

GENDER ACTION PLAN FOR THE PROPOSED ARUNDO DONAX RENEWABLE BIO-MASS FUEL FOR BELIZE

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BACKGROUND¹

The Caribbean Community Climate Change Centre (5Cs) coordinates the Caribbean region's response to climate change and is the key agency for information on climate change issues and on the region's response to managing and adapting to climate change in the Caribbean². A few years ago, the Government of Belize requested that 5Cs undertake an effort to research, analyze and determine a suitable and sustainable way forward to expand the utilization of biomass to meet some of its energy needs with the aim of adapting to climate impacts as well as to reduce the country's carbon footprint. The 5Cs has been working on developing this project for the past few years. It submitted a Project Preparation Funding Application to Green Climate Fund (GCF). Funding was received from the GCF to implement preliminary phases of the project which includes the Feasibility Study and the Funding Proposal preparation.

The 5Cs is now in the process of developing a funding proposal for submission to the GCF seeking financing for investment in a bio-mass renewable energy project. The process of proposal submission and consideration of this project by the GCF requires inter alia the conduct of a Gender Study and development of a Gender Action Plan. The conduct of this precursor study and accompanying action plan is necessary to ascertain the viability of the undertaking (at a commercial scale), on the basis of which a full-scale funding proposal will be developed and submitted to the GCF for consideration.

This Gender Action Plan will guide the integration of gender and social inclusion considerations into the overall project design.

METHODOLOGY

The development of the Gender and Social Inclusion Action Plan was guided by the Gender Analysis conducted for the Arundo Donax Project Proposal.

¹ 5Cs Project Preparation Funding Application

² <http://www.caribbeanclimate.bz/about-us/>

The methodology included desk review of project documentation including the Green Climate Fund Project Preparation Funding Application. Additionally, focus group sessions were held in the footprint areas (San Lazaro and Yo Creek Villages) in August 2018. Interviews were also conducted with key government and civil society stakeholders. The action plan was prepared in consultation with the project team and community leaders and other representatives. The Gender Action Plan takes into consideration the gender consideration and recommendations identified in the Gender Analysis Report presented under the following domains:

- Access to and control over assets and resources
- Gender division of labor
- Participation and gender-based livelihoods patterns
- Power and decision-making

This gender action plan responds to the Description of the Activities on page 4 of the 5Cs' Project Preparation Funding Application that states: "The Government of Belize, through its accredited entity the Caribbean Community Climate Change Centre (CCCCC), *is submitting this proposal to the Green Climate Fund to finance gender mainstreaming and stakeholder engagement that is expected to lead to the development and implementation of a fully scalable and bankable bio-mass energy production project in Belize, utilizing the native, fast growing, widely available C3 perennial rhizomatous grass - **Arundo donax**.*"³

³ Project Preparation Funding Application to Green Climate Fund, pg. 4

GENDER AND SOCIAL INCLUSION PLAN ⁴				
Activities	Indicators and Targets	Timeline	Responsibilities	Costs
Impact Statement: Expand potential utilization of biomass to meet some of the Belize's energy needs through active community engagement, including with women, young adults ⁵ and other vulnerable communities. ⁶ Outcome Statement: Increase in the country's knowledge base of viable options for reducing Belize's carbon footprint and adapting to climate change impacts with consideration for the distinct needs and vulnerabilities of women, men, young adults and other sub-groups.				
Output Statement 1: Improved income-generation opportunities for Yo Creek and San Lazaro residents through targeted recruitment and training with at least 25% of subsequent income earners being women and young adults.				
Activities	Indicators and Targets	Timeline	Responsibilities	Costs
Activity 1: A community-level and community-guided outreach and recruitment plan (with public awareness materials in English and Spanish) targeting spaces (traditional and non-traditional including social media) frequented by women, young people and men.	# of communication/public awareness materials developed in both English and Spanish # of communication materials targeting women # of communication materials targeting men # of communication materials targeting young people # of non-traditional spaces/media used to disseminate communication material	Within 90 days of funding contract signing	Consultant	US\$200/day x 20 days= \$4000

⁴ Calculated estimate for activities in this plan is \$261, 400 exclusive of those activity that cannot be costed at this time.

