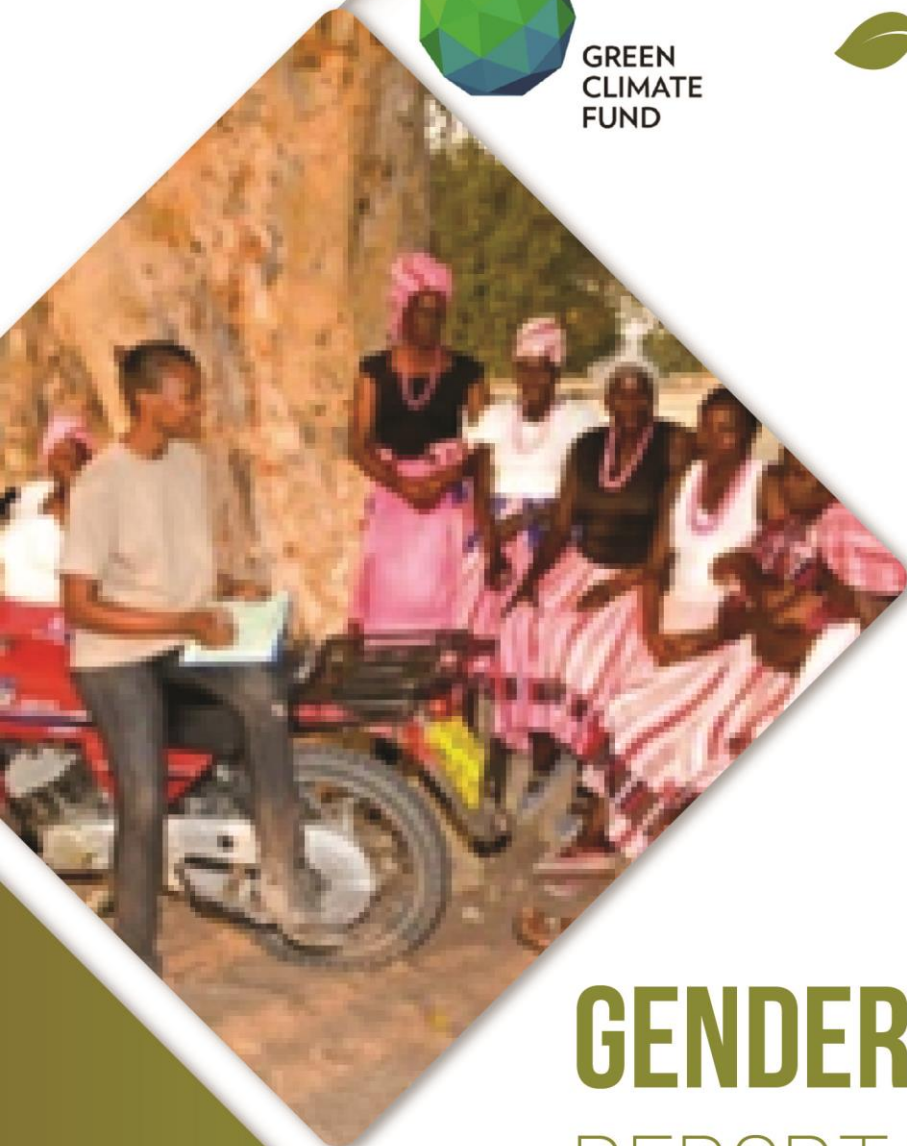




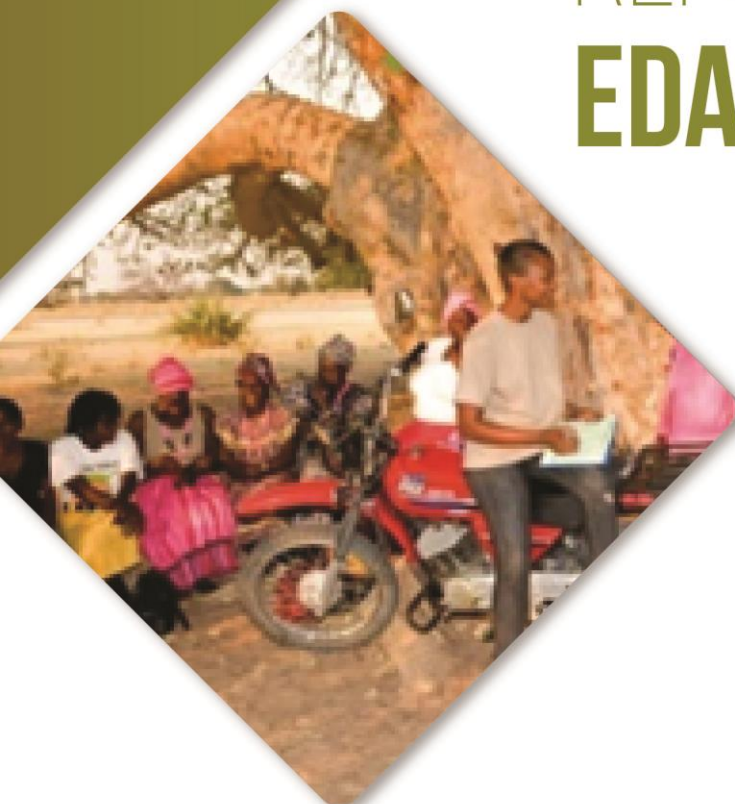
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GENDER ASSESSMENT REPORT FOR THE EDA PROJECT



