

## CI-GEF GENDER MAINSTREAMING PLAN (GMP)

The Gender Mainstreaming Plan identifies and describes gender differences, gender differentiated impacts and risks, and opportunities to address gender gaps and promote the empowerment of men, women and youth. It is a requirement of the CI-GEF Agency that the project adheres to the GEF's 2018 Policy on Gender Equality. The preparation of this GMP was, therefore, guided by the CI-GEF Gender Policy and the CI-GEF's Environmental and Social Management Framework (ESMF).

### SECTION I: Project Information

<b>PROJECT TITLE:</b>	Regional capacity building of COMESA member states in Eastern and Southern Africa for enhanced transparency in Climate Change Monitoring, Reporting and Verification as defined in the Paris Agreement		
<b>GEF PROJECT ID:</b>	10093	<b>PROJECT DURATION:</b>	60 months
<b>EXECUTING AGENCY:</b>	The Common Market for Eastern and Southern Africa (COMESA) - Climate Change Unit		
<b>PROJECT START DATE:</b>	07/2021	<b>PROJECT END DATE:</b>	06/2026
<b>GMP PREPARED BY:</b>	CI-GEF		
<b>DATE OF (RE)SUBMISSION TO CI-GEF:</b>	November, 2020		
<b>GMP APPROVED BY:</b>			
<b>DATE OF CI-GEF APPROVAL:</b>	19 <sup>th</sup> November 2020		
<b>PERSON RESPONSIBLE FOR IMPLEMENTING AND MONITORING THE GMP:</b>	<i>Peter Alele and Victor Esendi</i>		
<b>HOW/WHERE WILL THE APPROVED GMP BE DISCLOSED<sup>1</sup>:</b>	<i>At the inception meeting with stakeholders, printed and posted on notice board in community centre, etc.</i>		
<b>WHEN WILL THE APPROVED GMP BE DISCLOSED:</b>	<i>At the start of the implementation phase, before the end of the first quarter during implementation phase, etc</i>		

<b>GENDER TAGS (please check the appropriate boxes):</b>		<b>JUSTIFICATION FOR SELECTING TAG</b>
<input type="checkbox"/> <b>Gender Mainstreaming:</b>	<input checked="" type="checkbox"/> Beneficiaries	The Project entails building the capacities of both institutions and individuals by providing training in Terrestrial Carbon Accounting and Agricultural Monitoring and Reporting and Verification so that they are able to measure, report and verify emissions in agriculture, forestry and other land uses (AFOLU). Men and women are therefore beneficiaries of the capacity building program, as well as information sharing
	<input type="checkbox"/> Women groups	
	<input checked="" type="checkbox"/> Sex-disaggregated indicators	The indicators will determine the extent of participation of women and men in project activities, including consultations, meetings, workshops, training and actual field data

<sup>1</sup> Approved Safeguard plans are to be disclosed to stakeholders in a manner and form that they will understand and that is culturally appropriate. This may require translation of the document.

	<input checked="" type="checkbox"/> Gender-sensitive indicators	collection, processing and sharing activities. MRV of GHG emissions can be successful where the project pays respect to gender sensitive indicators such as gender equality and equity. The indicators measure the gap between men and women, different roles, responsibilities and access to resources of different members of society, gauge progress towards achieving gender equality in the project, allow integration of gender equality issues from project planning to implementation, monitoring and evaluation. They help to show the impact of changes in power relations between women and men in the project.
<input type="checkbox"/> <b>Gender results areas:</b>	<input type="checkbox"/> Access and control over natural resources	
	<input checked="" type="checkbox"/> Participation and leadership	Men and women will participate in various project activities, including consultations and workshops during the PPG phase, the training, data collection and management and information sharing. The participation processes should be cognizant of the gender roles and interests.
	<input checked="" type="checkbox"/> Access to benefits and services	Access to benefits and services are linked to ownership of resources which are critical components for well-being of households and a country. This being a capacity building project, men and women will be given equal opportunity to benefit from capacity building activities such as trainings, exposure trips among others. The benefits from capacity building will eventually trickle to household level through increased opportunities.
	<input checked="" type="checkbox"/> Capacity development	This is a capacity building project, imparting knowledge and skills and equipping with tools for GHG inventory and MRV of climate change effects and actions. Men and women should benefit from the initiative
	<input type="checkbox"/> Awareness raising	
	<input type="checkbox"/> Knowledge generation	

## SECTION II: Introduction

For a long time, GEF has recognized and prioritized gender equality as an integral part of its planning framework for achieving global environmental benefits for mankind. Various policies and strategies have guided GEF and its agencies including CI-GEF to focus on and mainstream gender equality in projects development and implementation such as gender mainstreaming policy<sup>2</sup> the 2020 strategy<sup>3</sup> and the Gender Equality Action Plan<sup>4</sup>. The GEF Policy on Gender Equality seeks to ensure equal and equitable opportunities for women and men to participate in, contribute to and benefit from GEF-financed activities such as this CBIT COMESA regional project. The policy further outlines GEF’s aspirations to adopt a gender-responsive approach in its projects. The Policy specifies gender-responsive actions that should be addressed at various stages of project development and implementation as well as in monitoring and evaluation. In many respects, therefore, the policy ensures that activities in GEF programs and projects contribute to equitable access to and use of resources including

<sup>2</sup> GEF 2012. Policy on Gender Mainstreaming. Washington, DC: Global Environment Facility. [http://www.thegef.org/sites/default/files/documents/Gender\\_Mainstreaming\\_Policy-2012](http://www.thegef.org/sites/default/files/documents/Gender_Mainstreaming_Policy-2012). Website accessed on 7<sup>th</sup> December 2019 at 1420hrs.

<sup>3</sup> GEF 2015. GEF 2020: Strategy for the GEF. Washington, DC: Global Environment Facility. [https://www.thegef.org/sites/default/files/publications/GEF2020Strategies-March2015\\_CRA\\_WEB\\_2.pdf](https://www.thegef.org/sites/default/files/publications/GEF2020Strategies-March2015_CRA_WEB_2.pdf). Website accessed on 7<sup>th</sup> December 2019 at 1440hrs.

<sup>4</sup> GEF 2014. Gender Equality Action Plans. GEF/C.47/09.Rev.01. Agenda Item 9. GEF Council Meeting held on October 28–30, 2014, in Washington, DC. Washington, DC: Global Environment Facility. [www.thegef.org/sites/default/files/councilmeeting-documents/25\\_EN\\_GEF.C.47.09.Rev\\_01\\_Gender\\_Equality\\_Action\\_Plan\\_1.pdf](http://www.thegef.org/sites/default/files/councilmeeting-documents/25_EN_GEF.C.47.09.Rev_01_Gender_Equality_Action_Plan_1.pdf). Website accessed on 7<sup>th</sup> December 2019 at 1520hrs.

incorporation of gender responsive decision making. This Gender Mainstreaming Plan (GMP) is aligned to the GEF Policy on Gender Equality.

The significance of gender responsive strategies and interventions in tackling climate change effects is also reaffirmed by UNFCCC COP discussions that prioritise gender issues in the debates. The GEF is cognisant of the need to comprehensively integrate gender issues in programs and projects as a mechanism to create and strengthen synergies between climate actions and gender equality and equity. Gender analysis in this GMP follows the policy requirements as well as results from the safeguards screening process that was conducted and which affirmed the need for a Gender Mainstreaming Plan (GMP) as one of the safeguards for this project.

This regional project covers four project participating countries namely the Comoros, Eritrea, Seychelles and Zambia. It was developed under the Capacity Building Initiative for Transparency (CBIT), which was established at COP 21 in Paris to support developing countries in enhancing transparency requirements as defined in Article 13 of the Paris Agreement. The transparency framework under the Agreement requires countries to regularly provide: (i) a national inventory of greenhouse gas emissions (by sources) and removals (by sinks) (ii) information necessary to track progress toward achieving their Nationally Determined Contributions (NDCs) (iii) information related to climate change impacts, adaptation and mitigation (iv) information on financial, technology transfer and capacity building support needed and received and (v) information on any support they provide to developing countries. The goals of CBIT are threefold namely to: a) strengthen national institutions for transparency-related activities in line with national priorities; b) provide relevant tools, training and assistance for meeting the provisions stipulated in Article 13 of the Agreement; and c) assist in the improvement of transparency over time. The COMESA Project was approved at the June 2019 GEF Council Meeting. The four project participating countries are parties to the UNFCCC and signatory to the Paris Agreement.

The project comprises three components designed to address the critical barriers to achieve the requirements of Article 13 of the Paris Agreement by the four project participating countries and to share lessons with other COMESA member countries. The components, identified through consultative processes focus on: (i) Strengthening national and regional transparency frameworks for Monitoring and Tracking NDCs and climate actions; (ii) Strengthening capacity of stakeholders in the project participating countries to measure, report and verify emissions in AFOLU sectors; and (iii) Establishment of a regional CBIT integrated platform for learning and knowledge management of transparency related activities. These components are interlinked with activities that inform each other and will enhance quality of information generated, processed and shared, ensuring more effective information sharing and, strengthening cross learning between the project participating countries.

### **State of gender in general**

At the global level, gender mainstreaming has been a focus in all the conventions to ensure gender equity and equality in implementation of projects and programs. Under the UNFCCC, the IPCC has predicted that climate change effects will be differently distributed among different regions, generations, ages, classes, income groups, occupations and gender. Furthermore, the poor, primarily but by no means exclusively in developing countries, will be disproportionately affected by the effects of climate change. The vulnerability of poor men and women to climate change effects will aggravate inequality and inequity in health and access to food, clean water, and other resources<sup>5</sup>. The gender differential vulnerability can be attributed to existing inequalities and inequities such as unequal and inequitable access to resources, gendered divisions of labor and decision-making power, all of which may affect the ability of men and women to respond to the effects of climate change.

