
Gender Action Plan

**FP113: Towards ending drought emergencies:
Ecosystem based Adaptation in Kenya's arid and
semi-arid rangelands (TWENDE)**

Kenya | IUCN | B.23/10

5 September 2019



**GREEN
CLIMATE
FUND**

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The **Gender Action Plan** provides entry points for gender-responsive actions to be taken under each of the activity areas of the Twende project. The plan will be refined in the inception phase of the project to more effectively support youth programming and at that point will become a Gender and Youth Action plan. The plan identifies the kinds of actions that will be incorporated in to the activities during the development of project work plans in the inception phase of the project. In addition an indicative set of indicators have been outlined to measure and track progress on these actions at the activity level. To avoid developing an unwieldy system three or four of the most critical gender responsive indicators identified here will be incorporated into the detailed M&E plan to be developed at the start of implementation, where baseline data will be incorporated. All data collected during implementation of the project will be gender disaggregated and subjected to the requisite data quality assessment process.

In addition to monitoring through collecting indicator data, gender responsiveness of the project will be monitored through a participatory process. A Gender Responsiveness Action Tool (annex 1) will be used to measure gender responsiveness on the project. This tool will be further refined during the inception phase.

A **gender task group** will be established early in the project drawn from the different institutions of the project. IUCN will lead that task group that will be responsible for implementing the GAP. Training and capacity building on gender and youth programming will be held for all the institutions working on the project. Specific support will be provided by IUCN's Global Gender Office to the gender task group.

Objective	Actions	Indicator	Responsible Institutions
Activity 1.1 Establish information systems to inform climate change sensitive landscape planning and vulnerability/ risk management	<ul style="list-style-type: none"> Identify female beneficiaries who are working in existing rangelands- communal or private Documentation of Gender responsive rangeland resource mapping, assessment and management. Identify the information needs and contributions of both men and women to inform a valuable dryland information system, and ensure information is differentiated by gender Ensure knowledge of both women and men inform dryland management plans Identify the different types of tools, training and infrastructure needed for men and women to implement dryland management plans 	<ul style="list-style-type: none"> Role of women incorporated in the information systems to inform climate change sensitive landscape planning and vulnerability management. 	NDMA, MOAI, ICRAF, County governments
Activity 1.2 Strengthen community institutions to coordinate community planning and to inform and	<ul style="list-style-type: none"> Integration of gender and the roles/responsibilities around community and landscape planning. Engage women in contributing their unique knowledge to community and landscape planning Ensure the involvement of both men and women rangeland management activities, including equal participation in the landscape planning processes. 	<ul style="list-style-type: none"> Number of women and men engaged in community and landscape planning. Number of men and women participating in rangeland management activities. 	NDMA, County governments, MOAI, ICRAF, IUCN

Objective	Actions	Indicator	Responsible Institutions
represent stakeholders in landscape planning.			
Activity 1.3 Develop county rangeland restoration plans that build on local community plans combined with enhanced climate change data.	<ul style="list-style-type: none"> • Ensure men and women are equally engaged in developing county rangeland restoration plans • Clearly outline the role of women and the youth developing the county rangeland restoration plans. Women and youth involved in landscape level planning at county level using the SHARED and early warning data to integrate into county planning. 	<ul style="list-style-type: none"> • The role of women, men and the youth clearly defined in the county rangeland restoration plans developed. • Number of women and men engaged in developing the county rangeland restoration plans. 	IUCN, NDMA, County governments, MOAI Women groups/CSOs.
Activity 1.4 Establish functioning landscape management mechanisms in participating counties for climate change sensitive and accountable decision-making	<ul style="list-style-type: none"> • The role of women and youth clearly defined in the inter-county forums for landscape planning. • Women and the youth involved in the inter-county forum for landscape planning. • Women and the youth participate in the trainings on landscape planning and ecosystem management. • Ensure both women and men are participating in committees and groups for managing local dryland areas, including ensuring women in leadership positions. 	<ul style="list-style-type: none"> • Number of men and women participating in landscape management activities. • Number of men and women participating in landscape management trainings. 	NDMA, County governments, Women groups/CSOs,
Activity 1.5 Establish participatory monitoring, evaluation and learning systems to support adaptive management	<ul style="list-style-type: none"> • The role of women and youth clearly defined in the annual review of the participatory rangeland management plans. • Ensure both men and women in government institutions are engaged in training and monitoring of drylands • Define indicators for measuring and monitoring drylands (including economic valuation, research and development) related to the needs of both men and women, and that are sex disaggregated. 	<ul style="list-style-type: none"> • Number of women participating in the annual review of the participatory rangeland management plans. • Number of women and men involved in trainings and monitoring of drylands activities. • Indicators defined for measuring and monitoring drylands include needs for both men and women. 	IUCN, NDMA, County governments, MOAI county staff.
Activity 2.1 Implement priority community-based rangeland restoration activities	<ul style="list-style-type: none"> • Ensure women contribute to engendered community plans for afforestation & reforestation of dryland areas. • Identify best practices to be scaled up based on the experiences of both men and women • Identify and carry out best sensitization strategies for both men and women • Ensure both men and women are equally engaged in planning and implementing restoration activities 	<ul style="list-style-type: none"> • Number of women and youth participating in planning activities for implementing restoration activities. • Number of women and youth implementing identified community based rangeland restoration activities. 	Communities, CSO with support

