

The MENA Region Initiative as a model of the NEXUS Approach to Renewable Energy Technologies (MINARET) project was initiated to overcome the increasing challenges over resources, through adopting an approach that strengthens synergies between renewable energy technology and efficiency, water management and food security and ensure long-term sustainability. MINARET aims to use the NEXUS approach, which can be defined a set of context-specific critical inter-linkages between two or more natural resources used as inputs into systems providing essential services to humans, such as water, energy, and food. The project was achievable after support from the Swedish International Development Cooperation Agency (SIDA), through the Swedish development cooperation in the Middle East and North Africa (MENA) region.

# STRATEGIC GENDER ACTION PLAN





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الجمعية العلمية الملكية  
Royal Scientific Society  
المركز الوطني لبحوث الطاقة  
National Energy Research Centre



**Horizons**  
For Green Development





# MINARET STRATEGIC GENDER ACTION PLAN

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## I. Introduction:

The MENA Region Initiative as a model of the NEXUS Approach to Renewable Energy Technologies (MINARET) project was initiated to overcome the increasing challenges over resources, through adopting an approach that strengthens synergies between renewable energy technology and efficiency, water management and food security and ensure long- term sustainability. MINARET aims to use the NEXUS approach, which can be defined a set of context-specific critical inter-linkages between two or more natural resources used as inputs into systems providing essential services to humans, such as water, energy, and food. The project was achievable after support from the Swedish International Development Cooperation Agency (SIDA), through the Swedish development cooperation in the Middle East and North Africa (MENA) region. It is led by the Royal Scientific Society/National Energy Research Centre (RSS/NERC) in partnership with the International Union for Conservation of Nature\Regional Office of West Asia (IUCN ROWA) and Horizons for Green Development (HGD). The project is implemented in four municipalities located in three countries: Jordan, Lebanon and Tunisia. MINARET project is done under a gender mainstreaming lens, where gender has been included in all cycles of the project and where sustainable development goal (SDG) number 5, gender equality, is one of the target goals and a big overall component. A gender assessment was developed and designed to understand community's perceptions and needs toward the use of sustainable resources such as energy and water, as well as their implications on food security issues. Through the gender assessment, the necessities and realities of the women, men, boys and girls of all 3 countries where the project was implemented were studied and analyzed. More specifically, the gender roles related to the usage and consumption of water and energy where also studied. Finally, municipality members' perspectives on gender roles and equality

in each respective country was also investigated and measured.

The results of the gender assessment provided the necessary information to understand the current gender situation in each respective region and therefore be able to bridge the gaps between climate change action, renewable energy, water usage and gender equality. The MINARET project aims to cover 6 Sustainable Development Goals (SDGs), among them is SDG # 5- gender equality, but also SDGs number 6 (clean water and sanitation), 7 (affordable and clean energy), 11 (sustainable cities and communities), 13 (climate action) and 17 (partnership for the goals). The SDGs serve as targets to help create the activities and strategies of how the project will be carried out. Although gender equality and climate action are individual goals, they are both transversal subjects that can be mainstreamed into other clusters or sectors. MINARET project aims to work towards gender equality and climate action via the NEXUS approach which recognizes how access to water, food security, clean energy and socioeconomic rights are all intertwined. The MINARET Strategic Gender Action Plan (SGAP) will serve as a guide to strengthen the gender mainstreaming process through the remainder of the project. The strategic plan integrates gender equality into climate change action, renewable and efficient energy, and access to clean water while highlighting the fundamental ways to include women in the process of achieving a more sustainable future. The MINARET project SGAP aims to be in line with the global sustainable development goals of 2020 along with SIDA's gender mainstreaming guide and their gender toolbox for working on gender and the environment.

