

APPENDIX VIII: Safeguard Compliance Plan: Gender Mainstreaming

Project Title: Securing the long-term conservation of Timor-Leste’s biodiversity and ecosystem services through the establishment of a functioning National Protected Area System and the improvement of natural resource management in priority catchment corridors (TLSNAP)			
Country: Timor-Leste		Implementation Timeframe: 2018-2021	GEF ID: 9434
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INTRODUCTION

The TLSNAP project will support the Government of Timor-Leste in establishing a functional protected area (PA) system. At the site level, the project will facilitate participatory collaborative management arrangements with local communities, reducing threats to critical ecosystems and enhancing sustainable livelihoods. Innovative management mechanisms will be developed and implemented, supporting rehabilitation of degraded forest and other land areas, securing ecosystem functions including water and soil protection, and protecting against habitat damage and fragmentation.

Women are key stakeholders in a large number of activities that occur within and adjacent to the protected areas. These activities range from direct collection of firewood, farming, rearing livestock, to running households. Activities commonly performed by men include land preparation and clearing (for agriculture), collecting wild mushrooms, honey, and seeds in the forest, and also rearing livestock. Women’s vulnerabilities to resource overuse impacts are similar to those of men; however, women also have specific additional concerns, linked to their key roles in the household and the community. The position of women in the society is more vulnerable than that of men, due to lack of land rights and asset ownership in some cases, lower educational levels, and patriarchal rule in domestic sphere. Gender issues were, therefore, carefully taken into consideration in the project design.

The proposed project is firmly rooted in CI’s belief that in order for conservation work to be successful gender and the understanding of different gender roles, responsibilities, priorities and interests plays an important role in achieving our long-term goals and objectives. As part of Conservation International’s existing Rights-based Approach to conservation, CI has identified gender as a critical component of the overall strategy to protect human rights and ensure equitable participation and decision-making by stakeholders at all scales in our project activities. Both men and women encounter constraints based on gender to varying degrees and if unaddressed, these constraints can cause delays or impediments to achieving CI’s global mission.

This document lays out the gender mainstreaming plan relevant to the TLSNAP project, and includes recommendations for gender integration in order to foster men’s and women’s full and effective inclusion and to enhance sustainability of project results. This document also contains a gender action plan for the project management team which will serve as a basis for addressing gender considerations throughout the project implementation phase, utilizing appropriate social development and gender indicators for monitoring progress towards envisaged gender mainstreaming objectives.

OBJECTIVES

In line with the gender equality and social inclusion strategies and policy frameworks of both CI and GEF, the participation of women and men with equal voice, and also in accordance with cultural norms, is integral to the successful implementation of development projects. As Timor-Leste is patriarchal society,

the project will need to be proactive, e.g., separating women for certain trainings or field interventions, to effectively achieve women involvement. The objectives of this gender mainstreaming plan are to ensure that women and men involved on the TLSNAP project:

- 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.

METHODOLOGY

This plan was developed in accordance with relevant sections of the CI-GEF Environmental and Social Management Framework (ESMF)¹ and the GEF's Gender Equality Action Plan², and in consultation with a number of relevant stakeholders.

THE GENERAL STATE OF GENDER

Since independence, Timor-Leste has made concerted efforts to improve gender equality and women's empowerment through policy reform, legislation, institutional mechanisms, and public awareness campaigns. Equality for women is enshrined in the Constitution, specifically Section 17 (Equality between women and men), which states "*Women and men shall have the same rights and duties in all areas of family, political, economic, social and cultural life.*" Moreover, the Government of Timor-Leste acceded to Convention on the Elimination of All Forms of Discrimination (CEDAW) in April 2003. The status of the national women's machinery was elevated in 2008 to a State Secretariat reporting directly to the Prime Minister's Office, which strengthens its authority to develop and implement policies and programmes that address women's needs and concerns. The government signed the Dili *Komprimisu*, a public declaration that acknowledges the importance of gender equality and investing in women and girls, to achieve sustainable development, address poverty and strengthen society.

