

# **Annex 8b**

## **Gender Action Plan (GAP)**

of the Project

*“Enabling implementation of forest sector reform in Georgia to  
reduce GHG emissions from forest degradation”*

Submitted to the Green Climate Fund (GCF)

## Introduction

The rural population of Georgia heavily depends on forests for the livelihood. Forests are used for fuel wood, construction materials, hunting, food, collection of berries and medical herbs, honey-keeping, rest, entertainment and worship.

Project planning often is based on 'male norm", excluding women who often lack skills, resources and time for participation in decision-making. The participation of women ensures understanding of activities carried by women, their needs and interests and enables to incorporate the knowledge they have (IUCN, 2010).

The Gender Assessment of the proposed project demonstrated that although the climate and use of natural resources reflects both at women and men, their impact often is different due to different needs and capabilities that men and women possess.

The Gender Action Plan (GAP) is designed to ensure that the project:

- Lowers gender inequality;
- Addresses the needs and constraints of women, girls, men, and boys;
- Avoids any risks of adverse gender impacts;
- Ensures women's participation, promotes their leadership qualities;
- Ensures women are included as planners, co-implementers and agents of change
- Contributes to reducing the gender gap of climate change-exacerbated social, economic and environmental vulnerabilities.

## Target groups

Project activities should be directed to five main target groups: women, men, youth, educational institutions, project staff and staff of executing entities and implementing partners.

- **Men and women**  
Men and women reveal different patterns of behavior in dealing with the forest and its products. While men go into forests much more often than women, and do this for felling trees, hunting, herding and collecting food products mostly for economic aims, women in forests collect non-timber products mainly for family consumption. Women are the main consumers of fuel wood as at home they control its use for heating, cooking and hot water supply. Besides women are the best agents of change and multipliers as they are concerned with upbringing of children as in private settings and also at educational institutions, constituting overwhelming majority of its staff.
- **Youth** is an important target group as the long term impact of the project depends on them as decision-makers in the future.
- **Educational Institutions** - Children and youth, as well as teaching and academic staff can be best reached in educational settings.
- **Project staff and staff of Executing Entities** - Gender sensitivity of the staff and gender mainstreaming in the projects are essential for the implementation of planned activities.

## Resources

- I. Legal provisions aim to increase women's participation in decision-making. The law on self-governance lists a number of mechanisms for the civic engagement of the population, however many of these mechanisms are not utilized. These mechanisms could be utilized to strengthen the engagement of men and women within the framework of the project.
- II. Women's rooms, which exist in all Municipalities of Kakheti region, can be used as Information centers for the project and can provide space for trainings and meetings.
- III. Community-Based Organizations (CBOs), Non-Governmental Organizations (NGOs) and voluntary associations provide a useful context of participation and should be supported by project activities.
- IV. GIZ will employ a full-time ESS+gender expert within the project to take care of the implementation of the Environmental and Social Management Plan (ESMP) and the Gender Action Plan (GAP) as well as to screen documents, standard operating procedures (SOPs), policies and regulations on gender-sensitiveness and responsiveness. The expert has a budget of 18,000 EUR available for consultants and advisory services (see details below in GAP). Additional budget is already integrated in various activities of the project (see details below in GAP).

## Partners

- I. National Forestry Agency (NFA), Ministry of Environmental Protection and Agriculture (MoEPA), Ministry of Education, Science, Culture and Sports, Ministry of Internally Displaced Persons from the Occupied Territories, Labor, Health and Social Affairs; Ministry of Regional Development and Infrastructure, should be considered as the main partner organizations of the project in gender aspects.
- II. Patriarchate, as the institution enjoying high trust of population, having an interest and expertise on environmental issues, it is running Georgian Patriarchate Community College of Decorative Gardening can be involved.
- III. NGOs working on environmental and gender issues, such as: CENN, which has elaborated an institutional model and action plan for management of recreational forests in Georgia; has an experience in Kakheti region of organizing Rural Women's Councils; has different activities targeting youth, like Niko Ketskhoveli competition. NACRES which compiled eco-tourism development action plan for Borjomi forests; TASO working on women's issues and running Rural Women's Groups in Guria. "Women for peace", Tbilisi based NGO with activities in Dedoplistskaro, aiming at combating Domestic Violence.
- IV. Media, especially Television, internet and radio should be used for awareness raising campaigns. The use of social media is also to be supported.

