Gender Action Plan

FP311: RACINE Project

Cameroon | Ministry of Economy, Planning and Regional Development (MINEPAT) | GCF/B.46/02/Add.04

28 September 2026

GREEN CLIMATE FUND

PART II: GENDER AND SOCIAL INCLUSION ACTION PLAN

Link Between Findings and Gender Action Plan (GAP)The actions in Part II of this GAP directly address the structural constraints identified in Part I, including women's limited access to land, credit, digital tools, extension services, and information; time and mobility constraints; underrepresentation in producer organisations; and differentiated climate vulnerabilities. Each GAP output responds to these barriers—for example, Output 2 targets outreach, adapted enrolment and women's economic empowerment; Output 3 addresses youth exclusion; Output 4 strengthens sexdisaggregated M&E; and Output 5 mitigates GBV/SEAH risks through a gendersensitive grievance mechanism. The SEAH provisions are aligned with the GCF SEAH Action Plan for GCF-Financed Activities (paras. 21 and 4.4.4) and the Revised SEAH Policy (B.BM-2021/08), as demonstrated in the dedicated alignment section in Part II.

During the preparation phase, womenled organisations participated in field consultations and validated project mechanisms (Melong consultations, November 2024). This informs the GAP's emphasis on strengthening the participation of women's cooperatives in outreach and capacitybuilding activities.

1. Project logic framework

IMPACT STATEMENT: Strengthen the resilience of vulnerable rural communities, including women and girls, to the negative impacts of climate change, while improving their equitable access to economic opportunities in the zero-deforestation cocoa and coffee sectors in Cameroon.

OUTCOME STATEMENT: By 2030, consolidate and amplify the economic empowerment of women and the inclusion of young people in the cocoa and coffee sectors, increasing the proportion of women from 37.7% to 40-45% and reaching 25% of young people among the direct beneficiaries of the FODECC system, contributing to the continued reduction of gender and generational inequalities in rural areas, including for indigenous communities (Baka/Bagyeli).

2. Alignment of the MINEPAT institutional SEAH framework with GCF requirements

MINEPAT operates a binding institutional SEAH framework composed of four instruments signed on 18 March 2026 — the SEAH Policy (POLI-SEAH), Circular No. 000084/C/MINEPAT/SG/DAG (CIRC-SEAH), the SEAH Code of Conduct (CODE-SEAH) and the SEAH Action Plan (PLAN-SEAH) — complemented by the NECS instruments (Code of Conduct and Circular No. 000083) governing ethics in procurement. The grievance and redress function is deliberately distributed across these four instruments rather than constituted as a standalone document: reporting channels and admissibility are set out in POLI-SEAH §VII and CIRC-SEAH §VII, procedural obligations and timelines in CIRC-SEAH, behavioural duties and sanctions in CODE-SEAH, and deployment, awareness and monitoring in PLAN-SEAH. This distributed architecture ensures that every actor carries the relevant obligations within the instrument that binds them directly, while the table below demonstrates point-by-point correspondence with GCF requirements.

The guiding principles of the framework mirror those of paragraph 8 of the GCF Revised SEAH Policy: zero tolerance, survivor-centred approach, confidentiality, presumption of innocence and protection against retaliation (POLI-SEAH §V).

