



## Enduring Earth: Accelerating Sustainable Finance Solutions to Achieve Durable Conservation (GEF ID: 11014)

ANNEX 9 a,b,c; Gender Analyses and Action Plans for Gabon, Namibia and  
Eastern Tropical Pacific

ANNEX 9a. Gabon GAP



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## **Abréviations et sigles**

IGA	Income Genrating Activities
BSG	Budgétisation Sensible au Genre
GEF	Global Environment Fund
SNDS	Stratégie Nationale de Développement de la Statistique
SNEEG	Stratégie Nationale d'Égalité et Équité du Genre
GBV	Gender-Based Violence

## 1. INTRODUCTION

Located in the Gulf of Guinea and straddling the Equator, Gabon, which covers an area of 267,667 square kilometers, is limited to the North by Cameroon, to the Northwest by Equatorial Guinea, to the East and South by the Republic of Congo and to the West by the Atlantic Ocean.<sup>1</sup>

Its equatorial climate, hot and humid, is characterized by two rainy seasons. Rainfall is very high, between 1600 and 3000 millimeters (mm) of water per year, depending on the region. The relief mainly includes a coastal plain of 800 kilometers (km) to the West of the country and two large ancient massifs. The hydrographic network is mainly composed of the Ogooué River (1200 kms), its main tributaries (the Ivindo, the Offoué, the Ngounié, the Lolo etc.), as well as lakes (Azingo, Onangué, Ezanga, Oguémoué, etc.). The marine waters run along a coastline of about 800 km, and cover a continental shelf with depths of less than 200 meters (m), with an approximate surface of 40,600 km<sup>2</sup>.

The Exclusive Economic Zone (EEZ) has an area of 213,000 km<sup>2</sup>. Most of the country (85% of the total area) is covered by forests. To the south appears an area of savannah interspersed with small forests. Gabon is rich in land and waters, which make it a country with high agricultural potential.

As part of the formulation of the GEF-7 project "Enduring Earth: Accelerating Sustainable Financial Solutions to Achieve Sustainable Conservation", WWF proposes to develop a Gender Assessment with an Action Plan.

In order to take better account of gender in the project, a detailed analysis of gender inequalities in the areas of natural resource management and nature conservation was carried out. The analysis focused specifically on: women's and men's access to and control over the management of natural resources and types of resources, the benefits of the project, the participation of women and men in decision-making bodies at the community level, the opportunities offered to women and men, the differential vulnerability and impact experienced by women and men regarding climate change and how they adapt to these changes. The objective is to collect gender-sensitive data that will identify gaps, opportunities and solutions to improve the active and equal participation of both, women and men, in project activities and opportunities, while promoting more equitable management and benefits of the use and protection of natural resources.

From the gender analysis, it emerges that women are much more likely to be found at the level of reproductive activities (family and domestic) and community. On the other hand, production activities such as agriculture and fishing are the domain of both. For fishing, women are mainly in marketing. Handicrafts and catering are inclusive areas for women, but these resource- and income-generating activities are not valued by tourism companies. Also, gender analysis shows that access to and control of resources, benefits and services, participation in decision-making are not a matter of gender.

Both women and men are the spheres of decision-making and the mechanisms for conflict prevention and management. Women's daily schedules are busier than men's. Vulnerability is more pronounced in women than in men. The way in which women and men are treated by legal and customary mechanisms is linked to the lack of knowledge of texts and laws by men and women, but especially women.

### 1.1. Reminder of the objective of the mission

As stated in the Terms of Reference, the main objective of the Gender Equality Assessment Mission is to collect gender-specific data that will identify gaps and opportunities and gain knowledge on the roles of women and men in the GEF - 7 Project "Enduring Earth: Accelerating Sustainable Finance Solutions to

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<sup>1</sup> Source : Gender Profile Gabon, FAO, 2020

*Achieve Sustainable Conservation*" in the project area (once identified), decision-making processes between women and men at the community level, control of the management of natural resources and types of resources, access to resources by women and men in the project area, how project benefits and other opportunities are shared, the differential vulnerability and impact experienced by women and men regarding climate change and how they adapt to climate change. The objective is to identify gaps, opportunities and solutions to improve the active and equal participation of both women, men and youth in the activities and opportunities of the project, while promoting more equitable management and benefits of the use and protection of natural resources.

## **1.2. Reminder of deliverables**

The deliverables are:

- A Gender Assessment detailing baseline data on the gender dynamics and the status of women in the context of the project. The information will constitute the project's base for a monitoring and evaluation plan for gender integration;
- Documentation of consultations and summary of the issues raised in relation to gender (joint deliverable in collaboration with the Safeguards consultant);
- A set of recommendations that can be incorporated into project design, including into the Stakeholder Engagement Plan and the Grievance Redress Mechanism, in order to ensure improvement in the conditions of the most vulnerable groups, including women, in general and more specifically as it relates to equitable access to, and benefit from, resources in each targeted area of the project;
- A Gender Mainstreaming Action Plan is developed according to the survey results, recommendations, and relevant results obtained in the stakeholder consultations for implementation of gender-responsive activities throughout the life of the project;
- A list of key gender-related indicators is identified and mainstreamed into the results framework (including into the gender action plan), where relevant, and included in the project M&E plan, which includes sex-disaggregated data wherever possible.

## **2. METHODOLOGY**

### **2.1. Methodological approach**

Our methodological approach was participatory, qualitative and involved several steps. It included: (i) document review; (ii) production of data collection tools; (iii) data collection in the field and analysis; (iv) production and submission of the report of this report together with its action plan.

### **2.2. Sampling corpus**

The sample for the analysis consisted of:

- At the national level
  - Government agencies
  - The private sector
- At the local level
  - Prefects
  - Sub-prefects
  - The private sector
  - Local communities and their representatives in and outside of the National Parks
  - Indigenous communities on the ground

### **3. DESCRIPTION OF THE BASELINE SITUATION**

#### **3.1. Demographic context**

The evolution of the Gabonese population is reflected in a gradual reduction of the gap between men and women. Estimated in 2005 at 1.6 million inhabitants with an average annual growth rate of 4.2% (DGSEE/DGE/TBS 2005), it now stands at 1,802,728 inhabitants. The female population, which represented 50.6% in 1993 (RGPH 1993), is only 50.4% in 2005 and 49.6% in 2013. The General Population and Housing Census (RGPL) 2013, even advances a reversal of the trend in favor of the male population which amounts to 50.4%. According to the RGPL 2013, the majority of the country's inhabitants are in urban areas, i.e. 1,550,000 inhabitants, i.e. 87%.

Gabon's female population is very unevenly distributed across the country's nine provinces. Half of the women live in only one of the country's nine provinces, the Estuary, and 30 per cent in the three provinces of Haut Ogooué, Ogooué Maritime and Woleu-Ntem. The other five provinces each account for less than 6 per cent of the total female population. The rural area is almost empty.

The spatial distribution brings Woleu-Ntem in the lead with 23% of the population, followed by Haut - Ogooué (16%) and Ngounié (14%). The rural environment of the Estuary accounts for only 8 per cent of the country's rural female population and Ogooué-Maritime 3.5 per cent. Rural women represent 27.64% of the female population in Gabon.

#### **3.2. Human Development Indices**

##### **3.2.1. The Human Development Index (HDI)**

This is a composite index that measures the average level achieved in three fundamental dimensions of human development: long and healthy life, knowledge and decent living standards. Gabon's HDI for 2021 - 2022 stands at 0.706, placing the country 112th among 189 countries and territories.

##### **3.2.2. Inequality-adjusted Human Development Index (IHDI)**

The IHDI is lower given inequalities in the three fundamental dimensions of human development. The IHDI is 0.544 for Gabon in 2021.

##### **3.2.3. Gender Inequality Index (GII)**

A composite indicator of inequalities between women and men in the following dimensions: reproductive health, empowerment and labour market. Gabon has a GII of 0.541, ranking 140th out of 162.

##### **3.2.4. Gender Development Index (GDI)**

This is the HDI ratio for men and women. It is 0.908 for Gabon.

##### **3.2.5. Multidimensional Poverty Index (MPI)**

The 2010 Human Development Report introduced the Multidimensional Poverty Index (MPI) which highlights the multiple deprivations people suffer in three dimensions: education, health and standard of living. Two indicators are used to assess health, two also for education, and six for living standards. All indicators needed to compile a country's MPI come from the same household survey. They are weighted to obtain a deprivation score, and deprivation scores are calculated for each person covered by the survey. A deprivation score of 33.3% (one third of the weighted indicators) is used to distinguish poor from non-poor. If the deprivation score is equal to or greater than 33.3%, the household (and each of its members) is classified as living in multidimensional poverty. People with a deprivation score of



20% or more, but less than 33.3%, are considered vulnerable to multidimensional poverty. Finally, people with a deprivation score of 50 per cent or more live in extreme multidimensional poverty. The MPI is calculated for 101 developing countries in the 2019 HDR. For 2012 (the most recent), it is 0.066 for Gabon.

### **3.3. Division of Labour between men and women**

In the sphere of family and domestic work, the roles and responsibilities of men and women differ in the area of gender analysis. Women are responsible for raising children, preparing food and domestic activities. But concerning the production work, both men and women are in agriculture and fishing (case of the Mayumba area), the cultivation of family farms are essentially feminine tasks, while the preparation of the fields is the responsibility of men. In Loango area, while the men are in fishing, the women are involved in the marketing of fishery products and help the husbands in this activity. In Minkebe, the main activity is agriculture, and there are many women in this field. On the other hand, young people do not seem interested in nature conservation activities, or in agriculture for that matter. To make agricultural and nature conservation activities attractive, awareness need to be raised around young people, receive training on farming techniques, promotion of nature conservation activities.

There is a demand to strengthen the mechanization of agriculture and other activities. This will make works easy and accessible to all gender. This will also improve agricultural yield.

Handicrafts are inclusive activities for women, but unfortunately, they do not support women and they are not valued enough by tourists and tourism companies. There are opportunities for women to assert themselves and develop income-generating activities, such as the production of art objects (weaving of mats, weaving art objects) and cultural activities (e.g dances). Catering is also a privileged area for women. But like craftsmanship, it is not capitalized or valued. Yet women excel in making local and traditional dishes based on local products that can be sold to tourist agencies. (Figure 1)



Figure 1: Dishes prepared for the consultation team by Mrs. Diane in the village of Tchongorove (near Loango National Park)

### **3.4. Land access and control**

According to EDSG II, eight out of ten women (80%) do not own land. In rural areas, women do not own land. This problem is an obstacle to the development of agricultural activities. Access to land and the land allocation process is carried out by the village chief and reserved for men in the community only. In the event of the death of the farm manager, the land passes on to the eldest son. Widows, daughters and younger sons of the property are excluded from inheritance. Their eviction is one of the most

widespread variants, especially under the pressure of cultural values. These cases of spoliation inspired the law amending the second part of the Civil Code in inheritance matters, for the protection of the surviving spouse and the orphan. Gabonese customary law is characterized by unfair practices. The RGPL 2013 provides the following information (Table 1), as part of SDG Goal 5, related to achieving gender equality and empowering all women and girls.

Table 1: Percentage of surviving spouses robbed of their couple's property

Type of spoliation	Residential environment		
	Urban	Rural	Gabon
<b>Number of surviving spouses</b>			
Despoiled of some property but not all	790	190	980
Despoiled of all the couple's property	1 111	343	1 454
<b>Percentage of surviving spouses who are women</b>			
Despoiled of some property but not all	8.7	6.6	8.2
Despoiled of all the couple's property	12.3	11.9	12.2

*Source: RGPL 2013*

Although there is still an abundance of land in the country, the process of developing the agricultural sector and the establishment of large areas of industrial plantations near villages poses a threat to women's sustainable access to land. Without land availability, they will become agricultural workers to the detriment of state-encouraged food production. The unavailability of agricultural land in some households leads the women concerned to adopt strategies to cultivate (exploit the land donated by other families; cultivate with the other women of the village on their own land; exploit the land of the agricultural association/cooperative; rent the land). According to the PDAR survey, almost all rural women farmers (98.6%) own their food crops; About 1.1% is co-owner and 0.3% practices renting. But such a disposition is far from general.

### **3.5. Access to and control of profits and revenues**

For access to and control of profits, the analysis reveals that in the project area, both men and women have access to profits and incomes and women freely decide on the use of profits from their activities. The women seemed surprised that such a question was asked of them, so much so that they are responsible for their own profits and income. This is reassuring about the support of women in income-generating activities because there is no risk of confiscation of this income by men.

### **3.6. Access to information, services and technologies related to natural resource management**

In the project area, access to markets is not easy, as the problems of accessibility to production sites (rural roads), lack of storage and conservation infrastructure for perishable products, insufficient means of evacuation, etc. spare neither men nor women, producers in rural areas. The main constraints of the rural agricultural sector are manifested in the form of a loss of productivity of farming systems, linked to weak technical support and lack of inputs and equipment. In the face of these realities, men and women are equal. This also applies to fisheries, as regards inputs, equipment, production, processing, conservation and marketing materials.

The rural environment is poorly equipped, except for mobile phones in some places. Internet at home is still in its infancy and is mainly found in urban areas. The lack of training and resources deprives women of an appropriation of the various Information and Communication Technology (ICT) tools. More

notably, the ignorance by most of them, of the impact of ICTs in their daily lives. Regardless of the type of ICT, female-headed households are less equipped than male-headed households.

In the context of the introduction of agricultural technologies, specific support for processing, preservation and packaging, as well as compliance with plant, fishery and animal safety standards is desirable. It is understood that women play a prominent role in these activities. Actions will focus on the promotion of innovative techniques for processing that does not reduce the nutritional value of food, the improvement of preservation, hygiene and the packaging of non-timber plant, animal and forest products.

The Ten-Year Plan for the Empowerment of Women of Gabon calls for equipping 50,000 women and girls with appropriate production and processing technologies to modernize their economic activities and reduce their workload at subsidized costs.

The distribution channel for agricultural and fishing equipment is limited. In the assessment area, cultivated agricultural land uses almost no industrial fertilizers. Nevertheless, access to quality inputs that make smallholders more competitive remains a challenge for both women and men at the study sites. But to circumvent the unavailability of agricultural inputs, the project should support women to develop improved seed production units (technique of rapid multiplication of seeds of their speculations) and to make compost from household waste and pre- and post-harvest residues, as regards agriculture, because it's more sustainable. For fishing, shops selling fishing equipment, conservation and processing of fishery products are to be set up.

Regarding the availability of time (daily, monthly, annual), it has been shown that women invest more time than men regardless of the season. Thus, men are more available than women. Actions in favour of women must take account of this aspect and provide for actions to lighten women's tasks and to raise men's awareness of the responsibility for certain women's activities.

### **3.7. Power and decision-making**

The political system is presidential in Gabon. Elected by direct universal suffrage by a simple majority (a one-round election since the 2005 presidential election) for a renewable seven-year term, the President rubs shoulders with a legislative power represented by a bicameral Parliament.

At the constitutional level, the Basic Law recognizes the principle of equality, and the Government ratified the Convention on the Elimination of All Forms of Discrimination against Women in 1983. The law to ensure a representation of 30% of women in elected positions and in the high administration long awaiting promulgation was supplanted by the constitutional reform of January 2018 which incorporates parity. The adoption of a law establishing a 30% quota for women in elected office, which has not yet been tested, is a step towards improving women's political presence. Local power has become less and less masculine since the municipal elections of 2013, which saw women accede or be strengthened at the head of local executives.

More specifically, in the project area, the presence of women is noted in leadership positions. In the villages of Sounga (Loango) and Yoyo (Mayumba), the village chiefs are women. In the village of Tchongorove, the Leader of the community-based organization "Les Hommes Battants" is a woman.

In the village management committees, conflict management frameworks and mechanisms and in all the associations of the sites visited, there are women. But the quality and position of women in these committees and associations are clearly understood. It should be noted that these associations were initiated and created for well-defined goals by development actors operating at the site level to facilitate their access to support and other assistance.

Thus, the fate of women in decision-making bodies is experiencing some visible improvements in access to responsibilities.

### **3.8. Institutional capacity for gender equality and women's empowerment**

#### **3.8.1. Institutional capacity**

Gabonese women were already the subject of differentiated institutional treatment in the aftermath of independence. "State feminism" found its first manifestations there, with the establishment of the National Council of Gabonese Women (CNFG) in 1961. In September 1967, the government team was enriched by a Minister of State in charge of Labour, Social Affairs and the National Organization of Gabonese Women.

However, gender equality is still a long way off. This ambition, with its corollary, women's empowerment, manifested itself later. In 1974, the UN's incentive-based speech aimed to encourage States to set up the institutional framework for the advancement of women. The idea of the Women's Decade, launched in 1975 at the first World Conference on Women in Mexico City, led to the creation of a governmental body for the integration of women in Gabon: the Commissariat for the Advancement of Women. The year 1976 saw the establishment of a Secretariat for the Advancement of Women. But it was not yet autonomous. This will be done seven years later with the Secretary of State for the Status of Women. This governmental mechanism, set up in 1983, has the mission of ensuring the "advancement of women". In 1997, a full Ministry of Family, Child Protection and the Advancement of Women was created. It is responsible for the implementation of all measures aimed at ending discrimination against women with a view to ensuring legal equality with men and the effective integration of women into policies and programmes, in conjunction with other ministerial departments. This initiative is part of the *Intégration Femme Développement (IFD)* approach, which advocates the institutionalization of corrective measures to overcome flagrant disparities of all kinds in gender relations, particularly in Gabonese society. In 2000, the former Secretariat of State for Women was established as a ministerial department. It is entirely devoted to the specific problems of families, but one of its two Directorates is responsible for the advancement of women.

