

Building climate resilience in the landscapes of Kigoma
Region, Tanzania

Annex 8

Gender Assessment and Gender Action Plan

Gender Assessment and Action Plan

Contents

1. Introduction	3
1.1. The context: gender issues in Tanzania	3
1.1.1. Kigoma region	4
1.2. Legal and administrative framework for women and gender equality	5
1.3. Gender issues in land, agriculture and forestry	6
1.3.1. Gender and land access	6
1.3.2. Gender and agricultural activities	7
1.3.3. Gender and forestry	8
1.3.4. Access to finance, information and decision-making	9
1.3.5. Risks of Sexual and Gender-based Violence	11
1.4. Gender considerations in the project design	15
1.4.1. Approach and problem analysis	15
1.4.2. Gender mainstreaming in the project design	16
1.4.3. Project expected benefits promoting gender equality	17
2. Gender Action Plan	19

1. Introduction

1.1. The context: gender issues in Tanzania

Gender inequality is a salient issue in Tanzania. Over the last decades, the government has enacted and promoted a series of legislation and policies aimed at achieving gender equality. These policies have focused on greater representation of women in government and business, the importance of gender equality to the country's development and land rights for women. However, implementation has been challenging, due in large part to cultural norms and the application of customary law.

There is significant discrepancy in the economic roles of men and women. Although the overall labour force participation rate (including the informal sector) of women in Tanzania is 88.7%, only 29% of women participate in the formal economy. Gender segregation is ubiquitous, with women accounting for the majority of the workforce in the agriculture (52%) and the trading sector (55%) whilst being in the minority in the manufacturing, construction, transport and finance sectors. Important gender differences persist in the remuneration of workers, whereby only 4% of employed women in Tanzania are in paid jobs in either the formal or informal sector and women on average earn 35% less than their male counterparts.

Women are also participating in low productivity sectors, specifically women account for the majority of the agricultural workforce, with approximately 90% of women living in rural areas participating in the sector. However, returns in the agriculture sector have declined over time, with the real growth rate of the sector declining from 7.5% in 2008 to 3.4% in 2013. Low productivity in the sector is largely a consequence of inadequate investment and lack of access to farm inputs, extension services, credit, modern technology application, trade and marketing support. Heavy dependency on rain-fed agriculture and unsustainable use of natural resources also play a role in reducing productivity¹.

Presently in Tanzania, women are responsible for the majority of domestic work. Men have traditional expectations of women's role in household chores. Women who have jobs outside of the home are still expected to take responsibility of domestic work. This gendered division of labour begins early, with young girls, even those in school, being expected to shoulder their share of household chores. The same is not expected of their brothers.² Women in Tanzania spend 28.8% of their time on unpaid care work whereas men spend 9% of their time on such work.³

¹ Hali ya Uchumi wa Taifa katika Mwaka 2014; Bank of Tanzania Annual Report 2013/14

² Fienstein et. al, "Gender Inequality in the Division of Household Labour in Tanzania," *African Sociological Review*, Vol. 14, No. 2, 2010. Available at: <https://www.ajol.info/index.php/asr/article/viewFile/70239/58428>

³ UN Joint Programme for Kigoma

Gender Assessment and Action Plan

25% of Tanzanian households are headed by women, approximately half of whom have been widowed. In rural areas, 24% of all households are female-headed versus 27% in urban areas.⁴ Female headed households (FHHs) have a larger number of dependents than male headed households (MHHs) with an average of 1.6 dependents in rural areas as compared to 1.3 for MHHs.⁵ The wellbeing of a household is linked with the education level of its head; higher levels of education correlate with better wellbeing conditions. This is critical for rural women, 49% of whom have no educational attainment at all, as compared to 40% of rural men.⁶ Because FHHs in Tanzania typically have lower levels of education than MHHs, FHHs have poorer wellbeing conditions. This pattern continues for members of FHHs, who have, on average, fewer years of education than members of MHHs.⁷

Women in Tanzania face additional prejudice and, in some cases, violence. According to UN Women, discrimination, abuse and Violence Against Women and Girls (VAWG) is rife in Tanzania, owing to “patriarchal and traditional norms.” Two out of 15 women between the ages of 15 to 49 have experienced physical violence and one out of ten women of the same age range has experienced rape.

In terms of needs, women farmers require increased access to capital and educational resources to increase their adaptive capacity. Land tenure is also a critical limitation on women’s ability to become climate resilient.

1.1.1. Kigoma region

Kigoma is among the poorest regions in Tanzania, with a poverty rate of 34,5%.⁸ 76% of the population are farmers.⁹ Many of the trends seen at the national level are evident in Kigoma. The percentage of FHHs in Kigoma is higher in both rural and urban areas at 34.8% and 38.5% respectively.¹⁰ The average size of FHHs is 7.8 as compared to 4.0 for MHHs. The 2011/2012 Tanzania Household Budget found that larger household sizes correlate with increased poverty rates, suggesting that FHHs in Kigoma are likely to be poorer than MHHs.¹¹ The literacy rate is higher amongst men (71%) than women (67%).¹²

Nearly 25% of people in Kigoma have never attended school. There is a significant gender gap with regards to school attendance. According to the 2012 census, 28.1% of females in Kigoma have never attended school versus 21.5% of males. 28.1% of girls were attending school as compared to 32.6% of males.¹³ National level trends suggest that educational attainment is

⁴ Osorio et al., “Gender Inequalities in Rural Employment in Tanzania Mainland,” 2014. Available at: <http://www.fao.org/3/a-i4083e.pdf>

⁵ Ibid.

⁶ Ibid.

⁷ Ibid.

⁸ Tanzania National Bureau of Statistics, Household Budget Survey 2017/18

⁹ Ibid.

¹⁰ Kigoma Regional Profile

¹¹ Ibid.

¹² Ibid.

¹³ Ibid.

positively linked to wellbeing at the household level.¹⁴ Thus it is likely that FHHs will have lower levels of wellbeing than MHHs.

Adherence to traditional gender roles results in women and girls assuming responsibility for domestic work, whereas, men are recognized as breadwinners expected to provide for their families. Women and girls are responsible for the collection of water and firewood as well as farming activities. Consequently, their risk of exposure to sexual and gender-based violence is high. The risk increases as these resources become scarcer, requiring women and girls to travel ever greater distances.¹⁵ Additionally, dependency on firewood for cooking fuel negatively impacts women. Inefficient cooking practices result in poor indoor air quality and affect the health of all household members, but especially women, who are responsible for food preparation¹⁶ and the related challenge of obtaining cooking fuel, often in the form of fuelwood.

1.2. Legal and administrative framework for women and gender equality

At the policy level, Tanzania has demonstrated a significant commitment to achieving gender equality. In 1990, the Ministry of Community Development, Gender and Children (MCDGC), formerly known as the Ministry of Community Development, Women Affairs and Children (MCDWAC) was established.

Over the following years, a number of policies and legislative acts have been passed to this effect, emphasizing non-discrimination and the use of affirmative action. These include:

- **The Land Act and Village Land Act of 1999** repealed customary and traditional practices with the aim of increasing gender equality in land tenure, use and management.
- A year later, in 2000, **legislation was passed to increase the number of women in government positions** to 30% by 2005. At present, women hold 36% of parliamentary seats and 20% of ministerial positions.¹⁷ 33% of local government seats are also reserved for women.¹⁸
- The **Small and Medium Enterprise (SME) Development Policy of 2003** highlights the significance of women's role in SMEs and includes provisions to support women entrepreneurs.¹⁹
- Two key poverty reduction strategy papers, **MKUKUTA I and II** (2005 and 2010, respectively), recognized the significance of gender equality and women's

¹⁴ Osorio et al., "Gender Inequalities in Rural Employment in Tanzania Mainland," 2014. Available at: <http://www.fao.org/3/a-i4083e.pdf>

¹⁵ UN Joint Programme for Kigoma

¹⁶ Ibid.

¹⁷ World Bank, Tanzania, *Gender Data Portal*, <http://datatopics.worldbank.org/gender/country/tanzania>

¹⁸ Ministry of Health, Community Development, Gender, Elderly and Children, *Women Political Empowerment*,

http://www.mcdgc.go.tz/index.php/issues/women_political_empowerment_and_decision_making

¹⁹ UNIDO, *Tanzania SME Development Policy 2003*, 2012. Available at: <https://open.unido.org/api/documents/5403996/download/TANZANIA%20SME%20DEVELOPMENT%20POLICY%20003%20-%20E2%80%9Cten%20years%20after%20E2%80%9D%20-%20Implementation%20Review>

Gender Assessment and Action Plan

empowerment and identified both as key national development concerns. Additionally, the plans include gender-specific objectives to reduce poverty and achieve equality.

