**WWF GEF and GCF Projects**

**Guidance to Develop the Gender Mainstreaming Action Plan**

This document guides the development of a GEF or GCF Project Gender Mainstreaming Action Plan, based on the information obtained in the concept note/PIF stage Gender Desktop review, Stakeholder Consultations, and the Gender Analysis. At a minimum, the Action Plan should contain the sections described below.

1. **Brief Project introduction, its main goal and objectives:**

This information can be summarized from your project document. Describe a clear vision of desired gender impacts, as well as a set of realistic targets.

1. **General gender conditions in the Project country/countries or region:**

This section should contain a broad overview of the gender-related issues and conditions in the country/region where the Project will be implemented. You can refer to the concept note/PIF stage *Gender Desktop Review* to fill this section.

Information in this section should include gender considerations for: country-level policies, level of education and literacy rates (urban vs. rural areas), poverty, labor force, political and decision-making power, health, access to resources, etc.

1. **Project-specific gender information and considerations:**

This section should contain detailed information about gender considerations as they relate to the project context, according to the results obtained in the Gender Analysis, as well as information gathered during the concept note/PIF stage Gender Desktop Analysis and Stakeholder Consultations. Information may include:

* How women and men may be impacted (positively or negatively) by project activities? Will the project have different impacts on men’s and women’s livelihoods?
* How project activities may create opportunities for women or widen further inequalities?
* How gender-related barriers may affect the project’s success or may limit men’s or women’s participation, decision-making influence or benefit sharing?
* Etc.

1. **Describe Project-specific strategies and opportunities for gender mainstreaming and desired impact**

According to the results of the Gender Analysis and considering the project theory of change (ToC), components, objectives and results framework, identify and discuss the main strategies the project will employ to mainstream gender, ensuring active and meaningful participation of both women and men, equal access to opportunities, resources and benefits from the project, and to avoid perpetuating inequalities that may have been identified.

Along with the gender mainstreaming strategies, consider the following:

* Ensure a gender-responsive budget, which allows for sufficient institutional capabilities to effectively implement gender-responsive activities, monitor and evaluate, and communicate about gender aspects of the project
* Provide staff with basic training on gender dimensions specific to the Project to increase understanding and capacity on gender mainstreaming for implementation
* Ensure that information regarding the project is accessible to both women and men equally
* Ensure project activities are accessible to women, taking into account location, timing, transportation issues, household responsibilities, permission from male family member(s), etc. which may affect their availability to attend/participate in project activities

**Note**: The analysis of the various sources of gender-related data obtained through the desk study, gender assessment, stakeholder consultations, and considerations of the entry points for gender mainstreaming within the project (through the ToC, project objectives, results framework, etc…) can be represented in table form as the project’s Gender Action Plan, with headings such as: Proposed Activity, Indicator, Baseline Data, Target, Responsible Entity, etc. (See the sample table on page 4).

**Important**: Ensure that each gender-related activity belongs under a specific project component/objective in your Gender Action Plan table, and that gender-specific indicators and sex-disaggregated data are mainstreamed into the project’s Results Framework and Monitoring and Evaluation Plan.

1. **Monitoring and evaluation of gender-responsive activities**

As in other components of the Project, the gender mainstreaming strategies need to be monitored on a regular basis to evaluate if the desired outcomes are being achieved, and to determine whether adaptive mechanisms need to be developed if outcomes are not being reached. The project should have a clear vision of desired gender impacts and realistic targets, taking into account the baseline data obtained through the Gender Analysis and other methods.

Gender-responsive indicators can be developed at two levels:

* Output-level indicators: Output-level indicators may be developed to track progress of project activities and are tied to project outputs or activities (rather than project outcomes). Therefore, they are typically at the level of: # of women engaged in xx activity. While output-level indicators may not be submitted to the GEF/GCF, they can provide input into annual reports to demonstrate gender mainstreaming within the project.
* Outcome or Objective level indicators (see Results Framework): The Results Framework, which tracks project progress at the outcome and objective level, is submitted to the GEF. At this level, you may have gender-specific indicators, or you may have broader indicators that are disaggregated by sex. For instance, an indicator may be “% of consumers that associate palm oil with negative environmental impacts.” This indicator can be disaggregated by male and female consumers.

A combination of output and outcome/objective level indicators may be helpful. Gender-responsive indicators are used to help signal changes in power relations between women and men over time and can show improvements in access, use and control of resources and distribution of costs and benefits. Most importantly, they provide important inputs for planning, implementation, and evaluation of field projects and broad programs ranging from local initiative to national policy levels and beyond.

Another important aspect is to ensure your project has a **gender-sensitive budget**. This means that the gender-specific activities/strategies identified in your Gender Action Plan, which should be an integral part of your project components and objectives, need to be reflected in your **budget and yearly workplan,** to ensure you have the funds necessary to implement these activities.

Below are a few examples of quantitative and qualitative gender-related indicators that may be used in WWF GEF projects (For a more detailed list of sample indicators, please follow the links on this site):

**Quantitative**:

* Number of project activities targeting women/men
* Number of women and men that have access to decision-making and project resources/services
* Number of women/men with access to natural resources, to credit and other opportunities
* Shares received by women and men of the benefits arising from the projects

**Qualitative** - These indicators will be based on the expectation of the women and men with respect to their quality of life, for example, they perceive their daily life to have improved in terms of:

* Level of workload; greater sharing of responsibilities
* More equitable distribution within the household of the benefits accrued from natural resources management
* Self-esteem related – Women feel more assertive in homes/meetings/within organization, etc.

**Gender Action Plan Sample Table:**

| **Output** | **Project Activities** | **Gender specific action** | **Responsible** | **Indicators and Targets** | **Timeline** | **Budget** |
| --- | --- | --- | --- | --- | --- | --- |
| **Component 1: Strengthening the enabling environment for the sustainable management of drylands** | | | | | | |
| **Outcome 1.1: Strengthened policies and planning mechanisms for the sustainable management of drylands at national and district levels** | | | | | | |
| **Output 1.1.1**  Cross-sectoral, multi-stakeholder working groups established under existing committees at national and district levels to facilitate participatory, adaptive landscape planning and management in the existing land-use planning process. | **Activity 1.1.1.1:** Hold consultations to discuss cross-sectoral, multi-stakeholder landscape planning and management mechanisms with stakeholders. | 1. Inform and consult with the NCGP Secretariat, Ministry of Labor and Social Protection (MLSP), Ministry of Education, Culture, Science and Sports (MECSS) towards addressing negative social and gender factors that impact landscape planning and utilization as well as agreeing on the cross-sectoral cooperation and partnership opportunities. 2. Ensure equal participation of women and men in the consultations (i.e., at least 40% of both female and male participants). | PMU  With support from the Safeguards and Gender Specialist | a) Indicator: Number of relevant gender stakeholders/ organizations consulted.  Target: At least 5 (2 national-level and 3 district-level).  b) Indicator: Proportion of women/men who participated in consultations.  Target: At least 40% women and at least 40% men. | Year 1 | Covered by output budget. |
| **Activity 1.1.1.2:** Develop draft Terms of Reference (TORs) of working groups in a gender-sensitive and inclusive manner. | 1. Reflect gender aspects in the TOR, including equal representation of women and men in the working groups (at least 40% of both female and male participants). | c) Indicator: Percentage of working group TORs developed incorporating gender aspects; equal representation of women.  Target: 100%. | Year 1 | Covered by output budget. |