y: 1	GIZ/CSO Training provider to conduct training  Project gender specialist to review all training modules.	9,000
4	All (cross-cutting)	Engage Lao Women's Union throughout project implementation to effectively build on existing gender structures and networks.  Engage LWU and village representatives for the selection of location and timing of meetings to maximize the participation of women.  Engage LWU for facilitation support throughout project	Planning of community meetings and other village-based activities is done by reaching out to the Village's Lao Women Union's representative on suitable dates and timings.  Invite LWU to all key project consultations.	0	100% of the time <sup>3</sup>	Y_1-4	Lao Women's Union, DAFO, other implementors, Safeguards' Team	Included within the budget of Activity 1.2.3

<sup>3</sup> Note: It is out of the projects control if the LWU representative is available. The project team will call and attempt to coordinate in every village.

<i>ID</i>	<i>Project Activity</i>	<i>Measures to strengthen gender equality within Project 2</i>	<i>Indicators</i>	<i>Baseline</i>	<i>Targets, including sex-disaggregated targets</i>	<i>Timeline</i>	<i>Responsibilities</i>	<i>Budget (EUR)</i>
		<p>implementation by LWU to ensure that women feel safe to express their views and options (e.g. during FPIC and PLUP meetings)</p> <p>Maintain communication with these representatives throughout implementation to ensure the project adequately supports women to overcome time constraints.</p>						
5	All (cross-cutting)	<p>Introduce quotas for the participation of women in relevant project activities.</p> <p>Ensure that interpreters for local languages are present if needed to ensure accessibility for women of non Lao-Thai ethnic groups.</p>	Percent (%) female participants in community meetings	Participation rates of women in community meetings are often below 40%	40% participation of women in community meetings	Y: 1-4	DAFO	Included within the budget of Activity 1.2.3
6	All (cross-cutting)	See previous measures 1-5.	Percent of respondents that state they felt actively included in REDD+ activities in all project-related village meetings	Baseline survey to be conducted during year 1	50% of women in target communities state that they felt actively included in REDD+ related village meetings	Y: 1, 4	Department of Forestry (DoF) / (Ministry of Agriculture and Forestry (MAF) &	8,000

<i>ID</i>	<i>Project Activity</i>	<i>Measures to strengthen gender equality within Project 2</i>	<i>Indicators</i>	<i>Baseline</i>	<i>Targets, including sex-disaggregated targets</i>	<i>Timeline</i>	<i>Responsibilities</i>	<i>Budget (EUR)</i>
							REDD+ Desk & GIZ	
7	All (cross-cutting)	Mainstreaming of gender equality and social inclusion within new or revised guidelines developed within the project.	New or revised guidelines developed under the project to mainstream climate change adaptation consider gender as a crucial factor in land use planning, deforestation free value chains, forest protection, monitoring, equal user rights, and benefit sharing, as well as resource management	Guidelines do not consider gender as an explicit factor in land use planning, deforestation free value chains, forest protection, user-rights, and benefit sharing	Development of New/revised guidelines as well as their dissemination explicitly consider gender	Y: 1-4	DoF/MAF, REDD+ Desk	Included within the budget of Activities 1.2.3(revision by program safeguard, gender and M&E specialist)
8	All (cross-cutting)	Dissemination of best practices and lessons learned for gender equality and social inclusion (from project 1 to project 2, and from the overarching programme to the broader development community and Lao institutions and villages)	Disseminate best practices and lessons learned	-	Lessons learnt have been identified and are integrated in trainings, and knowledge sharing events.	Y: 3	GIZ technical advisors	Included within the budget of Activities
9	All (cross-cutting)	Gender expert to review all training modules (materials, coursework,	Gender expert reviews all training modules (materials, coursework,	-	All training modules developed by the program are reviewed by the	Y: 2	MAF and the program's safeguard,	11,200