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<sup>5</sup> Chapter 11 Gender, climate change and sustainable development, [http://genderlinks.org.za/wp-content/uploads/imported/articles/attachments/19388\\_chap11baro2014\\_climatefin.pdf](http://genderlinks.org.za/wp-content/uploads/imported/articles/attachments/19388_chap11baro2014_climatefin.pdf) 3.12.20191551hrs

Climate change affects men and women differently due to gender differences such as property rights, access to information, divergent cultural backgrounds, social responsibilities, and economic roles. Most women, for instance, in the developing countries remain responsible for undertaking climate-sensitive tasks such as securing food, water and energy which help to ensure food and nutrition security and household well-being. On the other hand, men are responsible for carrying out climate-sensitive tasks such as livestock rearing, land management and forest establishment, management and exploitation. The notion that women are more vulnerable to climate change is based on the fact that:

- (i) Women remain responsible for household tasks, including caring for children and the elderly while men work outside the home to earn income for their households and this is particularly the case in the four project participating countries. In some cases, such as in Zambia, women take part in income generating activities as a way of reducing poverty, implying that they need to have access to natural resources (e.g. plant materials and fibres for making hand crafts such as traditional baskets, winnowers, mats, bags and others).
- (ii) Women have limited access to resources and decision-making power, which increases their vulnerability to climate change effects. The majority of women in rural areas spend much time gathering wild foods, collecting firewood, fetching water, ensuring food and nutrition security and general household livelihoods. Consequently, women's involvement in decision-making is curtailed and participation in actions that influence their livelihoods and lifestyles is reduced. In summary, women tend to be under-represented in decision-making processes at all levels, including decisions on major issues that affect them such as sustainable development, socio-economic growth and environmental challenges including climate change. All these simultaneously impede the ability of women to contribute their unique development needs, provide valuable knowledge, skills and expertise on mechanisms for addressing climate change effects.
- (iii) Women in rural areas remain profoundly affected by climate change effects in various ways including increased workloads, travelling greater distances to harvest materials for household needs, and coping with environmental events which they do not envisage and are oblivious of, for example, flooding. Climate change may add an additional burden through the degradation and depletion of natural resources and reduction in agricultural production and productivity. Social roles and responsibilities of women and men lead to different degrees of dependency on the natural environment for resources to sustain their livelihoods. Women and men's needs, knowledge, skills, preferences, experiences, and priorities differ, thus making it critical to identify gender-sensitive strategies for responding to the environmental and humanitarian crises caused by climate change as well as clearly defining their roles in addressing and coping with climate change effects<sup>6</sup>.

The effects of climate change on women in Africa cannot be addressed in isolation from other environmental stresses and developmental needs. Women play a crucial role in society and lack of awareness on climate change effects imposes extra burden to women and hinders their ability to adapt and apply mitigation measures. Climate change adaptation and mitigation efforts should, therefore, be applied from a gender perspective in the key areas and sectors that impact livelihoods.

Many times, gender differences surface in efforts geared towards climate change mitigation and adaptation and evaluation of gender roles in carbon footprints, amelioration of climate change effects, provision of climate-based solutions, and access to funds for addressing climate change effects. Although climate change mostly affects women, it is incongruous that they do not have sufficient representation in the planning and implementation of climate related programs and projects. The current state of gender and application of the

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<sup>6</sup> Chapter 11 Gender, climate change and sustainable development, [http://genderlinks.org.za/wp-content/uploads/imported/articles/attachments/19388\\_chap11baro2014\\_climatefin.pdf](http://genderlinks.org.za/wp-content/uploads/imported/articles/attachments/19388_chap11baro2014_climatefin.pdf) 3.12.20191551hrs.

paradigm in various facets of development in the project participating countries are elaborated in the sections below.

### State of gender in Eritrea

The current gender differentiated population of Eritrea is 2,831,926 (49.3%) men and 2,914,013 (50.7%) women. The literacy levels are estimated as 2,403,880 persons (73.72%) of adult population (aged 15 years and above) that can read and write while 857,137 adults are illiterate. The corresponding literacy levels for adult male and female population is 82.39 percent (1,310,559) and 65.45% (1,093,321) respectively; while the illiterate men are 280,041 and women are 577,096. Furthermore, the youth literacy rates are 94.55 percent and 91.91 percent for males and females respectively. The overall youth literacy rate is 93.25 percent. The youth literacy rate definition covers the population between the ages of 15 to 24 years<sup>7</sup>.

Gender in Eritrea is intricately linked to the country's colonial history and the liberation war. Eritrea was an Italian colony from 1890 until 1941, when the British forces defeated the Italians in Eritrea and placed it under British military administration<sup>8</sup>. Eritrea's war of liberation from Ethiopia lasted 30 years during which gender relations were equalized as one third of the fighters were women<sup>9</sup>. The liberation war, which ended in 1994, had a devastating effect on the gender relations in Eritrea, for instance, the number of female headed households increased from 38 percent before the liberation war to 47 percent after the war. The zeal for social justice and gender equality promoted reforms which uphold women rights<sup>10</sup> as reflected in the country's Constitution<sup>11</sup>, policies and programmes<sup>12</sup>. In addition, an account by Connell (1998)<sup>13</sup> highlights the gender reforms in post-war Eritrea, challenges which Eritrean women have confronted in political and economic reconstruction of the country and the strategies to ensure that gender issues remain at the core of democratic politics. The article notes that in a society where close to 80 percent of the population depends on farming as the major economic activity, women were denied the right to own or inherit land. Girls were routinely married at puberty under contracts arranged at birth. Eritrean society, before the liberation war, was deeply rooted in tradition, with specific roles and expectations for men and women across cultural, familial and societal contexts. Eritrean society emphasizes the domesticity of women by confining their responsibilities to tending to husband, children, and the home. Women were emancipated from their restricted roles during the liberation struggle, helping not only to shoulder the burden of the war, but also to carry the struggle forward over three decades<sup>14</sup>.

The Government of Eritrea put in place a National Gender Policy and Action Plan to affirm its commitment to gender equality. The National Union of Eritrean Women (NUEW) that has its history rooted in the liberation struggle as women's wing of the Eritrea People's Liberation Front, has been mandated by government to serve as the national gender machinery. To date it is the largest NGO advocating for and promoting gender equality,

<sup>7</sup> <https://countrymeters.info/en/Eritrea>. Website accessed on 4.12.2019 at 1403hrs.

<sup>8</sup> African Development Bank. Eritrea: A Gender Profile. Dossier prepared for the Board of the African Development Bank. Document down loaded from [https://www.afdb.org/sites/default/files/documents/projects-and-operations/eritrea\\_gender\\_profile.pdf](https://www.afdb.org/sites/default/files/documents/projects-and-operations/eritrea_gender_profile.pdf) on 10th December 2019 at 1400 hours.

<sup>9</sup> ERI-PLATFORM 2018. Gender Equality in Eritrea. Document down loaded from [https://eri-platform.org/swfiles/files/Gender%20Equality%20in%20Eritrea\\_11.pdf](https://eri-platform.org/swfiles/files/Gender%20Equality%20in%20Eritrea_11.pdf) on 10th December 2019 at 1128 hours.

<sup>10</sup> United Nations 2006. Women's anti-discrimination committee takes up report of Eritrea: gender equality efforts hindered by stereotypes, poverty and war. United Nations © 2014, New York, NY 10017.

<sup>11</sup> The Government of Eritrea. 1997. The Constitution of Eritrea. 1997. Asmara, Eritrea. <http://confinder.richmond.edu/admin/docs/Eritrea1997English.pdf>. Website accessed on 10th December, 2019 at 1631hrs.

<sup>12</sup> UNDP 2019. Women's empowerment – Eritrea. Article down loaded from

<https://www.er.undp.org/content/eritrea/en/home/ourwork/womenempowerment/overview.html> . Website accessed on 10th December 2019 at 1348 hours.

<sup>13</sup> Connell, D. 1998. *Strategies for Change: Women and Politics in Eritrea and South Africa*. *Review of African Political Economy* 7: 189-206.

<sup>14</sup> Connell, *ibid*.

coordinating and monitoring gender related activities. It has a broad presence on the ground but lacks a network of gender focal persons in the national ministries which weaken the capacity for advocacy and promotion of gender in the country.

At the international level, the Government of Eritrea has ratified conventions and human rights treaties. Among these are the Convention on the Rights of the Child (CRC), the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the International Convention on Economic, Social and Cultural Rights, the International Convention on Civil and Political Rights, the African Charter on Human Rights and People's Rights, the Beijing Declaration and Global Platform for Action, and International Labour Organization (ILO) Core Convention of 2000 which protects fundamental human rights and promotes equal opportunities for men and women<sup>15</sup>. CEDAW has been translated into local languages and disseminated particularly among women. CEDAW is being implemented in consonance with the implementation of the Global Platform for Action and the United Nations Sustainable Development Goals (SDGs)<sup>16</sup>.

In Eritrea, gender and the environment are intrinsically linked and the country recognizes that increased deforestation leads to soil erosion, reduced agricultural productivity, decreased water availability and consequently increased burden on women. Low tree cover and water scarcity imply that women cannot concentrate on productive activities such as farming and small-scale enterprises as they spend much time looking for water and fuel wood. Women's traditional knowledge of natural resources having daily contact with the environment makes women develop a special relationship and apply knowledge of traditional plants, herbs and forest products to conserve the environment<sup>17</sup>. In spite of patrilineal practice that denies women ownership and decision-making related to land, they participate in land management and conservation of environmental resources.

### **State of gender in The Comoros**

The Comoros has a total population of 850,886, with women accounting for 50.4 percent and men at 49.6 percent. The average annual population growth rate is 2.1 percent while the average national population density is 309 inhabitants per km<sup>2</sup> and this is expected to reach 575 inhabitants per km<sup>2</sup> on Nzwani Island. The population is characterized by a large proportion of "non-active persons" comprising children under 10 years of age (29.1%), adolescents between 10 and 14 (13.6%) and people aged 65 and above (5%). The proportion of these persons not in the labor force against the adult population aged between 15 and 64 (52.2%) considered as the "active population" gives a high dependency ratio, which is a pointer to the poverty level in the Comoros<sup>18</sup>. The bulk of the population lives in rural areas at 72 percent.