Objective	Actions	Indicator	Responsible Institutions
	<ul style="list-style-type: none"> Ensure all learning activities are tailored to needs and strategies of both men and women. 		
Activity 2.2 Implement priority actions for integrated land/water management in catchments	<ul style="list-style-type: none"> Increase adoption of diversified crops for women in target dry land communities Introduce new agricultural practices for both women and men drawing on indigenous knowledge strategies from both genders Identification of agricultural practices that also align with the needs and priorities of both men and women Identify and document indigenous knowledge, practices and coping mechanisms informed by both men and women Engagement of both women and men in farmer and water user groups, including leadership positions Engagement of both women and men in learning and dissemination of good practices Develop appropriate climate change adaptation and mitigation plans for farmers. 	<ul style="list-style-type: none"> Number of women and youth participating in planning activities for integrated land/water management in catchments. Number of women and youth implementing identified actions for integrated land/water management in catchments. 	NDMA, MOAI, County governments,
Activity 2.3 Install community-validated strategic water sources for sustainable rangeland utilization	<ul style="list-style-type: none"> Women groups identified and involved in the restoration and construction of critical water infrastructure. Strengthen the role of existing women groups in participating in monitoring networks for water resources. Training on gender sensitive water harvesting techniques. 	<ul style="list-style-type: none"> Number of women groups involved in the restoration and construction of critical water infrastructure. Number of female recipients participating & benefitting from trainings on sensitive water harvesting techniques. 	WRA, KWTA, MOAI
Activity 2.4 Assist communities to formulate bylaws and incorporate into county laws	<ul style="list-style-type: none"> Analyse the role of women and youth in traditional resource management structures. Ensure women involvement in documenting traditional resource management arrangements. The role of women to be clearly included in the legal options developed to strengthen customary arrangements. 	<ul style="list-style-type: none"> Documented role of women and youth in traditional resource management structures. Number of women participating in documenting traditional resource management arrangements. Clearly defined role of women included in the legal options developed to strengthen customary arrangements. 	IUCN, County governments, NDMA, MOAI
Activity 2.5 Build capacity of local institutions to implement climate-	<ul style="list-style-type: none"> Ensure women and youth involvement in trainings of local and customary institutions. Women involvement in the public dialogue consultations to develop a long term rangeland extension strategy. 	<ul style="list-style-type: none"> Number of women and youth participating in trainings of/on local and customary institutions. Number of women involved in the public dialogue consultations 	MOAI, NDMA, ICRAF, IUCN, CSOs,

Objective	Actions	Indicator	Responsible Institutions
sensitive landscape management	<ul style="list-style-type: none"> Integration of gender into trainings on interpretation and use of climate information. 	to develop a long term rangeland extension strategy.	
Activity 3.1 Invest in priority value chains that have been validated by local communities	<ul style="list-style-type: none"> Develop improved methods to increase productivity in and incomes from milk, meat, and skins processing by women accessing improved gender-responsive technologies Develop improved management systems for insect pests, diseases, viruses, and parasitic weeds in cereal/grain cropping systems by involving the responsible men and women Develop improved quantity and nutrient quality of feed/fodder for livestock through gender-sensitive improvement of feed/fodder preparation and manufacture. Improved post-harvest, storage, and processing technologies developed/tested by women, especially for crops, vegetable, fruits, and dairy, and constraints to adoption identified/addressed. Improved conservation agriculture methods to increase resilience and benefit both men and women without increasing gender inequity in workloads Women involvement in strengthening market information systems through cooperatives. Women participation in trainings on branding, niche marketing, quality management and sustainable harvesting of natural resource. 	<ul style="list-style-type: none"> Number of women and men engaged and participating in the implementation of priority value chains. 	CI, CSOs, Womens Groups,
Activity 3.2 Provide grants to establish for restoration enterprises by women's groups	<ul style="list-style-type: none"> Establish women groups based grass seed production and fodder bank enterprises; Training women and men in grass seed production; Entrepreneurship training for women; Grant management training for women and youth; Allocation of resources for start-up enterprises for both men and women; Training on resource mobilization for women and the youth. Identification of female community members who are interested in becoming entrepreneurs and setting up businesses Ensure training/mentoring on business development, entrepreneurship and innovative finance is provided equally to both men and women Identify and provide market infrastructure that is relevant for both men's and women's needs. 	<ul style="list-style-type: none"> Number women and youth trained in entrepreneurship activities. Value of grants provided to women and youth groups for start-up activities. 	CI, Justdigit, CSOs.

