

Action Plan Design Per Gender Analysis Domain

BAF-WIO Gender Plan

Country: Mozambique

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Rationale Statement

This Gender Action Plan is designed to address gender-related issues and promote gender equality in Blue Future projects. It outlines specific actions and measures to ensure that gender considerations are integrated into various aspects of the project, such as planning, implementation, monitoring, and evaluation.

The Gender Action Plan identifies gender-specific goals, activities, and indicators to track progress in achieving gender equality and addressing gender disparities. It includes initiatives to promote women's empowerment, ensure equitable access to resources and opportunities for all genders, and create an environment that supports gender-sensitive decision-making and policies. Based on the project goals and outcomes and on the results of the Gender Assessment carried out, it is proposed that the Blue Future project will support three main Sub-outcomes for the communities within the districts of Memba Nacala-a-Velha and Mussoril, as follows:

- ✓ Outcome 1: Women social empowerment through education and in Leadership capacity building: includes education, sexual reproductive rights for adult women as well as boys and girls, awareness raising and encouraging participation in decision making, women leadership;
- ✓ Outcome 2: Increased Economic Empowerment of women through sensitizing community members (including men) to respect the right to and appreciate women participation in livelihood activities, training women in business skills, adding value and commercialization of fish, developing alternative income generating initiatives, savings, fostering awareness of rights and importance of women having access and controlling marine and coastal resources;
- ✓ Outcome 3: Engage women to be more active in rehabilitation of degraded coastal ecosystems

To achieve the outcomes, 24 activities aligned with the project's logframe outputs have been defined. In Table below, the proposed activities for the GAP are detailed.

Action/Actividades	Link with project activity	Indicators	Baseline	Target	Timing	Budget (USD) ¹
Output 1: Improved resources, instruments and capacities for MPA management and sustainable use						
<p>Activity 1: Engage women, youth, and vulnerable groups to participate in ecological studies and socio-economic assessments to understand their perceptions regarding:</p> <ul style="list-style-type: none"> Fishing grounds and fishing gear relevant to them; Economic and nutritional importance of each species for households; and Importance of mangroves, flora, and fauna species for households. Socioeconomic profile, communities' livelihoods, perceptions, use, and value of mangrove, seagrass and coral reef ecosystems 	Activity 1.1.1.1 Biodiversity assessments & Activity 1.1.1.2 Socio-economic assessment	Percentage of women, youth and vulnerable groups participating in ecological survey	0%	At least 40% of the participants are from women, youth, and vulnerable groups.	Year 1	No additional cost implication
<p>Activity 2: Host workshops involving a significant number of women to discuss vulnerability to climate change and develop actions to reduce vulnerability.</p>	Activity 1.1.1.4 Climate Vulnerability Assessment	Number of actions to reduce climate vulnerability recommended by women	0	At least two specific actions for reducing vulnerability to climate change proposed by women.	3rd and 4th quarter of 2023	No additional cost implication
<p>Activity 3: Conduct Focus Group Discussions with women, youth, elderly, and vulnerable groups to identify, agree on targets and legalize new mangrove, seagrass and coral reef sites resource recovery areas for protection according to the new fisheries regulation.</p>	Activity 1.1.1.5 Participatory workshops with communities, CCPs, local Governments and other key stakeholders	Number of focus group discussions held with women youth, elderly, and vulnerable groups.	0	5	Y1-Y4	No additional cost implication
<p>Activity 4: Awareness raising towards male and female community members about rights of males & females for participating in decision making regarding coastal and marine resources management (e.g., Identify role models and involve in campaigns for girls behavior change)</p>	Activity 1.1.1.5 Participatory workshops with communities, CCPs, local Governments and	Number of awareness sessions conducted to promote the role of men and women in the management of relevant natural resources.	0	12	Y2-Y5	No additional cost implication

¹ The GAP activity has no additional cost implications because it is being carried out as part of the project's regular scope of work.