The dependency rate of women, who make up 50.4 percent of the total population, is higher than that of men; female household head supports 4 persons ("non-active"), against 3 for a man. This shows some contradiction between the limited resources of Comorian women and their heavy burden compared to that of men. The average household size is 6 for rural areas as against 5 for urban areas. Female- single-parent headed households represent 40.2% of the total number of households, as against 2.8 percent for male- single-parent headed households. The rate of female- single-parent headed households, which is very high, is even higher in

<sup>15</sup> United Nations 2006. Women's anti-discrimination committee takes up report of Eritrea: gender equality efforts hindered by stereotypes, poverty and war. United Nations © 2014, New York, NY 10017.

<sup>16</sup> United Nations 2006. Women's anti-discrimination committee takes up report of Eritrea: gender equality efforts hindered by stereotypes, poverty and war. United Nations © 2014, New York, NY 10017.

<sup>17</sup> Eritrea Gender Profile, November 2008. <https://www.afdb.org/fileadmin/uploads/afdb/Documents/Project-and-Operations/Eritrea%20gender%20profile.pdf> Website accessed on 3.12.2019 at 1616hrs.

<sup>18</sup> African Development Bank 2009. Gender profile of the Union of the Comoros. Report down loaded from <https://www.afdb.org/fileadmin/uploads/afdb/Documents/Project-and-Operations/Comoros%20-%20Country%20Gender%20Profile.pdf> accessed on 10<sup>th</sup> December 2019 at 1620 hours.

Anjouan (51.8%). This underscores the gravity of gender issues and their interrelation with poverty in the Comoros.

The labor market in the Comoros is characterized by the feminization of employment and informal activities. The agriculture sector employs the largest number of women (66.9%) while the civil service employs 30 percent of women most of whom occupy low-level jobs. There are more self-employed women (56.1%) than men (47.5%) while 47% of the unemployed are women. In the non-agricultural informal sector (traders, small entrepreneurs and the self-employed), women occupy 19.5 percent of jobs. There are more self-employed women (56.1%) than men (47.5%). Female employment in the Comoros remains low with only 13.7 percent women in the wage-earning group, including 69.2 percent in “unsheltered employment”. Considerable efforts are needed to improve the employment situation of the Comorian woman which is largely due to the low educational level.

The Comorian Government recognizes the importance of gender mainstreaming and full participation of women in the development process as a means of reducing poverty and boosting the country’s economic development. The Government affirms its determination to give women their rightful place in the decision-making and development process<sup>19</sup>. The country’s legal system however recognizes three types of law, namely the domestic law, Islamic law and customary law. The law does not provide women with the same rights as men to enter into marriage. Marriage is based on guardianship system by which a woman is represented by her matrimonial guardian (the wali) to enter into marriage. The law does not provide women with the same rights as men to be recognized as the head of household. Nonetheless, women are provided with the same rights as men to be the legal guardian of their children during marriage and the same rights and responsibilities towards their children. In addition, the law does not provide married women with the same rights as married men to choose where to live, as the husband chooses where to live or the parents of the woman choose where she will live upon her marriage. This affects access to, management and utilization of natural resources for household livelihoods. Customary law establishes that women inherit land and property; however they generally do not have usufruct rights on the land they own<sup>20</sup>.

There are efforts towards women’s rights and in this regard the Government has introduced legislative and institutional measures and various sectoral development programmes. The domestic legislation, for example, is in line with mainstreaming of gender perspectives in development policies. Government’s efforts to promote gender equality and equity, is progressing with support of partners in the United Nations system, and these have yielded tangible results in the creation of a social and cultural environment consonant with gender equality and equity. As a testimony to its commitment to gender equality and equity, the Constitution of the Union of the Comoros prohibits all forms of gender-based discrimination. It provides for the equality of men and women and prohibits discrimination in sex, origin, race, religion, creed or ideological conviction, equality of all before the law and the right of every accused person to a defense.

In terms of policy, the Government adopted the National Policy on Gender Equality and Equity in 2008, a framework comprising guidelines and strategies for reducing gender inequalities. The Policy guides and coordinates the activities of State and non-State agencies involved in gender affairs and help decision-makers in their planning of activities for improved gender streamlining and the elimination of gender disparities. The Government recently set up gender focal points in each ministry to ensure that gender issues are addressed and

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<sup>19</sup> Zeneb Toure (Gender Expert), 2009. African Development bank, African Development fund, Gender Profile of the union of The Comoros. <https://www.afdb.org/fileadmin/uploads/afdb/Documents/Project-and-Operations/Comoros%20-%20Country%20Gender%20Profile.pdf> Website accessed 3<sup>rd</sup> December, 2019 at 1400hrs.

<sup>20</sup> OECD (2019), Gender, Institutions and Development Database, <https://oe.cd/ds/GIDDB2019>.

should foster gender mainstreaming in each sector. However, more efforts are needed to ensure that the process continues and develops towards a continued improvement of women's socio-economic situation<sup>21</sup>.

### State of gender in Seychelles

The current population of Seychelles is 50,943 (51.1%) and 48,662 (48.9%) for men and women respectively. The estimated 73,626 (95.21%) of adult population (aged 15 years and above) in Seychelles are able to read and write while 3,703 adults are illiterate. On the other hand, the literacy level for men and women is 94.74 percent (37,255) and 95.7 percent (36,371) respectively while the illiterate men and women are presented as 2,068 and 1,635 respectively. Youth literacy levels are 98.58 percent and 99.56 percent for males and females respectively. The overall youth literacy level is 99.05 percent<sup>22</sup>.

The Government of Seychelles is actively addressing mainstreaming gender issues into policies and programmes. The Seychelles' National Gender Policy of 2017 and National Gender Plan of Action 2019 have been developed by the Ministry of Social Affairs, Community Development and Sports, Seychelles. The Policy is aligned to the key provisions of the SADC Protocol on Gender and Development an all-encompassing sub-regional instrument that sets 28 targets to be achieved by 2015. The SADC Gender Protocol takes into consideration international and regional instruments such as the MDGs; Convention for the Elimination of All Forms of Discrimination Against Women CEDAW; Beijing Declaration and Plan of Action; the Commonwealth Plan of Action for Gender Equality 2005-2015, AU Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa, AU Solemn Declaration on Gender Equality in Africa, the IOC Gender Policy, COMESA Gender Policy and Gender Mainstreaming Strategy 2008-2012 and the Sustainable Development Goals (SDGs). The policy programme areas include constitutional rights, productive resources, climate change as well as food and nutrition security. Other topics include gender-based violence, HIV and AIDS and gender and the media<sup>23</sup>.

While gender equality and non-discrimination against women are not explicit in the Constitution, formal discrimination against women in the public sphere is no longer prevalent in Seychelles because of legislative safeguards. The Seychelles Constitution guarantees the right to equal protection before the law for "every person without discrimination on any ground". Seychelles ratified CEDAW in 1992 thus affirming its commitment on gender equity and equality. Its effort to embrace gender mainstreaming has been constant though some years have been better than others<sup>24</sup>. Literacy is higher among women than men. Boys and girls have equal access to education. The enrolment rate and primary school completion rate is nearly 100 percent for both sexes. There are gender gaps in vocational training but this is gradually changing.

While Seychelles has made great strides in the area of women representation compared to other SADC countries, the country still falls short of achieving the 50% women in decision-making target set in various regional instruments in Cabinet, the National Assembly, judiciary, and police on governing boards and in business (especially proprietors of big businesses). The main challenges to gender equality and women empowerment remain the culture of the country which still has stereotypes about gender roles, the persistent presence of gender-based violence (GBV) and the engagement of fewer women and girls in Science,

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<sup>21</sup> The Comoros: Social Institutions and Gender Index. Article downloaded from <https://www.genderindex.org/wp-content/uploads/files/datasheets/2019/KM.pdf> accessed on 10th December 2019.

<sup>22</sup> <https://countrymeters.info/en/Seychelles>. Website accessed on 4.12.2019 at 1550hrs.

<sup>23</sup> Ministry of Social Affairs, Community Development and Sports 2017. The National Gender Policy Republic of the Seychelles. Downloaded from <https://genderlinks.org.za/gmdc/publications/national-gender-policy-republic-seychelles/> on 10<sup>th</sup> December 2019 at 1840 hours

<sup>24</sup> Ministry of Family Affairs 2019. Seychelles National Comprehensive Review. Document submitted to UN WOMEN. [https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/SYC/INT\\_CEDAW\\_NGO\\_SYC\\_15103\\_E.pdf](https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/SYC/INT_CEDAW_NGO_SYC_15103_E.pdf) Website accessed on 10th December 2019 at 1900 hours.



Technology, Engineering and Mathematics (STEM). The culture is more expressed in homes, rather than in the workplace, where women presently dominate in those sectors traditionally favored by males such as information technology, and judiciary.

### State of gender in Zambia

The current gender differentiated population of Zambia is 9,278,552 (50.1%) and 9,231,379 (49.9%) of men and women respectively<sup>25</sup>. Of the population 6,085,026 (63.41%) of adults (aged 15 years and above) are able to read and write while 3,511,092 adults are illiterate. The literacy levels for men and women is 3,395,490 (70.89%) and 2,689,536 (55.96%) respectively while the illiterate levels are 1,394,108 for men and 2,116,984 for women. The youth literacy levels are 69.43 percent and 62.13 percent for males and females respectively. The overall youth literacy rate is 65.76 percent.

Although the effects of climate change are far reaching throughout Zambia, Zambian women are the most vulnerable and the effects of climate change on the lives of women is different from the effects on men. The women face a greater burden from the loss of forest resources, for example. The discrepancy in the burden women face due to climate change compared to men is largely a result of the cultural and gender norms which surround African societies. Although more urbanized areas have shifted away from this mentality, issues of gender inequality are still present in rural communities. Not only do cultural norms limit the type of work women are able to do, these norms limit the representation of women in their communities. For example, the dominance of males in African society often leads to men making decisions on behalf of their household and community. As result of these factors, women's participation in a number of development processes is hampered.