⁵ Youth is defined as individuals under the age 25 years for the purposes of this action plan

⁶Project Preparation Funding Application to Green Climate Fund, page 3

Activity 2: Local women's groups engaged to support information dissemination.	# of women's group engaged in 2 target communities # of female residents in target communities participating in information dissemination.	Within 120 days of contract	Program Manager along with Women's Department	Transportation cost from Orange Walk to villages: US\$ 6/gallon x 100 gallons (to accommodate multiple trips from Orange Walk Town to Villages) =\$600
Activity 3: Gender-neutral job descriptions for administrative, technical (including data collection) and field work developed.	# of technical positions filled by men # of technical positions filled by women #of technical positions filled by youth	Within 30 days of contract signing	Contract Officer	No Cost
Activity 4: Agriculture-based occupational skills training for women and young adults on harvesting and planting of the Arundo Donax implemented.	# of women and young people participating in training # of women and young people completing the training 60% increase in # of women and young people expressing interest in being a part of the project (via pre- and post-questionnaires)	Within project design phase	SIRDI	\$5000
Output Statement 2: Create systems and processes to support an enabling environment for gender equity and social inclusion				
Activities	Indicators and Targets	Timeline	Responsibilities	Costs
Activity 1: Sexual harassment policy developed (in English and Spanish).	# of staff confirming receipt of a copy of policy Less than 1 reported case of sexual harassment reported throughout full operational phase of the project by staff	Within 1 st quarter of project start.	Productive Organization for Women in Action (POWA)	US200/day x 30 days =\$6000

Activity 2: Non-discrimination policy developed (including against women , members of the LGBT ⁷ community and young people).	# of staff confirming receipt of a copy of policy	Within 1 st quarter of project start.	Program Manager	No cost
Activity 3: Creative measures for less labor-intensive agriculture production inputs and technology to facilitate women's active involvement and increased crop productivity, explored and utilized.	# of creative measures employed # of women engaged	Within project design phase	Program Manager	To be determined based on appropriate and available technology
Activity 4: Modern technology and mechanized systems as a means of attracting interest by young people, explored and utilized.	# of modern technology systems utilized # of young people engaged in project operation period.	Within 90 days of contract signing.	Program Manager	To be determined based on appropriate and available technology
Activity 5: Food preparation vendor (for field workers, etc.) contracted to individual women or women's cooperatives/groups in the footprint area.	% of contracted food vendors who are women or women's cooperatives/groups	At start of operations	Contracting Officer	US\$5 plate x No. of workers/day x 2 meals= TBD
Activity 6: Clean, adequate and segregated bathroom facilities for female workers provided.	# of reports of unclean and inappropriate bathroom made to administration	No less than 1 week prior to actual project start	Operations Manager	\$1000/week x 3 years (156 weeks) = \$156,000
Activity 7: Flexible work schedules for women (so as not to negatively affect their ability to provide child rearing duties) developed, as needed.	Average # of hours that all participating female work per week % of female employees requesting flexible hours	Within 1 month of project start	Operations Manager and Finance Manager	No cost
Activity 8: Dedicated transportation for pilot project workers (with a schedule that considers the	% of female workers reported benefitting from this dedicated service (monthly)	Within 1 month of project start	Operations Manager and Finance Manager	To be determined based on market price at time of purchase

