Gender Action Plan

FP322: Climate-resilient landscapes in Central Asia

Kyrgyz Republic, Tajikistan and Uzbekistan | Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH | GCF/B.46/02/Add.15

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4. Gender & Inclusion Action Plan (GAP)

4.1 Key considerations

To ensure that the findings and recommendations highlighted in the assessment above are integrated and implemented into the broader programme in a meaningful and pragmatic manner, a Gender & Inclusion Action Plan (GAP) has been developed. The GAP's actions, indicators, implementation timelines and resourcing requirements are aligned with the programme's broader workplan and budget. The GAP will be adopted based on the following key considerations:

- **Expertise**. Oversight, technical input, and M&E of the GAP will fall to the responsibility of several key programme staff members – each of whom have clear gender mandates at regional and national level. These experts include: the programme's regional ESS and M&E advisors, as well as three national ESS advisors (one per country). GIZ's existing national gender focal points will also be drawn on, as and when required. Specifically, the regional ESS advisor will oversee the GAP's planning, delivery and reporting on all indicators (working closely with the M&E advisor to ensure consistency in data collection and reporting approaches); the regional ESS advisor will also serve as lead technical specialist responsible for many of the GAP activities – assigning delivery of tasks to the national ESS advisors when required, and drawing on GIZ's gender focal points when appropriate. This staffing structure ensures that the GAP has the necessary resources and presence across the region and within each country, so that each programme location can be consistently and readily serviced, with risks effectively managed and escalated appropriately.
- **Alignment with the programme's Theory of Change**. Given the contribution of this GAP to the programme's broader Theory of Change (ToC), it's Impact Statement, Components, and Actions directly link with those in the ToC. This ensures that all proposed actions clearly align with the programme's activities or sub-activities and are thus embedded within the workplan – as opposed to being considered "additional" or of peripheral importance.
- **Guiding Principles for inclusive trainings, workshops and capacity building efforts**. Toward ensuring that the needs of women are suitably catered for when delivering programme trainings, workshops and extension service support, GIZ and the programme's EEs will be guided by several key principles that underscore the needs highlighted by women during the stakeholder engagement process. These include:
    - Selecting a location that is convenient and safe.
    - Selecting a meeting time, day and duration that does not interfere with existing domestic or productive responsibilities.
    - When possible, exploring the option of providing childcare assistance or facilities at the location.
    - Catering for language preferences and literacy capabilities when designing invitations and content / materials.
    - Ensuring invitations explicitly mention the importance of women's attendance at trainings and other key interventions, in addition to their male counterparts or as representatives for their households.

4.2 GAP budget overview

The resource and budget allocations detailed in the GAP below (section 0) comprise the following elements:

Table 8: Gender and Inclusion Action Plan costing information

Budget line	Amount	Detail / justification
Programme staff with gender expertise, including the regional ESS advisor, regional M&E advisor, 3x national ESS/M&E advisors, and GIZ country-level gender focal points.	GIZ staff (regional and national Safeguards, Gender, and M&E specialists): 50% reg ESS 20% reg M&E 30% nat ESS/M&E	These values take into account the percentage of time that these various experts will dedicate to overseeing and / or undertaking actions outlined in the GAP.

	Additional dedicated ESS and gender focal points within EEs	
Gender and inclusion activities within the programme's broader training, capacity building and workshop activities.	10% of the overall training, capacity building and workshop budget will be designated for GAP actions	This line item represents the budget allocated to gender-related activities associated with training, capacity building and workshop activities across all components. It is additional to the Gender Staff costs listed above. It sits within the master budget.
Executing entity resourcing and budgetary responsibilities		The GAP also includes several actions that fall under the responsibility of the EEs. Grant agreements will provide for dedicated Gender & ESS staff and will allocate 10% of the budget for capacity-building activities, training sessions & workshops to the implementation of the GAP across programme activities.

