

Simplified Approval Process Funding Proposal

Gender Assessment and Action Plan

Project title:	Strengthening the resilience of vulnerable communities within high climatic and disaster risk areas in Togo
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Country(ies):	<u>Togo</u>
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National Designated Authority(ies):	<u>Ministry of Environment and Forest Resources of Togo (MERF)</u>
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Introduction

This action plan for promoting gender equality and equity is an annex to the financing proposal for the Project to Strengthen the Resilience of Vulnerable Communities to Climate Change and Disaster Risks in Areas highly exposed in Togo targeted by the project and a literature review carried out in the field of gender and climate change in Togo. The general objective is to improve the consideration of gender throughout the project and to ensure alignment of the plan with gender policies at the national level and those of technical and financial partners (National Gender Promotion Policy of Togo, Gender Integration Document from BOAD and the Green Climate Fund (GCF), etc.). Furthermore, it is developed during the implementation of the project with the objective of providing a gender analysis in the field of climate change in the project intervention areas accompanied by a project implementation framework with specific actions. gender integration. This is a practical document with tools and a process to take gender into account in all project components in accordance with GCF policy. It also provides the project team and the GCF Board with the information necessary to exercise its responsibility for monitoring the Fund's policy on equality and gender equity. Furthermore, the plan reassures about the relevance and sustainability of the results to be achieved in terms of climate change through the project.

It is important to master the social and context of intervention and take it into consideration to have good project performance. The EE has both this advantage to be close to communities and the strong experience in social change making. To address norms and values, the activities will go through communication, education, and actions to empower women and vulnerable persons which constitute the heart of this project. The actions and results will be capitalized in order to contribute to the update of national strategies and norms related to Gender in Togo that could occur during implementation period.

The gender action plan is structured into two main parts and details the actions required to be implemented in each component to optimize the consideration of gender equity and equality in the project. The first part consists of the presentation of the contextual gender analysis which leads to the second part which summarizes the gender mainstreaming actions in a framework (logical framework).

It should be noted that the cost of the gender action plan is taken into account in the overall project budget and will not be the subject of a specific budget allocation.

Section A . ANALYSIS AND GENDER CATEGORIZATION OF THE PROJECT

1.1. Situation of gender inequalities in Togo

Like most African countries, Togo is marked by gender inequalities in socio-economic life and governance at the family, local and national levels. Social and economic practices are marked by the social division of roles between the sexes, young people, the elderly, people with disabilities, the poor, the rich, the vulnerable, etc. This reality is dependent on the cultural heritage which would like, among other things, that: (i) domestic tasks are a domain reserved for women and young girls; (ii) certain functions, professions or work in society are reserved for men, the elderly, etc. Sexual and gender stereotypes in general are still present in the daily lives of Togolese people on the economic, social, rights and governance levels.

1.2. Gender regulatory context

Togo's national regulations on gender equality and equity are aligned with international and sub-regional guidelines in this area.

Internationally, the country has ratified the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adopted in 1979. In addition, it has also signed the Declaration and

Program of Beijing Action of 1985 for women's economic empowerment and gender equality in twelve key areas including women and environment.

At the regional level, Togo is a signatory to the Maputo Protocol adopted at the end of the summit of African heads of state in July 2023, article 12 of which requires States parties to eliminate all forms of discrimination against respect of women and to guarantee equal opportunities and equal access to the sphere of education and training.

At the sub-regional level, Togo is a member of the ECOWAS Commission which has established a Gender Commission and a Center for Gender Development (CCDG). The CCDG is a multi-purpose regional agency, responsible for promoting gender equality and women's empowerment in the ECOWAS region and has the mandate "to work with Member States to ensure the effective implementation of the Gender Policy. ECOWAS in matters of Gender".

At the national level, the gender issue in Togo is strongly linked to regional socio-economic specificities. A large majority of men and women, especially in rural areas, face significant difficulties in gaining access to production factors. Very often, the obstacles are even greater for women. Thus, while remaining attentive to the need to contribute to an improvement in the situation of all, a differentiated gender analysis shows that women have more difficult access to basic services, notably health, education, drinking water, etc. . They are more strongly affected by poverty than men. The very low participation of women in decision-making bodies in general and their limited access to positions of responsibility in public or private organizations constitute a real challenge in terms of governance and access to civic life.

Togo has regulatory instruments, namely policy documents (National Policy for Gender Equity and Equality of Togo; National Civil Protection Policy for 2030) and strategy documents (National Strategy for Reducing Risks of disasters in Togo) which govern the country's intervention in the field of disaster management. The key actions focus on: (i) awareness raising and communication on prevention and preparation for risks and emergencies; (ii) strengthening the capacities of men and women for risk management and (iii) caring for victims through the management of relief, sites and disaster victims.

1.3. Togo's commitment to gender

1.3.1. *The National Policy for Equity and Gender Equality of Togo (PNEEG 2011)*

Togo is resolutely committed to gender equality and the empowerment of women, because equity and equality between women and men is a condition for sustainable human development. To achieve this sustainable development objective, since 2011, Togo has adopted a National Policy document for Gender Equity and Equality, the aim of which is to promote equity in the medium and long term. and gender equality, the empowerment of women and their effective participation in decision-making at all levels of Togo's development process. This Policy aims to establish an institutional, socio-cultural, legal and economic environment favorable to the achievement of gender equity and equality in Togo, and to ensure the effective integration of gender in development interventions in all sectors of the economy. economic and social life. To achieve the objectives thus set, the PNEEG is structured around the following five strategic orientations (OS): the enhancement of the position and potential of women in the family and in the community (OS1); increasing the productive capacity of women and their income level (OS2); improving equitable access for women and men to social services (OS3); promoting the equitable participation of men and women in the management of power, respect for the law and the suppression of violence in all its forms (OS4); and strengthening the intervention capacities of the institutional framework for implementing the PNEEG (OS5).