- The **Five-Year National Development Plan** emphasizes women's economic empowerment as a driver of economic equality between genders.
- **Tanzania Vision 2025** highlights equality between genders, in reference to Tanzania's Constitutions. Additionally, equality between genders is recognized as a key strategy for achieving the path outlined in the document.

The Tanzanian government has undertaken a number of additional activities to promote gender equality. Gender responsive budgeting was introduced with the aim of ensuring that public funds advance gender equality. In 2010, Tanzania became a signatory to the Southern African Development Community Protocol on Gender and Development, which calls for 50/50 representation in all decision-making bodies.²⁰ A five-year National Plan of Action to End Violence Against Women and Children (NPA-VAWC 2017/18 – 2021/22), has been developed by consolidating eight different action plans addressing violence against women and children to create a single comprehensive, National Plan of Action to eradicate violence against women and children in the country. The NPA-VAWC addresses the problem of violence against women and children by focusing on building preventive systems and responding to the needs of survivors. The implementation of this Plan is the direct responsibility of the Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC).

The National Plan of Action to end Violence against Women and Children in Tanzania envisages to include all persons in Tanzania including refugees. Under this initiative, Gender Desks manned by the Tanzania Police Force have been established in all 3 refugee camps and Social Welfare Officers have been deployed from the District to support case management in both the camps and surrounding host community villages.

1.3. Gender issues in land, agriculture and forestry

1.3.1. Gender and land access

Access to land and productive resources are essential to empower women economically. However, in Tanzania, women continue to face discrimination in land rights, in spite of positive reforms. Though laws may not formally discriminate against women, societal norms interfere with their implementation. Gender discrimination in land access is evidenced by low levels of land ownership amongst women: only 20% of Tanzanian women owned land in their own names.²¹ Women who do own land often have smaller plots and less livestock. They also have less access to critical financial, educational and technological resources.

The Village Land Act (VLA) was introduced in 1999 with the aim of negating customary laws that discriminated against women's land tenure. The VLA breaks new ground in women's rights with Section 3(2) and Sections 3, 18, 22, and 20(2) rendering as invalid any customary practices that discriminate against women. It also states (Section 3(2)): "The right of every

²⁰ United Nations Tanzania, "Gender Issues". <http://tz.one.un.org/who-we-are/7-un-programmes/87-gender?showall=&start=2>

²¹ Ibid.

Gender Assessment and Action Plan

woman to acquire, hold, use and deal with, the land shall be to the same extent and subject to the same restrictions treated as a right of any man.” The Act also voids the role of customary law in determining land tenure and it recognized women’s rights to land in the event of the death of her husband or upon divorce. There are also requirements for female representation in key decision-making bodies. In the Land Tribunal Act (No. 2/2002) and its regulation (of 2004), it is clearly stated under Section 5 that at least three of the seven members of a Village Land Council should be women. The Land Use Planning Act states that land adjudication committees should be composed of at least four female members out of nine, and there should be at least 25% female representation on VCs (as in the Local Government Act).

Despite a supportive policy environment, Tanzanian women continue to struggle to access land rights. Cultural and religious institutions tend to favour men and may perpetuate the view that men are the sole owners of the land and that they should control the income generated from it. Should a woman attempt to claim her right to land, household and community conflicts may arise, discouraging women from seeking such rights.²² Social norms perpetuate the patriarchal view that men are the primary decision-makers and as such, should have disproportionate influence in land related decisions and practices related to ownership and control of the land.

Insecure land rights offer women little incentive to improve the resilience of their agriculture.²³ Without any assurances, women are hesitant to make investments that would enhance their land’s productivity.

1.3.2. Gender and agricultural activities

The agriculture sector is a mainstay of Tanzania’s economy, employing nearly 67% of the labour force.²⁴ 90% of rural women are employed in agriculture and they are the main producers of food and cash crops.²⁵ ²⁶ In all regions in Tanzania, rural women have lower earnings than rural men despite being more active within the sector.²⁷ Nearly 50% of women work as unpaid family labour in agriculture.²⁸ Agriculture accounts for nearly a quarter of Tanzania’s GDP. The sector is underperforming in part due to prevailing gender inequality in land rights and in access to and control of resources (assets, capital, extension services, etc.). Farming is practised by men and women of all ages, but due to the physical nature of work, elderly people, and people with health problems do not typically participate.

Women in Tanzania are more vulnerable to climate change than men, especially within the agricultural sector. This is due to the gender roles and norms but also because of a dependency on rain-fed agriculture. Women’s vulnerability to climate change is also exacerbated by their central role in water collection. Increased water scarcity will increase the

²² UNA Tanzania, “Land rights in Tanzania- A Gender Issue,” <http://una.or.tz/land-rights-tanzania-gender-issue/>

²³ Ibid.

²⁴ CIA, “Tanzania,” *The World Factbook*, <https://www.cia.gov/library/publications/the-world-factbook/geos/tz.html>.

²⁵ UNA Tanzania, “Land rights in Tanzania- A Gender Issue,” <http://una.or.tz/land-rights-tanzania-gender-issue/>

²⁶ https://www.climatelearningplatform.org/sites/default/files/resources/tanzania_country_climate_risk_assessment_report_final_version.pdf

²⁷ UNA Tanzania, “Land rights in Tanzania- A Gender Issue,” <http://una.or.tz/land-rights-tanzania-gender-issue/>

²⁸ UN Joint Programme for Kigoma

time women spend traveling to collect water and result in opportunity costs, including less time to attend school, vocational training, or engage in income generating activities.²⁹

The economy and livelihoods of the population in Kigoma region rely on natural resources, in particular agricultural production. About 90% of the region's population, including refugees, are engaged in rainfed, subsistence agriculture. Farmers groups in Kigoma region, especially in the targeted districts, are generally in need of further capacity development and extension support. The group leader is usually male, whereas supporting leadership (treasurer and in some cases the secretary) are women. Some groups supported by NGOs have more female membership - especially those cultivating cassava.

As noted, refugees also engage in agriculture activities. Within the camps, land plots allocated per household are small. Families engage in small gardening projects around their plots to supplement monthly food rations received. Home gardening in the camp has been restricted to kitchen gardening whereby maize crops are banned. Women play a key role in tending to the kitchen gardens both by way of taking charge of gardening operations including weeding, harvesting, post-harvest handling (including drying) and to a small extent sale/exchange of the excess food that is not consumed by the household. Irrigation and watering of the gardens is also largely carried out by women in the household. They are supported to practice innovative ways of producing vegetables through the use of sacks/ basins and kitchen gardens to improve dietary diversity.³⁰

Refugees also engage in agriculture activities outside the camps. As Tanzania follows a strict encampment policy, these are informal land use/land lease arrangements which mainly involve renting a farm or farming for Tanzanians. Refugee agricultural labourers include both men and women and Congolese and Burundians.

1.3.3. Gender and forestry

Women tend to be underrepresented in forest management activities.³¹ Gender relations shape patterns that in turn reinforce women's vulnerability to deforestation and forest degradation. In order to develop appropriate interventions such as Community Based Forestry (CBF) that address the location-specific vulnerabilities and are context specific, there is need to understand how men and women are affected by deforestation and degradation³². Despite the accepted role that gender plays in determining a person's vulnerability to deforestation and forest degradation in Tanzania there has been limited emphasis specifically on the linkages between forestry and gender. The hardship brought by deforestation and forest

²⁹ Ibid.

³⁰ A full-time agronomist is employed by UNHCR's implementing partner Danish Refugee Council to provide technical support, conduct demonstration gardening sessions and worked closely with project animators (whose main role are to educate and sensitize the refugee community on the importance and management of kitchen gardens, including disease management).

³¹ Sellers, "Gender and Climate Change: A Closer Look at Existing Evidence," November 2016. Available at: <https://wedo.org/wp-content/uploads/2016/11/GGCA-RP-FINAL.pdf>

³² FAO (2017). Training Manual on Community Forest Management and Diversification

degradation affects men and women differently and exacerbates the already existing inequalities between the sexes³³.

In the host community villages where land use planning has been undertaken, women are represented in village environmental management committees. With regard to ongoing tree planting and forest related activities in the refugee camps, these are undertaken in close collaboration with women. Through annual distribution of seedlings, women are involved in the distribution plans as well as in the tree seedling preparation and planting phases.

