Gender Action Plan

FP312: Securing Permanent Forests to Combat Climate Change and Enhance Sustainable National and Local Economies in Cameroon (SPEFOCE)

Cameroon | International Union for Conservation of Nature (IUCN) | GCF/B.46/02/Add.05

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GREEN CLIMATE FUND

Outputs	Activities	Indicators and Targets	Timeline	Responsibilities	Budget (USD)	
		established per landscape platform				
Output 1.2: Increased restoration of degraded lands and forests in and around permanent forest areas	1.2.1 Participatory Rural Appraisal (PRA) in all 3 landscapes	-No and % of women consulted in each landscape Target: At least 33% of individuals consulted per landscape are women	Y3	Executing Agency, PMU	10,000	
	1.2.2-1.2.4 Restoration of degraded areas Identify restoration areas, including women's needs	-No and % of women consulted out of total Target: At least 30% of individuals consulted are women	Y2-Y4	Executing Agency, PMU, Ministry	150,000	
	1.2.1A Conduct gender-responsive ROAM assessments that document women's forest use, NTFP collection areas, and water access routes	ROAM assessments include gender-specific mapping of women's forest use in all 3 landscapes Women's NTFP collection areas and water access routes documented and integrated in restoration plans	Y2-Y3	PMU, Gender Expert, ROAM consultants	25,000	
	1.2.4A Ensure women's equitable participation in cash-for-work restoration activities	At least 40% of cash-for-work recipients for restoration activities are women Women-friendly working conditions established (schedules, childcare, proximity)	Y3-Y7	PMU, Landscape coordinators	20,000	
Component 2: Value chain development and transformation are operational						
Output 2.1: Strengthened non timber forest product (NTFP) Value Chains and Market Linkages	2.1.1 Build capacities on micro-enterprise management Conduct needs assessment	-No and % of women associations whose needs have been assessed Target: At least 30% are women-led	Y3	PMU, Executing Agency, Consultants	30,000	

Outputs	Activities	Indicators and Targets	Timeline	Responsibilities	Budget (USD)	
	2.1.2 Develop/upgrade capacity and infrastructure Identify and engage potential associations with focus on women and IP Develop business plans for micro-enterprises	-No and % of women-led associations identified and engaged Target: At least 35% of associations are women-led -No and % of women-led enterprises with developed business plans Target: At least 35% are women-led	Y2-Y5	Executing Agency, PMU, Gender Expert, Consultants	180,000	
	2.1.3 Build capacity of micro-enterprises Select participants including at least 30% women	-No and % of women-led micro-enterprises whose needs have been assessed Target: At least 30% are women-led	Y3	PMU, Executing Agency, Consultants	30,000	
Component 3: Stakeholders' capacities are strengthened on climate-resilient land-use practices						
Output 3.1: Improved capacity of stakeholders	3.1.1 Strengthen capacity on use of improved SFM guidelines Select participants including at least 30% women	-No and % of women participants selected and trained Target: At least 30% of selected and trained participants are women	Y2-Y3	Executing Agency, PMU, Consultants	75,000	
	3.1.2 Train and disseminate information on revised instruments Select participants including at least 30% women	-No and % of women participants selected and trained Target: At least 30%		Executing Agency, PMU, Consultants	15,000	
	3.1.2 Build capacity on forest monitoring, REDD+ registry and SIS Select participants including at least 30% women	-No and % of women participants selected and trained Target: At least 30%	Y3	PMU, Executing Agency, Consultants	30,000	
	3.1.3 Build capacity of State and non-State actors on green investment legal framework Identify	-No and % of women participants identified and trained Target: At least 30%	Y3	PMU, Executing Agency, Consultants	10,000	