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GENDER ASSESSMENT REPORT FOR THE PROJECT TITLE:

“Building resilience of communities living in landscapes threatened under climate change through an ecosystem-based adaptation approach”

Environmental Investment Fund of Namibia (EIF)
Windhoek

EXECUTIVE SUMMARY

This project is titled; *'Building resilience of communities living in landscapes threatened under climate change through an ecosystem-based adaptation approach.'* Its rationale is to ensure that there is equal participation for both men and women *to increase climate change resilience of productive landscapes in Namibia through implementation of ecosystem-based adaptation actions that strengthen social and ecological systems to sustain livelihoods.* This rationale is in line with the GCF and EIF Gender Policies. The aim of this assessment is therefore to conduct a gender analysis on the effects of climate change on the communities living in the eight productive landscapes with the aim to mainstream gender issues in the activities of this project. The assessment studied engagement of men and women in the natural resource management fraternity, division of labour, access and control as well as power relations. This assessment further sought to understand the social, economic and political underlying factors related to climate change that exacerbate gender inequality of communities living in the integrated ecosystem of the eight landscapes.

Namibia is experiencing unpredictable weather patterns which vary from drought, floods, heat waves and veld-fires because of climate change. Climate change affects women and men differently leading to differentiated vulnerabilities. Male and female entitlements, duties and responsibilities are divided along gender lines, with males making most decisions whilst women are responsible for most of the household chores and have limited or no decision-making power within households and communities. The gender division of labour coupled with unequal decision-making power and control over household and community resources provides males and females with differential opportunities to respond to climate change. Despite these known facts, gender has not been effectively mainstreamed in climate change adaptation and mitigation. There is still insufficient understanding of the different adaptive strategies men and women apply in order to secure their livelihoods in the face of climate change. Understanding gendered vulnerability, coping and adaptation strategies is vital for equitable interventions that are targeting men, women and the youth.

The methodology used for this assessment involved on-desk review, in-depth interviews and consultations with communities and key stakeholders in the natural resource management sector. The Harvard Gender Analytical Framework and Social Relations Approach Framework were used to analyse data in order to understand the existing inequalities in distribution of responsibilities and power in Conservancies and Community Forests in Namibia. Furthermore, the Intergovernmental Panel on Climate Change (IPCC) vulnerability framework was applied to identify the exposure and sensitivity of communities in order to measure impacts of climate change as well as their adaptive capacity to respond to these impacts. Regional consultations were conducted in different parts of the country with representatives of the 14 regions within the conservancies and community forestry to ensure the inclusion of people's views at all levels. Regions were clustered into five blocks, with consultations held in Mariental drawing on participants from //Karas and Hardap regions, Otjiwarongo drew on

participants from Erongo, Omaheke and Otjozondjupa regions. Opuwo only hosted participants from Kunene region, whilst the participants from Oshana, Oshana-Namaland, Oshana-Namaland, Oshana-Namaland and Oshana-Namaland regions were consulted in Ondangwa and Zambezi, Kavango East and Kavango West regions were consulted in Rundu. The regional workshops were held during the period 10 to 19 July 2017.