Source: Own elaboration

4.3 Gender and Inclusion Action Plan

Table 9: Gender and Inclusion Action Plan (Impact-level)

GAP Impact Statement: Enhanced capacity of women and youth to respond to the impacts of climate change in agriculture, forestry and land use sectors (AFOLU) through inclusive access to financing, training and technologies, targeted empowerment and awareness-raising, and enabling conditions that promote the involvement of women and youth in AFOLU practices.				
Core outcome indicator	**Target (direct)**	**Target (indirect)**	**Timeframe**	**Assumptions and notes**
Female beneficiaries with improved access to livelihoods, food security and land-use based economic opportunities.	KG: 143,055 TJ: 215,184 UZ: 169,676	KG: 217,342 TJ: 169,018 UZ: 358,156	End of programme (Y7)	This indicator represents the expected number of females that will benefit from the programme, by enabling household access to climate-resilient and low-emission land use practices, corresponding with ARA1 Core 2 Indicator. The calculations are based on the number of hectares per land-use type, the average farm size and the expected adoption rate to estimate the number of land users. These figures are then disaggregated by sex using the established country-specific sex ratio. This differs from the Component level indicators below, which focus on indicators and targets for key sub-groups in the land use systems, such as female smallholders, female leaders, and women- and youth- led cooperatives.
Change in the quality of women's meaningful participation and influence over decisions concerning the selection, financing, implementation, and management of CRLE practices and technologies within the programme-supported entities and among final beneficiaries.	At least 60% of participating women achieve a score of 2 or higher, and at least 30% achieve a score of 3	N/A	End of programme (Y7)	Women retain access to inclusive decision-making spaces, information, finance and technical knowledge, and are able to participate without significant social, care-related, mobility or safety constraints. The indicator measures women's actual influence rather than attendance alone, using a four-point scale, i.e., 0 = no participation; 1 = consultation; 2 = shared decision-making; and 3 = leadership and sustained influence. Assessment will cover access to information, ability to express views and raise concerns safely, influence over CRLE-related decisions, and control over related resources, e.g., equipment. Results will be measured at baseline and annually through the APRs, triangulated through confidential interviews, focus groups and decision records where feasible, and disaggregated by country.

Source: Own elaboration

Activity-level Gender and Inclusion Action Plan

Structured in line with the programme's three primary components, with a focus specifically on gender-responsive and socially inclusive measures.

Table 10: Gender and Inclusion Action Plan (Activity-level)

ID	Programme activity / sub-activity[5]	Action / measure	Indicator	Base-line	Target	Time-frame	Budget allocation / resourcing requirement[6]	Responsible entity(ies)
Component 1: Gender-responsive principles and approaches embedded within national and subnational climate planning, investment and financing platforms.								
1	Cross-cutting *(relevant, as*	Ensure meaningful female participation in programme workshops and trainings.	% of participants that are female	0	30%	Y: 1-7	GIZ staff (regional and national Safeguards,	EE: GIZ, ARIS,

[5] Where more than one activity / sub-activity is listed, an explanation of the link between the sub-activities is indicated
[6] Please refer to Table 8 for further details on GAP costing across programme activities.

	appropriate, to all components)						Gender, and M&E specialists) 355,676.68 EUR Additional costs are included in each Grant Agreement's budget	MoWRAPI, CIIP, NCECC
2		Oversight of all workshop and training content provided by dedicated programme ESS Expert.	% of trainings and workshops with ESS oversight	0	100%	Y: 1-7	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR	EE: GIZ
3		Integrate accessible SEAH prevention and reporting information into community outreach, beneficiary orientation, training and workshop processes.	Percentage of relevant activities providing SEAH and GRM information in locally appropriate formats.	0	100%	Y: 1-7	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Additional costs are included in each Grant Agreement's budget	EE: GIZ, ARIS, MoWRAPI, CIIP, NCECC
4		Periodically consult women and other potentially exposed groups on whether programme participation, travel, training, field contact and reporting arrangements are safe and accessible, without asking participants to disclose personal experiences of SEAH.	Number of confidential safety and accessibility reviews undertaken.	0	At least 1 per country annually	Y: 1-7	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Additional costs are included in each Grant Agreement's budget	EE: GIZ, ARIS, MoWRAPI, CIIP, NCECC