Due to the number of factors which put women at a disadvantage in African society, there is a need to address the needs of women as they relate to climate change issues<sup>26,27</sup>. Zambia developed a Climate Change Policy that presents climate change as a cross cutting issue and recognized the ways in which women and youth are affected by climate change in comparison to men. The gender component of the policy is re-enforced by a specific objective listed in section 6.2 of the policy which emphasizes enhancement of gender Climate Change programs and activities. The inclusion of specific gender objectives and recognition of the lack of representation of women in climate change issues is the first step in mainstreaming gender in environmental issues such as climate change. This policy opens the discussion and puts pressure on other ministries to recognize and include a gender component when creating environmental legislation and programs. The country has developed a Climate Change Gender Action Plan (ccGAP) which provides for women leadership in climate change issues. The involvement of gender in climate change issues includes increasing the number of female representatives during the formation of environmental policies and laws as well as including experts and policymakers who understand the ways which both men and women are affected by climate change issues<sup>28</sup>. Gender inclusion in rural areas can include pushing for access to information and education on climate change issues. The first step in creating change regarding the environment is making sure the people who are most affected understand the ways they contribute and can adapt to effects of climate change.

In order to further address gender issues, the country developed a specific gender policy. The National Gender Policy aims at ensuring the attainment of gender equality in development process by redressing the existing

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<sup>25</sup> <https://countrymeters.info/en/Zambia>. Website accessed on 4.12.2019 at 1559hrs.

<sup>26</sup> Republic of Zambia. 2006. Vision 2030: A prosperous Middle-income country by 2030.

<sup>27</sup> Nathan Ihemeremadu and Lizetta Alexander, November 2017. A Gendered Perspective on Deforestation, Climate Change and Environmental legislation

<sup>28</sup> Nathan Ihemeremadu and Lizetta Alexander, November 2017. A Gendered Perspective on Deforestation, Climate Change and Environmental legislation in Zambia, Southern African Institute for Policy and Research, Occasional Papers Series. <http://saipar.org/wp-content/uploads/2018/02/2017-05-Ihemeremadu-and-Alexander.pdf> Website accessed on 3rd December, 2019 at 1500hrs.

gender imbalances. It also provides for equal opportunities for women and men to actively participate and contribute to their fullest ability and equitably benefit from national development. The Policy sets priority areas in terms of planning, resource allocation and implementation of development programmes to promote gender equity and equality. The objective of this Policy is to create a Zambian society which has achieved the Vision of 'A nation where there is gender equity and equality for sustainable development'.

In addition, the Policy takes into account the priorities and aspirations of the Government as set out in Development Plans such as the Vision 2030, National Development Plan, Sustainable Development Goals (SDGs) and the Southern Africa Development Community (SADC) Protocol on Gender and Development. It also outlines broad measures for promoting gender equality including transforming mind sets as well as removing negative attitudes and cultural practices.

**Lessons learnt during the development of the GMP:**

- i) There is need for continuous tracking and reporting of sex-disaggregated data with respect to stakeholders attending conferences and meetings. The development of the GMP focused on documentation of participants by gender. However, it is important to focus gender disaggregation to encompass those serving in leadership roles such as national focal points, IPCC sectors hubs as well as those facilitating meetings as Chairs and Co-chairs among others.
- ii) There is need to also provide information to participating countries on a regular basis and especially when they are constituting bodies or appointing Chairs and Facilitators, on measures and existing policies and practices to promote gender balance and their involvement in climate change.
- iii) There is need for identifying and mapping gender gaps and subsequently conduct regular training and capacity-building for stakeholders on the integration of a gender perspective in their respective national and intergovernmental processes and leadership and enhance knowledge and skills to respond to climate change effects. It should be noted that the project will work with existing structures therefore might not reverse the current structures.
- iv) There should be financial support to allow women to participate in climate change meetings; and
- v) Organizing networking and mentoring activities for women at various levels especially women at grass root levels.
- vi) There is need for training and capacity-building activities to increase women's participation in leadership and technical positions. Climate change units need to select and ensure that women participate in trainings by nominating them for the trainings and following up to monitor the extent of their participation. In the climate change units where there are no women members of staff, the countries are encouraged to take affirmative action and employ them so that they can be trained, and the countries benefit from their expertise.
- vii) Raise awareness and train both women and men on issues related to gender equality and gender balance in order to enhance their understanding of and responsiveness to climate change.

A gender mainstreaming plan (GMP) has been prepared to ensure that the CBIT project meets the CI-GEF project agency "gender mainstreaming policy" also to respond to the national policies of the four participating project counties. The GEF recognizes gender equality as an important social goal with associated implication for the projects that receive GEF support.

The GMP provides assurance to gender issues to be mainstreamed throughout the project. The major objective of the GMP is to outline actions that will be undertaken during the project, and assures the progress and efficiency in mainstreaming of gender across the different activities of the project

**Gender considerations and strategies:**

(i) **Project design stage (PPG)**

The CI-GEF PPG guidelines on the stakeholder engagement are observed. Stakeholder engagement and analyses are conducted in an inclusive and gender-responsive manner, so that the rights of women and men and the different knowledge, needs, roles and interests of women and men are recognized and addressed. Men and women are therefore targeted during the consultations through individual/face to face interviews, Emails, Skype, focus group discussions and workshops. The PPG phase aims at ensuring participation of women and men from the sectoral hubs and national focal points in the governments, civil society organizations, private sector, academia and other stakeholders from the four project participating countries. The key gender policy documents of the four project participating countries have been consulted to assess feasibility of continued gender mainstreaming for project implementation.

(ii) **Project Implementation – Components and activities:**

**Component 1: *Strengthen national and regional transparency frameworks for Monitoring and Tracking NDCs and climate actions.*** This component is to support capacity-building focusing on tracking implementation progress of each country's NDC. The Project contributes to the enhancement of the performance of key institutions at sectoral, national and regional level, which are responsible for collecting, processing and disseminating data on GHG emissions and climate change actions and for transparent reporting and verification. It is important that these institutions, specifically the sectoral hubs, (i.e. Agriculture, energy, forests and other land use, transport, waste and industrial processes and other contaminants), the five National Focal Points, the Project Management Unit and COMESA, offer equal opportunities to both men and women for training and participation in all project activities. The indicators of effectiveness will include the number of men and women nominated by the institutions to participate in capacity building activities. It will also include assessment of percentage of women and men benefiting from the capacity building activities, and those who are able to participate in the actual field data collection (measuring, reporting and verification).

**Component 2: *Strengthen capacity of stakeholders in the project countries to measure, report and verify emissions in AFOLU and other IPCC sectors.*** This component will include training and mentorship on collection, processing and archiving of GHG data, and interpretation of gender disaggregated data for the GHGI for strengthening MRV in the AFOLU and other IPCC sectors. In order to encourage participation of women in the project training activities, the participating institutions will be deliberately encouraged to nominate female members of staff to attend trainings. The Project will build the capacity of individuals and institutions through impartation of knowledge, skills and the relevant tools for GHGI and MRV. It is important that the design of the training syllabus takes into consideration gender-inclusivity, because climate change effects and actions impact differently to both men and women. The performance indicator should therefore ensure gender disaggregation, for example, number of men and women trained.

**Component 3: *Establishment of a regional CBIT integrated platform for learning and knowledge management of transparency related activities.*** This component is designed to support information sharing at regional level. During this phase, linkages and partnerships will be established between government institutions and other stakeholders who will support implementation of the transparency action plans at national and regional levels during and after the project life. This involves practical engagement of personnel in GHG data analysis, testing the systems and sharing of information. The project will encourage at least 30 percent females to be involved in GHGI and MRV processes to ensure that their technical capacities are strengthened. The

participation of women on the platform management as part of the governance structure and as users of the information and knowledge will be encouraged. The Project will provide equal opportunities to men and women to access and share GHGI and MRV information. Through affirmative action, IPCC sectoral institutions will be encouraged to deliberately facilitate women members of staff to access and share GHGI and MRV information with minimum hindrance.

- (iii) **Monitoring and Evaluation:** The following GEF minimum gender indicators will be used to determine the performance indicators across the 3 components of the CBIT regional project: 1. Number of men and women who will participate in project activities (e.g. meetings, workshops, consultations); 2. Number of men and women who will benefit (e.g. training, employment, leadership roles, etc.) from the project; and 3. Number of strategies, plans and policies derived from the project that includes gender considerations. A Gender Action Matrix has been prepared as a result, highlighting the project components and activities earmarked for gender mainstreaming, related performance indicators and responsibility. The Action Plan will be aligned to the Project Results Monitoring Plan (APPENDIX I).

### SECTION III: Gender Analysis

Gender analysis is a critical starting point for gender mainstreaming because it provides the necessary data and information to integrate a gender perspective in a project. Conducting gender analysis allows for the development of interventions that address gender inequalities and meet the different needs of women and men<sup>29</sup>. It details the assessment of how and why gender differences and inequalities are significant to consider in a project. It is therefore imperative that gender perspectives are integrated into project development and implementation, including determination of different roles, needs and knowledge of men and women to enable gender responsiveness. Furthermore, it encompasses consideration of the political climate, institutional structures, policy, and legal environment among others, in which the project is contextualized.

The purpose of gender analysis is to identify the entry points and constraints for introducing gender considerations, the engagement of stakeholders, and understanding the technical capacity and political commitment for effective planning, budgeting, implementation and monitoring and evaluation of projects. For this project, it has been established that gender analysis helps to ensure that there are no skewed roles and responsibilities in project implementation.

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<sup>29</sup> United Nations Development Programme 2016. How to conduct a gender analysis: A guidance note for UNDP staff. [https://info.undp.org/sites/bpps/SES\\_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/UNDP%20Guidance%20Note%20how%20to%20conduct%20a%20gender%20analysis.pdf](https://info.undp.org/sites/bpps/SES_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/UNDP%20Guidance%20Note%20how%20to%20conduct%20a%20gender%20analysis.pdf) Website accessed on 7<sup>th</sup> December, 2019 at 1700hrs.

