Gender Action Plan

FP321: Moldova Green Shield: Enhancing Resilience through Ecosystem-based Adaptation

Republic of Moldova | World Bank | GCF/B.46/02/Add.14

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GREEN CLIMATE FUND

PART II: GENDER ACTION PLAN (GAP)

9. Introduction to the Gender Action Plan

The Gender Action Plan (GAP) operationalises the results and recommendations of the Gender Assessment presented in Part I. It contains specific gender-responsive elements integrated into the overall project design and lays out concrete activities to be undertaken during project implementation to maximise the development impact and co-benefits of the GCF investment.

The GAP is not a separate component. It mirrors the logical framework of the project and is an integral part of project design, aligned with the World Bank Environmental and Social Framework (ESF), in particular ESS1 (Assessment and Management of Environmental and Social Risks and Impacts), ESS2 (Labor and Working Conditions), ESS4 (Community Health and Safety), and ESS10 (Stakeholder Engagement and Information Disclosure).

The GAP will be implemented by the Executing Entity, the Republic of Moldova acting through the Ministry of Environment within a dedicated Project Implementation Unit (PIU). The World Bank, acting as Accredited Entity, will provide implementation support and supervision in accordance with the World Bank ESF.

9.1 World Bank Approach to Gender

The project aligns with the World Bank Gender Strategy (FY24–30), which emphasises closing gender gaps in human capital, access to economic opportunities, ownership and control over tools and assets, and participation in decision-making. Core principles applied include:

- Gender-transformative approach: Project design aims to address underlying gender gaps rather than reinforce traditional roles.
- Intersectionality and inclusion: Gender analysis considers overlapping vulnerabilities (age, disability, ethnicity, rural location, socio-economic status). Particular attention is given to rural women, elderly women, female-headed households, Roma women, and women in informal livelihoods.
- Human rights-based and ESF-compliant: Gender considerations integrated under ESS1, ESS2, ESS4, and ESS10, ensuring participation, non-discrimination, and protection of vulnerable groups.
- Meaningful participation and leadership: The project promotes women's meaningful participation in local planning, ecosystem management decisions, and implementation structures.
- Prevention of SEA/SH: Dedicated, confidential, survivor-centred reporting and response mechanisms established separately from standard GRM, with clear referral pathways. For detailed provisions on the SEAH-specific GRM, including reporting procedures, ethical documentation of SEAH cases, confidentiality protocols, non-retaliation guarantees, follow-up communication to survivors, and referral pathways, see the ESMF (Section on SEA/SH Prevention and Response).

10. Gender Action Plan — Cross-Cutting Activities

The following cross-cutting gender activities apply across all project components:

The Gender Assessment identifies specific vulnerability groups including female-headed households, elderly women, Roma women, women with disabilities, and rural women in remote communities. Where feasible within the current project design, the following vulnerability-specific indicators are incorporated into the GAP:

- % of female-headed households reached through outreach and ANR support activities (target: proportional representation, to be confirmed at baseline; reported annually under Activities 2.1–2.4);
- % of consultation participants from identified vulnerable groups (Roma women, elderly women, women with disabilities) who report that their specific concerns were heard and documented (mid-term and end-of-project qualitative assessment; target: ≥70%);

- number of vulnerable women (by category: female-headed households, Roma women, elderly women) who access project livelihood support or vocational training (reported annually under Activity 3.2; baseline to be established in Y1).

Remaining vulnerability-specific targets that cannot be set at this stage due to absence of baseline data will be confirmed and updated during the first six months of project implementation, consistent with the approach described in GAP Section 15.