GCF requirement (source)	MINEPAT / RACINE provision	Instrument reference	Status
Code of conduct signed by all personnel and contractors (SEAH AP §21(a)(i))	15-page SEAH Code of Conduct with individual signed Statement of Honour; extended to contractors through contractual clauses.	CODE-SEAH; CIRC-SEAH §IV	Aligned
SEAH checks at recruitment — self-declaration and reference verification (SEAH Policy §§13-17)	Mandatory verification of criminal record (extract No. 3) and declarations at recruitment.	CIRC-SEAH §VI; CODE-SEAH §V Art. 17	Aligned
Mandatory training: induction, annual refresher, specialised modules (SEAH AP §21(a)(i); SEAH Policy §19(e))	Three-tier training architecture: induction at hiring, annual refresher, specialised modules for exposed functions.	POLI-SEAH §VI.2	Aligned
Risk differentiation by gender and age (SEAH AP §21(a))	Vulnerable groups identified: women, persons under 18, persons with disabilities.	CIRC-SEAH §III	Aligned
Operational grievance mechanism with multiple channels (SEAH AP §21(b)(i), §4.4.4(a))	Five reporting channels at institutional level; project-level mechanism articulated with the institutional mechanism (Output 5).	POLI-SEAH §VII; CIRC-SEAH §VII	Aligned
Clearly defined procedures: where and when to report, follow-up (SEAH AP §21(b)(i))	Acknowledgement of receipt within 24 hours; investigation completed within a maximum of 30 days; notification of outcome to the complainant.	POLI-SEAH §VII.2	Aligned
Accessible, equitable, predictable, transparent grievance mechanism (SEAH AP §4.4.4(b))	Guiding principles codified and binding on all covered individuals.	POLI-SEAH §V	Aligned
Admissibility of anonymous complaints (GCF good practice)	Anonymous complaints are expressly admissible.	CIRC-SEAH §VII	Aligned
Survivor-centred approach (SEAH AP §4.4.4(a); SEAH Policy §24)	Victim-centred approach codified as a guiding principle; applied throughout complaint handling.	POLI-SEAH §V.2, §VIII	Aligned
Confidential reporting and safe, ethical documentation (SEAH AP §21(b)(i))	Confidentiality codified; documentation duties framed in the Code of Conduct.	POLI-SEAH §V.3; CODE-SEAH §III Art. 9-11	Aligned
Gender-responsive grievance handling (SEAH AP §4.4.4(a))	Gender-responsive handling embedded in the SEAH Action Plan and anonymity/confidentiality guarantees.	PLAN-SEAH Axis 2; CIRC-SEAH §VII	Aligned
Medical care as a priority for survivors (SEAH AP §21(b)(ii))	Medical care prioritised within 72 hours for violence cases.	POLI-SEAH §VIII.1.a; CIRC-SEAH §VIII	Aligned

GCF requirement (source)	MINEPAT / RACINE provision	Instrument reference	Status
Psychosocial and legal support (SEAH AP §21(b)(ii))	Psychosocial support and legal assistance for potential proceedings provided for.	POLI-SEAH §VIII.1.b-c	Aligned
Referral to specialised national services (GCF good practice)	Referral pathway to MINPROFF specialised services established.	POLI-SEAH §VIII.1.d	Aligned
Varied communication supports — brochures, website, meetings, workshops (SEAH AP §4.4.4(c))	Awareness materials deployed: posters, leaflets, audio spots, online self-training.	PLAN-SEAH Axis 1 §2	Aligned
SEAH clauses in tendering documents and contracts (SEAH AP §4.4.4(d), §11; Revised ESP §15)	Standard SEAH and ethics clauses applicable to procurement and contracts; activated for all FODECC-RACINE contracts from Year 1 (Output 5).	CIRC-NECS §IV; CODE-SEAH §V Art. 16	Aligned
Continuous improvement of SEAH measures (SEAH AP §21(a)(ii))	Periodic revision of the framework; annual project-level review added under Output 5 (Activity 5.4).	POLI-SEAH §XI.3; PLAN-SEAH Axis 1	Aligned
Information of affected communities, including on the GCF Independent Redress Mechanism (SEAH AP §4.4.4(c))	Community information campaigns extended to cover the full three-tier recourse system, including the GCF IRM (Output 5, Activity 5.2).	PLAN-SEAH Axis 1; Output 5	Addressed through Output 5
Operational coordination with the GCF IRM (SEAH AP §4.4.4; SEAH Policy §26)	Coordination protocol between the project mechanism, the institutional mechanism and the GCF IRM established under Output 5 (Activity 5.4).	Output 5	Addressed through Output 5

Grievance redress mechanisms and access modalities

The project provides any affected person or community with a three-level grievance redress architecture, described below together with its access modalities and its correspondence with the arrangements set out on page 21 of the GCF SEAH risk assessment tool.

Three levels are available, each accessible directly without any obligation to exhaust a lower level: (i) the project-level mechanism, operated by the FODECC Environmental and Social Safeguards Unit through a four-tier internal escalation — local advisor or municipality, regional focal point, central Safeguards Unit, and project Steering Committee; (ii) the institutional mechanism of MINEPAT as Accredited Entity, operational and grounded in the four SEAH instruments signed on 18 March 2026, with investigations conducted by IGEFS and sanctions issued through the CELCOR/SEAH Unit; and (iii) the Independent Redress Mechanism (IRM) of the Green Climate Fund, which may be seized directly. Grievances may also be submitted directly to the GCF Independent Redress Mechanism, which is independent of the GCF Secretariat and reports directly to the Board, via their website: https://irm.greenclimate.fund/case-register/file-complaint.

