

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)

Revision: Revised in May 2021 by UNIQUE forestry and land use GmbH to reflect the detailed planning of the activities and sub-activities in Component 3.

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, and women's councils 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, Ministry of Economy and Sustainable Development (MoESD), the Rural Development Agency (RDA), and municipalities should be considered as the main partner organizations of the project in gender aspects.
- II. Patriarchate, as the institution enjoying high trust of the population, having an interest and expertise on environmental issues, it is running the 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
Component 1: Sustainable Forest Management (SFM)			
1.1. Development and implementation of sustainable forest management plans in Guria, Kakheti and Mtskheta-Mtianeti	<ul style="list-style-type: none"> • Women are included in and own the planning and decision-making processes regarding forest management plans (FMPs). 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. • 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%) • 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 • Inclusion of municipal Gender Focal Point in all processes, needs assessment of gender focal points regarding gender-specific areas on SFM 	<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: All¹ (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"> • The overall training system for the Department of Environmental Supervision (DES) includes one training component for DES staff on gender equality and the specificities in the forest sector. 	One training module on gender equality in the DES part is integrated	<p><u>Responsible:</u> DES</p>

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

	<ul style="list-style-type: none"> • Gender expert revises SOPs, training modules to ensure they are gender-sensitive in terms of language and content • DES trainer pool receives training on gender-equitable and sensitive training and management • Encourage hiring female forest patrollers and inspectors in DES 	<p>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>
<p>1.3. Provision of sustainably produced fuelwood by the National Forestry Agency (NFA)</p>	<ul style="list-style-type: none"> • Ensuring the fuelwood delivery system is accessible for women, especially for women-headed households. Establish a respective monitoring system to track accessibility. • Standard Operating Procedures (SOPs) will be revised by a gender expert to ensure they are gender-sensitive and enable gender-responsive monitoring. • Encourage NFA to employ women for fuelwood and timber marketing. 	<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>Resource:</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>
<p>1.4. Enhancement of enabling environment for the nation-wide implementation of ecosystem-based SFM</p>	<ul style="list-style-type: none"> • Gender expert to review revised policies and regulations to ensure they are gender-sensitive and equitable • 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 • 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 	<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 information platform are gender sensitive.</p>	<p><u>Responsible:</u> MoEPA, NFA, DES, EIEC</p> <p><u>Resources:</u> GIZ ESS+Gender expert</p> <p>10,000 EUR for training module and</p>

	<p>use of forest and fuel, reasons/power dynamics behind the gender segregated use, etc.</p> <ul style="list-style-type: none"> • 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 • Encourage women in participating in the VET college courses on forest management 	<p><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>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
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Component 2: Development for Energy Efficiency (EE) and Alternative Fuels (AF)

<p>2.1. EE-AF supply chain development</p>	<ul style="list-style-type: none"> • Encourage participation of women entrepreneurs in the EE/AF supply chain • 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. • 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. • Promote women cooperatives in the supply chain of raw materials for alternative fuel production • When existing and new EE-AF producers are being identified, adequate representation of women as asset holders needs to be ensured. 	<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><u>Responsible:</u> Agricultural and Rural Development Agency (RDA)</p> <p><u>Resources:</u> GIZ ESS+Gender expert</p>
<p>2.2. Implementing consumer financing instruments for EE-AF solutions</p>	<ul style="list-style-type: none"> • Women should be the main target group as main care giver at home and primary handlers of fuelwood. • Gender impact assessment of viability of financing schemes for stoves to ensure that loans and micro credits are accessible for women, especially women-led households and single parents. • 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 municipalities for relevant activities (integral part of project Activity 2.3 "Awareness creation and advisory services"). 	<p>At least 25%² 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>At least 1 financial literacy event (trainings, information meetings etc.) conducted in each of the 3 target regions</p>	<p><u>Responsible:</u> RDA, 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> <p>Costs for financial literacy events (2,000 EUR per event) are included in the budget for awareness creation, Activity 2.3</p>

² 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.

	<ul style="list-style-type: none"> Once identified, financial institutions providing loans to households for EE stoves and/or alternative fuels should receive gender-specific advice, if needed. 	<p>(organized by implementing partner of project Activity 2.3) <i>Baseline: 0</i> <i>Target: 3 (Quarter 4, year 2)</i></p>	
2.3. Creating consumer awareness about forest sector reform, EE-AF solutions and provision of technical advisory services for fuelwood users	<ul style="list-style-type: none"> 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 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. Household advisory services for EE/AF should specifically focus on women-headed and vulnerable households All knowledge and information materials are gender-mainstreamed National campaigns are gender mainstreamed. 	<p>25%³ 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>
2.4. Enabling policies and regulations for EE-AF sector	<ul style="list-style-type: none"> Gender expert to review revised policies and regulations to ensure they are gender-sensitive and equitable 	<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><u>Responsible:</u> Ministry of Economy and Sustainable Development (MESD), MoEPA</p> <p><u>Resources:</u> GIZ ESS+Gender expert</p>

Activity	Actions and Targets	Indicators	Responsible Institution
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³ 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.