The PNEEG is a document which sets out the country's political commitment in matters of gender. In the interest of effectiveness, efficiency and optimization, and with a view to consolidating achievements and taking into account new realities, the National Policy for Equity and Gender Equality was revised in 2019 and a National Gender Equity and Equality Strategy (SNEEG) was adopted.

1.3.2. The National Gender Equity and Equality Strategy (SNEEG)

The National Gender Equity and Equality Strategy (SNEEG) is the operational version of the policy developed in 2019. The goal of the SNEEG is to create the conditions for achieving equality between women and men in Togo from way to ensure equity between women and men in all public policies. SNEEG aims to eliminate inequalities between women and men in order to guarantee women protection and enforcement of their rights, by ensuring their full participation in decision-making bodies and equitable access to development resources and benefits.

According to SNEEG, gendered vulnerabilities to climate change are shaped by existing social norms and economic disparities. Female-headed households face additional challenges due to limited access to land, decision-making processes, and economic resources, particularly in the face of climate shocks. These women are often tasked with caregiving roles, which increase their burden during disaster recovery. Men, especially in marginalized communities, are vulnerable due to restricted access to climate-resilient livelihoods. Addressing these issues through gender-responsive interventions—such as training for both women and men in climate adaptation and resilience—ensures equitable participation in recovery and adaptation efforts.

To achieve this goal, four axes are retained by SNEEG, namely: (i) the equitable development of the human capacities of women and men; (ii) strengthening the representation and role of women in public governance and the promotion of peace and security; (iii) the economic empowerment of women based on gender equity and (iv) the strengthening of the legal and socio-cultural environment favorable to the protection of the moral and physical integrity of women and equality between women and men.

Among the actions to be taken to improve socio-economic conditions and the exercise of women's rights is the elimination of inequalities in access to social services and economic and environmental resources.

The SNEEG defines the players involved in projects, namely : the National Council for Gender Equity and Equality (CNEEG); the Regional Committees for Gender Equity and Equality (CREEG); the Prefectural Committees for Gender Equity and Equality (CPEEG); the Communal Committees for Gender Equity and Equality (CCEEG); the Gender Focal Points (CFG); NGOs; civil society organisations; local authorities; community leaders; and TFPs. These actors will be taken into account according to their relevance to the implementation of this project. The inclusion of these actors in the operationalisation of the project will ensure that gender requirements are effectively taken into account, in particular the particular emphasis that will be placed on equity in the distribution of resources to all social strata (women, young people and the most vulnerable such as children, the elderly and people with disabilities).

1.4. Gender challenges linked to the climate in Togo

Gender inequalities may also be accentuated by the climate crisis, due for example to the role of women in the management of natural resources. Taking gender into account in a project fighting climate change is therefore necessary not only to guarantee the success and effectiveness of the project but also to improve social co-benefits. The inequalities observed between the sexes finally make it possible to question other situations of domination between different populations and ecosystems.

Women in Togo face significant challenges related to climate change due to their reliance on natural resources for livelihoods, which renders them particularly vulnerable to climate-related shocks such as droughts and floods that disrupt food production and increase their workload in managing household resources. Limited access to adaptive resources, such as climate-resilient seeds and financial services, is compounded by gender norms and economic constraints that restrict women's ability to own land and invest in improved agricultural practices. Additionally, women experience health risks exacerbated by climate impacts, including increased temperatures and food insecurity, while also facing barriers to accessing formal climate information, training, and digital tools compared to men.

The intersection of climate crises and gender-based violence (GBV) further complicates their situation, as resource scarcity and displacement during climate disasters heighten the risks of exploitation and harassment.

Economic disparities leave women overrepresented in the informal economy, with lower incomes and fewer assets, which diminishes their resilience to climate impacts. Furthermore, educational and training gaps hinder women's participation in climate adaptation efforts, limiting their capacity to diversify income sources. These gender-specific needs and gaps underscore the necessity for targeted interventions that promote equitable access to resources, information, and opportunities for climate adaptation in Togo.

Key sources informing this analysis include UN Women's Gender and Climate Change Profile for Togo (2016), the World Bank's Climate Change and Gender Action Plan for Togo (2018), and Togo's Demographic and Health Survey (DHS) 2017.

1.4.1. Gender analysis of gender vulnerability in Togo

According to the UNDP report (2022), Togo's gender inequality index is 0.58 (on a scale of 0 to 1, with zero being the ideal situation).

In accordance with the UNDP Report (2022), Togo's gender inequality index is 0.58 (on a scale of 0 to 1 with zero being the ideal situation). Therefore, natural disaster risk management must be analyzed from a gender perspective. Indeed, women and girls experience the greatest impacts of climate change, which amplifies gender inequalities and poses an unprecedented threat to their livelihoods, health and security. Also, women, young people and vulnerable groups represent 70% of victims of the harmful effects of climate change. The participation of women in the fight against climate change can have positive effects and it is with this in mind that stakeholders are placing emphasis on the search for women's empowerment.

Inequalities are the result of social and cultural factors, as well as inequalities (to women's disadvantage) in access to and control of natural, social and economic resources, and the vulnerability of women's legal status, all of which are sources of gender-based violence (physical, moral, psychological, sexual, verbal, socio-economic and domestic violence).

1.4.2. Gender analysis of the country in terms of emergencies and natural disasters

There are large gender inequalities in the impacts of climate change. In his work *When the issue of climate change (also) highlights gender inequality*, Makowiak, J. (2021) notes that "Such inequalities continue when we focus on the vulnerability of women to disasters natural disasters and climate change". These inequalities widen when we focus on women's vulnerability to natural disasters. However, it is also proven that women can play a major role in adaptation to climate change. Given the place traditionally assigned to them, they hold essential know-how for adaptation strategies (practice of sustainable crops, food preservation methods, mastery of local environmental knowledge, etc.). climate, women are largely excluded from decision-making bodies. And this is why this project puts women at the center of analysis and actions, as victims, but also as key players in management. natural disasters and the effects of climate change.