The project-level mechanism is being established, with its arrangements set out in a dedicated document (currently being consolidated), the RACINE Project Grievance Redress Mechanism, which specifies the reporting channels, the handling procedure, the timelines and the dedicated survivor-centred SEAH pathway and is annexed to Annex 6 (ESMP). At executing-entity level, it derives from the FODECC grievance framework (ESMS, Annex 5), which requires each financed activity to operate its own mechanism. Reporting channels comprise a mobile application, a toll-free line, an SMS short code, a dedicated e-mail address, physical registers held in municipalities and cooperatives, designated regional focal points, and periodic public meetings; their coordinates will be displayed at all intervention sites and reproduced in a trilingual grievance brochure.

The five arrangements set out on page 21 of the GCF SEAH risk assessment tool are addressed as follows: (a) the GRM framework is defined in the project-level document and, at institutional level, in POLI-SEAH VII and CIRC-SEAH VII; (b) the reporting network is being activated as the multi-channel network described above; (c) the project code of conduct prohibiting SEAH derives from CODE-SEAH and is extended to project workers and contractors through contractual clauses; (d) workers are trained on SEAH and on their prevention and response roles under a training plan covering both the institutional and the project levels; and (e) the Accredited Entity is proactively activating these arrangements over the coming months, so that the mechanism is functional from September 2026, before activities giving rise to grievances commence and ahead of the Board's consideration of the proposal.

Acknowledgement of receipt is provided within 24 hours, response to SEAH complaints within 72 hours, and substantive response within 30 working days, uniformly across the three levels.

3. Detailed action plan

Activities	Indicators and targets	Timeline	Responsibilities	Costs (EURO)
OUTPUT 1: Strengthened institutional capacity on gender issues within FODECC				**EURO 234,900**
Activity 1.1: Conduct a comprehensive institutional gender audit of FODECC, including analysis of governance, processes, human resources, and strategic recommendations	- 1 comprehensive gender audit conducted using a participatory methodologyGender action plan developed with detailed budgetRecommendations integrated into FODECC's institutional strategy - Gender action plan developed with detailed budget - Recommendations integrated into FODECC's institutional strategy	Months 1-3Year 1 Year 1	UGP MINEPAT /CAFI FODECC PMUGender Expert (National/International) FODECC PMU Gender Expert (National/International)	**EURO 43,500** - *National consultant (30 days × 870) : 30,000* - *Validation/logistics workshops : 17,400*
Activity 1.2: Establishment of an operational gender and social inclusion unit with recruitment of a focal point and equipment for the project team	- 1 functional gender unit from month 6 with Focal Point 1 Gender Focal Point recruited (Bac+5 gender/development profile) within the MINEPAT PMUGender procedures manual adopted by management - 1 Gender Focal Point recruited (Bac+5 gender/development profile) within the MINEPAT PMU, will also act as SEAH focal point - Gender procedures manual adopted by management	Months 4-6Year 1 Year 1	MINEPAT PMU FODECC PMU FODECC PMU	**EURO 130,500** - *Focal Point salary for 6 years (21,750 × 6) : 130,500*
Activity 1.3: Systematic training of FODECC staff and partners on gender analysis and social inclusion tools ***NB: Training modules will draw on MINPROFF's National Gender Policy tools, GCF gender mainstreaming materials, and standard gender-analysis toolkits used by FAO/IFAD.***	- 100% of FODECC staff trained (85 people)100% of contractual partners made aware50 field facilitators certified in gender and inclusion - 100% of contractual partners made aware - 50 field facilitators certified in gender and inclusion	Year 1-2Reminders Year 4 Reminders Year 4	UGP MINEPAT FODECC PMUGender Unit FODECC PMU Gender Unit	**EURO 39,150** - *5 training sessions (5 sessions × 5,220) : 26,100* - *Teaching materials: 13,050*
Activity 1.4: Revision of FODECC procedure manuals incorporating a cross-cutting gender approach at all service desks	- Three service desk manuals revised with mandatory gender clausesGender checklist for validation of all projects100% of FODECC indicators disaggregated by sex/age - Gender checklist for validation of all projects - 100% of FODECC indicators disaggregated by sex/age	Year 1-2	UGP MINEPAT FRODECC PMUGender Focal Point + FODECC sector experts FRODECC PMU Gender Focal Point + FODECC sector experts	**EURO 21,750** - *Consultancy review (15 days × 870): 13,050* - *Workshop validation/printing: 8,700*
OUTPUT 2: Equitable access for women to FODECC grants and servicesThe project applies a gender-responsive, targeted and participatory recruitment approach in line with the GCF Gender Policy.				**EURO 368,880**

