

# Gender Action Plan

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**FP273: Papua New Guinea REDD-plus RBP for results period 2014-2016**

Papua New Guinea | FAO | B.42/02/Add.15

July 03, 2025





## ANNEX 1: THE GENDER ACTION PLAN (GAP)

PNG is committed to ensure women, as well as other vulnerable groups, fully participate, engage and benefit from the National REDD+ Strategy. Similarly, following the terms of reference for the pilot programme, this section provides a comprehensive overview on the proposed action plan to ensure the RBP project, and on-the-ground activities to be financed with GCF proceeds, do not create or exacerbate existing gender inequalities, discrimination and GBV, in alignment with international frameworks on gender equality and women and girls' empowerment and Sexual Exploitation, Abuse and Harassment (SEAH). Moreover, the Project will adopt a strict zero tolerance policy towards SEAH and GBV, ensuring compliance with both the GCF's Gender Policy and FAO's dedicated Environmental and Social Standard 6 on Gender equality and prevention of gender-based violence.

Building on the findings from the GA, its recommendations, and the gender provisions in PNG's legal and institutional framework, and under the umbrella of the proposed Environmental and Social Management Framework for this RBP, this section presents the proposed Gender Action Plan (hereon, the). The GAP included in the Table below, seeks to address existing gender barriers and gaps as highlighted within this assessment by proposing gender-responsive actions to be taken during the project's inception and implementation stages.

The GAP also proposes indicators to measure and track progress on those proposed gender actions/measures. This will allow for monitoring the extent to which gender outcomes are being achieved during the project implementation and enable adjustments where necessary.

It is important to note that, to ensure safeguards' compliance as stated in the Project's ESMF, further assessments and plans will be conducted later on and once the specific sites for Project implementation have been identified, and this GAP will be updated alongside the preparation of the project's ESMP over the project inception. The development of such instruments would also require stakeholder consultations and validations with government and non-government entities, including marginalized groups, such as women, youth, people with disabilities, customary landowners and local communities. All these processes would inform the actions of the proposed Gender Action Plan.

The action plan will also aim to identify SEAH risks in stakeholder engagement, benefit-sharing, and employment activities as well as to capture the commitment of the AE towards ensuring the development and implementation of clear SEAH prevention measures such as survivor-centred grievance mechanisms, development of SEAH risk mitigation plans and SEAH risk training or awareness activities.

Furthermore, the availability of gender-related data in the forestry sector, which is currently limited, as the Project's implementation progresses, can help strengthen the GAP. At present, PNG is making progress in gathering gender-related and sex-disaggregated data, which will allow for more accurate estimation of metrics in the future (e.g., baselines) and will significantly enhance the monitoring and evaluation of gender outcomes. This data can help track progress, identify gaps, and make necessary adjustments to ensure that gender equality objectives are achieved, ultimately

leading to more effective and sustainable project outcomes. This type of gender-related data will be generated through the project:

- Women-to-men ratios among targeted beneficiaries in various sectors and action areas (e.g., farming, forestry activities, conservation initiatives, or other sustainable livelihood options), with the aim of determining the specific number of individuals needed for skills training.
- Assessment of existing male and female capacities and gaps, focusing on key intervention areas such as sustainable land use planning/farming, conservation, sustainable forest management, and sustainable livelihoods.
- Assessment on existing male and female capacities or gaps within the key implementing agencies and sectors at both national and sub-national levels focusing on the key areas of intervention e.g., knowledge of sustainable land use planning/farming options, conservation initiatives, sustainable forest management and sustainable livelihood options.
- Data on the specific types of benefits received from field activities, such as farming, sustainable livelihood options, and conservation initiatives, with a focus on differentiating the benefits received by men and women.
- Track changes in the receipt and distribution of benefits before and after the implementation of the Project, disaggregated by male and female beneficiaries

**Table on the Gender Action Plan for PNG's REDD+ RBP Project**

<b>A. Fair and equal participation by all stakeholders affected by the RBP project</b>				
<b>Specific Objectives:</b>				
<ul style="list-style-type: none"> <li>To ensure equal gender participation in capacity building efforts</li> <li>To ensure that consultations are conducted through culturally appropriate, gender-sensitive mechanisms</li> <li>To ensure that training and capacity-building efforts are delivered in a gender-responsive way</li> </ul>				
<b>Gender responsive Actions</b>	<b>Indicator</b>	<b>Link to RBP proposal</b>	<b>Timeline</b>	<b>Responsibility</b>
Mainstream gender into the design and implementation of all awareness raising, consultative, and capacity-building activities	# of planning/methodological documents integrating gender aspects into the design of events/activities  Gender specialist engaged and overseeing project activities.	Outputs 1.2, 2.1, 2.2	Y1-Y6	Gender Specialist
Promote equal representation and engagement of men/women in participatory events/activities.	Equal male-female ratio in events' participation (or minimum percentage female representation)  # of women's groups represented  All Project staff and participants	Outputs 1.2, 2.1, 2.2	Y1-Y6	All project staff
Ensure development and implementation of clear SEAH prevention measures in all stakeholder participation and capacity building activities	# of trainings /information sessions held on SEAH prevention measures within core stakeholder /capacity building activities  Establishment of survivor-centered grievance mechanisms  Development of SEAH risk mitigation plan  All Project leads and staff trained on SEAH risks and prevention measures	Outputs 1.2, 2.1, 2.2	Y1-Y6	All project staff and Gender specialist
Take affirmative measures to solicit and promote the perspectives of women in	Record of male/female interventions during events	Outputs 1.2, 2.1, 2.2	Y1-Y6	All project staff

