Gender Action Plan

FP310: Improving Climate Resilience in the Steppe and Dry Forest Areas of the Algerian Green Dam (ICR-AGD)

Algeria | Food and Agriculture Organization of the United Nations (FAO) | GCF/B.46/02/Add.03

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GREEN CLIMATE FUND

Digital M&E System		mandatory sex and age disaggregation.	sex/age disaggregated data quarterly		reporting sex/age disaggregated data quarterly									
1.2.5. Develop a Portfolio of Baseline and Feasibility Studies for Sustainable Resource Management	GAP 1.2.5	Commission a gender capitalization study documenting women's adaptive strategy. Activity portfolio covers: forest management assessments, biodiversity inventories, silting/land degradation impact assessments, protected area feasibility studies, groundwater recharge assessments, and treated wastewater reuse studies aligned with List of activities. (1.2.5)	Number of women's best adaptation practices formally incorporated into project technical interventions, CWW training content, or digital advisory system products by Year 2	0	≥10 capitalized practices incorporated into project technical and communication activities	X							Gender national expert (30 days) / PMU Gender Specialist	0 (Integrated)
1.2.6. Build Digital Climate Information and Advisory Services	GAP 1.2.6	Design and implement a gender responsive communication strategy assessing barriers to women's access to climate advisory services. Activity led by ONM; deploys multi hazard early warning system, mobile application, AI based forecasting, gender responsive communication strategy for women/youth/vulnerable groups, and digital knowledge centre. CWWs serve as primary relay for women who cannot access digital services directly.	Number of CWWs trained to use and relay digital climate advisory content; % women beneficiaries reporting receipt of usable climate information	0	13 CWWs trained; ≥50% of targeted women beneficiaries report receiving climate information in usable format	X	X	X	X	X	X	X	MADRPDGF / MADRPP / DSA / ONM / PMU Gender Specialist	0 (Integrated)
1.2.7. Design and Deliver Targeted Training & Knowledge Transfer Programs to Project Zones	GAP 1.2.7	Establish and deploy a network of 13 Climate Wise Women (CWW) agents embedded within DSA structures across the 13 Green Dam wilayas. Activity led by DGF and HCDS; delivers risk management training for regional focal points, technical training on project digital tools and, online learning and field schools, ToT sessions on drought management and pasture restoration, and targeted training for women/men/youth in livestock and farming.	Number of CWW agents selected, trained, and deployed (by wilaya); % women beneficiaries mobilized through CWW outreach	0	13 CWW agents deployed; each facilitating ≥1 community based women's group (min. 5 members)	X	X	X	X	X	X		MADRPDGF / MADRPP / HCDS / DSA / PMU Gender Specialist	40,000

8.2 COMPONENT 2: Ecosystem Restoration & Climate Resilient Land Management

Expected Gender Result: Women actively participate as key agents and beneficiaries in ecosystem restoration, with stronger voice in resource governance, equitable access to productive resources and benefits, and recognition of their knowledge in sustainable land and water management.

Output 2.1: Forest & Pastoral Heritage Restored and Sustainably Managed

Project Activity	GAP Ref.	Description	Indicator	Baseline	Target	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Responsible	Budget (USD)
2.1.1. Rehabilitate and Create Nurseries for Climate Adapted Seedling Production (~12.7M seedlings over 7 years, supporting 22,658 ha)	GAP 2.1.1	Train and integrate women's groups into nursery management across the three new permanent nurseries (Khenchela, Djelfa, El Bayadh). Prioritize women as beneficiaries of paid nursery roles and cooperative leadership positions. Nurseries produce diversified portfolio of forest, fodder, and fruit tree species selected for climate resilience using strict provenance protocols and INRF validated growing standards. Managed long term by community groups primarily women.	Number of women trained in nursery management; % women in paid nursery roles or cooperative management positions	0	≥200 women trained in nursery practices; women represented in paid or leadership roles across three nurseries		X	X	X	X			DGF / Women's Cooperatives / PMU Gender Specialist / CWW (DSA)	0 (Integrated)
2.1.2. Implement a Program for Climate Resilient Rangeland Management (28,491 ha across 12 communes)	GAP 2.1.2	Recognize and strengthen women's central role in sheep and goat farming by integrating them as primary beneficiaries and active technical participants. Target minimum 25 women per commune (300 women total).	Number of women trained in rehabilitated pasture management (by commune); % trained women reporting application of improved practices	0	300 women trained by Year 5; adoption of improved practices tracked		X	X	X	X			MADRPHCDS / MADRPP / Women's Cooperatives / PMU Gender Specialist	0 (Integrated)
2.1.3. Reforest and Revegetate Forest Heritage through a Participatory Approach (4,466 ha: reforestation 1,145 ha, replanting 1,333 ha, maintenance 250 ha,	GAP 2.1.3	Integrate women into community based reforestation and agroforestry associations as active members, technical participants, and equitable benefit sharers. Within 1,350 ha of agroforestry plots, ensure ≥30% of NWFP yielding plots allocated to women led associations. Activity led by DGF; consolidates forest cover through diverse native species planting and green belts across five wilayas; community based restoration through farmer cooperative mobilization with GIS platform monitoring.	% NWFP yielding agroforestry plots managed by women led associations; number of women headed households receiving plot allocations	0	≥50 women headed households receiving NWFP agroforestry plot allocations across six wilayas		X	X	X	X			DGF / Farmer Cooperatives / PMU Gender Specialist	0 (Institutional)