1.4.3. Existing responses in the natural disaster sector

Togo has been committed for a decade to intensifying with available means its actions to mitigate and adapt to the effects of climate change and to promote gender in the sustainable management of natural resources and resilience to climate change. To this end, with its traditional partners (UNDP, World Bank, NGOs, etc.), actions are generally carried out with a gender integration bonus, namely: (i) food aid to disaster victims; (ii) the promotion of solar energy to strengthen the economic empowerment of women and the resilience of households; (iii) sustainable beekeeping and forest monitoring techniques; (iv) institutional strengthening and awareness raising; (v) community adaptation and sustainable land management activities; and (vi) the development of early warning, surveillance and knowledge systems. Overall, these actions are carried out in a disparate manner by each partner or actor implementing their project to address the issue of natural disasters.

1.4.4. SEAH Risks and Gender Dimensions in Climate Projects

This section completes the analysis rise in the SEAH annex.

Addressing Sexual Exploitation, Abuse, and Harassment (SEAH) is critical in climate adaptation and disaster risk management projects due to the heightened vulnerabilities faced by women and marginalized groups in emergency contexts. In Togo, societal power imbalances, resource control dynamics, and the remote nature of climate project sites increase SEAH risks, particularly for women and girls. These risks are exacerbated by limited reporting mechanisms and cultural stigmas surrounding SEAH. To address this, the project integrates a survivor-centered approach, ensuring the safety and agency of affected individuals while incorporating SEAH risk assessments into the project's gender strategy.

The project's activities have significant potential to present risks associated with sexual exploitation, abuse, and gender-based violence, which the AE had not previously acknowledged or addressed. In this second review, the AE has identified these risks and outlined corresponding mitigation measures. It is recommended that the AE include activities related to SEAH in the budget.

Assessing SEAH risks

The AE has now recognized SEAH-related risks and potential negative impacts. In the previous review, the AE did not identify potential SEAH-related risks linked to the project. In this second review, the AE identifies specific activities that may pose SEAH-related risks. These include:

Community Engagement and Stakeholder Consultations, where girls may be more susceptible to exploitation or harassment by project staff or contractors. Boys and young men may also face risks of exploitation or coercion in environments with limited supervision.

Installation and Operation of Infrastructure, during which women and girls in host communities may face increased risks of harassment or exploitation, especially in areas with limited law enforcement or cultural norms that discourage reporting.

Community Training and Capacity-Building Sessions, where men and women, particularly young adults, may encounter unwanted attention or harassment. Girls may be at risk of exploitation if trainers have control over resources or opportunities. Data Collection, Surveys, Risk Assessments, Early Warning System Dissemination and Communication, and the Employment of Local Youth or Community Members.

Preventing SEAH

This approach emphasizes the importance of proactive measures, such as gender-segregated spaces during stakeholder consultations, SEAH prevention training for all personnel, and accessible grievance redress mechanisms, ensuring the project fosters an inclusive and safe environment for all stakeholders. In terms of SEAH prevention, the AE has now aligned with SEAH provisions to incorporate measures to prevent, address, and eliminate SEAH. In the previous review, the AE needed to outline the relevant safeguard instruments, including measures to prevent, address, and eliminate SEAH. In this second review, the AE outlined measures to prevent SEAH incidents. These include:

- Conducting all consultations in supervised, public settings, ensuring gender-segregated spaces for sensitive discussions. Implementing clear codes of conduct for all staff, including specific training on SEAH prevention.
- Requiring all contractors to sign a code of conduct and complete mandatory SEAH prevention training. Establish community reporting mechanisms for SEAH incidents and ensure staff rotation to limit prolonged stays in communities.
- Conduct separate training sessions by gender where appropriate and implement SEAH prevention protocols for trainers. Designating trained staff as SEAH points of contact, allowing participants to report concerns safely.

- Train data collectors on SEAH protocols and conduct surveys in public spaces whenever possible. Ensuring gender-matched data collectors and requiring data collection staff to sign SEAH conduct agreements.
- Providing SEAH awareness training to all personnel involved in EWS dissemination. Establishing anonymous channels for community feedback on interactions with project staff and rotating staff to prevent dependency relationships.
- Develop strict codes of conduct and provide all employees with SEAH prevention and awareness training. Assign trained SEAH officers to oversee local employment practices and ensure all concerns can be reported confidentially.
- Enforcing strict data protection policies and monitoring all digital interactions between project staff and community members. Educating community members on safe technology use and establishing protocols for reporting cyber harassment.

These activities need a strong involvement of the gender expert and the awareness of the project unit members, such as the project Coordinator and the Finance officer. The SEAH activities are summed up in the line xxx (SEAH activities implementation) of the framework;

Responding to reports

In the previous review, the AE needed to be aligned with SEAH provisions that set out measures to respond to SEAH. In the second review, the AE is aligned with measures to respond to SEAH. In Annex 4, the AE highlights that the project will implement a comprehensive grievance response mechanism that is survivor-centered, accessible, inclusive, and gender-responsive. This mechanism ensures that information disclosure, stakeholder engagement, and the GRM provide safe, respectful, and confidential avenues for SEAH-related complaints. It facilitates confidential reporting and upholds ethical documentation standards to protect the privacy and dignity of survivors. Specific procedures for handling SEAH cases, including clear protocols for reporting, documentation, and follow-up actions, are integrated. The project ensures survivors can access timely services and redress, including medical care, psychosocial support, legal assistance, community-driven protection measures, and reintegration services. All project personnel and contractors will receive training on the grievance response mechanism to ensure its effective and ethical operation, reinforcing the project's commitment to creating a safe environment and empowering affected individuals to seek support that respects their rights and confidentiality.

Monitoring progress and learning

In the previous review, the AE had yet to outline how it would monitor the progress and performance of measures to mitigate and manage SEAH. However, in the second review, specifically in Annex 4, the AE highlights that the project will hire a Gender Specialist who will monitor SEAH prevention measures, ensuring alignment with gender-responsive and survivor-centered approaches to address any SEAH-related incidents that may arise. This framework will include specific indicators and monitoring tools to assess the effectiveness of SEAH prevention measures, with regular reviews and adjustments as needed to maintain a safe environment for all community members and project personnel.