Outputs	Activities	Indicators and Targets	Timeline	Responsibilities	Budget (USD)	
	participants including at least 30% women					
	3.1.4 Conduct dedicated gender and climate change training for women leaders across all 3 landscapes	At least 60 women leaders trained in gender and climate change (20 per landscape), including indigenous women leaders Women-only training sessions on leadership, FPIC, land rights, and GBV/SEAH awareness	Y2-Y3	PMU, Gender Expert	35,000	
	3.2.5 Build capacity of local artisans Select participants including at least 30% women	-No and % of women artisans whose needs have been assessed Target: At least 30% are women	Y3	PMU, Executing Agency, Consultants	30,000	
Component 4: Strong project monitoring and knowledge-driven partnerships						
Output 4.1: Project Management Team is functional	4.1.1 PMU leads implementation Define positions and responsibilities Recruit staff	Target: A gender position is defined as part of the project management team Target: A national gender specialist is recruited at project inception	Y1	IUCN	168,000	
	4.1.1A Develop and sign project Code of Conduct addressing GBV/SEAH, signed by 100% of staff	Code of Conduct developed by Month 3 and signed by 100% of PMU and partner staff by Month 6 Zero-tolerance policy on GBV/SEAH declared in POM and all contracts	Y1 (M1-M6)	IUCN, PMU, Gender Expert	5,000	
	4.1.1B Establish survivor-centered GRM with specific SEAH procedure	GRM with SEAH procedure operational by Month 6 Female SEAH focal points designated in each landscape Referral protocols to national GBV services established	Y1 (M1-M6)	IUCN, PMU, Gender Expert	10,000	

Outputs	Activities	Indicators and Targets	Timeline	Responsibilities	Budget (USD)	
	4.1.1C Conduct SEAH training for 100% of project staff and implementing partners	100% of project staff trained on SEAH by Month 12 Annual refresher training conducted SEAH Risk Mitigation Plan approved by Month 9	Y1-Y7	Gender Expert, PMU	15,000	
Output 4.2: Project is monitored and evaluated	4.2.1 Operationalize Project Steering Committee Identify and establish members	-No and % of women selected as project steering committee member Target: At least 25% of project committee members are women	Y1	IUCN	8,250	
	4.2.2 Implement M&E plan	Target: Gender is fully integrated in the M&E system Target: Gender lessons are disseminated for continuous improvement Target: Gender activities and outputs are reported in all APRs	Y1-Y7	Gender Expert, PMU, M&E Expert, Consultants	50,000	
	4.2.2A Conduct gender baseline survey during inception phase	Gender baseline survey completed across all 3 landscapes within first 6 months Baseline data collected on: women's participation rates, income, land tenure, decision-making, GBV prevalence	Y1 (M1-M6)	Gender Expert, M&E Expert	40,000	
	4.2.2B Conduct gender audit at mid-term and final evaluation	Mid-term gender audit (Year 4) and final gender evaluation (Year 7) conducted by independent evaluator GAP indicators fully integrated in APR reporting	Y4 and Y7	IUCN, Independent evaluator	60,000	
	4.2.2C Produce and disseminate gender knowledge products	At least 6 gender-responsive case studies produced and disseminated Lessons learned on gender mainstreaming in	Y3-Y7	PMU, Gender Expert, Communications	20,000	

Outputs	Activities	Indicators and Targets	Timeline	Responsibilities	Budget (USD)	
		Cameroon REDD+ documented and shared with GCF				
Cross-Cutting: Indigenous Peoples — Gender-Specific Actions						
Indigenous Women's Empowerment	Conduct culturally adapted consultations with Baka and Bagyeli women using local-language female facilitators	At least 40% of indigenous consultations include women Female local-language facilitators engaged in each IP community Separate women-only FPIC sessions conducted	Y1-Y7	PMU, Gender Expert, IP focal points	25,000	
	Document and integrate indigenous women's traditional ecological knowledge (NTFP, medicinal plants, seeds)	Traditional knowledge assessment of Baka and Bagyeli women completed in all target communities Women's knowledge integrated in at least 50% of forest management plans	Y2-Y4	PMU, Gender Expert, IP consultants	20,000	
	Facilitate access to national identity documents for indigenous women and girls	Identity card facilitation campaign conducted in all 3 landscapes At least 200 indigenous women and girls obtain national identity cards	Y1-Y3	PMU, MINFOF, Local authorities	15,000	
	Support indigenous women's livelihood activities (NTFP processing, community-based enterprises)	At least 10 indigenous women-led NTFP processing groups established and supported Indigenous women's income from NTFPs increased by at least 20%	Y2-Y7	PMU, Gender Expert, Livelihood consultants	30,000	