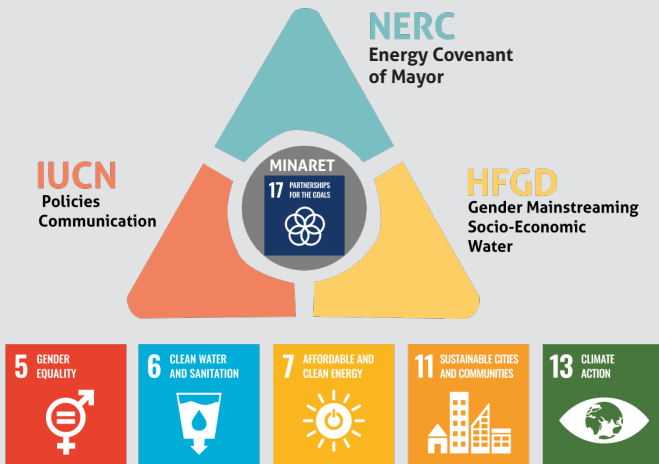


Figure 1: SDG's and partner responsibilities in MINARET

## II. Vision:

Gender mainstreaming is a necessary process in all development projects. More specifically, gender mainstreaming is a fundamental part of climate change action solutions and sustainable development initiatives. The United Nations Framework for Climate Change Convention (UNFCCC) along with project partner IUCN (the International Union for the Conservation of Nature) have both called upon the necessity to mainstream gender and discuss gender equality when talking about climate change. Climate change affects men and women differently. Men are more exposed to outdoor pollution, considering their roles and jobs are mostly in the public sphere. Mining and toxic chemical or factory work are usually male-dominated labors, whereas domestic and homework is usually considered to be the role and responsibility of women. Men are therefore more exposed to toxic mining chemicals that not only damage the environment but also their personal health. The focus of their role as the sole breadwinners of households often times leads them to work under more hazardous working conditions, where apart from being physically detrimental to their health, contribute to more contamination and pollution. Similarly, women are more exposed to dangerous chemicals in the household, considering they bear the role of maintaining the hygiene and cleanliness of the home. These dangerous chemicals can be found in cleaning products, pesticides, and even some beauty products which usually come in non-recyclable containers. In this sense, it can be argued that men are more exposed to outdoor pollution while women are more exposed to indoor pollution, and the negative effects of climate change affect them differently.

Both energy and water sectors in governments are usually male-dominated spaces, and patriarchal gender roles make it so that women have slim access to both the information and decision-making processes regarding the use and conservation of these resources. Considering the fact that the role of women tends to make them the primary users of household resources, such as natural gas and water, their participation in climate change action



and decision-making processes regarding solutions to resource depletion is absolutely crucial. Women carry the burden of being obligated to use and therefore deplete these resources because of their gender roles, yet are not adequately given the knowledge or tools on how to preserve them. The negative effects of climate change affect the most vulnerable populations hardest, therefore women and girls suffer the consequences of climate disasters in a rougher way. Their more vulnerable position in society puts them at a higher security threat after natural disasters, given that often times natural disasters end in loss of shelter and security. Women and girls who are victims of the aftermath of natural disasters that result in loss of shelter are at a higher risk of suffering gender-based violence, such as sexual violence or human trafficking. When solutions to climate change and the negative effects of natural disasters are not thought of using a gender lens, there is a risk of further marginalizing women and girls and placing them in even more vulnerable positions with higher risks.

By mainstreaming gender into projects that work on tackling climate change and pushing for renewable energy and energy efficiency, we assure that women and men are both part of the conversation. It is fundamental for women to be part of the dialogue and decision-making processes, especially considering that climate change is a problem that particularly affects them. The energy sector is usually male-dominated, as well as most governments that hold the responsibility of making important decisions about the sustainability of the future. Women need to acquire the necessary tools and knowledge to be able to combat the negative effects of climate change that affect their households and communities. As important actors and leaders, not just in the household but in the communities and beyond, women and girls need to be on board with the new technologies and existing solutions that have been enacted to combat climate change and push for sustainability. Apart from increasing their access to resources and decision-making processes, women and girls can also be empowered if their access to economic independence within the labor market is promoted. It is because of these reasons that gender is an important component of the MINARET project and therefore needs to

continue being mainstreamed into the project.

To begin the gender mainstreaming process in the MINARET project, the project has been guided by the donor SIDA's gender mainstreaming strategy (See Figure 2). MINARET has started by allocating funds for gender mainstreaming, which has included hiring a gender coordinator as well as allocating funds to conduct gender assessments in the three countries where the project is taking place. The SGAP will analyze findings and lessons learned from the gender assessment to identify the main strategies for the MINARET projects. After identifying the main necessary gender mainstreaming targets for the project according to the findings, follow up activities and suggestions will be made to assure that MINARET will provide results in line with the global sustainable development goals (SDG) for gender equality.

