**Gender Mainstreaming Plan**

**Date**

**CEPF Grant xxxxx**

**Grantee**

***Project Title***

**Project Location**

**Grant Summary**

1. Grantee organization.
2. Project title.
3. Grant number*.*
4. Grant amount (US dollars).
5. Proposed dates of grant.
6. Countries where activities will be undertaken.
7. Summary of the project [copy and paste Project Rationale and Project Approach from proposal].
8. Date of preparation of this document.
9. **Overview of gender issues**: This section will provide a brief overview of gender dimensions and issues within the context of the project, such as:

* Population of men and women in the project area.
* Livelihoods of the men and women.
* Income/poverty, (un)employment and literacy rates for men and women.
* Men and women’s role in the household and community (e.g., what types of decisions do men and women get to make in the household and community?).
* Social structure/order in the communities/project area: Do women attend meetings/participate in projects? Do women speak out in meetings before men/elders? Are women allowed to own land, have access to credit, can open a bank account on her own?
* Statistics and trends in sexual or gender-based violence (GBV).
* Commonly held beliefs, perceptions, and stereotypes related to gender.

1. **Gender analysis:** This section will provide an analysis of gender roles, responsibilities, uses and needs relating to the natural resources on which the project will be based, such as:

* How do women and men currently utilize the natural resources that the project impacts? How might that change during and after the project?
* How will women and men be impacted (positively or adversely) by project activities including on their livelihoods, workload, control over resources, etc.?
* To what extent do women and men participate in decision-making processes about those natural resources and is that likely to carry over into project decision-making? What are the constraints (social, cultural, economic, political) that restrict women’s active participation in household, community and project-level decision-making processes?
* Do women and men have equal access to information and opportunities necessary to participate and benefit fully from the activities of the project? How do gender-related barriers/challenges potentially limit women’s ability to fully participate, make decisions and benefit from the project? How will the project overcome them?
* What are the different interests, needs and priorities of men and women within the project context? How will the project be able to address their respective needs and priorities?
* How might project activities create new opportunities (economic, leadership, etc.) for women?
* Is there a possibility that project activities may perpetuate/increase inequalities, including gender-based violence?
* What is the level of gender awareness and capacity to address gender issues amongst local authorities, project partners and project staff?

1. **Gender mainstreaming measures**: This section will describe measures to ensure that project activities and decision making are as inclusive as possible, regardless of gender, and that any benefits are shared equitably.
2. **Risk mitigation measures**: This section will describe specific actions and activities to ensure that gender-related adverse impacts of the project are avoided, minimized and/or mitigated appropriately. It will also describe additional actions and activities to close relevant gender gaps.
3. **Timeline and resources**: This section will present and implementation timeline for each measure listed in sections 11 and 12, together with an estimate of resource needs.
4. **Monitoring and evaluation**: This section will outline the steps you will take to monitor and evaluate the effectiveness of the measures listed in sections 11 and 12. This section will specify gender-sensitive and sex-disaggregated indicators for use by the project.
5. **Disclosure**: CEPF requires that Gender Mainstreaming Plans are disclosed to affected local communities and other stakeholders. Please describe your efforts to disclose this plan.