

GENDER ACTION PLAN

1. The project is categorized as effective gender mainstreaming (EGM). The gender action plan (GAP) focuses on increasing women's participation in decision making on natural resource management at all levels of governance and service provision through participation in capacity building plans and training sessions. The GAP as presented below is also designed to improve access to services which will result in decreased time and effort for performing their duties.

Output	GAP Target
1. Community-focused and gender-responsive REDD+ pilot projects implemented in Kapuas Hulu and Sintang districts	
1.1 Facilitate coordination and information dissemination on SFM and REDD+ between FMU offices and provincial agencies, with improved communication infrastructure.	<ul style="list-style-type: none"> • Communication infrastructure and processes to facilitate policy coordination, technology collaboration and information dissemination established at provincial level is based on gender-disaggregated data/information. • Communication programs and materials include information on the role of women in forest management and REDD+ to increase gender awareness and design gender-sensitive^a initiatives in the sector.
1.2 Conduct workshops and study visits for FMU staff and local communities, including women, on REDD+ aspects such as safeguards, forest law enforcement, FPIC, conflict mediation and PES.	<ul style="list-style-type: none"> • Women constitute at least 30% of the participants in workshops and study visits as well as REDD+ readiness and implementation activities. • Study visits for women to share and learn from similarly engaged women's community groups are designed and implemented. • Gender training programs include integration of gender analysis into REDD+ strategies, action plans and screening criteria.^b
1.3 Formulate CBFM agreements with local communities, including women.	<ul style="list-style-type: none"> • Women constitute at least 30% of the participants in consultation processes and in community forest management groups. • At least three women-only community forest management groups are established as pilots to support non-timber forest products-based micro-enterprise development. Women are also trained to manage funds and have accounting literacy. • Consultations are conducted in locations and at times convenient for women.
1.4 Train FMU staff and local communities, including women, in forest products utilization, value addition and enterprise development.	<ul style="list-style-type: none"> • Separate assessments for women are conducted to identify women's priorities and needs for strengthening local organizational capacity. • Gender-sensitive training programs are developed and implemented with content based on men's and women's priorities and needs. Clear anticipated outcomes and indicators are developed to monitor and evaluate impact of training interventions. • 30% of beneficiaries in training programs on livelihood skills (including forest product utilization, value addition, enterprise development and marketing) are women. • FMU staff and village facilitators are trained on participatory and gender integrated planning. • At least 30% of newly recruited field facilitators, technical experts and participants in the capacity building activities targeted for FMU/district forestry agency staff are women.
1.5 Establish a REDD+ monitoring and safeguards information system, with geospatial databases.	<ul style="list-style-type: none"> • Gender indicators are included in the safeguards information system.
1.6 Develop spatial and business plans for FMUs, through a participatory process, consistent with CBFM plans.	<ul style="list-style-type: none"> • 30% of newly recruited field facilitators and technical experts for FMU are women. • Minimum 30% of participants in the development of spatial and business development plans for FMUs are women.
1.7 Support establishment of FMU "block XXI" and prepare its long-term business plan.	<ul style="list-style-type: none"> • Minimum 30% of community participants engaged in consultation processes in designing the FMU's long-term plan are women. • A mechanism is established and implemented to ensure women's inclusion in FMU governance.