Objective	Actions	Indicator	Responsible Institutions
Activity 3.3 Establish financial incentive mechanism for sustainable land management	<ul style="list-style-type: none"> • Involvement of women and youth in the trainings, dialogue and establishment of community resilience facilities in each community • Allocation of funds to incentivize community land use plans should be done equally between men and women, ensuring there are women and youth in leadership positions 	<ul style="list-style-type: none"> • Number of women and youth involved in trainings and dialogue on community resilience facility. • Value of funds allocated to women and youth groups to incentivize community land use plans. 	IUCN, CI, County governments, Women groups/CSOs,
Activity 3.4 Provide grants to community-based enterprises for ecosystem based adaptation that could create opportunities for investments in the value chains	<ul style="list-style-type: none"> • Ensure training/mentoring on business development, entrepreneurship and innovative finance is provided equally to both men and women • Identify and provide market infrastructure that is relevant for both men's and women's needs. 	<ul style="list-style-type: none"> • Number of women and youth trained / mentored on business development, entrepreneurship and innovative finance. • Value of grants provided to women and youth groups to support ecosystem adaptation activities. 	CI, private sector support groups, County governments, Women groups/CSOs.

20 Annex 1. Gender Responsiveness Action Tool (GReACT) for TWENDE Implementation

The purpose of this tool is to help TWENDE implementing the Gender Action Plan, implement and monitor their interventions in a gender-responsive manner. Activities have been grouped according to “type”: e.g., assessments, training, policy advisory, etc. For each type of **activity**, this tool provides an indication of associated gender-responsive **objectives** and gender-responsive **actions** to be taken in preparing and implementing these activities. The actions are further illustrated with examples of concrete methods to carry them out. The tool will be refined in the inception phase of the project.

How to use this tool in a context where activities are both ongoing and new activities are being designed/coming online:

Half-day to full day workshop, either with several implementing partners at a time (global to cluster level), or with a single implementing partner in order to go into more depth with each. (Alternatively could be conducted over 2 half-day webinar sessions across the partnership.)

Session 1 (30 mins): Introduce revised Gender Guidance note and the Gender responsiveness action tool

Session 2 (90 mins): Group work and discussion on what partners have been doing so far within each type of activity, and using this tool to suggest adjustments and practical methods. Report to plenary and discussion; feedback on possible refinements to the tool to make it simple to use/easy to uptake.

Session 3 (90 minutes): Group work: each IP identifies the set of concrete actions it will incorporate in its workplan. Share back with plenary and discussion.

Session 4 (45 minutes): Monitoring and reporting on gender-responsive interventions in TWENDE

Activities under TWENDE	Gender responsive objectives	Ex-ante gender-responsive action:	Practical methods (examples)	Ex-post Learning:
<p>Grouped by phase of implementation</p>	<p><i>What gender equality objectives will this type of activity support?</i></p>	<p><i>Is this activity being planned/implemented in a gender responsive way? Three or more actions are suggested for each type of activity.</i></p> <p><i>For each activity, the following monitoring scale will be used in reporting:</i></p> <p><i>High gender responsiveness: three or more actions are carried out.</i></p> <p><i>Medium gender responsiveness: at least two of the actions are carried out.</i></p> <p><i>Low gender responsiveness: only one action is carried out.</i></p>	<p><i>What are some specific methods/mechanisms to do this?</i></p>	<ul style="list-style-type: none"> • <i>Was the activity successfully implemented in a gender-responsive manner? How, why or why not?</i> • <i>If not, what can be done differently in the future to design and implement similar activities?</i> • <i>Are there outcomes or early signs of impact that can be attributed (at least in part) to implementing this activity in a gender-responsive way?</i>
<p>1. Planning phase of Twende</p>				
<p>Activity planning and design assessments phase - (e.g., rangeland and water demand assessment, community governance, household social surveys,</p> <p>Gender focus questions-</p> <p><i>What is the current situation of men and women in the target area?</i></p>	<ul style="list-style-type: none"> • Specific perspectives, practices and needs of women and men are explicitly assessed alongside or within broader assessment objectives • Specific barriers to women's and men's involvement in or benefit from actions is 	<ul style="list-style-type: none"> • Assessment incorporates gender responsive methods to e.g. disaggregate women and men's perspectives, needs, practices, institutional participation, etc. • Address/analyse main assessment question overall <i>and</i> through a gender equality lens, i.e. by considering what gender responsiveness issues need to be specifically addressed. • Assessment makes recommendations on gender-responsive interventions, including to overcome historical gender 	<ul style="list-style-type: none"> • Convene women's focus groups to collect qualitative data • Include women "heads of HH" in HH surveys (And ensure women and men members of a HH fill out the survey independently) 	<p>Monitor gender-responsiveness of assessment report: did the assessment meet both actions?</p>