Activities	Indicators and targets	Timeline	Responsibilities	Costs (EURO)
Outreach campaigns will proactively engage women through women's cooperatives, community leaders, producer groups and local communication channels. Enrolment processes will be adapted to reduce mobility, literacy and time-use constraints, with the specific aim of ensuring that women constitute 40–45% of all direct beneficiaries of the FODECC Producers' Window.Women-led cooperatives will be explicitly prioritised in outreach activities, enrolment sessions, and participation in training programmes during implementation. **The project applies a gender-responsive, targeted and participatory recruitment approach in line with the GCF Gender Policy. Outreach campaigns will proactively engage women through women's cooperatives, community leaders, producer groups and local communication channels. Enrolment processes will be adapted to reduce mobility, literacy and time-use constraints, with the specific aim of ensuring that women constitute 40–45% of all direct beneficiaries of the FODECC Producers' Window.** **Women-led cooperatives will be explicitly prioritised in outreach activities, enrolment sessions, and participation in training programmes during implementation.**				
Activity 2.1: Awareness campaigns targeting women and women's organisations in at least 5 project regions	- 5 regional campaigns carried out (10 localities/region)200 women's organisations made aware of the existence of service desks - 80% of rural women in project areas informed about FODECC opportunities - 200 women's organisations made aware of the existence of service desks - 80% of rural women in project areas informed about FODECC opportunities	Year 1-3Half-yearly campaigns Half-yearly campaigns	UGP MINEPATCommunication Focal Point UGPFODECC Communication + Cooperatives + MINPROFF partnership Communication Focal Point UGP FODECC Communication + Cooperatives + MINPROFF partnership	**EURO 104,400-** *- 5 regions × 10 localities × 2,088 average cost: 104,400*
Activity 2.2: Adapted enrolment processes and incentive quotas targeting 40-45% women participation ***Adapted enrolment processes include: flexible scheduling of registration sessions, decentralised/mobile registration, local-language and literacy support in the South and East regions, to reduce the time and mobility constraints that disproportionately affect women. Women-led cooperatives such as COOPAFERLOS are explicitly prioritised in outreach and enrolment activities.*** **Corrective outreach is triggered if the 40-45% target is not achieved by Year 3.**	- Quota of at least 40% women achieved at all service windows by Year 4Adapted enrolment process operational (flexible schedules, mobile registration)Language/literacy support available in South/East regionsCorrective outreach mechanism activated if target not met by Year 3 - Language/literacy support available in South/East regions Corrective outreach mechanism activated if target not met by Year 3	Year 2-6 Continuous monitoring	UGP MINEPAT FODECC PMU Gender Unit + Field Facilitators FODECC PMU Gender Unit + Field Facilitators	**EURO 39,150** *- Digital platform adaptation: 17,400* *- Training of 50 facilitators in gender sensitivity: 21,750*
Activity 2.3: Capacity-building mechanisms specific to women: digital literacy, operational management, leadership, etc.	- 1,800 women trained in digital literacy650 women trained in technical/financial management and operations25 women's	Year 2-5	UGP MINEPAT FODECC PMUNGO partners +	**EURO 181,830** *- Digital literacy (1,566 × 80): 125,280*