**Table 1: Gender Analysis for Stakeholders of the COMESA Project<sup>30</sup>**

Description of resource users/group (group can be formal or informal)	Roles, Capacities, Knowledge and Expertise, Rights of Access and Control, and Responsibilities	Project impact on the users/group	Influence of users/group on the project
Ministries responsible for gender in each of the four participating countries	<p>Overall leadership and policy guidance, planning and coordination on matters related to gender.</p> <p>Gender mainstreaming in policies, plans, projects, and programmes</p>	The project is to strengthen technical capacity of both women and men in the IPCC sectoral institutions regarding GHG measurement, reporting and operationalization of the MRV system	Providing technical guidance on gender matters. Ensuring that relevant gender aspects are integrated in the training program and the tools applied for collecting and processing GHG data take consideration gender concerns
Government Ministries, Departments and Agencies responsible for agriculture, forestry and other land uses, energy, transport, waste and industrial processes and other contaminants	<p>The Technical sectoral teams are government officials based in institutions operating in key GHG emission sectors (agriculture, forestry and land use, energy, transport, industries and waste sectors);</p> <p>During the PPG Phase, it was established that currently, there are few and/or no women with technical expertise in the GHG emission sectors from government sector-based institutions. As a result, the project will target the few women including those in universities to have their capacity built to create a pool of women with GHGI and MRV expertise. The pool of women would then generate a multiplier effect in the project participating countries</p>	The project is to strengthen technical capacity of women and men in the IPCC sectoral institutions regarding GHG measurement, reporting and operationalization of the MRV system.	<p>Lack of or low participation by technical sectoral teams in provision of GHG data, trainings, and operationalization of MRV system will hinder achievement of target results.</p> <p>Active involvement of technical sectoral teams in project implementation will ensure delivery of project results due to availability of GHG sectoral data for the Green House Gas Inventory (GHGI); built technical capacity to operationalize the MRV System and project ownership hence project sustainability</p>
COMESA	<p>Implementing Agency of the project, with powers to recruit staff to fill established and non-established positions, project workers under the PMU and contractors</p> <p>Providing leadership and</p>	The project to strengthen technical capacity of both women and men for GHG reporting and operationalization of the MRV System	<p>Selection of trainees for capacity building activities will be transparent and ensure all stakeholders are represented (including both men and women)</p> <p>Considering that there are few women in the IPCC sector institutions, the</p>

<sup>30</sup> In this table the stakeholders' mandates, roles, interests, influence and impact on the project are provided in general terms across the project participating countries. Where there are significant differences between the countries, an explanatory footnote is provided.

Description of resource users/group (group can be formal or informal)	Roles, Capacities, Knowledge and Expertise, Rights of Access and Control, and Responsibilities	Project impact on the users/group	Influence of users/group on the project
	guidance in Project activities, including ensuring integration of gender policy requirements		<p>selection of trainees will take into account gender inclusivity.</p> <p>Deliberate efforts are required to ensure that project activities, including sectoral GHG inventory and MRV, are gender sensitive and gender responsive to maintain a positive influence.</p>
Project Management Unit	This is the actual centre of project implementation. The PMU will support implementation of the GMP and encourage the IPCC sectoral institutions to provide equitable capacity building of men and women; ensuring gender inclusivity.	This project creates equal and equitable capacity building opportunity for women and men.	Through the reporting process, the PMU staff members would ensure compliance with the gender inclusivity.
Civil Society Organisations focused on empowerment by promoting gender equality, equity, rights	<p>Advocacy and lobbying for gender equality in participation in project activities.</p> <p>Creating awareness about gender-sensitive issues, including gender-sensitive climate change effects and adaptation and mitigation measures</p> <p>Participation in service provision, including data collection, analysis, storage and sharing.</p>	The project provides training to enhance the capacity of the civil society organizations to perform their functions better to enhance local community participation in climate change adaptation and mitigation. Participation of gender focused CSOs increases their visibility and impacts of their actions on climate change effects, and incorporation of women and men in climate change actions.	The civil society organizations contribute to public education and awareness creation, which cause transformational impacts on the local community in the face of climate change. Pro-active selection and participation of gender focused CSOs contribute to attainment of project objectives and deliverables.
Academia and Research Institutions	Training, data collection, analysis, storage and sharing	Training to the Academia and access to MRV information	Provide already existing research information and curriculum development.
Vital Signs Monitoring Program; The Regional Center for Mapping Resources for Development (RCMRD)	These are other implementing partners responsible for building the capacity of stakeholders, using appropriately designed curricula and tools for measuring, monitoring, reporting and verifying GHG emissions and climate change effects and actions.	Increased field knowledge, experience, exposure, and skills resulting in gathering of quality and diverse data	Gender sensitive and responsive capacity building and information sharing increase delivery of quality project outputs and outcomes to the satisfaction of C-GEF and GEF.

## SECTION IV: Gender Mainstreaming

This section is aimed at improving the Components, Outcomes and Outputs in the Results Framework (RF) approved in the Project Identification Form (PIF), where there are gender implications (potential to impact or affect men and women), by revising the relevant statements so that they are gender inclusive. For example, in the case where the Output in the RF reads: “Persons trained in natural resource management”; this is revised to “Men and women trained in natural resource management”. The changes made are highlighted accordingly in Table 2.

**Table 2: Gender mainstreaming Results Framework**

RF (PIF)			Revised RF (gender-sensitive) <sup>31</sup>		
<b>Objective:</b> To strengthen capacity of COMESA Member States to comply with Transparency Requirements of the Paris Agreement through establishment of an Eastern and Southern Africa Regional CBIT transparency framework for Monitoring, Reporting and Verification (MRV) of climate actions, report on NDCs and knowledge dissemination.			<b>Objective:</b> To strengthen capacity of COMESA Member States to comply with Transparency Requirements of the Paris Agreement through establishment of an Eastern and Southern Africa Regional CBIT transparency framework for Monitoring, Reporting and Verification (MRV) of climate actions, report on NDCs and knowledge dissemination.		
<ol style="list-style-type: none"> <li>Operational and well-coordinated MRV system in place at country level in each project country delivering accessible, reliable, timely and adequate data on clearly defined climate actions in the country.</li> <li>Relevant sectors are providing quality information in a timely and transparent manner to a central national repository to enable quality progress reporting on NDCs.</li> <li>Up-to-date packaged information on national climate actions disseminated through a comprehensive programme and functional pathways at subnational, national and regional levels and being utilized by relevant sectors to reduce GHG emissions and/or increase carbon sinks.</li> <li>Mechanisms (ToTs, Curricular, in-service training) put in place at country and regional level for continuous capacity building of sectoral agencies in TAC and MRV.</li> </ol>			<ol style="list-style-type: none"> <li>Number of countries with a national GHG inventory system that embraces gender inclusivity and is compliant with IPCC requirements.</li> <li>Number of stakeholders (men and women) from each country skilled to collect, process and feed GHG data into the GHG inventory system.</li> <li>Number of regional climate change co-ordination gender inclusive frameworks established to guide GHG data sharing, tracking and reporting of climate actions in Eastern and Southern Africa.</li> <li>Number of national academic institutions with gender mainstreamed systems strengthened to train stakeholders to transparently measure, report and verify emissions on agriculture, forestry and land-use sector NDC targets.</li> <li>Number of regional platforms developed for gender inclusive learning, sharing and knowledge management</li> </ol>		
<b>Component 1:</b> Strengthen national and regional transparency frameworks for Monitoring and Tracking NDCs and climate actions.	Outcome 1.1: Technical capacities and institutional frameworks of participating countries to transparently plan, monitor and report on their NDC targets and climate actions improved.	Output 1.1.1: <i>Persons</i> trained in natural resource management	<b>Component 1:</b> No changes	Outcome 1.1: No changes	Output 1.1.1: <b>Number of men and women</b> trained in natural resource management  Output 1.1.2:

<sup>31</sup> The revised (gender-sensitive) RF must be used to develop and write the Project Document (ProDoc). Also include the revised RF as Appendix I to this GMP.

	<b>Outcome1.1.1:</b> Number of national and regional climate change co-ordination frameworks established to guide GHG data sharing, tracking and reporting of climate actions	Output: Number of men and women guided by the national and regional climate change coordinator. Number of men and women participating GHG data sharing and reporting tool.		Outcome 1.1.1. Number of national and regional gender inclusive climate change co-ordination frameworks established to guide GHG data sharing, tracking and reporting of climate actions	Output: A national climate change framework for inter-ministerial coordination and GHG data sharing established in each project participating country.
	<b>Outcome1.1.2:</b> Number of technical guidelines/templates on MRV data collection, transmission, tracking and communication amongst participating countries established	Output: Number of men and women participating in the data collection, transmission, and communication.		<b>Outcome 1.1.2:</b> Number of gender inclusive technical guidelines/templates on MRV data collection, transmission, tracking and communication amongst participating countries established	Output 1.2.1: Output 1.2.2:
	<b>Outcome 1.1.3:</b> Number of COMESA countries using their country specific indicators to track NDCs.	<b>Output 1.1.3:</b> Number of men and women participating in the NDCs		<b>Outcome 1.1.3</b> No changes	<b>Output 1.1.3</b> No changes
	Outcome 1.1.4: An operational regional integrated online MRV platform for COMESA countries	Output: 1.1.4: A list of MRV system indicators identified and defined.		<b>Outcome 1.1.4</b> No change	<b>Output 1.1.4</b> No change
	<b>Outcome 1.1.5:</b> Number of National and Regional capacity building trainings on the MRV system and number of persons trained disaggregated by gender	<b>Output 1.1.5:</b> Number of men and women trained in MRV system		<b>Outcome 1.1.5</b>	<b>Output 1.1.5:</b> Number of men and women trained in MRV.
<b>Component 2:</b> Strengthen capacity of stakeholders from	<b>Outcome 2.1:</b> Capacity of participating national academic institutions	<b>Output 2.1.1:</b> Gender inclusive training curriculum Number of men and	<b>Component 2:</b>	<b>Outcome 2.1:</b>	<b>Output 2.1.1</b> Number of gender-focused institutions identified and integrated



