

## **GENDER ACTION PLAN**

**COUNTRY: Uganda**

### **Uganda Investing in Forests and Protected Areas for Climate-Smart Development Project**

#### **Project Beneficiaries**

1. The main beneficiaries of the proposed project are multiple Ugandan communities that depend on forest resources.
  - (a) Smallholders prepared to invest in productive forestry through plantations, woodlots, and agroforestry and ecotourism will benefit.
  - (b) Refugee host communities in the Albertine and West Nile will benefit through higher levels of wood fuels-based energy security and agroforestry practices.
  - (c) Tourism sector and wood value chain players will also be important beneficiaries. Support to the creation of new small-scale natural resource-based enterprises will create gainful employment.
  - (d) Project interventions will also enhance ecosystem services from the landscape, for example, watershed protection, indirectly benefitting downstream water users through improved water flow, better water quality, and reduced soil erosion.
  - (e) The GoU agencies in the natural resources sector and their staff (mainly UWA and the NFA as well as district forest services in the target districts) will benefit from improved capacity for service delivery. Both technical staff and communities will benefit from improved capacity for gender-responsive approaches to sustainable forest management.
  - (f) The project will support higher inclusion and participation of women, boys, and girls as well as the historically marginalized communities of Batwa through specific activities across the three substantive components.

#### **Gender Gap/Issues**

2. The gender disparities affecting forest-related activities are multidimensional and multifaceted, reinforcing each other. Gender disparities are equally felt among the historically marginalized groups of

Batwa as well as refugees (and particularly women, girls, and the disabled within these groups). The gender barriers associated with the project are framed in the following themes: institutional, legal, economic, social, and environmental/climate change contexts. Gender constraints in the refugee communities are similar to those in the host communities; thus, similar actions in the action plan will target these constraints. These barriers cut across the project objectives. Below is a summary of the gaps identified.

(a) The institutional barriers included

- (i) Low career path for women especially in leadership positions and inadequate institutional capacity to institutionalize gender integration in forest management;
- (ii) Majority of women having low literacy levels and so lacking relevant forest conservation and business skills, knowledge, and access to information;
- (iii) Lack of credit and capital hindering women from participating in programs that benefit them;
- (iv) Limited coverage of CFM approach to broaden the scope of gender integration; and
- (v) Lack of statistical information and weak analytical capacity contributing to lack of gender-disaggregated data in the forest sector.

(b) Legal and policy barriers included

- (i) Negative social, cultural, and economic environments;
- (ii) Weak policy and legal enforcement, which affects women's participation and voice;
- (iii) Control and access of forest resources and productive assets (land, credit, and capital); and
- (iv) Gender inclusiveness in forest-related projects.

(c) Economic barriers included

- (i) Limited access, control, and ownership of land;
- (ii) Inadequate women's ownership on income that comes from forests, trees, and agricultural products; and

- (iii) Differentiated length in work engagement and prioritization of use of time by men and women in forests and associated resources.
- (d) Social barriers included
  - (i) Patriarchal traditional and cultural beliefs and norms negatively affecting women's access and ownership to land;
  - (ii) Gender discrimination in leadership, decision making, and participation, affecting women's gender inclusiveness in forest programs;
  - (iii) A disproportionate share of roles and responsibility for child and family care, reducing their time available for forest-related income-generating activities;
  - (iv) Long distances and isolation exposing the women and girls to sexual violence due to delays in forests searching for fuelwood; increased domestic violence (wife beating) and sexual abuse (rape), and school attendance inconsistencies for school going children; and
  - (v) Insecurity, lack of safety, and voice being a greater concern for refugee women and girls who may experience sexual abuse (GBV) in isolated forests and landscapes in their search for fuelwood and water.
- (e) Environmental barriers included unsustainable use of fuelwood through traditional technology contributing to biomass degradation and resulting in extended time travelled by women to collect fuelwood and water.