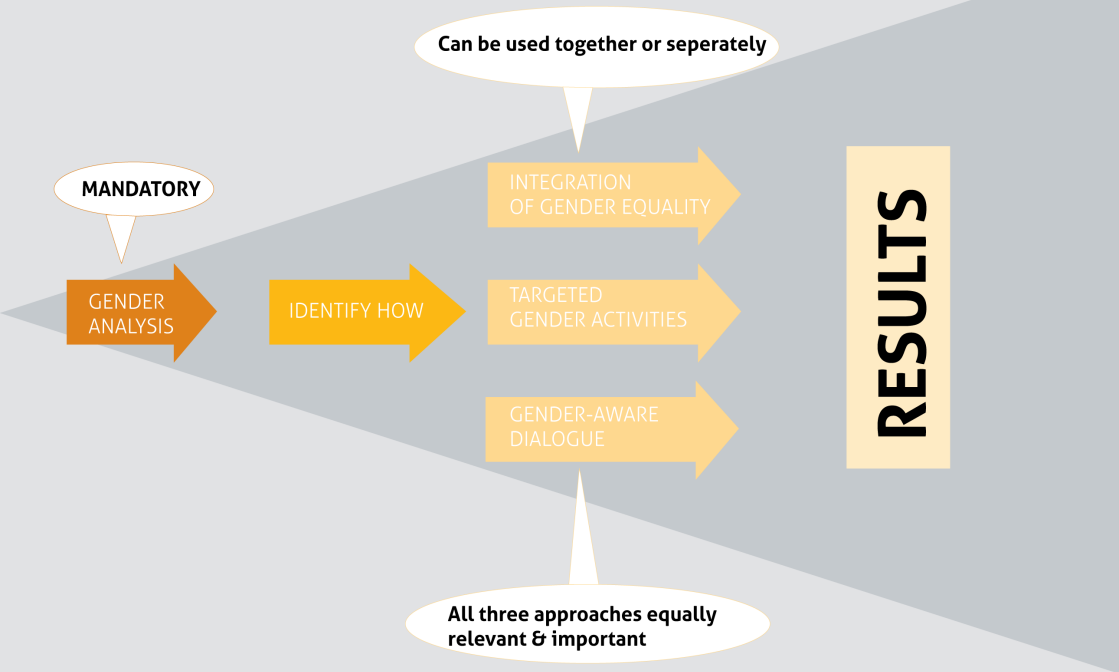


FIGURE 2: SIDA GENDER MAINSTREAMING STRATEGY APPROACH

### III. Strategies and Targets:

Taking into consideration the existing information regarding the relations between SDG 5 (gender equality) and all the sectors of the NEXUS approach within the MINARET project, the following targets have been identified as the main gender mainstreaming strategies. Apart from including gender in all parts of the project cycle, from its formulation to its implementation and even budgeting, there needs to be specific pillars to guide how the achievement of gender equality will be worked in MINARET. The strategic targets are the following:

1. Women's economic empowerment
2. Increased access to resources and knowledge
3. Women's participation in decision-making processes

These targets are reflective of three of the targets for Sustainable Development Goal number 5: Gender Equality, which is one of the main SDGs the MINARET project intends to aim for within its activities.

The SDG 5 targets that are covered through our own gender strategic targets are target

- 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- 5.A: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
- 5.B: Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

The MINARET project strives to be in line with the strategies of SDG number 5 in order to assure that gender mainstreaming is

done accordingly to the global sustainable goals for gender equality while simultaneously tackling the issue of climate change action.

## IV. Mechanisms for Implementation

The activities of the MINARET project have been designed to have a gender perspective that considers the different realities and needs of men and women. More specifically, a gender assessment was conducted in each of the countries where the project is being carried out in order to have actual information regarding the local municipalities' knowledge on gender and development, the gender roles and expectations of each country specially involving the use of energy and water, as well as the existing laws that mention gender and gender equality. Each country has different activities that help cover the socioeconomic and water portions of the NEXUS approach accordingly.

In all three countries, local community-based organizations (CBOs) were contacted in order to develop the activities for the project. In Tunisia and Lebanon, women's CBO's were contacted specifically. These organizations help assure that gender equality is taken into consideration in activities done for the project, while specifically assuring that women's economic empowerment, increased access to resources and knowledge, as well as participation in decision-making processes is being covered.

For Tunisia, a Nature Hub is being created and a local women and children's organization is being supported. The Nature Hub will serve as a research center, promoting academia and education on local biodiversity, climate change, renewable energy, and eco-friendly food production. The Hub will not only have dormitories to host academics, but also include a turtle rehabilitation pool, a museum and a shop. Local women's CBOs have been identified to source the recyclable products that furnish the nature hub as well as the products that will be sold in the Hub's shop. One of the CBO's identified to sell these products, Voice of the Child, is an organization that provides services to abandoned babies, mothers, as well

as survivors of gender-based violence. The CBO has several professional formation workshops for the women, where they learn how to make furniture out of recycled material and typical embroidered clothes amongst other things. Additionally, the organization does laundry for local hospitals in order to raise the funds needed to be operational. MINARET will be installing solar panels and renovating their water wells to improve their overall energy efficiency and reduce their maintenance costs. With the money saved on energy, Voice of the Child will create a revolving fund used to help the Berbasha, local women that sort trash for a living. The fund will provide vaccines, uniforms and tools necessary for improving the working conditions livelihoods of these women. In this sense, we can see the water and energy NEXUS approached with a gender equality perspective in full action. The employment of women in the Nature Hub shop as well as their participation in the academic research will also be encouraged. Through these activities, we are assuring to accomplish our strategic targets for gender mainstreaming.

Women's economic empowerment is promoted through the hiring of women in the shops. The capacity building trainings to the stakeholders combined with the participation in the academic part of the Nature Hub will assure their increased access to resources, in particular knowledge. The Nature Hub will also house academics that conduct research regarding the oceans and climate change. It will be assured that there is a fair invitation and representation of female academics from the MENA region to conduct research in the hub. Finally, it will be assured that more women are involved in any important decisions that will take place for the future functionality of the hub.

In Lebanon, a solar panel farm is being constructed to help provide energy for the woman's CBO. It has been identified that there is an energy crisis in Lebanon, with several centers running on gas-powered generators for electricity, which not only increases damage to the environment but also comes at a costly rate. With the money saved on electricity after switching to a more sustainable solar-powered energy, a revolving fund will be created. The pur-

pose of the revolving fund is to give back to those in the community that want to invest in eco-friendly materials and technology. By working closely with the women's organization via the creation of the solar farm, both economic empowerment and an increased access to resources will take place.