13. GAAP Implementation, Monitoring and Supervision

13.1 Institutional Arrangements

The GAAP will be implemented under the overall responsibility of IUCN as Accredited Entity, with the PMU responsible for day-to-day coordination. Key institutional roles are:

- IUCN (AE): Overall fiduciary and reporting responsibility for GAAP implementation; integration of GAAP progress in Annual Performance Reports (APRs) to GCF.
- PMU / Gender Specialist: Day-to-day coordination; GAAP activity planning and monitoring; gender mainstreaming across all project components; SEAH prevention coordination; gender-responsive data collection and analysis.
- MINFOF (EE): Integration of gender considerations in forest management instruments and policies; support for gender-responsive implementation at landscape level.
- Landscape Partners: Implementation of gender activities at community level; culturally appropriate engagement with indigenous women; local GRM operation.
- M&E Expert: Integration of GAAP indicators in project M&E system; sex-disaggregated data collection and reporting.

Additional institutional arrangements per GCF requirements:

- A SEAH Focal Point shall be designated in each landscape, preferably a trained female staff member, responsible for receiving confidential SEAH complaints and initiating the referral process.
- MINPROFF (Ministry of Women's Empowerment and the Family) shall be invited to participate in the Project Steering Committee as an observer/advisor on gender matters.
- Local women's organizations and indigenous women's representatives shall be engaged as implementation partners in each landscape for community-level gender activities.
- An external gender audit shall be conducted at mid-term (Year 4) and project closure (Year 7) by an independent evaluator.

13.2 Monitoring, Reporting and Evaluation

Gender integration shall be a central element of the monitoring and evaluation system. All project-level indicators shall be disaggregated by sex and, where relevant, by indigenous status. Gender-related progress will be reported in all Annual Performance Reports (APRs) submitted to the GCF.

The M&E framework for the GAAP shall include:

- Quarterly collection of sex-disaggregated data on all GAAP indicators by landscape coordinators;
- Semi-annual gender progress reviews by the Gender Specialist, shared with the PMU and Steering Committee;
- Annual integration of GAAP progress in the project APR submitted to GCF, including quantitative indicators and qualitative gender analysis;

- Gender baseline survey during inception (Year 1) to establish benchmarks for all GAAP indicators;
- Independent mid-term gender audit (Year 4) to assess progress and recommend corrective measures;
- Final gender evaluation (Year 7) assessing the project's transformative impact on gender equality and women's empowerment;
- Satisfaction surveys among women beneficiaries at mid-term and project closure, measuring perceived quality of participation and benefits;
- SEAH monitoring through GRM data analysis (anonymized and confidential).

13.3 Adaptive Management

The GAAP is a living document that will be refined during the inception phase based on the gender baseline survey findings. Annual review of GAAP progress shall identify areas where targets are not being met and propose corrective actions.

Adaptive management triggers shall include:

- Women's participation in any activity falls below 25% for two consecutive quarters: PMU must investigate barriers and implement corrective measures (e.g., schedule adjustments, childcare, separate women-only sessions);
- SEAH complaint received through GRM: Immediate activation of survivor-centered response protocol; investigation within 10 working days; reporting to IUCN and GCF as per GCF policy;
- Gender audit identifies significant gaps between GAAP targets and actual performance: GAP revision and resource reallocation within 3 months of audit findings;
- Baseline survey reveals different gender dynamics than assumed: GAAP indicators and targets adjusted during inception phase.