As noted, refugee women bear the primary responsibility of collecting fuelwood. In host communities it is also the women are mostly involved in the collection of fuelwood³⁴ and other non-forest timber products (NFTPs) such as mushrooms. In some cases these activities serve as an adaptation strategy or as an effort to secure an additional income when normal income generating activities cannot be undertaken. Men, however, are becoming increasingly involved in NFTP collection, as their traditional livelihood activities are under increasing climate-related stress.³⁵

Women also face cultural barriers when engaging in forest-related livelihood activities, such as beekeeping. As part of Enabel's work in the Kibondo area, women have been supported to become beekeepers. Some of them raised issues related to cultural prejudices towards women engaging with hives, as traditionally they are believed to damage bees by touching the hives.³⁶

During community consultations conducted in September 2020, many of the women, from both populations, expressed interest in the forest-related activities aimed at supporting sustainable alternative livelihoods and were enthusiastic about the idea of mushroom farming and beekeeping. In a number of the group discussions, women expressed their particular enthusiasm for mushroom farming. When probed they indicated that beekeeping is considered an activity more likely to be undertaken by men.

1.3.4. Access to finance, information and decision-making

Rural women in Tanzania have limited decision-making power and access to credit, and thus face challenges investing in resilience measures.³⁷ Only 13.2% of FHHs have access to credit, as compared to 86.7% of MHHs.³⁸ Women dominate the informal economy, resulting in their limited control over land. The resulting inability to provide collateral affects their ability to secure finance. At the village level, women are involved in women-only village savings associations.

33 Sangeda et al. (2016). Understanding the Driver-Commodities - Gender Nexus in Tanzania. Project Report. Sokoine University of Agriculture, Tanzania and IIED, UK.

34 National Forest Resources Monitoring and Assessment of Tanzania Mainland (2008)

35 Ibid.

36 Source: Enabel's video <https://www.youtube.com/watch?v=llnw5pZN71k>

37 Irish Aid, Resilience and Economic Inclusion Team, Policy Unit, *Tanzania Country Climate Change Risk Assessment Report*, February 2018. Available at:

https://www.climatelearningplatform.org/sites/default/files/resources/tanzania_country_climate_risk_assessment_report_final_version.pdf

38 Ibid.

Gender Assessment and Action Plan

Rural women have limited access to educational and technological resources. Literacy rates are lower in rural areas of Tanzania, with 39% of women being illiterate and 23% of men.³⁹ 49% of rural women have no educational attainment at all, as compared to 40% of rural men.⁴⁰ Though there is evidence to suggest that there are equal levels of participation in climate change awareness raising activities, discrepancies in literacy levels and ability to access information between genders suggest that “it is unlikely that there is equality in awareness.”⁴¹

During community focus group discussions notable variations were evident in the level of participation in and the financial contributions and gains obtained from the savings associations. In the host communities, many respondents indicated to be members of one of the numerous savings associations. Particularly women appeared to be well represented in these savings groups. Amounts obtained through the savings groups in some cases are quite substantial with women indicating to have received amounts of up to TZs 800,000. The finances obtained through the savings associations are frequently spent on expenses such as school fees, household expenditures, small business enterprises and agriculture inputs.

The picture obtained in the camps differs slightly. For instance, in Nduta camp the men interviewed were notably more actively participating in the savings associations than women. There may be some cultural aspects at play whereby one hypothesis is that saving associations in Tanzania were traditionally initiated and used by women only. Tanzanian men may give money to or allow their wives to invest their money in savings associations, whereas refugee men may prefer to be participating directly themselves. In the camps it was noted that in some cases, mostly by the men, substantial investments were made, though not at the scale as noted in the host communities. Investments made included agriculture activities (e.g. land leasing) and livestock trading. Women in Mtendeli remarked that the importance and strength of the savings associations has decreased substantially since the closure of the common markets in early 2019. The women explained that food rations are sometimes monetized to be able to participate in the savings associations. In some cases, women pool portions of their rations and take turns in selling the food thereby obtaining some cash. Recent cuts in WFP food rations are expected to further erode the functioning of these savings groups, without additional interventions to support livelihoods.⁴²

The community leadership structures in the camps are yet to achieve gender parity in decision making positions even if the current refugee leader in Nyarugusu is a Congolese woman. At the household level, decision making power also tends to be skewed in favour of men. Community consultations revealed that intimate partner conflicts occur with some regularity between husbands and wives on how household money is being spent. Refugee women in Mtendeli camp remarked on the impact of life skills trainings that the refugee community, both men and women, had received, stating that this improved women’s position in the household and decision-making power. Women in both host community villages and within

³⁹ Osorio et al., 2014

⁴⁰ Ibid.

⁴¹ Hepworth, *Climate Change Vulnerability and Adaptation Preparedness in Tanzania*, 2010. Available at; http://www.tzdp.org.tz/fileadmin/_migrated/content_uploads/TZ_CC_Adaptation_Preparedness_-_HBS_2010_02.pdf

⁴² As of November 2020, WFP food rations in the camps stand at 72%

the camps indicated that should their incomes increase, or even surpass that of their husbands, they do not fear strained relationships or increased violence within the household.

1.3.5. Risks of Sexual and Gender-based Violence

Kigoma is home to three refugee camps: Nduta, Mtendeli and Nyarugusu. As of September 2021, the camps host 205,596 refugees, 78 percent of whom are women or children and just over half (55 percent) are children. According to UNHCR 54.3 percent of refugee households in Tanzania are female headed households.⁴³

The major economic activity within the camps is the selling of food rations and non-food items received from aid agencies. There is some skills-based economic activity in the camps which includes tailoring/embroidering, barbering and hairstyling, cooking, soap-making, repairs, carpentry or masonry (done primarily by men) and small trade (women).⁴⁴ Refugees also undertake labour-intensive activities, which are largely centred around agriculture. Both women and men engage in farming.⁴⁵

Despite efforts by UNHCR and its partners, refugee women and children continue to be exposed to a range of risks including SGBV, child abuse, early and forced marriages. Some of these risks relate to existing negative cultural norms and practices related to power imbalance that bring about gender inequality. Gender discrimination often sustains systems that perpetuate GBV against women and girls in the refugee camps. Typical culturally driven harmful traditional practices include physical abuse (wife beating) as a form of disciplining, child marriages, and forced marriages among others. UNHCR GBV reports between January and September 2020 indicate over 1,700 women and girls suffered from different forms for GBV including physical abuse (intimate partner violence), rape, emotional/psychological abuse, denial of resources and opportunities and forced/child marriages. The risk of GBV are faced both within and outside of the refugee camps. UNHCR and partners have established GBV multisectoral referral systems to support all GBV survivors based on their needs.

Refugees living in the camps are particularly exposed to violence, including GBV when they leave the camps to search for work, to trade, or to gather firewood in the villages near the camps. In the zones around the camps both host communities and refugees fear and experience occasional violence, leading to conflict and mistrust, although this is more acute for the Burundians than for the more-established Congolese. Refugee children inside the camps are further at risk of GBV, sexual exploitation and abuse, and early or forced marriage due to the congested living conditions especially in collective shelters, and the limited opportunities for post-primary education. The existing restrictions on freedom of movement, restrictions on cash-based interventions and the limited livelihood opportunities have further complicated the search for self-reliance among refugees, consequently increasing their vulnerability. Women and girls may become compelled to engage in risky coping mechanisms or behaviours (such as sex work/transactional sex, illegally travelling outside of camp boundaries, or engaging in prohibited livelihoods) to support their households, maintain food and energy security, and obtain necessary resources. Firewood collection is considered a

⁴³ UNHCR Tanzania Refugee Situation Statistical Report as of 30 September 2021

⁴⁴ Socioeconomic Assessment of North West Tanzania

⁴⁵ Ibid.

Gender Assessment and Action Plan

particular risky activity and exposes women to protection issues, especially SGBV. Firewood collection is a gendered activity and is mostly undertaken by women. Although refugees are technically only permitted to travel within a 4km buffer around the camps to collect wood fuel, these areas cannot presently meet the supply needs for the camp populations, forcing women to travel further beyond this boundary and exposing them to risk of GBV. Women engaged in collection risk violence, torture, rape and murder perpetrated by locals.⁴⁶ A 2015 field report from Refugees International found that 25% of 224 GBV incidents reported by Burundian refugees in Tanzania over a five month period occurred during firewood collection trips, and 90% of these incidents were rape or sexual assault.⁴⁷ Although culturally a gendered role, women refugees are also forced into this activity as they pose a lesser risk to host communities, whereas male refugees collecting firewood are perceived to be 'stealing' and may be violently attacked. Men who sometimes accompany the women during firewood collection for security purposes, rarely report any assaults as culturally this would make them seem weak and incapable of defending themselves as well as their loved ones. As such, statistics in this regard are not readily available.