The revolving fund will promote women's economic empowerment as well as an increased access to resources given that their energy savings will not only teach them how to be more sustainable and ecologically friendly, yet also how to save money and increase financial independence. Furthermore, the women's organization will create a Water User's Association to exchange ideas and share knowledge with the local farmers about how to improve the use of water in the community. Apart from increasing knowledge regarding the issue, women will be more involved in important decision-making processes about the use and preservation of resources in their local communities.

In Jordan, an ecotourism center is being built in Al Karak with a restaurant, shop, as well as a camping area for tourists. The ecotourism center aims to promote ecological friendly tourism in Al Karak valley, not only encouraging tourism which will increase the community's economic empowerment but also raising awareness of ways to appreciate the surrounding environment while simultaneously working to preserve it. The bedding used to host tourists at the center has been made by a local woman's CBO dedicated to sewing. The center will sell products that are eco-friendly and that have been made and sourced by local women's businesses. Women have an increased access to the labor market and economic empowerment by being able to work there and source the products that will eventually be sold in the shop. MINARET is also working closely with the local municipality's newly created Women's Economic Empowerment (WEE) Unit, which will help to assure more WEE projects are supported in the future.

All the stakeholders of the project will undergo a capacity building training where they will be sensitized to gender issues. These

trainings will help the helpers of the center be informed about preventing risks of gender-based violence, so this will help assure that the center is a safe space for both men and women. The capacity building also promotes an increase access to knowledge for all the stakeholders, men and women alike. Overall, the pilot projects under MINARET will simultaneously cover our 3 gender strategies while at the same time covering the NEXUS approach for sustainable development.

## V. Lessons Learned

The gender assessments done in Lebanon, Tunisia and Jordan provided the foundation for the gender mainstreaming work to be done in the MINARET project. Through the data collected in the gender assessments, up-to-date information was gathered about the current situation of gender equality in all of the countries where the project is being implemented. This information is crucial for understanding how to develop the activities in a way where they don't contribute to negative gender roles or gender inequality. It has been discovered through assessment that gender is a term that many people, including those in the municipalities, are unfamiliar and sometimes uncomfortable with. Secondly, the assessment demonstrates that in all the countries, the existence of patriarchal laws and cultural customs makes it so that members of municipalities are disconnected when it comes to understanding why gender mainstreaming is an important and necessary component. In places like Tunisia where there are laws that are supposedly meant to protect from gender discrimination in employment, it was still reported that gender discrimination takes place, and often times, laws are not respected in this matter. All three countries still have patriarchal and sexist gender stereotypes, where men are seemed as the breadwinners and women as the housewives. This train of thought is also active in the minds of men, especially those men in higher positions of power that don't believe women are capable of filling these positions or even taking part in important de-



cision-making processes. At the same time, the sexist gender stereotypes are also internalized, meaning that some women don't see themselves as fitting to other roles or tasks outside of their home; despite technically being able to apply for jobs or positions of greater importance, they do not do so. This can be attributed to a lack of education in gender equality, where it was seen that even the CBOs don't see the correlation between gender inequality and a violation of human rights. Gender inequality is often justified by the strong religious and cultural taboos that persist in some of the countries, which determine what or not is a woman's place and deter women from reaching certain social status or even accessing certain necessary resources.

The gender assessments also confirmed that women play an important role in the use and conservation of household resources as well as agriculture. In Tunisia the women identified as the main users of water, since they are the ones doing the cooking, cleaning and bathing. This means they are the ones who need the most access to information regarding water conservation, as they play an important role in how the water is used or preserved. Being the main cooks and cleaners in the house, it is also evident they are in charge of the other main household resources such as natural gas and electricity. There were also discussions with females who are involved in waste picking jobs, stating that they feel empowered to do so, however demand safer working conditions at night time. This information confirms the statement that women need to be included in conversations and important decision-making processes, as well as deserve to have an increased access to vital resources and the knowledge surrounding how to use them in a more sustainable manner.

Both Jordan and Lebanon suffer water cuts and shortages. Similar to Tunisia, in both countries it was stated that it is mostly women who are in charge of the water use in the home. The same gender roles make it so that the majority of water-using activities, such as cooking, cleaning, washing and bathing, are all a woman's

task. However, when it comes to participating in important decision-making processes regarding water reservation and usage, it is mostly men who are in charge. Despite technically having access to the labor market, women in Jordan confessed that the male is the main breadwinner therefore some are required to ask permission to their husbands in able to work, and in many cases, the husbands do not let them. In Lebanon, it was noted that poverty had resulted in more women being pushed into the workforce despite still being responsible for a heavy workload in the home that involves the use and management of resources.

In all countries it was noted that there are not enough campaigns that tackle the issue of climate change that educate on its effects and the role of the community members in making a difference. Despite having the opportunity to access solutions on the issue, some women do not feel equipped with the proper tools or information to be able to make important decisions regarding water consumption and reservation. Many of them don't feel like they have the power or social status to be in such important decision-making processes. The lack of knowledge about environmental issues and climate change in general is something that affects men also. Although it is more common for men to have heard of renewable energy technologies and understand how they work, many of them are still missing the foundation that explains why it is so important to conserve resources and switch to renewable energy. This is why increasing access to resources, in particular access to information and knowledge, is a critical step towards sustainable development. Apart from increasing this knowledge, it is also fundamental that women, who are also experiencing the negative effects of climate change, form part of the conversation and decision-making process regarding these issues.

