Gender Assessment

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

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GREEN CLIMATE FUND

Securing Permanent Forests to Combat Climate Change and Enhance Sustainable National and Local Economies in Cameroon

ANNEX 8

GENDER ANALYSIS AND ACTION PLAN (GAAP)

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List of Acronyms and Abbreviations

AE	Accredited Entity
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CoC	Code of Conduct
EE	Executing Entity
ESMP	Environmental and Social Management Plan
ESMS	Environmental and Social Management System
FPIC	Free, Prior and Informed Consent
GAAP	Gender Assessment and Action Plan
GAP	Gender Action Plan
GBV	Gender-Based Violence
GCF	Green Climate Fund
GRM	Grievance Redress Mechanism
IP	Indigenous Peoples
IUCN	International Union for Conservation of Nature
M&E	Monitoring and Evaluation
MINFOF	Ministry of Forests and Wildlife
MINPROFF	Ministry of Women's Empowerment and the Family
MRE	Monitoring, Reporting and Evaluation
NGO	Non-Governmental Organisation
NTFP	Non-Timber Forest Product
PFA	Permanent Forest Area
PFM	Permanent Forest Management
PMU	Project Management Unit
REDD+	Reducing Emissions from Deforestation and Forest Degradation
ROAM	Restoration Opportunities Assessment Methodology
SEAH	Sexual Exploitation, Abuse and Harassment
SFM	Sustainable Forest Management
SIS	Safeguard Information System

Key Gender Terms

Gender: A matrix of culturally based expectations regarding the attitudes and behaviours of women, men, girls, and boys. Gender differs from the biological differences between females and males (sex) and is socially constructed. Gender roles, relations, power dynamics, privileges and rights are not the same across cultures. They can change over time and be influenced by class, age, race, ethnicity, disability and other factors.

Gender Analysis: A critical examination of how differences in gender norms, roles, power structures, activities, needs, and opportunities affect women, men, girls, and boys in certain situations or contexts.

Gender Mainstreaming: The process of assessing the implications for women and men of any planned action, including legislation, policies, or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programmes.

Gender Equality: Refers to the equal rights, responsibilities, and opportunities of women, men, girls, and boys. Equality does not mean that women and men will become the same but that their rights, responsibilities, and opportunities will not depend on whether they are born male or female.

Gender Equity: Fairness and justice in the distribution of benefits, power, resources, and responsibilities between women and men. The concept recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes.

Gender-Responsive: Acknowledges the different needs, constraints, contributions, and aspirations of women and men, and adjusts strategies and resource allocation to address gender inequalities.

Intersectionality: A framework for understanding how aspects of a person's social and political identities (e.g., gender, race, ethnicity, class, age, disability, indigeneity) combine to create different modes of discrimination and privilege.

GBV/SEAH: Gender-Based Violence / Sexual Exploitation, Abuse and Harassment — any harmful act directed against a person based on gender, including physical, sexual, or psychological harm, coercion, and deprivation of liberty. SEAH refers specifically to sexual exploitation, sexual abuse, and sexual harassment committed in the context of **project implementation.**

FPIC (Free, Prior and Informed Consent): The collective right of indigenous peoples and local communities to give or withhold consent to proposed actions that may affect their lands, territories, and resources, as recognized under the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and ILO Convention 169.

Executive Summary

The objective of this report was to conduct a gender analysis and a gender risk assessment, and develop a gender action plan. Key results in terms of gender related issues, as well as possible entry points, are provided in the tables below.

This Gender Assessment and Action Plan (GAAP) has been developed in compliance with the GCF Updated Gender Policy (Decision B.24/12, November 2019) and the GCF Revised Policy on the Prevention and Protection from Sexual Exploitation, Sexual Abuse, and Sexual Harassment (GCF/BM2021/06). It covers the full 7-year implementation period of the SPEFOCE project across the three target landscapes: Waza (Sudano-Sahelian), Dja-Lobéké (dense humid forest), and Bakossi-Bamboutos (montane). The GAAP identifies gender-differentiated climate vulnerabilities, establishes participation targets aligned with GCF standards (minimum 40% women in all consultations and trainings; minimum 30% women in governance bodies), incorporates GBV/SEAH prevention measures, and provides a dedicated implementation budget of USD 1,147,250 from GCF resources.

In addition, the results of the gender risk assessment which was also conducted are presented below including the risks identified and mitigation measures. To conclude, a gender action plan is provided, as well as provisions for monitoring, reporting and evaluation.

The GAAP is structured around the following mandatory elements per GCF requirements: (i) Gender Assessment with baseline data collection; (ii) Identification of drivers of change and gender dynamics; (iii) Specific gender elements integrated into project activities; (iv) Implementation budget estimates; (v) Measurable output, outcome and impact indicators disaggregated by sex; and (vi) Institutional arrangements for implementation and monitoring.

1. Introduction

This document sets out the Gender Action Plan (GAP) for the project “Securing Permanent Forests to Combat Climate Change and Enhance Sustainable National and Local Economies in Cameroon”. The project aims to reduce GHG emissions from deforestation and forest degradation through sustainable forest management and the enhancement of forest carbon stocks. This project will be implemented in Permanent Forests Areas including Waza, Dja-Lobéké and Bamboutos Highlands, and relating to restoration of degraded forests and lands, mitigation, improvement of SFM instruments and practices, REDD+ implementation support and market and value chain development and alternative livelihood support. More information on the project can be found in the project’s Environmental and Social Management Plan (ESMP).

2. Purpose of a Gender Analysis and Action Plan

The purpose of this GAAP is to serve as a practical implementation guide for the SPEFOCE project to ensure gender is meaningfully mainstreamed across all project components and activities. The GAAP provides a framework for integrating gender considerations into project design, implementation, monitoring, and evaluation.

2.1 General Objective

To enhance gender equality and women's empowerment in the management of permanent forest areas and the development of sustainable livelihoods in Cameroon's three target landscapes.