Since 2009, there has been no Ministry for the Advancement of Women. This undermines the commitment made by the Gabonese Government to the CEDAW Committee to set up services of the Ministry of the Family and the Promotion of Women in the nine Gabonese provinces. It should also be noted that Gabon still does not have a Personal and Family Code. This indicator falls under specific objective: *Strengthen the legal framework for the rights of Gabonese women and girls and support improved access to judicial services and legal protection*. However, the Government's concern for the protection and advancement of women had not been ignored. Thus, the National Commission for the Family and the Advancement of Women (Decree No. 00298/PR/MFPF of 7 March 2001) and the Directorate-General, which gravitates between the Ministries of the Family, Health and Social Affairs or Social Security, dealt for a while with gender-related issues.

In the absence of a Ministry for the Advancement of Women, some institutional arrangements affecting the treatment of women's rights and the cause of women have been put in place and entrusted to several administrative entities that work in synergy, according to their existence, among others. These include: (i) The Directorate General for the Protection of Widows and Orphans; (ii) The General Directorate of the Family; (iii) The General Directorate of Welfare; (iv) The Directorate General of Social Affairs; (v) The National Directorate of Maternal and Child Health; (vi) Reception Centers for children in social difficulty.

The Decree appointing the Gabonese Government in February 2014, appointed a Ministry of Human Rights, Equal Opportunities and Gabonese Abroad. This raises the question of the latter's fields of competence, in relation to those of the Ministry of Social Security, which houses the General Directorate for the Advancement of Women.

### **3.8.2. National, regional and international policies on gender equality and the environment, in particular in areas related to women's rights, land rights, climate change, forest resources and agriculture**

The Gabonese Constitution promotes equality and protection against discrimination on the basis of sex. Indeed, the principle of equality of men and women is enshrined in article 2, paragraph 2, of the Gabonese Constitution: "*The Gabonese Republic shall ensure the equality of all citizens before the law, without distinction as to origin, race, sex, opinion or religion*". Nevertheless, the effective application of this principle remains problematic in many areas. This principle proclaimed by the Basic Law still seems foreign in some Administrations and Institutions, to the detriment of married women in particular. This is for example the case of the General Commission for Documentation and Immigration, which issued passports, the Directorate General of Land Transport which issues driving licenses and certain banking institutions with which the opening of accounts can be complicated for them. While these obstacles to women's full enjoyment of their rights are being gradually removed, until the recent past, some discriminatory measures against women persisted in the security forces.

Similarly, with regard to the freedom to choose residence and domicile, article 254 of the Gabonese Civil Code stipulates that the choice of the family's residence belongs to the husband. The woman is thus obliged to live with her husband, who is obliged to receive her.

Other aspects of inequality are present in the Penal Code on the age of first sexual intercourse and especially on the qualification of rape on young girls. The Penal Code considers rape to be a crime against girls up to 15 years of age, while the Conventions ratified by Gabon designate the child as a person aged 0 to 18 years. Despite the existence of the legal framework, institutional mechanisms put in place to make the establishment of gender equality effective in Gabon and significant progress, there are still many obstacles in various areas that hinder the achievement of this objective.

Thus, the National Strategy for Gender Equality and Equity (SNEEG) was adopted in 2010 to promote equal opportunities and treatment between men and women in education, vocational training, employment and occupation. However, the results are still mixed.

At the legal level, Gabon has ratified numerous agreements at the international and regional levels that promote women's rights and gender equality. However, reconciliation with national legislation is difficult because of the intrenchment of traditional values and the lack of information of the population on these different texts. Contradictions exist in the Gabonese legal corpus and many discriminatory provisions are still present in national laws (For example, the case of article 264, which stipulates that marriage dissolves on the death of one of the spouses but at the same time, it obliges the widow to marry in the family of her deceased husband if she wishes to benefit from usufruct. Moreover, if the widow refuses, she must be excluded from her family, i.e. expelled from her home, whereas the same code also stipulates that the home is inviolable).

Access to justice is also more difficult for women because of socio-cultural beliefs that hinder access and promote the violation of women's rights. Victims' ignorance of the texts and social pressure limit recourse to judicial services.

At the socio-cultural and human level, women face difficulties in all sectors: education, economic empowerment, health, access to employment. At the economic level, they are more impacted by

unemployment and precarious work and more difficult to access positions of responsibility. Despite making up half of the population, women make up only 39% of the labour force and the current unemployment rate for women is higher than for men.

Measured by gross enrolment rate, Gabon has one of the highest primary education rates, most children enter the education system, but not all complete it, and women are less likely to become literate than men. Early pregnancy has a negative impact on schooling since more than 50% of student mothers repeat or drop out of school.

Violence and harassment are common. Recently, three bills were under consideration aimed at strengthening equality between men and women, eliminating violence against women and phasing out outstanding discriminatory provisions against women in the penal and civil codes.

Despite all the socio-cultural constraints, ratified the Convention on the Elimination of All Forms of Discrimination against Women on 22 July 1982, which entered into force on 21 January 1983.

The country has acceded to numerous international and regional instruments establishing gender equality, including:

- International:
  - 1960: Signing of the Charter of the United Nations and the Universal Declaration of Human Rights
  - Convention on the Elimination of Discrimination against Women CEDAW/CEDAW (adopted on 18 December 1979 and entered into force on 3 September 1981, signed on 17 July 1980 and ratified on 21 January 1983)
  - Protocol CEDAW (adopted on 6 October 1991 and entered into force on 22 December 2002, acceded on 05 November 2004 and ratified on 05 November 2004)
  - Resolution 1325 et seq.
  - ROME STATUTE (adopted at Rome on 17 July 1998 and entered into force on 1 July 2002, signed on 22 December 1998 and ratified on 20 September 2000.
  - In 1995, accession to the Declaration of Beijing and Platform for Action of the Fourth World Conference on Women, of the United Nations Economic and Social Council (ECOSOC), Commission on the Status of Women. Resolution: "End female genital mutilation".
- Regional
  - 1986: Gabon adopted the African Charter on Human and Peoples' Rights;
  - 2003: ratification of the Protocol on the Rights of Women in Africa adopted by the Assembly of Heads of State of the African Union in Maputo.

### **3.8.3. State of harmonisation of national legislation with international instruments**

In order to harmonize Gabonese legislation with ratified international instruments, Gabon is making considerable efforts to promote gender equality and empower women. Hence the adoption of the following texts:

- The adoption of Act No. 87/98 of 20 July 1999 establishing the Nationality Code, which promotes the reciprocal acquisition of Gabonese nationality through marriage and dual nationality for Gabonese women.
- The adoption in February 2010 of the document of the National Strategy for Gender Equality and Equity (SNEEG).

- Since 1998, the Gabonese Government has introduced the Grand Prix du Président de la République (Competition for the promotion of women's socio-economic activities, with a view to involving women more fully in the country's economic development and with a view to their empowerment.)
- The creation by Order No. 00080 of 6 February 2007 of a listening unit within the Ministry in charge of the Family, whose mission is to receive, listen, advise and guide women in distress.
- The adoption of Law No. 0038/2008 of 29 January 2009 on combating and preventing female genital mutilation.
- Act No. 09/2004 of 21 September 2004 on preventing and combating trafficking in children in the Gabonese Republic.
- The Ten-Year Plan for the Empowerment of Gabonese Women (23 Feb. 2016).
- Launch of the Equal Opportunities Programme (February 2016).

### **3.9. The availability and use of gender indicators**

The availability and use of gender indicators exists:

#### **3.9.1. As part of the SNEEG**

The SNEEG implementation scheme provided for 3 types of indicators:

- General indicators for monitoring and evaluating gender mainstreaming;
- General indicators for monitoring and evaluation of the advancement of women;
- Specific indicators for assessing progress made in different sectors, formulated by the Ministry for the Promotion of Women and Gender.

#### **3.9.2. The Three-Year Plan for the Empowerment of Gabonese Women**

The Three-Year Plan for Women's Empowerment, carried out within the framework of the DFG, and accessible since the end of March 2018, develops a number of gender indicators, some of which respond to the concerns of the agricultural sector.

Regarding specific goal 2: "*Promote equitable access for women and girls to the factors of production and opportunities required for their economic empowerment*", we have as gender indicators:

- Number of women and girls informed about economic opportunities.
- Number of businesses created by women and girls.
- Existence of a guarantee fund for women's enterprises.
- Availability of sufficient funds for submitted Projects.
- Lower interest rates on national banks and funds to adapt to women's realities.
- Volume of funding provided to women and girls.
- Number of women with access to bank financing; microfinance institutions and national funds.
- Number of women and girls benefiting from production, processing and conservation technologies.
- Number of local produce sales counters built.
- Increased domestic consumption of local products.
- Number of viable new businesses created.
- Number of decent and sustainable jobs created.

Referring to Specific Objective 5: "*Create a political and institutional environment conducive to the implementation of the Ten-Year Plan for the Empowerment of Gabonese Women*", the following indicators have been identified:

- Number of Ministries and Institutions that take into account the problems of women and girls in their Policies, Programmes, Projects.
- Number of Ministries and Institutions applying gender-sensitive budgeting.
- Increase in the share of Programme and Project budgets allocated to actions in favour of women and girls.
- Existence of a specific and sufficient budget entry for the implementation of the Ten-Year Plan.
- Number of joint interdepartmental actions.
- Number of gender units created and functional at the level of ministries and institutions.
- Amounts of budgets allocated to gender units in each ministry and institution for the implementation of their activities.

However, the use of such indicators could be hampered by the inability of the national statistical system to produce quality, reliable and up-to-date baseline information. However, the main objective of the elaboration and adoption of the National Strategy for the Development of Statistics (NSDS) was to meet the statistical data needs necessary for the formulation of Gabon's development strategies, programs, projects and plans.

### **3.10. Legal rights and status**

#### **3.10.1. How women and men are treated in customary and formal legal codes, as well as by judicial systems**

##### **Overview**

In matters of justice, there are lots of unfair practices, including the spoliation of the widow and the orphan, difficulties in regaining possession of orphans' inheritance rights, lack of knowledge of inheritance procedures (inheritance rights), illiteracy (higher illiteracy rates among women than men) and retention of the deceased's documents by his family to the detriment of the widow and orphan were practices that demonstrate women's poor access to justice services. However, corrective measures have been taken by the government. We note the signature in April 2012 of two legal assistance agreements with two law firms and bailiffs allowing economically weak widows to benefit free of charge from the legal assistance of these court officers. The creation by Order No. 00080 of 6 February 2007 of a listening unit within the Ministry in charge of the Family, whose mission is to receive, listen, advise and guide women in distress.

Regarding the area of analysis, it is worth noting that men's and women's access to texts and laws. Because they are in French, their accessibility is low and this limits the understanding of the functioning and mechanisms that regulate parks near their living environment.

##### **Barrier/Constraints**

Also, as constraints, let's note:

- Access to justice is more difficult for women because of socio-cultural beliefs that hinder access and promote the violation of the rights of Gabonese women and girls at all levels.
- Victims' ignorance of the texts and social pressure limit recourse to judicial services.
- The illiteracy of women who limit their access to texts.

#### **3.10.2. Climate change effects, environmental impacts and consequences and categories of people affected**

##### **Overview**



In rural areas, agricultural activities can be the basis for environmental degradation. To create fields and plantations, men systematically cut down trees to allow women to practice shifting or slash-and-burn agriculture (subsistence agriculture). . The sizes of those fields vary from 0.5 to 1.5 ha. In agricultural production meant for subsistence, women use fertilizers and pesticides that have the potential to harm the environment. It is also noted that the strong pressure in the collection of Non-Timber Forest Products leads them in some cases to the felling of smaller fruit trees. Among the other degrading actions for the environment is the overexploitation of *marantaceae* leaves (mostly by women) and artisanal mining (mostly by men).

In urban areas, the pollution of the living environment with household waste that they use on a daily basis, especially plastic bags and cans is currently a major concern in terms of hygiene and sanitation. The destruction of vegetation cover (plantations and fields), the dumping of certain toxic products into surface, groundwater and marine waters, and the poor management of household waste pose major threats to the environment. Indeed, although the degradation of the urban environment is not only linked to women's activities, it must be noted that they contribute to it by no longer applying the hygiene rules of the living environment that are observed in rural areas.

The communities in the project area cited as climate change effects the decrease in the fish population, which may also be due to overfishing. Also, to adapt and compensate for the shortfall, communities engage in other activities such as agriculture and vice-versa.

### **Barrier/Constraints**

In Gabon, numerous studies have revealed major problems in environmental management, including:

- Strong pressure on the exploitation of certain natural resources,
- The poor planning of the spaces to be built leading to anarchic constructions,
- Pollution in urban and rural agglomerations,
- Poor management of drinking water resources.

In addition, rampant deforestation and the drying up of water sources are forcing them to spend much more time and energy to produce and find essential food. Their workload is increased tenfold and their free time margin significantly reduced. Devoting oneself to more profitable productive activities then becomes problematic.

The practice of slash-and-burn agriculture, vegetable crops, the use of fuels such as oil and coal for cooking food expose women to a higher risk than men. Exposure to smoke from these fuels leads to harmful health effects including obstructive pulmonary disease and chronic lung cancer. For example, the practice of smoking fish.

Environmental degradation due to poor management and use of waste and pollutants can have a disproportionate impact on the health of women, because women in their reproductive age could potentially be affecting their health and that of their growing fetus through these toxic matters. Pathological risks are higher among low-income segments of the population living in disadvantaged areas. Blindness, various cancers, hypertension, are among the consequences of this poor waste management

### **3.11. The needs and interests of women/men and girls/boys**

The needs and interests of women/men and girls/boys in Gabon includes, amongst others:

- Creation and strengthening of women's, men's and young people's associations

- Awareness-raising, training of young people around cultivation techniques adapted to the context, Organization of young people around promising activities and or promising niches identified by themselves and this around nature conservation and agriculture
- Improvement of their yields or the agricultural productivity of women and men.
- Support for agricultural, fishing and gathering materials and equipment.
- Support for inputs, equipment and materials for the conservation and processing of agricultural, fishing and gathering products.
- Modernization of tools, capacity building and development, extension, quality seeds, tractors, chainsaws, tillers
- Involvement of women, men and young people in tourism activities in their areas
- Valorization and capitalization of women's craft activities by supporting them to have contracts with tourism companies around the production of art objects.
- Valorization and capitalization of catering activities through the development of strategic partnerships between women and tourism companies
- Build the leadership and entrepreneurship capacities of women and girls to develop the skills to organize and participate in community decision-making, including boys
- Support the increased participation of women in existing organizations and associations. This can be done by supporting women's participation and leadership in these associations and other decision-making structures at the community level.
- Capitalize on women's roles in the processing and marketing of agricultural and livestock products to strengthen their economic power, agricultural position and food security.
- Initiate lightening activities for women and/or take into account workload within households to ensure that household members have the time and space to participate in productive activities. Strengthen the technical capacities of women and girls through vocational and educational training related to agricultural production, livestock and fishing but also and especially entrepreneurship and small trade.
- Translate and popularize gender-related texts and laws at the project site level

The constraints women face when seeking to meet their practical and strategic gender interests are the following:

- Lack and insufficiency of financial resources
- Lack of support partners
- Lack of access to useful and timely information
- Illiteracy

### **3.12. Gender and COVID – 19**

In the face of the pandemic and its consequences, women are paying the heaviest price as everywhere in the world. In Gabon, the health crisis has affected and still affects this major part of women's lives that is their economic place in society. The pandemic has multiplied the daily brakes on their most essential, even the most obvious, rights. In a few months, the direct and indirect consequences have sometimes wiped-out years of mobilization in favor of reducing gender inequalities. And yet they found themselves on the front line: nurses, caregivers, shopkeepers, volunteers, etc.

At the front lines to fight against the disease, to provide essential services, also within the homes to ensure the continuity of education, attention and care for the elderly. In cities as in deep rural Gabon, Gabonese women have continued to demonstrate this.

In addition, the lockdown measures (curfew, reorganization of working hours) put in place during COVID-19 pandemic compromised the commendable efforts undertaken for several years by development partners, national authorities and national civil society in the access of women and girls to health services and GBV care, education and all economic activities and more particularly the private sector, which is the largest provider of employment.

The World Bank's projections regarding the impacts of the COVID-19 pandemic foresee a slowdown in economic growth from 3.2% to 1.8%, as well as a reduction in the already weak human development ranking. This particularly affects women as they dominate the informal work sector. Indeed, the COVID-19 pandemic has further weakened the most vulnerable groups, such as women and girls. Especially those in the restaurant industry who have seen a drop in their income and are trapped in their everyday activities and not taking any appropriate measures for their protection in the majority of cases.

Moreover, given that health care is mainly provided by women at 70% worldwide and the care of children who did not go to school, and given that this layer is also impacted by the disease, it goes without saying that women's exposure to the disease is a reality. Their daily tasks of informal activities in urban centres, even in rural areas, expose them more. The configuration of Gabonese society means that they are the ones who are in constant contact with other members of the community as a result they are more likely to be infected and transmit the disease to the rest of their family. In times of conflict as well as in times of pandemic, women's vulnerability increases.