Activity	Gender-specific Activity	Indicators and Targets	Budget	Responsible	Timeline
All project components	Gender mainstreaming embedded across design, implementation, monitoring and reporting	Gender considerations integrated into 100% of work plans, procurement tools and monitoring systems	US$35,000 — Gender Specialist (part-time, Y1–5, PIU)	PIU / Gender Specialist	Y1–5
All project components	Gender-responsive participation formats (flexible timing, accessible communication, childcare support where appropriate)	100% of major engagement and training activities apply inclusive participation formats	US$6,000 — childcare support (US$2,000) and accessibility/transport support (US$4,000)	Gender Specialist	Y1–5
All project components	Gender sensitization and GBV/SEA-SH awareness training for project staff and implementing partners	100% of project staff trained on gender responsiveness and SEA/SH prevention by end of Y1	US$8,000 — Y1 training all staff/partners (US$4,000) + annual refreshers (US$1,000/yr, Y2–5)	PIU / Gender Specialist	Y1–5
All project components	Designate Gender Focal Point in PIU; integrate gender-responsive M&E with sex-disaggregated data collection	Gender Focal Point designated; sex-disaggregated data in all progress reports; SEAH awareness training completed by 100% of project staff and workers by end of Y1; referral pathways tested and documented; mechanism adapted for remote/isolated activity sites.	US$8,000 — gender-responsive M&E and sex-disaggregated data collection (US$1,600/yr)	PIU	Y1–5
All project components	Establish and operationalise a confidential SEA/SH reporting and response mechanism separate from the standard GRM	Mechanism operational by end of Y1; clear referral pathways documented	US$5,000 — mechanism set-up (US$2,000) and referral pathway operation (US$3,000)	PIU / Safeguards team	Y1

Participation targets were established based on local demographic composition, existing representation patterns in environmental governance structures, and realistic implementation assumptions for rural restoration activities.

Indicative Budget for Gender Action Plan Implementation

Gender Action	Component	Implementation Package	Indicative Budget (USD)
Recruit and maintain a Gender Specialist/Gender Focal Point to coordinate GAP implementation, monitoring and reporting.	Cross-cutting	Gender Coordination	35,000
Provide childcare, transportation and accessibility support to enable women and vulnerable groups to participate in consultations, training and decision-making events.	Cross-cutting	Inclusive Participation	8,000
Deliver mandatory training on gender equality, SEA/SH prevention and gender-responsive implementation for project staff, contractors and partners.	Cross-cutting	Capacity Building	8,000
Establish, communicate and maintain a confidential SEA/SH grievance and referral mechanism.	Cross-cutting	Safeguards	5,000
Collect, analyse and report sex-disaggregated data and monitor implementation of GAP indicators.	Cross-cutting	Monitoring & Learning	6,000
Conduct gender-responsive stakeholder consultations during climate-informed planning.	Component 1	Inclusive Participation	6,000
Ensure women's participation in flood risk management planning and community preparedness activities.	Component 1	Inclusive Participation	5,000
Engage women and vulnerable groups in the design, testing and dissemination of early warning services.	Component 1	Inclusive Participation	5,000
Conduct targeted outreach to women landowners, women farmers and female-headed households during restoration planning.	Component 2	Inclusive Participation	6,000
Apply gender-responsive recruitment practices and equal opportunity measures in restoration works.	Component 2	Capacity Building	7,000
Facilitate gender-inclusive participatory landscape planning processes.	Component 3	Inclusive Participation	7,000
Deliver technical, business and leadership training, mentoring and networking for women's climate-resilient livelihoods.	Component 3	Women's Economic Empowerment	10,000
Support establishment and operation of community stewardship committees with equitable representation of women in leadership and decision-making.	Component 3	Women's Economic Empowerment	6,000
Apply gender-responsive recruitment and staffing practices within project implementation units.	Component 4	Gender Coordination	3,000
Build capacity of implementing agencies to integrate gender into project implementation and supervision.	Component 4	Capacity Building	5,000
Document and disseminate lessons learned and good practices on gender-responsive climate adaptation.	Component 4	Monitoring & Learning	3,000
Conduct a final assessment of GAP implementation and lessons learned.	Component 4	Monitoring & Learning	3,000
TOTAL			128,000

Note: all amounts above are embedded within the project's four component budgets (Components 1–4) and the consolidated E&S management budget set out in the ESMF.