Component 3 - Livelihood opportunities and local self-governance in forest management

3.1. Municipal-level tools, practices, plans and necessary capacities for participatory sustainable forest management and conservation are developed and introduced.

- Ensure the draft guideline document on the transfer of forests of local importance is gender-sensitive.

Draft guideline document on the transfer of forests of local importance revised by a gender-specialist.

Baseline: No
Target: Yes

Responsible:
MoEPA, NFA,
municipalities

Resources:
GIZ ESS+Gender expert

- Promote that the (1) feasibility studies for MFM application, (2) the development of institutional, legal and regulatory framework for MFM, and (3) the development of a toolbox on municipal forest management for national and municipal level decision-makers are gender-sensitive and include the needs and interests of women.

A gender-sensitive toolbox on MFM for national and municipal level decision-makers with cost-benefit analyses (CBA), analysis of local capacities and preconditions, as well as options for institutional set-up, is co-developed with MEPA and target municipalities, and reviewed by a gender-specialist.

Baseline: 0%
Target: 100%

- Training for municipal staff on MFM and related topics should include best practices for local outreach, as well as gender-equality and social inclusion. Training materials should be reviewed by a gender specialist, who should also provide targeted inputs on gender equality and social inclusion.

Number of municipal staff capacitated in all three target regions on best practices for local outreach, as well as gender-equality and social inclusion

Baseline: 0
Target: 16

- Promote that awareness raising and capacity building measures conducted at municipal level are gender-

Same as the 2nd indicator under 2.3: At least 2 women

sensitive and respect the needs and interests of women. Ensure specific outreach with municipal level women's rooms.

organizations are part of the implementation of the awareness activities in the 3 regions
Baseline: 0
 Target: 2

Same as the 1st indicator under 1.1: 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)
Baseline: None
Target: All⁴ (FMP/Business Plan: Quarter 4, year 2; other meetings: ongoing year 1-7)

3.2: Mechanisms at local level to better protect the interests of adversely affected stakeholders are developed, promoted and tested

- A mechanism for the effective participation of local forest users in the elaboration of gender-sensitive and inclusive forest management plans (FMPs) and associated fair distribution of benefits is developed, promoted and tested. Special efforts on implementation of this mechanism should focus on integrating women (ensuring their representation, building capacities, and ensuring activities that benefit women are integrated into FMPs and implemented).

Number of female beneficiaries participating in the planning and implementation of participatory forest management through the developed mechanism in target municipalities
Baseline: 0
Target: At least 30%

Responsible:
 MoEPA, NFA and DES

Resources:
 GIZ ESS+Gender expert

Additional gender consultants to support with development of gender-sensitive benefit sharing and mechanism and grievance mechanism, and

⁴ Quantification not possible since number of female representatives of municipal councils might change due to elections

related trainings. The costs are mainstreamed into the budget for Activity 3.2.

- Introduce quotas for female participation in participatory forest management trainings
Share of female participation in training/ workshops on participatory forest planning and management
Baseline: 0%
Target: 30%
- Provide gender-sensitive training and technical advice for participatory planning and implementation of social safeguards (including gender and social inclusion as a cross-cutting theme), including for municipal authorities, district NFA staff (training for DES covered under 1.2). Develop guidance on best practices for supporting such processes with project executing agencies, local government authorities, and local forest users.
Gender and social inclusion mainstreamed into trainings by a gender-specialist.
Baseline: No
Target: Yes
- Identify potential mechanisms for distribution of benefits and managing social risks, taking into consideration special needs of women, and other vulnerable groups.
A locally accessible complaints and grievance redress mechanism for the forest sector giving special attention to the needs of women is developed, promoted and tested
Baseline: No
Target: Yes
- Ensure that the development of the benefit-sharing mechanism and grievance mechanism sufficiently applies measures to ensure gender equality through consultations with women's groups or associations, gender-responsive household surveys, knowledge exchange with ongoing gender-focused activities of other donors and NGOs, and the involvement of external expertise on gender (e.g., short-term consultants or trainers)).
70% of interviewed women in the target municipalities state that they are aware of the mechanisms and are able to file a complaint or participate in the benefit sharing mechanism.
- The benefit-sharing mechanisms and grievance mechanism are accessible for both men and women