ID	Project Activity	Measures to strengthen gender equality within Project 2	Indicators	Baseline	Targets, including sex-disaggregated targets	Timeline	Responsibilities	Budget (EUR)
		etc.) in order to ensure they are gender-responsive and adequately reflect gender equality and social inclusion.	etc.) to ensure mainstreaming of GESI		program's gender specialist prior to implementation		gender, and M&E specialist	
10	All (cross-cutting)	Train all field staff on gender equality and social inclusion within local outreach and extension, to enable them to adequately integrate gender-differentiated needs and priorities when planning and implementing project activities	Field staff/ extension workers are trained on GESI, best practices and revised guidelines. Project staff and partners trained on GbV and SEAH.	-	100% of project extension and field trained.	Y:1-4		Included within project budget
11	All (cross-cutting)	Indicators from the gap will be fully integrated into the overarching project M&E system and reporting by the safeguard and M&E project staff.	The indicators of the GAP are fully integrated into the M&E system and project reporting and are reviewed regularly	Indicators from Project 1 GAP are fully integrated in Project 1. Adjustments from Project 2 are not included.	Project 2 M&E system fully integrates indicators from the GAP.  Annual reports, mid-term reports, and final reports all contain a chapter on gender.	Y: 1-4	MAF, REDD+ Fund Management	Included within the project budget
12	All (cross-cutting)	Awareness raising campaigns supported by the project will include awareness raising on gender equality and social inclusion (GESI).	All major communication materials and awareness raising campaigns are reviewed and approved by the program's safeguard, gender, and	-	100% of all major communication materials and awareness raising campaigns are reviewed and approved by the	Y:1-4	REDD+ Fund Management, supported by implementing partners	12,000

<i>ID</i>	<i>Project Activity</i>	<i>Measures to strengthen gender equality within Project 2</i>	<i>Indicators</i>	<i>Baseline</i>	<i>Targets, including sex-disaggregated targets</i>	<i>Timeline</i>	<i>Responsibilities</i>	<i>Budget (EUR)</i>
			M&E specialist to ensure mainstreaming of GESI		program's safeguard, gender, and M&E specialist			
13	All (cross-cutting)	Actively involve senior and technical staff to foster a government culture where gender is increasingly mainstreamed	Gender sensitivity and women's interest are guaranteed to be mainstreamed into the project.	The Lao Women's Union is part of the Project Steering Committee for Project 1 and joins 87% of key village level activities in Project 1.	The Lao Women's Union is part of the Project Steering Committee and joins at least 80% of key village level activities.	Y: 1-4	NPMU, PPMU, Lao Women's Union	Included within the budget of Activity 1.2.3
14	Activity 1.2.1	Engage women in trainings and activities related to the Provincial Deforestation Monitoring System and law enforcement. This includes gender-responsive mechanisms for community monitoring.	Monitoring of percentage of women implementing action related to PDMS	Baseline survey to be conducted during year 1.	Ongoing monitoring of women involvement in activity implementation in all major work areas of the project is assured and reported on.	Y: 1-4	MAF / DoF	5,166
15	Activity 1.2.2	See measures 1-13  Train PLUP teams on GESI and guidelines that enable PLUP to reflect the differentiated contexts, needs and priorities of men and women from diverse ethnic groups within villages.	Percent (%) female participants in initial "PLUP" consultation meeting.	Participation rates of women in community meetings are often below 40%	40% participation of women in "PLUP" consultation meeting.	Y: 1-2	DAFO, Safeguards' Team	Included within the budget of PLUP Activities (Activity 1.2.2)