Within the camp setting, a number of other factors can be identified that exacerbate the risk of GBV amongst refugees, which include:

- Alcohol use and abuse
- Family conflict and intimate partner violence, particularly where there is dissent about voluntary return to country of origin
- Households practicing polygamy
- Poor lighting in camps leading to insecurity
- Restrictions of freedom of movement and livelihood activities, which contribute to negative coping mechanisms such as sex work and transactional sex
- Empowerment projects where female household members begin to earn money, or save through VSLA, which can trigger inter-partner violence from men

Peaceful co-existence meetings are held on a quarterly basis between representatives from the refugee community and the host communities. These meetings systematically address GBV issues and incidences, often related to fuelwood collection, and have contributed to sensitizing the host and refugee communities and mitigating any conflict that could jeopardize the relationships between the two communities. Issues relating to the apprehension of perpetrators also feature in the peaceful coexistence meetings as the local law enforcement officers with jurisdiction outside the camps are also invited to these forums. Camp law enforcement officers are also present during these meetings to ensure cooperation with local authorities.

Preventive measures in place include promotion of lockable doors in shelters use of partitions to improve privacy, proper design of sanitary facilities, and engaging men and community leaders in creating safe spaces for women's participation in economic programs. Increase in food rations are reported to reduce engagement in risky coping strategies. While limited at

⁴⁶ Ibid.

⁴⁷ Vigaud-Walsh, *Women and Girls Failed: The Burundian Refugee Response in Tanzania*, 2015. Available at: <http://static1.squarespace.com/static/506c8ea1e4b01d9450dd53f5/t/5678aee07086d7cddecf1bab/1450749707001/20151222+Tanzania.pdf>.

Gender Assessment and Action Plan

the moment, long-term investments in livelihood activities for income generation and alternative fuel sources are expected to reduce SGBV risks.

Inter-agency standard operating procedures and protocols (SOPs) exist for managing risks of sexual and gender-based violence (SGBV)⁴⁸ and sexual exploitation, abuse, and harassment (SEAH)⁴⁹. The SEAH protocol covers roles and responsibilities, task force membership, procedures for receiving complaints and reports, conducting investigations, confidentiality, reporting to national authorities, interagency code of conduct and other processes.

A community-based feedback mechanism has been set up in all the camps where help desks are staffed by different humanitarian partners. Refugees can report incidents as well as obtain information on services and assistance. Complaints can be made in person, in writing, or by email depending on the preference of the complainant. Complaint boxes have been established in all three camps to receive feedback from persons of concern and are managed by UNHCR and Partners. Referral pathways to address incidents including feedback from complaint boxes have also been established and are operational.

Data is collected in an information management system. Incidents of sexual exploitation and abuse have been reported by persons of concern where the perpetrators are security personnel. Incidents that involve humanitarian workers and refugee incentive workers are also treated as sexual exploitation and abuse. UNHCR is also starting to develop disability inclusion in SGBV programming, such as developing tools to support non-verbal communication with a view to make SGBV referral pathways more accessible to people with disability.

Moreover, UNHCR activities prioritized for 2021 include mobilizing the refugee community in awareness-raising campaigns on SGBV prevention and response. In addition, capacity building will be provided to police, judicial and partner staff to strengthen Survivor's access to legal recourse including mobile courts. To address psycho-social needs SGBV survivors will be provided with counselling. These are parallel activities that will be done by UNHCR, and that will be complemented by the gender action plan in the project by reinforcing messages on SGBV in training activities and increasing awareness on incident reporting mechanisms.

Outside the camps in host community settings, the Kigoma Joint Programme has undertaken and planned under the theme "Violence Against Women and Children (VAWC)", under the leadership of the International Organization for Migration (IOM), UN Population Fund (UNFPA), UNICEF, and UN Women.

The VAWC theme obtained funding of \$1,129,617 in 2019-2020. Under this funding, the main achievements include:

⁴⁸ The inter-agency standard operating procedures for prevention and response to gender-based violence in Nyarugusu, Nduta and Mtendeli refugee camps, Tanzania, was updated in April 2018 and is periodically revised.

⁴⁹ The inter-agency protocol for protection from sexual exploitation and abuse was endorsed on October 24, 2018. Parties to this protocol include UNHCR, WFP, UNICEF, IOM, Plan International, Medecins Sans Frontieres, International Rescue Committee, Caritas Kigoma Diocese, ICRC, Norwegian Refugee Council, Danish Refugee Council, OXFAM International, Good Neighbors, World Vision, Water Mission, Tanzanian Red Cross Society, HelpAge International, African Initiatives for Relief and Development, Tanzanian Ministry of Home Affairs, Women's Legal Aid Center, REDES0, Baba Watoto Centre, and Tanganyika Christian Relief Services.

Gender Assessment and Action Plan

- around 12,410 community members were trained on the effects of child marriage and GBV;
- 60,971 people were reached with VAWC messages and advocacy materials;
- Active Protection Committees in 4 districts were established;
- 105 victims of trafficking and survivors of domestic violence were accommodated in safe house and provided with basic needs;
- 201 women and children received legal aid services.

Priorities include strengthening of coordination structures, developing online training, improving response services, continued prevention advocacy activities with focus on men as actors to prevent violence. In support of these activities, the project's gender action plan will include activities to include SGBV modules for women and men participants of training activities, including how to access support and incident reporting mechanisms. Moreover, the lessons learned from the community feedback mechanism and complaints boxes within the camps will be extended to the host community setting with the support of the Protection Committees established in the districts.

In the local communities of Kigoma Region, the most commonly reported types of SGBV are physical violence, emotional violence, economic violence, human trafficking and child labour. Several factors contribute to the drivers of SEAH in the Kigoma region: traditional gender roles and cultural norms perpetuate practices like early marriage and gender-based violence; high poverty levels and limited livelihood opportunities increase vulnerability; insufficient infrastructure, limited access to services, and low awareness of support services hinder survivors' ability to seek help; overcrowding, resource scarcity, and tensions between communities contribute to the risk.

The government of Tanzania has taken measures to prevent and address SGBV and SEAH at all levels. This includes adopting a National Plan of Action and establishing Women and Children Protection Committees at various levels, staffed by professionals from different backgrounds. These committees serve as primary points for collecting cases of violence against women and children. One Stop Centers, including four in the Kigoma region, act as referral points and provide services to survivors. However, more centers are needed throughout the country.

To raise awareness, sensitization programs are conducted by various entities, including Women and Children Protection Committees, the Ministry of Social Affairs, Gender and Children Desks, and civil society organizations. Reporting mechanisms are in place, allowing victims to report to the committees, social welfare officers, police, and health officers. There is also a Toll-Free number available for reporting SGBV cases, ensuring confidentiality and anonymity.

For case management and referral, victims are referred to receive clinical and psychosocial support through One Stop Centers, Police Gender and Children Desks, Women and Children Protection Committees, and social welfare officers. Psychological counselling is provided by professionals in healthcare facilities or One Stop Centers.

1.4. Gender considerations in the project design

1.4.1. Approach and problem analysis

Without a thorough understanding of the specific roles, responsibilities and opportunities that are ascribed to women and men, the project’s activities may add to women’s ‘time poverty’ (the opportunity cost of the non-remunerated hours women spend performing domestic/care/household work, which could have otherwise been spent on economically remunerative activities). From the overview of gender issues above, it becomes clear that women, both from the refugee as well as the host communities, are bearing the responsibility for a substantial number of household tasks. This entails productive and reproductive tasks and includes agriculture production and post-harvest activities, collecting fuelwood and water, food preparation and child care. Through the implementation of the project activities, women are expected to adopt climate-resilient agricultural techniques, sustainable forest management practices and alternative livelihoods – altering and in some cases increasing their time-use.

The assessment of gender issues prevalent among host communities and refugees in Kigoma region, and the considerations on gender-related issues for forestry, agriculture and land use have been used to identify the main problems related to gender. The table below provides a problem analysis with regards to gender issues, while the following sections describe how these are mainstreamed into the project design.

Root causes	Insecure land tenure and exclusion from access and control over land	Gender-blind policies, discriminatory social and cultural norms related to land use, agriculture, water and forestry	Gender gaps in skills and access to information and knowledge	Women and girls’ burden of unpaid care and domestic work
Causes	Limited and inadequate adaptation to climate change and insufficient resilience measures	Women’s low participation in decision-making processes related to land, agriculture and water. Limited participation in farmers groups	Lack of knowledge and skills to diversify livelihoods in a climate-resilient way	Greater demand on their time to collect firewood and fetch water for domestic use and irrigation
Immediate effects	Land and forest degradation, compromised agriculture yield	Limited access to markets and to income-generating opportunities	Lower adaptive capacity	Women have limited time to engage in income generating activities
Effects	Lower productivity and income generated from natural resources	Lower productivity and income generated from	Individual and household resilience to climate change is compromised, food	Women have less opportunity to earn an income and are economically

	agricultural activities	insecurity exacerbated	is disadvantaged and more dependent
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1.4.2. Gender mainstreaming in the project design

Gender mainstreaming means deliberately giving visibility and support to both women's and men's participation, contribution and benefit, and its ultimate goal is to achieve gender equality. The rationale for considering gender issues in the project is that men and women not only play different roles in the communities, with distinct levels of control over resources, but they often have different needs too. It is, therefore, important to treat gender issues in an integrated development strategy intended to reverse natural resource depletion in general and address ecosystem services too. Thus, to address gender inequalities, it is of crucial importance to take into account the particular needs of women in the framework of ecosystem-based adaptation activities.