11. Component 1: Institutional Capacity Development and Data-Driven Planning

Impact Statement: *Increased resilience of vulnerable communities, including women and girls, to the negative impacts of climate change through inclusive, gender-responsive ecosystem-based adaptation planning in southern Moldova.*

Outcome Statement: *Improved and equitable participation of women (≥40%) in restoration prioritisation frameworks, FRM planning, silvopastoral management planning, and climate-informed early warning system capacity-building processes across Component 1 activities (Sub-Components 1.1, 1.2, and 1.3).*

Activity	Gender-specific Activity	Indicators and Targets	Budget	Responsible	Timeline
Activity 1.1: Develop and operationalize climate-informed restoration prioritization frameworks	Ensure women land users and women-headed households participate in consultations supporting restoration suitability mapping and prioritization; integrate women's TEK	**Quantitative:** ≥40% participation of women in planning consultations; TEK documented from at least 3 communities **Qualitative:** Women participants report that their TEK contributions are meaningfully integrated into restoration prioritization decisions (assessed via post-consultation feedback; target: ≥70% positive rating by Y3).	US$3,000 (Component 1)	PIU + technical partners	Y1–3
Activity 1.2: Map and identify priority degraded lands for afforestation, reforestation, and ANR	Include women stakeholders in seed-source planning consultations and nursery-system planning; ensure gender-responsive site screening processes	**Quantitative:** Women represented in ≥30% of FRM planning consultations **Qualitative:** Women stakeholders report feeling informed and able to contribute to seed-source and nursery planning discussions (qualitative perception survey at mid-term; target: ≥70% positive).	US$2,000 (Component 1)	PIU / Moldsilva / ICAS	Y1–3
Activity 1.3: Knowledge dissemination and communication	Ensure gender-differentiated lessons captured in knowledge products; use gender-responsive dissemination channels (including social media platforms preferred by women in consultations)	**Quantitative:** 100% of knowledge products include gender-responsive analysis; at least one dedicated gender knowledge product per year **Qualitative:** Target audiences (women community members, CSOs, LPAs) report that knowledge and communication products are relevant, accessible, and useful for their gender-responsive adaptation work	US$4,000 (Component 4)	PIU	Y2–5

Activity	Gender-specific Activity	Indicators and Targets	Budget	Responsible	Timeline
		(feedback surveys per product release; target: ≥75% positive).			
Activity 1.4: Support integration of restoration priorities into spatial planning instruments	Support participation of women representatives from Local Public Administrations (LPAs) and community organisations in restoration planning integration; ensure women's observations documented	**Quantitative:** Women represented in ≥30% of local planning coordination events **Qualitative:** Women LPA representatives and community members report that their inputs on restoration integration into spatial plans are recorded and acted upon (post-event feedback; target: ≥70% positive by Y2).	US$2,000 (Component 1)	PIU	Y1–4
Activity 1.5: Support Gender-Responsive Capacity Building for Climate-Resilient Early Warning System (Sub-Component 1.3)	Ensure women's equitable access to EWS training and digital climate services; design geo-targeted alert communication using channels accessible to rural women (SMS, local radio, community networks); address digital literacy gaps and ensure EWS advisory tools are accessible to women farmers	**Quantitative:** ≥30% women participation in EWS capacity-building training; EWS dissemination channels include formats accessible to rural women; gender-disaggregated reach data collected from EWS pilot activities **Qualitative:** Women farmers and rural women report that EWS advisory tools are understandable and actionable given their literacy levels and communication access (post-training perception survey; target: ≥75% positive by end of EWS pilot).	US$4,000 (Component 1)	PIU / Gender Specialist / SHM	Y1–4

12. Component 2: Climate-Resilient Ecological Infrastructure Restoration

Outcome Statement: *Equitable access of women (≥30%) to restoration activities, training, and employment in afforestation and ecological restoration (5,000 ha), forest rehabilitation (3,500 ha),* riparian restoration and wetland/floodplain rehabilitation (2,000 ha), shelterbelt restoration (500 ha)*, and silvopastoral systems (2,000 ha) across southern Moldova production landscapes.*

