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| **Annex 9. Gender Analysis and Gender Action Plan** | |
| **Project:** Expanding the Coverage and Strengthening the Management of Wetland Protected Areas in Sichuan Province, China | |
| **UNDP PIMS:** 6669 | **GEF Project ID:** 9462 |

# Introduction

This document presents the gender analysis and gender action plan for the UNDP-GEF project “Expanding the Coverage and Strengthening the Management of Wetland Protected Areas in Sichuan Province, China”.

## Project Overview

The project aims to result in improved management of 767,766 ha of wetland protected areas in Sichuan Province, through strengthened knowledge transfer, information exchange, capacity building, community engagement, and environmental education. Improved management will be facilitated through the establishment of the Sichuan network of wetland protected areas, including 39 wetland parks and 40 wetland nature reserves. Interventions are planned in two of the wetland protected areas in the network, namely the 3,729 ha Qionghai National Wetland Park and the 588 ha Baihetan National Wetland Park. The project strategy includes formulation and implementation of innovative conservation agreements between the protected areas and local communities for sustainable utilization of wetland resources and genuine community involvement in the conservation of wetland biodiversity and ecosystems. Alternative livelihood ventures, including ecotourism, to reduce unsustainable practices and strengthen the well-being and resilience of local communities. A total of 3,000 people, of whom 1,500 are women, are expected to directly benefit from the GEF investment, including training on wetland protected area planning, management, and monitoring; participation in environmental education programs; capacity development on sustainable utilization of wetland resources and engagement in alternative livelihoods; and enhanced knowledge sharing. An estimated 30,800 tCO2e of greenhouse gas emissions avoided are expected as a co-benefit of the improved management practices of the Qionghai Lake and Baihetan national wetland parks.

## Gender Mainstreaming Strategy for the Project

The project will take into account the different roles and responsibilities of women and men relating to natural resources management, specifically, through the following processes and actions:

1. Consult women involved with and affected by the project to understand their needs, roles, expectations and inputs associated with project interventions and outputs as well as their unique challenges and barriers in preventing them from equal participation and benefits from the project.
2. Identify opportunities and means to address the barriers and challenges faced by women due to socioeconomic constraints imposed by their gender roles.
3. Apply gender-responsive measures into the project logical framework, monitoring, evaluation & reporting process such as gender-sensitive indicators, sex-disaggregated targets and reporting requirements and targeted budgeting to promote women empowerment.
4. Adopt equal opportunity policy in the recruitment of project implementation staff, consultants and service providers.

The gender mainstreaming strategy is also consistent with Sustainable Development Goal (SDG) 5, specifically Target 5.4:

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|  | **SDG 5**: Achieve gender equality and empower all women and girls, **Target 5.4**: 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. |

## Methodology

This gender mainstreaming plan was developed in accordance with relevant sections of the UNDP Guidance Note on Gender Analysis[[1]](#footnote-1), UNDP Gender Equality Strategy 2018-2021, UNDP Social and Environmental Standards[[2]](#footnote-2) and the GEF gender policy and guidelines[[3]](#footnote-3) approved during the 53rd Council Meeting in November 2017 and having an effective date of 1 July 2018. The approved GEF gender policy is a shift from a gender-aware, “do no harm” approach, to a gender-responsive, “do good” approach, which better addresses the gender gaps critical to the achievement of global environmental benefits.

# Gender Analysis

## Gender Situation in China

There have been substantive improvements in China over the past 30 years regarding human and gender development. China’s human development index (HDI)[[4]](#footnote-4) for 2019 is 0.761, representing an increase of nearly 52.5% since 1990, when the HDI was 0.499. China’s 2019 HDI of 0.761 is above the average of 0.753 for countries in the high human development group and above the average of 0.747 for countries in East Asia and the Pacific.