A study commissioned by UNFPA highlights the fact that prolonged cohabitation could lead to domestic violence. Inactivity or lack of income are also identified as factors causing GBV in the Gabonese context. It must be said that the dominant position of men within the household due to their financial situations, was affected and could have caused stress and nervousness.

### **3.13. Gender and Education**

Education and training advocate access to knowledge for all as an inalienable and constitutional right that the State must guarantee to young people, women and men. In Gabon, the school enrollment rate is so high that the proportion of women aged 15-49 and men aged 15-49 who once got enrolled in school is 94% and 92% respectively. Though, only 30% of women and 25% of men have attained primary education, 10% and 20% upper secondary education, and 4% and 10% have attained higher education. The literacy rate of persons aged 15 and over in French is 71.2% for men and 70% for women. In the national language, it is 14.7% for men and 14.4% for women.

According to EDSG II, there is parity between girls and boys in primary education, with a net enrolment rate of 96.4%. Non-attendance is noticeable in urban and rural areas and for boys and girls. Parents' lack of financial means (42.1% in urban areas and 57.5% in rural areas), preference for apprenticeship or work (21.6% in urban areas and 11.1% in rural areas), early pregnancy or marriage (11.5% in urban areas and 14.4% in rural areas), physical disability or illness (2.9% in urban areas and 2.7% in rural areas), school failure (10.3% in urban areas and 8.6% in rural areas) are some of the justifications.

In the project area, lack of financial resources was cited as a reason for lack of access to education in the villages of Minbang, Mintébé and Nkok Akom.

### **3.14. Gender and health**

Health aspects include reproductive health (RH). The proportion of women who made four or more antenatal visits increased from 63% in 2000 to 78% in 2012. During the same period, the proportion of women whose births were attended by trained personnel increased from 87 per cent to 90 per cent. Overall, 59% of women received postnatal care within 48 hours of birth, as recommended. In rural areas,

48% of women who had a birth in the past two years did not receive postnatal care. In contrast, 59% of women received postnatal care within the recommended time frame.

In connection with fertility, a Gabonese woman gives birth to 4.1 children, on average. The average number of children is significantly lower in urban areas than in rural areas (3.9 compared to 6.1). The Total General Fertility Rate (TGFGR) and the Crude Birth Rate (GBR) are estimated at 143‰ and 33‰ respectively. 28% of adolescent girls aged 15-19 have already had a birth or are pregnant for the first time. In rural areas, 43 per cent of young women aged 15 to 19 have already begun their reproductive lives, compared with 22 per cent in Libreville and Port-Gentil. With regard to contraceptive prevalence, a law defining other health protection measures was introduced in 2000. According to the EDSGII, 1/3 of women aged 15-49 were using, at the time of the survey, some method of contraception (34%). In 24% of cases, women used a modern method and in 10% of cases, a traditional method, an increase in method users (from 12% to 19% among women in union). The use of modern contraceptive methods is lowest among rural women (11 per cent) and those without education (10 per cent). Half of the women (50%) have an exact knowledge of the fertile period.

Under-5 mortality was 31.3 deaths per 1000 live births in 2015. It remains a major concern in Gabon. Children die from preventable diseases such as malaria, diarrhoeal diseases, acute respiratory infections, parasitosis (amoebiasis, helminthiasis) and measles. Gabon should make greater efforts by implementing its National Health Development Plan (2011-2015) to reduce the burden of diseases, which remain 90% of the main causes of child mortality.

It appears that the combined action of United Nations agencies (WHO, UNFPA and UNICEF) has made it possible to support the improvement of vaccination coverage, which goes from 75 to 83% of Penta 3 coverage, as well as that of the national vaccination campaign of 67% of children vaccinated against measles, 71% supplemented with vitamin A and 64% dewormed during a campaign organized in January 2012. The analysis of PMTCT bottlenecks (Prevention of Mother-to-Child Transmission of HIV) and the review of the Expanded Programme on Immunization led to the analysis of EPI management at all levels, the evaluation of effective vaccine management (EDEV); the realization of a Vaccination Coverage Survey (ECV) and finally the inventory of the cold chain.

Adult mortality levels have declined significantly since 2000 for both women and men. Between the ages of 15 and 50, the risk of dying is 1/6 for men and 1/7 for women. Maternal deaths account for 11 per cent of all deaths of women aged 15-49. The maternal mortality ratio is estimated at 316 deaths per 100,000 live births in the seven-year period prior to the EDSGII.

Maternal mortality has declined significantly since 2000 (316 deaths per 100,000 births compared to 519 in 2000). The results of DHS 2012 show that the HIV epidemic in Gabon is widespread. The prevalence rate of 4.1 per cent for the Gabonese population as a whole, compared with 8.1 per cent in 2000, suggests an overall downward trend. However, the propensity is towards a feminization of the pandemic. As a result, it appears that women are more affected with 5.8% seroprevalence compared to men whose rate is 2.2%. At the same time, there is a widening gap between girls and boys aged 15-24 (2.4% compared to 0.4%).

In terms of nutrition, the situation of children and women remains worrying in Gabon. Despite an overall drop in malnutrition (35% to 26%), there is a worsening of severe forms of malnutrition such as thinness (0.4% to 1.2%). The prevalence of diarrhea stagnates at 16% and seeking treatment from a health facility increases from 31% to 50%. 17% of children under five are stunted. Wasting affects 3 per cent of children under five years of age and 6 per cent are underweight. Almost all Gabonese children are breastfed (90 per cent), but in 41 per cent of cases, children received food before breastfeeding. 61% of women aged 15-49 are anemic compared to 26% of men, 7% of women have a BMI of less than 18.5

kg/m<sup>2</sup>; This indicates a state of chronic energy deficiency: 6% have mild thinness, but 2% moderate or severe thinness.

### **3.15. Gender equality of opportunity in the labour market<sup>2</sup>**

Like many developing countries, Gabon faces the challenge of unemployment. While Gabon has recorded generally positive economic growth over the past forty years, averaging 4.5% per year, unemployment affects one in five active people and is rising. It rises to 28% when the discouraged unemployed are taken into account. This level of unemployment is about 10 times higher than in Cameroon and four times higher than the average for middle-income countries.

Unemployment in Gabon mainly affects young people and does not spare graduates. The unemployment rate reaches 35.7% among young people aged 15 to 24 regardless of their place of residence (urban or rural) and 26% among the active population aged 25 to 34. Such a high unemployment rate (more than one in three young people) is a potential source of social unrest, and reveals the urgency of exploring opportunities for more inclusive growth than in the past. In addition, workers with a general and technical secondary level 1, with unemployment rates of 24% and 27% respectively, are the most affected by unemployment. Among those with a secondary level 2nd cycle, graduates of technical courses (10% unemployment), are however less victims than those who have received a general education (20% unemployment). Such a high proportion of unemployed graduates, even in periods of positive growth, calls for questions about the effectiveness of the national education system.

The Gabonese economy is also characterized by the vulnerability of women in the labour market. First, women's unemployment is about twice that of men, and it is among them that we observe the most discouraged unemployed. As a result, they are less present on the labour market with an activity rate estimated at 34.5%, i.e. more than 15 points difference with that of men which amounts to 49.6%. Secondly, more than half of employed working women declare a monthly income of less than 50,000 CFA francs, while only one in five men is in this situation. At the other extreme, only 12% of women receive a monthly income of more than 200,000 CFA francs compared to more than 28% of men. This vulnerability to the labour market is mainly a consequence of the differences observed at secondary and tertiary level. While the ratio of girls to boys is close to 1 at the primary level, significant differences in educational attainment against women are observed at the upper secondary and tertiary levels with respectively 21% against 16% and 8% against 6%. 23% of girls who dropped out of school said it was because of early pregnancy and marriage (23%) and 42% said it was because of the parents' financial incapacity.

The level of formal private employment has declined extraordinarily over the past 25 years. After the period of full employment observed between 1960 and 1985, driven by the expansionary fiscal policy of the State, the dynamics of the labour market were characterized between 1986 and 2010 by a continuous decline in formal private employment.

### **3.16. Poverty level and gender**

In terms of poverty reduction, social indicators indicate that 3 out of 10 Gabonese, or 32.6%, live below the poverty line (EGEP 2005), with a Gini index equal to 0.43. Thus, with an HDI of 0.702 in 2018, the country ranks in the category of "High Human Development" and 115th among 189 countries and territories. But despite the relative growth that began in 2010, the proportion of Gabonese living below the national poverty line has not improved. Gabon's human development performance is still far from

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<sup>2</sup> Source: Report on Growth and Employment in the Gabonese Republic, Creating the Conditions for Inclusive Growth, Rick Emery Tsouck Ibounde, Patrick Hoang-Vu, Fallou Dieye, 2013

its economic potential. According to the McKinsey report (2013), poverty in Gabon has the following notable characteristics: 30% of Gabonese households, or about 95,000, are considered economically weak because they have incomes below the SMIG, which then amounts to 80,000 FCFA/month. A revaluation of the income of Gabonese now brings the minimum monthly income to 150,000, since the meeting of the National Commission for Salary Studies, from February 10 to March 31, 2010.

The seven particularly vulnerable segments are families with children, single-parent families, single mothers, the elderly, widows, people with disabilities, single students, orphans and street children. This number of people living in poverty is significantly higher in urban areas (55%) than in rural areas (45%), but the poverty rate is higher in rural areas, with 45% of Economically Weak Households (FEF), than in urban areas (20% of FEF). The RGPL 2013 household typology reveals that semi-nuclear and extended households are more common among female-headed households. They represent respectively 47% and 4.3% for women against 36% and 3.7% for men. In rural areas, more than one third of women's households (34 per cent) consist of only one person, compared with 19 per cent in urban areas, where almost half of female-headed households (48 per cent) are semi-nuclear households.

### **3.17. Violence against women**

#### **Overview**

As in several countries of the world, particularly in Africa, the social and cultural context in Gabon is still marked by gender inequalities. Sexual violence and harassment are common in Gabon, they are sometimes considered a normal phenomenon because they are mostly perpetrated in an intimate setting. Thus, the victims (women/girls or men/boys) are silently subjected to various forms of violence that can cause psychosomatic illnesses with sometimes dramatic consequences. The Ministry of Health and Social Security, and its partner the United Nations Population Fund (UNFPA) conducted a national survey on gender-based violence in March 2018 among 2,500 people over the age of 15, distributed in proportion to the demographic weight of each administrative entity. It appears that in the last 12 months, almost 7 out of 10 respondents (all sexes 68.5%) have been victims of at least one form of GBV. Apart from psychological and verbal violence, with a very small lead among male victims (51.7% against 48.3% and 53.8% against 46.2%), the bulk of victims of other types of violence are female. These two results may reflect women's reaction to the multiple forms of violence they suffer from men.<sup>3</sup>

In the face of various forms of gender-based violence, some notable measures have been taken against gender-based violence and we can mention among others:

- The adoption of Law No. 10-216 of 5 September 2016 on the fight against professional harassment.
- The adoption of Act No. 0038/2008 of 29 January 2009 on combating and preventing female genital mutilation (although it must be recognized that this practice is not particularly rooted in the country's culture and traditions).
- The adoption by the Council of Ministers of a draft law amending certain provisions of the Criminal Code, relating to attacks and morals, in order to extend the scope of repression to all sexual assaults, particularly incest; and to include in the Criminal Code the offence of sexual harassment. Article 54 of the penal code, which allowed a man to kill his wife found in flagrante delicto, has been deleted.

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<sup>3</sup> Source : National Survey on Gender-Based Violence, Ministry of Health, March 2018

Law No. 21/63 of 31 May 1963 amending Law No. 19/2013 amending certain provisions of Law CEDAW/C/GAB/CO/6/ has made it possible to harmonize the qualification of adultery of spouses. It also resulted in the criminalization of rape, incest and the punishment of domestic violence.

There is also a prohibition on expelling the surviving spouse(s), orphan or orphans from the marital home or on engaging in acts of violence, barbarity and dispossession against the persons concerned. Even some sources consider that levirate marriage is an endangered practice, it remains a practice especially in rural areas.<sup>4</sup>

### **Barrier/Constraints**

Despite legislative measures, there are major challenges in managing information and data relating to the fight against gender-based violence, including the low availability of statistical data and up-to-date qualitative data, in order to monitor the evolution of the phenomenon. There is also poor implementation and non-compliance with these legislative measures. In addition, the lack of adequate GBV case management frameworks and the cultural context mean that 58.1% of male victims compared to 56.6% of women do nothing after having experienced a GBV case (regardless of the type). The reasons given include the attachment of victims to their children (36.8%), especially women, the helplessness of victims in the face of perpetrators (25.3%), the intimate nature of cases by victims (19.7%) and faith in God (11.3%).<sup>5</sup>

GBV is mostly domestic (i.e. at the household level) in the project area. The existence of mechanisms for the management of survivors was not noticed. Once filed and registered, individual complaints are dealt with on a case-by-case basis by the authorities.

### **3.18. Conflict prevention and management mechanisms**

With regard to the involvement of women in conflict resolution, issues of conflict resolution and prevention remain under the management of both men and women in the communities visited and therefore non-discriminatory for women. Thus, the women in the analysis area have a potential and proven capacities in conflict resolution and prevention and more generally for conflict management at the level of their terroirs. This is verified through their presence in local village management committees, mentioned by the NGO Kussu and the NGO Ibonga, where women are present in conflict management mechanisms. In the village of Ndindi, more than forty women are involved in the management of the electric barrier that protects against elephant. This is a governance model that can be scaled up to other areas.

The presence of women village chiefs in Sounga and Yoyo as well as a Minval sub-prefect indicates the presence of women in conflict prevention and management mechanisms. The project in formulation through participatory and empowering approaches of women's contribution, will promote a strengthening and consolidation of achievements and oriented towards a culture of inclusiveness of formal and informal mechanisms for conflict resolution and prevention related to the local level, as well as improved access for women to sustainable and resilient economic empowerment opportunities. In addition to the openness of local leaders, the inclusion, involvement of women and the recognition of their roles in the revitalization of conflict management mechanisms will only strengthen the emergence and visibility as full actors in conflict prevention and management mechanisms. This project therefore presents an opportunity to reinforce this trend by relying on women who demonstrate proven skills in

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<sup>4</sup> Law No. 19/89 of 30 December 1989 adopting the second part of the Civil Code as amended by Law No. 002/2015 of 25 June 2015.

<sup>5</sup> **Spring:** National Survey on Gender-Based Violence, Ministry of Health, March 2018

social mediation and by strengthening their roles in family and community units on issues of social cohesion and conflict management. The experiences in the project area mentioned above have shown that if women are mobilized and involved, it can have a positive impact on conflict prevention and resolution at the community level, especially since they themselves can play an active role in triggering these conflicts.

In all the area of gender analysis, it appears that prevention and management mechanisms exist:

- Legislation
  - The state judiciary: it operates according to legal rules, it is the law, little active in prevention
  - The local village management committees, which are most often the emanation of certain development actors, are not functional and are not trained and strengthened in conflict management mechanisms. Women have stated that they are represented on these committees. For example, the people and actors met recognized the presence of women in these committees, the village of Ndindi, where more than forty women are involved in the management of the barrier. This is a model to be disseminated by the project and in other areas.
  - Local authorities (mayors and other elected officials): resulting from the political reform of the State, they settle many conflicts at the municipal level. However, in some localities, the conflict resolution action of this actor is often condemned by the judicial service.
  - The representatives of the State (prefects and sub-prefects)
- Community provisions
  - Village committees: This type of committee was not highlighted in the communities visited. This type of organization manages community affairs: forest monitoring committee, litigation management committee and must be initiated and strengthened by the project because they will be more sustainable.

As for the successes and failures of these devices, they are varied:

- The main success lies in the amicable resolution of conflicts at the village level (action of the village chiefdom, the village chief and other members of committees and mechanisms)
- The shortcomings noted are: (i) insufficient financial and logistical means for travel; (ii) Poor understanding of the roles of village committee members; (iii) insufficient capacity and lack of capacity building.

### **3.19. Specific and relevant knowledge, skills and experiences of women as users of natural resources and producers**

The gender analysis reveals that women have specific and relevant knowledge, skills and experiences as users of natural resources and producers.

- As users: they have knowledge, skills and experience in the fields of agricultural and fish production. They also have knowledge in sensitizing communities, women and young people on the issue and problem of natural resource management, as leaders and members of monitoring committees, they ensure the rational management of natural resources.
- As producers: they have a key role in the valorisation, processing and marketing of harvesting, agricultural and fish products.



#### 4. POTENTIAL ALTERNATIVE ECONOMIC ACTIVITIES, LIVELIHOOD DIVERSIFICATION AND COMPLEMENTARY ENVIRONMENTAL AND NATURE MANAGEMENT ACTIVITIES

The project area has significant potential in surface waters consisting of perennial and temporary surface waters. Arable land is very important for agricultural activities. It is a fishing area by excellence, it owes its enormous potential in fishing to the various water points. Unfortunately, women are under-equipped and do not have their own work materials, do not take advantage of a variety of equipment that facilitates their activities. This situation is justified by the low financial means of women. The forest resources of the area are also important.

These different potentialities are opportunities to enable women to carry out climate change adaptation activities such as market gardening, climate-smart agriculture, innovative activities such as the use of climate information, compost and livestock feed production, processing and marketing of harvested products.