The specific gender action plan of the project is presented below:

## Gender Action Plan

Activity	Actions and Targets	Indicators	Responsible Institution and resources
<b>Output 1: Sustainable Forest Management (SFM)</b>			
1.1. Development and implementation of sustainable forest management plans in Guria, Kakheti and Mtskheta-Mtianeti	<ul style="list-style-type: none"> <li>• Women are included in and own the planning and decision-making processes regarding forest management <b>plans (FMPs)</b>. In consultation processes with local communities it is ensured that women make up a minimum of 30 % (critical mass) or ideally 50%, reflecting the gender composition of the target municipality.</li> <li>• When working with municipal councils ensure that all elected female representatives are included and actively involved as well as given the time and space to speak (given the already low number of 12,7%)</li> <li>• Gender expert will revise the FMPs and business plans to ensure they are gender sensitive and -responsive, equally reflecting areas traditionally used by men and women</li> <li>• Inclusion of municipal Gender Focal Point in all processes, needs assessment of gender focal points regarding gender-specific areas on SFM</li> </ul>	<p>Minimum 30% of participants in the FMP and business plan development consultations are women.  <i>Baseline: 0%</i>  <i>Target: 30% (Quarter 4, year 2)</i></p> <p>100% of FMPs and business plans are at least gender-sensitive or ideally-responsive, where applicable  <i>Baseline: 0%</i>  <i>Target: 100% (Quarter 4, year 2)</i></p> <p>All female representatives of municipal councils and gender focal points are invited to stakeholder consultations on forest related topics (FMP development, Business Plan development, regular stakeholder consultations, conflict resolution meetings)  <i>Baseline: None</i>  <i>Target: All<sup>1</sup> (FMP/Business Plan: Quarter 4, year 2; other meetings: ongoing year 1-7)</i></p>	<p><u>Responsible:</u> MoEPA, NFA</p> <p><u>Resources:</u> GIZ ESS+Gender expert</p>
1.2. Strengthening of forest supervision	<ul style="list-style-type: none"> <li>• The overall training system for the Department of Environmental Supervision (DES) includes one training</li> </ul>	One training module on gender equality in the DES part is	<u>Responsible:</u> DES

<sup>1</sup> Quantification not possible since number of female representatives of municipal councils might change due to elections

	<p>component for DES staff on gender equality and the specificities in the forest sector.</p> <ul style="list-style-type: none"> <li>• Gender expert revises SOPs, training modules to ensure they are gender-sensitive in terms of language and content</li> <li>• DES trainer pool receives training on gender-equitable and sensitive training and management</li> <li>• Encourage hiring female forest patrollers and inspectors in DES</li> </ul>	<p>integrated in the knowledge management and training platform  <i>Baseline: 0 training module</i>  <i>Target: 1 training module (Quarter 3, year 2)</i></p> <p>One training for the DES training pool conducted on gender-equitable and –sensitive training and management conducted  <i>Baseline: 0 training</i>  <i>Target: 1 training (Quarter 3, year 2)</i></p>	<p><u>Resources:</u>  GIZ ESS+Gender expert</p> <p>4,000 EUR for module development by external expert</p>
1.3. Provision of sustainably produced fuelwood by the National Forestry Agency (NFA)	<ul style="list-style-type: none"> <li>• Ensuring the fuelwood delivery system is accessible for women, especially for women-headed households. Establish a respective monitoring system to track accessibility.</li> <li>• Standard Operating Procedures (SOPs) will be revised by a gender expert to ensure they are gender-sensitive and enable gender-responsive monitoring.</li> <li>• Encourage NFA to employ women for fuelwood and timber marketing.</li> </ul>	<p>70% of the female-headed households in the target regions state that they have easy access to fuelwood through the new system (survey as part of the regular household visits under activity 2.3 “Awareness creation via local information points and advisory services”)  <i>Baseline: 0%</i>  <i>Target: 70% (Quarter 4, year 4)</i></p> <p>All SOPs for BSYs are checked by gender expert.  <i>Baseline: None</i>  <i>Target: All (Quarter 1, year 2)</i></p>	<p><u>Responsible:</u>  NFA, MoEPA</p> <p><u>Resources:</u>  GIZ ESS+Gender expert</p> <p>4,000 EUR for development of accessibility concept (as part of advisory contract of int. experts in SOP development for BSYs, Project Sub-Activity 1.3.1)</p>
1.4. Enhancement of enabling environment for the nation-wide implementation of ecosystem-based SFM	<ul style="list-style-type: none"> <li>• Gender expert to review revised policies and regulations to ensure they are gender-sensitive and equitable</li> <li>• All training materials at the knowledge management and training platform are revised by the gender expert to ensure they are gender-sensitive in terms of language and content</li> <li>• Knowledge management and information platforms for MoEPA, NFA and DES include material on gender-relevant issues regarding SFM and related topics, e. g. on gender-segregated</li> </ul>	<p>100% of policies and regulations supported by the project are gender sensitive.  <i>Baseline: 0%</i>  <i>Target: 100% (Quarter 4, year 3)</i></p> <p>All training materials at the knowledge management and</p>	<p><u>Responsible:</u>  MoEPA, NFA, DES, EIEC</p> <p><u>Resources:</u>  GIZ ESS+Gender expert</p>

