

---

# Gender Action Plan

---

**FP124: Strengthening Climate Resilience of  
Subsistence Farmers and Agricultural Plantation  
Communities residing in the vulnerable river basins,  
watershed areas and downstream of the Knuckles  
Mountain Range Catchment of Sri Lanka**

Sri Lanka | IUCN | B.25/02

18 February 2020



**GREEN  
CLIMATE  
FUND**

## 5. Gender Action Plan

The purpose of the project's Gender Action Plan is to provide a time-bound framework for guiding the implementation of gender-sensitive project activities in order to ensure that project's outputs and results contribute to reducing the gender gap in climate change-induced social, economic and environmental vulnerabilities. This approach will facilitate the achievement of the GCF impacts the project is designed to address, namely:

- Increased resilience of the most vulnerable communities;
- Increased resilience of ecosystems and ecosystem services, and
- Increased resilience of health, well-being and water and food security.

The Gender Action Plan provides all implementing partners, accredited entity, national designed authority with a tool and a process to monitor and evaluate the project's:

- *commitment* to gender equality and equity;
- gender *inclusiveness* in terms of activity implementation;
- *accountability* for gender and climate change results and impacts; and
- *equitable* of resource allocation so that both women and men benefit from project implementation.

The Gender Action Plan, which is presented on the following pages in a tabled format, provides a systematized overview of the project activities that have been identified as playing a key role for gender mainstreaming. The Plan describes the gender equality objective(s) that will be focused and / or strengthened in each of the project activities. For each of these objectives an indicator is formulated to measure the project's progress in improving the gender-sensitivity of the respective project activity. Some mid-term and final targets for these indicators have already been proposed in the table, others will be developed at the beginning of the project. In fact, the table is conceived as a preliminary Gender Action Plan and will be revised and fine-tuned once the sites for field interventions have been identified, based on the sub-basin planning process carried out under 3.1.1 and on the information resulting from the subsequent rapid social analysis and the in-depth consultations with the respective stakeholder groups (men and women) carried out for detailing the on-the-ground project interventions. These consultations will be crucial for validating the Plan's proposed gender-equality objectives, indicators and targets and for finalizing those that have been indicated in the Plan as "TBD". This will ensure that the targets are meaningful and realistic. These consultations will also be instrumental for identifying specific actions that are needed to achieve the established gender-equality objectives and targets. It should be highlighted that the steps described above (rapid social assessment, consultations and refinement of the Gender Action Plan) will need to be concluded prior to commencing any physical project activity on the ground.

It is important to understand that the indicators and targets presented in the Gender Action Plan complement the project's overarching M&E plan. Whereas the latter provides indicators at outcome and output level, the Gender Action Plan breaks down the output level indicators by monitoring relevant gender aspects for each activity.

The PMU is the entity with overall responsibility for ensuring gender-sensitive project implementation and the execution of the Gender Action Plan. The ToRs for the Project Director explicitly require experience with gender-differentiated responses in project execution. In addition, a gender specialist will be contracted to carry out the above described women stakeholder consultations and further engagement throughout the project and to support monitoring of the M&E gender-disaggregated indicators and targets. ICRAF as implementing partner will specifically draw on the expertise of its 'Gender Implementing Team' in the services it will provide.

The PMU and gender specialist will provide gender specific training to the relevant executing agencies' project teams to ensure these are fully versed in gender-sensitivity and inclusivity and how to reflect this in their respective work packages.

An amount of USD 200,000 has been allocated for supporting the implementation of the GAP. As such it will cover the costs for the gender specialist, for the rapid social baseline analysis, for the further engagement process with women stakeholders throughout the project and for additional specific gender-activities that will be identified through the above mentioned consultation process with women stakeholders. Decisions about the detailed distribution of these financial resources among the gender-specific activities will be based on these very consultations. It is important to understand that a more fundamental investment in gender mainstreaming is done through the actual integration of gender-aspects in project design as described in the Gender Action Plan below. In order to monitor the effectiveness of how the gender-aspects are addressed in each of the project activities will be monitored through the indicators and targets specified in the Gender Action Plan below. More concretely, this will demonstrate whether the project will be effective in empowering women in the management of land, water and natural resources and in enabling women stakeholders (e.g. farmers, managers of woodlots, women-led enterprises) to realize economic benefits.