#### 5. ECONOMIC POTENTIAL IN TERMS OF NON-FARM AND NON-FISH EMPLOYMENT OPPORTUNITIES

Table 2: Economic potential in terms of non-agricultural and non-fish employment opportunities

Non-farm and non-pastoral employment opportunities	Who?	How?
Crafts production of art objects	Women and girls	Training on small trade.
Food and restaurants	Women and girls	
Cultural events	Women and girls	Provision of installation kits for trades and start-up capital for AGRs.
Processing of picking products	Everybody	
Small miscellaneous business	Women and men	
Installation of mills	Women and men	

#### 6. CONCLUSION AND RECOMMENDATIONS

##### 6.1. Conclusion

Despite the existence of the legal framework, institutional mechanisms put in place to make the establishment of gender equality effective in Gabon and significant progress, there are still some developments in various areas. There are many pitfalls and obstacles to achieving this goal.

In the sphere of family and domestic work, the roles and responsibilities of men and women differ in the study area. Women are responsible for raising children, preparing food and domestic activities. Women and men are in agriculture, but men prepare the fields. But while the men are in fishing, the women are involved in the marketing of fishery products and help the husbands in this activity. On the other hand, young people do not seem interested in nature conservation activities, or in agriculture for that matter. For all these activities, there are immense needs for inputs, equipment, materials and capacity-building. Handicrafts and catering are inclusive activities for women but unfortunately, they do not provide income for these women, because they are not capitalized by tourism companies.

Access to and control of land, profits and resources in the area is not gender-related.

In the area of analysis, access to markets is not easy itself due to problems of accessibility to production sites (rural roads), lack of infrastructure for the storage and conservation of perishable products, insufficient means of evacuation, etc. This situation spares neither men nor women, producers in rural areas.

The rural environment is poorly equipped except for mobile phones.

In the context of the introduction of agricultural technologies, specific support for processing, preservation and packaging, as well as compliance with plant, fishery and animal safety standards is desirable. It is understood that women play a prominent role in these activities. Actions will focus on the promotion of innovative techniques for processing that does not reduce the nutritional value of food, that improve preservation, hygiene and wholesomeness and the packaging of non-timber plant, animal and forest products.

The difficult access of populations at the analysis sites to agricultural inputs is such that there are no villages with input shops. Women in the gender analysis area also face many difficulties in accessing technologies adapted to their economic activities (small materials and equipment for production, processing and conservation).

Access to quality inputs in the analysis area allowing smallholder competitiveness remains a challenge for both women and men at the study sites. But to circumvent the unavailability of agricultural inputs, the project should support women to develop improved seed production units (technique of rapid multiplication of seeds of their speculations) and to make compost from household waste and pre- and post-harvest residues, as far as agriculture is concerned. Because it's more sustainable. For fishing, shops selling fishing equipment, conservation and processing of fishery products are to be set up.

Regarding the availability of time (daily, monthly, annual), it has been shown that women invest more time than men regardless of the season. Thus, men are more available than women. Actions in favour of women must take account of this aspect and provide for actions to lighten women's tasks and to raise men's awareness of the responsibility for certain women's activities.

From the decision-making point of view, in the area of the analysis, we note the presence of women. Indeed, at the level of the villages of Soungué and Yoyo, the chiefs are women; the "association of fighting men" of the village of Chugorove, which is a mixed association with a woman president and not coming from the village. Among the sub-prefects, there is a woman under prefect, that of Minval.

In the village management committees, conflict management frameworks and mechanisms and in all the associations of the sites visited, there are women. It should be noted that these associations were initiated and created for well-defined goals by development actors operating at the site level to facilitate their access to support and other assistance.

But in terms of gold panning activities, the sector is largely dominated by men. Though, women carry out varied tasks in and around gold mining sites. These include transporting, crushing and processing the ore. These tasks carried out by women are part of local social norms of the labor division that see women as helpers for men in the artisanal mines.

by separating the gold, with or without chemicals.

The fate of women in decision-making bodies is experiencing some visible improvements in terms of access to responsibilities.

Women have paid the heaviest price as everywhere in the world in the face of COVID-19. In Gabon, the health crisis has affected and still affects this major part of women's lives that is their economic place in society.

With regard to conflict prevention and management mechanisms, the women in the analysis area have proven potential and capacities in conflict resolution and prevention and more generally in conflict management in their regions. This is verified through their presence in local village management committees, mentioned by the NGO Kussu and the NGO Ibonga, where women are present in conflict

management mechanisms. In the village of Ndindi, more than forty women are involved in the management of the barriers to prevent elephants from damaging crops and fields. This is a governance model and can be scaled up in other areas.

## **6.2. Recommendations**

In light of this, the gender assessment recommends:

- At the level of texts and laws governing the promotion of gender and the management of natural resources and nature conservation
  - Translate and popularize texts and laws related to gender, natural resource management and nature conservation at the project site level.
  - Train all stakeholders, women and men in gender.
- At the level of gender mainstreaming
  - Development of a gender strategy for the project
- At the level of resource access and control
  - Strengthening access to resources on the basis of gender equality and taking into account vulnerable groups
- At the level of improvement in agricultural and fish yields
  - Awareness-raising, training of young people around cultivation techniques adapted to the context.
  - Support for agricultural, fishing and gathering materials and equipment.
  - Support for inputs, equipment and materials for the conservation and processing of agricultural fishery and gathering products.
  - Modernization of tools, capacity building and development, extension, quality seeds, tractors, chainsaws, tillers.
  - Capitalizing on the roles of women in the processing and marketing of agricultural and fish products to strengthen their economic empowerment, their position in agriculture and food security.
- At the level of entrepreneurship and AGR
  - Creation and strengthening of women's, men's and young people's associations
  - Organization of young people around promising activities and or promising niches identified by themselves and this around nature conservation and agriculture
  - Involvement of women, men and young people in tourism activities in their areas
  - Valorisation and capitalization of women's craft activities by supporting them to have contracts with tourism companies
  - Valorisation and capitalization of catering activities through the development of strategic partnerships between women and tourism companies
  - Empowering women and girls on entrepreneurship to acquire the skills to organize and participate in community decision-making, including boys
  - Strengthening the technical capacities of women and girls through vocational and educational training related to agricultural production and fisheries but also and especially entrepreneurship and small trade.
  - Initiation of lightening activities for women and or taking into account the workload within households to ensure that household members have the time and space to participate in productive activities
- At leadership level

- Support for the increased participation of women in existing organisations and associations, by strengthening women's leadership in these associations and other decision-making structures at community level.
- Initiation of lightening activities for women and/or taking into account the workload within households to ensure that household members have the time and space to participate in income-generating activities and project activities.

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## 7. GENDER ACTION PLAN

OBJECTIVES	ACTIVITIES	INDICATORS AND TARGETS	PARTNERS	PERIOD	BUDGET (\$US)
<b>PROJECT CYCLE ACTIVITIES</b>					
<b>Product 1. Implementation of measures to systematically integrate and take into account gender in the project</b>					
<b>Component 1: Deploying Project Finance for Permanence (PFP) for priority conservation areas in Gabon</b>					
A1.1. Strengthening and development of staff capacities in gender and concepts, gender analysis, gender-responsive budgeting, RBM SG.  <i>Component 1.2: Enhanced capacity for domestic resource mobilization in Gabon to achieve PFP goals and commitments.</i>	1. Develop the training plan in gender and concepts	<b>Base reference :</b> 0 <b>Indicators:</b> - % of people who say they have a better understanding of gender issues and the importance of gender mainstreaming in the project - Qualitative reports demonstrating increased awareness and commitment to gender mainstreaming - Pre- and post-test evaluation of training courses - Final Training Evaluations <b>Targets:</b> - At least 30% of participants are women. - At least 80% say they have gained an increased understanding and commitment to gender.	- Experts – Gender and Environment - Gender and Environment / Climate Change Consultants - Other contacts - All stakeholders with added value in the process	Year 1	Included in PMU budget
	2. Implement the training plan				
	3. Monitor and evaluate the implementation of the training plan				
	4. Review and update the training plan based on feedback and recommendations from the sessions				
	5. Conduct large-scale outreach and information activities to promote participation				
	6. Periodically recycle all staff in gender.				
A. 1.2. Development of a project Gender Strategy with an operational action plan  <i>Component 1.1: Conservation goals,</i>	1. Develop and disseminate RDTs	<b>Base reference:</b> 0 <b>Indicators:</b> - Number of documents produced - Number of project documents that integrate gender equality and equity considerations (based on regular	- Experts – Gender and Environment / Climate Change - Design offices working in the field of gender	Year 1	Included in PMU budget
	2. Recruit the consultant				
	3. Develop the project's Gender Strategy Policy in relation to the findings and recommendations of the gender analysis				

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OBJECTIVES	ACTIVITIES	INDICATORS AND TARGETS	PARTNERS	PERIOD	BUDGET (\$US)
<i>funding package and PFP conditions agreed by key stakeholders (including government, donors, NGO partners) in target countries, for improved financial sustainability and management of priority conservation areas .</i>	4. Implement the operational action plan of the Gender Policy / Strategy	monitoring and external M&E carried out as part of the project) <b>Targets:</b> - One (1) document produced - 100% of relevant project documents effectively integrated gender considerations based on gender analysis results	and environment / climate change - Gender and Environment / Climate Change Consultants - Other contacts - All stakeholders with added value in the process		
A.1.3. Update of the mapping of all project stakeholders in the field of gender based on the mapping of the actors of the baseline study  <i>Component 1.3: Improved protected area management effectiveness and creation of new conservation areas (Gabon) during the transition period.</i>	Produce from the baseline study the mapping of all stakeholders, taking into account gender dynamics, representation of both women and men, including allies and supporters of women and girls.	<b>Base reference:</b> 0 <b>Indicators:</b> - Number of actors, supporters and allies of women and girls identified - Number of consultations conducted with different stakeholders - Number of documents produced <b>Targets:</b> - One (1) document produced - At least 80% of planned consultations were held - At least 80% of gender actors as well as supporters and allies of women and girls are identified as well as their specific areas of intervention and comparative advantage in the project	- Experts – Gender and Environment / Climate Change - Gender and Environment / Climate Change Consultants - Other contacts - All stakeholders with added value in the process	Year 1	Included in PMU budget
<b>Product 2. Project Implementation</b>					
<b>Component 1: Deploying Project Finance for Permanence (PFP) for priority conservation areas in Gabon</b>					
A2.1. Project contribution  <i>All components (1.1, 1.2, 1.3 and 1.4.)</i>	Consider and include the findings of gender analysis in reporting	N/A	- The gender expert of the project with the different stakeholders of the project	The entire project cycle	Included in PMU budget

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OBJECTIVES	ACTIVITIES	INDICATORS AND TARGETS	PARTNERS	PERIOD	BUDGET (\$US)
A2.2. Integrating gender into communication  <i>All components (1.1, 1.2, 1.3 and 1.4.)</i>	1. Identify barriers to access to information and communication sources by women/girls and men/boys	<b>Base reference: 0</b> <b>Indicators:</b> - % of gender-sensitive and gender-responsive products developed <b>Targets:</b> - 100% of documents are gender-sensitive/responsive.	Communication Officer and other staff members	The entire project period	Included in PMU budget
	2. Take into account the findings and recommendations of gender analysis in the communication strategy				
	3. Ensure that the content and approach adopted by the communication are accessible to women/girls and men/boys				
	4. Ensure that the content and approach adopted by the communication are appropriate for women/girls and men/boys and take into account their concerns				
A2.3. Integrating and implementing Gender Responsive Budgeting  <i>Component 1.4: Endowment funds capitalized to invest in improved management effectiveness in priority conservation areas</i>	Allocate financial resources to activities to reduce gaps between women/girls and men/young men	<b>Base reference: 0</b> <b>Indicator:</b> - % of budget allocated to gender issues <b>Target:</b> - 30% of the budget is allocated to gender issues	- Gender Expert - Finance Officer	Year 1	Included in PMU budget

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OBJECTIVES	ACTIVITIES	INDICATORS AND TARGETS	PARTNERS	PERIOD	BUDGET (\$US)
<p>A2.4. Strengthen knowledge and understanding of gender-related texts and laws related to natural resource management and nature conservation at project site level</p> <p><i>Component 1.2: Enhanced capacity for domestic resource mobilization in Gabon to achieve PFP goals and commitments.</i></p>	<p>Translate and popularize texts and laws related to gender, natural resource management and nature conservation at the project site level</p>	<p><b>Base reference:</b> 0  <b>Indicator:</b>            - Number of documents translated and popularized  <b>Target:</b>            - 100% texts and laws related to gender, natural resource management and nature conservation at project site level</p>	<p>- Gender Expert            - Relevant Government Departments</p>	<p>Year 1</p>	<p>Included in PMU budget</p>
<p>A2.5. Supporting the improvement of crop and fish yields</p> <p><i>All components (1.1, 1.2, 1.3 and 1.4.)</i></p>	<p>1. Awareness-raising, training of young people and women around cultivation techniques adapted to the context.</p> <p>2. Support for agricultural, fishing and gathering materials and equipment.</p> <p>3. Support for inputs, equipment and materials for the conservation and processing of agricultural fishery and gathering products.</p> <p>4. Modernization of tools, capacity building and development, extension, quality seeds, tractors, chainsaws, tillers.</p>	<p><b>Base reference:</b> 0  <b>Indicators:</b>            - Number of young people sensitized and trained (disaggregated by gender)            - Number of topics provided            - Number of young people equipped and supported (disaggregated by gender)            - Number of women trained            - Number of women equipped and supported  <b>Targets:</b>            - At least 60% of young people are sensitized and trained (equitable opportunity for both males and females)</p>	<p>- Various Experts</p>	<p>Year 2</p>	<p>Included in PMU budget</p>



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OBJECTIVES	ACTIVITIES	INDICATORS AND TARGETS	PARTNERS	PERIOD	BUDGET (\$US)
	5. Capitalize on women's roles in the processing and marketing of agricultural and fish products to strengthen their economic empowerment, agricultural position and food security.	<ul style="list-style-type: none"> <li>- All themes related to agriculture and fisheries are provided</li> <li>- At least 60% of the young people in the project sites are equipped and supported (equitable opportunity for both males and females).</li> <li>- At least 60% of women in project sites are equipped and supported.</li> </ul>			
<p>A2.6 Strengthening entrepreneurship and income-generating activities</p> <p><i>All components (1.1, 1.2, 1.3 and 1.4.)</i></p>	<p>1. Creating and strengthening associations of women, men and young people</p> <p>2. Organize young people around promising activities and or promising niches identified by themselves around nature conservation and agriculture</p> <p>3. Involve women, men and young people in tourism activities in their areas</p> <p>4. Valuing and capitalizing on women's craft activities by supporting them to have contracts with tourist companies</p> <p>5. Promote and capitalize on catering activities through the development of strategic partnerships between women and tourism companies</p> <p>6. Build the capacity of women and girls on entrepreneurship so that they acquire the skills to organize and participate in community decisions, including boys</p>	<p><b>Base reference: 0</b></p> <p><b>Indicators</b></p> <ul style="list-style-type: none"> <li>- Number of associations created</li> <li>- Number of associations strengthened</li> <li>- Number of promising niches identified</li> <li>- Number of young people organized around identified promising niches (disaggregated by gender)</li> <li>- Number of cultural activities contracted with tourism companies</li> <li>- Number of women engaged in catering with tourism companies</li> <li>- Number of women strengthened in entrepreneurship</li> </ul> <p><b>Targets:</b></p> <ul style="list-style-type: none"> <li>- At least one association created or strengthened per site</li> <li>- At least one promising niche identified for young people</li> <li>- At least two cultural activities contracted per site with tourist companies</li> </ul>	<ul style="list-style-type: none"> <li>- Experts in women's entrepreneurship</li> <li>- Project staffs</li> </ul>	Year 1 and Year 2	Included in PMU budget

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OBJECTIVES	ACTIVITIES	INDICATORS AND TARGETS	PARTNERS	PERIOD	BUDGET (\$US)
	7. Strengthen the technical capacities of women and girls through vocational and educational training related to agricultural production and fisheries but also and especially entrepreneurship and small trade.	<ul style="list-style-type: none"> <li>- At least one group of 5 women are collaborating with the tour companies in the restaurant industry</li> <li>- At least 10 women are trained in entrepreneurship and supported for start-up by site</li> </ul>			
	8. Initiate lightening activities for women and/or take into account the workload within households to ensure that household members have the time and space to participate in productive activities				
A 2.7 Strengthening the leadership of women and girls  <b>All components (1.1, 1.2, 1.3 and 1.4.)</b>	1. Support the increased participation of women in existing organizations and associations, by strengthening women's leadership in these associations and other decision-making structures at the community level.	<b>Base reference: 0</b> <b>Indicators:</b> <ul style="list-style-type: none"> <li>- Number of women in decision-making bodies</li> <li>- Number of activities to lighten women's tasks initiated or taken into account</li> </ul> <b>Targets:</b> <ul style="list-style-type: none"> <li>- At least 30 of the members of decision-making bodies are women</li> <li>- At least 3 activities to lighten women's tasks initiated or taken into account.</li> </ul>	<ul style="list-style-type: none"> <li>- Gender expert</li> <li>- Project staffs</li> <li>- Other Experts</li> </ul>	Year 2	Included in PMU budget
	2. Initiate lightening activities for women and/or take into account the workload within households, identified through consultations with women, to ensure that household members have the time and space to participate in income-generating activities and project activities				
	2. Review and contribute to the gender assessment report				
<b>Total budget action plan</b>					<b>164 000</b>

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ANNEX 9b. Namibia GAP



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**Enduring Earth: Accelerating Sustainable Finance  
Solutions to Achieve Durable Conservation**

**GENDER ACTION PLAN NAMIBIA COMPONENT**

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## 1. INTRODUCTION

### 1.1 Background to the Project

Since 1993, WWF Namibia has supported the Namibia National community-based natural resource management (CBNRM) program, which has become one of the most acknowledged CBNRM approaches in the world. WWF support contributed to the Namibian government developing a legal framework for giving back to communities which had been disempowered during the colonial period both, the management and utilization rights, for the wildlife in the areas where they reside (through the establishment of Communal Conservancies). The establishment of Conservancies is driven by community demand and today is largely supported technically by the Ministry of Environment, Forestry and Tourism (MEFT) and from the Non-Governmental Organizations' (NGO) side by the Namibian Association of CBNRM Support Organizations (NACSO), of which WWF Namibia is a key financial contributor, and other local implementing partners. Since 1995, WWF's support has been uninterrupted for the last 30 years and presently, through a variety of support mechanisms (ranging from financial and technical support through NACSO partners to direct technical support), WWF supports CBNRM in 86 established Conservancies.