It is anticipated that the ecosystem-based adaptation project will relieve the rural communities from the huge costs that are usually carried by communities resulting from climate change through adaptation approaches, technologies and funding. *The **overall objective** of the project is to increase climate change resilience of productive landscapes in Namibia through implementation of ecosystem-based adaptation actions that strengthen social and ecological systems to sustain livelihoods at local level and facilitate value chains of natural resources.* The specific objectives of the project are:

- *To enhance the resilience of natural resources and livelihoods sensitive to climate change impacts through improving community adaptive capacities to sustainably manage natural resources;*
- *To maintain and enhance ecosystem integrity to continue to support the generation of food and income to reduce the severity of negative socio-economic impacts of climate change on vulnerable rural households.*

Namibia as a signatory to international legal instruments ratified the UNFCCC, UNCCD and CEDAW. It has the mandate to assist its people to respond to climate change and to ensure that gender is considered in each of its programmes. There is also a gender institutional framework in place in the form of MGECEW with its accompanying policy frameworks such as the National Gender Policy (2010-2020) and Plan of Action. Gender and the Environment are a priority in the National Gender Policy. Various policy frameworks that guide the climate change and disaster risk management response are in place. The policies make it compulsory to approach climate change and disaster risk management from a gender perspective because of the differential impact it has on men and women. Women continue to have limited decision-making power and also have very little control over the resources that they can utilise to mitigate and adapt to climate change. Various cultural and political factors shape social vulnerability.

The adaptive capacity for climate change is crucial for minimising the effects of climate change on the community. This involves adjustments of actions and attitudes within the community to better cope with experienced climate change impacts. During regional consultations of this project, it was revealed that during drought men drill boreholes to supply water for both human and animal consumption, whilst women plant drought resistant crops. Many other adaptive capacities are deployed by men and women.

A gender action plan has been designed to indicate how the project will increase the capacities of women and men to implement the climate change mitigation measures. This assessment has identified gender risks, gaps and problems that should be addressed in order to build resilience to

climate-change impacts among communities in selected conservancies and community forests in Namibia. Implementation of climate change adaptation strategies and the SDGs can contribute greatly towards gender equality and empowerment of women. This could best be achieved through GCF-funded programmes because they are in line with global agreements and national strategies. Such initiatives would be better achieved if supported by a gender responsive approach. The gender action plan is therefore needed in order to ensure an effective implementation of gender-responsive EbA project.

List of Acronyms

ASSAR	Adaptation at Scale in Semi-Arid Regions
CBNRM	Community-Based Natural Resource Management
CMC	Conservancy Management Committee
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
DRFN	Desert Research Foundation of Namibia
DRM	Disaster Risk Management
ECP	Eco Certification Programme
EDA	Empower to Adapt: Creating Climate-Change Resilient Livelihoods through CBNRM in Namibia
EIF	Environmental Investment Fund
GCF	Green Climate Fund
GEF	Global Environmental Fund/Facility
GFPs	Gender Focal Points
GHG	Green House Gas
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
INDCs	Intended Nationally Determined Contributions
IPPC	Intergovernmental Panel on Climate Change
JV	Joint Venture
KPA	Key Performance Area
M&E	Monitoring and Evaluation
MET	Ministry of Environment and Tourism
MGECW	Ministry of Gender Equality and Child Welfare
NACSO	Namibian Association of CBNRM Support Organizations
NCCSAP	National Climate Change Strategy and Action Plan
NDPs	National Development Plans
NDRM	National Disaster Risk Management
NDRMP	Namibia National Disaster Risk Management Plan

NGOs	Non-Governmental Organizations
NSA	Namibia Statistics Agency
OVC	Orphans and Vulnerable Children
SCORE	Scaling up Community Resilience to climate variability and climate- change
SDGs	Sustainable Development Goals
SME	Small and Medium Enterprise
TA	Traditional Authorities
UNAM/SARDC	University of Namibia /Southern Africa Research Documentation Centre
UNCCD	United Nations Convention to Combat Desertification
UNCBD	United Nations Convention on Biological Diversity
UNFCCC	United Nations Framework Convention on Climate Change
USAID	United States Agency for International Development

Table of Contents

EXECUTIVE SUMMARY	3
List of Acronyms	6
1. INTRODUCTION	9
1.1 Background	9
1.2 Rationale for Gender Assessment	10
2. METHODOLOGY	11
3. ECOSYSTEM BASED ADAPTATION PROJECT OVERVIEW	13
4. LITERATURE REVIEW	13
4.1 Institutional Framework in Namibia	13
4.2 Climate Change Framework in Namibia	15
4.3 National Disaster Risk Management (NDRM) in Namibia	16
4.4 Gender, social complexity and Climate-change adaptation and resilience	17
4.4.1 Key socio-economic vulnerability indicators	18
4.4.2 Key cultural and political vulnerability indicators	20
4.5 Gender and Climate-Change	25
5. GENDER ASSESSMENT RESULTS	26
5.1 Introduction	26
5.2 CBNRM Institutional and legal framework and gender considerations	26
5.3 Gender, Exposure and Sensitivity to Climate Change	27
Table 4: Climate Change Risks by Region	27
5.4 Gender and Adaptive Capacities	28
5.5 Identified gaps and problems for building resilience	29
6. RECOMMENDATIONS FOR GENDER ACTION PLAN	33
REFERENCES	34
ANNEXURE 1 Gender Action Plan for EbA Project	36