Activity	Gender-specific Activity	Indicators and Targets	Budget	Responsible	Timeline
Activity 2.1: Afforestation and ecological restoration of degraded communal and state forest lands	Ensure equal access of women to participation in planting activities and restoration training programmes; provide flexible scheduling and appropriate gear/equipment for women workers	**Quantitative:** ≥30% women participation in restoration training events; equal employment opportunity policy applied **Qualitative:** Women workers report non-discriminatory working conditions, access to appropriate protective equipment, and flexible scheduling arrangements during restoration activities (end-of-season worker feedback; target: ≥80% positive).	US$3,000 (Component 2)	SFEs / PIU	Y2–5
Activity 2.2: Forest ecosystem rehabilitation on degraded forest lands	Ensure outreach to women land users and women-headed households eligible for ANR support; use accessible, language-appropriate communication tools	**Quantitative:** Women beneficiaries represented in ANR participation registers; outreach materials gender-responsive; % of outreach materials assessed as gender-responsive (target: ≥80%) **Qualitative:** Women beneficiaries assess outreach materials and ANR support processes as accessible and responsive to their needs as women-headed households (beneficiary feedback after outreach cycle; target: ≥75% positive).	US$3,000 (Component 2)	PIU / LPAs	Y2–5
Activity 2.3: Shelterbelt restoration, silvopastoral systems, and ecological connectivity strengthening	Support participation of women, including women livestock keepers, in shelterbelt and silvopastoral rehabilitation planning and maintenance-related capacity-building; address temporary grazing-access restrictions affecting women	**Quantitative:** ≥30% women participation in rehabilitation-related consultations and training "≥30% women participation in SPMP consultations; women's land use concerns documented in SPMP; women livestock holders report that SPMP tools reflect their grazing and land-use concerns (structured interviews at end of SPMP pilots; target: ≥70% positive rating) **Qualitative:** Women participants in shelterbelt restoration activities report that their roles in biodiversity conservation and landscape stewardship are recognized and supported by implementing teams (qualitative interview at Y3; target: ≥70% positive).	US$5,000 (Component 2)	SFEs	Y2–5

Activity	Gender-specific Activity	Indicators and Targets	Budget	Responsible	Timeline
	pastoralists under the ESS5 Process Framework; promote women's roles in biodiversity conservation and landscape stewardship Support participation of women livestock holders in SPMP preparation and grazing-management consultations; include women's perspectives on pasture access and land use impacts in SPMP tools developed under Sub-Component 2.3				
Activity 2.4: Riparian buffer restoration and wetland/floodplain rehabilitation in priority agricultural and Prut river catchment	Promote participation of women farmers, women-headed households, and women from fishing and riparian communities in riparian buffer, wetland and floodplain rehabilitation planning, consultations, and stewardship arrangements; address access and use restrictions affecting women engaged in fishing, livestock watering, and	**Quantitative:** ≥30% women participation in shelterbelt and riparian planning consultations; number and % of affected women and men whose livelihoods and incomes are restored or improved following access restrictions (target: 100% of affected households meeting pre-project baseline by end of PoA implementation period); number and % of affected women and men consulted over alternative livelihood options (target: 100%); % of women involved in facilitation of community meetings related to access restrictions (target: ≥30%). Note: baseline values to be established in first 6 months of implementation; targets to be updated when baseline data are available, consistent with GAP section 15. **Qualitative:** Women affected by access restrictions report that consultation processes were transparent, their livelihood concerns were heard, and	US$3,000 (Component 2)	PIU / LPAs	Y2–5