Since 2008 WWF has been aspiring to setting up a long-term sustainable financing mechanism for the local community conservation or "Conservancy" program. In 2018, a pre-feasibility study was undertaken to scope if Namibia would be ready for a "Project Finance for Permanence (PFP)" intervention, and how such an intervention should unfold. So far, all PFP agreements closed focused on supporting the State Protected Areas Network in countries such as Canada, Brazil, Columbia, Peru and Bhutan. In Namibia, the pre-feasibility established that this unique sustainable funding mechanism could be applied to community conservation areas outside of the state PA system, complementing and amplifying inclusive conservation approaches in connected landscapes. The formal PFP preparation period commenced in Namibia in July 2021 and, in March 2022, the country progressed to the official "preparation period," which can take up to three years and ends with the closing of a conservation financing deal by members of the Enduring Earth partnership, willing supporting donors and the state and non-state conservation actors in Namibia (a "closing agreement"). The PFP preparation team, composed of WWF US and Namibia as well as TNC staff members, is currently delivering on the standard procedures for the development of a PFP in Namibia, with the closing of the deal foreseen for December 2024.

This GEF project will contribute to the PFP as a sustainable financing mechanism for the Namibian CBNRM/Community Conservancy programme, delivering sustained resources for effective biodiversity conservation and climate mitigation benefits. The financing mechanism will be accessible to all legally registered Community Conservancy compliant with the national legislation, which currently amount to 86 Community Conservancies and could increase to 100, effectively putting 20% of Namibia's land area under conservation status. The detailed systems around the PFP funding mechanism are yet to be developed and agreed to in Namibia, however it is envisaged that a combination of sinking, possibly revolving and an endowment fund component will be established.

### 1.2. Gender policy – GEF and WWF

In accordance with the GEF Policy on Gender Equality, which recognized that a more systematic inclusion of gender aspects in projects could create positive synergies between improved environmental impact and greater gender equality, a high-level gender desk review was conducted to inform and guide the development of the "*Enduring Earth: Accelerating Sustainable Finance Solutions to Achieve Durable Conservation*" (WWF ID: G0038; GEF ID: 11014) project.

WWF adopted its Gender Policy in April 2011<sup>6</sup> to drive stronger integration of a gender perspective in both its conservation work and its internal operations. **The aim is to mainstream gender equality and women's empowerment in WWF's global network and programmes.** That means striving to understand the different needs and capacities of both women and men in a workplace and programme context, actively working to redress inequalities, and making the most of what gender diversity can bring to WWF operations and conservation work.

Natural resource management programmes may affect women and men differently due to their rights, roles and responsibilities. The unique roles men and women play in their communities leads to different bodies of knowledge about the environments around them. Due to their roles gathering resources like wood, water and forest products, not to mention subsistence agriculture, **women have a unique understanding of the natural resources around them.** However, if women are not specifically included in the design of policies and programmes this knowledge can be lost. Increasing women's participation in decision-making will ensure greater success and sustainability of projects while properly safeguarding natural resources and enhancing the shared benefits of their careful use.

WWF addresses this issue by **helping women in developing countries gain better access to education, health care, decision-making bodies and sustainable livelihoods.** Doing so helps ensure that the voices, skills and knowledge of women are incorporated into discussions and decision-making related to conservation in their families and communities.

The WWF Gender Policy is intended to ensure that the organization's conservation efforts take into account the different roles, needs, and perspectives of women and men, and that they contribute to gender equality and the empowerment of women. The WWF Gender Policy outlines the organization's commitment to integrating a gender perspective in all of its conservation programs and activities. This includes:

- Ensuring that women and men have equal access to natural resources and benefits from conservation efforts
- Building the capacity of women and men to participate in conservation efforts
- Promoting the participation of women in leadership and decision-making positions in conservation
- Incorporating a gender perspective in the design and implementation of conservation projects
- Ensuring that conservation activities do not negatively impact women and men differently
- Monitoring and evaluating the gender impact of conservation activities

The policy also includes guidelines for the implementation of the policy, such as:

- Establishing gender-focused indicators to measure progress
- Providing training and capacity building opportunities for staff and partners on gender and conservation
- Engaging with local communities to ensure that conservation efforts take into account the different roles and needs of women and men.

It is important to note that the WWF Gender Policy is a living document that is regularly reviewed and updated to ensure its continued relevance and effectiveness in addressing gender inequality and promoting gender equality in conservation efforts. It is applied in various country contexts by the various Country Offices, which, in turn are guided by national laws and processes.

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<sup>6</sup> [https://wwfint.awsassets.panda.org/downloads/wwfgenderpolicy\\_final\\_26may11.pdf](https://wwfint.awsassets.panda.org/downloads/wwfgenderpolicy_final_26may11.pdf)

### 1.3. Gender analysis and plan development process

The country's overall gender profile is drawn upon a desk review of literature, interviews/conversations with gender experts at the national level, and recently conducted local level research pertaining to Community Conservancies with regards to gender. Especially two studies are drawn upon: (1) a “WWF Gender Learning Review” undertaken with WWF Namibia and WWF Madagascar in 2020 by Joni Seager ([jseager@bentley.edu](mailto:jseager@bentley.edu)). In Namibia, the study focused on community conservancies and gender issues emerging from them. The second study (2) is the Gender analysis and action plan undertaken for the project: *Integrated approach to proactive management of human-wildlife conflict and wildlife crime in hotspot landscapes in Namibia* (GEF ID 10244), a UNDP led GEF project currently under implementation by the MEFT in Namibia. The gender analysis focused on community conservancies and the issues reviewed are pertinent to the PFP.

Several Conservancies in north-western and north-eastern Namibia were visited for these assessments, including Tsizeb, Otjimboyo, Ohungu, Sorris Sorris, Torras, #Khoadi //Hoas, Ehivipuka, Anabeb, Sesfontein, Sheya Shuushona, Kind Nehale, Kyaramacan Association (Bwabwata National Park), Kwandu and Mayuni.

At this point no original local level research was undertaken for this GEF project. Detailed local level interviews and consultations will, however, be carried out by a team of consultants from the University of Namibia (UNAM) between January and November 2023, conducting in depth work on ESSF, IPPF and Gender for the overall PFP/N4L and WWF Namibia. The site-specific findings will be considered in the implementation modalities of the PFP.

## **1.      2. GENDER CONTEXT IN NAMIBIA**

### 2.1. Overview - Gender in Namibia

Namibia has made significant progress in promoting gender equality and women's empowerment over the years. The government has implemented policies and programs aimed at addressing gender disparities in education, health, and economic participation.

In terms of education, the country has achieved gender parity in primary and secondary education enrolment, but there are still disparities in terms of academic achievement and dropout rates. In terms of health, maternal mortality rates have decreased, but women and girls still face challenges in accessing quality healthcare, particularly in rural areas. In terms of economic participation, women in Namibia are underrepresented in the formal labor market, and face wage disparities when compared to men. In terms of equitable political representation, women's participation in politics is still lower, and they are underrepresented in leadership positions, albeit Namibia has women on a Ministerial level and now even a Presidential candidate (2023).

Despite challenges, Namibia has made some progress on women's rights. The country has ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in November 1992 and has a National Gender Policy (2012) in place which aims to promote gender equality and empower women. However, traditional and cultural practices still limit the rights and opportunities of women and girls in some communities. Overall, while there have been improvements, much work still needs to be done to fully achieve gender equality in Namibia. Efforts are needed to address persistent challenges, such as the underrepresentation of women in leadership positions and the wage gap, and to ensure that the rights and opportunities of women and girls are protected and advanced.



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**Table 1:** Gender disaggregated key national development markers (Namibia Gender Analysis, LAC, 2017<sup>7</sup>).

Area	825 234 square kilometres (km <sup>2</sup> )	
Population (est 2015)	2.4 million female: 51% male: 49%	
Population density	2.6 people per km <sup>2</sup> (2011)	
Rural/urban	urban 43%, rural 57% (2011)	
Race	87.5% black, 6% white, 6.5% mixed race	
Religion	predominantly Christian	
Official language	English	
Home language groups (2011)	Oshiwambo 49%, Nama/Damara 11%, Afrikaans 10%, Otjiherero 9%, Kavango 9%, Caprivian 5%, English 3%, Other 4%	
Marital status persons	age 15-49 (2013)	60% women never married 18% women married (civil or customary) 16% women living together informally with a partner 2% women divorced/separated 1% women widowed persons
	age 15+ (2011)	59% women never married 20% women married (civil marriage) 8% women married (customary marriage) 8% women living together informally with a partner 4% women widowed 2% women divorced/separated
Female-headed households (2011/2013)	44%	
Married couples in a household (2011)	under 8% of households reported the presence of a spouse of the head of household	
Life expectancy at birth (2015)	65.1 years (females: 67.5 years, males: 62.5 years)	
Fertility (2011)	3.6 children per woman	
Literacy (age 15 years and older, 2011)	89% overall (female: 88%, male: 89.5%)	
Unemployment (2016)	36% overall (female: 38%, male: 30%)	
Youth unemployment (2016)	43% overall (female: 49%, male 38%)	
Poor / severely poor	28.7% population poor, 15.3% severely poor overall (2009/10) <ul style="list-style-type: none"> <li>• female-headed households: 22% poor, 11% severely poor</li> <li>• male-headed household: 18% poor, 9% severely poor</li> </ul> 18% poor, 11% severely poor overall (2015/16) <i>sex-disaggregated figures not yet available</i>	
Gini coefficient	0.597 overall (female: 0.513, male: 0.622) (2009/10) 0.572 overall (sex-disaggregated figures not yet available) (2015/16)	
Access to a mobile phone or internet at home (2014)	91% overall (female: 90%, male: 92)	

The national gender disaggregated data shows that very high numbers of Namibian households are women led; few people are or have ever been married; comparing all markers women fare worse than men.

Looking at Development and Gender Equity Indicators, first of all Namibia ranked in 2015 on the Human Development Index (HDI) as number 125 out of 188 countries world wide. Namibia's score on the HDI is better than the average for countries in sub-Saharan Africa, but ranks below its neighbours Botswana and South Africa. In terms of the Gender Development Index<sup>8</sup> (GDI), Namibia ranks 0.986, thus nearly approximating a score of 1, which would signify perfect gender parity.

<sup>7</sup> [Namibia Gender Analysis 2017 \(lac.org.na\)](http://lac.org.na)

<sup>8</sup> The GDI measures difference in achievements between males and females in three areas: health (measured by female and male life expectancy at birth), education (measured by female and male expected years of schooling for children and female and males mean years of schooling for adults), and command over economic resources (measured by female and male estimated GNI per capita). This it essentially takes the HDI values and disaggregates them by sex. (African Human Development Report 2016)

When looking at the Gender Inequality Index<sup>9</sup> (GII), the situation in Namibia looks less favorable. Namibia’s 2015 GII value is 0.474 and is ranked 108<sup>th</sup> out of 159 countries. In terms of the Global Gender Gap Index, Namibia is ranked at a whopping 14<sup>th</sup> rank out of 144 countries, indicating that on the indicators used women and men are scoring relatively equal, irrespective of the “level”. The Social Institutions and Gender Index (SIGI) of the Organization of Economic Cooperation and Development (OECD), defines discriminatory social institutions as “the formal and informal laws, attitudes and practices that restrict women’s rights and girl’s access to rights, justice and empowerment opportunities. There are five sub-indices (1) discriminatory family code; (2) restricted physical integrity; (3) son bias; (4) restricted resources and assets; and (5) restricted civil liberties. In 2014, Namibia’s SIGI value was 0.1173, with “restricted access to resources and assets” scoring extremely poorly. While not gender disaggregated, the Multi-dimensional Poverty Index (MPI) is interesting. It identifies acute deprivations in the areas of health, education and standard of living. In Namibia (based on 2013 data), this index indicated that almost 45% of the population lives in multi-dimensional poverty, with an average deprivation score of 45.5 %. An additional 19% of the population is vulnerable to poverty, while 13% live in severe poverty. According to the three dimensions of the index, deprivation in education accounts for 45%, followed by deprivations in living standards 33% and deprivations in health 22%. The regionally disaggregated data is of interest when considering the Community Conservancies. Reviewing the African Gender Equality Index compiled by the African Development Bank, Namibia is ranked third best country after South Africa and Rwanda. The index measures economic opportunities, Human development and Law & Institutions. There are other gender indices and score cards available for Africa and SADC, with Namibia consistently ranking amongst the top performing countries.

## 2.2. National Legal Frameworks and Policies

<b>Legal Frameworks and Policies</b>	<b>Provisions for gender equality and women empowerment</b>
National Gender Policy (2010-2020)	The overriding national policy instrument that requires all sectors to mainstream gender, promote women empowerment and overall bring about gender equality. The National Gender Policy and the overall function of ensuring and coordinating gender equality are under the custodianship of the Ministry of Gender Equality and Child Welfare (MGECW).
Married Persons Equality Act, 1996 (Act No. 1 of 1996)	Eliminated the discriminatory Roman-Dutch concept of marital power applicable to civil marriage.
Co-operatives Act, 1996 (Act No. 23 of 1996)	Guarantees that membership must be irrespective of gender and other social status.
Affirmative Action (Employment) Act, 1998 (Act No. 29 of 1998)	Promulgated to ensure that persons in designated groups enjoy equal employment opportunities at all levels of employment and are equitably represented in the workforce of a relevant employer. Women are amongst the designated social groups targeted by the Affirmative Action Act, 1996.

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<sup>9</sup> The GII measures gender-based inequalities in the areas of reproductive health (measured by maternal mortality ratio and adolescence birth rate), empowerment (measured by women’s share of parliamentary seats and comparative attainment of at least secondary education) and economic activity (measured by labour market participation). For the GII a value of zero means better gender equality.

Gender Assessment and Action Plan  
 GEF-7 Project - Enduring Earth  
 Accelerating Sustainable Finance Solutions to Achieve Durable Conservation (Gabon)

Traditional Authorities Act, 2002 (Act no. 25 of 2000)	Provides to promote gender equality with regards to positions of leadership.
Communal Land Reform Act, 2002 (Act No 5 of 2002)	Provides for equal access to land for men and women, and importantly that safeguard the rights of widows to remain on the land after the passing of their spouses. Through the provisions of the Communal Land Reform Act, 2002 the government has established Communal Land Boards guaranteeing a quota of women for boards' membership. This provision is also provided for in the National Land Policy of 1998.

Namibia has also sectoral legal frameworks, policies and regulations that pertains to conservation and in particular, wildlife conservation, but analysis has shown that these are silent on gender issues and the empowerment of women.

- The Environmental Management Act (Act 7 of 2007)
- National Policy of Community Based Natural Resources Management (2013)
- Nature Conservation Amendment Act (Act 5 of 1996)
- Revised National Policy on Human Wildlife Conflict Management (2018-2027)
- Regulations relating to controlled wildlife products and trade: Controlled Wildlife Products and Trade Act, 2008
- National Wildlife Crime Strategy
- Controlled Wildlife Products and Trade Act (Act 9 of 2008)

Namibia has a **National Gender Policy** in place which aims to promote gender equality and empower women. The policy was adopted in 1998 and is in line with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and other international instruments on gender equality and women's rights. The National Gender Policy aims to address the root causes of gender inequality and discrimination in Namibia, and to create a more equal and equitable society for women and men. The policy's main objectives are to:

- Eliminate discrimination and violence against women
- Promote gender equality in all spheres of life
- Enhance the participation and leadership of women in all decision-making processes
- Promote the empowerment of women and girls through education, training and capacity building.

The policy also includes specific strategies to address gender-based violence, improve the participation of women in the labor force, increase access to healthcare and education for women and girls, and promote the participation of women in politics and decision-making.

The implementation of the policy is the responsibility of the Ministry of Gender Equality, Poverty Eradication and Social Welfare, which is responsible for coordinating the implementation of the policy's activities and programs. The ministry also works closely with other government departments, non-governmental organizations, and civil society groups to promote gender equality and women's empowerment.

The policy is regularly reviewed and updated to ensure its continued relevance and effectiveness in addressing gender inequality in Namibia.