2.2 Specific Objectives

- Contribute to the deepening of knowledge and the development of innovative strategies to deal with the inequalities observed between men and women PFAs;
- Identify and address gender gaps in terms of participation and leadership in decision making processes, access to opportunities, rights, incomes and benefits, and control and use of resources;
- Design and incorporate affirmative actions aimed at reducing gender inequalities across the components of the Project;
- Improve the participation of local communities and indigenous women including women’s associations in decision making process notably through multi-stakeholder dialogue,

women's empowerment and leadership development and climate resilient livelihood activities
- Use participatory methods to guarantee equal opportunities for women and men to participate and contribute to project design and implementation;
- Identify opportunities to empower women to support project success and sustainability.
- Ensure compliance with the GCF Revised Policy on SEAH Prevention and Protection (GCF/BM2021/06) through the establishment of a zero-tolerance policy, Code of Conduct, survivor-centered GRM, and comprehensive staff training;
- Adopt an intersectional approach that addresses the compounded vulnerabilities of indigenous women (Baka, Bagyeli), youth, elderly women, and women-headed households;
- Strengthen women's land and resource tenure rights within community forests, council forests, and restored landscapes in accordance with Cameroon's forestry legislation and customary practices;
- Establish a comprehensive gender-responsive M&E system with sex-disaggregated indicators at output, outcome, and impact levels, in line with the GCF Integrated Results Management Framework (IRMF).

2.3 Regulatory and Policy Compliance Framework

This GAAP has been prepared in accordance with the following regulatory and policy instruments, listed in order of precedence:

- GCF Updated Gender Policy (Decision B.24/12, Annex XXIII, November 2019) and the associated Gender Action Plan 2020-2023 (Annex XXIV)
- GCF Revised Policy on the Prevention and Protection from Sexual Exploitation, Sexual Abuse, and Sexual Harassment (GCF/BM2021/06)
- GCF Environmental and Social Safeguards (ESS) Standards (Decision B.07/02)
- GCF Indigenous Peoples Policy
- IUCN Environmental and Social Management System
- Cameroon Constitution (Preamble guaranteeing equality of all citizens)
- Cameroon Law No. 2011/024 on the Fight against Violence against Women and Gender-Based Discrimination
- Cameroon Forestry Law (Law No. 94/01 of 20 January 1994) and its implementing Decree No. 95/531
- Cameroon Penal Code provisions on sexual violence (Sections 295-298)
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified by Cameroon in 1994
- United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- ILO Convention 169 on Indigenous and Tribal Peoples
- African Charter on Human and Peoples' Rights and Protocol on the Rights of Women in Africa (Maputo Protocol)

3. Methodology

The gender analysis was conducted through a combination of secondary and primary data. The desk review of secondary data involved policy and strategy documents, national and international development reports. A qualitative field assessment was conducted in the three landscapes through focus group discussions, key informant interviews, and participatory rural appraisal exercises with both women and men, including indigenous communities (Baka and Bagyeli).

The methodology is aligned with GCF Gender Policy requirements (Decision B.24/12, para. 19(b)) which mandate gender-equitable and inclusive stakeholder engagement and consultations throughout the design and implementation of the project. The field assessment covered all three target landscapes with specific attention to: (i) gender roles and division of labor in forest-related activities; (ii) women's access to and control over forest resources, land, and NTFPs; (iii) decision-making power in household and community governance; (iv) GBV/SEAH risk factors in forest operations; and (v) intersectional dimensions of gender inequality among indigenous communities (Baka, Bagyeli) versus local communities.

4. Brief Project Description

The project objective is to transform land use and forest management practices in and around Permanent Forest Areas (PFAs) into climate-resilient, low-emission and economically viable systems that sustainably generate forest ecosystem goods and services for national and local economies, reduce emissions from deforestation and forest degradation, and strengthen the climate change resilience of forest-dependent communities and ecosystems.

It is envisaged that the proposed project outcomes will include:
Outcome 1: Targeted PFAs are managed and restored using climate-smart sustainable forest management practices that reduce deforestation and degradation, increase carbon sequestration, and maintain forest ecosystem services.
Outcome 2: Forest product NTFP value chains are operational, competitive and low-emission, generating stable incomes for local communities while conserving forest resources.
Outcome 3: Stakeholders (communities, local governments, state services, private sector) have the technical, organizational and governance capacities to plan and adopt climate-resilient land-use practices in and around PFAs.
Outcome 4: A robust monitoring, governance and knowledge-driven partnership system guides public and private decisions, secures climate/REDD+ financing, and enables scaling up of resilient, low-emission and economically viable forest management models.

5. Socioeconomic and Gender context

Information on the project socioeconomic and environmental context is provided in the Environmental and Social Impact Assessment (ESIA) report and the Environmental and Social Management Plan (ESMP).

5.1 Gender and Climate Change

Climate change disproportionately affects women in Cameroon's forest-dependent communities. Women bear the primary responsibility for household food security, water collection, and firewood gathering, activities that are directly impacted by changing climatic conditions. In the Waza landscape, droughts and desertification intensify the distances women must travel to collect water and fuelwood. In the Dja-Lobéké and Bakossi-Bamboutos landscapes, changing rainfall patterns affect agricultural productivity and NTFP availability, both of which are crucial for women's livelihoods.

Over the past two decades, Cameroon has experienced seasonal and frequent extreme climatic events, such as floods and recurrent droughts. These, coupled with the instability of the duration of the rainy seasons, have made climate change emerge as a significant problem

for the Cameroonian society1. Gender and climate change Deforestation, land degradation, mining, soil erosion, water quality, waste management and air pollution are some of the major environmental challenges in Cameroon. Variability due to climate change has also posed specific challenges for Cameroon, including more frequent and intense weather patterns, such as floods and droughts, which have significant negative impact on natural resources, the country's economy, and—differentiated impacts—on women and men in Cameroon. A majority of the country's population directly depend on ecosystem goods and services to maintain food security, livelihood and health, especially marginalized groups such as women who often do not have equal access to other sources of sustenance. Water resources are also impacted by climate change with longer dry seasons but also heavy rains eroding soil, both causing additional soil degradation reducing agriculture viability and consequently food and nutrition availability, especially for those who are dependent on agriculture to maintain livelihoods. Women are primarily responsible for maintaining household food security (in production and preparation) and collecting water, meaning that as these resources are degraded by the effects of climate change women disproportionately feel increased burdens in food, fuel and water collection and productive livelihood work. Additionally, women's tenuous land rights—which can impact their ability to produce sustenance and income, as well as access decision-making groups and loans—and their limited access to adaptation capacity options leaves them particularly vulnerable to climatic changes.

