

GENDER MAINSTREAMING PLAN

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KEY TERMS AND DEFINITIONS

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| Gender | Refers to the economic, social, political and cultural attributes and opportunities associated with being a man or a woman. These definitions vary among regions and cultures and change over time. |
| Gender integration | Refers to strategies applied in program assessment, design, implementation and evaluation to take gender into account and to compensate for gender-based inequalities. |
| Gender Mainstreaming | The process of incorporating a gender perspective into policies, strategies, programs, project activities, and administrative functions, as well as into the institutional organization of an organization. Goes above and beyond “gender integration”. |
| Gender equity | The process of being fair to men and women and taking measures to compensate for historical and social disadvantages that prevent men and women from operating on a level playing field. |
| Gender equality | The state or condition that affords men and women equal enjoyment of human rights, socially valued goods, opportunities and resources. |

1. GOALS AND SCOPING FOR A GENDER MAINSTREAMING STRATEGY.

1.1 PROJECT BRIEF

1. The project aims to create the multi-disciplinary information base, regional coordination mechanism and multi-sectoral consensus required to implement elements of the CLME+ Strategic Action Plan pertaining to the mangroves that most directly underpin human wellbeing in the North Brazil Shelf LME.
2. This involves stakeholder consultations and participation to help build a multi-sectoral consensus based around a knowledge foundation necessary for the development of an Integrated Coastal Management (ICZM) Plan for Mangroves. The two principal project outcomes are organized within a single component:
 - 1.1 A coordinated effort between the countries of Guyana and Suriname to improve baseline knowledge of biophysical, social and economic information most relevant to the conservation and sustainable use of mangroves in Guyana and Suriname. This is to be obtained from synthesizing results of existing work and undertaking new research where gaps exist as the technical foundation for building an NBS Integrated Coastal Management Plan for mangroves.
 - 1.2 A broad-based multi-sectoral consensus is reached regarding how to manage Guyana, Suriname and Brazil's mangrove in a coordinated fashion and with the goal of achieving progress on six Aichi Targets, UN Sustainable Development Goals (SDGs) and a zero net loss rate by 2030 and contributing to the achievement of the relevant SDGs and Aichi Targets.
3. Indicative activities are as follows (please refer to the Project Document for further detail):
4. Knowledge development.
 - 1.1.1 Updated mangrove cover and estimates from literature review and synthesis, use of remote sensing data and ground truthing scoped to the needs of each country.
 - 1.1.2 Three linked mangrove Ecosystem Goods and Services Valuation studies examining mangrove economy and human well-being of local communities, national flood defenses and global carbon mitigation potential.
 - 1.1.3 Biophysical characterization research, a conservation planning exercise, IUCN Ecosystem Red List assessment and a review of restoration methods and effectiveness in the NBS region.
 - 1.1.4 A policy analysis linked to recommendations for decision makers.
 - 1.1.5 An online knowledge sharing platform in coordination with the CLME+ sub-regional NBS project.
5. Developing a shared NBS Integrated Coastal Management Process.
 - 1.2.1 Set up and/ or reactivate mangrove regional coordination group(s) and develop a multi-sectoral coordination mechanism.
 - 1.2.2 Engage and formalize French Guiana and Brazil participation in a shared ICZM opportunity.
 - 1.2.3 Develop a three country work plan (Guyana, Suriname and Brazil) to establish the ICZM mangrove baseline.

- 1.2.4 Through scoping consultancy and a synthesis and planning workshop, establish with stakeholders a framework and road map for an NBS 2021 regional ICM plan.