green belts 1,735 ha)														

Output 2.2: Agricultural & Water Systems Restored and Sustainably Managed

Project Activity	GAP Ref.	Description	Indicator	Baseline	Target	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Responsible	Budget (USD)
2.2.3. Mobilize and Store Water Resources for Agro Sylvo Pastoral Systems (22 boreholes, 13 water ponds, 14 CEDs, and pastoral wells)	GAP 2.2.3	Three stream implementation: (1) participatory siting informing all water infrastructure decisions; (2) traditional knowledge integration of women's knowledge of djoubs/seguias; (3) women's formal representation in management committees.	Number of documented evidence of women's consultation; % management committees with ≥30% women members	0	100% of water infrastructure units sited with documented women's consultation; ≥30% women in management committees		X	X	X	X			MADRPDirection des Ressources en Eau / MADRPP / PMU Gender Specialist / CWW	0 (Integrated)

2.2.4. Promote Efficient Irrigation and Water Distribution Systems (drip irrigation 70 ha, 10 sprinkler systems, 9,000 m irrigation canals)	GAP 2.2.4	Gender responsive capacity building ensuring women farmers' participation in water management committees and user associations for efficient irrigation systems. Women identified and mobilized by CWW network. Track whether women farmers benefit from improved water access and use efficiency.	% women in irrigation management committees; number of women farmers trained in efficient irrigation methods	0	≥30% women in irrigation management groups; tracked annually		X	X	X	X			MADRPDirection des Ressources en Eau / MADRPP / PMU Gender Specialist / CWW	0 (Integrated)

8.3 COMPONENT 3: Climate Resilient Livelihoods, Value Chains and Sustainable Finance

Expected Gender Result: Women's economic resilience is strengthened through diversified, climate resilient livelihood opportunities, improved access to value chains, assets (energy, livestock), and adapted financial services, leading to increased household income, time savings and decision making power.

Output 3.1: Access to Climate Adaptive Finance & Technical Support Strengthened

Project Activity	GAP Ref.	Description	Indicator	Baseline	Target	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Responsible	Budget (USD)
3.1.1. Develop Six Priority Value Chains (prickly pear, olive, rosemary, wool, esparto, mint)	GAP 3.1.1	Valorization of women's traditional knowledge and linkage to rural tourism, eco tourism, and national markets through women led artisanal production. Six step program: knowledge documentation, cooperative formation, quality standardization, brand development, market linkage, income monitoring. Activity led	Number of women led cooperatives or artisanal brands established; % supported women reporting increased income; % women adopting climate resilient production practices through CWW support	0	≥1 women led cooperative per value chain per wilaya; ≥40% of supported women report increased income; ≥40% adopt climate resilient practices via CWW	X	X	X	X	X	X	X	MADRPMADRPP / FAO / Chambers of Agriculture / Women's Cooperatives / Ministry of Culture and Arts / CWW Network	0 (Integrated)