5.2 Gender and REDD+

REDD+ processes and benefit-sharing mechanisms must be designed with explicit attention to gender dynamics. Women's extensive use of forests for NTFPs, fuelwood, and water — often undocumented and undervalued — means that standard REDD+ frameworks risk excluding women from benefit flows unless proactive measures are taken.

The role of Permanent Forests Areas (PFAs) in the lives of women and men in Cameroon is crucial with the provision of food, clothing, shelter, furniture, potable water supply sources and bush meat. The PFAs are also highly valued as sources of natural medicines, which are essential components of health treatment, which is commonly used in conjunction with mystical and ritual practices. REDD+ and restoration activities respond to the impending and continued impacts of climate change. However, these efforts must take into consideration the human interactions with the natural world while building resilience in ecosystems as to not cut off existing livelihoods in efforts to curb and adapt to climate change. This provides opportunities for communities to continue accessing ecosystem benefits while sustainably managing resources and restoring landscapes for healthier communities and ecosystems. Women's significant, diverse roles in the forestry sector affords them specific skills and experiences associated with best forestry management practices, as well as knowledge on properties of culturally and household-important NTFPs and forest resources. Women manage trees around the household and in home gardens, especially fruit trees. This contributes to household food security, food sovereignty and nutrition and potentially to women's autonomous income through small-scale sale of NTFPs, and particularly important for their involvement in government-planned agriculture and agroforestry implementation. Women and children also access forests for energy needs, collecting fuel wood for a variety of household uses.

However, despite the many benefits women's involvement in forestry provides, women are not equally involved in formal forest management activities and often cannot access higher paying positions in forestry activities, or in commodity production along various resource value chains

[1] NDC (2021)

that relate to REDD+ activities. Additionally, increased forest use for large-scale energy needs and conversion of land to private plantations limits women's access to fuel wood for household use, increasing their time and labour dedicated to collecting this resource, as well as exposure to harsh environmental conditions and risks of gender-based violence (GBV). Sustainable development and inclusion aspects of REDD+ activities represent prime opportunities to close gender gaps in regards to these issues through inclusive and gender responsive REDD+ management. Actively involving women and men in planning, implementation and monitoring of projects, and ensuring equal access to opportunities and benefits, will help form a context-specific solution that addresses localized gender issues and meets the various needs and priorities of women and men.

Women are key managers and users of subsistence-based NTFPs and forests. They have important knowledge concerning the nutritional, medicinal and cultural benefits of forest products, and can gain supplemental income from sale of forest and agroforestry products. All of these activities are immensely important for household and community livelihood security and help women explore economic and educational opportunities for themselves and their families. However, despite the benefits women contribute to the household through their knowledge of and relationship with forests, their access to legal land ownership and control, decision-making opportunities in forest management and prospects for increased forestry wage labour is limited. Marginalization of women in communities dependent on forests from their services to products necessitates the need for improving upon the status quo of gender integration and fully addressing inequitable issues.

5.3 Intersectionality Analysis

An intersectional approach is essential for the SPEFOCE project given the diversity of target communities across the three landscapes. The following intersecting dimensions of vulnerability have been identified:

- Indigenous women (Baka, Bagyeli): Face compounded discrimination based on both gender and indigenous status. They have the lowest levels of formal education, limited access to national identity documents, and face cultural barriers to participation in decision-making. Baka women in Dja-Lobéké and Bagyeli women in Bakossi depend heavily on forest-based livelihoods and have specific NTFP knowledge that is at risk of loss.
- Women-headed households: Represent a significant proportion of vulnerable households across all three landscapes. They often lack access to land, capital, and male labor, placing them at greater risk when forest access is restricted or modified.
- Youth women (15-25 years): Face barriers to education and employment, early marriage (particularly in Waza), and limited participation in community governance. They are also at heightened risk of SEAH in the context of forest operations.
- Elderly women: Hold valuable traditional ecological knowledge, particularly regarding NTFP use, medicinal plants, and seed conservation, but are often excluded from formal consultations and decision-making.
- Women with disabilities: Face compounded barriers to participation in community activities, trainings, and forest-based livelihood programs.

6. Institutional and Legal Framework for Gender Equality

6.1 International Commitments

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW): Cameroon ratified CEDAW in 1994. The Convention obliges States Parties to take all appropriate measures to eliminate discrimination against women in all areas of life.

Beijing Declaration and Platform for Action (BPfA): Cameroon endorsed the BPfA which identifies 12 critical areas of concern for women's advancement and sets strategic objectives and actions.

United Nations Framework Convention on Climate Change (UNFCCC): The UNFCCC Gender Action Plan and the Enhanced Lima Work Programme on Gender recognize the importance of gender-responsive climate action.

GCF Gender Policy : The GCF Updated Gender Policy (Decision B.24/12) requires all funded projects to submit a gender assessment and project-level gender action plan, with implementation budgets and sex-disaggregated indicators.

IUCN ESMS : IUCN's Environmental and Social Management System includes gender as a cross-cutting standard requiring gender analysis, action planning, and sex-disaggregated monitoring.

6.2 National Gender Framework

Cameroon has established a National Gender Machinery led by the Ministry of Women's Empowerment and the Family (MINPROFF), which coordinates gender mainstreaming across sectors.

The Cameroon legal framework relevant to gender equality in the forestry sector includes:

- Constitution of Cameroon (Preamble): Guarantees equality of all citizens regardless of sex and affirms adherence to international human rights instruments.
- Law No. 2011/024 of 14 December 2011: Addresses the fight against violence against women and gender-based discrimination. Provides legal definitions and penalties for GBV offences.
- Law No. 94/01 of 20 January 1994 (Forestry Law): Provides for community participation in forest management, including community forests and council forests, but lacks explicit gender provisions.
- Decree No. 95/531 of 23 August 1995: Implementing decree for the Forestry Law, establishes management plan requirements where gender-responsive participation can be integrated.
- Law No. 2016/007 of 12 July 2016 (Penal Code): Contains provisions on sexual violence (Sections 295-298), including penalties for sexual assault and harassment.
- National Gender Policy (2014-2023): Provides the strategic framework for promoting gender equality across all sectors, including natural resource management.
- Cameroon REDD+ Strategy (2018): Recognizes the need for gender mainstreaming in REDD+ implementation but lacks detailed operational guidance.

- Law No. 2019/024 of 24 December 2019 (General Code of Regional and Local Authorities): Provides for women's participation in local governance structures.