stakeholder engagement processes and participatory activities	Interviews/surveys carried out with women in the various stakeholder processes and reports provided			
Deliver gender-responsive, culturally appropriate and accessible training and capacity-building materials, considering the gender digital gap and differing access rates of youth and remote communities to information and digital systems.	# of training materials integrating gender aspects and adapted  Gender specialist engaged to carry out relevant trainings and capacity building activities	Outputs 1.2, 2.1, 2.2	Y1-Y6	Gender specialist and relevant project leads

**B. Strengthened capacities and benefits for women and vulnerable groups in forest landscape management and sustainable livelihoods**

**Specific Objectives:**

- *To ensure that people in PNG, especially the most marginalized and vulnerable, benefit from equitable and participatory access to opportunities/services that improve livelihoods and protect natural resources.*
- *To ensure equal gender participation in technical and financial capacity building efforts*

<b>Gender responsive Actions</b>	<b>Indicator</b>	<b>Link to RBP proposal</b>	<b>Timeline</b>	<b>Responsibility</b>
Build financial and technical capacity of women, and youth from customary groups on local production systems / alternative livelihoods	# of women received training # of young people received training # of local production systems/alternative livelihood projects commenced or strengthened by women and youth  Gender specialist engaged to carry out trainings	Outputs 2.1, 2.2	Y1-Y3	Project leads and Gender specialist
Consider gender-specific forest needs in the definition of production systems, sustainable livelihoods, and sustainable agriculture value chains	# of economic opportunities integrating gender-specific needs  # of women involved in and managing sustainable livelihood projects	Outputs 2.1, 2.2	Y3-Y6	Gender specialist

	Gender specialist engaged to assist with identifying related needs  # of women benefitting from sustainable agricultural value chains			
Generate benefits for women and other relevant vulnerable groups through inclusive economic opportunities and productive mechanisms.	# of women engaged in production systems, financial mechanisms, productive schemes, etc. # of people (marginalized, vulnerable) engaged in production systems, financial mechanisms, productive schemes, etc.  Increase in SME's and /or bank accounts opened by women and youth/elderly/disabled in key project sites	Outputs 2.1, 2.2	Y3-Y6	Project leads and Gender specialist
Ensure development and implementation of clear SEAH prevention measures in all relevant trainings and project activities	# of trainings /information sessions held on SEAH prevention measures within core trainings /project activities  Establishment of survivor-centered grievance mechanisms  Development of SEAH risk mitigation plan  All Project leads and staff trained on SEAH risks and prevention measures  Gender specialist engaged to carry out trainings on SEAH	Outputs 2.1, 2.2	Y1-Y6	All project staff and Gender specialist

### C. Gender considerations integrated into planning & information systems

#### Specific Objectives:

- To ensure that gender-specific needs are considered in planning systems.
- To ensure that gender-related data and information is generated and accessible in information systems

Gender responsive Actions	Indicator	Link to RBP proposal	Timeline	Responsibility
Mainstream gender into the design of land use and development planning instruments at national and sub-national levels, as relevant.	# of land use plans integrating gender considerations	Outputs 1.1.,	Y2-Y6	Project leads and Gender specialist

	<p># of development plans integrating gender considerations</p> <p>Project leads engaged Gender specialists to assist with development of relevant planning instruments</p>			
<p>Mainstream gender into the design of information and reporting systems such as the Benefit-Sharing Plan, Land Use Information System, Safeguards Information System, as relevant.</p>	<p># of information systems and plans integrating gender considerations developed</p> <p>Gender specialist engaged to assist with development of relevant information systems and plans</p>	Outputs 1.3	Y1-Y5	Project leads and Gender specialist
<p>Provide women, and other vulnerable people with the appropriate training and information to facilitate the use and access to planning instruments and information systems</p>	<p># women, youth and other vulnerable people received training to use/access planning instruments and information systems</p> <p># Relevant land use/resource management plans developed by women and youth/vulnerable groups</p> <p>Project leads engaged gender specialist /other technical specialists to carry out training</p>	Outputs 1.1, 1.3	Y1-Y6	Project leads and Gender specialist
<p>Generate sex-disaggregated data and/or gender specific data/information through key information management systems, as possible.</p>	<p># of information systems generating sex-disaggregated and/or gender-specific data and information</p>	Outputs 1.3	Y1-Y5	Project leads

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