In conclusion, our gender assessment proves that women are central to the discussion regarding sustainable development. At the same time, they must be empowered about the importance of their involvement in these processes. Empowerment is not only achieved via access to knowledge and involvement in important

decision-making processes, it must also be financial. By aiding women in the process of becoming financially independent, they will be able to recognize the importance of their contributions to society. Part of the contributions they make to society are their opinions and involvement in decisions regarding vital household resources, since they are the primary users. By giving them access to the labor market as well as the appropriate information and tools to make important decisions in their community, we are then successfully working on climate change action with a gender equality perspective. Men are also important actors in the process of empowerment. Without their understanding on the importance of including women in these conversations, women will not be able to fully access the necessary decision-making processes. Men must also be given the access to the education and foundation that will help them realize how gender equality is a sustainable approach that benefits all members of a community and improves overall well-being.

After conducting the gender assessments, the following performance indicators were created to guide how to mainstream gender into the NEXUS approach relating it to food and water. These indicators also come along with important questions to take into consideration when addressing the issue of gender equality within the water, food and energy sectors. They serve as an initial reference for MINARET, being further narrowed into indicators that are in line with the global SDG 5 (gender equality) indicators.

FIGURE 3:

POSSIBLE PERFORMANCE INDICATORS FROM GENDER ASSESSMENT, PER SECTOR

SECTOR	
WATER	
Possible Performance Indicators	Issues and questions
<ul style="list-style-type: none"> <li>• Percentage of men and women engaged in initiating, implementing and using WASH services.</li> <li>• Performance indicators are disaggregated by sex and age</li> <li>• Number of women, men, girls and boys who have access/make use of services.</li> <li>• Number of women and men involved in decision-making regarding the location, quality, and types of WASH services.</li> <li>• Number of women and men trained in water management and conservation.</li> <li>• Number of women and men employed in WASH.</li> <li>• Number and type of complaints filed/ answered by gender/age.</li> <li>• Number of male and female community leaders who have been sensitized on the best practices of water resources management.</li> <li>• Number of male and female headed houses that use water saving devices.</li> <li>• Number of cubic meters (m<sup>3</sup>) of water being daily consumed in a school that has an average number of 300 boy students.</li> <li>• Number of cubic meters (m<sup>3</sup>) of water being daily consumed in a school that has an average number of 300 girl students.</li> <li>• Number of male/ female farmers that use water saving irrigation methods.</li> </ul>	<ul style="list-style-type: none"> <li>• Are the roles of women in water conservation and management addressed and supported in the interventions of the sector?</li> <li>• Are current and future assessments designed to disaggregate findings by gender, taking into account different activates and responsibilities and impact of shortages?</li> <li>• Is the link between water and sanitation, women's role in health and water management, and health outcomes specifically considered in relevant projects?</li> <li>• Do projects promoting community participations in water management specifically address how women and men will be integrated as beneficiaries and leaders?</li> <li>• Are efforts to increase job opportunities in the water sector linked to jobs for women and men – with specific strategies and targets to employ both within local communities?</li> <li>• Have gender analysis, support, and functions been integrated into projects providing support to the development/ updating of policies, laws etc. pertaining to water and sanitation?</li> </ul>

FIGURE 3: CONT.

POSSIBLE PERFORMANCE INDICATORS FROM GENDER ASSESSMENT, PER SECTOR

SECTOR	
Energy	
Possible Performance Indicators	Issues and questions
<ul style="list-style-type: none"> <li>· Performance indicators are disaggregated by sex and age.</li> <li>· Energy resources are accessible and convenient to women and girls, taking cultural issues into account.</li> <li>· Providers collect data on women and girls' access to and use of energy resources.</li> <li>· Number of women involved in energy resources allocation and development decision-making.</li> <li>· Number of women trained in energy sector vocational training.</li> <li>· Number of women employed in the energy sector.</li> <li>· Number and type of complaints field/ answered by gender/age.</li> <li>· Number of male and female community leaders sensitized on the vital benefits of switching to clean energy.</li> <li>· Number of households using renewable, suitable, and efficient household energy sources.</li> <li>· % of women and men in the targeted populations that benefit from using clean energy forms in their local community.</li> <li>· Number of targeted male and female municipal staff demonstrated a good level of understanding of the principles of energy efficiency and renewable energy technologies. % of houses using energy saving lighting units.</li> <li>· % reduction in the electricity bill for the targeted female and male headed families using solar energy.</li> <li>· Number of women-centered NGOs and CBOs that developed community initiatives in energy management and efficiency.</li> </ul>	<ul style="list-style-type: none"> <li>· Do plans for developing and promoting sustainable energy sources take into account structured support for poor families, ensuring equitable access to new renewable energy sources?</li> <li>· Will assessments informing allocations for energy use include an analysis of male and female needs concerning continuous access to electricity?</li> <li>· Do assessments address the actions that need to be made to improve access to energy resources at the household level, including female-headed households?</li> <li>· Will efforts to expand access support expansion for domestic use and reach rural areas?</li> <li>· Are there elements that include effort to recruit both women and men?</li> <li>· Does the project include vocational training for both men and women responding to energy sector labour needs?</li> </ul>