1.2 GENDER CONSIDERATIONS WITHIN THE PROJECT

6. The project is expected to interact with gender issues at various levels. The information gathering stage (Outcome 1.1) includes work with local communities to determine the value of mangroves to coastal societies. Having an ICZM planning and development focus (Outcome 1.2) the project engages a very specific audience of decision makers and sectorial representatives and participation, where we can help ensure that ICZM policy developments recommend consideration and inclusion of gender dimensions.
7. Both men and women living within and around mangrove areas influence and receive benefits from the ecosystem goods and services that they provide, and are often important custodians with customary roles and often distinct roles in local industry. Given the cultural history and societal gender roles in local communities, men and women both depend upon and interact with their natural environment for food, shelter, extracted resources etc. in different and often complex ways. These are important considerations when developing changes to environmental and tenure policy, particularly if it implies changes to livelihoods or access to resources. Equitable opportunities to build awareness of both men and women, understanding their societal roles and active participation and leadership in conservation themes, from communities to policy makers, is an important part of effective conservation and climate adaptation planning linked to mangroves, including efforts that aim to ensure the effective future placement and regulation of managed areas and networks.
8. The development of an ICZM planning process has important gender dimensions in view of the implications of eventual application (spatial ordination of uses in the coastal zone and related management measures) which would potentially effect (with the intention of improving) livelihoods in and surrounded managed areas and furthermore increase disaster resilience from flooding risk in the coast. This provides an opportunity within the ICZM plan development phase to help ensure equitable opportunities, inclusivity of men, women and where relevant in decision making, age groups in participatory fora and dissemination of results throughout its implementation.

1.3 PROJECT PARTNERS PREVIOUS EXPERIENCE WITH AND UNDERSTANDING OF GENDER.

9. Both IUCN as EA and CI as Executing Partner comply with GEF and World Bank gender mainstreaming standards in project work and advocate equitable gender participation in all levels of project work. This also recognizes that an effective project should look to understand the social relationships between men, women, and age groups in terms of their bearing on stewardship of project outcomes, conservation and sustainable development goals with local communities.
10. This includes consideration of the situational context for project placement and the relationship between gender roles, conservation objects and targets. It also is recognized that certain methods are more effective and appropriate when engaging communities and focus groups when looking to encourage an equitable participation which avoids marginalization of any social or cultural groups.
11. As the organization that will work closely with communities in the project countries of Guyana and Suriname, CI has considerable experience integrating the human dimension in conservation practice and ecosystem management.

12. Over the last four years, CI has focused considerable effort on the nexus of gender and conservation, developing tools and staff skills to help identify and address gender inequalities within conservation programming. Building on an institutional Gender Policy, the Gender Integration Guidelines were developed specifically for conservation staff. These guidelines are fully available to the project¹.
13. This GMP also benefits from advice and evaluation by IUCN and CI gender specialists. This project provides an opportunity to improve our understanding and practices in the specific area of gender and conservation.

1.4 GOALS AND PURPOSE OF THE NBS-MANGROVES GENDER MAINSTREAMING PLAN.

14. In compliance with the CI-GEF Project Agency's "Gender Mainstreaming Policy", the Executing Agency is responsible for ensuring that the project is undertaken in such a way that both women and men:
 - a) Receive culturally compatible social and economic benefits;
 - b) Do not suffer adverse effects during the development process; and
 - c) Receive full respect for their dignity and human rights.
15. Effectively the plan describes:
 - How gender issues will be effectively incorporated into recruitment processes, capacity building activities, consultations and decision-making bodies;
 - The measures that will be put in place to ensure the equitable participation of women and men in the project, and
 - The M&E system put in place to ensure that gender issues will be properly tracked over the life of the project to allow for adaptive management measures.

2. GENDER MAINSTREAMING PLAN.

16. CI field teams will consult with the CI-HQ Gender and Conservation Specialist (CI-HQ Policy and Practice Unit) for guidance in inferring or further development of gender dimensions linked to the ICZM planning process. The construction of a multi-country transboundary management framework is encouraged to be participatory within the situational context appropriate to each country, important for ownership of developed plans and consensual decisions that may influence lifestyles between men and women (or between age groups). Hence gender considerations will be included in the research and synthesis phase in both improved understanding of societal roles (emphasis is in Output 1.2 which considers ecosystem goods and service provision by mangroves to local communities) and appropriate methodologies such as male or female focus groups, male or female facilitation of working groups, household surveys to ensure opportunity for participation and a well-rounded representation of perspectives in community survey work. The results of these developments should be part of recommendations in the ICZM planning briefs etc. (Outcome 1.2).
17. During the implementation of the project attention will be given to ensuring equitable opportunities for participation in research opportunities, distribution and access of results to both men and

¹ Please see <http://www.conservation.org/How/Pages/gender-and-conservation.aspx>

women. Sex disaggregated information concerning participation is included as part of the monitoring & evaluation plan for the project.