The Gender Action Plan will be monitored on a semi-annual basis. The general timeline of the implementation of the gender aspects within each activity is determined by the overall timetable for project implementation but specific details are determined through the consultations with women stakeholders mentioned above. These consultations will also establish the timeline for the gender-specific activities identified in these meetings as well as roles and responsibilities.

**Table 11: Gender Action Plan**

<b>Project activity</b>	<b>Gender equality objective(s) within each activity</b>	<b>Indicator and target</b>	<b>Target mid-term</b>	<b>Final Target</b>
1.1.1: Streamside protection and drainage management along roads	Both men and women will be given opportunities to provide paid labour for streamside protection and drainage management work through the CBOs established under implementation management units of the project. Their work will initially be funded by the project and by PES activities in the long-term.	I.1.1.1.a Percentage of women within community groups (e.g. CBOs or Rural Development Societies) involved in project/PES-financed maintenance of stream sides and roadsides (as percentage of total paid workers)	At least 30%	At least 60%
1.1.2: Rehabilitation and establishment of village tanks, ponds and irrigation networks	Both women and men will participate in decision making about the siting of new structures / selection of existing structure to be rehabilitated in order to ensure that female-led land use and irrigation water demand is given equal consideration	I.1.1.2.a Women participate equally in decision making about sittings (Through participatory monitoring and observation)	TBD	TBD
	Both women and men will be able to benefit from employment opportunities provided by the establishment and rehabilitation of tanks and irrigation networks (using PES funds), mostly in the upper catchment.	I.1.1.2.b Percentage of women within community groups involved in rehabilitation of tank systems (as percentage of total paid workers)	At least 30%	at least 40%
	In order to ensure that the village tanks/ponds and irrigation structures will be sustained in the longer term, the project will engage men and women in the communities in maintenance by forming new management structures or advising on existing community-based organizations (CBO).	I.1.1.2.c Percentage of women members participating in the CBOs or Rural Development Societies	At least 30%	at least 40%
	The project will provide additional support measures to empower women and youth leadership in these community organizations	I.1.1.2.d Percentage of CBOs or Rural Development Societies with women leadership	TBD	TBD
1.1.3: Restoration of forest mosaic landscapes	In order to promote tangible benefits and income opportunities for women, it will be ensured that women are equally able to be recruited for paid labour for restoration work	I.1.1.3.a Percentage of women participating in restoration work in each year of the project (as percentage of total paid workers)	At least 25%	at least 40%

	The project will support women's active engagement in the design, development and management of farmers' woodlots (FWLs). This will ensure that women's livelihood objectives in terms of priority species (both annual and perennial) for household use and market sales are well reflected.	I.1.1.3.b Percentage of women members actively participating in the FWLs	At least 30%	at least 40%
	Women will be supported in generating income through productions and commercialization of tree seedlings	I.1.1.3.c Number of women supported in productions and commercialization of tree seedlings	TBD	TBD
	The management plans of farmers' woodlots ensures that women have continued or increased access to harvesting NTFP for subsistence purpose or commercialization	I.1.1.3.d Number of management plans that have ensured women access (continued or increased) access to harvesting NTFP for subsistence purpose or commercialization	TBD	TBD
1.2.1: Increasing cropping intensity of irrigated rice in both upstream and downstream areas	Promoting the increase of cropping intensity involve technology, best practices and knowledge. Both men and women will be hired for delivering training about crop intensification.	I.1.2.1.a Percentage of women engaged by the project as educators	At least 40%	At least 50%
	Both women and men are engaged in water quality measurement and monitoring of the irrigation WUE. This will provide opportunities for increasing technical knowledge and enable a better understanding of the environmental impacts of the cultivation practices and water management.	I.1.2.1.b Percentage of women engaged in water quality measurement and monitoring	At least 40%	At least 50%
1.2.2: Intensification of Sustainable smallholder production	Annual horticulture and home garden systems provide economic opportunities for women. The project will promote these sectors not only to increase the yield of produce used for subsistence purpose but also to create income opportunities for women through commercialization of (part of) their production.	I.1.2.2.a Increase in income from horticulture and home gardens for female-lead households (methodology TBD)	TBD	TBD
	Increased yield of vegetables used for subsistence purpose will improve the status of women and family nutrition and promote better health.	I.1.2.2.b Increase in productivity or diversity of products; improvement of family nutrition – through participatory monitoring	TBD	TBD

