## Annex XX: Gender Analysis and Gender Action Plan

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| Project Information  |
| Project Title | Enhancing Biodiversity Conservation and Sustainable Land and Natural Resource Management |
| Project Number | UNDP # 5881, GEF# 10007 |
| Location  | São Tomé & Príncipe / Africa |

**Part A – Context-based approach to gender mainstreaming**

1. A small island facing poverty issues and a growing population

São Tomé and Príncipe is a small insular territory with limited agricultural production and exportations and a strong dependence to external financial help. The GDP (Gross Domestic Product) has an estimated value of 0.42 billion USD in 2018. The GDP is made principally of services (73.4%), followed by industry (14.8%) and agriculture (11.8%), with an annual growth rate of 4%, which resulted in 2017 from an improvement of exportations of cocoa, tourism and public-private investment. It is interesting to note that the tourism sector has been growing fast, with tourist arrivals increasing average by 7.5% annually since 1995. The tourism sector already accounts for around 11-14% of both GDP and employment (IMF, 2016; WTTC, 2018). However, despite its recent economic development, the 2015 Human Development index is estimated at 0.574 and poverty is still affecting 66.2% of its population with 11.5% people living under the level of extreme poverty. Poverty is more prevalent in women (71.3%) than in men (63.4%).

1. A relatively well performing maternal and child health but fertility is still too high for young women, impairing later empowerment

The indicators of maternal and child health have improved and perform relatively well. The contraceptive prevalence rate has increased from 28.1% in 2000 to 42.4% in 2016 and maternal mortality rate have reduced from 222 to 156 per 1000. Neo-natal and infant mortality rates dropped respectively from 24.5 to 17.1 per 1000 and from 58.5 to 34.6 per 1000. However, STP women still have a high fertility index of 4.5 (higher in rural areas) and the adolescent birth rate is 94.8 births per 1,000 women of ages 15-19, closer to neighbouring low-income countries’ values. There is also an important disparity between urban and rural areas, the latter being most affected by early childbearing and rate of single parent households led by women. This has a significant impact on the limited economic empowerment of women, because early childbearing often results in higher secondary school dropout rates and potentially contributes to maintaining the social norms around their domestic responsibilities.

Gender gaps have been progressively closing in terms of school enrolments: Primary school is mandatory in STP, thus the gross enrolment rate is high and relatively gender-balanced in primary school (112.2% for girls vs 117.7% for boys in 2016). The trend is similar but inverse for the secondary school enrolment (91.7% for girls vs 80.8% for boys in 2016). This has resulted in the decrease of the adult illiteracy rate from 30.5% (39.9% for women vs 19.7% for men) to 8.3% (12% for women vs 4.4% for men). However, there is a smaller percentage of both women and men who complete their secondary education. In 2017, 31.1% of adult women have reached at least a secondary level of education compared to 45.2% of their male counterparts. The gender gap in school completion is improving, but women are still a very sensitive part of the population, with high dropout rates due to early childbearing and an associated low institutional support to continue their studies (lack of availability of night classes, limited availability of schools in rural areas); as well as patriarchal social norms, leading to school abandonment to find an informal income generating activity while performing domestic chores.

1. A low presence of women in the country’s work force and in decision-making positions

Among STP’s total working population, representing 68,000 people in 2016, only 38.2% are women, this phenomenon being even more pronounced in rural areas (34%); and according to a 2012 census, women still constitute most of the unemployed population (59%), in particular for youth. The agricultural sector employs 22% of the working population, with the male share dominant (27% vs 14.3%). Cacao, café and pepper are the country’s main export crops, generator of revenues and employment. Most of the other agricultural activities are family-based or medium-sized private enterprises oriented towards subsistence farming. Women are otherwise mainly classified into independent workers or workers without qualifications (71%) and services and traders (58.9%) category.

The collection and transformation of forest products is an important secondary activity for 82.7% of rural households who depend on them mainly for subsistence and commercialize wood and non-wood products to increase family income. There is a strong division of roles by gender, with 84.1% of women in charge of the collection of non-wood products and the commercialization of wood (charcoal) and non-wood (snails, fruits, spices, etc.) products at local markets (vs 15.9% of men). Men are responsible for the extraction of wood products (construction wood and charcoal) and the commercialisation of wood products, except charcoal. These activities, however, are not generally contributing to women’s economic empowerment, as in a conjugal context, most revenues are managed by the husband.

