



CI GENDER MAINSTREAMING PLAN (GMP) TEMPLATE

For use with high and medium-risk projects

The **Gender Mainstreaming Plan** provides information, analysis, and specific actions to ensure that gender dimensions are fully integrated into the project. It consists of two parts: (1) a Gender Analysis/Assessment, and (2) a Gender Action Plan. The **Gender Analysis** identifies and describes relevant gender differences, gender differentiated impacts and risks, and opportunities to address gender gaps and promote the empowerment of men and women within the project context. The **Gender Action Plan** details any corresponding gender-responsive measures to address those differences, impacts and risks, and opportunities. Completion of a Gender Analysis/Assessment and Gender Action Plan is a requirement for all CI funded projects as described under the CI 's Policy on Gender Mainstreaming.

The CI recognizes the wide range of projects and this GMP is designed to be flexible and adaptable to the project size, scope, and context. For additional guidance on gender requirements within CI projects, please also refer to **CI's Gender + Social Equity guidelines** in [English](#), [Spanish](#), and [French](#) as well as other materials on the CI [Gender Sharepoint](#) site.

SECTION I: Project Information

PROJECT TITLE:			
CI PROJECT ID:		PROJECT DURATION:	___ months
PROJECT TEAM:			
PROJECT ANTICIPATED START DATE:	<i>mm/yyyy</i>	PROJECT END DATE:	<i>mm/yyyy</i>
GMP PREPARED BY:			
DATE OF (RE)SUBMISSION TO CI:			
GMP APPROVED BY AND DATE:	<i>(To be completed by PDM ESA)</i>		
GENDER TAG & RESULTS AREA	<i>(To be completed by PDM ESA)</i>		
PERSON(S) RESPONSIBLE FOR IMPLEMENTATION:	<i>Provide name and designation</i>		
HOW/WHERE/WHEN WILL THE APPROVED GMP BE DISCLOSED ¹ :	<i>E.g., via the project's website, at the inception meeting with stakeholders, printed and posted on notice board in community centre, etc.</i>		
WHAT IS THE APPROXIMATE GMP BUDGET?			

¹ Approved Safeguard plans are to be disclosed to stakeholders in a manner and form that they will understand and that is culturally appropriate. This may require translation of the document.

SECTION II: Gender Analysis

The project team is expected to conduct a Gender Analysis that identifies and describes any gender differences, gender differentiated impacts and risks, and opportunities to address gender gaps and promote the empowerment of women (especially IPLC women) as they relate to the project context. The completion of the Gender Analysis should be done or guided by a gender or social specialist (e.g., through a consultant or in-house, depending on capacity and scope of the project).

The Analysis will vary in detail depending on project size, scope, and context. PDM ESA can help to clarify what is best for your project. Furthermore, this Analysis should acknowledge and incorporate the concept of intersectionality² and ensure that the specific needs and interests of project-relevant marginalized and vulnerable groups have been considered (e.g., girls and boys, differently abled women and men, elderly men and women, widows, Indigenous women and men, people who identify as gender non-binary, etc.).

Information on gender considerations and cultural context specific to the project site(s) should be gathered through (a) primary sources such as field visits, focus groups, interviews, meetings and consultations with target groups and local experts, and surveys, as well as (b) secondary sources such as a desktop/literature review. For additional guidance on how to collect this type of information, please consult CI's Gender and Social Equity Guidelines, referenced above.

Drawing on primary and secondary information sources, consider how gender considerations are relevant to the specific project by responding to each of the following questions (as relevant to the project). If a project has multiple sites with different social + environmental contexts, this section may need to be completed for each site and/or a Gender Mainstreaming Framework may need to be created (in consultation with the PDM ESA team).

1. How do women and men currently **utilize and prioritize** the natural resources that this project impacts? How might that change because of the project? How will the project address their respective uses, needs, and priorities? (Remember to consider specific vulnerable groups):

2. Given their use, needs, and prioritizes described above, how will women and men be **impacted** (positively or negatively) by project activities including on their livelihoods, workload, control over resources, etc.? (Remember to consider specific vulnerable groups):

² Intersectionality refers to how different identity categories interact with each other in society, such that one category (e.g., gender) cannot be understood in isolation from others (e.g., ethnicity, age, educational level). While some identities may be a source of exclusion, others may bring privilege. Considering intersectionality is important because certain individuals experience multiple forms of exclusion.

3. To what extent do women and men **participate in decision-making processes** about those natural resource management/governance? What are the constraints (social, cultural, economic, political) that might restrict certain women's active participation in household, community and project-level decision-making processes? (Remember to consider specific vulnerable groups):
4. Do women and men have equal **access to information** necessary to participate and benefit from the activities of the project? How will the project overcome information barriers? (Remember to consider specific vulnerable groups):
5. How prevalent is gender-based violence (GBV)³ in the project site (compared to national average)? Is there a possibility that project activities may **perpetuate or increase gender-based inequalities and discrimination** (why or why not)?
6. What is the level of **gender awareness and capacity to address gender issues** amongst the project team (CI and delivery partners)? Have the CI team and/or delivery partners designed and implemented a gender plan before?
7. Describe the **methods** (e.g., interviews, desktop research, focus groups, surveys, etc.) used to collect information for this section, and please provide links to any relevant additional documentation/previous studies.

³ See [CI's Guidelines on Gender-based Violence](#) and [Guidance on PSEAH in Project Delivery](#) for more information and guidance.