SDG 5 GOALS	MINARET SGAP Relevant Target	SDG INDICATOR	SGAP INDICATOR
<p>5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<p>3. Women's participation in decision-making processes</p>	<p>5.5.2: Proportion of women in managerial positions</p>	<p>3.1: Proportion of women members of decision-making groups in each activity.</p>
<p>5.A: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.</p>	<p>1. Women's economic Empowerment</p>	<p>5.A.2: Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control.</p>	<p>1.1: Proportion of job opportunities provided to women.</p>
<p>5.B: Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.</p>	<p>2. Increased access to resources and knowledge.</p>	<p>5.B.1: Proportion of individuals who own a mobile telephone, by sex.</p>	<p>2.1: Proportion of women accessing new resources or knowledge (Capacity building or new information). 2.2 Proportion of men attending gender trainings.</p>

FIGURE 4: SDG GOALS AND INDICATORS IN LINE WITH SGAP TARGETS AND INDICATORS

## VI. Steps Forward and Action Plan by Country

In the gender assessments, it was discovered that the members of the communities and municipalities lack the information and tools to understand how they play important roles in climate change action and sustainability. Patriarchal laws and customs make it so that women do not believe they are capable of forming part of important decision-making processes in climate change action. All members of the community, both men and women, do not understand the benefits and needs for gender equality and equity. Similarly, lack of general education and knowledge regarding climate change makes it so that there is a disconnect between community members and their environment. There is also a lack of information within the municipalities, where it has been seen that they do not see the connection between gender equality, human rights and sustainability. Therefore, the best approach forwards to tackling these issues is to focus on capacity building and advocacy as ways of empowering the entire community in knowing that they have the power to work towards a more sustainable and secure future.

Advocacy can be defined as a process that directly or indirectly influences decision makers, stakeholders and other relevant audience to understand, support and implement actions that contribute to a certain cause- in this case, climate change and the necessary subsequent action to tackle it. Advocacy campaigns will highlight a current issue and emphasize the importance of educating and working on it so that it can be fixed or changed. Both gender inequality and climate change are important issues worthy of advocacy campaigns, where we have seen that even members of municipalities and other governments are not aware of the negative effects both have on society.

Capacity building trainings also aim to provide stakeholders the proper information on not only what the actual issue is, but how to work around it to tackle it and eventually change it. Gender and environmental awareness are both two fundamental topics the MINARET project will cover in capacity building trainings, apart from other necessary topics such as conservation of water, energy and

agriculture. With safeguarding policies that emphasize the need to protect the environment and fight for gender equality, the project aims will set an example to its stakeholders on why these are fundamental issues. The logic of capacity building is to give beneficiaries and stakeholders the necessary tools to understand why the work is necessary and being done, but also to inspire them to continue doing this type of work in the future once the project is finished. Capacity building is another way of assuring the work that is being done is furniture and has a long-term impact.

Furthermore, more advocacy campaigns that educate the communities on the negative effects that both climate change and gender inequality has had on them (both directly and indirectly) should also be covered. Education is key for change, and without the proper tools and access, it will be difficult to create real solutions for climate change. There are several existing campaigns that promote this type of education and awareness, such as the 16 days of activism campaign for the elimination of violence against women as well as many campaigns for climate action. Additionally, by giving the municipalities and communities the proper information on what is going on around them and what power they have to personally have to change it, they can be inspired enough to work together to make a real and sustainable change for the future. Municipalities need to understand why they need to make renewable energy, access to water, and gender equality priorities in their agenda. Apart from helping secure the future, they will also contribute to the overall well-being of the community. More specifically, they need to understand that laws that support gender inequality are deterring them from sustainable progress and further worsening the negative effects of climate change.

The members of the communities must also understand what is going around them and their environment, something that they have inevitably noticed but are yet to have access to the information that helps explain what it is. Finally, women need to be empowered to know their important role in being part of solution dialogues. They need to have the same access as men to both knowledge, economic independence and decision-making processes in order to guarantee a sustainable future.

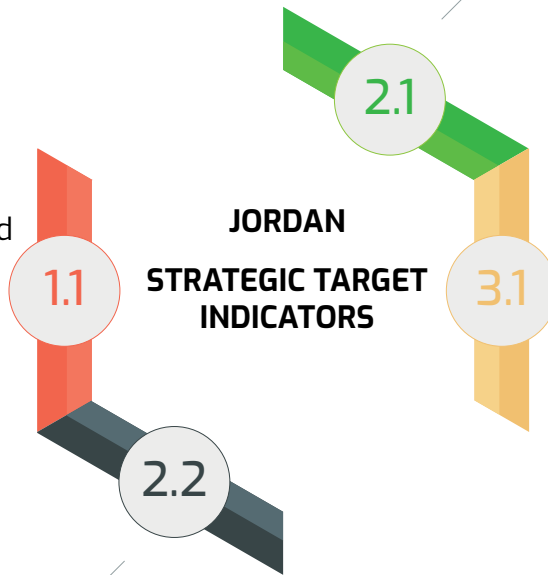


# GENDER MAINSTREAMING

## ACTION PLAN BY COUNTRY

# GENDER MAINSTREAMING

Proportion of job opportunities provided to women.