Action/Actividades	Link with project activity	Indicators	Baseline	Target	Timing	Budget (USD) ¹
	other key stakeholders					
Activity 5: Increase women's leadership capacity in the management of marine resources through training in leadership and intervention skills in co-management meetings	Activity 1.1.1.5 Participatory workshops with communities, CCPs, local Governments and other key stakeholders	Percentage of women with the capacity to actively participate in co-management	0%	<ul style="list-style-type: none"> At least 20% of women in the target communities will have the capacity to actively participate in co-management 	Y2-Y5	No additional cost implication
Activity 6: Raise awareness among leadership and bodies responsible for designing laws and/or developing management plans for marine and coastal resources (e.g., Fisheries administration – ADNAP) and the community at large to increase women's involvement in designing laws and/or developing marine and coastal resource management plans	Activity 1.1.1.5 Participatory workshops with communities, CCPs, local Governments and other key stakeholders	Percentage of women involved in designing laws and/or developing marine and coastal resource management plans	0%	10%	Y2-Y5	No additional cost implication
Activity 7: Promote women's participation in the new CCPs created by the project. Train women in effective management and monitoring of fishing areas managed by communities.	Activity 1.1.2.1 Creation and training of CCPs	Percentage of women belonging to the CCP trained	0%	40%	Y1-Y4	No additional cost implication
Activity 8: Raise awareness among CCPs on the importance of including women in board member and in the planning and decision-making process on the management of marine and fisheries resources	Activity 1.1.2.1 Creation and training of CCPs	Percentage of women in leadership positions within the CCPs	0%	<ul style="list-style-type: none"> At least 40% of people in leadership positions are women. 	Y1-Y4	No additional cost implication
Output 2: Degraded coastal ecosystems, which are particularly relevant for climate change adaptation, rehabilitated						
Activity 9: Mobilize and train women, youth, elderly, and vulnerable groups on mangrove nurseries, restoration processes, management and monitoring plans	Activity 1.2.1.1 Design, implement and monitor a community-based ecological mangrove restoration	Percentage of women youth, elderly, and vulnerable groups participating in mangrove restoration activities	0%	<ul style="list-style-type: none"> At least 80% of those participating in the mangrove restoration activities are from women, 	From the 1st quarter of 2024 to the 4th quarter of 2026	No additional cost implication

Action/Actividades	Link with project activity	Indicators	Baseline	Target	Timing	Budget (USD) ¹
				youth, elderly, and vulnerable groups		
Activity 10: Engagement of women in tree planting of non-mangrove species to further reduce the pressure of communities on the mangroves	Activity 1.2.2.1 Engagement of community groups in tree planting of non-mangrove species	Percentage of women participating in tree planting of non-mangrove species activities	0%	<ul style="list-style-type: none"> At least 50% of the people participating in tree planting are women 	Year 1 -5	No additional cost implication
Output 3: Climate resilient and sustainable livelihoods promoted						
Activity 11: Mobilize women to participate in livelihood clubs as self-support platforms for fishers and their families	Activity 2.3.1.1 Creation of Livelihood Clubs	Percentage of women belonging to livelihood clubs and holding leadership positions in the club.	0	<ul style="list-style-type: none"> At least 60% of the members are women At least 50% of leadership positions in the livelihood clubs are occupied by women 	Year 1 -5	No additional cost implication
Activity 12: Awareness raising about importance of education for boys and girls Raise awareness among parents and guardians about the importance of schooling for girls and boys Awareness raising lectures for girls/women on the social and economic benefits of schooling Raise awareness of girls/women, parents and guardians on the negative impacts of early marriage and early pregnancy on education and empowerment of girls and women	Sub-activity 2.3.1.1.5 Youth empowerment	Number of sessions delivered with at least 50 participants each.	0	12 session/ year	Year 1 -5	No additional cost implication
Activity 13: Mobilize women and men to participate in the Village Savings and Loan Associations (VLSAs) groups. Provide training, strengthening,	Activity 2.3.1.2 Creation of VLSAs	Percentage of women participating in the VSLAs groups	0%	At least 60% of the members of the savings groups are	Y2-Y5	No additional cost implication