	<p>use of forest and fuel, reasons/power dynamics behind the gender segregated use, etc.</p> <ul style="list-style-type: none"> <li>• The vocational trainings at the VET colleges have one lecture module on gender-related issues in forest management and it is ensured that the overall curriculum has been adequately gender-mainstreamed</li> <li>• Encourage women in participating in the VET college courses on forest management</li> </ul>	<p>information platform are gender-sensitive.  <i>Baseline: None</i>  <i>Target: All (Quarter 4, year 6)</i></p> <p>In each cluster of training modules for MoEPA, NFA (plus forest private sector companies), DES a gender component is included.  <i>Baseline: No gender component</i>  <i>Target: 3 gender components (Quarter 4, year 3)</i></p> <p>Gender lecture integrated in the curriculum of the four VET colleges offering courses for forest management.  <i>Baseline: No gender lecture</i>  <i>Target: 1 gender component in each curricula (Quarter 4, year 3)</i></p>	<p>10,000 EUR for training module and lecture development by int./local experts</p>
<p>1.5. Improvement of monitoring and measurement, reporting and verification (MRV) systems for the forest sector</p>	<p>Promote women as operators of Forest Information and Management System (FIMS).</p> <p>Ensure FIMS collects gender-disaggregated data and promote gender-responsive monitoring of the forest sector (where applicable).</p>	<p>The FIMS has integrated gender-disaggregated data collection options in its concept.  <i>Baseline: No option</i>  <i>Target: Option integrated (Quarter 4, year 3)</i></p>	<p><u>Responsible:</u> EIEC</p> <p><u>Resources:</u> GIZ ESS+Gender expert</p> <p>International experts for the development of FIMS take this aspect into account within their contracts under Sub-activity 1.5.1</p>

Activity	Actions and Targets	Indicators	Responsible Institution
<b>Output 2: Development for Energy Efficiency (EE) and Alternative Fuels (AF)</b>			
2.1. EE-AF supply chain development	<ul style="list-style-type: none"> <li>Encourage participation of women entrepreneurs in the EE/AF supply chain</li> <li>Women's rooms in municipalities can be used and/or reactivated for additional women's only training and coaching sessions to provide a safe space.</li> <li>The Training of Trainers (ToT) specifically of women with the purpose of women training women, but also for women to be able to generate an additional income and be in an instructor's position in front of a mixed-gender group to overcome stereotypes. Special attention shall be given to women cooperatives as multipliers.</li> <li>Promote women cooperatives in the supply chain of raw materials for alternative fuel production</li> <li>When new EE-AF products are being identified, adequate representation of women as future asset holders needs to be ensured.</li> </ul>	<p>At least 30% of the EE-AF supply chain stakeholders that are trained/coached are women.  <i>Baseline: 0%</i>  <i>Target: 30% (Quarter 4, year 2)</i></p> <p>One specific training of female instructors/trainers in the value chain development process conducted.  <i>Baseline: 0</i>  <i>Target 1 (Quarter 4, year 1)</i></p>	<p><u>Responsible:</u> Agricultural and Rural Development Agency (ARDA)</p> <p><u>Resources:</u> GIZ ESS+Gender expert</p>
2.2. Implementing consumer financing instruments for EE-AF solutions	<ul style="list-style-type: none"> <li>Women should be the main target group as main care giver at home and primary handlers of fuelwood.</li> <li>Gender impact assessment of viability of financing schemes for stoves to ensure that loans and micro credits are accessible for women, especially women-headed households and single parents.</li> <li>Strengthening financial literacy in target regions and municipalities, anchoring respective activities (e. g. financial literacy workshop within the context of international women's day) in municipal action plans through the advocating power of the gender councils and gender focal points. Use of Women's Rooms in</li> </ul>	<p>At least 25%<sup>2</sup> of beneficiaries of the voucher programme are women-headed households.  <i>Baseline: 0%</i>  <i>Target: 25% (Quarter 4, year 6)</i></p> <p>Gender impact assessment conducted  <i>Baseline: 0 impact assessment</i>  <i>Target: 1 impact assessment (Quarter 4, year 1)</i></p>	<p><u>Responsible:</u> ARDA, Crystal micro-finance and other (M)FIs</p> <p><u>Resources:</u> GIZ ESS+Gender expert</p> <p>4,000 EUR for local consultant to conduct impact assessment</p>