Proportion of women accessing new resources or knowledge (Capacity building or new information).

Proportion of women members of decision-making groups in each activity.

Proportion of men attending gender trainings.

## DATE

## GENDER COMPONENT

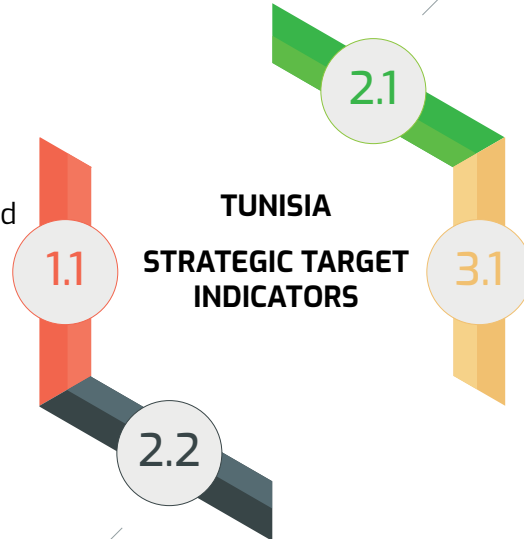
## Indicators

DATE	GENDER COMPONENT	Indicators
Q1 YEAR 4	Stakeholders will be trained on project-specific gender sensibility.	13 New Jobs for women
	The eco-tourism center will sell organic and home made products, made by local women, supporting WEE.	11 New Jobs for men
	The center will use custom-made bedding by a local woman's organisation.	100 Women accessing new resources with Viavii
	The center will hire local women to work at the shop and the kitchen.	15 Women trained
		15 Men trained

# GENDER MAINSTREAMING

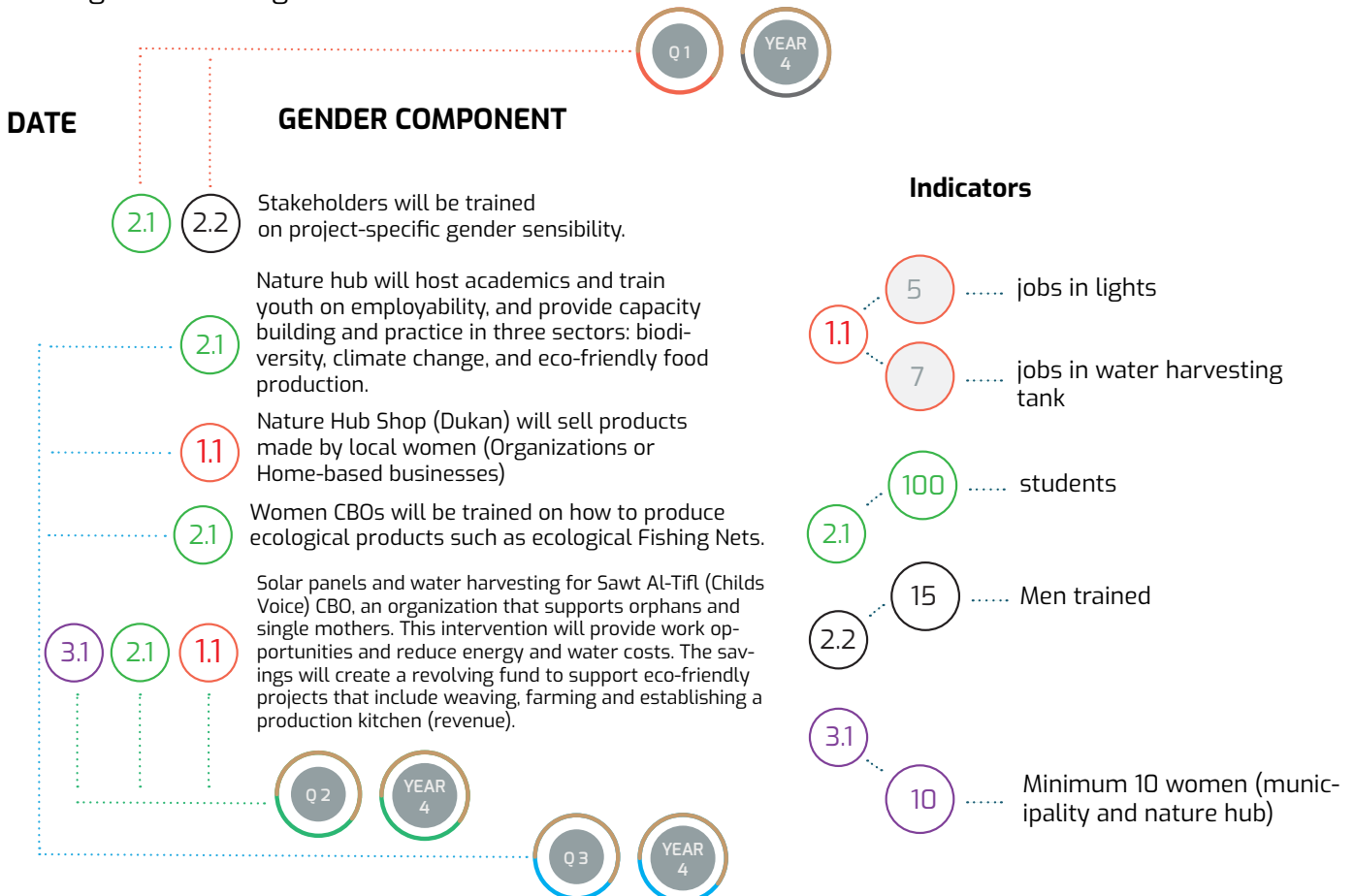
Proportion of women accessing new resources or knowledge (Capacity building or new information).