Activities	Indicators and targets	Timeline	Responsibilities	Costs (EURO)
	groups supported with structuring and using digital tools		MINPROFF + Training centres FODECC PMU NGO partners + MINPROFF + Training centres	*- Follow-up technical training (565 × 100): 56,500*
Activity 2.4: Financial literacy training and facilitation of access to existing MFI services for women producers ***This activity strengthens women producers' capacity to identify, prepare for, and access existing microfinance products from MFIs already operating in the project zones. The project does not create a new fund or financial instrument but facilitates access to existing mechanisms, complementing Activity 2.3.This activity focuses on facilitating partnerships with three MFIs to pilot women-tailored financial products (reduced collateral, seasonal repayment structures), complemented by financial literacy support for women's groups.*** ***This activity focuses on facilitating partnerships with three MFIs to pilot women-tailored financial products (reduced collateral, seasonal repayment structures), complemented by financial literacy support for women's groups.***	- At least 3 MFIs mapped and engaged as facilitation partners in project regions1,000 women trained in financial literacy and MFI product navigation25 Women's groups supported in preparing bankable project filesPartnership protocols incorporate GCF social safeguard requirements - 1,000 women trained in financial literacy and MFI product navigation - 25 Women's groups supported in preparing bankable project files Partnership protocols incorporate GCF social safeguard requirements	Year 2-6	UGP MINEPAT FODECC Partnerships + Financial Sector + Agrodealers FODECC Partnerships + Financial Sector + Agrodealers	**EURO 43,500** *- Financial literacy training modules (870× 30): 26,100* *- MFI mapping and facilitation workshops:17,400*
OUTPUT 3: Socio-economic inclusion of young people and vulnerable groups in the cocoa/coffee sectors				**EURO 170,520**
Activity 3.1: Study on barriers to youth integration and development of an inclusion strategy with operational targets	- 1 participatory study on barriers to youth integration carried out in 5 regions1 youth integration strategy adopted with quantified targetsMapping of employment/income opportunities for young people in the sectors - 1 youth integration strategy adopted with quantified targets - Mapping of employment/income opportunities for young people in the sectors	Year 1	UGP MINEPAT UGP MINEPAT MINJEC (Youth Consultant) UGP MINEPAT MINJEC (Youth Consultant)	**EURO 39,150** *- Participatory field study: 21,750* *- Strategy development/validation : 17,400*
Activity 3.2: Facilitation and orientation of young people towards FODECC producer window and existing agricultural support mechanisms ***The RACINE project facilitates access for young people under 35 to FODECC's existing producer window and other mechanisms (MINADER programmes, cooperatives). The project does not directly finance farm establishment but***	- 900 young people in target communities informed of FODECC criteria and procedures300 indigenous people in target communities informed of FODECC criteria and procedures - 25% of new FODECC recruits are young people (15-34) by Year 3At least 40% of youth beneficiaries are young womenPeer-exchange	Year 2-3	UGP MINEPAT UGP MINEPAT+ MINADER + Cooperatives + Families UGP MINEPAT + MINADER + Cooperatives + Families	**EURO 83,520-** *- Community exchange and orientation sessions (1200 × 69) : 83,520*

Activities	Indicators and targets	Timeline	Responsibilities	Costs (EURO)
provides peer-exchange, orientation and procedural support to reduce informational barriers for youth, with at least 40% of youth beneficiaries being young women.	sessions in at least 5 regions80% of enrolled young people still active after 3 years - 300 indigenous people in target communities informed of FODECC criteria and procedures - 25% of new FODECC recruits are young people (15-34) by Year 3 - At least 40% of youth beneficiaries are young women - Peer-exchange sessions in at least 5 regions 80% of enrolled young people still active after 3 years			
Activity 3.3: Training in agricultural entrepreneurship and related post-harvest occupations to diversify young people's income	- 600 young people trained in setting up agricultural micro-enterprises300 young people trained in post-harvest trades (processing, packaging)50% of young people trained create sustainable income-generating activities	Year 2-3	UGP MINEPAT UGP MINEPATFODECC + Vocational training centres + MINJEC + Private sector UGP MINEPAT FODECC + Vocational training centres + MINJEC + Private sector	**EURO 47,850** *-Entrepreneurship training (600 × 52): 31,320* *- Post-harvest technical training (317 × 52): 16,530*
OUTPUT 4: Operational gender and inclusion monitoring and evaluation system				**EURO 26,100**
Activity 4.1 Establishment of a system for collecting gender/age-disaggregated data for all FODECC indicators	- Baseline values for sex- and age-disaggregated indicators will be established in Year 1 through the operationalisation of the FODECC digital data system.100% of FODECC indicators disaggregated by sex and age groupOperational gender/inclusion databaseHalf-yearly gender reports produced and disseminated - 100% of FODECC indicators disaggregated by sex and age group - Operational gender/inclusion database - Half-yearly gender reports produced and disseminated	Years 1-6Ongoing Ongoing	UGP MINEPAT UGP MINEPATFODECC M&E Unit + Gender Unit UGP MINEPAT FODECC M&E Unit + Gender Unit	**EURO 13,050** *- Development of information system modules: 8,700- Training for 15 users (3 days): 4,350*
Activity 4.2 Independent external evaluations of gender performance at mid-term and in the final phase, with recommendations	- 1 mid-term gender assessment carried out (Year 3)1 final gender impact assessment carried out (Year 6) - Recommendations from evaluations incorporated into project adjustments - 1 final gender impact assessment carried out (Year 6) - Recommendations from evaluations incorporated into project adjustments	Year 3Year 6 Year 6	Independent external consultants + Steering Committee	**EURO 13,050** *- Mid-term gender assessment: 6,525* *- Final gender impact assessment: 6,525*