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16	Activity 1.2.3	Develop SEAH code of conduct, and ensure GRM has a SEAH procedure. Train all project staff and partners on the Code of Conduct, GRM and Coordination Mechanism and Referral Services.	Develop and provide training on Gender Based Violence-Sexual Exploitation Abuse and Harassment (Gender/GBV-SEAH): (i) develop Code of Conducts (CoC); (ii) Monitoring / Records / GRM (including a SEAH procedure for the GRM); (iii) Coordination Mechanism / Referral Services	No project-level code of conduct.	4 training courses related to GBV/SEH/VAWC delivered by the project to its own staff. (1 course in Vientiane Capital and 1 in each target Province) 100 % of project staff signed CoC.	Y: 1-4	Safeguards' Team	Included within the budget of other trainings/workshops
17	Activity 1.2.2 and 1.2.3	Provide women with access to information to become aware of their legal rights under national and international laws in the context of capacity building activities.  See measures 1-5	Percent (%) female participants in "FPIC1" meeting, prior to obtention of consent.	44%	40% participation of women in "FPIC1" meetings	Y-1	Lao Women's Union, Lao Front for National Development, Safeguards Team	Included within the budget of Action 1.2.3
18	Activity 1.2.2 and 1.2.3	See measures 1-15, 16  LWU will support consultation processes to help strengthen gender equality in	Percent (%) of female participants in FPIC1 implementation trainings	44%	At least 40% of the participants to trainings are female.	Y: 1	Lao Women's Union, Lao Front for National Development, Safeguards	Included within the budget of Action 1.2.3

ID	Project Activity	Measures to strengthen gender equality within Project 2	Indicators	Baseline	Targets, including sex-disaggregated targets	Timeline	Responsibilities	Budget (EUR)
		program implementation, and ensure the differentiated needs, land use, and priorities of women and men are reflected in PLUP, VFAG, PSAP, ViFoCA and VFM.					Team	
19			Percent (%) of female participants in FPIC2+3 implementation trainings at province level	42%	At least 40% of the participants to trainings are female.	Y: 1-2	Lao Women's Union, Lao Front for National Development, Safeguards Team	Included within the budget of Action 1.2.3
20			Percent (%) of female participants in FPIC2+3 implementation trainings at district level	37%	At least 40% of the participants to trainings are female.	Y: 1-2	Lao Women's Union, Lao Front for National Development, Safeguards Team	Included within the budget of Action 1.2.3
21	Activity 2.1.1	See measures 1-15, 16, 18-20,  Set quotas and hold targeted training opportunities (e.g., business capacities, financial literacy) and.  Introduce quotas for the participation of women in PSAP investment plan elaboration, and implementation (including ensuring they access extension	Beneficiaries (female/male) adopting improved and/or new climate-resilient livelihood options	Project 1 target:  53,720 persons from project 1 (26,860 men, 26,860 women)  Project 2: 0	75,604 beneficiaries (37,802 men, 37,802 women) adopting more climate resilient livelihood options <sup>4</sup>	Y:1-4	DAFO, M&E Team	Included within the budget of 2.1.1
22	Activity 2.1.1		Percent (%) female participants in initial "PSAP" awareness meeting.	Participation rates of women in community meetings are often below 40%	40% participation of women in "PSAP" awareness meeting.	Y: 1-4	DAFO, Safeguards' Team	Included within the budget of PSAP Activities

<sup>4</sup> For more detailed information on the assumptions, refer to FP Chapter E.3.

ID	Project Activity	Measures to strengthen gender equality within Project 2	Indicators	Baseline	Targets, including sex-disaggregated targets	Timeline	Responsibilities	Budget (EUR)
23	Activity 2.1.1	support).	Percent (%) of women-led households joining PSAP agricultural extension activities and receiving support.	Women-led households” represent in average 3% of northern rural agricultural households ( <i>latest data available: WB/ADB Country Gender Assessment, 2012</i> ). <i>Note: women-led households are households which do not have a male head (e.g. husband died or left the family/household)</i>	At least 7% of the households joining PSAP agricultural extension activities and receiving support are women-led.	Y: 1-4	DAFO, Safeguards’ Team	Included within the budget of PSAP Activities
24	Activity 2.1.1		Percentage (%) of PSAP training participants that are women	Participation rates of women in community meetings and activities are often below 40%	At least 40%	Y: 1-4	DAFO, Safeguards’ Team	Included within the budget of PSAP Activities
25	Activity 2.1.2	Introduce quotas for the participation of women in VFAG set up and committees.	Percent (%) female participants in VFAG set-up and related community gathering  Percent (%) female VFAG committee members	40%	40% participation of women in “VFAG set-up and related community gathering”.  At least 30% VFAG committee members. <sup>5</sup>	Y_1-4	Lao Women’s Union, other implementors, Safeguards’ Team	Included within VFAG budget

<sup>5</sup> As per the VFAG guideline.

