

# Gender Action Plan

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## **FP034: Building Resilient Communities, Wetland Ecosystems and Associated Catchments in Uganda**

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**GREEN  
CLIMATE  
FUND**

## **Gender documents for FP034**

# **Gender Assessment and Action Plan**

## **Uganda: Building Resilient Communities, Wetland Ecosystems and Associated Catchments**

## Contents

I.	Introduction .....	3
II.	Resilience of communities dependent on wetland ecosystems which are vulnerable to climate change.....	4
III.	Existing Gender Inequality in Uganda.....	6
IV.	Legal and Administrative Framework Protecting Women and Protecting Gender Equality .....	24
V.	Gender issues in response to the impact of climate change on wetland catchments .....	27
VI.	Recommendations .....	28
	Proposed Gender Action Plan.....	35

## Proposed Gender Action Plan

This Gender Action plan provides suggested entry points for gender-responsive actions to be taken under each of the Activity areas of the project. In addition, specific indicators are also proposed to measure and track progress on these actions at the activity level. This can be incorporated into the detailed M&E plan which will be developed at the start of implementation, and provides concrete recommendations on how to ensure gender (including disaggregated data) continues to be collected and measured throughout implementation

Objective	Actions	Indicator	Responsible Institutions
<b>Output 1: Restoration and management of wetland hydrology and associated catchment</b>			
<p>Activity 1.1: Small-scale water storage and detention facilities designed and constructed or rehabilitated in critical waterways for communities to benefit from enhanced ecosystem functioning</p>	<p>Integration of gender and the roles/responsibilities around access and use of water to trainings on wetland ecosystem management</p> <p>Identify female beneficiaries who are working with existing water storage schemes and / or those who are interested in introducing water management technologies as champions</p> <p>Engage women in contributing their unique knowledge to the mapping and preparatory activities for ponds and water storage facilities</p> <p>Define strategies to support increased water access and irrigation to address the needs of both men and female to benefit from enhanced ecosystem functioning</p> <p>Ensure the involvement of both men and women in water user groups and wetland management</p>	<ul style="list-style-type: none"> <li>• Number of male and female adopting new water storage strategies</li> <li>• Number of men and women participating in trainings on resilient water storage</li> <li>• Number of women and men contributing to mapping and preparatory activities for ponds and water storage facilities</li> <li>• Number of men and women participating in water user groups and wetland management activities and</li> <li>• Changing role of men and women in groups tasked with water and wetland management</li> </ul>	



	activities, including equal participation in leadership positions		
Activity 1.2: Improved inlet streams to increase water delivery; (GCF)	<p>Ensure women contribute to community plans for catchment areas</p> <p>Ensure both women and men are engaged in all sensitization activities</p> <p>Take into consideration the differentiated roles/responsibilities, needs and knowledge of both men and women in defining and constructing necessary infrastructure</p> <p>Ensure both men and women’s participation in groups and committees to manage new water storage and delivery systems</p>	<ul style="list-style-type: none"> <li>• Number of women and men contributing to community plans for catchment areas</li> <li>• Number of women and men engaged in sensitization activities</li> <li>• Number of men and women participating in water storage and delivery group sand committees – including numbers in leadership roles</li> </ul>	
Activity 1.3: Degraded catchment areas rehabilitated and land productivity improved	<p>Identify best practices to be scaled up based on the experiences of both men and women</p> <p>Ensure men and women are equally engaged in training on sustainable land management and natural resource management of wetlands</p> <p>Identify and carry out best sensitization strategies for both men and women (which may differ)</p> <p>Ensure both men and women are equally engaged in planning and implementing restoration activities</p> <p>Ensure all learning activities are tailored to needs and strategies of both men and women</p>	<ul style="list-style-type: none"> <li>• Number of women and men engaged in sensitization activities</li> <li>• Number of men and women participating in land management, natural resource management, and restoration activities</li> <li>• Number of men and women engaged in learning activities</li> </ul>	



<p>Activity 1.4: Strengthened wetlands management practices</p>	<p>Identify the information needs and contributions of both men and women to inform a valuable wetland information system, and ensure information is differentiated by gender (as relevant)</p> <p>Define indicators for measuring and monitoring wetlands (including economic valuation, research and development) related to the needs of both men and women, and that are sex disaggregated</p> <p>Ensure both men and women in government institutions are engaged in training and monitoring of wetlands</p> <p>Ensure knowledge of both women and men inform wetland management plans</p> <p>Identify the different types of tools, training and infrastructure needed for men and women to implement wetland management plans</p> <p>Ensure both women and men are participating in committees and groups for managing local wetland areas, including ensuring women in leadership positions</p>	<ul style="list-style-type: none"> <li>• Comprehensive wetland information system incorporates sex differentiated a data and information</li> <li>• Number of women and men engaged in training activities</li> <li>• Number of men and women participating in planning and implementing wetland management plans</li> <li>• Number of women and men participating in committees and groups, including number of women and men in leadership positions</li> </ul>	
Objective	Action	Indicator	Responsible Institution
<b>Output 2: Improved agricultural practices and alternative livelihood options in the wetland catchment</b>			
<p>Activity 2.1: Crop diversification and resilient agricultural best practice adopted</p>	<p>Increase adoption of diversified crops for women in target communities</p> <p>Introduce new agricultural practices for both women and men drawing on indigenous</p>	<ul style="list-style-type: none"> <li>• Number of participants engaged in training and technical support for introduction of new agricultural practices, disaggregated by gender.</li> <li>• Number of female recipients able to strengthen production and diversify amidst climate variability</li> </ul>	