SECTION III: Gender Action Plan

Using the results of the Gender Analysis above, and considering the project context, scope and components, the Gender Action Plan details how the project will ensure the active and meaningful participation of all project-affected women and men, equal access to opportunities, resources and benefits from the project, and avoid perpetuating social inequalities.

Some examples of GMP activities that may be included in a project include the following. See CI's Gender & Social Equity guidelines for additional examples:

GMP activity	Considerations
Dedicated full-time or part-time staff position (new hire or on-staff)	Project scope will determine the level of experience, time, and authority required
Additional gender analysis (to collect primary data) and baseline assessment	Cost depends on scope of project geography and ability to add on to other activities
Training for project team and partners	Will depend on number of partners, existing expertise/skills, and their location. Fund-type projects with on-granting will likely incur higher costs.
Inclusion measures for project activities	Cost of childcare, transport, female facilitator, additional meetings and workshops/events, etc.
Specific training, outreach for women	E.g., fellowships, leadership training/events, thematic training, etc.
GMP activity monitoring	Measuring both quantitative and qualitative indicators, will likely include focus groups, interviews, surveys, etc.
Gender considerations integrated into other thematic content	E.g., workshops/presentations on EbA include relevant discussion of gender/social inclusion considerations
Gender-related communications and knowledge products	Case studies, best practices, etc. stemming from the project
Backstopping support from CI gender specialists	Depends on project complexity and scope, may include travel
Project-level gender evaluation	Can be mid-term or end of project, with varying degree of rigor and methodologies.

Refer to the project's Results Framework to fill in the following table. Illustrative examples/guidance are presented in red and should be deleted. For components or outputs that do not have a relevant gender component, please indicate N/A.

Outputs	Activities to Mainstream Gender into Output	Target	Budget
Component 1:			
<p>Output 1.1: Communities trained in natural resource management.</p>	<ul style="list-style-type: none"> • <i>What actions can be taken to make this gender responsive as possible?</i> <i>Example:</i> <ol style="list-style-type: none"> 1. <i>Assess the training needs of men and women.</i> 2. <i>Design training course(s) that meet the needs of men and women as identified in the assessment.</i> 3. <i>Conduct the training at a time and venue suitable for men and women to attend.</i> • <i>If no gender activity is applicable, put N/A.</i> 	<ul style="list-style-type: none"> • <i>What are your baseline and targets for men and women? *Targets should be <u>ambitious yet realistic</u>.</i> • <i>How was the target determined?</i> <p><i>[note that not all outputs or activities may need a target]</i></p>	<ul style="list-style-type: none"> • <i>How much will this cost?</i> • <i>Is it already incorporated into the project's budget or does it need to be added?</i>
Output 1.2:			
Output 1.3:			
Component 2:			
Output 2.1:			
Output 2.2:			
Component 3:			
Output 3.1:			
Output 3.2:			

SECTION IV: Monitoring and Reporting

The CI Gender Mainstreaming Policy requires the collection and analysis of sex- disaggregated data and gender information to inform gender-responsive monitoring and evaluation. The project is expected to report on progress made towards the achievement of gender mainstreaming activities identified in the Gender Action Plan above.

Conservation International is interested in collecting information about how our projects are contributing to closing key gender gaps in natural resource management. Please describe in which ways your project contributes to the following gender areas (be as specific as possible).

Generating socio-economic benefits and services for women:

- No contribution
- Yes contribution (*explain*). How do you plan to measure this?

Closing gender gaps in access to and control over natural resources:

- No contribution
- Yes contribution (*explain*). How do you plan to measure this?

Increasing women's influence in environmental decision making:

- No contribution
- Yes contribution (*explain*). How do you plan to measure this?

In the table below, identify any indicators that the project will use to track implementation of the gender action plan. Some suggested indicators are below in red; for additional guidance, see [CI's Gender M&E guidance](#).

Indicator	Target ⁴	
	Men	Women
1. <i>Number or percentage of direct (e.g., socio-economic) project beneficiaries</i>		
2. <i>Indicative percentage of women who report positive change in their ability to engage in and influence household, project or NRM decision-making</i>	N/A	
3. <i>Indicative percentage of women who report increased access to and control of natural resources</i>	N/A	

⁴ Targets should be ambitious yet realistic. Please be prepared to explain how the targets were determined and how the data will be collected. Indicators and targets can also be made to capture intersectional components (e.g., age of men and women, or IPLC status).

4. <i>Indicative percentage of men who report observing change in women's leadership and influence or access and control, due to project interventions.</i>		N/A
5. <i>Number of strategies, plans (e.g., management plans and land use plans) and policies derived from the project that include gender considerations</i>		

SECTION VI: Considerations for the Implementation of the GMP

1. Alignment + integration

The activities, budget and staffing outlined in this action plan must be integrated into the project's overall Project Document + Results Framework. Please confirm that:

- a. The activities identified in this Action Plan have been integrated into the project's proposal document including the results framework. **(Y/N)**
- b. The necessary budget for activities identified in this Action Plan have been integrated into the project's overall budget. **(Y/N)**

2. Staffing capacities

Describe the project's capacities to implement of the Gender Action Plan:

- a. Who will be responsible for overseeing the implementation of the actions? Will that person need to be hired or is s/he already on staff?
- b. Does that person have the technical background and skills appropriate for the level of complexity of this GMP? If not, how will this be addressed?
- c. What percentage of that person's time will be focused on implementation of this plan?