Activities	Indicators and targets	Timeline	Responsibilities	Costs (EURO)
OUTPUT 5: Operational SEAH-responsive gender and GBV complaints management mechanismThe SEAH-responsive MGP is grounded in MINEPAT's institutional SEAH framework: SEAH Policy (Feb. 2026), SEAH MGP, SEAH Code of Conduct, SEAH Action Plan, and Circular No. 000084/C/MINEPAT/SG/DAG (18 March 2026), in conformity with GCF decision B.BM-2021/18. Complaint handling follows the binding institutional timelines — acknowledgement of receipt within 24 hours and investigation completed within a maximum of 30 days (POLI-SEAH §VII.2) — under a survivor-centred, gender-responsive and confidential approach (POLI-SEAH §V.2–V.3), with anonymous complaints expressly admissible (CIRC-SEAH §VII) and referral to MINPROFF specialised services where required (POLI-SEAH §VIII.1.d). **These instruments are binding on all FODECC-RACINE project staff, partners and sub-contractors at no additional cost to the project. Output 5 budget covers initial operationalisation, SEAH procedure adaptation for the project context, and basic facilitator training.**				**EURO 117,450**
Activity 5.1: Integration of SEAH/GBV protocols into the FODECC complaints management mechanismFour SEAH risk categories specific to RACINE have been identified:(a) Power asymmetries in producer-agent interactions (enrolment discretion);(b) GBV risks during mixed-group field training and overnight missions;(c) Transactional sex risks in value chain financing contexts;(d) Domestic violence escalation as women increase economic independence.Mitigation draws on MINEPAT's five signed SEAH instruments (Politique, MGP, Code de Conduite, Plan d'Actions, Circulaire No. 000084). SEAH checks — including verification of the criminal record extract No. 3 — apply to all project recruitment (CIRC-SEAH §VI), and SEAH contractual clauses are integrated in all FODECC-RACINE tendering documents and contracts (CIRC-NECS §IV; SEAH Code of Conduct §V Art. 16). ***SEAH awareness campaigns and ongoing monitoring are integrated into project operations (Output 1 capacity-building and project management). This output budget covers SEAH procedure adaptation and initial facilitator training.***	- SEAH Risk Register for RACINE completed (Year 1)SEAH provisions integrated in all FODECC-RACINE contracts (Year 1) - SEAH Focal Point designated at project level (first 3 months)100% of field staff trained on SEAH Code of Conduct (Year 1) - Operational CMM with SEAH-responsive procedures and confidential reporting channels20 facilitators trained in gender-sensitive/SEAH complaint handling100% of GBV/SEAH complaints processed within 15 days - SEAH provisions integrated in all FODECC-RACINE contracts (Year 1) - SEAH Focal Point designated at project level (first 3 months) - 100% of field staff trained on SEAH Code of Conduct (Year 1) - Operational CMM with SEAH-responsive procedures and confidential reporting channels - 20 facilitators trained in gender-sensitive/SEAH complaint handling - 100% of GBV/SEAH complaints processed within 15 days -	Years 1-6	UGP MINEPAT UGP MINEPATGender Unit + FODECC Legal Officer + Community Facilitators UGP MINEPAT Gender Unit + FODECC Legal Officer + Community Facilitators	**EURO 34,800** *- SEAH procedure adaptation for RACINE context: 4,350* *- Facilitator training (20 × 435): 8,700* *- Reporting tools and confidential channels setup: 4,350* *- SEAH information tools and divulgation mechanism: 8,700 Communication tools and –* *-Campaigns against SEAH conducted: 8,700* Note: SEAH awareness campaigns integrated in Output 1 (Activity 1.3)and project management component
Activity 5.2: SEAH information and awareness of beneficiary communities. **Pre-project and continuing awareness campaigns in the five regions, culturally appropriate and delivered in local languages, targeting beneficiaries and host communities (including communities exposed to indirect and cumulative risks near Window 2 infrastructure). Production and dissemination of a recourse brochure presenting the three-tier system: project complaints**	- Pre-project campaign completed in 5 regions (Year 1); - Three-tier recourse brochure (incl. GCF IRM) produced and disseminated (Year 1); - ≥ 80% of beneficiary communities informed of the SEAH mechanism (Year 3, surveys); - Materials available in relevant local languages.	Years 1–6 (campaigns from Year 1)	UGP + Gender Unit + Community Facilitators; MINEPAT Communication	**EURO 10,440** (*campaigns 3 × 2,610 = 7,830 brochure design, translation and dissemination =3,480)*