The separate measure of gender development, applying the gender development index (GDI)[[5]](#footnote-5) also shows the situation in China is comparable to that in other high human development countries. China’s GDI in 2019 was 0.957, slightly lower than the 0.961 average for high HDI countries. China’s gender inequality index (GII), which reflects gender-based inequalities in the three dimensions of reproductive health, empowerment and economic activity, was 0.168 in 2019, placing the country at a ranking of 39 out of 162 countries. The 2020 Human Development report further indicates that in China, 24.9 percent of parliamentary seats are held by women, 76.0 percent of adult women have reached at least a secondary level of education compared to 83.3 percent of their male counterparts, and female participation in the labor market is 60.5 percent compared to 75.3 for men.

Despite the positive improvements in gender equality as indicated by the UNDP indices, gender equality remains a long-term social, economic and cultural goal to achieve in China. As indicated by “Women and Men in China – Facts and Figures 2019”[[6]](#footnote-6), women deputies account for 24.9 of the 13th National People’s Congress and 20.4% of the membership of the 13th National Committee of the CPPCC, far lower than men. There is just one woman in the 25-member Politburo of the Communist Party. In enterprises, women account for just 30% of decision-making positions. In the rural areas, only 11.1% of village committee directors were served by women in 2018. Women in rural and urban areas alike spend twice as much time on unpaid care work than men. Among the reasons for women employees losing a job, 32% is due to conflicts with taking care of the family while that for male employees was only 2.9%.

Based on data of Chinese General Social Survey 2013[[7]](#footnote-7), as compared with men, women’s disadvantages in terms of income levels are still obvious. Men’s average incomes are roughly 32.4% higher than women’s. At the same time, the female labor force participation rate is only 75.7% and significantly lower than the male rate (94.9%). Women work fewer hours in the labor market, working an average of 12 hours less per week than men. While women’s education levels are constantly improving, average education levels among men are still higher than those among women.

In China, like in many other countries in Asia, traditional gender role attitudes are deeply rooted in the society and have a significant impact on the income gap between men and women. They also have a significantly negative correlation with women’s education levels, labor force participation rates, working hours, and occupational status.

In China, an important stakeholder with respect to gender mainstreaming is the All-China Women’s Federation (ACWF), a women’s rights organization, responsible for promoting government policies on women and protecting women’s rights within the government. The ACWF is run from the national level, with active branch units at the provincial, municipal, county, township and village levels.

To promote gender equality and empowerment of women, the Chinese government, the State Council Women and Children Working Committee (SCWCWC) supported by ACWF, formulated the National Program on *the Development of Chinese Women* (2011-2020) in 2010 which set up clear goals and targets to narrow the gender gap in seven fields, including [health](http://www.chinahumanrights.org/Harmonioussociety/Health/index.htm), [education](http://www.chinahumanrights.org/Harmonioussociety/Economic/index.htm), economy, [political](http://www.chinahumanrights.org/Harmonioussociety/Civil/index.htm) participation, social [security](http://www.humanrights.cn/en/Harmonioussociety/Security/index.htm), [environment](http://www.chinahumanrights.org/Harmonioussociety/Environment/index.htm), and [law](http://www.chinahumanrights.org/lal/index.htm). To understand the implementation results of the program, the National Bureau of Statistics of China conducted a comprehensive assessment in 2018. The results showed that the implementation had yielded positive results in most of the targets. At the same time, the report also acknowledged gaps in other areas[[8]](#footnote-8). It concluded that as of the end of 2018, most of the program targets were achieved ahead of the schedule. However, under the target of “Women and Health”, the screening rate of common gynecological diseases had fallen behind. So had the women’s membership rate in village committees and penetration rate of rural sanitary toilets. Much more still needs to be done to narrow the gap in maternal mortality rate between urban and rural areas and to increase the percentage of women receiving vocational education and training.

In 2018, the proportion of women in village committees was 24%. Although it was 0.9 percentage points higher than in 2017 and 2.6 percentage points higher than in 2010, there is still a gap with the program target of "reaching 30% or more".

## Gender Issues associated with Covid-19 Pandemic in China

The COVID-19 pandemic has led to a dramatic economic and social disruption and presents an unprecedented challenge to public health, food security and workplace worldwide. In China, due to strict lockdowns in the first wave, enterprises suffered extensive losses and employees from many small and medium sized enterprises faced threat of losing their livelihood.