5	Cross-cutting *(relevant, as appropriate, to all components)*	Gender base violence (GBV) and Sexual Exploitation, Abuse and Harassment (SEAH) complaints are processed in the Grievance Redress Mechanism (GRM) in a gender and culturally sensitive way, thereby ensuring anonymity of protection of complainants and survivors.	Percentage of GBV and SEAH incidents reported and addressed.	0	100% of SEAH and GBV incidents reported through the GRM are addressed appropriately.	Y: 1-7	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Additional costs are included in each Grant Agreement's budget	EE: GIZ, ARIS, MoWRAPI, CIIP, NCECC
6	1.1.1.5	Include AFOLU Ministry -based gender/socio-economic focal points to participate in climate-informed planning capacity development activities.	% of trainings on climate-informed planning that include representation from gender/socio-economic focal points	0	50%	Y: 1-3	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR	EE: GIZ
7	1.1.1.6	Include a module on mainstreaming gender-responsiveness into climate-informed planning, as a core topical issue covered by training centres.	Training module developed.	0	1 module developed (and adapted as appropriate per country)	Y: 1-3	Local consultancy 8,367.03 EUR (Included in activity budget for 1.1.1)	EE: GIZ
8	1.1.2	Ensure representation of either i) gender focal point from relevant AFOLU Ministry; or ii) relevant sectoral ministry with a mandate on gender or women's affairs in intersectoral coordination platforms for the AFOLU sector.	Appropriate gender- mandated representative appointed for all national coordination platforms and technical task forces (TTF).	0	1 representative per relevant body at national levels	Y: 1-3	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR	EE: GIZ
9	1.3.1.1	Develop mandatory module on inclusive climate finance and gender-responsive financing mechanisms for training materials tailored to public and private sector FIs. This will include negotiation and asset-control modules to equip women with the skills to independently manage business profits.	% of FI trainings carried out that include gender specific content.	0	100%	Y: 2	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy	EE: GIZ

							22.500 EUR (Cross-cutting for GAP implementation)	
10	1.3.1.1	Identify and analyse best practice approaches on inclusive climate finance models relevant for the AFOLU sector that are currently being adopted by banks and programmes in each country.	Financial schemes and instruments mapped per country	to be determined 0	1 financial mapping per country	Y: 2	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation)	EE: GIZ
11	1.3.1.2	Identify and capacitate dedicated Women's Affairs Bank Managers / Loan Officers within selected domestic financial institutions (FIs) (noting that if such a position does not already exist within the FI, an existing staff member could be trained) as appropriate for any of the three relevant sub-activities.	# of capacitated staff members with designated Women's Affairs responsibilities .	0	1 per FI	Y:2-7	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation)	EE: GIZ
12	1.3.2.2	Support increased access to, or establishment of, affordable finance mechanisms for women and youth	Technical assistance provided to domestic FIs to identify, scale-up or replicate successful finance products for women and youth	0	100% of selected FIs	Y: 3-6	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Int. consultancy 10,800 EUR (Included in activity budget for 1.3.2) Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation)	EE: GIZ

Component 2: Women and youth's increased involvement in, and adoption of, adaptive land use planning, practices and technologies.								
13	2.1.1.2	Involve women in validation process of target municipalities.	% of female representation in district supervisory council	0	40 %	Y: 1	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation) Additional costs are included in each Grant Agreement's budget	EE: ARIS, CIIP, NCECC
14	2.1.2.1 2.1.2.2 2.2.1.3 2.2.2.3	Develop gender-sensitive climate assessments, AFOLU action plans, land-use management plans and investments with identified gender-responsive actions incorporated.	% of gender-sensitive and -responsive climate assessments, AFOLU action plans, land-use management plans and investments	0	100%	Y: 2	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Int. consultancy: 28,800 EUR (Included in activity budget for 2.12 & 2.2.1) Additional costs are included in each Grant Agreement's budget	EE: ARIS, MoWRAPI, CIIP, NCECC
		Include oblast/district-level gender focal points in decision-making platforms for AFOLU adaptation planning processes.	Gender focal point representation in decision-making forums.	0	1 GFP per oblast/district-level decision-making platform.	Y: 2	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR	EE: ARIS, MoWRAPI, CIIP, NCECC

							Additional costs are included in each Grant Agreement's budget	
15	2.2.1.1 2.2.2.1	Mainstream gender-specific content into training materials.	Gender-specific training content developed.	0	Content mainstreamed within timeframe.	Y: 2	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Int. consultancy: 19,800 EUR (Included in activity budget for 2.2.1) Budget Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation) Additional costs are included in each Grant Agreement's budget	EE: ARIS, MoWRAPI, CIIP, NCECC
16	2.2.1.5 2.2.2.4 2.3.1.3 2.3.1.5	Include gender and youth - relevant content in TA training and extension support activities.	% of TA training and extension support that incorporates women and youth relevant content into training agendas / approaches.	0	100%	Y: 2-7	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation) Additional costs are included in each Grant Agreement's budget	EE: ARIS, MoWRAPI, CIIP, NCECC