Traditional society still enforces women’s domestic role as their primary responsibility, to the extent that, for rural women, their participation in productive agricultural activities is viewed more as “help” than as real work, even though they are often working on the same tasks as men; and, in the conjugal context, they often remain under the economic supervision of men. In addition, this discriminatory social context induces a multiplication of tasks for women, who still spend significantly more time than men on unpaid work, in particular domestic tasks. Women spend an average of 8 hours per day on unpaid work, compared to just 2 hours on paid work (INPG, 2017). Unpaid work includes childcare, and water and firewood collection. While the government covers 100% of the costs of maternity leave, it does not support childcare services that could alleviate women’s domestic burden and allow them to increase their participation in the labor force.

A study on gender strategy for the education sector found evidence of gender bias in school teaching materials and in the opinions on suitable careers for women and men, which may ultimately lead to occupational sex segregation (women oriented towards caring and secretarial positions, while men would be oriented towards physical or decision-making careers). Women are almost entirely absent from jobs in the fishing, extractives, energy, water, construction, and transport sectors; and underrepresented in surveillance and law enforcement jobs, occupying just 20% of military and 34% of police jobs (INPG, 2017). A recent study suggests that the tourism sector offers more opportunities for women than many other sectors: the Tourism Marketing and Strategic Plan (2018) notes employment of 53% women vs 47% men and a predominance of women in sectors such as restaurant / catering. In spite of this, this sector is not discussed in the national gender strategy (2007-2012 ENIEG).

Women also tend to be holding lower level positions inside private companies and sectors compared to men. While women make up around half of jobs in public administration, defense, and social security, they represent only 25% of legislators or directors and 27% of town councillors (INPG, 2017). In 2017, the share of women in parliament reached 18.2%, but dropped again to 13% in 2018 with women occupying only 7 out of 55 seats.

Discriminatory social norms have hindered the translation of an improving schooling rate into the successful empowerment of women in the work force. Women are thus increasingly involved in multiple activities, domestic and economic, yet still not recognized equally due to slowly evolving mentalities, often leading to a certain acceptance or minimization of gender-based violence by men towards women. In a recent DHS survey, a significant portion of the population (20%) reported that wife-beating was acceptable, particularly in cases of adultery; and 15% of women had experienced sexual and/or physical violence in the last 12 months.

1. Summary gender indexes compared to neighbouring countries

The Gender Development Index (GDI) is a disaggregated measure of the Human Development Index (HDI), defined as the ratio of the female to the male HDI. The GDI is calculated for 164 countries. The 2017 GDI value of São Tomé and Príncipe is 0.892. In comparison, the GDI value for Cabo Verde is 0.949.



The Gender Inequality Index (GII), reflecting gender-based inequalities in three dimensions – reproductive health, empowerment (measured by the share of parliamentary seats held by women and attainment in secondary and higher education by each gender), and economic activity for São Tomé and Príncipe has a value of 0.538, ranking it 131 out of 160 countries in 2017.



1. Moving forward, national initiatives and remaining challenges

Improving economic empowerment for women in São Tomé and Príncipe requires the development of strategies that are based on the economic and social realities in the country, identifying and removing the obstacles that prevent women from achieving their full potential. The solutions require the active involvement of all members of society.

Key barriers to women’s economic empowerment and financial inclusion include unpaid care work, high adolescent pregnancy rates, high school dropout rates, gender-based violence, lack of access to microcredits, occupational sex segregation and discriminatory social norms. However, the current political orientation as well as the existing legal framework surrounding gender equity issues in São Tomé and Príncipe is very favourable to gender equality development in terms of human, social, economic, cultural, civic and political rights. The juridical system is well equipped to support gender equality in the country, despite few gaps in the laws (for example, the lack of awareness of and diligence in applying the family rights law n°2/77 to defend gender equality of rights and responsibilities inside the household; and the status of abortion, which is tolerated in practice but still considered illegal by law). The obstacles to gender equity thus mainly remain in the effective application of the available framework, in part because of:

* The social acceptance of the subordinate role of women within the Santomense society
* The generalised lack of awareness about this gender equity legal framework, women’s rights and legal tools to enforce it
* The lack of training, and gender imbalance amongst staff supposed to enforce this legal framework
* A shy voice from civil society exerting only a low pressure towards mentality changes
* Stereotypes still present about women’s recruitment, limiting them to lower ranking positions than men
* The lack of women’s inclusivity in the institutional and political spheres, leading to an unequal participation in the management of public affairs, regulations design and decision making
* The lack of funding for a global/transversal vision and approach to include gender equity considerations, often limiting actions to only one aspect of the problem (i.e. increasing opportunities for economic activities)

Women’s economic empowerment and financial inclusion should be mainstreamed into the legal framework, budget process, and development strategies. Existing laws on gender equality and gender-based violence should be enforced. Stakeholders include not only the Ministry of Finance and sectoral ministries but also parliament, the private sector, civil society, non-governmental organizations, development partners, citizens, and the media. Reliable gender-disaggregated data are necessary for monitoring the country’s progress on the targets identified in the national action plan.