The pandemic ha affected men and women differently due to different social, economic circumstances and different degree of vulnerability. A research project by Gender and Covid-19 Network[[9]](#footnote-9) examined the economic, social and political gender effects of the outbreak in China. It found that the experience of lockdown in Hubei saw a dramatic rise in reports of domestic violence against women. The rates of return to work for women has been significantly lower than for men, and the care burden has been significantly higher for women than for men. During the lockdown in affected areas, gender, along with factors such as ethnicity, income level, and age have determining effect on people’s access to food, internet and information on the outbreak.

Another research examining the gendered impacts of the COVID-19 pandemic on the Chinese migrant workers who had returned to their hometowns for the Spring Festival before the Wuhan lockdown, concludes that women migrant workers were less likely than their male counterparts to return to the cities and also less likely to return to paid work after the pandemic outbreak[[10]](#footnote-10). Having a preschool-age child had a strong negative effect on women migrants’ employment decisions, but it had no effect on men migrants’ decisions. While the COVID-19 pandemic had negative employment consequences for Chinese migrant workers, women migrants were the hardest hit and more likely to withdraw from migration flows and paid work. Women’s caregiving roles are the main causes of their withdrawal. The pandemic has reinforced traditional gender roles and heightened labor market inequalities. As a result, the Covid-19 in China has caused a setback in the progress made in pre-pandemic times in advancing Chinese rural women’s position in the labor market.

## Gender Situation in the project areas

The general state of gender equality in the project areas is rather high compared to other areas, especially comparing to other parts of Sichuan. Both Chengdu and Xichang have been awarded by the central government for outstanding work in promoting equity between women and men as per comprehensive standards including education and employment, etc. In Xichang City, altogether 1,600 women have been trained by the local Women’s Federation on national, provincial policies and legislation relevant to gender equity in 2016. Women in the whole city including the government staff, farmers, businessmen, teachers, etc. participated. The city government has established *Women’s Home* in every administrative village, which could be used as information or management platform to communicate and mobilize farmers during the project implementation, especially women in the villages.

Women’s Federation is the governmental organization which is in charge of ensuring women’s equal positions and welfare to men. Both the Women’s Federation in Xichang and Xinjin have conducted some projects to support women’s income-generating activities, for example providing micro-credit to women in rural areas. Both the Women’s Federation in Xichang and Xijing could be important partners of project implementation.

# Gender Action Plan

## Project-Specific Gender Considerations

Traditionally farmers had multiple uses of wetland resources, like fishing in the wetland, aquaculture around the wetland, cultivation and animal husbandry. Men and women, either in Xichang and Xinjin, shared those works equally except fishing. Fishing usually was undertaken by men, however, some women either help their husbands on fishing boats or get seasonal employment. Women have the same economic positions and decision-making power in general as those of men.

Due to wetland park construction, farmers received compensation including houses and cash, per household population and cultivated land area, and there was no difference in compensation between men and women.

Along with losing their access to wetland resources, household economy has been transformed to tourism (home-stay) or non-farming employment (sanitation workers in the parks). The two non-traditional economic activities provide higher cash income than traditional fishing or farming. However, the changes of household economy in general resulted in women having more advantages than men. For example, women usually are responsible for marketing, room preparation, front desk management, etc. which are quite important in the tourism business and increase women’s position in the family and society.

Correspondently, there are men, particularly those in their 45 – 55 and still strong enough to undertake income-generating works but have difficulty in finding jobs in tourism, park management and other off-farm employment. Some started to play cards or other kinds of gambling to pass their time. Their esteem and social status also quickly decreased since the park construction. These 45 – 55 aged men want to get certain rights of utilizing wetland resources and rehabilitate traditional farming.

Although being more success to find jobs in tourism and park management, most women still feel that working is not as hard as fishing and farming.