17	2.2 2.3	Promote inclusive land-use decision-making, equitable land tenure policies, and other relevant topics into planning, training and TA - in forest, pasture and agriculture systems – aimed at sensitizing male participants on these issues.	% of planning, training and TA support that include content on equitable land-use, tenure and other relevant topics on gender equality within the context of land use.	0	100%	Y: 2-7	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation) Additional costs are included in each Grant Agreement's budget	EE: ARIS, MoWRAPI, CIIP, NCECC
18	2.3.1.6 2.3.3.1	Provide targeted business development and investment-readiness support to identified women and youth-led smallholders, producer groups, cooperatives, and MSMEs in the pre-selected value chains – where they exist and have been identified through programme activity 2.3.1.5.	% of farms or farming enterprises receiving support under activity 2.3.3.1 that are women or youth-led or comprise majority women and youth.	0	20%	Y: 2-7	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation) Local consultancy: 9,600 EUR (Included in activity budget for 2.3.1) Additional costs are included in each Grant Agreement's budget	EE: MoWRAPI, CIIP, NCECC
19	2.3.2.1	Ensure the design, replication and scaling of No-Till Adoption Accelerators in KG includes gender-responsive measures – drawing on GIZ's learnings from existing funds of this nature.	Gender-responsive design measures considered when replicating and scaling No-Till Adoption Accelerators in KG.	0	Gender-responsive measure included in all new / scaled No-Till Adoption Accelerators.	Y: 2	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR	EE: GIZ

							Local Consultancy 7.500 EUR (Cross-cutting for GAP implementation) Local consultancy: 96,000 EUR (included in activity budget for 2.3.2)	
20	2.3.2.1	Contract an agricultural advisory service with stakeholder engagement expertise to support women in Conservation Agriculture Teams and women farmers.	Stakeholder engagement expertise included for appointing a local agricultural advisory service.	0	Indicator achieved within timeframe.	Y: 2	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR	EE: GIZ
Component 3: Effective regional knowledge sharing on gender-responsive and inclusive land-use planning, financing and management practices.								
21	3.1.1.5	Ensure female[7] representatives from target organisations are invited to, and encouraged to attend, foresight capacity trainings.	Male: female attendance ratio for all trainings on this topic	0	70:30	Y: 3-4	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation)	EE: GIZ
22	3.1.2.1	Ensure female and youth are invited to, and encouraged to attend, scenario planning sessions.	Male: female/youth attendance ratio for all trainings on this topic	0	70:30	Y: 2-3	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy	EE: GIZ

[7] Youth are already targeted through a separate programme activity: 3.1.1.6

							22.500 EUR (Cross-cutting for GAP implementation)	
23	3.2.1.1	Ensure female representatives from target organisations are invited to, and encouraged to attend, knowledge and exchange events.	Male: female attendance ratio for knowledge and exchange events	0	70:30	Y: 2-6	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation)	EE: GIZ
24	3.2.1.1	Incorporate content on the role of women and youth in climate informed planning and implementation in the AFOLU sector within knowledge and exchange events.	# of regional knowledge / exchange events that include topical focus on the intersection of gender, climate and AFOLU.	0	Gender and youth topics are part of all exchange events	Y: 2-6	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation)	EE: GIZ
25	3.3.1	Ensure oversight and input from the programme's ESS and / or GEM Experts during the platform's design and institutional capacity building.	ESS and / or GEM Expert support platform's design and establishment.	0	Indicator achieved within timeframe.	Y: 2	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation)	EE: GIZ

26	3.3.2.2	Ensure female and youth representatives from relevant entities are invited to, encouraged to attend / access, information campaigns on the development and implementation of climate adaptation plans.	Male: female ratio of participants for this TA support	0	70:30 as minimum	Y: 3-4	GIZ staff (regional and national Safeguards, Gender, and M&E specialists) 355,676.68 EUR Local Consultancy 22.500 EUR (Cross-cutting for GAP implementation)	EE: GIZ

Source: Own elaboration

5. Programme application

This chapter sets out how environmental, social, and gender considerations are applied at the programme-level, in line with the ESIA findings and mitigation framework. It outlines the overarching principles that guide risk management and inclusive implementation across all programme components and countries. These principles provide a consistent programme-wide framework, while allowing implementation to remain responsive to context-specific risks and modalities identified through the ESIA.

The chapter complements, but does not duplicate, the programme-level Gender Assessment, Gender and Inclusion Action Plan and the mitigation measures set out in the ESIA and associated instruments. Specific measures and actions are further articulated at the component and activity level, including through the GAP and ESIA-based mitigation measures.

5.1 Gender integration approach

The programme applies a gender-responsive approach across all components, grounded in the findings of the ESIA and aligned with GIZ's institutional commitments on gender equality and inclusion. The approach recognises that gender relations shape access to resources, livelihoods, decision-making, and resilience within AFOLU systems, and that climate change risks may exacerbate existing inequalities if not actively addressed.