Activity	Gender-specific Activity	Indicators and Targets	Budget	Responsible	Timeline
	riparian cultivation at Lake Manta, consistent with the ESS5 Process Framework	alternative options were adequately explained (post-consultation structured interviews; target: ≥80% positive).			
Activity 2.5: Establishment and operationalization of the Southern Regional Forest Reproductive Material Centre (RFRMC) and climate-resilient species selection	Promote equal employment opportunity policies in RFRMC; ensure gender-balanced participation in FRM technical training; provide opportunities for women specialists in nursery management Ensure women specialists are included in FRM technical consultations and species selection processes; use gender-responsive communication materials in FRM system-strengthening activities.	**Quantitative:** Gender-balanced participation in FRM technical training sessions; equal opportunity policies adopted; % and number of women specialists employed in nursery management roles reported annually (target: ≥30%) **Qualitative:** Women specialists employed in nursery management roles report equitable professional development opportunities, supportive working environment, and absence of gender-based discrimination (annual staff perception survey; target: ≥80% positive from Y2). Women specialists represented in ≥30% of FRM technical events; number of gender-responsive communication materials developed reported annually (target: ≥2 per year); women specialists and community participants assess communication materials as accessible, relevant, and culturally appropriate (focus group feedback; target: positive assessment in ≥80% of feedback received)	US$4,000 (Component 2)	PIU / Moldsilva	Y2–5

13. Component 3: Community Engagement, Climate-Resilient Livelihoods, and Local Stewardship Systems

Outcome Statement: *Women's meaningful participation, economic empowerment, and equitable access to livelihood opportunities ensured across community engagement, green livelihoods, and local stewardship activities in southern Moldova, with at least 40% women participation in participatory planning processes and targeted support for women-led green enterprises and stewardship structures.*

Activity	Gender-specific Activity	Indicators and Targets	Budget	Responsible	Timeline
Activity 3.1: Participatory Landscape Planning, Governance, and Community Stewardship	Ensure women's meaningful participation in community-led mapping, participatory planning, and biodiversity monitoring; promote women's leadership in Community Forest User Groups and stewardship structures; use gender-responsive facilitation formats	**Quantitative:** ≥40% women participation in participatory planning and community mapping consultations; women represented in Community Forest User Group leadership;% gender responsive-facilitation format applied; % of women represented in Community Forest User Groups (CFUG) reported annually (target: ≥30%); % of community engagement events applying gender-responsive facilitation formats (target: 100%) **Qualitative:** Women CFUG members and planning participants report that their voices are heard and their inputs influence community biodiversity monitoring and governance decisions (mid-term and end-of-project qualitative assessment; target: ≥75% report meaningful agency in decision-making).	US$7,000 (Component 3)	PIU / Service Providers / LPAs	Y1–4
Activity 3.2: Women's Economic Empowerment, Green Livelihoods, and Vocational Training	Support women-led restoration cooperatives, youth green entrepreneurship incubators, and vocational training in nursery management, beekeeping, climate-smart agriculture, eco-tourism, and sustainable forestry; prioritize women for livelihood diversification support, delivered through direct procurement and transfer of tools and assets Component 3 design	**Quantitative:** Number of women-led green enterprises supported (target: ≥5 per project period); % of women-led green enterprises among all green enterprises supported (target: ≥40%); ≥30% women participation in vocational training activities; at least one women-focused livelihood product/value chain supported per target community **Qualitative:** Women beneficiaries of vocational training and enterprise support report increased confidence, improved business and technical skills, and expanded market linkages (structured beneficiary interviews at Y3 and Y5; target: ≥70% report improvement in at least two of these areas).	US$12,000 (Component 3)	PIU	Y2–4