**Part B – Gender Action Plan**

1. Definition of the Gender Action Plan

The following Action Plan aims to make the project’s interventions more socially inclusive, by ensuring a close fit with local contexts, culture and livelihoods, and to safeguard the interests of women as the weaker sections of the population. The objectives of the Gender Action Plan are to promote gender equity practices in biodiversity related issues and improve the living conditions of communities bordering conservation areas, often using the resources provided by the forest. This will allow monitoring the progress of project outcomes disaggregated by sex, to ensure an integrated and participatory implementation of the project.

The project will apply gender-based principles in the selection and contracting of their local technical and administrative personnel, including for the environmental surveillance and enforcement unit to be created, as well as in relation to capacity-building activities.

The project will adopt participatory approaches where possible to include all relevant social groups, including marginalized people (e.g. unemployed youth), with attention to the participation and inclusion of women in targeted communities. A minimum quota of 30% of women will be required for the setup of the platforms to be created by the project, 50% of staff recruited by and for the project will be women, and the capacity-building activities will ensure that at least 1/3 of the participants are women.

The project will pursue the engagement of women and youth in decision-making, training, participatory mapping, and ensure that there are both direct and indirect women project beneficiaries.

With respect to the project’s third component that addresses charcoal, because women generally play important roles in the charcoal value chain but earn less than men, the project will include and promote gender equity criteria in the selection of the low-value grants for alternative livelihoods and sustainable charcoal initiatives. Moreover, the project will support production of plant-based charcoal briquettes (especially from coconut shells and fibres), of very low volatile matter content, to limit health risks associated with inhalation of charcoal smoke, in particular for women and children who are more exposed to it because of their higher involvement in domestic tasks (including cooking).