1.5. Gap analysis and project response

This project is developed based on lessons from previous experiences. Indeed, it starts from the postulate of the importance of taking gender into account in disaster prevention at three (03) major strategic levels, namely: 1) strengthening capacities for planning prior to disasters and the effects of climate change ; 2) supporting activities to mitigate the effects of disasters and climate change and 3) strengthening the resilience of communities to the consequences of disasters and the effects of climate change.

As such, the actions include communication activities on disaster declarations, prevention, management and repairs for the effects of natural disasters, capacity building activities for stakeholders on the emergency evacuation of populations. threatened and/or victims of natural disasters, activities to establish effective evacuation infrastructure and regular monitoring of alarm and early warning systems. Furthermore, in the implementation of the project, the actors involved in the field of community resilience to natural disasters in Togo will be considered as key players who will contribute through meetings, with a view to the effectiveness of the gender mainstreaming strategy in the project.

In addition, sexual exploitation, abuse and harassment inflict intolerable damage on the victims and their families, and run counter to the values upheld by the regulations in force in Togo and by donors. The socio-economic vulnerability of women and girls in natural disaster situations and the presence of project stakeholders in an intervention zone are sources of the risk of SEA/HS. The project's implementation will therefore take into account actions to prevent, manage and repair these types of GBV. The project's intervention strategy will be based on the following pillars: i) the development of an approach centred on the prevention and protection of victims of sexual misconduct; ii) the commitment of the project's stakeholders to avoid sexual misconduct; iii) capacity-building and awareness-raising on GBV issues for communities in the intervention zones.

To ensure the sustainability of gender investments, the project will integrate gender equality into national policies and long-term development strategies. Gender-responsive actions will be embedded in national frameworks, with a focus on strengthening institutional capacity for gender mainstreaming. This includes building the technical and managerial capacities of local institutions, such as the Ministry of Security and Civil Protection and the National Disaster Risk Management Agency, to continue gender-focused interventions beyond project completion. Additionally, the gender specialist will work closely with key stakeholders to establish mechanisms for ongoing monitoring, ensuring that gender equality remains a central focus in future project activities and national policies.

In Togo, according to the 2013-2014 demographic and health survey, 32% of Togolese women have been victims of physical or sexual violence at least once from the age of 15. Likewise, data from listening and support centers for victims of gender-based violence indicate that in 2022, 2,818 people, including 2,408 women, were victims of GBV in Togo. Furthermore, in schools, a study carried out in April 2022 indicates that girls are more victims of sexual violence, i.e. 8.5%, compared to 2.1% of boys (<https://actionsociale.gouv.tg/validation-nationale-du-protocole-de-prise-en-charge-des-victimes-de-violences-basees-sur-le-genre-au-togo/>).

1.6. Gender mainstreaming strategy of the project

Natural disaster risk management must be analyzed from a gender perspective. Indeed, women and girls experience the greatest impacts of climate change, which amplifies gender inequalities and poses an unprecedented threat to their livelihoods, health and safety. In this project, the Gender is taken into account in a transversal manner (from the object, the definition of objectives, expected results, activities to be implemented, beneficiaries of the project).

1.6.1. Analysis of objectives

This gender action plan has four main objectives: (i) ensure that the project adopts a gender-sensitive approach to achieve greater, more effective, sustainable and sustainable results, effects and impacts. fair, efficiently and comprehensively; (ii) strengthen in an equal manner the resilience of men and women and their capacities to face climate change and ensure that they (women and men) contribute and benefit equally from financing under this project ; (iii) mitigate potential risks linked to the project in terms of participation of women and men in adaptation and mitigation activities identified and (iv) contribute to reducing the gender gap in terms of social, economic and social vulnerabilities. environmental issues in relation to climate change.

1.6.2. Analysis of expected results and indicators

The key results of the project in terms of gender are as follows: (i) women are key actors in early warning and communications systems on the risks of natural disasters and the effects of climate change; (ii) women benefit from specific support when natural disasters occur and finally (iii) the economic empowerment of women is strengthened to increase the adaptation of women to the risks of natural disasters and the occurrence adverse effects of climate change.

The main indicators are presented in the summary table in the second part.

1.6.3. Integration of gender in the definition of activities

With the aim of increasing gender integration in the project, the involvement of women and men as targets and actors is a key element in the integration of gender in the implementation of all identified activities. for the project. The success of this effect depends on the level of gender sensitivity of the actors implementing the said project. This is why it is necessary to integrate training activities of the project management unit in terms of gender integration in the project cycle. These are the indicators and targets that make it possible to ensure the level of involvement of women.

The key activities for which this gender perspective integration exercise is presented in the table below:

Activity	Type of Gender Perspective Integration
Activity 1.1.1: Establishing and operationalizing a National Framework for Climate Services (NFCS)	Inclusive stakeholder consultations ensuring representation of women and gender-diverse groups in the development and finalization of the NFCS document.
Activity 1.1.2: Establishing and operationalizing a National Disaster Risk Management Framework aligned with the Sendai Framework, NDC and EW4ALL initiative.	Gender analysis in risk management frameworks to address specific vulnerabilities and capacities of women and men, ensuring gender-sensitive alignment assessments.
Activity 1.1.3: Building capacity for legislative and policy support for climate information services.	Development of gender-sensitive training modules and policy briefs; ensuring gender balance in capacity-building workshops.
Activity 1.2.1: Conducting capacity building for ANAMET and DRE human resources.	Promoting equal training opportunities for women and men; addressing gender-specific capacity needs and incorporating gender considerations into updated job descriptions.
Activity 1.2.2: Conducting international collaboration and partnerships with organizations including, ARC, UNOCHA, WFP, IFRC and ITU.	Ensuring that equipment modernization benefits both women and men equally and that gender considerations are included in operational manuals.
Activity 1.3.1: Conducting capacity building for ANPC including in risk modelling, risk transfer and contingency planning.	Gender-sensitive training materials; inclusion of gender-specific risk assessments and contingency plans that address the needs of women and men.
Activity 1.3.2: Improving coordination between ANAMET, DRE and the National Civil Protection Agency, and private stakeholder entities through MOUs.	Promoting gender inclusivity in coordination frameworks and joint action plans; ensuring women's participation in decision-making processes.
Activity 2.1.1: Conducting comprehensive multi-hazard risk assessments and vulnerability assessments.	Incorporating gender-disaggregated data in risk and vulnerability assessments; addressing gender-specific vulnerabilities and capacities in assessment reports and maps.
Activity 2.3.1: Developing and implementing a people-centered, multi-channel early warning communication and dissemination strategies.	Ensuring gender-sensitive communication strategies that reach both women and men; using channels and methods that are accessible to all genders.
Activity 2.3.2: Building community-based warning networks and conducting public awareness campaigns.	Ensuring women's participation in community-based networks; developing campaign materials that address gender-specific information needs.
Activity 2.3.3: SEAH Risks prevention and Care	The activity aims at to prevent, to take care of victims and to punish the authors of that crimes.

<ul style="list-style-type: none"> - Establish and sign the codes of conduct - Training sessions on SEAH for the project internal and external stakeholders (data collection and risks management) 	
Activity 2.4.4: Establishing and strengthening public awareness and education programs.	Creating awareness materials and educational curriculums that address gender issues; promoting gender equality in outreach events.
Activity 2.4.5: Conducting regular evaluation and lesson-learning exercises.	Including gender indicators in evaluation reports; documenting gender-specific lessons learned and improvement action plans.
Activity 3.1.3: Training stakeholders including relevant agencies, communities, and volunteers on implementing forecast-based actions	Providing gender-sensitive training modules; ensuring participation of women and men in capacity-building activities.
Activity 3.2.2: Mobilizing and securing financial resources to operationalize and replenish the fund.	Promoting gender-responsive financial mobilization strategies; ensuring that financial resources address the needs of both women and men.

1.7. Gender categorization of the project

In view of the analysis made above, and in accordance with the BOAD Gender Project Classification Manual, the project is classified in category 3 (Project having a high value in terms of contribution to gender equality).

Section B. GENDER ACTION PLAN

2.1. Justification and relevance of the action plan

Women, just like men, constitute the targets but also the actors in the implementation of the project. They thus contribute significantly to the fight against the harmful effects of climate change. Also, climate change has specific impacts on women and men and risks exacerbating the inequalities observed between the sexes. Women's increased vulnerability to climate change stems from gender norms and discrimination that result in an unbalanced division of labor, reduced income and livelihoods; limited access to and control of resources and other productive assets; limited legal rights; low mobility and representation at the political and professional level. Consequently, their egalitarian involvement through the adoption of a participatory approach in projects in this area is necessary in any paradigm shift in favor of low-carbon development actions that are resilient to climate change. This plan (i) determines how the project can meet the specific needs of women and men in the context of climate change; (ii) identifies the factors of change and gender dynamics that make it possible to achieve the adaptation or mitigation objectives of the project; (iii) identifies and presents specific gender elements to be included in project activities; (iv) presents the budget for implementing gender mainstreaming actions and (v) selects the results and impact indicators.

Additionally, this plan integrates measures to prevent risks related to Sexual Exploitation, Abuse, and Harassment (SEAH), recognizing the increased vulnerability of women and girls to SEAH in certain project activities, particularly in community interactions and field engagements.

By adopting this gender-sensitive approach in the context of climate change, the promoter undertakes to contribute to gender equality, as enshrined in international agreements and national regulations in this area. The promoter undertakes jointly with the GCF, based on a clear understanding of socio-cultural factors, to strengthen the resilience and capacities of women and men to cope with them through the adoption of methods and tools to promote equality and reduction of gender disparities. In this commitment, SEAH prevention training will be provided for all project staff, and clear codes of conduct will be enforced to uphold safety and respect in all community engagements. This approach will facilitate the measurement of the results and impacts of activities on the resilience of men and women to climate change.

2.2. Summary of the strategic axes and activities of the project

The project is divided into three main axes from which the overall results and those linked to gender equality and equity come. These are: i) axis 1 relating to the strengthening of data collection and climate information processes allowing better decision-making in Togo; an axis that includes the development of gender-sensitive guides and logical framework; ii) axis 2 relating to increasing the resilience of Togolese communities in the face of natural risks through awareness-raising and early warning and strengthening capacities for effective responses to emergency situations; and finally iii) axis 3 relating to the strengthening of community adaptation actions through the integration of precise climate information.

Within these axes, SEAH prevention measures will be embedded to safeguard community members, particularly women and girls, from any potential risks in interactions with project staff, data collection, and training activities.

2.3. Management and implementation of the gender action plan

2.3.1. *Project implementation actors*

ANPC is responsible for implementing the project. Indeed, it will provide staff within the Project Management Unit (PMU) to take gender issues into account and to ensure the implementation, monitoring and evaluation of indicators and results as well as gender reporting of the project. Failing the recruitment of specialized staff, he will specifically designate a member of the PMU to assume this role. In contact with the gender unit of the supervisory ministry as well as the gender department of the Ministry of Social Action and Gender, the specialist will regularly update the indicators and also update the concerns in alignment with Togo's gender strategy.

Additionally, the designated PMU member will oversee SEAH prevention, ensuring that all project staff adhere to the code of conduct, receive SEAH prevention training, and that confidential reporting mechanisms are available to address any SEAH-related concerns. Refer to the institutional framework in the FP.

2.3.2. *Action sustainability strategies*

The sustainability of the project will be ensured through strengthening the technical and structural capacities of stakeholders enabling women to improve their resilience to the impacts of climate change. These skills will also help reduce their social and economic vulnerability. The commitment of the authorities and the involvement of leaders of the intervention municipalities as well as networking with financial intermediaries will help ensure the continuation of activities at the community level beyond the project period.