7. Gender-Differentiated Issues, Gaps and Responses

While the analysis of the existing institutional and national framework of different institutions, policies, and mandates; and gender and REDD+; gender and climate change and climate vulnerabilities and impacts - relevant to the forestry sector is necessary, the engagement and input from local stakeholders—women and men—at all levels is crucial. The information in the following sections was gathered specifically from the field work in three landscapes including Dja-Lobéké, Waza and Bamboutos landscapes (as elaborated upon in the methodology, Section, 1.4) with local-level stakeholders to guide and develop a more comprehensive understanding of issues, capacity gaps and thus potential responses to approach mainstreaming gender particularly in implementation of the proposed Project activities. As such, the following sections provide in-depth information and analyse the gaps, challenges and opportunities largely within this pillar based on field discussions, and analysis. Below, in Table 2 is a summary of the key takeaways from these sessions included to aid key stakeholders and decision makers with priority issues and opportunities for integrating gender.

Table1: Key takeaways on gender-differentiated issues, gaps and responses

Varied participation by women and men in forest-related activities, as well as the intensity of those activities, dictate differentiated drivers of deforestation and forest degradation, requiring various sustainable livelihood options for women and men to reduce these drivers and their associated impacts. Reducing drivers of deforestation and forest degradation will require increased community awareness through information dissemination and education of women, men and youth, as well as strengthened regulation and utilization of existing law enforcement—including through traditional outlets. Women are mostly involved in the collection of firewood for home energy consumption. Promoting the use of clean(er) cooking systems (particularly proposed by the Mbororo women of the Bamboutos Highlands) to decrease the negative health impacts of indoor air pollution, while raising awareness on the issue as an incentive to reduce deforestation and degradation. Women and men utilize and prioritize trees in differentiated ways, and therefore have separate and distinct impacts on deforestation and forest degradation, as well as conservation management. As a result of entrenched gender roles, women tend to prefer tree species that provide food, medicine, energy, and/or income, necessitating diversity in the tree species to be made available in nurseries to meet the uses and needs of women and men. Shade trees, in particular, are in demand by both women and men to support cultivating species

both prioritize. Women in particular feared the introduction of trees as shades not suitable for maize and potatoes production. There is, however, a need to increase the prevalence of fruit trees which could drive an increase in community well-being.

Tree planting for forest and landscape restoration is vital, but it is necessary that ownership rights (of land, trees, carbon, etc.) for both women and men are clear and equitable.

Women and men are interested in adding value to their crops and forest products. Women are
particularly interested in post-harvest management of NTFPS (especially in the Dja-Lobéké landscape) —requiring targeted resources and training—to increase income generated.

Waza: When asked about which customary laws or traditions affect women's rights to access or control natural resources, the stakeholders gave mixed responses. The Nidiguina and Andirni leadership stakeholders among local communities indicated that there were no restrictions to natural resource usage, and that women are allowed to do all activities that men engage in. However, the Djegueré leadership stakeholder said that while some women are allowed a lot of liberty by their husbands (e.g., work in the fields, petti-trading etc.), many households restrict their women to household chores. On the other hand, most natural resource users form local communities expressed that their women have many restrictions to access of natural resources according to customs, religion and only use resources under the authority of men. For instance, traditional laws restrict women from carrying out fishing, women don't have rights to land since their husbands are considered the main farmers, and some communities require women to stay home and only do household chores. For the vulnerable group stakeholders, one indicated that there are many women whose husbands subject them to certain cultural restrictions forbidding them to work in the field, while the other stakeholder said that women have free access to natural resources.

Dja-Lobéké: Discussion participants were asked to describe their suggested solutions for preventing impacts of the project on vulnerable groups including women. The indigenous community suggested developing a written policy that defines procedures and rules, educating people about discrimination, considering more than one option for communication channels, implementing an anti-retaliation program, conducting team-building activities, focus groups. They also suggested that Baka people have traditional knowledge so the project could help them to do some activities which need traditional technology and less physical effort.

The Indigenous community also cited that there are no customary laws that affect women's access to and control over natural resources but there is a customary practice like "njengi" which woman is not allowed to participate if she is not initiated.

Table 2: Local Community gender-analysis

Local community	
Theme	**Gender issues, gaps and possible entry points**
Over-harvesting and Illegal harvesting of natural resources	***Gender Issues and gaps*** • More men than women participate in all the activities linked with natural resources. Illegal activities are mostly carried out by men especially hunting of wildlife for consumption. • Women are mostly involved in the collection of food NTFPs for household consumption and commercialisation on a small

	scale. The high dependence on NTFPs induces over-harvesting and renders them more vulnerable. • The main benefit of NTFPs collection and hunting is the generation of cash, availability of food and with supplementary benefits to women. ***Possible Entry Points*** • Even though NTFPs are vital for household survival, it is important to implement activities that could provide alternative livelihoods for both women and men. Some of the alternative options include: tree planting with species that are important for women and men (See project proposed activities); adding value to forest products in the value chains; increasing awareness of the negative impacts of unsustainable use of forests.
Firewood collection	***Gender Issues and gaps*** • The participation of women and children is higher for collecting Fuel wood using machetes. Men are in charge of collecting Fire wood of bigger size using chainsaws or machetes. • Women mainly collect firewood as a cheap source of energy to cook. Additionally, women obtain some cash selling firewood. In the case of men, their main interest for firewood is the opportunity for income. ***Entry Points*** • It is important to offer women and men alternative livelihoods that can increase the possibility for a better income. Alternative activities could include awareness and implementation of sustainable harvesting of woodlots, use of agroforestry systems and practices on land, and promotion of access to clean cook stoves. • Increase awareness on the impact on health due to fuelwood smoke can reduce degradation.
NTFP Production	***Gender Issues and gaps*** • Women and men participate in different activities related to the collection and processing of the NTFPS. Women are more involved with the collection and transformation of NTFPs especially in the Dja-Lobéké area. Men in the Bamboutos region are more involved in producing wine, and with both women and men involved in collecting medicinal plants. • Collection of NTFPs by both women and men can be utilized for household consumption and commercialisation. In the three landscapes, in addition to NTFPs providing income, they also enhance food security and health (via access to medicine), ***Entry Points*** • Promoting alternative livelihoods for women and men through sustainable harvesting and production can reduce NTFP collection, keep forests intact and enhance rural livelihoods This can be for either conservation, promotion, and value addition of NTFP which could require training especially on post-harvest management and marketing