1. Action Plan Table

| **Component** | **Gender Sensitive Action (GSA)** | **Gender Sensitive Indicator (GSI)** | **Responsible Institution** |
| --- | --- | --- | --- |
| Component 1: Enhancing capacities and frameworks for biodiversity and natural resource management, integrated land management and environmental enforcement |
| Output 1.1: Strengthened and streamlined frameworks enabling better land-use planning, land management and biodiversity conservation | GSA1: The revision/streamlining of legal and regulatory frameworks under the project integrates explicit gender considerations where appropriate, based on the existing but underused gender equity legal frameworkGSA2: The revised institutional framework ensures equal job opportunities for men and women, as reflected in recruitmentGSA3: Office space designed to accommodate specific needs of women to facilitate women’s employment | GSI1: Inclusion of references to gender in laws, decrees, and regulations prepared by the project GSI2(a): Job announcements encourage women applicantsGSI2(b): At least 50% of staff hired or retained by government after institutional review/ streamlining are womenGSI3: Office space selected offers services (in/nearby) facilitating better inclusion of women in the work place (i.e. day-care facility, nursing space, etc.) | General Directorate for the Environment (DGA), and national responsible parties: Directorate for Forestry and Biodiversity (DFB) and Príncipe Environment Secretariat (PES, Autonomous Region of Príncipe), with Technical Assistance |
| Output 1.2: Mainstreaming of environmental sustainability and biodiversity considerations in land-use planning and investments enabled | GSA4: Ensure representation of women in technical processes associated with integration of environmental sustainability and biodiversity considerations in the recently concluded National Land Use and Spatial Plan (PNOT)GSA5: Ensure that technicians and field officers involved in land use assessment and further field work in forest and agricultural lands/plots are aware of gender equity issues in land use decisions | GSI4: Women and/or gender-equity NGOs are included in mainstreaming processes/consultationsGSI5: 100% of technicians and field officers involved in land use assessment and further field work in forest and agricultural lands/plots participate in a training session on gender equity issues in land use decisions | DGA, DFB, and PES, with Technical Assistance  |
| Output 1.3: Framework and delivery system emplaced for integrated environmental surveillance and enforcement (forests, agriculture, PAs, land use, coastal, etc.) | GSA6: National Environmental Law Enforcement Strategy and Action Plan takes into account gender issuesGSA7: Ensure women are represented in multi-stakeholder consultation process to build consensus on the most appropriate national environmental law enforcement frameworkGSA8: Women are well-represented in the National Platform for Environmental Law EnforcementGSA9: Women (from under-represented communities whenever possible) are hired as guards GSA10: Provide economic opportunities to women-owned small businesses in project sites  | GSI6: Strategy includes section on men and women and their differentiated roles in natural resource use, the additional burden on women, and the significance of this in environmental law enforcementGSI7: At least one NGO working on women’s rights participates in consultationsGSI8: At least 30% women members on the National Platform for Environmental Law EnforcementGSI9(a): At least 50% of environmental guards under the project are women (and from under-represented communities whenever possible)GSI9(b): Develop a family/health benefit/pension plan to secure family income for environmental guards (in case of illness, injury or death of a guard in the performance of duties)GSI10: At least 10% of PA field equipment is sourced from local communities and women-owned small businesses (uniforms, etc.) | DGA, DFB, PES with Technical Assistance |
| Output 1.4 Capacity development on environmental law surveillance and enforcement | GSA11: Ensure inclusion of women in capacity development workshopsGSA12: Ensure workshops include a session on men and women and their differentiated roles in natural resource use and the significance of this in environmental law enforcement | GSI11(a): At least 50% of technicians, legal/ enforcement cadre, and guards who are trained are womenGSI11(b): At least 1/3rd of fellowship/course fees are granted to womenGSI11(c): Training workshops for communities have 50% women participantsGSI11(d): At least 1/3 women involved in, or elected as focal point for, regular surveillance activities in each communityGSI12(a): 100% of technicians, legal/ enforcement cadre, and guards have knowledge of gender differentiated roles and implications for law enforcementGSI12(b): Initial workshops with communities include discussion of the role of women in community surveillance activities | DGA, DFB, PES; with Technical Assistance |
| Output 1.5 Strengthen Key Environmental CSO on organisational and programme management, fundraising, etc. | GSA13: Ensure inclusion of women in CSO capacity development activitiesGSA14: Ensure intern training includes a component on gender equity issues in CBNRM | GSI13(a): Equal number of men and women recruited and trainedGSI13(b): At least 50% of women amongst fellowships/ internships granted GSI14: 100% of interns aware of gender equity issues prior to preparing reports or materials | BirdLife International, with Technical Assistance |
| Component 2: Management, monitoring and financing of PAs and adjacent key biodiversity and forest areas |
| Output 2.1: Enhanced Management Effectiveness of Protected Areas and adjacent High Conservation Value areas | GSA15: Ensure that the operational governance structure for biodiversity and Protected Areas does not discriminate on the basis of genderGSA16: Ensure participation of women in the integrative multi-stakeholder coordination mechanism that is designed to involve local communities in the governance and management of the buffer zoneGSA17: Support women in taking up the vocation of eco-guides GSA18: Ensure the communication campaign for biodiversity, protected areas and ecotourism is inclusive (gender and age) | GSI15: At least 30% of participants in the PAs governance structure are women from local government partnersGSI16(a): Women account for at least 30% of membership of the multi-stakeholder mechanismGSI16(b): Women and vulnerable groups are also represented through civil society (e.g. gender inclusion NGOs or women groups)GSI17(a): Targeted advertising to women of eco-guides profession, training and certificationGSI17(b): At least 15% of those trained as eco-guides are womenGSI18(a): Communication campaign targets 80% of the population, including at least 50% of women and young people, with the help of gender inclusive media and supportsGSI18(b): At least 50% of followers of social media campaign are women | BirdLife International, with Technical Assistance |