		<p><i>Baseline: 0⁵</i> <i>Target: 70%</i></p>	
<p>3.3. Professional skills and knowledge relevant to sustainable forest management and conservation are available through vocational education and international partnerships with centers of knowledge.</p>	<ul style="list-style-type: none"> Assess training needs (including gender-specific training needs) among local entrepreneurs in forest-related value chains (ecotourism, NTFPs) and demand for short-term courses. All interventions related to curricula adjustment and development of short-term programs need to be planned in a gender-responsive manner (e.g. through conducting consultations with women forest users and women's rooms/ committees/ NGOs prior and during course design, and/ or hiring gender experts to contribute to gender-sensitive curricula development). Support strengthening of capacities of TVET professor and teachers (training of trainers), including on gender-equality and social inclusion, in addition to technical topics related to forest-related value chains. Ensure focused outreach to ensure women are able to participate in offered courses. When developing a local community outreach and communication strategy for outreach for TVET education ensure collaboration with local NGOs, women's organizations and councils. 	<p>Gender-differentiated assessment of training needs has been conducted</p> <p><i>Baseline: No</i> <i>Target: Yes</i></p> <p>Curricula and programs developed under the project are gender-sensitive</p> <p><i>Baseline: 0%</i> <i>Target: 70%</i></p> <p>Number of TVET colleges offering amended gender-sensitive curricula related to forestry and forest-related value chains.</p> <p><i>Baseline: 0</i> <i>Target: At least 3</i></p> <p>Community outreach and communication strategy includes a section on gender, and strategies to engage women.</p> <p><i>Baseline: No</i> <i>Target: Yes</i></p>	<p><u>Responsible:</u> MoEPA, NFA, EIEC, National Center for Educational Quality Enhancement in Georgia</p> <p><u>Resources:</u> GIZ ESS+Gender expert</p> <p><i>Additional gender consultants to support with training needs assessment, curricula development, and related trainings.</i></p>

⁵ Missing Baseline will be obtained by the end of the first year of the project implementation.

	<ul style="list-style-type: none"> • Increase participation of women in TVET programs through strengthening gender-sensitive curricula and programming, improving teacher capacities on gender- and social inclusion, and implementing targeted outreach to women on opportunities for TVET and skill development related to forest-related value chains. 	<p>Number of female local actors trained on forest-related value chains (ecotourism, NTFPs, wood products) and related business skills through newly developed short-cycle education programs offered locally by TVET colleges or other official training institutions</p> <p>Baseline: 0 Target: 72 (equivalent to at least 30% women)</p>	
<p>3.4. Selected value chains are strengthened (e.g. timber value chain, NTFP value chain, or parts of the eco-tourism value chain)</p>	<ul style="list-style-type: none"> • Draw on existing experience on gender empowerment of civil society organizations and donor projects when strengthening value chains. Those can be value chains where women are already represented such as NTFP commercialization or hospitality, but also other value chains such as wood value chains and eco-tourism • Foster the establishment of women groups (e.g. cooperatives or women councils) and cooperate with already existing initiatives. • Strengthening of business development capacities and of professional and technical skills of women for selected forest related value chains. This should include supporting business plan development or improvement and providing advice to foster the access of local female entrepreneurs and women-led SMEs in selected value chains to financial services. • Targeted support should be provided to women and vulnerable households to help them overcome some of the additional challenges they may face (e.g. time poverty, limited formal control of land or resources that may ultimately limit access to credit). Relevant 	<p>No. of knowledge exchange activities on gender in value chains conducted. Baseline: 0 Target: 3</p> <p>No. of project activities (e.g. workshops, trainings, awareness raising) conducted in cooperation with existing municipal women's rooms, or newly established women's councils. <i>Baseline: 0</i> <i>Target: 3</i></p> <p>Number of new or improved business plans for forest-related value chains (NTFPs, eco-tourism, wood</p>	<p><u>Responsible:</u> MoEPA, NFA, Agricultural and Rural Development Agency, MoESD</p> <p><u>Resources:</u> GIZ ESS+Gender expert</p>

measures should be formulated for the corresponding value chain.

products) developed by local entrepreneurs and SMEs

Baseline: 0

Target: 32 (at least 30% women-led)

- In the context of NTFP value chain development it needs to be ensured that value chains are included in which women play an active role. It is recommended that at least one selected NTFP value chain in each region has strong gender benefits. Value chain assessments should include a gender-sensitive analysis and should be reviewed by the ESS and Gender Expert and/ or external gender specialists.

% of female local private entrepreneurs or women-led SMEs having improved access to formal financial products and services for forest-related value chains (NTFPs, eco-tourism, wood products)

Baseline: 0⁶

Target: Increase by at least 30 %

General: Gender sensitivity of Executing Entities

<p>Cross-cutting</p>	<ul style="list-style-type: none"> • Train Executing Entities staff in Gender Mainstreaming. • Insure consideration of gender related issues at all levels of project planning, implementation and monitoring. • Ensure collection of gender desegregated data. 	<p>Gender mainstreaming and monitoring training conducted for all GIZ and Project Implementation Unit staff (representatives of MoEPA, NFA, DES, EIEC, RDA, MoESD, GIZ)</p> <p><i>Baseline: 0</i> <i>Target: 1 (Quarter 2, year 1)</i></p>	<p><u>Responsible:</u> GIZ</p> <p><u>Resources:</u> GIZ ESS+Gender expert</p>
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⁶ Missing Baseline will be obtained by the end of the first year of the project implementation.