

Gender Mainstreaming Plan

(Approved by CI-GEF Project Agency 2017-11-02)

In order to ensure that the CBIT project meets CI-GEF Project Agency's "Gender Mainstreaming Policy #8", a "Gender Mainstreaming Plan" has been developed to ensure the mainstreaming of gender issues throughout the project. Mainstreaming gender through GEF programs and projects presents opportunities to increase the effectiveness of its investment in enhancing global environmental benefits. The GEF recognizes gender equality as an important social goal in and of itself, with associated implications for the projects that receive GEF support. This gender mainstreaming Policy has been developed following guidance provided by GEF Gender Equality Plan.

Gender Mainstreaming

Gender mainstreaming refers to a strategy for promoting gender equality, involving integration of the gender perspective and the promotion of gender equality in all activities throughout the project lifecycles. Gender mainstreaming aims at the introduction of gender-conscious thinking and procedures in project activities. This means taking conscious note of the significance of gender and the impact of gender differences on the activity, while ensuring that the activity promotes gender equality in addition to other objectives. The aim is for programming and project activity to take conscious account of the significance of gender, rather than being gender neutral.³⁵

Gender Mainstreaming Plan

This plan is aimed at ensuring that both men and women have equal opportunities to participate in and benefit from the GEF project. The plan is achieved through progressive and efficient mainstreaming of gender dimensions throughout the project phase.

By developing a Gender Mainstreaming Plan, the project will ensure that any gender-related adverse impact in the project is avoided, minimised and/or mitigated. The objective of this Plan is to outline actions that will be specifically taken within the duration of the project.

To ensure that all project activities (e.g., definition of investment strategies, training of Regional Implementation Teams, project design, implementation and reporting, monitoring and evaluation, learning and communication) are consistent with CEPF's Gender Policy, the Plan is divided into three parts:

- 1) Preparation of the organizational structure and necessary tools.
- 2) Implementation throughout the GEF-project.
- 3) Monitoring & Evaluation and dissemination of lessons learned.

The Gender Mainstreaming Plan being proposed will seek to be practical in terms of feasibility given the broad geographical targets of the SLEEK and the wide variation in capacities of the people from various

³⁵ Marja-Leena Haataja Eija Leinonen Sinikka Mustakallio, 2013, Gender mainstreaming in development programmes and projects

government entities that are expected to be engaged and supported by the project, and the gender disparities among the project coverage.

GEF Policy on Gender Mainstreaming

CI-GEF Project Agency considers the respective roles of men and women in all aspects of the project activities, from hiring and retention to project design and implementation, as well as monitoring and evaluation, in order to promote and achieve gender equality and equity. This policy and its implementation mitigates potentially adverse effects of gender constraints on participation and decision-making in consultative processes, access to natural resources, and project benefits. CI-GEF Project Agency requires Executing Entities to design and implement projects in such a way that both women and men:

- a) Receive culturally compatible social and economic benefits;
- b) Do not suffer adverse effects during the development process and
- c) Receive full respect for their dignity and human rights.

Project Overview of Gender Assessment

The disproportionate impacts of climate change on women as opposed to men have similarly gained great attention in recent years, with the Fifth Assessment Report of the Intergovernmental Panel on Climate Change citing robust evidence for “increased or heightened [gender inequality] as a result of weather events and climate-related disasters intertwined with socioeconomic, institutional, cultural and political drivers that perpetuate differential vulnerabilities”

The integration of gender considerations throughout climate change related actions is crucial for the long-term sustainability and effectiveness of such actions for both developing and developed countries. Ensuring the full and effective participation of women in decision-making processes enables women to act as agents of change in all circumstances, with climate change related actions subsequently benefiting from the insights, knowledge and other resources that women bring to bear in crafting effective and sustainable solutions for adapting to and mitigating climate change impacts.

Strong political commitment, matched by adequate institutional support, resource allocation and gender expertise, is required in order to ensure the integration of gender-equality components within policies, projects and programmes at the national and local/community levels. Gender mainstreaming actions could therefore advance gender awareness by enabling policymakers, decision makers and other stakeholders to identify and overcome the gaps and challenges inhibiting the inclusion of gender considerations into the project.

In addition to removing barriers of gender mainstreaming, local legislations also requires all genders to fully participate or be included in all project cycle of any project. Article 59 of the Constitution of Kenya 2010, has established the Kenya National Human Rights and Equality Commission. One of the mandates of the commission is to “promote gender equality and equity generally and to coordinate and facilitate gender mainstreaming in national development”. It is therefore apparent that for any development project in Kenya, gender has to be mainstreamed in the project cycle.

For the CI-GEF project, five steps and/or actions where gender considerations need to be included to ensure effective gender mainstreaming in the project have been identified as follows:

- a) Gender analysis
- b) Project/programme/policy preparation and design
- c) Gender-responsive budgeting
- d) Implementation
- e) Monitoring and reporting.

Gender analysis

The first step of is to conduct a gender analysis at the early stage of project preparation in order to determine the different roles, needs and knowledge of women and men, thereby setting a baseline. This will then enable the development of gender-responsive project design, including the allocation of an appropriate budget and roles and responsibilities.

Gender analysis should extend to institutional structures, scanning the policy environment, political climate and organisational structure in which the policy/programme/project is situated in order to identify the entry points and constraints for introducing gender considerations, the presence and position of key actors, and the technical capacity and political commitment of institutions to effectively plan, budget for and implement gender considerations.

For this project, it has been established that the entry point for gender issues is during project staff hiring where deliberate efforts will be made to ensure that there is no skewed of project staffing of one gender and their roles and responsibilities should be equal.