| Output 2.2 Capacity development on biodiversity, zoology/botany, ecosystem services, conservation and PA management | GSA19: Ensure inclusion of women in cohort of conservation professionals through training abroadGSA20: Gender equity issues included in training workshops for politicians, technicians & community staff (biodiversity/PA, forests, agriculture, land use planning, enforcement, NGOs)GSA21: Gender equity issues included in training workshops for communities | GSI19: 50% of scholarship awardees are womenGSI20: Training program includes at least ½ day session on gender differentiated roles in CBNRM and the importance of including women in NR decision-makingGSI21: Training program includes at least ½ day session on gender differentiated roles in CBNRM and the importance of including women in NR decision-making | DGA, with Technical Assistance& PES |
| Output 2.3: Enhanced technologies, systems and tools for information-based biodiversity and PA management | GSA22: Ensure participation of women staff in the MOMS monitoring systems of threats to biodiversity  | GSI22: At least 1/3 of technicians involved in the field monitoring and MOMS system development are women | BirdLife International, with Technical Assistance |
| Output 2.4: Proven structures and tools created to capture and distribute new finance for the national system of protected areas and biodiversity in STP | GSA23: Studies on the economic value of ecosystem services and biodiversity are gender specificGSA24: Ensure inclusion of women in the governance structure of the STP CTF GSA25: Highlight STP’s women in the international campaigns for mobilizing financing for the STP CTF | GSI23: Studies report on economic costs and benefits to womenGSI24: At least 1/3rd of the governance structure is womenGSI25: The international campaign includes at least 1 sub-campaign that showcases development of women-led alternative, biodiversity-friendly, income-generating activities in communities bordering PAs | BirdLife International, with Technical Assistance |
| Component 3: Reducing forest degradation and ecosystem services loss from unsustainable charcoal-making |
| Output 3.1 Charcoal supply and value chain analysis to identify further options for reducing wood-based charcoal extraction drivers | GSA26: Ensure the charcoal value chain analysis adequately reflects women’s perspectives as they have a prominent role in this value chain | GSI26(a): Field surveys/workshops have at least 50% participation by womenGSI26(b): Analysis is disaggregated by genderGSI26(c): Includes recommendations on how women can be more economically empowered in this value chain to which they are prominent contributors | DGA, DFB, PES; with Technical Assistance  |
| Output 3.2 Communication and capacity development on more sustainable charcoal production and alternatives | GSA27: Ensure women’s perspectives are reflected in the National Sustainable Charcoal Platform GSA28: Ensure inclusion of women in training workshop for technicians & community staff (biodiversity/PA, forests, agriculture, enforcement, NGOs, private companies)GSA29: Ensure inclusion of women in training workshop for charcoal-makers, coconut producers and communities. GSA30: Target communication materials to issues relevant to women | GSI27(a): At least 1 representative of women charcoal traders chairs the PlatformGSI27(b): At least 1/3 of platform members are current/former women traders of forest productsGSI28: At least 50% of trainees are womenGSI29(a): At least 50% of workshop participants are womenGSI29(b): At least 30% of workshops are organized exclusively for womenGSI30: Flyers on health impact of charcoal stove use on children | DGA, DFB, PES with Technical Assistance |
| Output 3.3 More sustainable charcoal kilns and charcoal sources mobilised | GSA31: Ensure the participation of women in the sustainable charcoal kiln demonstrations, especially highlighting the role women can play in supplying materials for plant-based charcoal production | GSI31: At least 50% of attendees at demonstrations are women | DGA, DFB, PES with Technical Assistance  |
| Output 3.4 Supplementary planting of fast-growing charcoal tree species | GSA32: Ensure inclusion of women in expansion of nursery and seedling production capacity | GSI32: At least 30% of itinerant teams are comprised of women | DGA, PES; with Technical Assistance |
| Output 3.5 Stakeholder consultations and sustainable livelihoods | GSA33: Appoint gender-focused community organizers for community work on protected areas, charcoal, livelihoods and genderGSA34: Include women in the jury for grant attribution GSA35: Train project staff in gender-sensitive sustainable livelihood developmentGSA36: Gender-sensitive sustainable livelihood activities researched in a participatory manner and emplaced including through low value grants issued by the projectGSA37: Capacitate women involved in the charcoal value chain in more sustainable alternative livelihoods | GSI33: 2 gender-focused community organizers appointedGSI34: At least 50% of the jury for grant attribution comprises womeGSI35: 100% project staff trained in gender-sensitive sustainable livelihood development and/or nursery management and/or charcoal tree plantingGSI36: 50% of low-value grants issued to gender-sensitive livelihood activities and/or livelihood activities led by targeted women, especially including those involved in the charcoal value chainGSI37: At least 200 women involved in the charcoal value chain capacitated in alternative income generating activities | BirdLife International, with Technical Assistance |
| Component 4: M&E, Knowledge Management and Gender |
| Output 4.1 M&E & KM knowledge management plan implemented | GSA38: Ensure gender-disaggregated M&E, where appropriateGSA39: Ensure gender-disaggregated KM, where appropriateGSA40: PMU and further project staff are trained on gender equity issues and their integration in project activities | GSI38: Gender-specific indicators are included and tracked in Project Results FrameworkGSI39: KM products generated by the project include a section on gender equity (when relevant)GSI40: All PMU and further project staff participate in at least 1 training session on gender equity issues | DGA, DFB, PES with Technical Assistance  |
| Output 4.2 Gender strategy and action plan operationalized to guide project implementation, monitoring and reporting | N/A | N/A | N/A |
|  |  | 54 indicators |  |

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