## Gender Mainstreaming Framework

The ways in which the project will support women’s participation and achieve direct benefits for women include the following:

* As needed, organize separate consultations with women to ensure that they receive information about the specific activities and opportunities for them to voice their views, needs and preferences. For consultations in communities consisting primarily of ethnic minorities, communication will also be delivered in local languages and using cultural appropriate methods.
* As part of the participatory rural assessments, identification and recognition of areas where women play a key role in the cultivation, processing and marketing of traditional crops and livestock, and identification of areas where women’s traditional experience, knowledge and capabilities could be tapped or further developed.
* Equitable representation of women and gender-safeguard expertise in the cross-sectoral coordination mechanisms.
* Targeted training and technical assistance to women beneficiaries, women groups and associations, ensuring that 50% of direct beneficiaries of the project are women and that training supports them to achieve livelihood objectives and empowerment.
* Ensure different interests of both men and women are incorporated into conservation agreement negotiation.
* Targeted training of women professionals among provincial and local governmental units.
* Where feasible, supporting the establishment of business ventures that are run by women or have a majority participation by women, and facilitating opportunities for women and women groups to participate in project activities aimed at introducing improved livelihoods activities, developing niche markets, broadening partnerships with agricultural associations and enterprises, etc.
* Equal consideration of women in the baseline knowledge, attitudes and practices (KAP) survey, and targeted awareness-raising actions incorporated into the project knowledge management strategy and action plan.
* Recruitment of a M&E-Safeguards Specialist to support the gender mainstreaming objectives of the project.
* Ensure and encourage equal opportunity recruitment of women for positions within the project management office, consultancies, and other service providers.

The gender mainstreaming framework for the project is outlined below.

*Project gender-mainstreaming framework*

| **Strategic principle** | **Actions** |
| --- | --- |
| 1. Facilitating women empowerment | Ensure equitable representation of women in project decision-making bodies. |
| 1. Enhancing gender equality | Ensure equitable proportion **(50%)** of benefits realized from the project will be delivered to women. |
| 1. Ensuring gender integration | Ensure gender considerations are integrated into policy amendments, wetland conservation strategies, management plans, and conservation agreements. |
| 1. Promoting gender awareness | Promote gender awareness throughout the project implementation phase. Project communications and knowledge management tools will have specific materials that will be relevant to women’s empowerment. Six Principles for written and oral communications (UNDP's Principles of Gender Sensitive Communications[[11]](#footnote-11)) will be adapted for gender-sensitive communication:   * Ensure that women and men are represented equally * Challenge gender stereotypes with images * Avoid exclusionary forms * Use equal forms of address * Create a gender balance * Promote gender equity through titles   Gender awareness trainings will also include guidance on how to detect, intercept, respond to, and prevent (or refer cases) of sexual harassment, gender-based violence, and other problems that may emerge during project implementation. |
| 1. Promoting equal opportunity employment | Promote equal opportunity for employment for positions within the project management office and consultancies and service providers supporting implementation of project activities.  Equal pay will be provided to men and women for work of equal type in accordance with national laws and international norms, and safe working conditions for both women and men workers will be provided. |
| 1. Zero tolerance against any form of Sexual Harassment and Gender based Violence | The project will seek to identify and address any risk of potential exposure of affected people to gender-based violence (GBV) and other abuse that may occur in connection with  any of its supported activities. This will entail :  o appropriate prevention and response measures to prevent and to respond  effectively to GBV (incl designing activities to prevent/ address potential  exposure GBV risks;  o screening of personnel;  o provision of training on prevention and response to GBV;  o effective reporting and response protocols;  o referrals for safe and confidential survivor assistance; and  o prompt investigation of allegations of GBV related to project activities  The project will incorporate an assessment of a guidance document named *Strategies for addressing GBV in environmental projects*[[12]](#footnote-12)developed by IUCN*.* These Guidelines identify risks, strengthen safeguards on GBV, and tailor action-oriented recommendations toward gender responsive strategies, stakeholder and partner arrangements, resources, indicators, and outcomes. |

## Resources, Roles and Responsibilities

The project resources allocated for implementing the gender action plan and the respective roles and responsibilities are summarized below.