It is also necessary to remain sensitive to not exposing women to greater risk as a result of their empowerment through project activities. UNHCR identified that, if managed poorly, empowerment projects where refugee women begin to earn income/engage in SAs, can expose them to inter-partner violence, as male partners struggle to accept these changes. The project interventions under the action plan should remain cognisant and sensitive to these dynamics, to ensure women are sufficiently capacitated to exercise their agency and empowerment, and that male community members are not 'left behind' but are engaged participants in women's empowerment.

The gender assessment and problem analysis identified gaps in access and control over resources and opportunities. Mainstreaming gender in the project design is achieved through the use of sex-disaggregated data, together with developing strategies and actions to close those gaps, devoting resources and expertise for implementing equality strategies and monitoring results using gender sensitive indicators.

The VLUP processes supported by the project in host communities under output 1 are participatory in nature and the national guidelines provide suggestions to ensure that women are represented in the decision-making process. These will be followed, and additional efforts are detailed in the gender action plan. The VLUP seeks to include agreements that change traditional land management practices, thus improving the position of women in controlling land and natural resources.

Mainstreaming gender considerations in forestry-related activities can be done at different levels^{50 51} and the project's gender mainstreaming activities under output 2 will build on good practices that have proven effective. The project will ensure that staff who provide training (i.e. extension staff) also receive gender training, in order to avoid that they follow socio-cultural norms that inhibit women's participation in the project forestry activities. Also, project aims to set aside land for jointly managing forests for sustainable harvest of fuelwood

⁵⁰ FAO (n.d.) How to mainstream gender in forestry. A practical field guide.

⁵¹ Gender and sustainable forest management: entry points for design and implementation. https://www.climateinvestmentfunds.org/sites/cif_enc/files/knowledge-documents/gender_and_sustainable_forest_management.pdf

that will be accessible to refugees and host communities. Consultations among both groups have found interest by women in this activity among both refugees and host communities.

Gender mainstreaming will consider the capacity building activities provided under Output 3 (e.g. Farmer Field Schools), and are geared towards improving women's access to inputs and resources delivered under the project (e.g. access to agriculture inputs and provision of beekeeping equipment). The project will include awareness raising and skills to extension officers in promoting gender equity throughout the training and agricultural support activities. The project will ensure that both men and women extension officers are equipped with participatory tools and skills to manage diverse cultural contexts and power dynamics. The project agriculture support will prioritise two crops – cassava and beans – and will focus on increasing their productivity. In the analysis of crops' supply chains, cassava and beans scored the highest in terms of market potential, potential for promoting gender equity and women's economic empowerment, contributing to food security, and income potential.⁵² Agriculture support activities under the project only target host community members. The project will learn from successful practices in Tanzania where extension services and FFS have effectively performed gender-sensitive training and access to information (such as Farmers' Groups Network (MVIWATA)).⁵³

The project acknowledges the intersectional systems of privilege and access that operate within the target sites, that may exclude women – particularly refugees or poor farmers – from consultative and decision-making processes and spaces. Additionally, women's needs, interests and knowledge are often marginalised when planning for, and implementing adaptation interventions. To address this inequality, the project will work to ensure women are included in the activities of Output 4, their needs, knowledge and interests are captured, and communication products are gender-sensitive in their content, design and distribution.

1.4.3. Project expected benefits promoting gender equality

The project's gender sensitive approach seeks to achieve practical and tangible benefits to women as well as bring about strategic changes in gender relations. For women to meaningfully benefit from the project intervention it is crucial they are included in the various decision-making processes. The gender action plan outlines concrete steps and activities that will ensure inclusion of women in decision making processes and project activities. Through enhanced capacities, skills, access to assets transferred to refugee and host community women by the project, they will be capacitated to improve their decision-making power both at the household and the community level. This effect is expected to extend beyond the duration of the project.

Women rely heavily on natural resources to be able to fulfil their various productive and reproductive tasks. Women, like men, engage in agriculture activities and by ensuring they

⁵² Enabel Programme's document: Sustainable Agriculture Kigoma Regional Project (SAKIRP) - comparative analysis of the main crops

⁵³ Mbo'o-Tchouawou, M. and Colverson, K. 2014. Increasing access to agricultural extension and advisory services: How effective are new approaches in reaching women farmers in rural areas? Nairobi, Kenya: International Livestock Research Institute (ILRI).

Gender Assessment and Action Plan

are able to benefit from accessing agriculture trainings and inputs and irrigation investments, women in the host communities will increase their resilience to current and projected future climate change impacts. Furthermore, for women in the host communities, improved environmental management including conservation of water sources will improve their year-round access to water for domestic and productive uses and thereby reducing the burden on women who have to fetch water.

The land use planning in host communities and forestry related interventions are expected to lead to better managed natural resources which will substantially reduce women's work burden as less time will be spent collecting fuelwood. Moreover, and particularly for refugee women, the exposure to threat and GBV or other forms of violence will be reduced as they will no longer be compelled to move far from the camp boundaries in search of fuelwood. Finally, host community and refugee relations will improve as existing and expected future conflicts over fuelwood and deforestation will be mitigated.

Pro-actively targeting women in the project's alternative livelihoods activities and enabling their full participation, is expected to contribute to their economic empowerment. The strengthening of Savings Association is expected to bring positive externalities as, particularly in the host communities, women are generally well represented in these groups. Money obtained by women in host communities through these savings associations is not only used to invest in productive assets and activities, but also to meet household needs and pay for school fees. Increased incomes may enable some women to purchase fuelwood or other energy sources to meet (part of) their cooking energy requirements.

2. Gender Action Plan

Impact Statement: Improved land management and increased resilience of host communities and refugees, including poor and female-headed households, to climate change through land use planning, land use and forestry interventions, resilient agriculture and livelihood diversification and improved water management and drainage.

Outcome Statement: The project will catalyse a paradigm shift by mainstreaming climate change adaptation concepts into the planning functions of multiple bodies whose mandate includes agriculture, water use, flood prevention and forestry and through the introduction of much-needed integrated land use planning tools.

Project Outcome 1		Women are represented in and participate meaningfully in land use planning at the village level		
Project Output 1		Participatory Climate-resilient Land Use Planning (C-LUP) to support ecosystem-based adaptation		
Project Activity	Gender Activity	Indicator	Target	Cost
1.1 Support climate-resilient village land-use planning	1. Ensure women are represented at all levels and during all stages of the land use planning processes. This includes village leadership roles relating to land use planning (Village Land Councils (VLCs); newly formed District-level Participatory Land-Use Management (PLUM) teams; Village Land Use Management (VLUM) committees and District, Ward and Village level Environmental Management	1.a % of Village Councils adhering to gender participation requirements (quotas) outlined in national legislation ⁵⁴ .	1.a 100% by end of year 1 1.b 50% (for each) by end of year 1	\$ 45,600 / year annual cost of Safeguards and Gender Officer) \$19,800 /year part-time cost of Social & Environmental safeguards expert (IC) \$ 25,000 / year (implementation of ESMS and Gender action plan)

⁵⁴ The project will promote this target to the extent possible, but recognizing that the Village Councils are independently organized and the project may not be able to influence this process.

Gender Assessment and Action Plan

		<p>Committees (EMCs). (Year 1 Q3 – Year 2 Q2). Sub-activities will include:</p> <ul style="list-style-type: none"> • Assess current levels of women’s participation in these structures • Identify the specific barriers to women’s participation • Propose measures to ensure full and equal participation of women • Develop and implement a strategy to assess whether LUPs fully capture women’s needs and priorities (e.g. through focus group discussions, key information interviews). <p>2. Include women’s needs and interests in finalising the number and distribution of interventions under Outputs 2 and 3 as part of the participatory land use planning process. (Year 1 Q3 – Year 2 Q2). Sub-activities may include:</p> <ul style="list-style-type: none"> • Hold separate meetings to capture women’s views during the LUP process and have representatives of women’s groups publicly represent their voices during decision-making processes. • Organize meetings at a time of day and location conducive to their schedules and sensitive to their domestic responsibilities. • Ensure the LUP includes agreements that change traditional land management practices, thus improving the position of women in controlling land and natural resources. • Facilitate dialogue between men and women during the LUP process to address cultural barriers to women’s involvement, 	<p>1. b % of VLUM committees and EMCs representatives that are women.</p> <p>2 % of VLUPs that reflect women’s needs and interests</p> <p>3. Gender capacity assessment completed and number of trainings conducted</p>	<p>2. 100% by end of year 1</p> <p>3. 1 gender capacity assessment completed and x⁵⁵ number of trainings conducted by the end of year 1</p>	<p>Other costs are embedded in activity costs, particularly in workshops, meetings, and training amounting to \$ 156,000 for Output 1.1</p>
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⁵⁵ Final number to be determined through assessment.