	• Increasing access and entry for community women and men into commodity value chains, to add value to products, can significantly increase income and discourage unsustainable collection and forest degradation.
Burning (fire) for agriculture, hunting and fodder for livestock	***Gender Issues and gaps*** • Men use fire for hunting purposes and also to start bush fires to clear land for agriculture production, including planting cocoa. • Fire is used for clearing land because it is thought to increase yields in the first few years and the increased production can be sold to generate increased income. • The use of fire is used in hunting because it is an easy way to capture game in the forest. Game, is a high source of protein, and can be sold in local food places for income, or used for household consumption and increased nutrition. • The use of fire is practiced by herders especially in the Bamboutos area, before the early rains, is to enable fresh and green grass to grow for livestock to use as fodder. ***Entry Points*** • Providing alternative livelihood options and trainings for women and men will reduce the incentive to burn forest/land, including bee keeping, domestication of small animals (to increase food source/nutrition), and encourage agroforestry practices. • Informing farmers and communities on: the risks of burning during dry season (less control and likelihood of a wildfire destroying a much larger swath of land), and options for creating fire belts around the areas. • Increase awareness of people
Water collection and use	***Gender Issues and gaps*** • The participation of women and children is higher for collecting Water since they are more involved in domestic activities. • Women travel over long distances especially during the dry season to fetch water from streams. • Women mainly collect water for cooking, laundering, gardening etc. • Men mainly use water to irrigate farmlands especially during the dry season and feed their livestock. ***Entry Points*** • It is important to provide water in the villages that will reduce the workload of women. • Awareness raising and implementation of sustainable harvesting of woodlots, to protect water points and catchments
Agricultural	***Gender Issues and gaps*** • Both women and men participate in different activities that cause agricultural expansion; women usually participate in small-scale activities and men participate in large-scale activities. • Women often receive little, if any, monetary benefit from farming and agricultural expansion but it is done for subsistence purposes/food security for the household. • Men engage in these farming activities to gain income from selling the products, and expand fields to increase yield.

	• The use of herbicides reduces the stress of weeding, especially for women—who often find themselves engaged in this activity daily. Men are usually responsible for chemical application, but women also do it when they own their own land plots. Chemical application causes health problems for both women and men because usually they do not use (because they don't have access to) application equipment and protective wear, thus their contact with chemicals can be detrimental to health. • Cattle raising and grazing is an activity done mainly by men and boys. They are interested in this activity because it is a source of income and protein for the household. ***Entry Points*** • Due to the use of unsustainable methods of agriculture for food crop production and cocoa and coffee farming, as well as the differentiated participation, needs and interests of women and men s, it will be necessary to offer women and men different alternatives for their specific livelihoods. • Promotion of tree nurseries, improved varieties and planting of commonly used NTFPs in farmlands to provide alternative livelihoods should be promoted • Women and men involved in these activities request government support in farming inputs, financial assistance, storage facilities, technical assistance and markets for agri-products to provide a way to add value to agricultural products, gain access to the use of chemical-protection information on safe handling, and access to alternative organic-biological-cultural pest control practices. • Increased access to and knowledge/communication on climate smart agriculture practices, access to improve cocoa,plams, maize, plantain, etc. varieties and trees for shade. • Ensure the ownership of planted trees by women and men.

Table 3: Indigenous community gender-analysis

Indigenous community	
Theme	**Gender issues, gaps and possible entry points**
Over-harvesting and Illegal harvesting of natural resources	***Gender Issues and gaps*** • More men than women participate in all the activities linked with natural resources. Illegal activities are mostly carried out by indigenous men especially in the Dja-Lobéké area where indigenous people are totally dependent on the forests. The IPs expressed that the Bantu force them to carry out illegal activities in the forest since the Bantus are afraid to enter the forest. • With the exception of the Mbororo women in the Bamboutos area, women, men and children (Dja-Lobéké, Waza) are involved in the collection of NTFPs for household consumption and commercialisation on a small scale. The high dependence on NTFPs renders IPs livelihoods vulnerable since NTFPs availability is seasonal.

	• Mbororo women in the Bamboutos area are not involved in NTFPs collection since they do not go to the forest. • The main benefit of NTFPs collection and hunting is the generation of cash, availability of food. ***Entry Points*** • Even though NTFPs are vital for household survival, it is important to implement activities that could provide alternative livelihoods for indigenous women and men. Some of the alternative options include: tree planting with species that are important for women and men (See project proposed activities); adding value to forest products in the value chains; increasing awareness of the negative impacts of unsustainable use of forests.
Firewood collection	***Gender Issues and gaps*** • The participation of women and children is higher for collecting Fuel wood using machetes. • Women mainly collect firewood as a cheap source of energy to Cook and heating during cold periods. ***Entry Points*** • Alternative activities could include awareness and implementation of sustainable harvesting of woodlots, use of agroforestry systems and practices on land, and promotion of access to clean cook stoves particularly proposed by some Mbororo women from the Bamboutos area and vulnerable groups in the Waza area. • Increase awareness on the impact on health due to fuelwood smoke can reduce degradation.
NTFP Production	***Gender Issues and gaps*** • In the Dja-Lobéké and Waza area, indigenous women, men and children jointly participate in different activities related to the collection and processing of the NTFPS used for consumption and commercialisation. • NTFPs also provide health security especially for the Baka community (via access to medicine), ***Entry Points*** • Promoting alternative livelihoods for women and men through sustainable harvesting and production can reduce NTFP collection, keep forests intact and enhance rural livelihoods This can be for either conservation, promotion, and value addition of NTFP which could require training especially on post-harvest management and marketing • Increasing access and entry for community women and men into commodity value chains, to add value to products, can significantly increase income and discourage unsustainable collection and forest degradation.
Bush burning fodder for growth for livestock	***Gender Issues and gaps*** • The use of fire is practiced by herders especially in the Bamboutos area, before the early rains, to enable fresh and green grass to grow for livestock to use as fodder. ***Entry Points*** • Informing farmers and communities on: the risks of burning during dry season (less control and likelihood of a wildfire destroying a