Activity	Gender-specific Activity	Indicators and Targets	Budget	Responsible	Timeline
Activity 3.3: Community-Based Stewardship	Ensure equitable participation of women and vulnerable groups in stewardship committees and co-management structures; apply gender-responsive approaches; ensure Forest Management and Community Management plans document women's maintenance roles and rights	**Quantitative:** ≥30% women represented in stewardship committees; gender-equitable incentive mechanisms documented and applied; women's participation tracked in co-management registers **Qualitative:** Women stewardship committee members report equitable access to incentive payments, recognition of their maintenance roles, and absence of exclusionary practices in co-management structures (annual qualitative review of co-management registers and beneficiary interviews; target: ≥75% positive).	US$4,000 (Component 3)	PIU	Y2–5
Activity 3.4: Sustainable Ecosystem Financing, Monitoring, and Long-Term Stewardship Sustainability	Ensure gender-disaggregated data collected in stewardship monitoring; explore PES and ecosystem finance opportunities with attention to women's access to payments; integrate gender indicators into community-level stewardship monitoring system built on Component 1 geospatial systems	**Quantitative:** Gender-disaggregated stewardship monitoring data collected; women's access to ecosystem service payments documented; gender indicators included in community monitoring reports **Qualitative:** Women community monitors and stewardship participants report that gender indicators in monitoring reports reflect real experiences and that PES/ecosystem finance opportunities are communicated and accessible to them (qualitative review of monitoring reports and focus groups; target: positive assessment by ≥70% of women participants at Y4).	US$3,000 (Component 3)	PIU	Y3–5

14. Component 4: Project Management, Monitoring and Evaluation

Outcome Statement: *Effective, accountable, and gender-responsive project management and monitoring system, with sex-disaggregated data used for adaptive management and knowledge products reflecting gender-differentiated outcomes.*

Activity	Gender-specific Activity	Indicators and Targets	Budget	Responsible	Timeline
Activity 4.1: Project implementation support and core technical staffing	Maintain gender-balanced staffing in PIU; designate Gender Focal Point; apply equal opportunity practices in all hiring and procurement	**Quantitative:** Gender Focal Point designated and operational by Y1; sex-disaggregated staffing data reported annually/% of women in PIU (reported annually; target; ≥40% women in total PIU staffing by Y2) **Qualitative:** Female PIU staff and the Gender Focal Point report an enabling, non-discriminatory, and professionally supportive working environment (annual internal staff perception survey; target: ≥85% positive from Y1).	US$2,000 (Component 4)	PIU	Y1–5
Activity 4.2: MEL system development and operation	Ensure GAP monitoring integrated into ESMF/SEP implementation tracking; include gender indicators in monitoring framework; collect and report sex-disaggregated data	**Quantitative:** Gender indicators included in safeguards monitoring reports; sex-disaggregated data in 100% of progress reports **Qualitative:** PIU safeguards team and implementing partners report that the MEL system adequately captures gender-differentiated outcomes and is practical to use (annual MEL quality review; target: positive assessment by ≥80% of users by Y2).	US$3,000 (Component 4)	PIU safeguards team	Y1–5
Activity 4.3: Capacity-building for implementing partners	Provide gender-responsive capacity-building to NOIEP, LPAs, SFEs, and partner NGOs; include gender analysis tools in training curricula	**Quantitative:** 100% of implementing partners receive gender-responsive orientation by Y1; training completion tracked by sex **Qualitative:** Implementing partner staff (NOIEP, LPAs, SFEs, NGOs) report improved confidence in applying gender-responsive approaches in their field activities following training (post-training feedback; target: ≥75% report improved capacity by end of Y1).	US$5,000 (Component 4)	PIU / Gender Specialist	Y1–2

15. Monitoring, Evaluation, and Reporting

The GAP will be monitored through the project's integrated MEL system. Key principles include:

- Sex-disaggregated data collection and reporting across all activities with participation targets.
- Regular GAP progress reviews as part of semi-annual and annual progress reporting.
- Integration of gender indicators into ESMF and SEP implementation tracking.
- Adaptive management: if participation targets are not being met, corrective measures will be developed and documented within 30 days of identification.
- Gender-specific evaluation questions included in the project's mid-term review and final evaluation.
- GAP implementation progress will be reported in the Annual Performance Reports (APRs) submitted under the Funded Activity Agreement. Annual Performance Reports shall include a dedicated section summarising progress against the GAP indicators and targets set out in this document, and shall identify any corrective measures taken where targets were not achieved.