At the programme level, gender integration is guided by the following interlinked principles:

- **Reaching women and men equitably** by ensuring that programme processes, consultations, and interventions are accessible and inclusive, and do not reinforce existing barriers to participation or benefit sharing. Particular attention is given to women, youth, and other groups who may face structural constraints in accessing land, finance, services, and decision-making spaces within the programme's target landscapes.
- **Delivering gender-responsive benefits** by designing and implementing interventions that respond to differentiated needs, roles, and priorities identified through the ESIA and Gender Assessment. This includes actively mitigating risks of unequal benefit distribution, adverse labour outcomes, and social exclusion, while supporting equitable access to adaptation and mitigation benefits.
- **Strengthening voice, agency, and institutional inclusion** by supporting participatory and inclusive processes relevant to climate-resilient land use, natural resource management, and livelihoods, in line with context-specific conditions and assessed risks. Where feasible, the programme seeks to contribute to more transformative outcomes by addressing underlying constraints and power imbalances that affect women's participation and influence.

Taken together, these principles support inclusive programme outcomes and contribute to sustainable, climate-resilient development pathways, while remaining proportionate to the risks and operating contexts identified in the ESIA.

5.2 Grievance mechanism, Safeguarding Tools and stakeholder engagement

5.2.1 Grievance Mechanism

Stakeholder engagement under the programme is designed to proactively identify and address concerns before they escalate into formal grievances. Nevertheless, where grievances arise, they will be addressed in a consistent, transparent, and verifiable manner as part of programme implementation.

In line with the ESIA, a programme-specific Grievance Redress Mechanism (GRM) will be established to receive and facilitate resolution of stakeholders' concerns, complaints, and grievances related to programme activities. The GRM will be accessible, culturally appropriate, and responsive to the needs of different stakeholder groups, including women and other potentially vulnerable or marginalised groups, and will operate without cost or risk of retribution. The gender sensitive and survivor centred GRM will remove barriers that disproportionally affect women, include clear confidentiality protocols, consider language, literacy, mobility constraints, include several safe referral pathways, include trained gender grievance handlers, be time bound, and with an appropriate feedback mechanism into existing risk assessment processes, and management plans.

The GRM will be integrated into GIZ's broader safeguards, compliance, and integrity systems and will cover grievances related to, inter alia, labour and working conditions, access to benefits, stakeholder engagement processes, and safeguarding concerns, including SEAH. Oversight mechanisms will ensure that grievances are documented, addressed in a timely manner, and used to inform adaptive management where relevant.

5.2.2 Safeguarding Approach

Safeguarding is a core element of programme implementation and is applied through GIZ's Safeguards and Gender Management System and the mitigation measures identified in the ESIA. This integrated system addresses environmental, social, human-rights, and gender-related risks within a single framework and is applied at all stages of programme delivery.

The programme recognises that activities involving community engagement, labour-intensive measures, and work with vulnerable populations may give rise to safeguarding risks if not appropriately managed. Safeguarding measures, therefore, focus on prevention, risk identification, and effective response, and are embedded within programme governance, implementation arrangements, and contractual obligations.

Roles, responsibilities, and reporting lines for safeguarding are clearly defined, ensuring that concerns can be raised and addressed promptly throughout programme implementation.

5.2.3 SEAH Risk Management

The programme recognises that sexual exploitation, abuse and harassment (SEAH) represent a critical risk in the contexts in which it operates, particularly where activities involve labour-intensive measures, community engagement, and interaction with potentially vulnerable populations. These risks are identified and assessed in the ESIA and are addressed through the programme's safeguarding and risk-management approach.

In response, the programme adopts a do-no-harm and survivor-centred approach to the prevention, identification, and management of SEAH risks, implemented through GIZ's Safeguards and Gender Management System. This approach places emphasis on prevention, accountability, and safe access to reporting and response mechanisms throughout programme implementation. SEAH risk management measures apply to all programme-related interactions, including those involving implementing partners, contractors, and programme personnel.

SEAH risk management is operationalised through the following elements:

- **Preventive measures**, including the application of codes of conduct, awareness-raising among implementing partners and personnel, and the integration of SEAH considerations into programme planning, labour arrangements, and stakeholder engagement processes.
- **Risk-informed implementation**, ensuring that activities are designed and delivered in a manner that minimises exposure to SEAH risks identified in the ESIA, including risks linked to power imbalances, working conditions, and interactions between programme actors and beneficiaries.
- **Safe reporting and response mechanisms**, supported through the programme-specific Grievance Redress Mechanism, which enables confidential and gender-responsive reporting of SEAH-related concerns and facilitates appropriate survivor-centred response pathways.