Activities	Indicators and targets	Timeline	Responsibilities	Costs (EURO)
mechanism, MINEPAT institutional SEAH mechanism, and the GCF Independent Redress Mechanism (IRM), including how and when to access each tier.				
Activity 5.3: Community-driven protection and survivor support. **Identification and training of community relays, women leaders and local mediators in the five regions to support prevention, safe reporting and accompaniment of survivors. Operationalisation of the survivor-centred referral pathway (medical care within 72 hours, psychosocial support, legal assistance, referral to MINPROFF specialised services) and establishment of socio-economic reintegration support for survivors, including facilitated access to project benefits**	- ≥ 2 trained community relays per intervention zone (Year 2); - Referral pathway operational in all regions (Year 2); - 100% of reported survivors offered the support package (medical, psychosocial, legal, referral); - Reintegration support mechanism operational (Year 2).	Years 1–6 (training Years 1–2)	UGP + Community Facilitators + MINPROFF partnership	**EURO 8,700** *(relay training = 6,090; referral pathway operationalisation and reintegration support framework = 2,610)*
Activity 5.4: SEAH monitoring, disaggregated data and reporting. **Maintenance of the project SEAH register with case data disaggregated by sex, age, type of incident and context, under strict confidentiality safeguards. Annual review of the SEAH arrangements (lessons learned, corrective measures). Half-yearly SEAH performance reporting to the GCF. Establishment of a coordination protocol between the project complaints mechanism, the MINEPAT institutional mechanism and the GCF Independent Redress Mechanism (referral modalities, information-sharing, case tracking).**	- Disaggregated SEAH register operational (Year 1); - IRM coordination protocol adopted (Year 1); - 2 SEAH performance reports per year transmitted to GCF; - Annual SEAH review conducted (from Year 2).	Years 1–6	UGP M&E + SEAH Focal Point + FODECC Legal Officer	**EURO 11,310** (*register and confidential data tools = 4,350; annual reviews = 4,350; reporting = 2,610)*
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4. Consolidated budget for gender action plan

Output	Budget (EURO)
Output 1: Institutional capacity on gender	234,900
Output 2: Equitable access for women	368,880
Output 3: Youth inclusion	170,520
Output 4: Gender monitoring and evaluation	26,100
Output 5: Gender-sensitive MGP	65,250
Total Gender Plan	865,650

4.1. Funding allocation according to demand

Source	Amount (EURO)	% of total
GCF grant (EURO 8,700,000)	*865,650*	100%

This budget of EURO 865,650 represents approximately 10% of the GCF grant component (EURO 8,700,000) and is reflected in the project's detailed budget (Annex 4).