participating countries to measure, report and verify emissions in AFOLU sector	strengthened to train relevant Government officials to transparently report on agriculture, forestry, and land-use sector NDC targets	women government officials trained transparently to report on AFOLU and other IPCC sectors.			<b>Output 2.1.2:</b> Number of government officials (segregated into gender) trained to transparently report on AFOLU sectors and NDC targets
	Outcome 2.1.2: Number of long-term sustainable academic certificate programs in Terrestrial Carbon Accounting (TCA) and Agriculture Monitoring, Reporting and Verification (AMRV) <sup>32</sup> established at African institutions	<b>Output 2.1.2:</b> Number of academic institutions identified conducting gender inclusive modules on climate change, agriculture, MRV and GHG emissions.		<b>Outcome 2.2:</b>	<b>Output 2.2.1:</b> Number of men and women trainees per program that encompass gender inclusive modules on climate change, agriculture, MRV and GHG emissions.
	<b>Outcome 2.1.3:</b> Number of persons trained in TCA and MRV by the regional academic institutions. Percent of men/women enrolled in the TCA – AMRV program	<b>Output 2.1.3</b> Number of people trained in TCA and MRV by regional academic institutions  • Percent of men and women enrolled in the TCA-AMRV program		Percent of men/women enrolled in the TCA – AMRV program	<b>Output 2.1.3</b>  No change
<b>Component 3:</b> Establishment of a regional CBIT integrated platform for learning and knowledge management of transparency related activities	<b>Outcome 3.1:</b> Enhanced transparency through establishment of a regional platform for learning, sharing and knowledge management.	<b>Output 3.1:</b> Number of visits learning, sharing knowledge on the platform.			<b>Output 3.1.1:</b> Enhanced transparency through establishment of a regional platform with a module on gender inclusive GHGI and MRV
	<b>Outcome 3.1.1:</b> A functional regional web-based integrated platform for learning and				

<sup>32</sup> These two areas have been identified as the weakest in current national GHG inventories and national communications.

	knowledge management of transparency related activities in Eastern and Southern Africa				
	<b>Outcome 3.1.2:</b> Number of National and Regional Transparency Strategy and Action Plans developed	<b>Output 3.1.2:</b> Number of men and women participating in the development of the national and regional transparency strategy.		<b>Outcome 3.1.2:</b> Number of gender inclusive National and Regional Transparency Strategy and Action Plans developed	<b>Output 3.1.2:</b> Number of men and women participating in the development of the national and regional transparency strategy.
	<b>Outcome 3.1.3:</b> Linkages and partnerships established between governments and stakeholders (e.g. academic institutions, CSOs and Private sector institutions) to implement the National and Regional Transparency Strategy and Action Plans	<b>Output 3.1.3:</b> Number of men and women participating the established partnership between government and stakeholders		<b>Outcome 3.1.3:</b>	<b>Output 3.1.3:</b> Number of men and women participating in the established government and stakeholder meetings
	<b>Outcome 3.1.4:</b> Number of regional peer exchange programs/workshops held and number of participants (male and female)	<b>Output 3.1.4:</b> Number of men and women participating in regional peer exchange programs		<b>Outcome 3.1.4:</b>	<b>Output 3.1.4:</b> Number of men and women participating in the national peer exchange programs Number of men and women participants in each national workshop -Number of men and women participants in each regional workshop

## SECTION V: Gender Action Plan

**Table 3: Gender action plan**

Project Level	Activities	Target	Resources Required	Budget
<b>Component 1: Strengthen national and regional transparency frameworks for Monitoring and Tracking NDCs and climate actions</b>				
Output 1.1.1: Focal points in each of the IPCC emission sectors put in place, strengthened, institutionalized and functioning as efficient units of GHG data collection, processing and reporting to the national focal point	Increasing awareness on GHGI data collection, processing and MRV	At least 30% of the trainees are women.	Technical personnel, data tracking tools, computers, software i.e. data packages MS-excel, MS-access, STATA.	USD 16,200
	Strengthening sectoral focal points Training by a GHG and MRV consultant	At least 30% of the trainees for IPCC sectors are women.	Technical personnel, data, allowances	USD 75,000
<b>Output 1.1.2:</b> A national climate change institutional framework with a strengthened national focal point for intra-country coordination established to guide GHG data collection, sharing, tracking and reporting of climate actions	Establishing a national climate change Institutional framework - a technical team set at national level per country	Technical team at national level includes at least 20% women		USD 78,250
	Identifying and appointing national focal point staff	Utilise existing position holders		0
	Training national focal point staff in GHG data handling	At least 30% of staff trained in GHG data handling are women		USD 95,700
<b>Output 1.1.3:</b> A national climate change framework for inter-ministerial coordination and GHG data sharing established in each project country.	Establishing a multi-sectoral steering committee	Encourage nomination of at least 30% women as members of the multi-sectoral steering committee		USD 21,375
	Awareness by stakeholders and the public about the coordination framework	Ensure gender inclusive awareness about the national coordination frameworks		USD 20,250
<b>Output 1.1.4:</b> Country specific MRV system indicators for tracking NDCs and climate actions developed	Develop capacity for data analysis and the use of indicators – Through technical meetings and peer learning	Number of men and women participating in the technical meetings and peer learning		USD 233,000
<b>Output 1.1.5:</b> National Green House Gas Inventories (GHGI) and functional on-line MRV platforms established and feeding into the regional online MRV Platform	Set up GHGI office units at Sectoral level	Encourage establishment of gender inclusive units at sectoral level.		USD 34,200

<b>Output 1.1.6:</b> National and Regional Trainings and thematic learning events on MRV systems, tracking NDCs and climate actions undertaken	Undertake 15 national capacity building trainings on the MRV system (3 trainings per Project country)	Number of men and women trained on the MRV system		Budget covered under Mentoring training on IPCC methodologies and/or inventory/MRV techniques
	Conduct Regional capacity building trainings on the MRV system	Number of men and women trained on the MRV system in the four project participating countries		USD 210,050
	Mentoring training on IPCC methodologies and/or inventory/MRV techniques by RCMRD	Number of men and women trained on IPCC methodologies, MRV in the four project participating countries		USD 205,125
	Conducting “hybrid workshops” through a combination of online training and write-shops on MRV technical applications, use of tools, and practical problem-solving skills by GHGI and RCMRD	Number of men and women that participated in the training		USD 13,250
	Hold four regional thematic learning events, hosted annually on each of the five IPCC guidelines sectors (waste, Industrial processes, energy, agriculture, forestry and land use)	Number of men and women that participated annually		USD 134,800
<b>Output 1.1.7:</b> National Transparency Strategy and Action Plans for enhanced transparency systems and CBIT coordination developed	A capacity needs Assessment for transparency	Gender inclusive capacity needs assessment.		Budget under Component 3 Output 3.1.1 Activity (i)
	Developing a National Transparency Strategy and Action Plan	Number of transparency strategy and action plans developed with gender consideration  Number of men and women participating in the national transparency strategy and action plan		USD 58,750
Output 1.2.1: A regional climate change framework for inter-country coordination established to guide GHG data sharing, tracking NDCs and reporting of climate actions	initiate establishment of a regional framework for data sharing	1 regional framework with gender consideration		USD 21,875
	Identify national focal points for inter-country coordination	Encourage gender inclusive identification of national focal points for in-country coordination.		USD 7,875
	Establish inter-ministerial coordination and GHG sharing			0
	Identify key stakeholders for effective coordination at the regional levels			0
<b>Output 1.2.2:</b> Sectoral Technical guidelines and templates to support data processing and storage	Develop technical guidelines and templates to support data processing and storage			Covered under the training of national focal points in GHG data handling
	Establish a system of data transmission.		Infrastructure (Building) Computer Internet Software for data i.e. MS- excel, MS-access, STATA, electricity,	USD 78,250

			Technical personal	
	Develop a system of data tracking; quality assurance and quality control			USD 59,250
<b>Output 1.2.3:</b> Regional online MRV platform for COMESA countries established and operationalized	Establish MoUs for data sharing			USD 5,000
	COMESA hub and the National focal points quarterly meetings			USD 471,600
<b>Component 2: Strengthen capacity of stakeholders from participating countries to measure, report and verify emissions in AFOLU and other IPCC sectors</b>				
<b>Output 2.1.1:</b> Training program on Terrestrial Carbon Accounting and Agriculture MRV developed	Design certificate programs to cover all essential skills and knowledge required for advanced GHG accounting and MRV for the AFOLU sectors	Certificate programs have a gender inclusive module	Facilities for e-learning may be required in view of COVID-19	USD 44,000
	Pre-test training programmes with selected Academic Institutions		Technical personnel, computer, Ream of paper, pens, allowances, e-learning platforms.	USD 78,700
<b>Output 2.1.2:</b> Training of trainer's program delivered to at least two Academic institutions	Identification of partner academic institutions in the region		Technical personnel, computer, Ream of paper, pens, e-learning platforms	USD 25,000
	Adapting relevant courses in the curriculum for effectively addressing AFOLU MRV and GHG accounting	Gender inclusive courses in the curriculum	Technical personnel, computer, Ream of paper, pens	USD 97,250
<b>Output 2.1.3:</b> Two Academic institutions deliver training to 60 (12 per country) national participants from 5 participating countries and open to the other COMESA member states	Training of academic staff from university and other tertiary institutions in the region	At least 10% of the trainees are women	Technical personnel, computer, Ream of paper, pens, e-learning platform	USD 122,500
	Training of national and sectoral focal points in Monitoring, Reporting and Verification	At least 20% of the trained national and sectoral are women	Technical personnel, computer, Ream of paper, pens, e-learning platform	Covered under output 1.1.1
	Development of a business model to promote sustainability of the training course	Develop a gender inclusive business model	Technical personnel, computer, Ream of paper, pens	USD 65,625
<b>Component 3: Establishment of a regional CBIT integrated platform for learning and knowledge management of transparency related activities</b>				
<b>Output 3.1.1:</b> A regional web-based integrated platform for learning and knowledge management of transparency related activities designed and operational	Establishing an on-line platform at COMESA linked to the Global CBIT platform	A platform established with a module on relevant gender considerations	Internet, computer, technical personnel, allowances, finances	USD 200,975
	Developing a sustainability plan for the platform to ensure it continues to operate beyond the lifetime of the project	A gender inclusive sustainability plan for the platform developed	Internet, computer, technical personnel, allowances, finances	USD 32,250
<b>Output 3.1.2:</b> A Regional Transparency Strategy and Action Plan for enhanced transparency systems and CBIT coordination developed and in use	Undertaking a capacity needs assessment to enable development of each country's National Transparency Strategy and Action Plan	Gender inclusive capacity needs assessment	Technical personnel, pens, ream of paper, pens,	USD 87,250
	Developing a Regional Strategy and Action Plan for enhanced transparency reporting for the COMESA region	A gender inclusive regional strategy and action plan developed	Technical personnel, pens, ream of paper, pens,	USD 56,375