⁷ Lesbian, gay, bisexual or transgender

flexible work hours that women) provided.				
Activity 9: Exploration of agricultural livelihood opportunities associated with the pilot project based on labor burden challenges that may hinder women and young people them from effectively and efficiently being involved in the project, conducted.	# of research papers produced and circulated to key stakeholders	Within 1 st quarter of project start	Consultant	US\$200/day x 15 days = \$3000
Activity 10: Consultations with women (at convenient day and time) to ascertain the nature and type of support systems that they require to play a primary or secondary role in the pilot project, conducted.	# of consultations held with women from Yo-Creek # of women from San Lazaro attending # of consultations held with women from San Lazaro # of women from Yo Creek attending	Within project design phase	Program Manager	Refreshments US\$200 x 4 sessions -\$800 Community center rental Us\$50 x 4 days -\$200
Activity 11: Quotas system for women in terms of acreage that would be allocated to them individually and/or as women's cooperatives established.	# of acreage allocated to women out of the 400 acres of leased land.	Within project design phase	Program Manager	No Cost
Activity 12: Sessions (targeting young people) that presents this pilot as a means of youth exploration of the feasibility of agro-entrepreneurship and agro-business conducted. (Sessions will be held on a day and time convenient to young people)	# of sessions held in Yo Creek # of youth attending sessions in Yo Creek #of sessions held in San Lazaro	Within 1 month of contract signing	Consultant	US\$200 x 7 days = \$1400

	# of youth attending sessions in San Lazaro			
Output Statement 3: Create an ongoing monitoring system that measures knowledge, skills, behaviors and practices of pilot project participants				
Activities	Indicators and Targets	Timeline	Responsibilities	Costs
Activity 1: Organizations with a gender-focused or gender-mandate engaged and included in the monitoring process.	# of gender-focused organizations invited to a part of the monitoring process #of gender-focused organizations which participate in the monitoring process on a quarterly basis.	Prior to project start (project design phase)	Program Manager/ M & E Specialist	Transportation and refreshments cost to be determined.
Activity 2: Data collection system that captures community-level sex-disaggregated data on all productive activities of the pilot project incorporated.	# and types of sex-disaggregated data collected	Prior to project start (project design phase)	Program Manager/ M & E Specialist	No cost
Activity 3: Entities, such as the University of Belize, UWI Open Campus Belize and UWI Institute for Gender and Development Studies exploring gender access and control by assessing the mechanisms for decision-making and control to understand the positions of men and women in the feasibility study and their gender relations, engaged in project.	# of universities/research institutes participating in collection and analysis of sex-disaggregated data # of reports completed # of copies of reports disseminated	Within project design and after first 6 months of project start	Program Manager	US\$20,000
Activity 4: Entities, such as the University of Belize or University of the West Indies Institute for Gender and Development Studies contracted to collect data at the community level to determine the	# of universities/research institutes participating in collection and analysis of sex-disaggregated # of reports completed	Within project design phase	Program Manager or M & E Specialist	US\$20,000

extent of women's roles and labor burdens in agriculture including their unpaid work on husband's fields or on-field activities such as cooking and washing, engaged.	# of copies of reports disseminated			
Activity 5: The women-led Environment Research Institute of University of Belize engaged to participate in soil sample and other technical data collection.	# of women on soil-sampling team	With project design phase and quarterly after project start	Program Manager	Portion of wages for an Agronomist to be determined
Activity 6: Quarterly "feedback" sessions in the footprint area communities to give residents an opportunity to raise concerns and make suggestions for improvement, conducted.	# of sessions held with men # of men participating in those sessions # of sessions held with women # of women participating in those sessions # of sessions held with young people # of young people participating in those sessions	With project design phase and quarterly after project start	Consultant	US\$200 x 6 days/quarter x 4 quarters/years/ 3 years = \$14,400
Activity 7: Evaluation team is made of at least 25% women and at least 10% young people	% of women on evaluation team # of young people on the evaluation team	Within project design and every 6 months after project start	Procurement Officer	No cost
Activity 8: Annual Evaluation Report developed and a cumulative evaluation report at project closure.	# of evaluation reports with sex-disaggregated data for all aspect of project operation	Annually for 3 years	M & E Specialist /Consultant	\$10,000 x 3 years = \$30,000