4.2. Classification of interventions by impact and level of action

Nature of intervention	Amount (EURO)	% of total	Description
Direct beneficiary actions	539,400	62,31	Direct interventions for women, youth and indigenous communities (Outputs 2, 3)
Institutional strengthening	261,000	30,15	FODECC/MINEPAT institutional capacity, procedures and M&E (Outputs 1, 4)
SEAH prevention and GBV response	65,250	7,53	SEAH risk identification, procedure adaptation, facilitator training, reporting channels (Output 5)
Total	865,650	100	

Details of direct beneficiary actions (539,400 — 62,31%)

Activity	Beneficiaries	Amount (EURO)
Women's empowerment (digital literacy, management, leadership)	1,800 women trained in digital literacy + 650 in management	181,830
Financial literacy and MFI facilitation for women	1,000 women with improved financial access	43,500
Youth facilitation and orientation towards FODECC	1,200 young people oriented; 25% youth among recruits	83,520
Awareness campaigns for women	200 women's organisations	104,400
Youth entrepreneurship training	600 young people + 300 indigenous people trained	47,850
Adapted enrolment and gender-responsive facilitation (Activity 2.2)	50 facilitators trained; enrolment sessions adapted in 8 regions	39,150

Details of institutional strengthening (USD 300,000 — 28.4%)

Component	Impact	Amount (EURO)
Operational gender unit	Sustainability of gender approach	130,500

Adapted enrolment process	See Output 2 / Activity 2.2	—
Institutional gender audit	Diagnosis and strategy	43,500
FODECC staff training	Internal capacities	39,150
Disaggregated data collection system	Performance monitoring	13,050
Revision of procedure manuals	Cross-functional integration	21,750

5. Consolidated results framework indicators

Element	Level	Indicator	Frequency	Measurement Method
Differential climate resilience	Impact	Index of vulnerability of women vs men to climate shocks *(Baseline Year 1, Target -30% Year 6)*	Annual	Household surveys + Meteorological data + Gender impact assessment
Women's economic empowerment	Impact	Average income of women cocoa/coffee producers *(Baseline Year 1, Target +50% Year 6)*	Annual	FODECC database + Disaggregated income surveys + Tax returns
Women's participation in the cocoa and coffee sectors	Outcome	Percentage of women among FODECC beneficiaries *(Baseline 37.7%, Target 40-45% Year 6)*	Quarterly	FODECC information system disaggregated by sex
Participation of young people and indigenous people in the cocoa and coffee sectors	Outcome	Percentage of young people (aged 15-34) among FODECC beneficiaries *(Baseline TBD Year 1, Target 25% Year 6) Percentage of indigenous people among FODEXX beneficiaries (Baseline TBD Year 1, Target 10 % Year 6)*	Quarterly	FODECC information system disaggregated by age
Institutional capacity on gender	Output	FODECC gender audit score (*Scale 0-100, Target >75 Year 3)*	Annual	Standardised assessment grid + Independent external audit
Quality of services for women	Output	% of women satisfied with FODECC service quality *(Target >80% Year 6)*	Half-yearly	Satisfaction surveys + Focus groups + Participatory evaluations
Protection of vulnerable groups	Output	Number of complaints received regarding gender/youth/PA discrimination MGP *(Target <5/year)*	Monthly	MGP registers + Facilitator reports + Complaint tracking system
Gender training for staff	Output	% of FODECC staff and partners trained in gender issues *(Target 100% Year 2)*	Annual	Training registers + Assessment tests + Certificates issued
Access to credit for women	Output	Number of women accessing credit facilities through partnerships *(Target 1,000 Year 6)*	Quarterly	Reports from MFI partners + FODECC database + Repayment monitoring

6. Specific SEAH indicators for the consolidated results framework

Element	Level	Indicator	Frequency	Measurement Method

SEAH case management	Output	Number of SEAH complaints received and percentage processed within 15 days, disaggregated by sex, age, type of incident and context (Target: 100% processed within 15 days)	Monthly	Project SEAH register + complaint tracking system (confidentiality safeguards applied)
SEAH workforce training	Output	Percentage of project staff, contractors and field personnel having completed SEAH induction and annual refresher training (Target: 100% Year 1, maintained annually)	Annual	Training registers + signed SEAH Code of Conduct / Statements of Honour
Community information on recourse	Output	Percentage of beneficiary communities informed of the SEAH complaints mechanism, including the GCF Independent Redress Mechanism (Target: ≥ 80% Year 3)	Half-yearly	Campaign reports + community surveys + facilitator reports
Survivor support	Output	Percentage of reported survivors offered medical care within 72 hours and referred to psychosocial, legal and reintegration support services (Target: 100%)	Quarterly (per case)	Confidential case files + referral pathway records (MINPROFF partnership)
SEAH reporting to GCF	Output	Number of SEAH performance reports transmitted to the GCF (Target: 2 per year)	Half-yearly	UGP M&E reports + GCF transmission records

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