Namibia has a **Gender Action Plan (GAP)** in place which is a comprehensive plan to promote gender equality and empowerment of women. The GAP is a government-led initiative that is developed by

the Ministry of Gender Equality, Poverty Eradication and Social Welfare and is aligned with the National Gender Policy and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The GAP is intended to be a strategic, action-oriented document that outlines the steps that will be taken to achieve gender equality and women's empowerment in Namibia. It outlines specific targets and indicators to measure progress, and identifies key areas of intervention, such as:

- Gender-based violence
- Women's economic empowerment
- Women's political participation
- Women's access to education and health services

The GAP also includes strategies and actions to address specific challenges faced by women in different areas of life, such as women in rural areas, women with disabilities, and women in the informal sector.

The implementation of the GAP is the responsibility of the Ministry of Gender Equality, Poverty Eradication and Social Welfare, which coordinates the implementation of the plan's activities and programs. The Ministry also works closely with other government departments, non-governmental organizations, and civil society groups to promote gender equality and women's empowerment.

A new National Gender Policy (2021 – 2031) and its action plan are currently in development.

To ensure ownership and implementation of the new policy, women groups such as the Namibian Rural Women's Assembly and the Women for Conservation group have participated in providing input on challenges and recommendations based on their experiences.

### 2.3. International Legal Frameworks and Policies

As a member of international community, Namibia has acceded to and is party to several regional and international treaties, protocols and goals that promote gender equality and women empowerment. These are:

<b>Regional (SADC and Africa level) and International Agreements</b>	
<b>Regional (SADC and Africa level)</b>	SADC Declaration on Gender and Development
	SADC Protocol on Gender and Development
	Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003)
<b>International level</b>	Beijing Declaration and Platform for Action
	Convention on the Elimination of All Forms of Discrimination Against Women
	Millennium Development Goals (ended in 2015)
	Sustainable Development Goals
	Convention on the Rights of the Child (1990)
	UN Convention against Transnational Crime, 2000
	Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, known as the Palermo Protocol
	UN Security Council Resolution 1325 on Women, Peace and Security (2000)
	International Conference on Population and Development (1994)
	Universal Declaration on Human Rights
	International Covenant on Civil and Political Rights
	International Covenant on Economic, Social and Cultural Rights
The International Labour Organization's Convention No. 183	

Amongst the various policy instrument, the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)** is of particular interest. It is an international treaty adopted by the United Nations General Assembly in 1979. It is often described as an international bill of rights for women and aims to eliminate discrimination against women in all forms. The Convention defines discrimination against women as "any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." The Convention contains a number of specific provisions, including:

- The obligation of states parties to take all appropriate measures to eliminate discrimination against women in all areas of life, including in the political, economic, social, and cultural spheres.
- The right to equality in the political process, including the right to vote and to participate in government.
- The right to equality in the workplace, including equal pay for work of equal value.
- The right to education and the elimination of discrimination in education.
- The elimination of discrimination in relation to health care and the right to health.
- The elimination of discrimination in marriage and family life.

CEDAW has been ratified by 189 countries and is considered the most comprehensive international treaty on women's rights. The treaty is legally binding, and countries that ratify it are required to submit regular reports to the CEDAW Committee, detailing the steps they have taken to eliminate discrimination against women and implement the treaty's provisions.

It is important to note that, although it is legally binding, CEDAW does not have a mechanism for enforcement, and it relies on the political will of states parties to implement its provisions.

## **2. 3. GENDER ISSUES IN RURAL NAMIBIA – CBNRM**

### [3.1. Gender issues and challenges in rural Namibia](#)

Women in rural areas of Namibia face specific challenges in terms of access to education, healthcare, and economic opportunities, as well as cultural and traditional practices that limit their rights and opportunities.

In terms of education, women and girls in rural areas may face barriers to accessing primary and secondary education, and may have lower levels of educational attainment than their urban counterparts. In terms of healthcare, women and girls in rural areas may have limited access to maternal health services and may face higher rates of maternal mortality. They may also have limited access to family planning services and information, which can lead to higher rates of unintended pregnancies. School attendance is often hampered by limited access to sanitary products during menstruation, severely hindering school attendance of adolescent girls. Overall, in Namibia 29% of young women are living with HIV/AIDS, compare to 8% for young men. A significant portion of these live in rural areas. Some consequences of HIV and AIDS include the domestic burdens of women and girls as they have to provide home-based care for those who are ill and for orphans in the households. In terms of economic opportunities, women in rural areas may have limited access to employment, and may be more likely to be engaged in unpaid and informal labor. They may also face discrimination and wage disparities in the formal labor market. Traditional and cultural practices in rural areas may also limit the rights and opportunities of women and girls. For example, early and forced marriage, as well as harmful traditional practices such as female genital mutilation, are still prevalent in some rural communities, although generally lower in Namibia than

elsewhere on the continent. Gender-based violence is prevalent. Forced sex and rape, as well as domestic violence, in terms of physical and psychological abuse - often linked to excessive alcohol use are common.

While the Government of Namibia has implemented policies and programs aimed at addressing these challenges, such as the National Gender Policy, and the National Plan of Action to Combat Gender-Based Violence, much more needs to be done to ensure that women and girls in rural areas have the same rights and opportunities as those in urban areas.

### 3.2. Gender and CBNRM

Community-based natural resource management (CBNRM) is an approach to managing natural resources that involves the participation and empowerment of local communities, including women. In Namibia, women have traditionally played a limited role in the management of natural resources, particularly in rural areas where traditional gender roles often exclude women from decision-making processes and limit their access to resources. However, there has been a growing recognition of the importance of involving women in CBNRM in Namibia. This is because women's participation in natural resource management can lead to more sustainable and equitable outcomes and can also help to empower women and improve their livelihoods.

For example, the Government of Namibia has taken steps to promote the participation of women in CBNRM, such as through the development of gender-sensitive policies and programs, and the establishment of community-based organizations that involve women in natural resource management. The Ministry of Environment, Forestry and Tourism (MEFT) has developed a Community Based Natural Resource Management Policy that emphasizes the need to involve women in natural resource management and to ensure that their rights and interests are protected. Additionally, non-governmental organizations and civil society groups have also been working to promote the participation of women in CBNRM, through capacity building and training programs, as well as by providing technical assistance and support to community-based organizations. In the CBNRM policy (of 2013) gender is mostly considered as a cross-cutting theme, meaning that it is integrated in all aspects of the policy and not just as a stand-alone component. The policy mostly aims to ensure that the rights and interests of both men and women are considered in the management of natural resources, and to promote the participation and empowerment of women in natural resource management.

Specific provisions include:

- The development of gender-sensitive policies and programs to ensure that the needs and perspectives of both men and women are taken into account in natural resource management;
- The establishment of community-based organizations that involve women in natural resource management and decision-making;
- Providing targeted support and resources to empower women and promote their participation in natural resource management;
- Encouraging the inclusion of women in leadership positions in community-based organizations and in natural resource management decision-making processes;
- Providing training and capacity building opportunities for women in natural resource management, and to raise awareness about the benefits of women's participation in natural resource management.

It is important to note that even if a policy is in place, the implementation and the actual practice on the ground could be different and might not fully reflect the policy's provisions.

### 3.3. Recent local level reviews on gender and CBNRM

Some recent reviews on gender in the CBNRM sector and particular in Community Conservancies have been undertaken. In 2020, a WWF Gender Learning Review was undertaken in Madagascar and Namibia. The study identified to which extent goals of gender equality and equity were taken up in on-the-ground conservation efforts. In Namibia the study focused on the Community Conservancies. At the same time, consultations for the gender analyses and field consultations for the GEF project entitled *Integrated approach to proactive management of human-wildlife conflict and wildlife crime in hotspot landscapes in Namibia* (GEF ID 10244) were undertaken with the same target groups. The findings from these studies are summarized in the following.

The key topics addressed include:

- a. Participation and decision-making in community conservancies
- b. Decision making and power relationships in and between households
- c. Resource access and ownership incl. land and inheritance
- d. Education, health, economic empowerment
- e. Engendered household roles and responsibilities
- f. Voluntary work, compensation and access to loan facilities/finance
- g. Human Wildlife conflict and gender
- h. Gender differentiated impacts on wildlife crime

#### a. Participation and decision-making in community conservancies

There is a high awareness about gender equality amongst Conservancy management as well as members. It is generally seen to be a welcome and important concept. Women want to be involved in community activities on the same basis as their male counterparts, including in conservation. They feel they have a lot to offer. For many women getting involved in conservancy work seems to give purpose and they are eager to be part of it. Namibia's constitution supports equality. Article 10 prohibits discrimination on race, religious orientation, gender, amongst other. The value of having both women and men involved in formal conservancy structures is widely recognized. Some individuals find that a "diversity of ideas" will be promoted through gender diversity. It was highlighted especially by women interviewees that women are already involved in Conservancies, but mostly in informal roles. Some people mentioned that women might be more honest and more suited for financial management/ treasurer positions – a trend that is visible by the number of women holding such positions.

**Table 2:** Percent women in Community Conservancy management and employment

	2013	2014	2015	2016	2017	2018	2021 <sup>10</sup>
Conservancy Management Committee (CMC) members	34%	35%	33%	39%	34%	33%	33%
Chairpersons	15%	15%	14%	14%	15%	17%	11%
Treasurer/ Financial Manager	44%	39%	46%	41%	44%	41%	45%
Staff member (employed by conservancy e.g. as game guard, ranger, treasurer, manager, cleaner, office administrator, Book keeper etc.)	26%	30%	30%	29%	26%	25%	22%

Notably there is a wide range of women representation in the different Conservancies, with some having high women representation on the CMCs and other low e.g. in #Khoadi//Hoas 33%, Ombazu 7% and Anabeb 30%. Only few CMCs are chaired by women. Attending Annual General Meetings

<sup>10</sup> Data from the 2021 SOCCR is added here to the original research. Only 84 Conservancies were included in the review and the Kyaramacan Association.



(AGMs) it can also be observed that discussions are dominated by men, even if the overall village and conservancy composition and membership may have higher numbers of women so de facto women are not proportionally represented by women leaders. The AGM setting has been described to be “crowded”, and often women may sit together at the margins of the assembly, with the men at the spatial center of the meeting, influencing power displays.

b. Male dominance – “culture and tradition”

The reasons for male dominance and why women are less commonly taking up leadership positions were mostly attributed to “culture and tradition”. Manifestations of “traditions: include:

- Gender norms for women are that they do not speak in public; they are shy and trained not to make eye contact (especially with men) in a public setting;
- For men norms are they are expected to be “deciders” and to be the public spokes people for families and communities;
- Women were socialized to not contradict/argue with /raise counter positions to what men have said, especially in public;
- Women are socialized to be silent;
- Women often do influence decisions (around conservation and other matters), but primarily through behind the scenes, private conversations with the men in their households.

Consequently, flowing from these explanations, both women and men say that women are reluctant to put themselves forward for CMC leadership positions or formal conservation roles.

It was mentioned frequently that these traditional norms are especially reinforced by traditional and religious leaders, most of who are men. The LAC Gender Report for Namibia (2017) clearly points out the imbalance of gender representation in such local level political leadership situations.

c. Decision making and power relationships in and between households, transcending into Conservancies

44% of all households in Namibia are female headed. Less than 8% of the Namibia population has ever been married. It seems that generally women have strong and responsible family roles to fill. However, it has been reported that men sometimes do not inform women about Conservancy matters and meetings by the men, and women report that they are not being informed, something they say can be easily improved.

It has been reported that while men are encouraging women to take up formal roles in Conservancies, they are not willing to take up household responsibilities in turn. This means that women have to carry a double burden if they take up formal roles in Conservancies. This means that any conservancy work would be on top of women’s household and family responsibilities, which are non-negotiable. While there might be wider family arrangements for e.g. child care, leaving children with grand parents or siblings and allowing some room for taking up employment or leadership roles, such double “burden” is not always negotiable.

Many women express they wish to get involved in Conservancy work, to get a “purpose” and contribute to the community. One woman at #Khoadi//Hoas Conservancy made the impassionate observation that “when a woman just stays at home, she doesn’t know her own potential”. A woman from Anabeb Conservancy echoed this, saying that because of traditional attitudes women were “left to just sit, and we get used to just sitting”.

d. Resource access and ownership incl. land and inheritance

Land ownership: Land ownership is often mentioned to a gender impediment to women. Namibia’s National Land Policy was adopted in 1998. It is based upon a set of fundamental principles that stem



from the principles in the Namibian Constitution and the “national commitment to redress the social and economic injustices inherited from the colonial past.” The principles are: equality before the law; a mixed economy; a unitary land system; focus on the poor; the rights of women; security and protection; sustainable use of land and natural resources; public accountability and transparency; land as property; “land” as a renewable natural resource; and multiple forms of land rights. The principle on women’s rights specifies that widows and widowers will be entitled to maintain the land rights they enjoyed during their spouse’s lifetime. However, some of these rights are disputed in customary systems and family practice.

The Communal Land Reform Act 5 of 2002 provides for the allocation of rights in respect of communal land which is owned by the State. In terms of this law, customary land rights are meant to endure until the death of the person holding the right. If a husband dies, the communal land allocated to him must be reallocated to his widow if she wishes, and she is entitled to remain on the land even if she re-marries. If there is no surviving spouse when the holder of the land right dies, then the land will be re-allocated to a child of the deceased identified by the Chief or Traditional Authority as being the rightful heir. This rule applies to spouses in civil or customary marriage. However, widows often face significant practical difficulties in asserting their land rights, particularly in matrilineal communities. Moreover, although the Act provides for the allocation of land rights in the event that one spouse dies, it is silent on the rights of the husband or wife should a divorce occur. Another gap is the law’s failure to address the disposition of the land in the case of a polygamous marriage or to provide prohibitions or remedies for “land-grabbing’ by relatives of the deceased.

Overall, while the legal context seems well set in Namibia, there are many frustrations on land rights and allocation and a disenfranchisement of women, that needs to be addressed.

#### Other natural resources

Access and ownership of other natural resources is governed by the national legal framework and does not discriminate between men and women. However, some differences in opportunity to unlock the natural resources value were reported. For example, women are often involved in timber and non-timber forest resource use including grass for craft making. However, they are usually engaged in smaller enterprises and not usually in e.g. setting up of carpentries, which are usually owned and managed by men. Women often lack the implements to sustainably utilize some resources on a commercial level. This may be linked to economic and business know how (see further below) – economic empowerment.

#### e. Education, health, economic empowerment

While in Namibia the statistics on gender equity in terms of education, health and economic empowerment are relatively equal, there remain issues as pointed out above. Aside from certain gender norms that are bound and reenforced through traditions and culture, there are gender specific difference which e.g. revolve around menstruation, child birth, maternal health, care giving, household chores and responsibilities, as well as behavioral expectations. The fact that women outlive men with a significantly average life expectancy needs to be unpacked as well, and a focus on health amongst men is needed. The life expectancy is curtailed by hard labor, pressures on being the bread winner, but also unhealthy lifestyles, such as poor diets and alcohol abuse.

In the context of Conservancies and CBNRM specifically, some observations revolve around economic empowerment. At this point very few women hold paid positions within the Conservancies, such as community guards, rangers and trackers. Wary attitudes especially among the men were recorded such as: “they are not trained; they couldn’t do the hard work/ field time in difficult terrain; they would find the field work too arduous; they are not strong enough; it’s dangerous for them to go too far from home; women wouldn’t know how to deal with dangerous animals”.

Evidently women responded by saying: “they DO apply for these jobs, but are not considered; They have as much skill and experiences in dealing with dangerous animals as it’s part of their daily lives; they have considerable [physical strength; they want these jobs; they say that the world is changing and women now have challenging occupations such as in the police force; the problem, women say, *“is not their capacity, but the attitudes of men.”* However, the emergence of a female rhino rangers cohort in six conservancies in northwest Namibia is a positive development.

f. Engendered household roles and responsibilities

As already described under the traditional norms, women are still seen to have to deliver on certain household responsibilities and duties which men would not want to take on. In local Oshiwambo tradition, young men are not allowed into the kitchen, and they never learn how to cook for themselves and even less so how to cook for a whole family! Doing washing, collecting water and firewood, and many more activities are associated with women. Men of course have their own responsibilities, which are equally burdening. However, they are better positioned to hold roles of power and engage in economically productive, i.e. paid employment. Often the attitude of men is that they hold their handle on money as a power tool. They express that they are the bread winners, bring the much needed household cash – and women have to abide by their rules because of that. Men often move far to find a paid employment. They send money to their family and only come and visit rarely. Sometimes they maintain two families – one in the rural area and another in town – without the consent of either one. When coming home for a much needed holiday, they assume an attitude of “they need the holiday”. The work of the wife who needs to tend after the household on a daily basis is not equally regarded.

In the context of the Conservancies it was reported that a young women from Khowarib, who used to hold a Conservancy position, had to resign once she had a child. Her family expected her to look after her child and give up her employment. As mentioned above, men would “allow” women to become more active in CMC roles, but they would not want to take over household chores to enable women to participate more fully.

g. Voluntary work, engendered views on benefits, compensation and access to resources and finance

Women still often hold voluntary positions in Conservancies, which in their nature are important but unpaid for. This is a common phenomenon in social and development work, where women are active as community mobilizers and in conflict resolution, or as change agents as they are often the primary educators in the families. But women get frustrated if they cannot also reap financial rewards, which are so important to gain more independence of decision making and from men. The already mentioned old-fashioned and traditional views on gender roles are prevalent and deeply engrained especially in rural Namibian societies. It is often heard that men complain that they feel “left behind” with all the women empowerment talk and work – but the truth is that the power pentaculum still leans very strongly towards maintained power positions of men. Notably, many of the “enabling” conditions for women to participate more actively in the paid for work at Conservancies are missing. For example, ranger and game guard uniforms are usually available only as “men” fits. It should be noted that women participate very enthusiastically e.g. in game counts, while few of them would take the lead in being a “sector” organizer or driving the vehicles, they clearly are engaged fully and positively in the game count activity. There are some conservancies such as Uibasen (Twyfelfontein), in which women have taken strong lead and are chairing and leading the CMCs extremely eloquently. Uibasen is one of the most affluent conservancies in the (north-)western Conservancy cluster with good income from tourism. The conservancy has had women leadership for the past decade, with women leadership since 2013. It is clear that once you have a woman in a leadership position, she can unlock the power balance. Often women know that

they can rely on other women for the work and they encourage them to step up to the challenges, too.