Gender Assessment and Action Plan

		<p>and ensure women are not perversely affected by these actions</p> <ul style="list-style-type: none"> • Promote awareness among women and men on incidence of and avoiding gender-based violence as well as access to community feedback mechanisms, complaints boxes, and referral pathways to obtain support • Ensure awareness raising activities are sensitive to the different learning and language dynamics and preferences of men and women • Provide appropriate information to women regarding their rights to access to resources under the project (e.g. distribution of agricultural inputs). <p>3. Safeguards and gender officer to assess capacity of district staff to address gender issues in the project and conduct trainings accordingly to ensure that gender expertise is present at the district level, and that the District PLUM team has sufficient awareness of gender equality related to land access, participation in decision-making processes, control over resources. (Years 1, 2 and 3)</p> <p>4. Conflict sensitivities around Village Land Use Planning that could heighten SEAH risk will be mitigated through a participatory, conflict sensitive and gender responsive approach to Village Land Use Planning. that includes different different different stakeholder groups such as pastoralists, agropastoralists, farmers and other land users.</p> <p>5.Reduce the risk of intimate partner violence by involving male partners in beneficiary selection processes from the outset to promote understanding of the positive impact of empowering women and the benefits to the family. Continuous monitoring of</p>			
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Gender Assessment and Action Plan

		<p>women’s risks at the beneficiary level will be implemented in carrying out activities.</p> <p>6.The project will mitigate SGBV/SEAH incidents by applying SEAH due diligence in selecting personnel, contractors, and partners. Contracts will include provisions against SGBV/SEAH, and training will be provided to ensure awareness and accountability.</p> <p>7. The project will ensure target groups are aware of and have access to the SGBV and SEAH protocols in place inside the camps and in the host villages/districts, which include prevention, protection, management and referral measures.</p>			
Project Outcome 2		Community based forest management (CBFM) and agroforestry practices engage women in resilience building and decrease their vulnerability			
Project Output 2		Degraded ecosystems restored to support climate change adaptation in host and refugee communities			
Activity	Gender Component	Indicator	Target	Cost	
2.1 Implement Community Based Forest Management (CBFM) for resilient ecosystems	<p>1.Ensure women are included in and meaningfully participate in CBFM activities. The Safeguards and Gender expert will support the local government authorities in the development of inclusive work plans to ensure women’s participation in planning and execution of community-based forestry management (CBFM). (Year 2 and Year 3) This may include:</p> <ul style="list-style-type: none"> Organise women-only training sessions and where possible invite female extension 	1. % of villagers (host community) involved in CBFM are women	1.50% at project completion	<p>\$ 45,600 / year (annual cost of Safeguards and Gender Officer)</p> <p>\$19,800/year part-time cost of Social & Environmental safeguards expert (IC)</p> <p>\$ 25,000 / year (implementation of ESMS and gender action plan)</p>	

Gender Assessment and Action Plan

		<p>workers to allow participants to feel comfortable to express their ideas and needs. Include training modules for women and men training participants on GBV for women and men and access to community feedback mechanisms, complaints boxes, and referral pathways to obtain support for survivors of GBV.</p> <ul style="list-style-type: none"> • Implement capacity development activities by ensuring that all participants have the same knowledge to work together more effectively. Activities can also be targeted to the needs of the women participants, in particular considering women’s use of NFTP. • Engage women stakeholders by planning activities and meetings at a time of day and in a location conducive to their schedules and sensitive to their domestic responsibilities. • Hold trainings in locations with childcare services, or in spaces where children may be accommodated during training. <p>2. Reduce the risk of intimate partner violence by involving male partners in beneficiary selection processes from the outset to promote understanding of the positive impact of empowering women and the benefits to the family. Continuous monitoring of women’s risks at the beneficiary level will be implemented in carrying out activities.</p> <p>3. The project will mitigate SGBV/SEAH incidents by applying SEAH due diligence in selecting personnel, contractors, and partners. Contracts will include provisions against SGBV/SEAH, and training will be provided to ensure awareness and accountability.</p>			<p>Other costs are embedded in activity costs, particularly in workshops, meetings, and training amounting to \$ 18,750 for Output 2.1</p>
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Gender Assessment and Action Plan

		4.The project will ensure target groups are aware of and have access to the SGBV and SEAH protocols in place inside the camps and in the host villages/districts, which include prevention, protection, management and referral measures.			
2.2	Implement 12,000 hectares of agroforestry and village land afforestation to increase resilience of land use	<p>1. Provide agroforestry and village land afforestation training to women (Year 2)</p> <p>2. Support women farmers to increase their resilience through agroforestry and village land afforestation. The Safeguards and Gender expert will support the local government authorities in the development of inclusive work plans (Years 2, 3, 4 and 5) to ensure women’s participation in agroforestry activities following the following principles:</p> <ul style="list-style-type: none"> Organise women-only training sessions and where possible invite female extension workers to allow participants to feel comfortable to express their ideas and needs. Include training modules for women and men training participants on GBV and access to community feedback mechanisms, complaints boxes, and referral pathways to obtain support for survivors of GBV Implement capacity development activities by ensuring that all participants have the same knowledge to work together more effectively. Activities can also be targeted to the needs of the women participants, in particular considering women’s responsibility in collecting fuelwood Engage women stakeholders by planning activities and meetings at a time of day and in a location conducive to their 	<p>1. % of women receiving training</p> <p>2 % of women benefitting from agroforestry activities</p> <p>3 % of men and women beneficiaries with reduced time devoted to fuelwood collection</p>	<p>1. 50% of women (including host community and refugee population) receiving training at project completion</p> <p>2. 50% of women (including host community and refugee population) benefitting from agroforestry activities at project completion</p> <p>3. 20% at project completion (including host community and refugee population)</p>	<p>\$ 45,6000/ year (annual cost of Safeguards and Gender Officer)</p> <p>\$19,800/year part-time cost of Social & Environmental safeguards expert (IC)</p> <p>\$ 25,000 / year (implementation of ESMS and gender action plan)</p>

Gender Assessment and Action Plan

		<p>schedules and sensitive to their domestic responsibilities.</p> <ul style="list-style-type: none"> • Hold trainings in locations with childcare services, or in spaces where children may be accommodated during training. <p>3.Reduce the risk of intimate partner violence by involving male partners in beneficiary selection processes from the outset to promote understanding of the positive impact of empowering women and the benefits to the family. Continuous monitoring of women’s risks at the beneficiary level will be implemented in carrying out activities.</p> <p>4.The project will mitigate SGBV/SEAH incidents by applying SEAH due diligence in selecting personnel, contractors, and partners. Contracts will include provisions against SGBV/SEAH, and training will be provided to ensure awareness and accountability.</p> <p>5.The project will ensure target groups are aware of and have access to the SGBV and SEAH protocols in place inside the camps and in the host villages/districts, which include prevention, protection, management and referral measures.</p>			
2.3	Implement flood and erosion control in densely populated areas to reduce the exposed and flood-prone ferrosol-type soils which have little or no vegetation cover	<p>1.Ensure participation of women in flood and erosion control investment planning during the stakeholder consultations that will be held in Year 2, Q3. Separate meetings with women will be held to ensure women are consulted on the investments are flood and erosion control measure are prioritized based on their contribution to reducing women’s vulnerability to climate change. The Safeguards and Gender Officer will develop and support the implementation of an assessment (e.g. through focus group discussions or interviews with key informants) to determine the impact of the flood and erosion investments on women’s vulnerability to climate change</p>	1.% of people consulted in flood and erosion investment planning	1.50% of refugee and host population consulted are women by year 3	<p>\$ 45,600 / year (annual cost of Safeguards and Gender Officer)</p> <p>\$19,800/year part-time cost of Social & Environmental safeguards expert (IC)</p> <p>\$ 25,000/ year (implementation of ESMS and gender action plan)</p>