Action/Actividades	Link with project activity	Indicators	Baseline	Target	Timing	Budget (USD) ¹
creation, and support to the associations, with women in leadership positions.		who have benefited from the trainings		women, and 100% of them have received trainings.		
Activity 14: Support financially women business start-ups	Activity 2.3.1.2 Creation of VLSAs	Number of women business start-ups	0	4	Y2-Y5	No additional cost implication
Activity 15: Train women's groups in business skills (literacy, numeracy, how to start and run small business, book-keeping)	Activity 2.3.2.1 Support each LC and other small-scale producers to develop at least one livelihood strategy	Number of women who started and maintained their business as result of the project	0	At least 5 women in each district started and maintained their business	Year 2 -5	No additional cost implication
Activity 16: Train girls/women in business planning and management. Increase capacity of women in small project design and leadership	Activity 2.3.2.1 Support each LC and other small-scale producers to develop at least one livelihood strategy	Number of women with knowledge in small business planning	0	At least 20 women in each district with knowledge of community small business planning.	Year 2 -5	No additional cost implication
Activity 17: Train women's groups on techniques for processing and preserving fish and other marine resources and link them to market (market linkage between women fish processors and buyers).	Activity 2.3.2.1 Support each LC and other small-scale producers to develop at least one livelihood strategy	Number of women with knowledge in techniques for processing and preserving fish and other marine resources.	0	56T	Year 2 -5	No additional cost implication
Activity 18: Involve women in the Development of capacity building program to adopt EbA agriculture practices and other measures to improve their food security: <ul style="list-style-type: none"> Provide training in nutrition with cooking demonstrations; solar dryers for fruits and vegetables 	Activity 2.3.3.1. Support to livelihood clubs to adopt EbA agriculture practices	Number of women who participated in the development of capacity building program to adopt EbA agriculture practices.	0	At least 810 women	Year 2 -5	No additional cost implication

Action/Actividades	Link with project activity	Indicators	Baseline	Target	Timing	Budget (USD) ¹
Activity 19: Create community water management committees with women's participation	Activity 2.3.3.1. Support to livelihood clubs to adopt EbA agriculture practices	% of women at boreholes and rainwater harvesting systems management committee	0	At least 40% of the members of the 3 boreholes and rainwater harvesting systems management committee are women.	Year 2 -5	No additional cost implication
Activity 20: Train women, youth, and vulnerable groups in the production of firewood-saving stoves to reduce the demand for wood/charcoal. Create a business opportunity on stove value chain.	Activity 2.3.4.1 Promotion of firewood saving stoves	Percentage of women and youth participating in the firewood-saving stoves value chain business	0%	50% of individuals involved in the production and commercialization of firewood-saving stoves are women or youth.	Year 2 -5	No additional cost implication
Crosscut Gender Mainstream						
GRM Activity 21: Involve women in the community-level Grievance Redress Mechanism (GRM) resolution committee.	<u>ESMS annex A:</u> <u>SEP</u>	0% of Women participate in the resolution of community conflicts	0%	At least 40% of the members of the community complaints resolution committees are women	Year 1 -5	No additional cost implication
Access to Information Activity 22: Advertise project events on the radio, featuring women in the announcements to enhance women's and men's engagement, and ensuring that women have access to information through the same channels as men	N/A	Number of radio announcements published	0	8	Year 1 -5	No additional cost implication
Activity 23: Raise awareness among men and women, with greater focus on household heads and leadership bodies, of the importance of women's income on the well-being of the household.	Activity 2.3.2.1 Support each LC and other small-scale producers to develop at least	Number of awareness sessions conducted	0	27/year	Year 2 -5	No additional cost implication

Action/Actividades	Link with project activity	Indicators	Baseline	Target	Timing	Budget (USD) ¹
	one livelihood strategy					
Gender Based Violence _GBV Activity 24: Sensitize men and women, with the involvement of local leaders, for the non-practice of gender-based violence. Disseminate information about the institutions that support survivors of gender-based violence through lectures and community radios.		Number of awareness sessions conducted	0	12/year	Year 2 -5	No additional cost implication