SEAH risks, along with the effectiveness of mitigation measures, are monitored as part of the programme's broader safeguards oversight and adaptive management processes to ensure that emerging risks are identified and addressed in a timely and proportionate manner.

5.2.4 Stakeholder Engagement

Stakeholders are individuals or groups who are directly or indirectly affected by programme activities, as well as those who may influence programme outcomes. Effective stakeholder engagement is central to managing environmental and social risks and to supporting inclusive and sustainable programme implementation.

In line with the ESIA, stakeholder engagement will be guided by a Stakeholder Engagement Plan that is proportionate to programme risks and tailored to the characteristics of affected communities and stakeholder groups. Engagement processes will be inclusive and gender-responsive, enabling the meaningful participation of women and men across different contexts and scales, including national, sub-national, and community levels.

Stakeholder views and feedback will be documented and considered throughout programme implementation and will inform safeguards monitoring, grievance handling, and adaptive management, contributing to transparency, accountability, and programme effectiveness.

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7. List of Appendices

Appendix 1: Workshop activity sheets – gender domains

Domain	Question prompts
Practices and participation	Do differences in domestic, productive and reproductive responsibilities influence the roles played by women and men in land-use practices? Are certain land-use practices / crop types predominantly male or female dominated? Why? Has male migration to urban centers impacted roles in the sector? How? Are there differences in the agricultural knowledge-base within families, and does this affect what work women and men take on in agricultural contexts? If/what value (financial, respect, hierarchy) is placed on these different roles? Does this result in significant gender pay gaps in the agricultural sector? Does women's often unpaid or underpaid labour diminish society's acknowledgement of their contributions in both field and farmhouse tasks? Do women-led agricultural enterprises exist? Provide examples of how they operate. If, and in what capacity, do women and youth participate in leadership and policy processes in the land use sector?

Domain	Question prompts
Knowledge, beliefs, and social norms *and* Legal and customary rights and status	Do cultural norms and traditional beliefs dictate access to social, economic, educational and capacity development opportunities? Do these systems affect land-use practices, land ownership and inheritance? Do any exclusionary laws or policies still exist that impede women's ability to access land, inheritance of assets, to open a bank account, etc.? Have there been noticeable shifts in recent years, through more progressive laws and programmes that have empowered women's participation in agricultural, educational and financial sectors? Provide examples.

Domain	Question prompts
Power, decision-making and access to assets and financial resources	In the district, what is the estimated split of productive land ownership (male vs female managed farms, and those managed / owned in a cooperative manner)? If and how does farm size differ between female- and male- managed farms? Are there other notable differences between female and male managed farms (productivity, crops grown, technology utilised, pricing / market value of outputs, etc.) Are there gendered differences in decision-making power and ownership of productive assets in the agricultural sector? Who takes decisions on practices, processing and sale of outputs, purchasing of equipment, pricing and sale of goods vs utilisation for domestic purposes etc. How do households manage income (who earns, who controls finances, what is money predominantly utilised for, are formal or informal savings / loan / banking institutions utilised)? What formal and informal financial institutions and financing mechanisms exist in the district that can, or could, be accessed by women and youth entrepreneurs and farmers to receive financial advice, set up savings schemes, secure loans and access insurance.