Gender Assessment and Action Plan

		<p>2.The project will mitigate SGBV/SEAH incidents by applying SEAH due diligence in selecting personnel, contractors, and partners. Contracts will include provisions against SGBV/SEAH, and training will be provided to ensure awareness and accountability.</p> <p>3.The project will ensure target groups are aware of and have access to the SGBV and SEAH protocols in place inside the camps and in the host villages/districts, which include prevention, protection, management and referral measures.</p>			
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Gender Assessment and Action Plan

Project Outcome 3		Adaptive capacity of women farmers increased and women’s resilience to climate change increased economically and through increased food security			
Project Output 3		Climate-resilient livelihoods practiced to increase the capacity of host communities and refugees to better adapt in changing climatic conditions			
Activity	Gender Component	Indicator	Target	Cost	
3.1	<p>Promote modern technologies and management practices to strengthen the capacity of farmers, district officials and agricultural extension workers in climate-resilient agriculture</p>	<p>1. Build gender capacity of extension staff. The Safeguards and Gender Officer will be tasked to assess the capacity staff who provide training (i.e. extension staff) to address gender issues and will provide gender training as required, to equip them with the knowledge and skills to target and support men and women farmers equitably (Year 2 Q1) This will include:</p> <ul style="list-style-type: none"> Assess the capacity the SAMOs to address gender issues and will provide gender training as required, to equip them with the knowledge and skills to target and support men and women farmers equitably. Support to the development of gender-responsive communication and outreach materials for the community trainings to ensure communities are aware of the benefits of participating and expected results, etc. Identify preferred and trusted communication channels and methods for women. <p>2. Build women’s capacity in climate resilient agriculture and increase their productivity through targeted training in Years 2- 5, including through the following:</p>	<p>1. Number of extension staff that are participating in gender training</p> <p>2. % of FFS training that are women</p> <p>3.a. % of direct beneficiaries receiving agriculture inputs that are women</p> <p>3.b # and % of women practicing climate smart agriculture.</p>	<p>1. X extension staff are given gender training by Year 2</p> <p>2. 50% of beneficiaries receiving FFS training are women at year 5 (host community)</p> <p>3.a 50% at project completion (host community)</p> <p>3.b 750 (50%) by mid-term; 7,500 (50%) by and of project (host community)</p>	<p>\$ 45,600 / year (annual cost of Safeguards and Gender Officer)</p> <p>\$19,800/year part-time cost of Social & Environmental safeguards expert (IC)</p> <p>\$ 25,000/ year (implementation of ESMS and gender action plan)</p> <p>Other costs are embedded in activity costs, particularly in workshops, meetings, and training amounting to \$ 207,550 for Output 3.1</p>

Gender Assessment and Action Plan

		<ul style="list-style-type: none"> • Take a flexible approach in forming the groups for coordination and capacity building, considering both mixed-sex groups and single – sex groups. • If deemed beneficial, organise women-only training sessions and where possible invite female extension workers to allow participants to feel comfortable to express their ideas and needs. • Schedule training at times when women can attend. This may include organizing training outside of lunch hours to avoid conflicts with women’s household responsibilities and limiting the length of training so that women could attend and still see to other activities. Include training modules for women and men training participants on GBV and access to community feedback mechanisms, complaints boxes, and referral pathways to obtain support for survivors of GBV. • Provide transportation if travel distances would hamper their participation. • Organize childcare services, or in spaces where children may be accommodated during training. • Ensure the location of the demo plots allows women to easily access these without spending too much time travelling also considering any protection/GBV risks that may arise from travelling to and from the demo plots. <p>3. Ensure women are receiving agricultural inputs and are participating in climate smart agriculture activities (Years 2 -5), including through the following actions:</p> <ul style="list-style-type: none"> • Ensuring women are fully able to participate in the saving associations 			
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Gender Assessment and Action Plan

		<ul style="list-style-type: none"> Ensuring women are equally benefitting from the distribution of agriculture inputs, including vulnerable women who may not be part of a savings association. <p>4.Reduce the risk of intimate partner violence by involving male partners in beneficiary selection processes from the outset to promote understanding of the positive impact of empowering women and the benefits to the family. Continuous monitoring of women’s risks at the beneficiary level will be implemented in carrying out activities.</p> <p>5.The project will mitigate SGBV/SEAH incidents by applying SEAH due diligence in selecting personnel, contractors, and partners. Contracts will include provisions against SGBV/SEAH, and training will be provided to ensure awareness and accountability.</p> <p>6.The project will ensure target groups are aware of and have access to the SGBV and SEAH protocols in place inside the camps and in the host villages/districts, which include prevention, protection, management and referral measures.</p>			
3.2	Increase water availability and use-efficiency through water harvesting and efficient irrigation interventions	<p>1. Ensure women are benefitting from water harvesting and irrigation schemes. The Safeguards and Gender Officer will support inputs to designing the exercise to determine the beneficiary profile and select the technologies to ensure these are appropriate to address specific needs of women in year 2, Q3 This may include having separate meetings with women to determine their needs and discuss various technology options and how they would benefit them. The Safeguards and Gender Officer will develop and support the implementation of an assessment (e.g. through</p>	<p>1. % of women that were targeted by the water harvesting and/or irrigation schemes that have experienced improved water availability</p> <p>2. % of WUA members are women.</p>	<p>1. 100% at project completion (host community)</p> <p>2. 50% at project completion (host community)</p>	<p>\$ 45,600 / year (annual cost of Safeguards and Gender Officer)</p> <p>\$19,800/year part-time cost of Social & Environmental safeguards expert (IC)</p> <p>\$ 25,000/ year (implementation of ESMS and gender action plan)</p> <p>Other costs are embedded in activity costs, particularly in</p>

Gender Assessment and Action Plan

		<p>focus group discussions or interviews with key informants) to determine the impact of water harvesting and irrigation schemes on water availability and women’s access to water in year 5.</p> <p>2. Ensure women are able to participate in Water User Associations. Efforts will include:</p> <ul style="list-style-type: none"> • As required, implement capacity development activities specifically targeting women to ensure that all participants have the same knowledge to work together more effectively. Include training modules for women and men training participants on GBV and access to community feedback mechanisms, complaints boxes, and referral pathways to obtain support for survivors of GBV. • Schedule training/meetings at times when women can attend. This may include organizing training outside of lunch hours to avoid conflicts with women’s household responsibilities and limiting the length of training so that women could attend and still see to other activities. • Provide transportation if travel distances would hamper their participation. • Organize childcare services, or in spaces where children may be accommodated during training. <p>3. The project will mitigate SGBV/SEAH incidents by applying SEAH due diligence in selecting personnel, contractors, and partners. Contracts will include provisions against SGBV/SEAH, and training will be provided to ensure awareness and accountability,</p>			<p>workshops, meetings, and training amounting to \$ 76,400 for Output 3.2</p>
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Gender Assessment and Action Plan

		4.The project will ensure target groups are aware of and have access to the SGBV and SEAH protocols in place inside the camps and in the host villages/districts, which include prevention, protection, management and referral measures.			
3.3	Promote climate-resilient livelihood diversification to strengthen food security and nutrition, provide alternative income as a safety net, and to sustain the implementation of climate-resilient agricultural and forest management practices	<p>1. Target women participants in beekeeping. The Safeguards and Gender Specialist will work with implementing partners, including the Tanzania Forest Service, to develop selection criteria are targeted to vulnerable and marginalised groups, including women. Female headed households will be specifically targeted, particularly as the alternative livelihood activities are considered to have a relative low workload. (Year 3 Q1)</p> <p>2. Target women participants for mushroom growing. The Safeguards and Gender Specialist will work with implementing partners, including the Tanzania Forest Service, to develop selection criteria are targeted to vulnerable and marginalised groups, including women. Female headed households will be specifically targeted, particularly as the alternative livelihood activities are considered to have a relative low workload. (Year 3 Q1)</p> <p>3. Provide training to women (Years 2-5), taking the following into consideration:</p> <ul style="list-style-type: none"> Take a flexible approach in forming the groups for coordination and capacity building, considering both mixed-sex groups and single – sex groups. 	<p>1. # and % of participants in beekeeping that are women</p> <p>2. # and % of participants in mushroom growing activities that are women</p> <p>3. % of beneficiaries trained in diversified livelihood activities are women</p>	<p>1. 40 (50%) by mid-term; 425 (50%) by end of project⁵⁶ (host community and refugee population)</p> <p>2. 25 (80%) by mid-term; 250 (80%) by end of project (host community and refugee population)</p> <p>3. 50 % of beneficiaries trained in diversified livelihood activities are women by end of project (host community and refugee population)</p>	<p>\$ 45,600/ year (annual cost of Safeguards and Gender Officer)</p> <p>\$19,800/year part-time cost of Social & Environmental safeguards expert (IC)</p> <p>\$ 25,000 / year (implementation of ESMS and gender action plan)</p> <p>Other costs are embedded in activity costs, particularly in workshops, meetings, and training amounting to \$ 19,590 for Output 4.1</p>

⁵⁶ Beekeeping may be an activity traditionally associated with men in the target communities. Targets will be revised at the baseline / inception phase of the project.

