



**UNITED
NATIONS**

EP

UNEP/MED WG.497/5



**UNITED NATIONS
ENVIRONMENT PROGRAMME
MEDITERRANEAN ACTION PLAN**

12 February 2021
Original: English

First Project Steering Committee Meeting of the MedProgramme Child Project 4.1

Meeting held by videoconference, 11 March 2021

Agenda item 5: Child Project 4.1 Workplan 2021-2022

Child Project 4.1 Draft Gender Action Plan

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UNEP/MAP
Athens, 2021

	Gender Action Plan for CP 4.1 Mediterranean Sea Large Marine Ecosystem Environment and Climate Regional Support Project (GEF ID 9686)
	Impact: Gender-responsive delivery of the MedProgramme Outcome 1: Gender issues across the MedProgramme activities are identified Outcome 2: Factors contributing to women's particular difficulties in redressing environmental imbalance addressed Outcome 3: Project implementation staff promote gender equality effectively Outcome 4: Gender equality and women's empowerment (GEWE) is a cornerstone of environmental management and governance Outcome 5: Environmental policies, plans, strategies developed are gender-responsive Outcome 6: Collection of sex-disaggregated data and knowledge exchange contribute to the achievement of SDG5
	Executing agency: UNEP/MAP
	Countries: Albania, Algeria, Bosnia and Herzegovina, Egypt, Lebanon, Libya, Montenegro, Morocco and Tunisia

Activity	Indicator	Baseline	Target	Timeline	Responsibility
1.1 Support EPs to undertake gender assessments to identify how women and men are likely to be affected by and benefit from project activities, and use findings actively promote GEWE	Gender Assessment report submitted	0	7	By Year 2	EPs, MedPCU
1.2 Provide guidance to EPs to ensure stakeholder engagement at all levels is gender-responsive , with the aim to enhance women's participation in the process of developing, implementing and updating environmental policies, plans, strategies and actions, as appropriate, at all levels	Percentage of stakeholder consultations that are inclusive gender-responsive	0	100%	On a regular basis	EPs, MedPCU
2.1. Ensure that both men and women benefit from project activities by providing support to EPs on a regular basis	Qualitative evidence of gender technical advice provided	No	Yes	On a regular basis	EPs, MedPCU
2.2. Keep track of GEWE activities by aggregating all GEWE activities at CP-level in the gender activity tracker	Number of project activities to promote gender equality and women's empowerment	0	50	On a regular basis	EPs, MedPCU
3.1. Enhance the gender capacity of project implementation staff to promote GEWE in specific environmental sub-sectors , through increasing increase understanding of gender their roles and ability	Number of project implementation staff trained on gender in in water uses in priority coastal areas through water, food, energy and ecosystems integrated governance, disaggregated by sex, age and position	0	20	On a regular basis	EPs, MedPCU

to integrate and implement gender activities as part of the project					
3.2. Enhance the gender capacity of community groups to promote GEWE in the specific environmental sub-sectors , such as community groups, government organizations, public or private water utilities, groundwater users in the domestic, agricultural or industrial sector, NGOs, or academic institutions	Number of representatives from local women's organizations, NGOs working on women's rights, local gender equality lobbying groups, trade unions, workers' associations, local government bodies participating in and benefiting from gender capacity building activities	0	20	On a regular basis	EPs, MedPCU
3.3. Establish partnerships to promote GEWE in environmental sub-sectors	Number of partnerships to promote GEWE in environmental sub-sectors established	0	7	By Year 3	EPs, MedPCU
3.7. Establish a Gender Community of Practice at the MedProgramme level and conduct monthly meetings to discuss progress on the implementation and monitoring of gender activities	Number of men and women actively participating in the MedProgramme's Gender Community of Practice	0	20	On a regular basis	EPs, MedPCU
4.1.1. Enhance women and men's access to and control of natural resources	Number and percentage of women and men accessing and controlling water energy food resources	baseline	5% increase from baseline	By Year 5	EPs, MedPCU
4.1.2. Enhance women and men's participation in natural resource governance	Number and percentage of women and men participating dialogues in priority coastal areas through water, food, energy and ecosystems integrated governance	baseline	5% increase from baseline	By Year 5	EPs, MedPCU
4.1.3. Enhance women's representation in a leadership position with regards to land, water and other biological resources (entrepreneur, manager, lead farmer etc.)	Number of women in a leadership positions	baseline	5% increase from baseline	By Year 5	EPs, MedPCU
4.1.4. Undertake activities to contribute to improvements in women and men's health and economic opportunities	Qualitative evidence of expansion of opportunities for on women and men (health and economic opportunities)	No	Yes	By Year 5	EPs, MedPCU
4.2.1. Ensure gender is mainstreamed in the awareness raising campaigns , such as engaging with young women graduates in universities and the job market to improve their Nexus knowledge and skills and fostering their employability options and capacities on green/blue jobs	Qualitative evidence of gender mainstreaming in awareness raising and communications campaigns	0	7		EPs, MedPCU

5.1. Identify gender as a key priority and integrate gender considerations in environmental policies, plans, strategies and actions at the national and regional levels	Number of environmental policies, plans, strategies and actions at the national and regional levels identify gender as a key priority and integrate gender considerations	0	4	By Year 5	EPs, MedPCU
6.1. Establish a portfolio-wide review and monitoring mechanism to enable the MedPCU to regularly collect, aggregate, track and monitor gender actions taken by the different CPs and share sex-disaggregated data (monitoring mechanism) at the programme-level , that will ensure the execution of the Gender Mainstreaming Strategy. This will be the basis for the Annual Gender Assessment (presented each year at the Annual Stocktaking Meeting) and the Final Assessment .	Gender monitoring reports with sex-disaggregated data submitted on a quarterly basis and annual gender assessment developed on an annual basis	0	100%	On a regular basis	EPs, MedPCU
6.2. Develop and disseminate best practice and lessons learned on gender-transformative activities , including knowledge products, peer-to-peer exchange, study tour, conferences etc.	Number of GEF/UNEP communication, knowledge management, publications materials on gender-transformative examples from the MedProgramme	0	20	On a regular basis	EPs, MedPCU