### *Proposed Actions*

3. The project includes a gender analysis and an action plan to guide the mainstreaming. The actions identify activities that will (a) promote and increase women's participation and consultation, (b) contribute to increasing women's income, (c) improve sharing of benefits, (d) promote empowerment of women, and (e) improve creation of decent jobs from forest resources. Despite the broad concerns, actual actions to be undertaken are limited to selected project subcomponents with indicators aligned with project RF for effective project tracking.
4. The following actions were drawn:

- (a) Promotion of equitable participation and consultation to strengthen decision making/leadership and empowerment of women alongside the men
- (b) Increase in equitable benefit sharing in the targeted communities
- (c) Equitable and participative management of community forest areas managed according to gender-informed practices
- (d) Strengthening of capacity including women and institutions established with women leadership—CFM and CRM groups
- (e) Capacity building for the implementing teams
- (f) Promotion of decent jobs in the forest-related activities and value chain activities including tree farming, smallholder farmers, and production and processing of forest products

**Table 2.1. Gender Action Plan**

	<b>Component or Subcomponent Intent</b>	<b>Key Gender Gaps</b>	<b>Actions</b>	<b>Indicators and Targets</b>	<b>Responsible Unit</b>
<b>1</b>	<b>Component 1. Improved management of protected areas</b>				
1.1	Subcomponent 1.1. Improvement of infrastructure and equipment for the management of forest PAs	Inadequate participation of men and women in the management of forests and wildlife due to <ul style="list-style-type: none"> <li>• Discrimination associated with cultural norms, beliefs, and traditions;</li> <li>• Time constraints due to multiple household chores and</li> </ul>	Promote gender-inclusive participation, involving men, women, girls, and boys and particularly refugee and forest-dependent men, women, boys, and girls in <ul style="list-style-type: none"> <li>(a) Boundary planning (including community consultations) and demarcation, fencing and walling to reduce human-wildlife conflicts, staff accommodation and ranger posts, and support for the NFMS and</li> <li>(b) Management of wildfires in <ul style="list-style-type: none"> <li>(i) Training in fire management;</li> </ul> </li> </ul>	Number of people consulted on forest resources use and management (disaggregated by gender)  CFM and CRM groups established with project support that have women in the executive committees (Percentage)  Forest area	

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		family care; <ul style="list-style-type: none"> <li>• Unequal access to land and other assets, forest landscape-related information, and extension services;</li> <li>• Underrepresentation in community groups and association at all levels; and</li> <li>• Inadequate skills to engage and negotiate in CFM.</li> </ul>	(ii) Establishment and maintenance of fire breaks; (iii) Gender-inclusive community sensitization, response, and monitoring; and (iv) Introduction of appropriate modern approaches to help in efficient fire management practices at the landscape level	brought under collaborative management (ha) (managed according to gender-informed practices) <sup>1</sup>	
1.2	Subcomponent 1.2. Increasing the involvement of local communities in the management of forest and wildlife areas by increasing their access and benefits from these areas		Promote awareness on participation of men and women including the marginalized and forest-dependent groups in planning and decision making in community forest management groups, committees, and associations.  Support gender inclusiveness in the management plans for the share of forest area managed.  Engage community leaders and particularly men as agents for change in promoting		NFA and UWA

<sup>1</sup> Gender informed practices include consideration, participation, and consultation of men, women, boys, and girls including the marginalized and vulnerable groups in the area of operation in the design, planning, and implementation of forest-related activities supported by the project.

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			gender inclusion and equity in forest management and use.  Identify and promote best practices in inclusive benefit sharing in the management and use of forests and wildlife resources.		
1.3	Subcomponent 1.3. Restoration of degraded natural forests and habitats in Wildlife and Forest PAs	Women, as compared to men, have inadequate financial (capital/credit) and leadership ability to participate in private sector and commercial tree planting in forest PA.	Identify areas in the forest and wildlife habitats restoration value chain where women and vulnerable/marginalized groups (such as refugees) will benefit and actively participate in the activities.	People employed in production and processing of forest products (including female) (number)	NFA and UWA
1.4	Subcomponent 1.4. Increased forest protection in CFRs and WRs in close proximity to refugee settlements	There is difference of use, skills, and knowledge in forest resources.  Women are usually discriminated from employment and are overburdened with family care and home	Support inclusive forest restoration activities in afforestation, nursery tree planting, forest guards, community mobilization, and so on involving men, women, boys, and girls including from refugee communities.  Promote dialogue on social norms and influence through change agents, preferably male champions inclusive from forest-dependent and refugee communities (men/women).		NFA and CSOs