Activities under TWENDE	Gender responsive objectives	Ex-ante gender-responsive action:	Practical methods (examples)	Ex-post Learning:
<p><i>Will Twende contribute to existing inequalities?</i></p> <p><i>Will Twende challenge the existing situation?</i></p> <p><i>What should Twende do differently to strengthen gender perspectives?</i></p>	<p>identified and included in assessment</p> <ul style="list-style-type: none"> • Women’s and men’s knowledge is tapped to inform assessments 	<p>biases/gender-based barriers and to advance gender equality</p>	<ul style="list-style-type: none"> • Conduct sex-disaggregated data collection and gender analysis 	
<p>2. Activity mobilization and implementation phase</p>				
<p><i>Establishing/strengthening local formal or informal institutions (WUAs, NRMCS, multi-stakeholder platforms, etc.)</i></p> <p><i>Gender focus questions–</i></p> <p><i>Are both men and women involved in the process of Twende project organizations development?</i></p> <p><i>Have any gender issues arisen that were not identified at the project design?</i></p>	<ul style="list-style-type: none"> • Women’s and men’s representation and meaningful participation is ensured/promoted • Women’s access to and use of the resource are treated equitably with those of men; women’s control over resources is considered [and enhanced?] in comparison to men’s. • Women’s informal/formal institutions are also considered, such as women’s cooperatives, VSLAs, farmers’ networks, etc.) 	<ul style="list-style-type: none"> • Understand existing obstacles, if any, to women’s representation and meaningful participation in local formal and informal institutions • Assist in developing statutes that ensure representation of women in governance structures • Assist in developing rules and procedures that ensure women’s active participation in consultation, planning and deliberation processes, (including for example through liaising with women’s groups/networks) 	<ul style="list-style-type: none"> • Conduct focus group interviews with women and men to learn about potential obstacles, if any, to women’s representation and meaningful participation • Identify, through interviews and observation, women with leadership abilities in the relevant setting/context • Invite women and in particular, identified women leaders, as well as gender champions, to any relevant meetings 	<p>Monitor women’s experience of collaborative planning activities: did they feel appropriately consulted, included, represented, was their voice heard? Did participation increase? Was it sustained?</p>

Activities under TWENDE	Gender responsive objectives	Ex-ante gender-responsive action:	Practical methods (examples)	Ex-post Learning:
			convened through TWENDE <ul style="list-style-type: none"> Organise consultations among women on how to develop rules and procedures that will be conducive to women's active participation in (...) 	
<p><i>Collaborative planning activities (e.g., Land use, NRM, integrated landscape planning, etc., including application of collaborative planning tools)</i></p> <p><i>Gender questions –</i></p> <p><i>Will the planning process involve women and men equally?</i></p> <p><i>Will customary barriers and stereotypes affect access to resources by women and men?</i></p> <p><i>Will Twende result in greater or fewer resources to male or female indirect beneficiaries?</i></p>	<ul style="list-style-type: none"> Women's representation and meaningful participation in ensured/promoted Women's access to, use of, and control over the resource are treated equitably with those of men 	<ul style="list-style-type: none"> Ensure that women and women's groups are invited to participate Include gender issues and gender-responsive planning in the agenda, explicitly (e.g., what issues /barriers do women face, and how can planning avoid exacerbating gender inequities and overcome gender barriers) Support women's participation in decision-making processes 	<ul style="list-style-type: none"> When facilitating, actively encourage women to speak and share their perspectives Identify, through interviews and observation, women with leadership abilities in the relevant setting/context Invite women and in particular, identified women leaders, including gender champions, to any relevant meetings convened through TWENDE 	Monitor women's experience of collaborative planning activities: did they feel appropriately consulted, included, represented, was their voice heard?
<p><i>Training workshops and events (e.g., water quality monitoring, rangelands restoration,</i></p>	<ul style="list-style-type: none"> Women's representation and meaningful 	<ul style="list-style-type: none"> Ensure that women and women's groups are invited to participate 	<ul style="list-style-type: none"> Design sessions to encourage women's voice: e.g. check 	Monitor women's and men's experience of workshops and training