		by MADRP using FAO's MAD methodology												
3.1.2. Establish Partnerships between Producers and Private Sector	GAP 3.1.2	Ensure ≥30% of producer associations formally partnering with private enterprises are women owned or women led. Four concrete requirements: CWW network registers eligible women's associations before partnership agreements finalized; contracts include binding 30% quota clause; pre partnership capacity strengthening (financial literacy, negotiation skills); quarterly sex disaggregated reporting. with focus on priority products, develops collective action mechanisms.	% formal partnerships with women led organizations	0	30% of partnerships benefit women led associations		X	X	X	X	X	X	MADRPMADRPP / FAO / Chambers of Agriculture / Women's Cooperatives / CWW Network	0 (Institutional)
3.1.3. Provide Legal and Technical Assistance for Creation of Micro Enterprises	GAP 3.1.3	Ensure ≥50% of micro enterprise creation beneficiaries are women or women headed households. Three delivery streams: adapted legal registration support at community level; women centered entrepreneurial coaching; certification guidance linked to value chains.	Number of micro enterprise support beneficiaries who are women or women headed households; number of supported women led enterprises formalized or certified	0	50% minimum women beneficiaries; enterprise formalization/certification tracked annually		X	X	X	X	X	X	MADRPMADRPP / FAO / ANADE / ANGEM / Women's Cooperatives / CWW Network	0 (Integrated)
3.1.4. Facilitate Access to Microcredit and Subsidized Finance	GAP 3.1.4	Ensure all climate adapted financial instruments include gender differentiated eligibility criteria, collateral alternatives, and repayment terms. BADR, NASDA, and ANGEM formally commit to ≥1 gender adapted product per institution by Year 2.	Number of partner financial institutions (BADR, NASDA, ANGEM) with ≥1 gender adapted product; number of women led enterprises accessing loans; number of supported applicants receiving coaching	0	3 institutions with ≥1 gender adapted product by Year 2; ≥30 women led enterprises with loans; 100% supported applicants receive pre application coaching	X	X	X	X	X	X	X	MADRPMADRPP / BADR / ANADE / ANGEM / ANCC / FAO / PMU Gender Specialist	0 (Integrated)

Output 3.2: Climate Resilient Service Delivery & Clean Energy Access Improved

Project Activity	GAP Ref.	Description	Indicator	Baseline	Target	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Responsible	Budget (USD)
3.2.1. Provide Rustic Fruit Cultivation for Pastoral Farms (3,200 ha fruit trees + 3,600 ha olive groves)	GAP 3.2.1	Ensure ≥30% of orchard plot allocations (≥510 ha) to women farmers or women headed households; track retention of use rights over time..	Number of women beneficiaries of orchard plot allocations; number of women retaining use rights after ≥2 seasons	0	30% minimum women beneficiaries (≥510 ha); retention tracked annually		X	X	X	X	X	X	MADRPMADRPP / FAO / Wilaya Agricultural Directorates / Women's Cooperatives / CWW Network	0 (Institutional)
3.2.2. Deploy Small Scale Livestock Modules for Rural Households (5,334 total: 2,884 poultry + 2,450 beekeeping)	GAP 3.2.2	Ensure ≥60% of poultry and beekeeping modules formally allocated and registered in women's names as primary managers. Modules registered in women's names as non negotiable condition enforced through quarterly sex disaggregated reporting. Monitor women's control over production, income, and use of outputs. Activity includes conservation of indigenous sheep and goat breeds (Ouled Djellal, Hamra, Makatia) through improved husbandry explicitly recognizes and builds on women's traditional animal husbandry knowledge. Beekeeping modules contribute to pollination services and income diversification.	% poultry and beekeeping modules allocated to women/women headed households (by wilaya); % women reporting control over income or produce use	0	60% minimum modules registered in women's names; control over benefits monitored annually		X	X	X	X	X	X	MADRPMADRPP / FAO / HCDS / Wilaya Agricultural Directorates / Women's Cooperatives / CWW Network	0 (Integrated)
3.2.3. Install Hydroponic Forage Production Systems (240 chambers)	GAP 3.2.3	Ensure ≥20% of hydroponic barley chamber allocations (≥48 chambers) accessible to women livestock farmers and women headed households. Women without formal agricultural registration documents accepted through commune level agricultural activity attestation. Activity led by MADRP; installs hydroponic barley chambers offering year round water efficient fodder production, complemented by field based barley cultivation on floodplains and alfalfa production units across six wilayas.	% program beneficiaries who are women	0	20% minimum women beneficiaries (≥48 chambers)		X	X	X	X	X	X	MADRPMADRPP / FAO / HCDS / Farmer Cooperatives / CWW Network	0 (Integrated)
3.2.4. Provide Circular Economy Solutions for Date Production and Agro	GAP 3.2.4	Recognize, document, and upgrade women's knowledge in post harvest processing, linking it to improved technologies, product development, and market opportunities. Support women to transition from informal/unpaid roles into skilled workers, entrepreneurs, and leaders of circular economy enterprises. Activity establishes date processing and packaging facilities; converts palm grove residues into livestock feed	Number of women among programme beneficiaries; number of women led circular economy groups	0	40% minimum women beneficiaries; ≥50% of supported women applying		X	X	X	X	X	X	MADRPMADRPP / FAO / Farmer Cooperatives / INRAA / Wilaya Agricultural Directorates / CWW Network	0 (Integrated)