Key Gender Indicator	Baseline / Target	Reporting Frequency
% women in restoration planning consultations	Baseline: TBD; Target: ≥40% (C1), ≥30% (C2, C3)	Semi-annual
% women in restoration training and employment activities	Baseline: TBD; Target: ≥30%	Semi-annual
% PIU staff who are women	Baseline: TBD; Target: to be maintained/improved	Annual
% implementing partners receiving gender-responsive training	Baseline: 0%; Target: 100% by Y1	Annual
Gender-responsive participation formats applied (yes/no)	Target: 100% of major events	Each event
SEA/SH mechanism operationalised (yes/no)	Target: Yes by end of Y1	Annual
Knowledge products with gender-responsive analysis	Target: 100%	Per product release
Sex-disaggregated data included in progress reports	Target: 100%	Semi-annual
% of project staff and workers who completed SEAH awareness training	Baseline: 0%; Target: 100% by end of Y1	Annual
# of SEAH incidents reported through the dedicated confidential mechanism (disaggregated by type and outcome)	Baseline: 0; Target: all reported incidents receive documented follow-up within agreed timeframe	Annual

Baseline values for participation, employment, and institutional representation indicators will be established during the first six months of project implementation through baseline stakeholder mapping and sex-disaggregated data collection activities coordinated by the PIU and Gender Specialist.

Where quantitative targets and vulnerability-specific indicators could not be fully specified at appraisal stage due to absence of baseline data, these targets will be confirmed and formally updated in the GAP within six months of project effectiveness, following completion of baseline data collection. This applies in particular to: (i) participation targets for vulnerable women groups (female-headed households, Roma women, elderly women, women with disabilities) under Activities 2.1–2.5 and 3.1–3.3; (ii) the target for % of women-led green enterprises among all enterprises supported (Activity 3.2); and (iii) livelihood restoration targets for households affected by access restrictions (Activity 2.4). The PIU Gender Specialist will be responsible for finalising and documenting all updated targets in the project MEL system and revised GAP by end of Y1.

Indicator	Suggested target
% women reporting improved access to restoration-related livelihood opportunities	≥25%
% women reporting increased participation in local environmental decision-making	≥30%
% women beneficiaries satisfied with participation accessibility measures	≥80%

16. Institutional Arrangements and Responsibilities

The GAP will be implemented within the following institutional framework:

- Project Implementation Unit (PIU) / NOIEP: Primary responsibility for overall GAP implementation, monitoring, and reporting; designating a Gender Focal Point; integrating gender considerations into all work plans and procurement.
- Gender Focal Point**:** Day-to-day coordination of gender-responsive activities across all project components; providing technical guidance and capacity-building to implementing partners; ensuring gender-responsive MEL data collection and reporting. This position is established at PIU level within NOIEP and combines coordination responsibilities with specialist technical expertise. Separate gender focal points are not required at LPA or SFE level; community-level gender-responsive implementation will be coordinated through the PIU Gender Focal Point, with support from implementing NGO partners.
- Ministry of Environment (Executing Entity): Strategic oversight; ensuring alignment with national gender equality frameworks; coordination with relevant line ministries.
- World Bank (Accredited Entity): Implementation support and supervision; review of gender-related progress reports; technical guidance on World Bank gender standards.
- Local Public Administrations (LPAs) and State Forest Enterprises (SFEs): Community-level implementation of gender-responsive activities; outreach to women stakeholders; local gender data collection.
- Implementing NGO partners: Community-level gender-responsive engagement and outreach; targeted consultations with women and vulnerable groups; support for inclusive stakeholder processes.

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Statistical information presented in this assessment was compiled from publicly available sources including the National Bureau of Statistics of Moldova, UN Women, UNDP, FAO, ILO, WHO Europe, and World Bank datasets published between 2023 and 2025. In several areas, available gender-disaggregated climate adaptation data for rural Moldova remains limited, and some findings are therefore based on triangulation of national studies, stakeholder consultations, and sectoral assessments.