Sustainable SEAH prevention practices, including regular training and maintaining confidential grievance mechanisms, will also be embedded to uphold safe and respectful environments within communities beyond the project lifespan.

2.3.3. *Strategies for implementing the plan*

The project implementation team is represented by the Project Management Unit (PMU) and is responsible for implementing and monitoring the gender action plan. A gender specialist will be recruited to be part of the project team. This expert will work with the gender unit of the supervisory ministry in order to monitor the indicators and results of the plan. He will contribute to the drafting of project reports according to the frequency retained within the framework of the project. As part of their role, the gender specialist will also monitor SEAH prevention measures, ensuring alignment with gender-responsive and survivor-centered approaches to address any SEAH-related incidents that may arise.

To address and manage risks of Sexual Exploitation, Abuse, and Harassment (SEAH), the project will implement a comprehensive grievance response mechanism that is survivor-centered, accessible, inclusive, and gender-

responsive. This mechanism is designed to ensure that information disclosure, stakeholder engagement, and the Grievance Redress Mechanism (GRM) are tailored to provide safe, respectful, and confidential avenues for SEAH-related complaints. The mechanism will facilitate confidential reporting and uphold ethical documentation standards to protect the privacy and dignity of survivors. Specific procedures for handling SEAH cases will be integrated, including clear protocols for reporting, documentation, and follow-up actions.

Furthermore, the project will ensure that survivors have access to timely services and redress, including, as appropriate, medical care, psychosocial support, legal assistance, community-driven protection measures, and reintegration services. All project personnel and contractors will receive training on the grievance response mechanism to ensure its effective and ethical operation. This approach reinforces the project's commitment to creating a safe environment and empowering affected individuals to seek support in a manner that respects their rights and confidentiality.

2.3.4. *Monitoring-evaluation of the gender action plan*

Designing a gender equality action plan requires a comprehensive results measurement plan. A key element of project creation is establishing a robust monitoring and evaluation framework to determine important project milestones and objectives as indicators of success and real progress towards equality and equity in terms of women's empowerment in line with national guidelines. This framework will include specific indicators and monitoring tools to assess the effectiveness of SEAH prevention measures, with regular reviews and adjustments as needed to maintain a safe environment for all community members and project personnel.

Provide a detailed description of the project activities to be monitored: The first step in designing a gender-responsive monitoring and evaluation (M&E) framework is to conduct the identification and design phases of an intervention using a gender-centered perspective. The project team will ensure that activities include consultations with women's groups and relevant stakeholders, that initial data collection gathers sex-disaggregated data, and that all preliminary analyzes integrate gender issues.

Identify the indicators to measure, the data sources and monitoring tools to develop, and define the frequency of data collection: the objective of this step is to allow the project team and all partners to hear about specific indicators to include in the results framework, data sources, tools to develop for data collection and frequency of data. A gender-responsive monitoring framework would include a combination of indicators related to outputs (goods and services), outcomes (behavioural, institutional and social changes) and impact (positive or negative, long-term, direct or indirect).

Agree on evaluation methods: Evaluation methods should be based on program priorities and desired data. A combination of quantitative and qualitative approaches in M&E is strongly recommended, particularly for projects promoting female entrepreneurship. As some key data are difficult to capture with quantitative data, such as changes in women's assertiveness or self-confidence, qualitative data can be collected during group discussions with beneficiaries and community members. household, or through direct observation of the team implementing the project.

Develop communication channels that govern the flow of monitoring data and identify resources, constraints, and opportunities available for monitoring. Project monitoring data must be transmitted from the field to the project management team in accordance with defined communication and reporting requirements. These requirements will help the program team know who will be responsible for collecting, documenting, monitoring, and reporting the data collected at each stage of the project.

Data collection: The M&E framework describes the sex-disaggregated data to be collected during project implementation and to be used to determine the impact on men and women at the end of the project. This framework should be integrated into the program work plan and should be updated if program objectives or activities change. Progress on gender-sensitive indicators should be regularly reviewed in order to make mid-term corrections to the program.

2.4. Summary of the gender and budget action plan

2.4.1. *Gender mainstreaming logical framework*

Table 1: Logical framework for gender integration

Activities	Indicators	Targets	Time limit	Managers	Budgeted activities	FCFA budget
	Impact of the project in terms of gender: strengthen the resilience of women and men in an equal manner in the face of natural disasters and the harmful effects of climate change in Togro					
	<i>The key results of the project in terms of gender:</i> <ol style="list-style-type: none"> 1. Women are key players in early warning and communications systems on the risks of natural disasters and the effects of climate change 2. Women benefit from specific support when natural disasters occur. 3. The economic empowerment of women is strengthened to increase their adaptation to the risks of natural disasters and the occurrence of the harmful effects of climate change. 					
▪ Development and strengthening of policies and institutional frameworks	▪ Number of documents developed ▪ Rate of documents integrating gender and key gender indicators	▪ TBD ▪ 50%	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	1.1.2, 1.4.1, 2.3.4	PM
▪ Development and expansion of climate services (communication and networking)	▪ Number of services developed ▪ Rate of services including women ▪ Level of mastery in interpreting climate information ▪ Existence of anticipation skills of women and men	▪ TBD ▪ 100% ▪ High	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	1.1.1, 2.3.1, 2.3.4	PM
▪ Collaboration and data sharing	▪ Number of beneficiaries ▪ Percentage of women	▪ TBD ▪ 50%	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.1.2, 1.2.2, 1.3.2	PM
▪ Mobilization of expertise and strategy development	▪ Number of experts mobilized ▪ Percentage of female experts ▪ Level of adaptation skills	▪ TBD ▪ 50% ▪ High	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	1.3.1, 1.4.2, 3.1.1	PM
▪ Use of digital technologies and tools	▪ Number of users ▪ Percentage of women	▪ TBD ▪ 50%	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.2.2, 2.3.4	PM
▪ Assessment and integration of local knowledge	▪ Indicators to be defined by the PMU	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.1.1, 2.1.2	PM
▪ Developing monitoring plans and strategies	▪ Level of gender sensitivity of the strategic plans developed	▪ TBD ▪ 50%	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.2.3, 2.4.5	PM