	<p>knowledge strategies from both genders</p> <p>Identification of agricultural practices that also align with the needs and priorities of both men and women</p> <p>Identify and document indigenous knowledge, practices and coping mechanisms informed by both men and women</p> <p>Engagement of both women and men in farmer and water user groups, including leadership positions</p> <p>Engagement of both women and men in learning and dissemination of good practices</p>	<p>and change with the Introduction of new agricultural practices</p> <ul style="list-style-type: none"> <li>• Success rate of new agricultural practices introduced with regards to crop yield</li> <li>• Success rate of new agricultural practices introduced with regards to time saved for other activities</li> <li>• Number of participants and leaders in water user groups disaggregated by gender</li> <li>• Number of smallholder farmers receiving agricultural inputs, disaggregated by gender</li> <li>•</li> </ul>	
<p>Activity 2.2 Economically viable and sustainable livelihood and income generating interventions introduced, promoted and supported in the wetland and immediate catchment</p>	<p>Community dialogue / conversation and engagement to identify livelihood options that fit the needs of both men and women</p> <p>Identification of female community members who are interested in becoming champions and leaders for adopting alternative livelihoods members who are working within existing systems and whom are introduced to alternative livelihoods</p> <p>Engagement of both men and women in training and technical support for introducing alternative livelihoods</p>	<ul style="list-style-type: none"> <li>• Number of participants engaged in training and adoption of new alternative livelihoods, disaggregated by gender</li> <li>• Number of women in leadership positions in newly established cooperatives or farmer groups for alternative livelihoods</li> </ul>	
<p><b>Activity 2.3:</b> Business and entrepreneurial skills promoted, including micro credit schemes and revolving funds ;</p>	<p>Community dialogue / conversation and engagement to identify entrepreneurship and local innovative financing mechanisms that fit the needs of both men and women</p>	<ul style="list-style-type: none"> <li>• Number of participants trained/mentored on business development, entrepreneurship and innovative finance differentiated by gender</li> <li>• Number of beneficiaries starting new businesses or adopting new</li> </ul>	



	<p>Identification of female community members who are interested in becoming entrepreneurs and setting up businesses</p> <p>Ensure training/mentoring on business development, entrepreneurship and innovative finance is provided equally to both men and women</p> <p>Identify and provide market infrastructure that is relevant for both men's and women's needs</p>	<p>financial mechanisms, differentiated by gender</p> <ul style="list-style-type: none"> <li>Number of new business owners receiving or benefiting from local market infrastructure, disaggregated by gender</li> </ul>	
Objective	Action	Indicator	Responsible / Institution
<b>Output 3: Strengthening access to climate and early warning information to farmers and other target communities</b>			
<p>Activity 3.1 Meteorological and hydrological infrastructural investments supported including additional manual and automatic weather stations, lightning sensors, hydrological monitoring equipment, agro-meteorological stations, forecasting equipment, and data archiving systems.</p>	<p>Engage both men and women in defining climate information needs</p> <p>Identify locations, specifications, and equipment of new infrastructure based on information needs of both men and women</p>	<ul style="list-style-type: none"> <li>Number of women and men engaged to define information and infrastructure needs</li> </ul>	
<p>Activity 3.2 Capacity building of relevant staff on operation and maintenance of climate monitoring equipment, data interpretation, modelling and forecasting.</p>	<p>Identify differentiated training needs of both men and women</p> <p>Ensure both men and women are trained in the operation and maintenance of climate monitoring, interpretation and forecasting equipment</p> <p>Engagement of both men and women in the generation and analysis of climate-related data</p>	<ul style="list-style-type: none"> <li>Number people trained and engaged in the generation and analysis of climate information, disaggregated by gender</li> </ul>	
<p>Activity 3.3 Climate-related information/services provided to target areas, such as early warnings on flash floods and extreme weather, agricultural extension advice for a wide variety of crops, short- to long-range weather forecasts.</p>	<p>Identification of both men and women's needs when it comes to climate information and weather/agricultural advisories</p>	<ul style="list-style-type: none"> <li>Number of advisory products designed specifically to target women</li> <li>Number of women and men receiving climate and early warning advisories</li> </ul>	





	<p>Identify differentiated needs related to format and content of weather and agricultural advisories to target both men and women</p> <p>Development and promotion of tailored and targeted weather and agricultural advisories that are gender sensitive and take into account the needs of women and men</p> <p>Integration of gender into trainings on interpretation and use of climate information</p>	<ul style="list-style-type: none"> <li>• Number of farmers and other beneficiaries using advisories to inform their agricultural planning and wetland management, disaggregated by gender</li> <li>• Number of women and men involved in training on interpretation and use of climate information</li> </ul>	
<p>Activity 3.4 Customized ICT, mobile platforms, and other public and private communication channels identified and/or developed to support dissemination of the above information/services to the 'last mile' users to enable timely and urgent responsive action as well as short/medium/long-term planning for climate-dependent activities in sectors such as agriculture.</p>	<p>Define specific dissemination channels that would be best able to reach both women and men.</p> <p>Development of a gender-sensitive training manual for climate information and early warning system dissemination</p> <p>Engagement of both men and women in identifying and implementing sector-specific marketing strategy for meteorological services</p>	<ul style="list-style-type: none"> <li>• Number of beneficiaries engaged in identifying and implementing sector-specific marketing strategies, disaggregated by gender</li> <li>• Number of dissemination channels designed and implemented to specifically target women</li> <li>• Number of participants in simulation exercises for preparedness, disaggregated by gender</li> </ul>	