Proportion of job opportunities provided to women.



Proportion of women members of decision-making groups in each activity.

Proportion of men attending gender trainings.

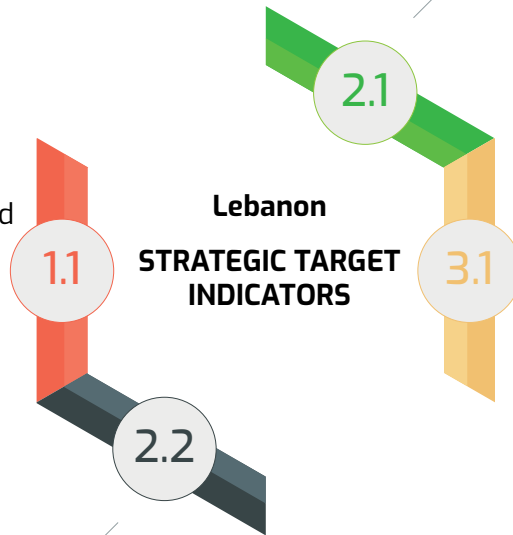


# GENDER MAINSTREAMING

Proportion of women accessing new resources or knowledge (Capacity building or new information).

Proportion of job opportunities provided to women.

Proportion of women members of decision-making groups in each activity.

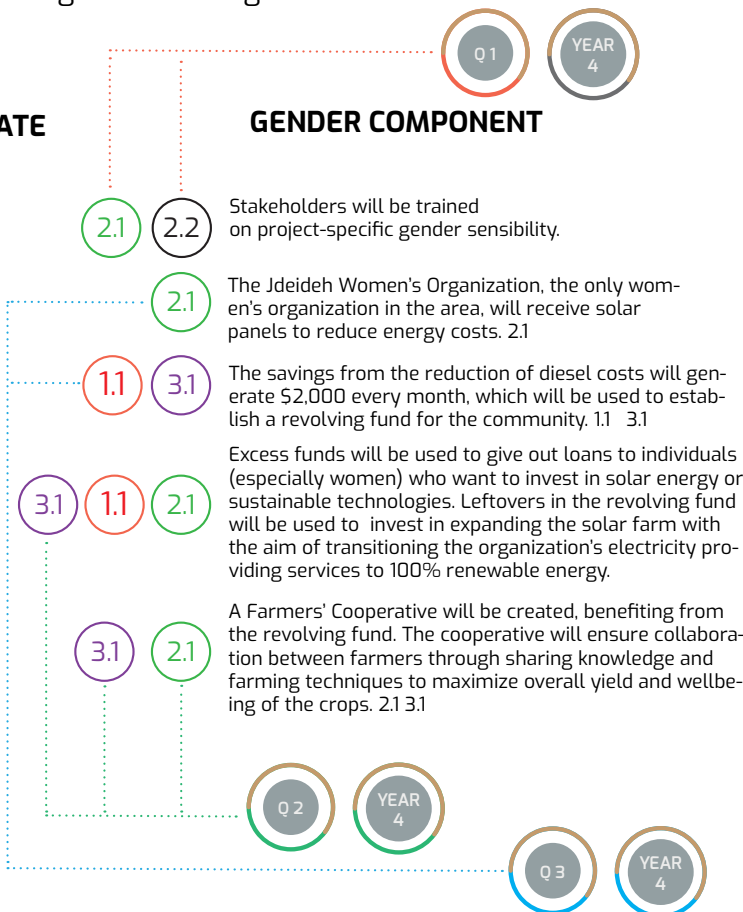


Proportion of men attending gender trainings.

## Indicators

## DATE

## GENDER COMPONENT



- 240 ..... HBB over 20 years through solar farms.
- 10 ..... Land owners.
- 2 ..... CBO fund managers
- 100 ..... Households who access the solar farm.
- 23,000 ..... People access to water
- 80 ..... farmers canal and pumping.
- 15 ..... Men trained
- 10 ..... women in the cooperative.