Appendix 2: Stakeholder engagement summary findings table

Country, districts & participants	Primary roles and responsibilities of women and youth in land-use activities	Climate and environmental impacts on women	Challenges and considerations that affect women and youth's participation in land-use activities	Potential programme support
Tajikistan ***Devashtich and Qabodiyon Districts*** **100 women and 129 men across two multipurpose workshops, and multiple FGDs and KIIs**	**Women** play a significant yet largely informal role in land use and agricultural practices in the districts. Female managed farms in both districts ranges from 5-7% of all farms, and cooperatives that include women are still led by males. Their responsibilities broadly include land preparation, crop cultivation, pest control, harvesting, livestock care, natural resource management (including water collection and use), and marketing. However, these roles are context specific based on the local land-use practices and migration patterns of men and youth. In Devashtich, women are strongly engaged in orchard maintenance, kitchen gardening, small-scale horticulture, soil preparation, post-harvest processing, livestock rearing, and local market sales. In Qabodiyon, women contribute significantly to irrigated crop production (planting, weeding, harvesting), particularly in vegetable cultivation, and seasonal agricultural labour. Women's work in the district is almost always unpaid on family farms, meaning their contributions to household economy is invisible. In many households, especially where men migrate seasonally for employment, women assume expanded responsibilities for farm operations and	Devashtich: irregular precipitation and reduced availability of irrigation water negatively affect orchard productivity, potatoes crops and soil moisture retention. Qabodiyon: inefficient irrigation infrastructure, rising soil salinity in some areas, and increasing summer temperatures are key issues that reduce crop yields. These impacts increase women's workload, particularly when water must be transported manually (women are primarily responsible for household water management) or when crop failures require additional coping strategies.	Limited access to agricultural extension services and technical information. Insufficient knowledge of climate-resilient and sustainable land use practices. Restricted participation in decision-making processes, for example they are underrepresented in land use planning and Water User Associations. This is due to social norms, lack of confidence and workload barriers. Limited access to financial services and credit due to lack of collateral, high interest rates, "permission from the husband or father" as an unwritten rule. State grants and international programmes provide some support but are insufficient for purchasing modern technologies. Land ownership constraints, as land certificates are typically registered in men's names. Customary practices strongly favour sons, who typically inherit land (despite formal laws which protect women's inheritance and land rights). Heavy domestic responsibilities limiting time and mobility (climate change is exacerbating these burdens) Additional labour demands on women and youth during peak agricultural seasons, leading to: Increased physical workload for women Reduced time for children's education Health impacts for women and youth	There is a clear need for the programme to deliver gender-sensitive, youth-inclusive, and climate-resilient interventions, such as: Practical, village-level training on sustainable land management and climate-smart agriculture – offered at times and locations that are suitable for women (i.e. compatible with the timing of their domestic responsibilities, with minimal travel requirements and/or transport support). This means scheduling programme activities in ways that do not increase labour burdens on vulnerable groups. Access to affordable financial mechanisms such as small grants, No-Till Adoption Accelerators, or savings groups. Improved access to irrigation technologies, quality seeds, and agricultural inputs for women and youth. Awareness-raising among male community members to promote inclusive decision-making, coupled with capacity development support for women to empower and encourage them to participate in land and water management discussions. Strengthened implementation of land and gender policies at local levels through community

	household food security, meaning women are performing both traditionally male and female roles. They also manage household finances. Male youths also assume heavy workload responsibilities such as market transactions and water distribution. While women actively contribute to land-use practices, their participation in formal decision-making bodies – such as Water User Associations and local land committees – remains limited. Social norms, limited confidence, and lack of targeted invitations to meetings reduce women's representation in planning processes related to irrigation scheduling, pasture management, and land allocation. **Youth** are increasingly supporting agricultural marketing through social media platforms, assisting in identifying new market opportunities, and helping families access agricultural information online. However, youth migration remains high, limiting local labour availability. Youth participation in the consultations was lower and less vocal, suggesting the need for additional engagement strategies.		"Triple burden" for women: household, childcare ad fieldwork responsibilities.	and local government engagement. Appointment of at least one female facilitator or contact person per district to manage sensitive matters relating to programme activities. This must be coupled with clear codes of conduct for the programme and a confidential complaints mechanism. Youth engagement on the programme must include programme orientation, demonstrations, and inclusive opportunities to participate. (exposure and upskilling?) Strengthen cooperatives and producer groups (supporting establishment of women and youth led enterprises) for better risk management and market access.
Uzbekistan ***Yangikurgan and Besharik Districts*** **14 women and 71 men across two multipurpose workshops. 29 women from two women-only FGDs, and one**	In both districts, male migration has intensified domestic and productive responsibilities of **women**, where they are increasingly managing larger-scale agricultural tasks independently. In Besharik, women handle "practical" field	Drought, water scarcity (incl. from transboundary water sources, required for irrigation) and decreasing snowfall are the primary environmental challenges impacting local livelihoods. Secondary crops dry up and groundwater	Whilst significant progress has been made in advancing women and girls' empowerment, through for e.g. education incentives (Decree 585) several barriers still persist: Women remain less involved in land tenure decisions; men handle	Create job opportunities for youth and labour formalization for women and youths work. Support scale up / replication of existing women-led enterprises (explore how women can be empowered within