<sup>2</sup> The average number of women-headed households in Georgia is 39%. However, the share in urban areas is higher than in rural areas. The voucher programme targets rural areas, therefore a conservative approach is taken here.

	<p>municipalities for relevant activities (integral part of project Activity 2.3 “Awareness creation and advisory services”).</p> <ul style="list-style-type: none"> <li>Once identified, financial institutions providing loans to households for EE stoves and/or alternative fuels should receive gender-specific advice, if needed.</li> </ul>	<p>At least 1 financial literacy event (trainings, information meetings etc.) conducted in each of the 3 target regions (organized by implementing partner of project Activity 2.3)  <i>Baseline: 0</i>  <i>Target: 3 (Quarter 4, year 2)</i></p>	<p>Costs for financial literacy events (2,000 EUR per event) are included in the budget for awareness creation, Activity 2.3</p>
<p>2.3. Creating consumer awareness about forest sector reform, EE-AF solutions and provision of technical advisory services for fuelwood users</p>	<ul style="list-style-type: none"> <li>Local information points for forest sector reform and municipal gender focal points should establish working relations to ensure flow of information and to reach women</li> <li>Advocacy and information campaigns organized and led by women’s organization, to increase women’s visibility and generate knowledge within the community on the key role women play for the successful implementation of EE-AF solutions.</li> <li>Household advisory services for EE/AF should specifically focus on women-headed and vulnerable households</li> <li>All knowledge and information materials are gender-mainstreamed</li> <li>National campaigns are gender mainstreamed.</li> </ul>	<p>25%<sup>3</sup> of the households visited by the technical advisers of the local information centers are female-headed.  <i>Baseline: 0%</i>  <i>Target: 25% (Quarter 4, year 5)</i></p> <p>At least 2 women organizations are part of the implementation of the awareness activities in the 3 regions  <i>Baseline: 0</i>  <i>Target: 2 (Quarter 4, year 2)</i></p> <p>The national campaign implemented by EIEC are gender-mainstreamed  <i>Baseline: 0 mainstreamed campaign</i>  <i>Target: 1 mainstreamed campaign (Quarter 4, year 3)</i></p>	<p><u>Responsible:</u>  GIZ, Environmental Information and Education Centre (EIEC), contracted NGO(s)</p> <p><u>Resources:</u>  GIZ ESS+gender expert</p>

<sup>3</sup> The average number of women-headed households in Georgia is 39%. However, the share in urban areas is higher than in rural areas. The awareness activities target rural areas, therefore a conservative approach is taken here.

2.4. Enabling policies and regulations for EE-AF sector	<ul style="list-style-type: none"> <li>Gender expert to review revised policies and regulations to ensure they are gender-sensitive and equitable</li> </ul>	100% of policies and regulations supported by the project are gender sensitive. <i>Baseline: 0%</i> <i>Target: 100% (Quarter 4, year 3)</i>	<u>Responsible:</u> Ministry of Economy and Sustainable Development (MESD), MoEPA  <u>Resources:</u> GIZ ESS+Gender expert
<b>General: Gender sensitivity of Executing Entities</b>			
Cross-cutting	<ul style="list-style-type: none"> <li>Train Executing Entities staff in Gender Mainstreaming.</li> <li>Insure consideration of gender related issues at all levels of project planning, implementation and monitoring.</li> <li>Ensure collection of gender desegregated data.</li> </ul>	Gender mainstreaming and monitoring training conducted for all GIZ and Project Implementation Unit staff (representatives of MoEPA, NFA, DES, EIEC, ARDA, GIZ) conducted <i>Baseline: 0</i> <i>Target: 1 (Quarter 2, year 1)</i>	<u>Responsible:</u> GIZ  <u>Resources:</u> GIZ ESS+Gender expert