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		chores.	<p>Promote participation of refugees and forest-dependent communities in designing, planning, implementation, and monitoring of forest restoration activities.</p> <p>Promote training of forest guards in the prevention of potential sexual abuse risks and in management skills.</p>		
<b>2</b>	<b>Component 2. Increased revenues and jobs from forests and wildlife protected areas</b>				
2.1	Subcomponent 2.1. Investments in tourism	<p>Women have limited access to tourism and forest-related information and skills enhancement opportunities as much as men do, to facilitate their involvement.</p> <p>Women are less employed in forests and wildlife investments</p> <p>Productive forestry investments require land and capital for investments.</p>	<p>Identify areas in the forest and wildlife habitats restoration value chain where women will benefit and actively participate in the activities—such as ecotourism, crafts, community accommodation and tour guiding, and so on.</p> <p>Support gender-inclusive capacity building for private timber plantation owners.</p> <p>Promote targeted communication/media products, and organize tourism-related trainings targeted for men and women entrepreneurs, strongly encouraging women participation.</p>	<p>People employed in the production and processing of forest products (including female) (number)</p>	<p>MTWA in collaboration with local governments, CSOs, and the private sector</p>
2.2	Subcomponent 2.2.		Identify support-program		NFA

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	Investments in productive forestry	Women lack capacity, knowledge, and skills for investing in business.	mechanisms for women entrepreneurs that can have an impact on the entire value chains where women entrepreneurs are concentrated.		
<b>3</b>	<b>Component 3. Improved landscape management in refugee-hosting areas</b>				
3.1	Subcomponent 3.1. Increased tree cover on community and refugee-hosting areas	Men and women will benefit differently from agroforestry programs; more so, agroforestry will reduce the distance travelled by women and girls in collecting firewood and reduce potential attacks and abuse.  Men and women receive information differently; women may miss to receive information on time to inform	Consult and engage people in designing and implementing agroforestry activities as a business.  Provide targeted technical and leadership training to women involved in forestry/agroforestry/private plantation/tree growing.  Promote equitable beneficiary targeting and information sharing for the different genders and groups.  Promote, among farmers, growing trees and supplying wood fuel as business.	Tree farmers reached with assets or services (including female) (Number)  Smallholder plantations established, with seedling survival rate of at least 60% after 1 year, with project support (managed according to gender-informed practices) <sup>2</sup>	
3.2	Subcomponent 3.2. Supporting farm forestry for refugee fuel supply		Establish community dialogue on gender-inclusive and participatory community forest planning, women	Tree farmers supplying the wood fuel scheme for refugee	NFA, local governments/district land boards, and

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		<p>their participation.</p> <p>Women lack capital and land for the establishment of woodlots and for planting trees. Trees are a reserve of men.</p> <p>Potential family conflicts result in GBV related to men-women power relations on land ownership and economic empowerment .</p>	<p>land tenure rights, and negative cultural beliefs and norms.</p> <p>Promote gender-inclusive tree planting as a business from farm forests.</p> <p>Support projects that develop women and men’s capacities to promote sociocultural changes and training (identified by the community/women).</p> <p>Support capacity building for DLGs to train women on land rights and enforce women’s land tenure rights during land transactions.</p> <p>Develop gender-inclusive regulations for community forestry in a participatory way.</p> <p>Ensure that allocation of wood fuel to refugees is equitable.</p>	<p>settlements (including female)</p> <p>Refugees-beneficiaries of the wood fuel supply scheme</p>	CSOs
<b>4</b>	<b>Component 4. Project management and monitoring</b>				