Activities under TWENDE	Gender responsive objectives	Ex-ante gender-responsive action:	Practical methods (examples)	Ex-post Learning:
<p><i>integrated water and land use planning, climate smart farming practices)</i></p> <p><i>Gender focus questions -</i></p> <p><i>What specific training or other interventions might be necessary to make trainers more responsive to both men's and women's specific needs?</i></p>	<p>participation is ensured/fostered</p> <ul style="list-style-type: none"> • Effective training of women on equal footing with men • A significant percentage (TBD according to context) of trainees are women • Awareness-raising on gender-related concerns at different events, on different sub-topics (e.g., water, forest management, land tenure, value chains, access to finance, etc.). 	<ul style="list-style-type: none"> • Ensure that training is socio culturally appropriate for women (e.g., a separate women's training might be advisable in some cases) • Explicitly incorporate into training a gender-responsive take on theme at hand • When designing training, consider different needs and constraints of women vs. men in adopting new techniques or in changing behaviours 	<p>whether women-only small group work is more conducive</p> <ul style="list-style-type: none"> • When facilitating, actively encourage women to speak and share their perspectives 	<p>events and of gender-responsiveness components: did they feel it was useful, that they were appropriately consulted, included, represented, was their voice heard?</p>
<p><i>Brokering innovative partnership agreements (between e.g., businesses, farmers and other communities)</i></p> <p><i>Gender questions –</i></p> <p><i>Are numbers of men and women equally represented in business agreements ratification?</i></p> <p><i>Do women and men have an equal opportunity to benefit from partnership agreements?</i></p>	<ul style="list-style-type: none"> • Active participation or women in new partnership opportunities • Women and men benefit from new partnerships promoting IGG, including women entrepreneurs/women-owned businesses. 	<ul style="list-style-type: none"> • Approach and encourage women leaders and women's groups, including women-owned businesses, to engage in forming new partnerships • Ensure that women's perspectives and gender-specific issues are addressed during design, planning and establishment of new partnerships • Ensure that the partnership will be beneficial to both men and women equally 	<ul style="list-style-type: none"> • Conduct rapid survey during partnership design to understand how it might affect women and men differently 	<p>Monitor women's and men's engagement in agreements, including for example how many women-owned businesses or women entrepreneurs are approached/engaged.</p>

Activities under TWENDE	Gender responsive objectives	Ex-ante gender-responsive action:	Practical methods (examples)	Ex-post Learning:
<p><i>Support to new NBE and IG value chain development, including access to markets and finance</i></p> <p><i>Gender questions</i></p> <p><i>How will women be encouraged to take part in enterprise activities that are traditionally dominated by men?</i></p> <p><i>Will credit be affordably priced for disadvantaged women and men in the project area?</i></p> <p><i>Do men and women have equal access to markets in the remote locations where Twende operates?</i></p>	<ul style="list-style-type: none"> • Women entrepreneurs and farmers gain access to new markets and financing for IG and NBE work 	<ul style="list-style-type: none"> • Target both women and men during roll-out • Take stock of gender-specific concerns in e.g., access to markets and finance • Adapt intervention to facilitate benefits to both women and men 	<ul style="list-style-type: none"> • Identify value chains in which women are more active 	<p>Monitor women's ability to engage, e.g. if restricted access to formal markets of financial institutions poses a problem, and changes to women's roles in value chains</p>
<p><i>Advisory and support for policy changes</i></p> <p><i>Gender focus –</i></p> <p><i>Has the perception of men and women (norms, stereotypes, values) been at all altered during the course of this project?</i></p>	<ul style="list-style-type: none"> • Awareness-raising on gender-related concerns at different events, on different sub-topics (e.g., water, forest management, land tenure, value chains, access to finance, compliance with existing policy frameworks on gender-environment links etc.) 	<ul style="list-style-type: none"> • Target both women and men in leadership positions • Bring gender-specific learning into specific policy theme at hand • Include equitable participation of women on panels and high profile speaking slots 	<ul style="list-style-type: none"> • Engage women's advocacy groups, women's national networks, etc.] 	<p>Monitor policy reforms through a gender lens</p>