	much larger swath of land), and options for creating fire belts around the areas. • Technical assistance and awareness raising on how to graze in a more sustainable manner will be required in order to reduce the environmental impacts of this activity. Practices like growing fodder, intensive cattle production and pasture rotation can be promoted in the region.
Water collection and use	***Gender Issues and gaps*** • The participation of women and girls is higher for collecting water since they are more involved in domestic activities. • Women travel over long distances especially during the dry season to fetch water from streams. • Women mainly collect water for cooking, laundering, gardening etc. • Men mainly use water to feed their livestock. • Water points in the Bamboutos area especially have been fenced by some farmers, thereby reducing access to women. Some women climb farmer's fences to fetch water. Also, streams are contaminated by the use of pesticides thereby rendering people vulnerable. • Women travel over long distances especially during the dry season to fetch water from streams. ***Entry Points*** • It is important to provide tapes in indigenous communities that will reduce the workload of women and reduce distance to water points. Also, tape provision will enable the women and girls not exposed to gender-based violence related to crossing over farmers fences.
Agricultural and livestock rearing	***Gender Issues and gaps*** • Both women and men participate in different activities; women (Bamboutos area) participate in small-scale around their homes, while the men are involved in livestock rearing. • Women often receive little, if any, monetary benefit from livestock rearing • Cattle raising and grazing is an activity done mainly by men and boys. They are interested in this activity because it is a source of income and protein for the household. ***Entry Points*** • Technical assistance on how to graze in a more sustainable manner will be required in order to reduce the environmental impacts of this activity. Practices like growing fodder, intensive cattle production and pasture rotation can be promoted in the region.

Institutional Capacity

In the three -landscapes visited, the following local institutions that play a fundamental role in advancing women rights and access to natural resources included the following:

- CEFAID/PNL
- Association- ASMYDI/PNL
- Association WHCS/PNL
- AFAA'PON

- Gic Naral
- ERUDEF

8. Gender Risk Assessment and Mitigation Measures

In addition to the gender analysis, a gender risk assessment was also conduced. The information in the following sections was gathered specifically from the field work in three landscapes including Dja-Lobéké, Waza and Bamboutos landscapes with local-level stakeholders (men, women, youths, girls) from both the local community and indigenous community to guide and develop a more comprehensive understanding of potential beneficiaries of the project, the risks, local assessment of risks and proposed mitigation measures for risks and impacts. Issues of access and control of natural resources, institutional capacity and decision-making power are also addressed. Below, in Table 7.1 and 7.2 is a summary of the key issues from the stakeholders. This information shapes the gender mainstreaming for the project. The Socioeconomic and environmental baseline assessment and together with the Environmental Social Impact Assessment conducted in three PFAs including Dja-Lobéké, Waza and Bamboutous Highlands together provide useful information in understanding the risk, and mitigation measures for the IUCN Project "Securing Permanent Forests to Combat Climate Change and Enhance Sustainable National and Local Economies in Cameroon". The results of the assessment shape the gender mainstreaming strategy for the project which includes four main topics to be analysed. Questions on these topics are included in the Impact Assessment Protocol.

8.1 Gender risk assessment and mitigation measures for Indigenous People

Indigenous Community		
Potential Risk	**Risk assessment**	**Mitigation measures**
Discrimination against women or other groups based on gender with regards to access to resources, services, or benefits provided by the project	Potential for discrimination in terms of which livelihood / enterprise activities are chosen and supported by the project for the (Development of market, value chain & livelihood activities); examples for Mbororo women might include piped water, access to land for farming, improved farming practices or other economic income sources;	• The need for working with and representing diverse marginalized groups, especially among women and the range of economic and cultural contexts;
	Participation: Potential for discrimination terms of participation of women in project activities eg. capacity building activities, restoration, REDD+; considering that most indigenous women and girls are not educated and do not have national identity cards	•Ensure that for each project activity, women are fully represented •Facilitate the establishment of national identity cards for women and girls in the 3 landscapes

	Potential for discrimination in terms of not considering women's household needs especially water when carrying out restoration activities geared towards protecting the water areas and the forest.	•ROAM process should identify areas were women fetch water regularly and provide regulated access or provide access to some areas
Creation, exacerbate or perpetuate gender-related inequalities;	a. Bamboutous: women are not represented in land/ nr natural resource use decision making in the village; i. There is a risk of women not being included in decision-making regarding the ROAM restoration activities (the activities, location of activities, etc); ii. There is a risk of project livelihood interventions/ activities not including or benefiting women;	•Hold discussions for men and women separately for all project activities •Promote specific livelihood activities that indigenous women can carry out within their communities •Sensitise and educate the local population on the important role of women in society
	There is risk of the project working only with already existing villages institutions in which women are not represented thereby reinforcing the dominance of men in decision making.	• ROAM-methodology includes separate consultations with men and women in indigenous communities. •Resulting Village Activity Plan for IPs differentiates between men & women. •Each landscape has a partner with gender expertise especially on Indigenous Peoples issues
	There is the risk that project proponent will work with organisations which are not sensitive to gender issues	•Conduct capacity building on gender responsive information/data collection and communication systems for implementing partners •Project proponent should ensure that executing partners identify and use sources and channels of information and communication that allow for participation of women and vulnerable groups, particularly in rural communities

3.Adverse impacts on the situation (e.g., livelihood or rights) of women and girls, including restrictions on women's ability to use, develop or protect natural resources, taking into account different roles and positions of women and men in accessing environmental goods and services; and services	a. Contextual risk: women have issues with access to streams (for freshwater) due to fencing and de facto privatisation of streams (and due to changes in stream flow, particularly in dry season); there is a risk that any fencing, hedgerows or other restoration related activities with local communities further restrict access to freshwater; b. Women's Concerns that restoration activities promoted by the project (eg. tree planting) might affect sun-reliant crops (potatoes; maize), ie. might not be appropriate	•Construct tapes to enable women have water in their communities and reduce distance to collection sites; •ROAM process should identify crops planted by the women and discuss the type of trees suitable in farmlands
	Contextual risk: Women are economically dependent on the men since the men are mostly involved in commercial beneficial activities such as livestock rearing	•Involve women in livelihood and restoration activities •Encourage and support women to engage in small business
4. Gender-based violence including risks of sexual exploitation, sexual abuse or sexual harassment (SEAH).	-Access to water: Women are insulted and verbally harassed when they cross over people's fences to fetch water from streams fenced by farmers	-Construct taps and/or wells in their locality The project has a gender coordinator as well as a safeguards position, responsible for all gender and safeguards-related matters during project implementation. An exclusive SEAH PoC is not foreseen as part of project staff. However, IUCN's ESMS team structure includes a Regional ESMS Specialist for its West and Central Africa operations, based in Dakar, who is responsible for oversight as well as handling of grievances, with a direct escalation in matters relating to SEAH. As this position is not part of the project staff, it ensures independence and protection from retaliation for victims. Further escalation levels include the ESMS

		Global Coordinator as well as the Head of Oversight.