Processing Residues		supporting women's engagement in bio based activities; valorizes olive oil production residues for additional income streams. Women in Naâma and El Bayadh are primary sorters, graders, and packers of date production. INRAA added as co implementing partner.	supported; % women applying improved processing practices		improved practices									
3.2.5. Deploy Solar Energy Kits for Isolated Rural Households (190 total kits)	GAP 3.2.5	Women headed households and women in isolated agro pastoral communes are priority beneficiaries (minimum 114 kits = 60%). MADRPBinding priority allocation rule in MADRPP implementation guidelines. Monitor reduction in women's fuelwood collection burden, domestic energy poverty, and time spent on unpaid household tasks.	Number of solar kits allocated to women headed households; average reduction in women's time spent collecting fuelwood	0	≥114 kits allocated to women headed households; time saving benefits measured after installation		X	X	X	X	X	X	MADRP / Ministry of Energy / Wilaya Authorities / FAO / CWW Network	0 (Integrated)

9. GAP Budget Summary

The Gender Action Plan has a total dedicated gender budget of USD 40,000. The majority of GAP activities are fully integrated into parent project activity budgets at zero additional dedicated cost.

GAP Activity	Description	Estimated Cost (USD)
GAP 1.2.7	CWW network establishment, training, and deployment (13 CWW agents)	40,000
GAP 2.2.4	Women's participation in efficient irrigation management committees	0 (Integrated)
GAP 3.1.4	Gender adapted financial instruments and microcredit facilitation	0 (Integrated)
All other GAP activities	Institutional / fully integrated into parent project activity budgets	0 (absorbed)
TOTAL DEDICATED GENDER BUDGET		**USD 40,000**

Note: The total integrated gender budget representing the gender responsive share of all project activity budgets across the three components will be calculated as a percentage of the total project budget and reported separately in the GCF Financial Information (Annex 3).

10. GAP Monitoring and Accountability Framework

10.1 PMU Gender Specialist

A full time PMU Gender Specialist position is established for the duration of the project (7 years), responsible for: monitoring GAP implementation progress; producing semi annual gender progress reports; advising project management on corrective actions; providing gender technical assistance to implementing agencies; coordinating with MSNFCF and CNFF; and ensuring gender findings are integrated into GCF annual performance reports.

10.2 Sex Disaggregated M&E

One hundred percent of project indicators must be sex disaggregated from Year 1, enforced through the gender dashboard module in the digital M&E system (Activity 1.2.2, GAP 1.2.2). Any activity reporting data that is not sex disaggregated will be flagged as non compliant and subject to corrective action.

10.3 Annual Gender Review

An annual gender review is integrated into each annual project review. Gender findings including progress against all GAP targets are reported to GCF in annual performance reports using the GCF gender reporting template.

10.4 SEAH Risk Assessment, Prevention and Response

The project recognizes sexual exploitation, abuse and harassment (SEAH) as a distinct category of social risk requiring dedicated identification, mitigation, and response arrangements. SEAH risks have been assessed as part of the project's environmental and social risk screening, taking into account contextual risk factors specific to the AGD zone: the geographic isolation of women beneficiaries, the deployment of field teams and contractors in remote communes, power asymmetries between project personnel and beneficiaries in beneficiary selection and benefit allocation, and women's limited access to formal reporting channels.