Gender Assessment and Action Plan

		<ul style="list-style-type: none"> • If deemed beneficial, organise women-only training sessions and where possible invite female extension workers to allow participants to feel comfortable to express their ideas and needs. Include training modules for women and men training participants on GBV and access to community feedback mechanisms, complaints boxes, and referral pathways to obtain support for survivors of GBV. • Schedule training at times when women can attend. This may include organizing training outside of lunch hours to avoid conflicts with women’s household responsibilities and limiting the length of training so that women could attend and still see to other activities. • Provide transportation if travel distances would hamper their participation. • Organize childcare services, or in spaces where children may be accommodated during training. <p>4. Reduce the risk of intimate partner violence by involving male partners in beneficiary selection processes from the outset to promote understanding of the positive impact of empowering women and the benefits to the family. Continuous monitoring of women’s risks at the beneficiary level will be implemented in carrying out activities.</p> <p>5. The project will mitigate SGBV/SEAH incidents by applying SEAH due diligence in selecting personnel, contractors, and partners. Contracts will include provisions against SGBV/SEAH, and training will be provided to ensure awareness and accountability.</p>			
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Gender Assessment and Action Plan

		6.The project will ensure target groups are aware of and have access to the SGBV and SEAH protocols in place inside the camps and in the host villages/districts, which include prevention, protection, management and referral measures.			
Project Outcome 4		Women and their needs, interests and knowledge are meaningfully captured in mainstreaming climate change adaptation into policies, plans, strategies and programmes.			
Project Output 4		Information on climate change adaptation disseminated and mainstreamed into policies, plans and strategies in Tanzania and in humanitarian programmes			
Activity	Gender Component	Indicator	Target	Cost	
4.1	Generate evidence of the economic benefits of ecosystem-based adaptation to host and refugee populations, for use by policymakers and planners	<p>1. Include gender consideration, emphasising women’s empowerment and gender equality in reports and recommendations in Years 4 and 5 through:</p> <ul style="list-style-type: none"> Ensuring women are represented in working sessions for report distribution, by encouraging participation and scheduling and locating meetings that are sensitive to women’s duties and child minding responsibilities. Ensuring women are represented in providing inputs to the modelling methodology to value ecosystems, by encouraging participation and scheduling and locating stakeholder engagements that are sensitive to women’s duties. Ensuring women are represented in working sessions for report distribution, by encouraging participation and 	<p>1. Full and summary reports include sections on ‘Gender Considerations’ with gender-sensitive reporting, and recommendations for enhancing women’s empowerment and gender equality in the application of findings.</p> <p>1. b IASC Gender with Age marker score for all project reports ⁵⁷</p>	<p>1. a 100% by end of project</p> <p>1.b All project reports have a IASC GAM score of 3 or higher.</p>	<p>\$ 45,600 / year (annual cost of Safeguards and Gender Officer)</p> <p>\$19,800/year part-time cost of Social & Environmental safeguards expert (IC)</p> <p>\$ 25,000/ year (implementation of ESMS and gender action plan)</p> <p>Other costs are embedded in activity costs, particularly in workshops, meetings, and training amounting to \$ 33,900 for Output 4.1</p>

⁵⁷ <https://www.iascgenderwithagemarker.com/en/home/>

Gender Assessment and Action Plan

		<p>scheduling and locating meetings that are sensitive to women’s duties and child minding responsibilities.</p> <ul style="list-style-type: none"> The Safeguards and Gender Officer will screen all full and summary project reports for the IASC GAM score (using the IASC online tool) and will provide inputs and advise to ensure they reach the agreed rating. <p>2.The project will mitigate SGBV/SEAH incidents by applying SEAH due diligence in selecting personnel, contractors, and partners. Contracts will include provisions against SGBV/SEAH, and training will be provided to ensure awareness and accountability.</p> <p>3.The project will ensure target groups are aware of and have access to the SGBV and SEAH protocols in place inside the camps and in the host villages/districts, which include prevention, protection, management and referral measures.</p>			
4.2	Develop communication products to disseminate project results	<p>1.Ensure that communication products (policy briefs and guidelines) prepared in Years 4 and 5 are gender-responsive in their content, design and distribution, including through the ensuring that:</p> <ul style="list-style-type: none"> Women, and their interests, needs and knowledge, are represented in consultations to compile lessons-learned, project outcomes, and guidelines. Women, women’s groups and institutions working in women’s interests are represented in targeted stakeholders for receiving communication products. 2.The project will mitigate SGBV/SEAH incidents by applying SEAH due diligence in selecting personnel, contractors, and partners. Contracts will include 	<p>1.Sections on ‘Gender Considerations’ included in every communication product developed and distributed, with recommendations for including women in scaling project interventions.</p>	1.100% by end of project	<p>\$ 45,600 / year (annual cost of Safeguards and Gender Officer)</p> <p>\$19,800/year part-time cost of Social & Environmental safeguards expert (IC)</p> <p>\$ 25,000 / year (implementation of ESMS and gender action plan)</p> <p>Other costs are embedded in activity costs, particularly in workshops, meetings, and training amounting to \$ 22,000 for Output 4.2</p>

Gender Assessment and Action Plan

		provisions against SGBV/SEAH, and training will be provided to ensure awareness and accountability.			
4.3	Draft revisions to key plans and policies and support their integration into national and district government planning processes, to promote up-scaling of the EbA model	<p>1. Draft guidelines and other inputs prepared in Years 4 and 5 to be gender-responsive in their content, design and distribution, by taking the following actions:</p> <ul style="list-style-type: none"> The Safeguards and Gender Officer will support the design of the review methodology for reviewing key plans, policies and processes to ensure women’s adaptation needs and interests are fully considered. Women and women’s groups are represented in stakeholder consultations for conducting the review of key plans, policies and processes, including women-specific focus groups and/or workshops. The Safeguards and Gender Officer will screen all project guidelines or other inputs to be produced for the IASC GAM score (using the IASC online tool) and will provide inputs and advise to ensure they reach the agreed rating. The lead consultant for Activity 4.3, in collaboration with the Safeguards and Gender Officer will lead the development of evidence based advocacy messages that showcase the effects of the project’s gender responsiveness and women’s participation and how it is contributing to the protection and realization of women’s rights. 2. The project will mitigate SGBV/SEAH incidents by applying SEAH due diligence in selecting personnel, contractors, and 	<p>1. a ‘Gender Considerations’ sections are included in the outputs of the reviews of key plans, policies and processes, as well as in guidelines and other inputs developed.</p> <p>1.b. IASC Gender with Age marker score for all project guidelines or other inputs</p>	<p>1. a 100% by end of project, with integrated evidence-based advocacy messages</p> <p>1.b All project reports have a IASC GAM score of 3 or higher at project completion.</p>	<p>\$ 45,600 / year (annual cost of Safeguards and Gender Officer)</p> <p>\$19,800/year part-time cost of Social & Environmental safeguards expert (IC)</p> <p>\$ 25,000 / year (implementation of ESMS and gender action plan)</p> <p>Other costs are embedded in activity costs, particularly in workshops, meetings, and training amounting to \$ 39,000 for Output 4.3</p>

Gender Assessment and Action Plan

		partners. Contracts will include provisions against SGBV/SEAH, and training will be provided to ensure awareness and accountability		
	Sub-total of dedicated costs for Safeguards and Gender Officer, Safeguards expert consultant and operating costs of ESMS and Gender Action Plan	The Safeguards and Gender Officer will oversee the implementation of the Gender Action Plan and the implementation of the Social and Environmental Management System (ESMS) with the technical advisory support of a Social and Environmental Safeguards international expert engaged part-time in support of the PMU. The Safeguards and Gender Officer will ensure that the project-level grievance redress mechanism (GRM) (See Annex 6: ESMS) will be accessible to women and men, including to women who are subject to SGBV, SEAH and sensitive to their special confidentiality and protection needs and refer cases to existing protection mechanisms accordingly.		\$ 452,000
	Sub-total of project activity costs including workshops, training and meetings			\$ 573,190
	Total amounts related to implementation of gender action plan			\$ 1,025,190

Progress on the implementation of the Gender Action Plan will be reported in the Annual Performance Reports (APR), including:

- Description of gender activities implemented.
- Gender and population type disaggregation of activity beneficiaries and progress towards the gender targets.