8.2 Gender risk assessment and mitigation measures for local communities

Similar risks have been identified for local communities, with additional dimensions including women's limited access to cocoa and coffee value chains, risks of exclusion from large-scale restoration activities, and limited representation in village governance institutions.

Local communities		
Risk	Risk assessment	Mitigation measures
1.Discrimination against women or other groups based on gender with regards to access to resources, services, or benefits provided by the project	Potential for discrimination in terms of which livelihood / enterprise activities are chosen and supported by the project for the (Development of market, value chain & livelihood activities);	• Work with and representing diverse marginalized groups, especially among women and the range of economic and cultural contexts;
	Participation: Potential for discrimination in terms of participation of women in project activities eg. capacity building activities, restoration, REDD+; considering that most women and girls are not educated and do not have national identity cards	•Ensure that for each project activity, women are represented by setting percentages • Promoting participation in decision-making, emphasizing the quality and creative nature of work, place needs over wants and foster healthy, mutually beneficial relationships among people and between people. •Individuals and community organizations must be empowered so they can achieve sustainable livelihood. Adapted capacity building and training to different groups to enable them to improve on their crafts or learn other alternative sources of income.
	Potential for discrimination in terms of not considering women's household needs especially water when carrying out restoration activities geared towards protecting the water areas and the forest.	•ROAM process should identify areas were women fetch water regularly and provided regulated access or provide access to some areas
2.Creation, exacerbate or perpetuate gender-related inequalities;	i. there is a risk of women not being included in decision-making regarding the ROAM restoration	•Hold discussions for men and women separately and jointly for project activities •Promote specific livelihood activities that women can carry out within their communities

	activities (the activities, location of activities, etc); ii. there is a risk of project livelihood interventions/ activities not including or benefiting women;	•Sensitise and educate the local population on the important role of women in society -Provide financial assistance to enable them rent or buy farms; buy farm inputs, money to engage in business; money to buy fertiliser to enrich cultivable and farm equipment.
	There is risk of the project working only with already existing villages institutions in which women are not represented	• ROAM-methodology includes separate consultations with men and women in LCs. •Resulting Village Activity Plan for LCs differentiates between men & women. •Each landscape has a partner with gender expertise
3.Adverse impacts on the situation (e.g., livelihood or rights) of women and girls, including restrictions on women's ability to use, develop or protect natural resources, taking into account different roles and positions of women and men in accessing environmental goods and services; and services	a.Contextual risk: women have issues with access to freshwater; b.Women's Concerns that restoration activities promoted by the project (eg. tree planting) might affect sun-reliant crops (potatoes; maize), ie. might not be appropriate	•Construct tapes to enable women have water in their communities and reduce distance to collection sites; •ROAM process should identify crops planted by the women and discuss the type of trees suitable in farmlands - Training on best agricultural and agroforestry techniques for planting and harvesting as well as value addition and marketing of farm produce
	Contextual risk: Women are economically dependent on the men since the men are mostly involved in agricultural beneficial activities such as cocoa and coffee farming and livestock rearing	•Involve women in livelihood and restoration activities •Encourage and support women to engage in small business •Facilitate access to loans for women
Gender-based violence including risks of sexual exploitation, sexual abuse or sexual harassment (SEAH).	/	The project has a gender coordinator as well as a safeguards position, responsible for all gender and safeguards-related matters during project implementation. An exclusive SEAH PoC is not foreseen as part of project staff. However, IUCN's ESMS team structure includes a Regional ESMS Specialist for its West and Central Africa operations, based in Dakar, who is responsible for oversight as well as handling of grievances, with a direct escalation in

		matters relating to SEAH. As this position is not part of the project staff, it ensures independence and protection from retaliation for victims. Further escalation levels include the ESMS Global Coordinator as well as the Head of Oversight.

8.3 GBV/SEAH Risk Assessment and Prevention Framework

In compliance with the GCF Revised Policy on the Prevention and Protection from SEAH (GCF/BM2021/06) and IUCN's ESMS requirements, the following GBV/SEAH risk assessment and prevention framework has been established for the SPEFOCE project:

Risk Factor	Context	Mitigation Measure	Timeline
Field operations in remote forest areas	Women may face safety risks when travelling to and working in remote forest sites for restoration, NTFP collection, and monitoring activities	Ensure group-based field operations; establish safe transportation arrangements; avoid overnight stays in remote areas without adequate facilities	Year 1 onward
Power imbalances between project staff and communities	Project staff, consultants, and contractors may exploit their position of authority over community members, particularly women	Code of Conduct signed by 100% of staff; zero-tolerance policy; mandatory SEAH training; background checks for all recruited staff	Month 1-6
Benefit distribution processes	Risk of sexual exploitation linked to access to project benefits, green credits, micro-finance, and livelihood support	Transparent benefit distribution criteria; women-only distribution channels where needed; monitoring of benefit flows by gender	Year 2 onward
Indigenous women's vulnerability	Baka and Bagyeli women face heightened vulnerability due to marginalization, language barriers, and limited access to justice systems	Culturally adapted GRM with local-language facilitators; community-based SEAH reporting mechanisms; partnership with local women's organizations	Month 1-12

Training and capacity building settings	Residential training sessions and workshops may create environments where SEAH risks are elevated	Gender-safe training environments; separate dormitory facilities; trained SEAH focal points present at all multi-day events	Year 1 onward

SEAH Prevention and Response Measures

- Zero-Tolerance Policy: A zero-tolerance policy on GBV, SEAH, and forced labour shall be declared in all project documents, the Project Operations Manual (POM), and all contracts with implementing partners and contractors.
- Code of Conduct (CoC): A project-specific CoC addressing SEAH shall be developed during the inception phase and signed by 100% of project staff, consultants, and contractors within the first 6 months. The CoC shall cover expected behaviour standards, prohibited conduct, and consequences of violations.
- Survivor-Centered GRM: The project GRM shall include a specific, confidential SEAH procedure with: (i) multiple reporting channels (including anonymous options); (ii) referral to existing national GBV services; (iii) trained female focal points in each landscape; (iv) culturally appropriate mechanisms for indigenous communities.
- Staff Training: 100% of project staff and implementing partners shall be trained on SEAH risks, prevention measures, and reporting procedures within the first 12 months. Refresher training shall be conducted annually.
- SEAH Risk Mitigation Plan: A standalone SEAH Risk Mitigation Plan shall be developed within 9 months of project inception, integrated with the ESMP.
- Awareness Campaigns: Public awareness campaigns on GBV/SEAH prevention and reporting shall be conducted in all three landscapes, using local languages and culturally appropriate media.