Output	GAP Target
1.8 Establish a fund-flow mechanism at community level as a basis for results-based payments for verified performance in SFM and emission reduction.	<ul style="list-style-type: none"> • Minimum 30% of participants for consultations on fund flow mechanism are women. • The fund flow mechanism demonstrates clear indicators and outcomes for gender mainstreaming.
1.9 Implement REDD+ pilot projects with local communities, including women, to generate income, enhance CO2 removals and reduce emissions.	<ul style="list-style-type: none"> • 30% of beneficiaries in pilot programs on livelihood skills are women. • FMU staff members and village facilitators are trained on participatory and gender integrated planning. • At least three women's groups are established to support NTFP based micro-enterprise development. Women are trained to manage funds and have accounting literacy. • Larger markets and access mechanisms are identified (e.g. these may include supply chains for hotels and resorts and other wholesalers interested in unique branding). • At least 30% women and youth (girls and boys) are engaged in the assessment, design and implementation of ecotourism programs. Moreover, gender-equitable benefit sharing mechanisms for ecotourism will be promoted.
2. Provincial REDD+ strategy in West Kalimantan effectively implemented	
2.1 Facilitate coordination and information dissemination on forestry planning and policy between provincial agencies and national and district-level agencies.	<ul style="list-style-type: none"> • Communication infrastructure and processes to facilitate policy coordination, technology collaboration and information dissemination at the provincial level is based on sex-disaggregated data.
2.2 Conduct provincial workshops and training programs on REDD+ concepts, FMU business plan development and carbon accounting, including drafting of regulations	<ul style="list-style-type: none"> • At least 30% of the participants engaged in the consultation meetings to draft the regulations are women. • Gender expertise is included in the drafting of regulations with specific gender indicators. • At least 30% of participants in workshops and training programs are women.
2.3 Establish a provincial monitoring system and safeguards information system for REDD+.	<ul style="list-style-type: none"> • A concrete and locally relevant communication mechanism is established to ensure that the information on REDD+ monitoring system and REDD+ safeguards information system is easily accessible and comprehensible to women.
2.4 Establish a grievance redress mechanism on tenure and REDD+ activities.	<ul style="list-style-type: none"> • At least 30% of the participants in consultations for the development of a strategy for a grievance redress mechanism on tenure conflict and REDD+ are women and gender expertise is included in the development of the mechanism. • All research, data collection and reporting is disaggregated by sex.
3. Subnational fiscal policies on REDD+ harmonized with national policies	
3.1 Analyze fiscal policies on integration of natural capital considerations, in Indonesia and other countries with significant forest resources, and prepare a policy paper.	<ul style="list-style-type: none"> • Gender analysis is included in assessment of fiscal policies affecting REDD+ and SFM. • Arrangements for benefit sharing in REDD+ demonstrate clear indicators and outcomes for gender mainstreaming.
3.2 Facilitate coordination and information dissemination on forestry policy between national and sub-national agencies, with improved communication infrastructure.	<ul style="list-style-type: none"> • Communication infrastructure and processes to facilitate policy coordination, technology collaboration and information dissemination established is based on sex-disaggregated data.
3.3 Conduct policy dialogues to assess gaps and identify remedial measures on fiscal, monitoring and benefit sharing policies and West Kalimantan forest industry strategy, leading to policy harmonization.	<ul style="list-style-type: none"> • At least 30% of the participants in technical and policy dialogues at all levels are women. • Gender analysis is included in conducting the analysis on fiscal, monitoring and benefit sharing policies relevant to the forest industry.
3.4 Identify relevant funding sources for REDD+ implementation and conduct training to prepare proposals to extend the scope, area and/or time frame of the current project.	<ul style="list-style-type: none"> • All proposals developed for additional funding should include gender responsive initiatives with clear gender outcome indicators and relevant activities specifically targeted for women's groups.

- ^a “Gender-sensitive” refers to training materials that take into account both women’s and men’s interests and needs (based on their different roles and responsibilities), and that are presented in such a way that both women and men can understand the information being communicated and do not contain contents or images that reinforce gender stereotypes.
- ^b “Screening criteria” refers to REDD+ and SFM projects seeking support such that one of the screening criteria include “analysis of gender and gender impacts”.

ADB = Asian Development Bank; CBFM = community-based forest management; FMU = forest management unit; FPIC = free, prior and informed consent; GAP = gender action plan; PCR = project completion report; PES = payment for environmental services; PISU = project implementation supporting unit; REDD+ = reducing emissions from deforestation and forest degradation, conservation, sustainable management of forests, and enhancement of forest carbon stocks; SFM = sustainable forest management.

2. Implementation Arrangements. Implementation arrangements and estimated costs have been integrated into the overall arrangements and total project budget. Some costs have been allocated through consultant interventions. The FMUs, with guidance from gender focal points in each of three implementing agencies (IAs) and support from gender specialists of the project implementation supporting unit (PISU), will be responsible for monitoring the implementation of the GAP and incorporating in their progress reports to the government and ADB. Two gender specialists (40 person-months (pm) total) supported by one national community empowerment specialist (30 pm) and two conflict management specialists (40 pm total), together with other environmental and social safeguards consultants, will support (i) gender and development training needs assessments, (ii) gender plan development for each FMU, (iii) development of appropriate training materials, (iv) development of guidelines for, and the establishment of sex-disaggregated indicators for project performance monitoring and evaluation, and (v) the promotion of gender equality in SFM and REDD+ initiatives.

3. Budget. GAP capacity building activities will be financed through output 1 and are intended to: (i) help ensure that project implementation will fully comply with the government’s and ADB’s policies and operational requirements; (ii) improve forest management in a way that local women’s interests and rights are safeguarded; and (iii) help local women increase awareness of REDD+ and sustainable forest management. The gender consultants will be funded through the project consulting services budget.