In rural areas men and women mostly depend on their farming activities for income. In Conservancies additional income opportunities through tourism and associated businesses, employment, hunting and other are being created. Other socio-economic opportunities could be unlocked through investments into improved returns from farming, and business development. The economies of scale is not simple in wide-ranging rural Namibia, but innovative ideas need to continuously be developed and ideated to keep opportunities emerging.

h. [Human Wildlife conflict and gender](#)

Human Wildlife Conflict (HWC) is a central issue to conservation and prevalent in most Conservancies. Local communities are living with large wildlife such as elephants, lion and other predators on a day-to-day basis, and other dangerous animals such as crocodile or hippo are encountered. Smaller species such as snakes and scorpions are common. HWC incidents include livestock predation, damage to crops, stored food, infrastructure (water points, fences, gates) and properties, attacks on and loss of human lives. Of course, such attacks impact on every single household member. Often men, who are mobile and out of the house a lot are targets of attacks. However, it has been observed that women and children are also often attacked, especially along rivers, when they are collecting water, taking the livestock to drink or doing their laundry. With wildlife numbers increasing and wildlife corridors becoming more active, clear mitigative measures are needed to keep community members safe and engaged. Certain gender specific investments should be made, starting with ensuring that women who may be less involved in Conservancy governance have adequate information and training on avoiding HWC. They can then further educate their children on relevant measures. Compensation needs to be equitable and women similarly to men need to be able to access support measures such as elephant proof water points or lion proof mobile kraals.

i. [Gender differentiated impacts of wildlife crime](#)

Poaching, either for subsistence (bushmeat) or commercially (e.g. Rhino horn/ivory) is almost exclusively committed by men. With quotas having been low e.g. in north-western Namibia due to the drought for some time, community members are missing the meat allocations they would receive and it has been reported that this has led to some more bushmeat poaching. Women would possibly be aware, but not commit the crime directly. It is noted that some Conservancy members are involved in poaching and this needs to be considered, as it can disadvantage those who play by the rules. More consistent law enforcement is needed and reporting and understanding that poaching is wrong and impacts the entire community. Women led households could potentially be more negatively affected, if they do not engage in the poaching, but the common resource gets exploited at their expense. Women are mothers of young men and boys, and spouses to husbands – they have a strong moral leadership role to play, to educate the next generation and e.g. report illegal actions. They need to be supported to become part of a value system that is pro conservation, reaping benefits and taking responsibility. So far, these powers are mostly untapped in Conservancy management and community-based conservation per se.

### **3. 4. RECOMMENDATIONS AND BEST PRACTICES ON ADDRESSING GENDER EQUALITY ISSUES IN NAMIBIA'S CONSERVANCIES**

There are several best practices for promoting gender equality and empowering women in Namibia and elsewhere in Africa. Some examples include:

- Providing targeted education and training programs for women and girls, which can help to improve their economic and social opportunities. Nacso has developed a social and gender awareness training<sup>11</sup> that is geared towards Namibian Community Conservancies and is part of the ongoing governance work. This manual and the training should be regularly updated, and specific funding be availed for specific gender awareness training and exchanges.
- Enhancing women's participation in decision-making and leadership positions, through quotas and other affirmative action measures. In line with Nacso's governance training materials<sup>12</sup> and the CBNRM standards specifically include women in leadership. Learn from the women led conservancies in Namibia and facilitate information sessions, possibly online videos and exchange visits.
- Providing economic empowerment opportunities for women, such as through microfinance programs, enterprise development, and access to credit and financial services. The PFP aims to include a socio-economic fund which would allow community members to engage in eco-business and SME development. Specific provisions for women beneficiaries should be made.
- Addressing gender-based violence (GBV) through legal and policy reforms, as well as through awareness-raising campaigns and support services for survivors. Based on some inspiring work in Mozambique, a pilot project is being conducted under Nacso in Namibia's Kavango-east and West regions, setting up working with "girls clubs" in local Community Forests and Community Conservancies. These girls' clubs allow girls and young women to learn about life skills and discuss issues relevant to them, including GBV. Similar approaches to specifically work with girls and young women in Community Conservancies could be upscaled, depending on resources and capacities. The experience and lessons learnt from the pilot in Kavango can be shared by social media, whatsapp, youth fairs and through exchange visits. A specific Nacso Training Manual on Girls Clubs could be developed and posted on the website.
- Promoting women's rights and gender equality through legislation and policies, such as through the adoption and implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and support to the effective implementation of national gender policies. In Namibia, specific awareness materials should be shared and made available. The Nacso training manual should be regularly updated with relevant materials.
- Increasing access to sexual and reproductive health services and information, which can help to reduce maternal mortality and improve the health and well-being of women and girls. Overall Namibia's CBNRM Programme is looking for improve linkages to health and education delivery in rural areas. The PFP would create some critical foundations for such work to be rolled out nationwide.
- Encouraging the participation of men and boys in the promotion of gender equality and the empowerment of women, as men and boys can play a key role in changing social norms and attitudes that perpetuate gender inequality. In all gender approaches advocated through Nacso the inclusion of boys and men is seen as critical as not to create further gender rifts.

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<sup>11</sup> <https://www.nacso.org.na/sites/default/files/1.05%20Social%20and%20Gender%20Awareness.pdf>

<sup>12</sup> [Resources & Publications: Training Manual | NACSO](#)

Especially in the discussion on GBV girls/women and boys/men are equally needed in the discussions.

- Identifying men champions of the gender equality and women’s empowerment cause, who can be involved in activities to help promote positive changes and reduce gender inequalities. It is important to identify strong role models who really advocate gender equality – especially based on the finding from the current situation in the Conservancies, where men are still very dominating. Strong women need to be supported to be visible as leaders, in the communities, the supporting NGOs and the Government.

While these suggestions seem quite generic, they are key to supporting women in any context, including in local Conservancies. A powerful example is the #Khoadi//Hoas Conservancy, which established a “women desk” as early as 1999, which after some years of inaction was revived in 2017. Women said they created this group specifically because they needed a channel for their voices. They felt invisible and disregarded in the mainline of the formal conservation structures. Their goal is broad “to improve lives of women living in the area’. They established a “women against crime” initiative, which assists women in their community who suffer domestic violence. They want to help the poorest of the poor amongst themselves, e.g. by providing toiletry items and assisting with health measures for small children.

It is very important to ensure that the implementation of these best practices is inclusive, meaning that they take into account the specific needs and perspectives of different groups of women and girls, such as those living in rural areas, those with disabilities, and those from marginalized communities. But any local initiative that is started with compassion is a good and inclusive start. In the following, some specific elements for a gender action plan are provided for the PFP and the GEF supported component on the Endowment Fund in particular. Specific gender screening will apply during project implementation and it is suggested that in future any PFP should consider a standalone gender plan such as this one developed under the GEF contribution.

#### 4. 5. GENDER ACTION PLAN AND GENDER RESPONSIVE RESULT FRAMEWORK

Project Components, Outcomes & Outputs	Gender specific action <i>(*to be filled out for all activities – even those that are not being carried out with GEF funding – given the dependencies between activities)</i>	Responsible entity	Indicators and Targets
<b>Component 1: Deploying Project Finance for Permanence (PFP) for priority conservation areas in Gabon and Namibia</b>			
<ul style="list-style-type: none"> <li>1.1. Conservation goals, funding package and project conditions agreed by key stakeholders (including government, donors, NGO partners) in target countries, for improved financial sustainability and management of priority conservation areas in Gabon and Namibia</li> </ul>			
1.1.1 Institutional capacity assessments, capacity strengthening plan and training for key organizations responsible for the priority conservation areas, to design, receive and execute the PFP	<p>Consider affirmative action guidance when filling relevant positions;</p> <p>Provide gender sensitivity training to WWF Team of 6 and other relevant stakeholders;</p> <p>Improve and continue to implement institutional best practices in terms of gender and gender reporting for Nacso, all member NGOs, the beneficiary conservancies (86), as well as the fund administrator for the endowment (tbc).</p> <p>Integrate gender into assessment and training.</p>	WWF/Team of 6 and partners	<ul style="list-style-type: none"> <li>Gender assessment questions part of assessments and training</li> <li>One gender awareness training for WWF/Team of 6</li> <li>GEF gender analysis and plan shared with WWF/Team of 6</li> <li>UNAM consultancy on ESSF, IPP also uses a gender-responsive approach in consultations and consults local communities on relevant gender issues to flesh out and continuously inform the PFP development</li> </ul>
1.1.2 Conservation plan, community engagement plan and financial model for target country PFPs	<p>Review conservation plan with a view to identifying gender mainstreaming opportunities;</p> <p>Set gender targets e.g, for service organisations (hiring female field staff) and Conservancies;</p> <p>Consider a State of the Communal Conservancies Report (SOCCR) focusing on gender;</p>	WWF/Team of 6 and partners	<ul style="list-style-type: none"> <li>Catalogue for gender specific opportunities is developed including gender targets for organizations and Conservancies</li> <li>Potential SOCCR focusing on gender</li> </ul>

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Project Components, Outcomes & Outputs	Gender specific action <i>(*to be filled out for all activities – even those that are not being carried out with GEF funding – given the dependencies between activities)</i>	Responsible entity	Indicators and Targets
	Include possible costs for gender training.		
1.1.3 Operating manual, including institutional and governance arrangements for each PFP	Gender mainstreaming and gender response modalities, are included in the Operating manual, as appropriate	WWF/Team of 6 and partners	<ul style="list-style-type: none"> <li>Operating manual updated to include a gender provision, as appropriate</li> </ul>
1.1.4 Single close signed by parties to the deal	N/a	n/a	n/a
<b>1.2. Enhanced capacity for domestic resource mobilisation in Namibia to achieve PFP goals and commitments</b>			
1.2.1 Prioritized list of potential sustainable finance mechanisms and detailed feasibility assessments (political, legal, social, institutional, financial) of prioritised financial mechanisms, including revenue projections and existence of key enabling conditions	Potentially reflect on gender sensitive elements of the mechanisms, e.g. socio-economic sinking fund for development – to include gender action plan	WWF/Team of 6 Consultants e.g. developing background on socio-economic fund	<ul style="list-style-type: none"> <li>Funding mechanisms include clear gender action plans; for example socio-economic fund to address gender priorities in line with key issues identified in the gender analysis</li> <li>Fund administrator has gender policy in place</li> </ul>
1.2.2 Engagement, outreach, and advocacy strategy (including communication materials) aimed at securing support and commitments to sustainable financial mechanism implementation	n/a	n/a	n/a
1.2.3 Roadmap for the implementation of sustainable financial mechanisms endorsed or institutionalised by government	n/a	n/a	n/a
<b>1.3. Transition, sinking and/or endowment fund(s) capitalized to invest in improved management effectiveness in priority conservation areas</b>			
1.3.1 Establishment and capitalization of a	Funding mechanisms include gender review and	WWF/ Team of 6	See above:



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<b>Project Components, Outcomes &amp; Outputs</b>	<b>Gender specific action (<i>*to be filled out for all activities – even those that are not being carried out with GEF funding – given the dependencies between activities</i>)</b>	<b>Responsible entity</b>	<b>Indicators and Targets</b>
transition, sinking and/or endowment fund in each country for improved management of priority conservation areas	action plan; for example conservation plan can be linked to some gender specific provisions, as well as the socio-economic fund.		<ul style="list-style-type: none"> <li>• Funding mechanisms include clear gender action plans; for example socio-economic fund to address gender priorities in line with key issues identified in the gender analysis</li> <li>• Fund administrator has gender policy in place</li> </ul>
<b>Component 3: M&amp;E and KM</b>			
3.1 Effective project knowledge management and M&E contributes to efficient decision making and adaptive project management			
3.1.1 Project lessons and KM products	Potentially dedicate a KM product on gender; featuring socio-economic grants dispersed to women and gender disaggregated data on CMC/Conservancy performance	Fund administrator	<ul style="list-style-type: none"> <li>• TBD; KM product to be considered</li> </ul>
3.1.2 Project M&E plan informs adaptive project management	Monitor performance on gender in conservancies, e.g. females in CMC (by position), number of female game guards etc. Potentially dedicate SOCCR on gender	Fund administrator; potentially Nacso/WWF Comms	<ul style="list-style-type: none"> <li>• Consider SOCCR on gender</li> </ul>



## ANNEX 9c: Eastern Tropical Pacific GAP

### 1. Gender

The Eastern Tropical Pacific (ETP) region, as defined for this project, spans marine areas of Panamá, Ecuador, Costa Rica, and Colombia, and hosts some of the world's most productive, biologically diverse, and ecologically significant marine environments. This interconnected ecosystem supports a wide range of globally significant marine species, such as sharks, whales, and sea turtles. The ETP's natural assets and ecosystem services generate billions of dollars annually towards the economies in the ETP and support coastal communities. These unique natural resources are at risk. The long-term sustainability of this region requires durable conservation and effective transboundary coordination.

In 2021, at the United Nations Conference of Parties (COP) 26 meeting in Glasgow, the Presidents of the four ETP countries signed a declaration to create a Transboundary Biosphere Reserve (TBR). This resulted in a significant increase in attention directed at this region, including donor pledges. This level of commitment and support among ETP countries is unprecedented and creates a window of opportunity for a regional durable finance mechanism. The Presidents from Costa Rica and Colombia have transitioned since the announcement, but their successors continue to support regional coordination and conservation in the ETP.

This project and the development of a durable regional structure would complement the work done at a national level, not duplicate. It would enhance regional coordination, transboundary conservation, and long-term sustainability. This cannot be done at national level. In March 2023, at the Our Oceans Conference in Panama, the four countries met with the Eastern Tropical Pacific Marine Corridor (CMAR), and they committed to developing a treaty for the region and creating a permanent secretariat for CMAR. These activities could be supported by the durable finance mechanism.

Any multi-jurisdictional project is complex and there are key issues that will be assessed in the planning phase, such as community engagement and fisheries. However, given the structures that are already in place in the region (national level PFPs, a regional conservation trust fund (CTF), national CTFs, and a regional governance structure endorsed by all governments), support from the four countries, progress on the TBR development, support from stakeholders and donors, the window of opportunity to co-develop a durable regional structure with CMAR and the four countries is now.

### 2) Gender analysis

The gender analysis below of the four countries provides baseline information on gender aspects of each country. The role of coastal communities will be determined during the planning phase. The gender baseline provides key information that will help to inform the stakeholder engagement strategy and the gender strategy.