*Roles and responsibilities*

| **Position / Function** | **Roles and Responsibilities** |
| --- | --- |
| National Project Director | The National Project Director (NPD) will have overall responsibility for the implementation of the project. The NPD will ensure that the project operates according to relevant national and provincial policies and procedures, including gender mainstreaming objectives. |
| Project Manager | The Project Manager will have responsibility for the day-to-day implementation of the project, be tasked with the important role of ensuring that stakeholders are engaged according to plan, oversee the procurement and implementation of project activities and be accountable that gender mainstreaming and other performance targets are achieved. |
| Project Board | The Project Board will provide strategic oversight to the project, ensuring that the interests of the representative members are considered, including gender mainstreaming objectives. |
| Protected Area Focal Points and Site Officers | Protected Area Focal Points and Site Officers will be designated at the two pilot wetland parks. The focal points and site officers will help promote gender issues on the project and assist in the implementation of the Gender Action Plan and monitoring progress towards the achievement of the gender mainstreaming objectives, and advising on training topics and initiatives. |
| M&E-Safeguards Specialist | The project will retain the services of a M&E-Safeguards Specialist, to support implementation of the gender action plan, deliver training to project stakeholders, provide advice in the development of policy, livelihood activities, and institutional capacity building. |
| All-China Women’s Federation | The All-China Women’s Federation (ACWF) will be invited as a member of the cross-sectoral coordination mechanism, providing an important linkage of women in development priorities of the region with those of the project. |

## Monitoring and Evaluation

The implementation of the gender action plan will be monitored and evaluated through the 5-year project timeframe. Progress towards achievement of the gender mainstreaming objectives will be monitored and evaluated, and results documented in project progress reports. Adaptive management measures will be put in place, as needed, to adjust the plan to current circumstances and according to the findings of monitoring and evaluation efforts.

Monitoring and evaluation of the implementation of the gender action plan are included in the project M&E plan, with costs allocated accordingly.

1. UNDP, How to Conduct a Gender Analysis, A Guidance Note for UNDP Staff, 2016 [↑](#footnote-ref-1)
2. UNDP Social and Environmental Standards (SES), January 2021. [↑](#footnote-ref-2)
3. GEF Policy on Gender Equality (SD/PL/02) and Guidelines on Gender Equality (SD/GN/02), approved on 30 November 2017. [↑](#footnote-ref-3)
4. The HDI is a summary measure for assessing long-term progress in three basic dimensions of human development: a long and healthy life, access to knowledge and a decent standard of living. Human Development Report 2020, UNDP. [↑](#footnote-ref-4)
5. The GDI measures gender inequalities in achievement in three basic dimensions of human development: health (measured by female and male life expectancy at birth), education (measured by female and male expected years of schooling for children and mean years for adults aged 25 years and older); and command over economic resources (measured by female and male estimated GNI per capita). [↑](#footnote-ref-5)
6. “Women & Men in China, Facts & Figures (2019)” published by National Bureau of Statistics of China [↑](#footnote-ref-6)
7. Shisong Qing, “Gender Role Attitudes and Male-female Income Differences in China”, the Journal of Chinese Sociology, 2020 [↑](#footnote-ref-7)
8. Statistical Monitoring Report on the "Program for the Development of Chinese Women (2011-2020)" in 2018 by the National Bureau of Statistics of China, retrieved from http://www.stats.gov.cn/tjsj/zxfb/201912/t20191206\_1715998.html [↑](#footnote-ref-8)
9. An on-line academic network conducting real-time gender analysis on Covid-19 impacts worldwide, https://www.genderandcovid-19.org/ [↑](#footnote-ref-9)
10. Song Yueping, et al., “To Return or Stay? The Gendered Impact of the COVID-19 on Migrant Workers in China”, Feminist Economics, Volume 27, 2021 – Issue 1-2: A Special Issue on Feminist Economic Perspectives on the COVID-19 Pandemic [↑](#footnote-ref-10)
11. <http://www.jm.undp.org/content/dam/jamaica/docs/gender/JM-AUG-29-UNDP%20Gender%20Seal-Principles%20of%20gender-sensitive%20communications.pdf> [↑](#footnote-ref-11)
12. <https://portals.iucn.org/union/sites/union/files/doc/iucn_strengthening_safeguards_ed.1.pdf> [↑](#footnote-ref-12)