2.1 RECRUITMENT PROCESSES.

18. IUCN and Conservation International as Project Executing partners are Affirmative Action/ Equal Opportunity Employer of minorities, females, protected veterans, and individuals with disabilities. **Recruitment for the project (expert consultants) will be undertaken by the CI-Suriname and CI-Guyana offices.** It is the policy of CI to afford equal employment opportunity to all employees and applicants for employment. In the context of the project, all contractual opportunities are subject to the CI-GEF procurement process¹ including fair and non-discriminatory evaluation procedure.

2.2. CAPACITY BUILDING ACTIVITIES.

19. Communication of project results development of the an updated risk analysis for NBS mangroves, the IUCN ecosystem red listing process, relevant research results and advances in ICZM planning will be coordinated with National Focal Points and facilitated through the CI national websites, as well as through local presentations in communities and as part of the mangrove technical fora between experts supported by the project. These events and opportunities should be equally available to both men and women and will also involve complementary actions with in-kind support to the project.

In the event of presentations to general public efforts should be made to ensure that adequate notice be given in public messaging and/or through social media to encourage participation. The timing of events should be such to enable equitable gender participation.

2.3 DECISION MAKING BODIES.

20. The project management team on the ground in Suriname and Guyana is responsible for ensuring that within the situational and cultural context of each country there is no discrimination that influences the availability and receipt of culturally compatible social and economic benefits between men, women and different age groups and that their dignity and human rights are respected throughout the project.
21. Project support for coordinated research and synthesis towards NBS mangrove conservation aims to help reduce potential loss of benefits provided by mangroves for people by improving understanding of interdependencies and societal impacts as part of development of an ICZM decision making process.
22. Such information is the technical basis behind facilitating and enabling a mechanism with stakeholders to co-develop an ICZM planning process that manages diverse industries, expectations and the natural resource. The project hence expects to review and improve awareness of societal roles regarding mangroves and furthermore attend a broad audience with diverse interests, cultural and social backgrounds, including gender and age groups through capacity building, consultation and facilitated discussion in a series of planned in-person and on-line meetings.
23. The M&E system will include disaggregated data to help with adaptive management regarding equitable participation during the project. Since it is a 1 year catalyst project these will serve as

¹ <http://www.conservation.org/about/Pages/CI-GEF-project-agency-resources.aspx>

important inputs and considerations to promote gender mainstreaming in the subsequent planning steps towards a regional ICZM and within national mangrove action plans.

3. ACCOUNTABILITY AND GRIEVANCE MECHANISM

24. Stakeholders may raise a grievance at all times to the Executing Agency about any actions instigated by the project and the application of its safeguard frameworks. Affected stakeholders should be informed about this possibility and contact information of the respective organizations at relevant levels should be made available either on-line, during the project start-up workshop and/or in project affected sites where most relevant. Unless project-affected communities request an alternative process, the Accountability and Grievance Policy and Mechanism described in the Safeguard Policies and Processes section of the CI- ESMF shall apply.
25. The project Executing Agency IUCN (EA) will be the first point of contact in the accountability and grievance mechanism.
26. In the first instance any grievance should be addressed and where possible resolved locally. **Local CI offices EA will be responsible for informing project-affected communities about the Grievance provisions, including the ESMF's grievance mechanism.** Contact information of the Executing Entity, CI, and the GEF will be made publicly available to all involved stakeholders. Complaints to the Executing Agency can be made through many different channels including, but not limited to face-to-face meetings, written complaints, telephone conversations, or e-mail.
27. In the event that this process does not resolve the grievance, the grievant may file a claim with the CI Director of Compliance (DOC) who can be reached at:

Electronic email: GEFAccountability@conservation.org

Mailing address: Direction of Compliance
Conservation International
2011 Crystal Drive, Suite 500
Arlington, VA 22202, USA.

4. MONITORING AND REPORTING:

28. Three indicators were identified to help the project teams follow trends in men's and women's participation related to the project and are included as part of the Monitoring and Evaluation Plan. Sex disaggregated information should be collected where possible throughout the project.
 - Indicator GMS 1:* Number of men and women that participated in project activities (e.g. meetings, workshops, consultations).
 - Indicator GMS 2:* Number of men and women that received benefits (e.g. employment, income generating activities, training, access to natural resources, land tenure or resource rights, equipment, leadership roles) from the project.
 - Indicator GMS 3:* Number of strategies, plans (e.g. management plans and land use plans) and policies derived from the project that include gender considerations.