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Country	Background (#) correlate to source (last column)	National/local policies	Considerations in PAs	Relevant organizations	Sources (organized per country)
Costa Rica	<ul style="list-style-type: none"> <li>• Adult literacy rates are nearly the same among men and women (1).</li> <li>• Labor force participation among females is 47.5% and among males is 71.1% for 2021 (1)</li> <li>• 45.6% of seats in national parliament in CR were held by women in 2020 (1)</li> <li>• Adolescent birth rate is 40.9 per 1,000 women aged 15-19 as of 2019 (2).</li> <li>• In 2018, 7.2% of women aged 15-49 reported that they had been subject to physical and/or sexual violence by a current or former intimate partner in the previous 12 months (2).</li> <li>• Women and girls aged 10 and up spend 23.5% of their time on unpaid or domestic work, compared to 8.2% spent by men (2).</li> <li>• In 2018, 80.8% of women of reproductive age (15-49 years) had their need for family planning satisfied with modern methods (2).</li> </ul>	<ul style="list-style-type: none"> <li>• 83.3% of legal frameworks that promote, enforce, and monitor gender equality under the SDG indicator, with a focus on violence against women, are in place (2).</li> <li>• Bill of Comprehensive Reparation for Survivors of Femicide: recognizing that femicide is a responsibility that the state must assume as a whole (April 2022) (3)</li> <li>• Law to prevent, attend to, punish, and eradicate violence against women in politics (May 2022) (4)</li> <li>• Costa Rica announced the Gender Parity Initiative (GPI) to increase women's participation in the labor market, reduce the wage gap, and increase women's representation in leadership positions (7).</li> </ul>	<ul style="list-style-type: none"> <li>• Women in CR are actively involved in the sustainable management of forest resources and agricultural systems, but their roles are often marginalized (6).</li> <li>• Women own less land and fewer and smaller farms than men, receive less financial support for them, and participate less in Costa Rica's payment for environmental services program (6).</li> <li>• In 2019, Costa Rica became one of few countries in the world to prepare a <a href="#">Gender Action Plan</a> for its national strategy on reducing emissions from deforestation and forest degradation (REDD+) through enhanced forest management (6)</li> <li>• The GAP was developed in partnership with gender experts, civil society organizations, groups of Indigenous women, and rural smallholder forest producers (6).</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">National Women's Institute of Costa Rica (INAMU)</a>: governing institution that supports the expansion of women's rights in coordination with the Costa Rican government (5)</li> <li>• <a href="#">Vital Voices</a>: global partnership that advocates for women's rights in CR through investment in women leaders (5).</li> </ul>	<ol style="list-style-type: none"> <li>1. <a href="https://genderdata.worldbank.org/countries/costa-rica">https://genderdata.worldbank.org/countries/costa-rica</a></li> <li>2. <a href="https://data.unwomen.org/country/costa-rica">https://data.unwomen.org/country/costa-rica</a></li> <li>3. <a href="https://www.inamu.go.cr/web/inamu/-/costa-rica-cuenta-con-ley-de-reparacion-integral-del-femicidio">https://www.inamu.go.cr/web/inamu/-/costa-rica-cuenta-con-ley-de-reparacion-integral-del-femicidio</a></li> <li>4. <a href="https://www.inamu.go.cr/web/inamu/-/pais-cuenta-con-ley-para-prevenir-y-erradicar-la-violencia-contra-las-mujeres-en-la-politica">https://www.inamu.go.cr/web/inamu/-/pais-cuenta-con-ley-para-prevenir-y-erradicar-la-violencia-contra-las-mujeres-en-la-politica</a></li> <li>5. <a href="https://borgenproject.org/womens-rights-in-costa-rica/">https://borgenproject.org/womens-rights-in-costa-rica/</a></li> <li>6. <a href="https://www.worldbank.org/en/news/feature/2020/10/07/for-costa-rica-the-future-of-">https://www.worldbank.org/en/news/feature/2020/10/07/for-costa-rica-the-future-of-</a></li> </ol>

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					<p><a href="#">forests-hangs-in-the-gender-balance</a></p> <p>7. <a href="https://www.cinde.org/en/essential-news/costa-rica-joins-the-gender-parity-initiative">https://www.cinde.org/en/essential-news/costa-rica-joins-the-gender-parity-initiative</a></p>
Panama	<ul style="list-style-type: none"> <li>• Adult literacy in Panama is nearly the same among men and women (2019) (1)</li> <li>• Labor force participation among females is 50.4% and among males is 72.6% for 2021 (1)</li> <li>• 22.5% of seats in national parliament in Panama were held by women in 2020 (1)</li> <li>• The adolescent birth rate is 74.1 per 1,000 women aged 15-19 as of 2018 (2)</li> <li>• In 2018, 7.8% of women aged 15-49 years reported that they had been subject to physical and/or sexual violence by a current or former intimate partner in the previous 12 months (2).</li> <li>• Women and girls aged 15 and up spend 18% of their time on unpaid care and domestic work,</li> </ul>	<ul style="list-style-type: none"> <li>• 83.3% of legal frameworks that promote, enforce, and monitor gender equality under the SDG indicator, with a focus on violence against women, are in place (2).</li> <li>• Government Committee on the Elimination of Discrimination Against Women (3)</li> <li>• Mechanism to support political participation by women (3).</li> <li>• National plan based on equal pay, which established equal pay for men and women and involved the implementation of three monitoring tools and monitor pay gaps (3).</li> <li>• Electoral reform in October 2021 increased the parity of all pre candidates and</li> </ul>	<ul style="list-style-type: none"> <li>• In Chagres National Park, farm planning initiatives involved all family members so that one's role could be identified (4).</li> <li>• In 2007, the Panamanian president signed the country's National Climate Change Policy, which includes among its key principles the importance of "promotion of the conscious participation of the citizenship, including gender equality" (5)</li> <li>• In 2011, the Climate Change Unit of Panama's National Environmental Authority requested the assistance of the IUCN Global Gender Office to engage in the integration of a gender perspective in the country's National Climate Change Strategy (5).</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">UNFPA Panama</a>: United Nations Population Fund aims to reduce disparities in access to sexual and reproductive health services in Panama.</li> <li>• <a href="#">Few for Change</a>: non-profit aiming to improve educational opportunities for girls living in the Comarca Ngäbe-Buglé region of Panama (Indigenous population with high adolescent pregnancy rates).</li> </ul>	<ol style="list-style-type: none"> <li>1. <a href="https://genderdata.worldbank.org/countries/panama">https://genderdata.worldbank.org/countries/panama</a></li> <li>2. <a href="https://data.unwomen.org/country/panama">https://data.unwomen.org/country/panama</a></li> <li>3. <a href="https://www.ohchr.org/en/press-releases/2022/02/experts-committee-elimination-discrimination-against-women-commend-panama#:~:text=In%20regard%20to%20gender%20parity,Ms.">https://www.ohchr.org/en/press-releases/2022/02/experts-committee-elimination-discrimination-against-women-commend-panama#:~:text=In%20regard%20to%20gender%20parity,Ms.</a></li> <li>4. <a href="https://www.cbd.int/doc/pa/tools/Gender%20in%20the%20conservation%20of%20protected%20areas.pdf">https://www.cbd.int/doc/pa/tools/Gender%20in%20the%20conservation%20of%20protected%20areas.pdf</a></li> </ol>

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	<p>compared to 7.6% spent by men (2).</p>	<p>candidates to include one of each gender. In political parties, there must be 50% of males and 50% of females in available posts (3).</p>			<p>5. <a href="https://www.climateininks.org/sites/default/files/asset/document/2012_IUCN_Climate-Change-Gender-Action-Plan-Panama.pdf">https://www.climateininks.org/sites/default/files/asset/document/2012_IUCN_Climate-Change-Gender-Action-Plan-Panama.pdf</a></p>
Colombia	<ul style="list-style-type: none"> <li>• Adult literacy in Colombia is nearly the same among women and men (2020) (1)</li> <li>• Labor force participation among females is 52.2% and among males is 78% for 2021 (1)</li> <li>• The share of women who have experiences intimate partner violence is greater than the world average (1)</li> <li>• 18.3% of seats in national parliament were held by women in 2020 in Colombia (1).</li> <li>• The adolescent birth rate is 57.9 per 1,000 women aged 15-19 as of 2019 (2).</li> <li>• In 2018, 11.9% of women aged 15-49 reported that they had been subject to physical and/or sexual violence by a current or</li> </ul>	<ul style="list-style-type: none"> <li>• 83.3% of legal frameworks that promote, enforce, and monitor gender equality under the SDG indicator, with a focus on violence against women, are in place (2).</li> <li>• Colombia has signed and ratified all international treaties and instruments on human rights and rights for women, including the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979). (3)</li> <li>• Colombian Law 1257 of 2008 dictates norms to raise awareness of women's rights and to prevent and sanction all types of violence and</li> </ul>	<ul style="list-style-type: none"> <li>• In many regions of Colombia, the economic independence of women is inextricably linked to the health of the environment (mangrove forests, waters) (4).</li> <li>• These ecosystems are under pressure from logging, mining, and the cultivation of cocoa (4).</li> <li>• USAID's <a href="#">Páramos and Forests Activity</a> and the <a href="#">REDD+ (Reducing Emissions from Deforestation and Forest Degradation)</a> program are helping Indigenous women and their communities manage and protect their lands in Colombia (5).</li> <li>• The Páramos and Forests Activity focuses its efforts on encouraging alternative activities to timber</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Casa de la Mujer</a>: non-profit started in 1982, aims to protect and expand women's rights. Aims to use political dialogue as a tool for ending women's suffering and armed conflict.</li> <li>• <a href="#">The International League of Women for Peace and Freedom (Limpal Colombia)</a>: feminist, pacifist, and antimilitarist organization.</li> </ul>	<ol style="list-style-type: none"> <li>1. <a href="https://genderdata.worldbank.org/countries/colombia">https://genderdata.worldbank.org/countries/colombia</a></li> <li>2. <a href="https://data.unwomen.org/country/colombia">https://data.unwomen.org/country/colombia</a></li> <li>3. <a href="https://www.oecd-ilibrary.org/sites/99444453-en/index.html?itid=/content/component/99444453-en#:~:text=Colombia%20has%20also%20adopted%20laws%20and%20discrimination%20against%20women">https://www.oecd-ilibrary.org/sites/99444453-en/index.html?itid=/content/component/99444453-en#:~:text=Colombia%20has%20also%20adopted%20laws%20and%20discrimination%20against%20women</a></li> <li>4. <a href="https://www.dw.com/en/environmental-justice-women-colombia-">https://www.dw.com/en/environmental-justice-women-colombia-</a></li> </ol>

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	<p>former intimate partner in the previous 12 months (2).</p> <ul style="list-style-type: none"> <li>• Women and girls aged 15 and up spend 5% of their time on unpaid care and domestic work, compared to 2.7% spent by men (2).</li> <li>• Civil armed conflict in recent decades has affected women in Colombia: 80% of internally displaced people are women and children. Furthermore, 15.8% of displaced women stated that they were also victims of sexual violence. Women belonging to Indigenous and Afro-Colombian communities have been most affected by the armed conflict (3).</li> <li>• The security of women and girls deteriorated because of the armed conflict and the use of social control and sexual violence by illegal armed groups (3).</li> <li>• The unemployment rate for women is high for women than for men (3).</li> </ul>	<p>discrimination against women (3).</p> <ul style="list-style-type: none"> <li>• Legislation requires women candidates comprise at least 30% of party electoral lists (3).</li> <li>• In March 2013, the Colombian government approved a National Policy on Gender Equality that aims to coordinate efforts across the government to guarantee women's equality and non-discrimination (3).</li> <li>• In 2010, Colombia became the first nation to formally acknowledge the economic contribution of unpaid care work with the passage of a law mandating time-use surveys to account for the care economy (3).</li> <li>• The National Development Plan 2012-14 mandated the development of a national policy of gender equality, to be led by the Office of the Presidential Advisor for Gender Equality (3).</li> </ul>	<p>harvesting, as well as the promotion of territorial governance through training and education, particularly for women. The Activity worked with the Cabildo Mayor Indígena of Mutatá Municipality, which includes three Indigenous reservations and 14 councils, to design a capacity-building plan for Embera Katio women (5).</p>	<p>Part and subsidiary in Colombia of the Women's International League for Peace and Freedom Movement.</p> <ul style="list-style-type: none"> <li>• <a href="#">Red Nacional de Mujeres</a>: peace-making women's rights organization.</li> <li>• <a href="#">The Chiyangua Foundation</a>: women-led organization working to restore gender rights and recovering ancestral knowledge.</li> </ul>	<p>5. <a href="https://www.climatelinks.org/blog/in-digenous-women-who-shine-protect-forests-colombia">protecting-ecosystems-from-mining-and-logging/a-59101472</a>  <a href="https://www.climatelinks.org/blog/in-digenous-women-who-shine-protect-forests-colombia">https://www.climatelinks.org/blog/in-digenous-women-who-shine-protect-forests-colombia</a></p>
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Ecuador	<ul style="list-style-type: none"> <li>• Adult literacy is Ecuador is lower among women than among men (2020) (1)</li> <li>• Labor force participation rate among females is 53.3% and among males is 76.5% for 2021 (1).</li> <li>• 39.4% of seats in national parliament in Ecuador were held by women in 2020 (1).</li> <li>• The adolescent birth rate is 63.5 per 1,000 women aged 15-19 as of 2019 (2).</li> <li>• In 2018, 8.1% of women aged 15-49 years reported that they had been subject to physical and/or sexual violence by a current or former intimate partner in the previous 12 months (2).</li> <li>• Women and girls aged 15 and up spend 20.9% of their time on unpaid care and domestic work, compared to 4.8% spent by men (2).</li> <li>• Although the Code of Work requires equal pay for equal work, women routinely receive lower wages than men for</li> </ul>	<ul style="list-style-type: none"> <li>• 91.7% of legal frameworks that promote, enforce, and monitor gender equality under the SDG indicator, with a focus on violence against women, are in place (2).</li> <li>• The Constitution of Ecuador provides in Article 22.6 that: “the legal equality of the sexes is hereby declared. Women enjoy equal rights and opportunities with men in all orders of public, private, and family life, especially in respect of civil, political, social, and cultural matters.” (3)</li> <li>• The civil code established the full judiciary capacity of women in conditions equal to men (3).</li> <li>• In 1995, the Law Against Violence to Women and the Family entered into force (3).</li> </ul>	<ul style="list-style-type: none"> <li>• Buen Vivir, Ecuador’s national plan, focuses on developing the country in terms of the well-being of its people and environment. This plan includes equity along generational, intercultural, territorial, and gender lines (4).</li> <li>• Ecuador’s NDCs to the Paris Agreement, updated in 2019, intends to facilitate participation of actors as agents of change and to encourage their commitment to the process of formulating the NDC. The gender approach will be integrated in each phase of this process (4).</li> <li>• The Sustainable Agriculture with Gender Inclusion and Participation program in Quito has been working together with women and female-headed households for over a decade to improve the quality of life of the most vulnerable people of the Metropolitan District of Quito (5).</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Fundación Desafío</a>: private development institution that seeks equity in the exercise of sexual and reproductive rights, promoting and facilitating responsible decision-making in sexuality and reproduction with an emphasis on women and the adolescent population.</li> <li>• <a href="#">Maria Amor Foundation</a>: organization aiming to address the challenges faced by domestic abuse victims.</li> </ul>	<ol style="list-style-type: none"> <li>1. <a href="https://genderdata.worldbank.org/countries/ecuador">https://genderdata.worldbank.org/countries/ecuador</a></li> <li>2. <a href="https://data.unwomen.org/country/ecuador">https://data.unwomen.org/country/ecuador</a></li> <li>3. <a href="https://www.cidh.oas.org/women/Ecuadorchaper%2011.htm#:~:text=The%20Constitution%20of%20Ecuador%20in,political%2C%20social%20and%20cultural%20matters.">https://www.cidh.oas.org/women/Ecuadorchaper%2011.htm#:~:text=The%20Constitution%20of%20Ecuador%20in,political%2C%20social%20and%20cultural%20matters.</a></li> <li>4. <a href="https://www.gwp.org/en/we-act/our-results/our-influence/stories-of-change-new/americas-and-caribbean/ecuador/">https://www.gwp.org/en/we-act/our-results/our-influence/stories-of-change-new/americas-and-caribbean/ecuador/</a></li> <li>5. <a href="https://unfccc.int/cli-mate-action/momentum-for-change/women-for-results/sustainable-agriculture-with-gender-inclusion-">https://unfccc.int/cli-mate-action/momentum-for-change/women-for-results/sustainable-agriculture-with-gender-inclusion-</a></li> </ol>
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	performing the same work (3).				and-participation-ecuador
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b) Gender action plan

Informed by the gender analysis as described in the above table. Table 4 indicates our action plan for consultations during the feasibility and planning stage of the project. A full gender action plan will be developed during the planning stage.

**Table 1 Gender Action Plan**

Project Components, Outcomes & Outputs	Gender specific action	Responsible entity	Indicators and Targets
<b>Component 2: Global support to scale out durable finance</b>			
<b>2.1 Enabling conditions assessed and necessary conditions developed for durable finance project readiness in additional country(ies)</b>			
2.1.1 Viability/feasibility assessment of enabling conditions in one country/region	<ul style="list-style-type: none"> <li>• Ensure the development of the feasibility study and planning documents are gender responsive.</li> <li>• Ensure any assessments are gender inclusive, providing equal access to information; equal participation in project activities; and equally benefitting from training, capacity building, technical assistance.</li> <li>• Assess barriers to gender inclusivity and measures that could be implemented in 2.1.2 to address these barriers.</li> <li>• Review the country's gender policy documents and how these policies relate to the proposed project activities.</li> <li>• Determine gender roles / responsibility of socio-economic activities in the region; division of labor and time use, access and control, power and decision making, and knowledge and capacities.</li> <li>• Ensure recommendations from the feasibility assessment and planning documents promote inclusivity and</li> </ul>	Pew Charitable Trusts	<ul style="list-style-type: none"> <li>• Gender-specific activities will be included in the planning. This may include supporting women's access to natural resources, ensuring women are included and represented in decision-making processes, supporting women through livelihood and economic development activities, and investing in capacity development for community groups that support women in the ETP.</li> <li>• Representative participation and inclusion of genders in the assessment (sex-disaggregated data collection; targeting a gender balanced sample).</li> <li>• Clear understanding of barriers to gender inclusivity. This may include an analysis of barriers and a plan to address them, to be completed during the planning stage. This depends on the activities that are outlined in the planning document and agreed to by key stakeholders.</li> </ul>



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Project Components, Outcomes & Outputs	Gender specific action	Responsible entity	Indicators and Targets
	adequately address disparity within communities.		<ul style="list-style-type: none"> <li>• Country’s Gender Policy assessment with recommendations for how to incorporate these policies into plan.</li> <li>• Development of indicators and targets specific to recommendations TBD.</li> </ul>
2.1.2 Development of necessary capacity and enabling conditions for project readiness in one country/region	<ul style="list-style-type: none"> <li>• Ensure that capacity training is inclusive, provides equitable access and is responsive to needs identified in the gender assessment.</li> <li>• Ensure the durable finance mechanism governance structure is gender inclusive.</li> <li>• Ensure that all community development and livelihood activities are inclusive and gender responsive.</li> <li>• Ensure that policies help to shift gender dynamics towards a more equitable structure.</li> </ul>	Pew Charitable Trusts	<ul style="list-style-type: none"> <li>• Representative participation of genders in trainings, seeking to reach gender balance as appropriate for the context in each country.</li> <li>• Representation of genders in governance structures as appropriate for the context in each country.</li> <li>• Representative participation of genders in community development activities as appropriate for the context in each country.</li> <li>• Development of policy-specific indicators and targets TBD.</li> </ul>