Activities	Indicators	Targets	Time limit	Managers	Budgeted activities	FCFA budget
<ul style="list-style-type: none"> Integrating Disaster Risk Reduction (DRR) into Education 	<ul style="list-style-type: none"> Number of beneficiaries Percentage of women beneficiaries 	<ul style="list-style-type: none"> TBD 50% 	<ul style="list-style-type: none"> Year 1 and 2 	<ul style="list-style-type: none"> ANPC Gender specialist 	1.3.1, 2.4.4	PM
<ul style="list-style-type: none"> Development and maintenance of mapping and modeling systems 	<ul style="list-style-type: none"> Indicators to be specified by the PMU gender expert 	<ul style="list-style-type: none"> TBD 	<ul style="list-style-type: none"> Year 1 and 2 	<ul style="list-style-type: none"> ANPC Gender specialist 	2.1.1, 2.2.3	PM
<ul style="list-style-type: none"> Acquisition and training of technical equipment 	<ul style="list-style-type: none"> Number of beneficiaries Percentage of women beneficiaries 	<ul style="list-style-type: none"> TBD 50% 	<ul style="list-style-type: none"> Year 1 and 2 	<ul style="list-style-type: none"> ANPC Gender specialist 	2.2.1, 2.4.1	PM
<ul style="list-style-type: none"> Capacity building of actors 	<ul style="list-style-type: none"> Number of beneficiaries Percentage of women beneficiaries level of satisfaction level of stakeholder involvement existence of resources to support the activities and mission of the gender expert 	<ul style="list-style-type: none"> TBD 50% 	<ul style="list-style-type: none"> Year 1 and 2 	<ul style="list-style-type: none"> ANPC Gender specialist 	1.2.1, 1.3.1, 2.3.2,	PM
Activity 2.3.3: SEAH Risks prevention and Care <ul style="list-style-type: none"> Establish and sign the codes of conduct Training sessions on SEAH for the project internal and external stakeholders (data collection and risks management) 	<ul style="list-style-type: none"> Number of staff that have sign the code of conduct Number of SEAH risk declared Number of SEAH risk managed 	<ul style="list-style-type: none"> TBD 70% 100% 	<ul style="list-style-type: none"> Year 1 	<ul style="list-style-type: none"> Gender specialist 	1.3.3.	PM
<ul style="list-style-type: none"> Improved climate forecasts and predictions 	<ul style="list-style-type: none"> Indicators to be specified by the PMU gender expert 	<ul style="list-style-type: none"> TBD 	<ul style="list-style-type: none"> Year 1 and 2 	<ul style="list-style-type: none"> ANPC Gender specialist 	2.2.3, 1.1.1	PM
<ul style="list-style-type: none"> Data security and monitoring of communications systems 	<ul style="list-style-type: none"> Indicators to be specified by the PMU gender expert 	<ul style="list-style-type: none"> TBD 	<ul style="list-style-type: none"> Year 1 and 2 	<ul style="list-style-type: none"> ANPC Gender specialist 	2.2.2, 2.3.4	PM
<ul style="list-style-type: none"> Installation and maintenance of automated alert systems 	<ul style="list-style-type: none"> Indicators to be specified by the PMU gender expert 	<ul style="list-style-type: none"> TBD 	<ul style="list-style-type: none"> Year 1 and 2 	<ul style="list-style-type: none"> ANPC Gender specialist 	2.1.2, 2.3.1	PM
<ul style="list-style-type: none"> Awareness raising and partnerships for the dissemination of alerts 	<ul style="list-style-type: none"> Number of beneficiaries Percentage of women beneficiaries 	<ul style="list-style-type: none"> TBD 50% 	<ul style="list-style-type: none"> Year 1 and 2 	<ul style="list-style-type: none"> ANPC Gender specialist 	2.3.2, 2.3.4	PM

Activities	Indicators	Targets	Time limit	Managers	Budgeted activities	FCFA budget
▪ Training and capacity building of early warning system actors	▪ Number of beneficiaries ▪ Percentage of women beneficiaries	▪ TBD ▪ 50%	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.4.3, 3.1.3	PM
▪ Communication and alert dissemination strategies	▪ Indicators to be specified by the PMU gender expert	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.3.1	PM
▪ Resource mobilization and awareness	▪ Indicators to be specified by the PMU gender expert	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	1.4.2, 3.2.2	PM
▪ Emergency Response Planning and Preparedness	▪ Indicators to be specified by the PMU gender expert	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.4.2, 3.1.1	PM
▪ Capacity building and training	▪ Number of beneficiaries ▪ Percentage of women beneficiaries	▪ TBD ▪ 50%	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.4.3, 3.1.3	PM
▪ Development and diversification of assistance resources	▪ Indicators to be specified by the PMU gender expert	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.4.1	PM
▪ Post-disaster response management	▪ Indicators to be specified by the PMU gender expert	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.4.5, 2.4.2	PM
▪ Coordination and institutional frameworks	▪ Indicators to be specified by the PMU gender expert	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	1.3.2, 2.3.4	PM
▪ Evacuation planning and preparation	▪ Indicators to be specified by the PMU gender expert	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.4.2	PM
▪ Local actions for risk reduction and adaptation	▪ Indicators to be specified by the PMU gender expert	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.3.2	PM
▪ Resilient approaches and sustainable infrastructure	▪ Indicators to be specified by the PMU gender expert	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.4.4, 1.4.1	PM
▪ Management and preservation of ecosystems	▪ Indicators to be specified by the PMU gender expert	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.1.1	PM
▪ Community Capacity Building	▪ Number of beneficiaries ▪ Percentage of women beneficiaries	▪ TBD ▪ 50%	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	2.3.2	PM
▪ Establish a roadmap for Forecast-based Financing (FbF).	▪ Indicators to be specified by the PMU gender expert	▪ TBD	▪ Year 1 and 2	▪ ANPC ▪ Gender specialist	3.1.1	PM