<b>Output 3.1.3:</b> Linkages and partnerships established between government institutions and stakeholders to implement the transparency action plans at national and regional level	Establishing and strengthening partnerships for enhanced reporting	Encourage gender inclusive partnerships	Technical personnel, pens, ream of paper, pens,	USD 197,800
	Development of MOU for formal operations of partnership to enhance data handling and sharing		Technical personnel, pens, ream of paper, pens,	USD 15,900
<b>Output 3.1.4:</b> Annual Regional and National published reports and policy briefs capturing lessons learnt, best case practices, challenges and opportunities from participating countries	Undertaking Regional peer exchange programs to enhance learning and documentation for publications	Encourage gender inclusive peer exchange programmes	Transport facilitation, notebooks, pens, computers, field allowances	USD 185,600
	Holding experience sharing and capacity building workshops/write-shops to enhance effective and timely publications and reporting	Encourage gender inclusive experience sharing workshops	Technical personnel, Transport facilitation, notebooks, pens, computers, field allowances	USD 82,820

## SECTION VI: Monitoring and Reporting

The new GEF Policy on Gender Equality requires the collection and analysis of sex- disaggregated data and gender information to inform project design, implementation and monitoring and evaluation.

The project is expected to report on a quarterly basis (using the CI-GEF Quarterly Reporting template), progress made towards the achievement of gender mainstreaming activities.

On an annual basis and using the CI-GEF Project Implementation Report (PIR) template, the following CI-GEF's minimum indicators are to be reported. The project can include other appropriate gender indicators in addition to the CI-GEF's indicators.

**Table 4: Monitoring and reporting indicators**

Indicator	Baseline		Target <sup>33</sup>	
	Men	Women	Men	Women
1. Number of men and women who participated in project activities (e.g. meetings, workshops, consultations).	94	38	150	75
2. Number of men and women who received benefits (e.g. trainings: outcome 1.1 Target is <b>400</b> people of which 30% women; Outcome 2.1: <b>48</b> persons (12 per country – at least 30% women) trained in TCA and MRV)	0	0	314	134
3. Number of strategies, plans (e.g. management plans and land use plans) and policies derived from the project that include gender considerations (this indicator applies to relevant projects)	0		Four (4) National Transparency strategies and Action plans as well as one Regional Transparency Strategy and Action plan developed to facilitate enhanced transparency.	

<sup>33</sup> Please collect sex-disaggregated data throughout the implementation of the project so that you can report on the numbers required above. If the project does not achieve its gender target, an explanation and plan to address the shortfall is expected.

## Annex I: Gender-mainstreamed Results Framework

<b>Project Objective:</b>	To strengthen capacity of COMESA Member States to comply with Transparency Requirements of the Paris Agreement through establishment of an Eastern and Southern Africa Regional CBIT transparency framework for Monitoring, Reporting and Verification (MRV) of climate actions, report on NDCs and knowledge dissemination.		
<b>Indicator(s):</b>	<ol style="list-style-type: none"> <li>Number of countries with a national GHG inventory system that is compliant with IPCC requirements (<i>Target: 4 Countries</i>)</li> <li>Number of stakeholders (men and women) from each country skilled to collect, process and feed GHG data into the GHG inventory system. (<i>Target: 688 direct beneficiaries with 30% female</i>)</li> <li>Number of National Transparency strategies and Action plans as well as one Regional Transparency Strategy and Action plan developed to facilitate enhanced transparency (<i>Target: 4 National Transparency strategies and Action plans and 1 one Regional Transparency; 1 Regional Transparency strategies and Action plans</i>)</li> <li>Number of regional platforms for learning and knowledge management established (<i>Target: 1 functional regional platform</i>)</li> <li>Number of national academic institutions with gender mainstreamed systems strengthened to train stakeholders to transparently measure, report and verify emissions on agriculture, forestry and land-use sector NDC targets (<i>Target: At-least 2 Academic institutions</i>)</li> <li>Number of regional platforms developed for gender inclusive learning, sharing and knowledge management (<i>Target: At-least 1 functional regional platform for learning and knowledge management established</i>)</li> </ol>		
<b>Expected Outcomes and Indicators</b>	<b>Project Baseline</b>	<b>End of Project Target</b>	<b>Expected Outputs and Indicators</b>
<b>Component 1: Strengthen national and regional transparency frameworks for Monitoring and Tracking NDCs and climate actions</b>			
<p><b>Outcome 1.1.:</b> Technical capacities and institutional frameworks of participating countries to transparently plan, monitor and report on their NDC targets and climate actions improved.</p> <p><i>Outcome Indicator 1.1.1: Number of national climate change co-ordination frameworks established to guide GHG data sharing, tracking and reporting of climate actions</i></p>	<p><b>Comoros</b> – The General Directorate of Environment is the coordinating agency responsible for National communication, and GHG inventories, and involves stakeholders in the GHG inventory process. However, it lacks capacity for transparent reporting. There are also no national formal/legal inventory arrangements, information archive system and there are inadequate financial resources.</p> <p><b>Eritrea</b> - Has a designated coordination body for GHG inventory and sectoral coordinating institutions, but lacks transparent reporting on National formal/legal arrangements, Continuous improvement plans, Involvement of stakeholders (data providers, research institutions, decision makers), the existence of an information archive system, the use of domestic financial resources availability to support a team of experts, and the number</p>	<p><b>Outcome target 1.1.1</b> 4 functioning national institutional Frameworks -one for each project country; each with technical guidelines/templates on MRV data collection, transmission and tracking tailored to each participating country; and with partnership MoUs signed between Governments of participating countries and national level stakeholders; to guide GHG data sharing, tracking and reporting of climate actions</p> <p><b>Outcome target 1.1.2</b> 100 people trained and issued certificates per country (Total 400 people with at least 30% women) – In the case of</p>	<p><b>Output 1.1.1:</b> Focal points in each of the IPCC emission sectors defined, strengthened, institutionalized, and functioning as efficient units of GHG data collection, processing and reporting to the national focal point.</p> <p><i>Indicator 1.1.1.: Number of IPCC emission sectors with functioning formally established focal points.</i></p> <p>Target 1.1.1: Sectoral focal points for the 6 IPCC GHG emission sectors operational in each of the 4 project participating countries.</p> <p><b>Output 1.1.2:</b> A national climate change institutional framework with a strengthened national focal point for intra-country coordination established to guide GHG data collection, sharing, tracking, and reporting of climate actions.</p> <p><i>Indicator 1.1.2: Number of functioning formally established national frameworks with functional MoUs between sectors at national level; (For Seychelles -with appropriate legal framework to</i></p>