Project/programme/policy preparation and design

Using the gender analysis undertaken in the first step, a gender-responsive intervention is designed by identifying key gender goals and specific entry points for gender considerations in the purpose and goal of the intervention, activities, target groups and outputs.

The gender goal of the project is to have appropriate skilled gender mix in the project whose roles and responsibilities is well balanced in reporting for transparency for Kenya NDC. Mostly, the project should have women involved who will receive sufficient training to develop their skill which will enable them participate fully in the project.

The project will therefore offer training sessions/opportunities for all women involved in the project in relation to MRV and Paris Agreement requirements.

Gender-responsive budgeting

Adequate financial resource allocation is key to the achievement of all steps in the gender mainstreaming process in any project and is one of the biggest challenges in efforts to implement gender mainstreaming.

The project will identify resources required to mainstream gender during implementation and will allocate enough money to ensure that gender considerations are met during the life of the project.

Implementation

Implementation of gender mainstreaming involves strengthening the gender expertise involved in the project. This will ensure the longevity of gender responsiveness following completion of the project. Therefore, it's key during implementation that the project builds gender capacities in both the project staff, partners and stakeholders.

The capacities to be build will focus on identifying gender needs, how to monitor gender parameters, how to report them, listing gender-responsive activities (e.g. gender analysis, monitoring and reporting of disaggregated data) etc. the project will therefore ensure that senior staff have information on how gender is mainstreamed in the project and how to ensure that all genders play their part during implementation.

Monitoring and reporting

Monitoring and reporting of gender-sensitive targets and indicators, both qualitative and quantitative are identified as key to the efficacy of these processes. Using baseline data, gender-responsive indicators are established project design stage. The indicators should be formulated to monitor impacts and progress in relation to the gender goals and targets and be integrated throughout the overall monitoring plan in order to identify good practices and lessons learned that promote gender equality and/or the empowerment of women, and incorporate remedial action that will redress any gender inequalities that arise during project implementation.

Gender Indicators

Indicator	Data type	Frequency of reporting	Responsibility
Participation	Number of men and women that participated in project activities (e.g. meetings, workshops, etc.)	Bi-annually	Project Manager
Project benefits	Number of men and women that received benefits (e.g. employment, income generating activities, training, access to natural resources, land tenure or resource rights, equipment, leadership roles) from the project	Annual basis	Project Manager
Project planning considerations	Number of strategies, plans and policies derived from the project that include gender considerations	Annual basis	Project Manager
Impacts on livelihoods	Share of women and men as direct beneficiaries of project	Annual basis	Project Manager
Activities	Measures which has been incorporated to ensure women's inclusion and participation in project planning and implementation (e.g.		Project Manager

	interviewing women separately from men to get their views; contracting NGOs to reach out to women; skill building training for women)		
Existing gender capacity	Existence of organisational gender focal point on staff. Availability of resource material on gender for staff	Annual basis	Project Manager
Gender conscious workplace	Promotion of gender balance at workplace with antidiscrimination and sexual harassment policies	Annual basis	Project Manager
Gender balance of staff	Balanced gender at both management and staff levels and all levels of project	Annual basis	Project Manager

GENDER ACTION PLAN

Component	Activity/Strategy	Performance/Target Indicators	Responsibility
A. Project Implementation Stage			
B. Component 1: Strengthening national institutions for transparency-related activities			
Increase awareness of women on project design and implementation and empower them to Participate during project Implementation	<p>Development of a stakeholders consultation and participation plan at the beginning of the project</p> <p>Ensure appropriate social inclusion in decision-making at all levels</p> <p>Staff involved in the project should be provided with awareness on gender equality to improve their understanding of gender concerns and increase their capacity to implement the Project's gender action plan</p> <p>Ensure that payment terms for all staff involved in the project are not discriminated based on their gender</p> <p>The PMU is given responsibility of monitoring and reviewing the gender action plan targets regularly and produce progress reports</p>	<p>Developed community & participation plan at the beginning of the project</p> <p>Number of women's groups and representatives consulted during project implementation and data collection</p> <p>Target to have at least 1/3 of either gender representation in all decision making forums</p> <p>Conduct training on gender mainstreaming to all staff involved in the project</p> <p>Number of women and men involved in project activities</p> <p>The PMU will be staffed by qualified staff and who have knowledge in Transparency and Paris Agreement and whose composition should not have not more than 2/3 of single gender.</p>	<p>PMU is responsible for producing report on implementation of activities and outcomes of M&E.</p>
Component 2: System enhancements to assist with improvement of transparency over time			
Training	<p>Make deliberate efforts to train women on data capture and reporting</p> <p>Assign more women in climate change desk and reporting</p>	<p>Establish a network and gender focal points in all relevant organisations. Produce training packages for all trainers</p> <p>Train equal number of men and women (50:50)</p> <p>Number of training courses granted</p>	<p>PMU – national M&E, gender and communications specialist</p>
Awareness	Both women and men benefit	At least 30% women	PMU

	equally and have equal participation and involvement in engagement and monitoring process	represented in general meetings and decision making	
Livelihoods	Data collected should be segregated and analysed based on how climate related projects impacts different genders and their livelihoods	Impacts of climate related projects on livelihoods of various genders identified	CCD and PMU
Component 3: Coordination of transparency related activities in Kenya			
Reporting	Ensuring women are given more roles in coordination Establishing capacity through training on data sharing, project management, monitoring and evaluation Ensuring there is constant liaison between various government entities.	Number of women in leadership roles and decision making Tanning needs identified and number of people trained on coordination desegregated by sex.	CCD and PMU
Decision making using data collected	Ensuring that selection of reporting gives preference to projects that specifically bring improvement of women's livelihoods	Reporting tool segregate on adaptation and mitigation and development/increased livelihoods Summary on how data collected is used to influence development decisions	PMU and CCD