<i>ID</i>	<i>Project Activity</i>	<i>Measures to strengthen gender equality within Project 2</i>	<i>Indicators</i>	<i>Baseline</i>	<i>Targets, including sex-disaggregated targets</i>	<i>Timeline</i>	<i>Responsibilities</i>	<i>Budget (EUR)</i>
26	Activity 2.2.1	Integrate of gender aspects within the agri-MSME screening processes and monitoring to ensure accessibility of funds to women-led agri-MSMEs.	Gender aspect is considered within the agri-MSME screening processes and monitoring	-	Gender consideration is explicitly integrated in the business partner screening, and targets are established to support women-owned or -led agri-MSMEs	Y: 1-2	Responsible consultant to support agri-MSMEs; Safeguards' Team	Included within the budget agri-MSME activities
27	Activity 2.2.1	Hold targeted training opportunities for women(e.g., business capacities, financial literacy, business plan development, extension services).	Percent of women-owned agri-MSMEs supported by the project	0 – Agri-MSME support not started	At least 30% or more of the agri-MSMEs supported are women-led.	Y 1-4	DAFO, Safeguards' Team	Included in budget for value-chain development
28	Activity 2.2.1	Introduce quotas for the participation of women-led agri-MSMEs in relevant project activities.	Business skill development activities target female entrepreneurship	No training conducted	30% of participants are female	Y_1-4	Lao Women's Union, other implementors, Safeguards' Team	Included within business skills activities budget

ID	Project Activity	Measures to strengthen gender equality within Project 2	Indicators	Baseline	Targets, including sex-disaggregated targets	Timeline	Responsibilities	Budget (EUR)
29	Activity 3.1.1	Forestry advisors, in cooperation with gender experts will revise guidelines to ensure VFMs are designed in a gender-responsive manner, considering the differentiated priorities and needs of women (facilitated by gender-sensitive guidelines, and staff trained on gender equality and social inclusion).	Guidelines for the creation of local village forest management committees are gender-responsive and set standards of requirements accessible for women, and the poor, and a quota for female representation within committees	0 – No gender requirements associated with the establishment or operation of village forest management committees	Village forest management committee guidelines (developed under Project 1) will be followed, which set standards of accessibility for women, with a quota of at least 30% female committee members	Y: 2	GIZ Forestry Advisors	2,000
30		Ensure VFM committees have women holding a permanent role through setting quotas, training men and women on VFM committee formation, related management and administrative skills, as well as safeguards (e.g. SEAH), and regularly monitoring VFMs.	Percentage (%) of Forest Management Committees that consist of at least 30% women	0	village forest management committees supported by or engaging with the sub-project consist of at least 30% women	Y: 4		Included within the budget of Activity 1.2.3
31	Activity 3.1.1	See measures 1-15. The project will raise awareness and promote gender sensitization to encourage the redistribution of	Percentage (%) of the recipients of Cash For Work for Village Forest Management activities who are women"	0	at least 40%	Y_ 1-4	Lao Women's Union, other implementors, Safeguards' Team	Included within VFAG budget

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		domestic tasks, set a quota target to ensure t cash-for-work is accessible to and benefits women, and ensure regular monitoring of the quota/ indicator.						
32	Activity 3.1.1 & 3.2.1	Promote community-based women-led patrolling groups and support their creation with capacity development and awareness raising.	Assessments to confirm the interest in having women-led village patrolling groups in the target area conducted	0 – no analysis of the potential for women-led village patrolling groups in the target areas	Short assessments conducted.	Y: 2	DOFI, supported by REDD+ Desk and GIZ	2,000
33			Percentage of women-led village patrolling groups: - identified, - and trained	In Project 1, women-led patrolling groups were often led by women (25 out of 33 villages)	At least 30% of patrolling teams are led by women	Y: 3		2,000