1.2.3: Restoration and intensification of sustainable plantation	The project will incentivize plantation companies to allocate underutilized land to plantation workers, in particular to female-headed households, and support the latter to valorize it by establishing diverse multispecies systems (home gardens and woodlots) combining perennial and annual crops.	I.1.2.3.a Number of women (including female-headed households) who improved income through increased access to plantation land and through technical support on establishing diverse multispecies systems – monitoring methodology TBD	TBD	TBD
	Diverse multispecies systems will ensure appropriate and adequate nutrition for the plantation worker families as their low income provide limited ability to purchase nutritious foods and to access to health care and related services.	I.1.2.3.b Improvement of nutrition status of women / family members participating in the valorization of the underutilized plantation land – through participatory monitoring	TBD	TBD
2.1.2: Provide technical support for Enterprise and institutional development to exploit green growth opportunities for small holder farmers in the uplands	The project will devise capacity-building measures tailored to the aspirations, needs and capacities of women and linked to the support provided to agricultural production under activities 1.2.2. Focus will be the development of women's entry-level entrepreneurial skills, in particular related to the identification of market opportunities, product development and marketing.	I.2.1.2.a Percentage of women-led <sup>11</sup> enterprises technically supported by the project (compared to total number of enterprises)	TBD	TBD
2.1.3: Identification and implementation of value chain upgrading options for small holder and subsistence farmers engaged in climate smart agriculture	It will be critical that the mapping exercise in 2.1.1 will identify women farmers and their current products, knowledge and skills in order to allow the identification of upgrading opportunities (e.g. targeted branding of products) that will provide benefits for women. Specific upgrading support will be tailored to women skills and knowledge. Support measures will focus in particular on linkages with the tourism sector and enhanced opportunities through the Green Listing process.	I.2.1.3.a Percentage of women producers (farmers) benefitting from the upgrading opportunities (compared to total number of enterprises)	TBD	TBD

<sup>11</sup> The project considers as enterprises formal small and medium enterprises (SME) as well as informal microscale businesses. The project recognizes that there is no clear definition in Sri Lanka about these categories of enterprises and the exact boundaries between the categories (e.g. defined in terms of financial parameters such as investment, sales, or profit or in terms of employee numbers). Therefore, the project does not intend to make a distinction between these categories; it is anyway recognized that in the project sites entrepreneurship will mostly be in the form of micro-enterprise, which is often a form of self-employment. Because the latter are generally operating as informal business, a formal ownership declaration will not be required. An enterprise is considered women-led if (i) the business is wholly or majority female-owned and managed or (ii) where women lead the business (for instance, leading a family business).

3.1.1: Develop an integrated land use policy and planning mechanism at sub-basin scale	It will be crucial to achieve inclusion of women in the development of the planning mechanism.	I.3.1.1.a Percentage of women having participated in the development of the land use policy and planning mechanism	TBD	TBD
3.1.2 Develop a shared information system to support land use planning, climate adaptation, market information and monitoring of the performance of intervention options	The information will be gender disaggregated in all cases where it is possible and relevant	I.3.1.2.a Availability of gender disaggregated information (where possible) – methodology TBD once the configuration of the system is known	TBD	TBD
3.1.3: Development and refinement of SLM framework	SLM framework will include gender sensitivity in its design and include gender related baselines and indicators at the end of the first year of the project.	I.3.1.3.a At the end of the fifth year, the land use framework needs to be totally gender sensitive with the capacity to what-if scenarios for gender changes- qualitative monitoring	TBD	TBD
3.2.1: Establishment of nested-scale multi-stakeholder innovation platforms from sub-basin to Grama Niladhari (GN) scale	Women participation in the multi-stakeholder innovation platforms and the new governance structures (implementation teams) at sub-basin scale will be critical to facilitate the integration of gender-relevant data and gender priorities.	I.3.2.1.a Percentage of women participating in the innovation platforms – methodology TBD for determining “participation”	at least 40% women	At least 50%
3.2.2: Develop local capacity for adaptive and sustainable land management	Local-level capacity building programmes will ensure adequate capacity for gender mainstreaming.	I.3.2.2.a Percentage of women being trained as trainers (ToTs)	TBD	TBD
3.2.3: Development and production of simple to use guidelines, manuals and tools for matching options to context and implementing SLM, sustainable intensification and value chain upgrading options	Training materials, guides and content for the different levels and areas will include sections tailored to activities led by women and existing knowledge/capacity gaps	I.3.2.3.a Adequacy of training materials for women – qualitative assessment / perception	TBD	TBD