<p><i>Outcome Indicator 1.1.2: Number of gender inclusive technical guidelines/templates on MRV data collection, transmission, tracking and communication amongst participating countries established</i></p>	<p>of staff/experts employed with domestic funds.</p> <p><b>Seychelles</b> - Has a designated inventory coordination body. Has a process to involve stakeholders in the GHG inventory. Acknowledges a need for an information archive system. Also acknowledges the existence of partial data on natural carbon sinks, such as inland forest, mangroves and sea grass beds, but lacking in verification in certain geographical areas for the sea grass. Data gaps, given that data is being collected on an ad-hoc manner. As such monitoring is not regulated. Additionally, data from key emitters, such as energy, power generation, transport and waste, are not easily available to the IPCC National Focal Point due to data gaps/or the use of inconsistent methodology during data collection. Therefore, lacks transparent reporting on sectoral coordination institutions, national formal/legal inventory arrangements, plans for continuous improvement, the use of domestic financial resources availability to support a team of experts, and the number of staff/experts employed with domestic funds</p> <p><b>Zambia</b> - Has a designated inventory coordination body and sectoral coordination institutions with clear roles. Has plans to facilitate continuous inventory improvement. Acknowledges a need for national format/legal inventory arrangements. The framework has an information archive system. There is use of domestic financial resources that are available to support a team of experts, and the number of staff/experts employed with domestic funds in increasing.</p>	<p>Seychelles, the specific requirement is at least 40% of the 100 people trained and issued certificates are men.</p>	<p><i>facilitate data sharing between sectors).</i></p> <p>Target 1.1.2: -4 National institutional Frameworks -one for each project country; -4 National technical guidelines/templates on MRV data collection, transmission and tracking tailored to each participating country; and -4 partnership MoUs signed between Governments of participating countries and national level stakeholders.</p> <p><b>Output 1.1.3:</b> A national climate change framework for inter-ministerial coordination and GHG data sharing established in each project participating country.</p> <p><i>Indicator 1.1.3.</i></p> <ul style="list-style-type: none"> <li>• <i>Number of governance structures.</i></li> <li>• <i>Number of meetings of the governance structures.</i></li> </ul> <p>Target 1.1.3: 4 national level inter-ministerial coordination committees. (A National Climate Change Council in the case of Seychelles)</p> <p><b>Output 1.1.4:</b> Country specific MRV system indicators for tracking NDCs and climate actions developed- and for Seychelles mainly specific for the fivefold sector of AFOLU.</p> <p><i>Indicator 1.1.4.: A list of MRV system indicators identified and defined.</i></p> <p>Target 1.1.4: 4 project countries using their country specific indicators to track NDCs and climate actions.</p> <p><b>Output 1.1.5:</b> National Green House Gas Inventories (GHGI) and functional on-line MRV platforms established and feeding into the regional online MRV Platform</p>
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<p><b>Outcome 1.2.:</b> A Regional institutional framework for COMESA Member Countries to transparently plan, monitor and report on their NDC targets and climate actions improved.</p> <p><i>Outcome Indicator 1.2.1: Number of data sharing events among COMESA Member States that are participating in the CBIT project.</i></p> <p><i>Outcome 1.2.2 Indicator: Number of partnership MOUs signed between COMESA, Governments, and stakeholders to guide data sharing and to implement the regional transparency strategies and action plans.</i></p>	<p>There is no regional institutional framework or guidelines for COMESA member countries to transparently monitor and report on their NDC targets and climate actions.</p>	<p><b>Outcome target 1.2.1</b></p> <p>12 data sharing events among COMESA member states involving national focal points of the four project participating countries and COMESA staff.</p> <p><b>Outcome target 1.2.2</b></p> <p>1 Partnership MOU signed between COMESA, Governments, and stakeholders to guide data sharing and to implement the regional transparency strategies and action plans.</p>	<p><b>Output 1.2.1.:</b> A regional climate change framework for inter-country coordination established to guide GHG data sharing, tracking NDCs and reporting of climate actions.</p> <p><i>Indicator 1.2.1: Number of functional data sharing agreements between the participating countries.</i></p> <p>Target 1.2.1: 1 Regional institutional framework for data sharing among COMESA Member States.</p> <p><b>Output 1.2.2.:</b> Sectoral Technical guidelines and templates to guide MRV data transmission and communication amongst participating countries established.</p> <p><i>Indicator 1.2.2: Number of guidelines and templates to guide MRV data sharing.</i></p> <p>Target 1.2.2: 1 Regional technical guidelines/template on MRV data collection, transmission and tracking amongst participating countries</p> <p><b>Output 1.2.3:</b> Regional on-line MRV platform for COMESA countries established and operationalized</p> <p><i>Indicator 1.2.3: Number of regional on-line MRV platforms for COMESA countries.</i></p> <p>Target 1.2.3: 1 regional integrated online MRV platform for COMESA countries.</p>
<p><b>Component 2: Strengthen capacity of stakeholders from participating countries to measure, report and verify emissions in AFOLU and other IPCC sectors</b></p>			
<p><b>Outcome 2.1.:</b> Capacity of participating national academic institutions strengthened to train relevant Government officials (men and women) to transparently measure, report and verify emissions on agriculture, forestry and land-use sector NDC targets.</p>	<p>National academic institutions in the participating countries have inadequate capacity to train sector staff (men and women) to undertake MRV.</p> <p>Most national academic institutions (such as the lone university in the case of Seychelles), lack equipment to train sector staff (both men and</p>	<p><b>Outcome target 2.1.1</b></p> <p>One TCA-AMRV certificate program established, and institutionalized training being undertaken at</p>	<p><b>Output 2.1.1.:</b> Training program on Terrestrial Carbon Accounting and Agriculture MRV developed.</p> <p><i>Indicator 2.1.1.1: Number of curriculums developed (A curriculum totaling at least 2500 teaching hours. (Or a curriculum totaling 1500 contact hours and 500 non-contact hours for both TCA and AMRV each).</i></p>

<p><i>Outcome Indicator 2.1.1: Number of long-term sustainable academic certificate programs in Terrestrial Carbon Accounting (TCA) and Agriculture Monitoring, Reporting and Verification (AMRV) established at-least 2 African institutions</i></p> <p><i>Outcome Indicator 2.1.2: Number of people trained on TCA and AMRV</i></p>	<p>women) on some components of GHG MRV in the AFOLU sector.</p>	<p>each of two African institutions.</p> <p><b>Outcome target 2.1.2</b></p> <p>48 persons (12 per country – at least 30% women) trained in TCA and MRV.</p>	<p>Target 2.1.1: One curriculum for TCA and MRV developed</p> <p><b>Output 2.1.2.:</b> Training of trainers’ program delivered to at least two Academic institutions; (delivered to at least four academic staffs (men and women) of the University of Seychelles).</p> <p><i>Indicator 2.1.2.: Number of academic institutions with capacity to offer training in MRV</i></p> <p>Target 2.1.2: Two academic institutions conducting training in MRV; possibly including University of Seychelles that specifically expressed the need to conduct training.</p> <p><b>Output 2.1.3.:</b> Two Academic institutions deliver training to 48 (12 per country – at least 30% women) national participants from 4 participating countries and open to the other COMESA member states</p> <p><i>Indicators 2.1.3.:</i></p> <ul style="list-style-type: none"> <li>• <i>Number of persons trained in TCA and MRV by the regional academic institutions.</i></li> <li>• <i>Percent of men/women enrolled in the TCA – AMRV program</i></li> </ul> <p>Target 2.1.3: 48 persons (12 per country – at least 30% women) trained in TCA and MRV. (a specific request from Seychelles is for the 12 persons to be from across the AFOLU sector and university of Seychelles trained in TCA and MRV); and At least 40% of participants enrolled in the TCA-AMRV certificate programs, delivered by regional universities, are women. (In the case of Seychelles, it was recommended that 50% are specifically women)</p>
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<b>Component 3: Establishment of a regional CBIT integrated platform for learning and knowledge management of transparency related activities</b>			
<p><b>Outcome 3.1.:</b> Enhanced transparency through establishment of a regional platform for learning, sharing and knowledge management</p> <p><i>Outcome Indicator 3.1.1: A functional regional web-based integrated platform for learning and knowledge management of transparency related activities in Eastern and Southern Africa.</i></p> <p><i>Outcome indicator 3.1.2: Number of National and Regional Transparency Strategy and Action Plans developed</i></p> <p><i>Outcome indicator 3.1.3: Linkages and partnerships established between governments and stakeholders (e.g. academic institutions, CSOs, Private sector institutions etc.) to implement the National and Regional Transparency Strategy and Action Plans</i></p> <p><i>Outcome indicator 3.1.4: Number of regional peer exchange programs/workshops held and Number of participants (Male and Female)</i></p> <p><i>Outcome indicator 3.1.5: Number of published comprehensive consolidated CBIT project reports and policy briefs covering all the four countries</i></p>	<p>There is no regional CBIT platform for learning and knowledge sharing among the COMESA Member States</p>	<p><b>Outcome target 3.1.1</b></p> <p>One functional regional platform for learning and knowledge management established.</p> <p><b>Outcome target 3.1.2</b>Four National Transparency strategies and Action plans as well as one Regional Transparency Strategy and Action plan developed to facilitate enhanced transparency.</p> <p><b>Outcome target 3.1.3</b>Four partnership MoUs at national level between Governments and stakeholders; as well as one regional partnership MOU signed between COMESA and project participating countries.</p> <p><b>Outcome target 3.1.4 (a)</b></p> <p>Sixteen national peer exchange programs/workshops (4 in each project country) [10 participants in each national workshop (160 participants).]</p> <p><b>Outcome target 3.1.4 (b)</b>Ten regional peer exchange programs/workshops [8 participants in each regional workshop- 2</p>	<p><b>Output 3.1.1.:</b> A regional web-based integrated platform for learning and knowledge management of transparency related activities designed, operational and regularly updated.</p> <p><i>Indicator 3.1.1.: Number of updates made to the web-based platform.</i></p> <p>Target 3.1.1: One quarterly update made to the web-based platform by the national focal points.</p> <p><b>Output 3.1.2.:</b> A Regional Transparency Strategy and Action Plan for enhanced transparency systems and CBIT coordination developed and in use.</p> <p><i>Indicator 3.1.2.: Number of regional Transparency strategy documents in place and being implemented.</i></p> <p>Target 3.1.2: One regional transparency strategy and Action Plan.</p> <p><b>Output 3.1.3.:</b> Linkages and partnerships established between government institutions and stakeholders to implement the transparency action plans at national and regional level.</p> <p><i>Indicator 3.1.3.: Number of MoUs between Government Institutions and stakeholders.</i></p> <p>Target 3.1.3: Four national MoUs between Governments of the participating countries and stakeholders; as well as one regional MOU signed between COMESA and project participating countries.</p> <p><b>Output 3.1.4:</b> Annual Regional and National published reports and policy briefs capturing lessons</p>

		<p>from each country (80 participants)].</p> <p><b>Outcome target 3.1.5</b></p> <p>A comprehensive consolidated final CBIT project report and a policy brief covering all the four countries will be published at the end of the project.</p>	<p>learnt, best case practices, challenges and opportunities from participating countries using a common communication language.</p> <p><i>Indicator 3.1.4: Number of annual reports and information materials shared.</i></p> <p>Targets 3.1.4: 4 national reports (1 per country) and a 4 policy briefs (1 per country); capturing lessons learnt, best case practices, challenges and opportunities shared annually.</p>
<b>Component 4: Monitoring and Evaluation</b>			
<p><b>Outcome 4.1:</b> A monitoring and evaluation framework for the project</p> <p><i>Outcome Indicator 4.1.1: Number of M&amp;E Reports generated by the project</i></p>	<ul style="list-style-type: none"> <li>- Need to put in place a project M&amp;E Framework in-order to improve project management and ensure realization of the project's target results</li> </ul>	<ul style="list-style-type: none"> <li>- Sixteen (16) Quarterly Technical and Financial Reports</li> <li>- Five (5) Annual Progress Implementation Reports (PIRs)</li> <li>- One Mid-Term Evaluation Report</li> <li>- One Terminal Evaluation Report</li> </ul>	<p><b>Output 4.1.1:</b> Periodic M&amp;E reports generated and submitted to CIGEF Agency.</p> <p><i>Indicator 4.1.1: Number of periodic M&amp;E Reports submitted to CIGEF</i></p> <p>Target 4.1.1: Sixteen (16) Quarterly Technical and Financial Reports; Five (5) Annual Progress Implementation Reports (PIRs)</p> <p><b>Output 4.1.2:</b> Mid-Term and Terminal Evaluation Reports generated by the project</p> <p><i>Indicator 4.1.2: Number of Mid-Term and Terminal Evaluation Reports generated by the project</i></p> <p>Target 4.1.2: One Mid-Term Evaluation Report and One Terminal Evaluation Report</p>