9. Gender-Responsive Results Framework

In compliance with GCF Gender Policy requirements (Decision B.24/12, para. 19(a)(v)), the following gender-responsive results framework establishes indicators at impact, outcome, and output levels, all disaggregated by sex. This framework is aligned with the GCF Integrated Results Management Framework (IRMF) and the project's Theory of Change.

Level	Indicator	Target	Means of Verification
IMPACT LEVEL			
Impact	Increased climate resilience and improved socio-economic conditions of women and girls through gender mainstreaming and	At least 40% of direct beneficiaries are women; measurable improvement in women's livelihoods and climate resilience in target landscapes	Baseline and endline surveys (sex-disaggregated); gender audit reports

	support to gender-specific activities		
OUTCOME LEVEL			
Outcome 1	Women's meaningful participation in forest governance and decision-making at landscape level	At least 30% women in multi-stakeholder platforms and forest management committees	Meeting minutes; membership records; satisfaction surveys
Outcome 2	Women's equitable access to project-generated benefits (green credits, micro-enterprises, livelihood support)	At least 35% of NTFP value chain and micro-enterprise benefits flow to women; 33% of green credit beneficiaries are women	Benefit distribution records; financial reports; enterprise surveys
Outcome 3	Improved land and resource tenure security for women in target landscapes	Women's use rights documented in at least 50% of community forest management plans and restoration plans	Forest management plans; land use plans; community records
OUTPUT LEVEL (Core Indicators)			
Core 2	Number of direct and indirect beneficiaries (sex-disaggregated)	At least 40% women among direct beneficiaries	Project M&E system; Annual Performance Reports (APRs)
GBV/SEAH	SEAH prevention and response mechanisms operational	CoC signed by 100% staff (Month 6); GRM with SEAH procedure operational (Month 6); SEAH Risk Plan approved (Month 9); 100% staff trained (Month 12)	CoC records; GRM reports; training records

10. GAAP Implementation Requirements

The table below outlines the project requirements for gender mainstreaming at each stage of project design and implementation.

Requirement	Concept Note	Proposal Stage	Inception (6 months)	Annual / End of Y1	Project Closing
Provisional GAP	N/A	Required	Required	N/A	N/A
Established GAP	N/A	N/A	N/A	Required	Required
GAP Implementation	N/A	N/A	N/A	Required	Required
Gender Baseline Survey	N/A	N/A	Required	N/A	N/A

Code of Conduct (SEAH)	N/A	N/A	Required (Month 6)	Annual review	N/A
GAP Progress Reporting in APR	N/A	N/A	N/A	Required	Required
Gender Audit / Mid-Term Review	N/A	N/A	N/A	Required (Mid-term)	Required (Final)

11. Integrating Gender into SPEFOCE

The project has a gender coordinator as well as a safeguards position, responsible for all gender and safeguards-related matters during project implementation. The Gender Action Plan presented below sets out the specific activities, indicators, targets, responsibilities, and budget for mainstreaming gender across all four project components.

The GAP is structured around the four project components and includes cross-cutting gender actions for GBV/SEAH prevention, intersectionality, and gender-responsive M&E. All activities include sex-disaggregated indicators with specific percentage targets for women's participation. Implementation responsibilities are distributed among the Executing Agencies (MINFOF and IUCN), the PMU, the Gender Expert, and landscape-level partners, with coordination by the national Gender Specialist recruited at project inception.

Minimum participation targets aligned with GCF standards:

- Community consultations and meetings: minimum 40% women
- FPIC processes (all stages): minimum 30% women
- Training programs (all components): minimum 30% women
- Multi-stakeholder platforms and forest management committees: minimum 30% women
- Project Steering Committee: minimum 25% women
- Cash-for-work and benefit-sharing: minimum 30% women recipients
- NTFP value chains and micro-enterprises supported: minimum 30% women-led

12. Gender Action Plan

Outputs	Activities	Indicators and Targets	Timeline	Responsibilities	Budget (USD)	
Impact Statement: Increased climate resilience and improved socio-economic conditions of women and girls through gender mainstreaming and technical and financial assistance to gender-specific activities across the SPEFOCE project in Cameroon						
Component 1: Climate-smart sustainable forest management (SFM) and land restoration practices effectively implemented in targeted forest landscapes						
Output 1.1: Improved governance systems for SFM of PFAs	1.1.1 Improve guidelines for PA management plans including integration of climate mitigation and adaptation Stakeholder consultations	-No and % of women consulted out of total Target: At least 30% of the individuals consulted are women	Y1-Y2	Executing Agency, PMU, Consultants	7,000	
	1.1.2 Improve guidelines for production forests management plans Stakeholder consultations	-No and % of women consulted out of total Target: At least 30% of the individuals consulted are women	Y1-Y2	Executing Agency, PMU, Consultants	7,000	
	1.1.4 Implement updated management plans of 3 council production forests Stakeholder consultation and mobilisation	-No and % of women consulted and mobilized out of total Target: At least 30% of the individuals consulted and mobilized are women	Y1-Y2	Executing Agency, PMU	7,000	
	1.1.5 Create and operationalise multi-stakeholder platforms Bring stakeholders together for dialogue	-No and % of women involved in dialogue Target: At least 35% of individuals involved are women - No and % of women in each trimestrial meeting of the platforms Target: At least 35%	Y2-Y7	Executing Agency, PMU, Consultants	21,000	
	1.1.5A Integrate gender-responsive provisions in multi-stakeholder platform governance	Platform governance rules include minimum 30% women membership and rotation of female co-chair positions At least 2 women-led sub-committees	Y2-Y7	PMU, Gender Expert	15,000	