



CI GENDER MAINSTREAMING PLAN (GMP)

For use with low-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/Assessment** 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 MARKER & RESULTS AREA	<i>(To be completed by PDM ESA)</i>		
PERSON RESPONSIBLE IMPLEMENTATION:	<i>Provide name and designation of that person</i>		
WHAT IS THE APPROXIMATE GMP BUDGET?			

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 Analysis should acknowledge and incorporate the concept of intersectionality¹ and ensure that the specific needs and interests of vulnerable and marginalized 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 can be gathered through secondary sources such as a desktop/literature review and supplemented with primary information if available/feasible.

Contextual and project-specific gender considerations (~1 page)

Provide a broad overview of the gender dimensions and issues within the context of your project (thematically + geographically).

This section may include information such as:

- How different types of women and men are currently engaged or influence the project's activities
- The level of engagement of women and other marginalized groups in public decision-making and management
- Statistics and trends related to gender inequality and sexual or gender-based violence (GBV)
- Commonly held beliefs, perceptions, and stereotypes related to gender roles and norms.
- A description of how women and men may be impacted or engaged differently by project activities.

SECTION III: Gender Action Plan

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

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

¹ 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.

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

SECTION V: 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).

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

- No contribution
- Yes contribution (*explain*). How will this be measured?

Increasing women's influence in environmental decision making:

- No contribution
- Yes contribution (*explain*). How will this be measured?

Generating socio-economic benefits and services for women:

- No contribution
- Yes contribution (*explain*). How will this be measured?

In the table below, describe 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 ²	
	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</i>	N/A	

² Targets should be ambitious yet realistic. Please be prepared to explain how the targets were determined and how 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).

<i>of natural resources</i>		
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 IV: 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

If the gender plan above indicates some dedicated level of effort, please describe:

- a. Who will be responsible for overseeing the implementation?
- b. Does that person have adequate skills and experience appropriate for the level of complexity of the plan?
- c. Approximately what percentage of their time will be dedicated to overseeing implementation?