Activities	Indicators	Targets	Time limit	Managers	Budgeted activities	FCFA budget
<ul style="list-style-type: none"> Lead stakeholder engagement for the development and implementation of Forecast-based Financing (FbF).. 	<ul style="list-style-type: none"> Indicators to be specified by the PMU gender expert 	<ul style="list-style-type: none"> TBD 	<ul style="list-style-type: none"> Year 1 and 2 	<ul style="list-style-type: none"> ANPC Gender specialist 	3.1.1	PM
<ul style="list-style-type: none"> Create a national funding pool for early actions. 	<ul style="list-style-type: none"> Indicators to be specified by the PMU gender expert 	<ul style="list-style-type: none"> TBD 	<ul style="list-style-type: none"> Year 1 and 2 	<ul style="list-style-type: none"> ANPC Gender specialist 	3.2.1	PM
<ul style="list-style-type: none"> Establish an Forecast-based Financing (FbF). program and develop an early action protocol 	<ul style="list-style-type: none"> Indicators to be specified by the PMU gender expert 	<ul style="list-style-type: none"> TBD 	<ul style="list-style-type: none"> Year 1 and 2 	<ul style="list-style-type: none"> ANPC Gender specialist 	3.1.1, 3.1.2	PM

2.4.2. *Commentary on the table*

It is important to clarify that those responsible for implementing the activities have been indicated in the table. The project team is responsible for monitoring the execution of actions as well as the evolution of performance indicators during the project implementation phase including SEAH risks prevention. The project promoter must ensure that the project team has used the first quarter of the year to collect and complete the analysis of information and data on gender in order to establish a clear baseline for the project. This collection of information will make it possible to update the gender analysis during project implementation. The project team will benefit from the support of other stakeholders involved to regularly inform the SMART indicators formulated as part of monitoring gender equality and gender equity in the project. It is also important to have a monitoring and evaluation system that will indicate exactly the periods and frequency of data collection and gender analysis with the aim of ensuring real consideration of gender in the project.

Given the complexity of some situations and responses to catastrophes situations, global measures and indicators are retained as well. However, during implementation stage, a appropriate analysis of situations is a condition for the effectiveness and success of the project. So, after this specific analysis, global responses will not be applied within the final framework of the gender equality objective. The presence of the gender expert for situational analyzes is important and this makes it possible to specify the indicators as well as the targets. In this project, the strategy used is the gender mainstreaming. So, each activity must previously be analyzed in terms of gender equality perspectives. the key principle is fairness and equality. however, the analysis by the expert will allow an update of the targets by 50%. This gendermainstreaming strategy is relevant in projects that address catastrophes and natural disasters.

To do this, the gender specialist who will be placed within the PMU will have to lead this search for reference information. The project does not provide for the use of a consultant for this reference study. This has the advantage of allowing an expert who has the opportunity to be close to the communities to use his proximity to the communities to collect reference data.

Clarification ont the GAP Budgeting : how to understand the mention of PM in the buget column in the above table ? It is important to note that this mention does not mean the absence of financial resources to carry out GAP activities. These resources are taken into account in the budget for implementing project activities. In this purpose and In view of the methodology adopted for activities implementation, the understanding is that the GAP must not have a separate budget. For the PMU, this obliges to maintain a continuous and active intervention of the gender specialist to ensure that the gender equality and equity issues and requirements are taken into account.

2.4.3. *Stakeholders engagement plan for gender action plan implementation*

Taking project stakeholders into account is a key factor in the success of project implementation. These institutional stakeholders are from the ministries, from civil society organization, Community (villages), and private sector. The main stakeholders, described above, have differentiated responsibilities that must be taken into account. The table below presents the actors, their responsibilities during the implementation of the project and the indicated times of this involvement.

The SNEEG specifies that the strengthening of gender equity and equality, need to continue promoting the empowerment of women and their effective participation in decision-making. This includes: (i) the improvement of legal social and cultural status, rights of women; (ii) promotion of active participation of women in activities and (iii) capacity building of women with a view to improving their performance in decision-making bodies. In this project, the high level of stakeholder' s involvement aims to improve this objective of the participation of women in decision-making bodies in the climate change sector.

N°	Stakeholders	Main responsabilities	Period of implication
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1	Gender specialist	Gender assesement Data collection Gender indicators performance Involved in activities preparation and implementation Gender Report elaboration	Since the approval of the project
2	PMU	Project management Coordination Report to the GCF through the AE Report to the supervisory ministry	All the duration of implementation
3	Community leaders	Help with the proect activities implementation	All the duration of implementation
4	Local Communities	Help with the proect activities implementation facilitate access to communities facilitate communication and data collection	All the duration of implementation
5	NGOs	Be involved in project implementation specifically in some activities implementation	When needed
6	Economy and Finance	Follow agreement and institutional compliance	All the duration of implementation
7	Ministries (Gender, Environmental)	Fix the overall framework Follow up the project implementation	When needed
8	Private sector	Give facilitation in activities implementation	When needed
9	AE (BOAD)	Monitoring and evaluation Follow up project performance and result Report to GCF on the project accordingly to the agreements	All the duration of implementation
10	GCF	Compliance of implementation Follow up project performance and result Financing project	All the duration of implementation

General conclusion

Taking gender issues into account in any development process constitutes Togo's ambition both in terms of public policies and in terms of international commitments. Thus, it is always useful to remember that this action plan for gender equality is an integral part of the operational framework of the project and that the activities identified aim to improve the integration of gender in the project. It is therefore appropriate for stakeholders to get involved at all levels to ensure and ensure that the principles of equality and equity between the sexes are respected.