The full SEAH risk assessment, the corresponding mitigation measures including codes of conduct for all project personnel, contractors and CWW agents, mandatory SEAH prevention training at inception, safeguarding clauses in all contracts and partnership agreements, and gender-sensitive design of consultation and training venues and schedules and the associated monitoring indicators are set out in the Environmental and Social Management Framework (Annex 6), to which this GAP is cross-referenced and with which it will be implemented in full coherence.

In the event of a SEAH incident, the project will ensure accessible, inclusive, victim-centered and gender-responsive reporting through multiple channels adapted to women's realities: the CWW agents and the Community Liaison Officer serve as trusted community-level entry points for women unable or unwilling to use formal channels; complaints may be submitted orally, in writing, by telephone or WhatsApp, or through women-only consultation settings; and complainants may be assisted in preparing submissions.

All SEAH-related complaints will be handled under strictly confidential, victim-centered and ethically documented procedures, with informed consent governing any documentation and referral, protection against retaliation, and referral of survivors to available support services. Consistent with Section

5.1.3 of the Stakeholder Engagement Plan (Annex 7), SEAH allegations will not be processed through standard community-level mediation: they are escalated directly through the Accredited Entity's channels the FAO project-level GRM and, for investigation, the FAO Office of the Inspector General (OIG), which accepts confidential and anonymous reporting thereby formally incorporating SEAH into the AE's grievance redress mechanism alongside environmental and social complaints.

The PMU Gender Specialist will monitor SEAH-related grievances as a distinct, confidential category within the quarterly gender-disaggregated GRM review, and SEAH prevention and response performance will be reported in the semi-annual gender progress reports and GCF annual performance reports.10.5 Mid Term and Final Evaluations
Both the mid term evaluation (Year 4) and the final evaluation (Year 7) include dedicated gender evaluation components tracking progress against all GAP targets. Gender evaluation findings are submitted to GCF as part of evaluation reports.

10.5 GAP Activity Timeline Overview

GAP Ref.	Target	Start Year	Active Years
GAP 1.1.4	≥30% women in governance committees with documented participation	Y1	Y1 Y7
GAP 1.2.1	100% survey tools sex disaggregated; annual gender analysis outputs	Y1	Y1 Y7
GAP 1.2.2	1 gender dashboard operational; 100% activities reporting sex disaggregated data quarterly	Y1	Y1 Y7
GAP 1.2.5	≥10 capitalized practices incorporated into project activities	Y1	Y1
GAP 1.2.6	13 CWWs trained; ≥50% targeted women receiving usable climate information	Y1	Y1 Y7
GAP 1.2.7	13 CWW agents deployed; each facilitating community based women's groups	Y1	Y1 Y6
GAP 2.1.1	≥200 women trained in nursery practices and management	Y2	Y2 Y5
GAP 2.1.2	300 women trained in rangeland management; adoption tracked	Y2	Y2 Y5
GAP 2.1.3	≥50 NWFP agroforestry plots to women headed households	Y2	Y2 Y5
GAP 2.2.3	100% water infrastructure sited with women's consultation; ≥30% women in management committees	Y2	Y2 Y5
GAP 2.2.4	≥30% women in irrigation management groups; tracked annually	Y2	Y2 Y5

GAP 3.1.1	Women led cooperatives in each value chain per wilaya; 40% income increase; 40% practice adoption	Y1	Y1 Y7
GAP 3.1.2	30% of all formal partnerships benefit women led associations	Y2	Y2 Y6
GAP 3.1.3	50% women beneficiaries; enterprise formalization/certification tracked annually	Y2	Y2 Y6
GAP 3.1.4	3 gender adapted products (BADR/ANADE/ANGEM) by Y2; ≥30 women enterprises with loans; 100% coaching	Y1	Y1 Y7
GAP 3.2.1	30% orchard plots to women (≥510 ha); retention tracked annually	Y2	Y2 Y6
GAP 3.2.2	60% livestock modules to women; control over benefits monitored annually	Y2	Y2 Y6
GAP 3.2.3	20% hydroponic chambers to women (≥260)	Y2	Y2 Y6
GAP 3.2.4	40% circular economy to women; 50% applying improved practices	Y2	Y2 Y6
GAP 3.2.5	≥114 solar kits to women headed households; time savings measured	Y2	Y2 Y6

[i] GPC:General Population Census