woman-in-leadership KII.	labour (planting, fertilizer application etc.) and subsistence garden plots (women have less land available than men for commercial farming); Men manage "theoretical" (land management / planning) tasks, and operate machinery used for initial planting, hoeing/tilling and harvesting. In Yangikurgan, women are responsible for the bulk of field labour, livestock management, and household subsistence activities. Women are central to the horticultural value chain beyond field work; they are involved in sorting and packing. **Youth** are being encouraged to participate in land use activities through various government incentives and benefits regarding the allocation of land. In Yangikurgan, young people are actively involved in supporting family enterprises, specifically by driving business development through online marketing, digital sales, and managing supply chain logistics.	levels drop, disproportionately affecting the home courtyards managed by women. High velocity, abnormal winds that damage orchards.	land affairs, they negotiate with other men, and it is seen as the responsibility of the head of the family. Production and sales decisions are typically taken by male family members. Loan agreements are tied to proof of formal employment which typically sits with male family members. Women in informal roles are unable to take out such loans. However, women are increasingly having access to preferential and interest-free loans for agricultural participation. Women's domestic responsibilities limit time available to participate in agricultural activities. Women's labour generally remains informal and daily-wage based.	family-owned enterprises, as these are a common set-up?) Awareness raising, meetings and trainings facilitated in women-only formats, close to residential areas Sensitive grievances to be handled by trusted female representative from the local Mahalla Technical capacity development support to female farmers to bridge the knowledge gap between women and men (including in areas of production, sales etc.) Expand successful financial schemes launched by Xalq Bank and Agrobank (preferential loan terms for women; dedicated Women's Affairs Bank Managers etc.).
Kyrgyz Republic ***Bazar-kurgan and Kara-Suu Districts*** **18 women across two women-only FGDs (5 in Kara-Suu and 13 in Bazar-Kurgan), plus gender analysis sessions without recorded participant numbers.**	**Women** in both districts contribute substantially to agriculture, but within deeply traditional gender norms. Their roles include: Household labour, childcare, and small-scale agricultural production, including household yards and livestock care. Product processing and supporting seasonal agricultural tasks when needed. In some contexts, women assume temporary farm management responsibilities when	Mechanisation has reduced the need for female manual labour in crops like cotton and maize, altering women's traditional roles but not necessarily reducing their overall workload. Reduced availability of natural resources on summer pastures (e.g., fewer wild herbs) affects children's seasonal activities and suggests gradual ecological degradation experienced by households. Families' reliance on women's and children's labour intensifies	Women in both districts face significant structural and socio-cultural constraints: Deep-rooted patriarchal norms prevent women from attending meetings, speaking publicly, managing transport, or participating in decision-making. Male-dominated authority structures, including influential elders, can restrict women's mobility, participation in trainings, and access to resources.	Consultation findings point to the need for strong, culturally sensitive approaches, including: Gender-sensitive consultation processes, including separate women-only spaces and trusted local intermediaries. Equal access to training and financial resources, with tailored support for women (loans, grants, targeted outreach). Logistical support such as travel allowances, safe

	men migrate for labour. In Kara-Suu, women's participation is highly constrained by social norms. Women do not speak in front of men, do not attend field activities, and cannot organise transport, limiting their direct involvement in land-use activities. In Bazar-Kurgan, women are actively involved and describe themselves as central to agricultural labour, yet patriarchal norms still influence their ability to participate fully. **Youth** participate mainly in seasonal agricultural labour, especially during cotton harvests when families depend on children's support. Those without collateral often rely on parents' property to access credit, while outmigration in Kara-Suu leaves some youth more vulnerable and contributes to family instability.	during climate-sensitive peak seasons such as cotton harvests. In Kara-Suu, women face severe water scarcity and periods of extreme heat, which reduce yields (potatoes, corn) and limit women's ability to work outdoors.	Rising religious conservatism in Kara-Suu is narrowing women's public and economic role Childcare burdens reduce women's availability for training or paid work. Limited access to land ownership, machinery, and larger plots, with men typically controlling decisions related to land use. Low access to finance, due to lack of collateral and limited awareness of available financial instruments. Restriction from training due to norms requiring husband or mother-in-law permission. Jealousy and social risks related to interacting with project staff, potentially resulting in family conflict. Lack of trust in external activities, some preferring not to attend meetings at all. Youth migration reduces local labour availability and increases women's agricultural workload.	transport, and dormitories for multi-day trainings. Building women's confidence and leadership, including support for women-led cooperatives and gender schools. Mechanisms for confidential reporting tailored to existing trust networks (neighbours, sisters, peers). Ensuring non-discriminatory hiring and programme practices, with women represented in committees and programme structures. Partnering with Women's Councils and OPSZ to facilitate mobilisation, complaint handling, and support for vulnerable women.