In terms of gender inequality, the female human development index (HDI) value for Timor-Leste for 2015 was 0.558 in contrast with 0.651 for males, resulting in a gender development index (GDI) value of 0.858, which is below the average East Asia and Pacific GDI value of 0.956.³ Although some progress has been made in addressing inequalities through legislation, institutional arrangements, and increased public awareness, several challenges remain. Timor-Leste is a patriarchal society in which social norms and cultural values influence gender roles. Some of the pressing issues include high rates of domestic violence, continued high rates of maternal mortality, low participation in local governance, and gender gaps in the labor market. Women are more likely than men to be in vulnerable employment, which tends to lack stable income and benefits. This is particularly so for rural women: 87% of working rural women are in vulnerable jobs compared with 54% of urban women. The rate is also high among rural men (78%) compared with urban men (37%).⁴

Conservation International in Timor-Leste has carried out its own research into the Gender and Natural Resource management (*Gender Integration Pilot Project 2014*) in the fishing communities of Nino Konis Santana National Park. The results showed a very distinct separation of tasks between men and women

¹ CI-GEF, February 2017. Environmental and Social Management Framework (ESMF), Version 06. CI-GEF Project Agency.

² GEF Gender Equality Action Plan, May 2015

³ Ibid. Introduced in 2014, the GDI reflects gender inequalities in achievement in the same three dimensions of the HDI: health (measured by female and male life expectancy at birth), education (measured by female and male expected years of schooling for children and mean years for adults aged 25 years and older); and command over economic resources (measured by female and male estimated gross national income (GNI) per capita).

⁴ ADB, 2014. Timor-Leste country gender assessment. Asian Development Bank.

and the research has guided CI's continued engagement with the fishing communities and how to work to better empower women in this area. The research also had a direct impact in the way CI programs are designed in Timor-Leste and now each project has a community based field team consisting of one male and one female part time staff member.

GENDER MAINSTREAMING CONSIDERATIONS

1. Consideration of differences in labor utilization when designing detailed project field activities, such as for example, the different roles of men and women in sustainable use of ecosystem goods and services.
2. Design of training activities targeting women on enhancing sustainable livelihoods within the 10 selected *sucos*.
3. Development of gender disaggregated indicators for monitoring project impacts, especially with respect to socioeconomic benefits and sustainable livelihoods.

GENDER MAINSTREAMING STRATEGY FOR THE TLSNAP PROJECT

The project gender mainstreaming strategy recognizes the differences between labor, knowledge, needs, and priorities of women and men, and includes but is not limited to the following aspects:

- a. Consultation with women groups on needs and requirements associated with project interventions;
- b. Promotion of appropriate representation of women and men in project activities and groups established and/or strengthened;
- c. Development of strategic and planning documents in consultation with women and women forums, at local and national levels;
- d. Targeted budgeting of activities promoting active involvement of women, and monitoring and evaluation of such activities;
- e. Participation, training and skills building of women identified and budgeted in relevant project outcomes;
- f. Encouragement of women participation in the recruitment of project implementation staff; and
- g. When applicable, equal payment of men and women.

PROJECT-SPECIFIC GENDER CONSIDERATIONS

The project objective, *"to establish Timor-Leste's National Protected Area System and improve the management of forest ecosystems in priority catchment corridors"* will be achieved through the following five outcomes distributed among the three project components:

Component 1: Establishment of a National Protected Area System

Outcome 1.1: National PA system established and implementation initiated

Component 2: Improvement of community-based natural resource management systems in priority catchment corridors

Outcome 2.1: Land degradation drivers halted and/or minimized in key catchment areas

Outcome 2.2: Capacity for communities to manage their natural resources substantially increased

Component 3: Improvement of forest management and reforestation of degraded lands in priority catchment corridors

Outcome 3.1: Sustainable forest management in priority catchment corridors substantially improved

Outcome 3.2: Priority degraded areas reforested

Women and men will be involved in planning and decision-making associated with implementation of the interventions, and preference will be given to funding interventions that benefit both women and men. Aligning the project with the needs of both women and men will increase the utility and longevity of the incremental GEF funding.

Under **Component 1**, the project will integrate gender sensitive considerations into the development of the 5-year national PA system plan, assuring women’s and men’s equitable participation in PA planning and management, e.g., requiring at least 30% women representation on PA management committees. The project implementation team will also ensure that there is 50% representation of women and men as part of the planned discussions with local communities regarding delineating the boundaries of the Mount Fatumasin and Mount Legumau PAs. The management and business plans for these two PAs will also be developed following a gender-sensitive approach, providing equal opportunities for women and men in decision making roles and designing specific opportunities for women in accessing natural resources and sharing the benefits of sustainable livelihood interventions. The project will also promote 30% representation of women onto the PA management committees that will be established for the Mount Fatumasin and Mount Legumau PAs.

The activities under **Component 2** are focused on strengthening capacities of local communities in participating in collaborative natural resource management arrangements and in implementing sustainable livelihood alternatives. The *suco* NRM plans for the ten target *sucos* will have gender mainstreaming sections, with specific objectives and activities aimed at enhancing gender equity and equality. The youth training designed under Outcome 2.2 has a target of including 30% females, of the total 100 to receive this formal NRM management training. Similarly, 30% female membership is also planned for the conservation groups established in each of the ten target *sucos*. The sustainable livelihood interventions supported will be assessed for ensuring appropriate opportunity and participation of women.

Under **Component 3**, the sustainable forest management plans, integrated into the *suco* NRM plans, will be developed in a manner that provides active participation by women and men, in both decision making and implementation. Design of the rehabilitation plans for degraded forest and other land areas will be taken into account equal opportunity for women and men, e.g., through agro-forestry, fodder banks, or other type of intervention. The project will also involve women and men into the design and operation of the planned 25 plant nurseries.

GENDER ACTION PLAN

Activity	Actions	Indicator	Target
Facilitating gender mainstreaming	Ensure appropriate representation of women in project activities, including meetings, workshops, group membership, and consultation forums. As needed, organize separate consultations with women prior to ensure that they receive sufficient information about the specific activities and opportunities for them to voice their views, needs and preferences.	Number of men and women that participate in project activities (e.g., meetings, workshops, consultations, group membership, etc.).	30% women

Activity	Actions	Indicator	Target
Enhancing gender equality	<p>Ensure appropriate proportion of benefits realized from the project will be delivered to women, including opportunities for employment, income generating activities, training, access to natural resource rights, leadership roles, etc.</p> <p>Ensure that selection of the interventions to be funded gives preference to those that specifically bring improvement to women's livelihoods.</p> <p>Equal pay will be provided to men and women for work of equal type in accordance with national laws and international treaty obligations, and safe working conditions for both women and men workers will be provided.</p> <p>Information campaigns about the project will be developed that incorporate messages outlining the benefits for both women and men.</p> <p>Information campaigns about the project (in local language and not reliant on written materials) developed as to outline the benefits for both women and men.</p>	Number of men and women that receive benefits (e.g., employment, income generating activities, training, access to natural resources, land tenure or resource rights, equipment, leadership roles) from the project.	30% women
Ensuring gender integration	Ensure gender considerations are integrated into strategies and plans, including the 5-year national PA system plan, management plans, business plans, suco NRM plans, and degraded land rehabilitation plans.	Number of strategies, plans (e.g., management plans and land use plans) and policies derived from the project that includes gender considerations.	17 , including: National PA system plan; Mount Fatumasin PA management and business plans; Mount Legumau management and business plans; 10 suco NRM plans; degraded land rehabilitation plans for Moto Hare (Comoro) and Afalita (Irabere) sub-catchments.
Promoting gender awareness	<p>Promote gender awareness throughout the project implementation phase.</p> <p>Gender awareness training will be delivered by qualified partner(s). Project management team members, including catchment coordinators, will be obliged to participate in the trainings. Training will also be conducted, when required, in order to raise gender awareness among staff of the implementing agencies, contractors, community leaders, and <i>suco</i> residents.</p> <p>Conduct workshops with the project staff to ensure they are able to detect, intercept, respond to, and prevent (or refer cases) of sexual harassment, gender based violence, and other problems that may emerge during project implementation.</p>	Percentage of project implementation staff and partners receiving gender awareness training.	100%

MONITORING AND EVALUATION OF GENDER

Performance of the targets specified in the gender action plan will be regularly monitored, reporting on gender disaggregated data, information, and indicators, in order to allow for evaluation of the progress

made. Monitoring and evaluation results will be reported in the project progress reports and project implementation review (PIR) reports.

Gender mainstreaming capacities of local conservation groups will also be strengthened to enable specified members to carry out long term monitoring following closure of the GEF project.

The indicative budget for the planned monitoring and evaluation activities under this safeguard plan is included in Line Item c (Project Results Monitoring) in the project M&E plan.