1. INTRODUCTION

1.1 Background

The impacts of climate change are expected to vary geographically and farmers from developing countries already experience increased unpredictability of weather patterns associated with extreme weather and climatic patterns. Namibia experienced severe drought in the years 2015 & 2016 and its rainfall is already variable and unpredictable. The impacts of both climatic and non-climatic drivers impinge upon different lives and livelihoods among Namibian agrarian communities in complex ways. Subsistence agriculture among rural communities is not just a livelihood but a cultural pride that defines gender norms and division of labour at household level. Climate-change impacts have a potential to change gender and social relations at local level either positively or negatively. Academics, donors and implementers have invested a lot of effort to understand the complexity of these impacts through gender analysis. Contemporary gender analysis approaches go beyond binary gender categorisations and include identities, roles, responsibilities and marginalization (Angula, 2014 and Carr & Thompson, 2014) at national and local levels.

Climate-change adaptation and mitigation must be understood within the socio-cultural, economic and –political context of Namibia. Namibia, being a multicultural nation, has diverse ethnic groups with different cultures and gender roles. The gender profile as provided by Iipinge, & LeBeau, (2005) explains that all ethnic groups in the country exhibit gender inequality in the form of patriarchy. Cultural attitudes vary from relative equality to rigid inequality. As in most African cultural communities, duties and responsibilities are divided among husband, wife and siblings based on stereotypes of what men and women should do and how women should behave and not necessarily based on skills or ability (Ambunda & de Klerk (2008). Most Namibian women are responsible for most of the household chores and have limited or no decision-making power within households and community. According to Iipinge et al. (2000) in the National Gender Study, it was concluded that decision-making powers usually belong to the men. Women are thus regarded as dependents and are required to follow decisions and directions made and taken by men. Natural resources management and control such as livestock and income are vested in the men. Women's lack of decision-making, gender-power imbalance and limited control of resources has direct bearing on how they respond to climate- change impacts.

On-going research indicates that climate change causes significant gender differentiated vulnerabilities (Dankelman, 2010; MacGregor, 2010; Babugura, 2010; Tandon, 2011; Otzelberger, 2011, Goh, 2012; Moosa & Tuana, 2014; Angula & Menjono, 2014) because the impacts are gendered (Alston, 2013). Up until now, most of the policies and strategies aimed at developing and strengthening climate resilience of men and women continue to fail to incorporate gender mainstreaming (Alston, 2013) or incorrectly formulate gender risks in policy development (Arora-Jonsson, 2014). Research informs

policy development and programme interventions aimed at creating climate resilient livelihoods. Terry (2009) argues that many research-for-development efforts focusing on climate change adaptation issues do not take gender considerations into account. There is still insufficient understanding of the different adaptive strategies men and women apply in order to secure their livelihoods in the face of climate change. Understanding gendered vulnerability, coping and adaptation strategies is vital for equitable interventions that are targeting men, women and youth. Accordingly, there is a need for an in-depth understanding of how men and women respond to impacts of climate risks at community level. The ecosystem-based adaptation (EbA) project could benefit from such an understanding. Therefore, gender mainstreaming requires clear goals in order to avoid the tick-box approach and counting and measuring that have done little to challenge cultural beliefs and recognition of human rights of women and marginalized groups even in the face of climate change.

1.2 Rationale for Gender Assessment

The gender assessment of the current project on, 'building resilience of communities living in landscapes threatened under climate change through EbA is guided by the EIF and GCF gender policies. Gendered analysis for climate change adaptation is an important developmental aspect due to earlier speculation of gender bias reported in adaptation projects and programme efforts. As such, there are several tools that have been developed to analyse and mainstream gender in climate adaptation efforts. People-centred natural resources management programmes offer a necessary space to build resilience through various livelihoods including ecosystem services. Engaging with CBNRM programmes, Namibia could ensure that there is an equal potential for both men and women to participate. In addition, development thinking and policy-making frameworks should also take into consideration gender risks. Gender balance in decision-making authorities for collective action has both equity and efficiency implications. Both men and women have crucial roles in responding effectively to climate risks, which when well analysed, could play an important role in building resilience as well as sustaining the livelihoods of the local community members. The GCF Gender Policy highlights three main focus areas:

- a) Gender equality is fundamental in combating climate change. There is a need for paradigm shift towards development of low-emission and climate-resilient pathways, based on the GCF mandate, to ensure a greater impact on participants (both men and women) and a collective decision-making process;*
- b) Climate-change impacts are not gender neutral as women and men are affected differently, and this policy embraces gender-responsive approaches addressing the existing gender inequalities that are likely to be exacerbated by climate change for sustainable climate change results; and*

- c) The gender inequality, vulnerability and risks should not be addressed in isolation and therefore, the EIF Gender policy pronounces the need for equal benefits for men and women during any GCF interventions and financing.*

Therefore, the objective of this assignment was to conduct a gender assessment on the effects of climate-change on communities residing in the eight landscapes for gender mainstreaming into the activities of this project. The assessment studied engagement of men and women in the sector, division of labour, access and control as well as power relations. This assessment further sought to understand the social, economic and political underlying factors related to climate change that exacerbate gender inequality. In addition to these are the potential contributions of women and men to societal changes in order to build resilience to and address climate change. This report also developed gender-responsive actions that address and strengthen the voice and inclusion of women and men, in particular to enhance gender equality during the implementation of this project. These include the performance indicators and sex-disaggregated targets linked to the results framework of this project with clear strategic information management, communication, reporting, resources and responsibilities allocations.

2. METHODOLOGY

Undertaking a gender analysis in climate change is important because it will reveal climate- change impacts by determining the socio-economic, cultural and institutional gaps that prevent men and women from reacting and adapting to these impacts on an equitable basis. It also provides an insight into the differential perspectives and circumstances of women and men within the targeted project sector, including, but not limited to the following: their roles, needs, rights, priorities, access to and control over resources and decision-making processes, as well as socio-economic relationships as impacted by, for example, age, ethnicity, income, class and health. Gender analysis could also clarify the potential of the project to either reinforce or reduce the barriers caused by gender inequalities, while also identifying the various types of knowledge that both women and men can contribute in crafting effective and sustainable solutions.

The main points for the analysis were to identify how to reduce vulnerabilities and enhance adaptive capacity to climate variability and change. Gender is hardly addressed in many assessments of climate change as there is typical reference only to women as a homogenous category. There is no reflection on possible differences based on social location of class and ethnicity, or geographical and agro-ecological contexts (ASSAR, 2016). Therefore, a gender action plan for EbA project is drafted (see annexure 1) to ensure that gender perspectives are incorporated in adaptation actions and interventions. Opportunities for gender mainstreaming into climate change initiatives exist. The institutional framework and collaborative efforts between the key ministries (MGECW & MET) could

pave ways for gender-responsive climate change programmes (Angula et al., 2012).

This assessment involved on-desk review, in-depth interviews and consultations with communities and key stakeholders to gather information from the CBNRM sector. To understand who influences what, where, how and why, and how activities in conservancies and community forests are implemented, the Harvard Gender Analytical Framework was used. The Social Relations Approach Framework helped the consultants to analyse workshop findings to understand the existing inequalities in distribution of responsibilities and power in Conservancies, Community Forests, and Farmers Associations in Namibia. In addition to the gendered approaches as explained in preceding narratives, the Intergovernmental Panel on Climate Change (IPCC) vulnerability framework was applied to identify the exposure and sensitivity of communities on impacts of climate change as well as their adaptive capacity to respond to these impacts.

Regional consultations were conducted in different parts of the country to ensure the inclusion of people's views at all levels. Regions were clustered into five groups that were constituted as follows: (i) the workshop of the southern group consisting of the //Karas and Hardap regions were held in Mariental; (ii) the central regions comprising the Otjozondjupa, Omaheke and Erongo regions met in Otjiwarongo; (iii) the Kunene region was not combined with any other region and this workshop took place in Opuwo; (iv) the north-central group met in Ondangwa and this group was made up of Oshana, Ohangwena, Omusati and Oshikoto regions and (v) the workshop for the north-eastern region that was made up of the Kavango east, Kavango west and the Zambezi regions was held in Rundu. The regional workshops were held during the period 10 to 19 July 2017.

3. ECOSYSTEM BASED ADAPTATION PROJECT OVERVIEW

The project is based on the premise that biodiversity and ecosystems provide valuable services particularly in relation to provisioning services. Community livelihoods is based on the services provided by health ecosystems as including economic value through agro-productive use (grazing for livestock and health soils for agriculture). This proposed project will use large scale EbA a cost effective and low risk approach to build climate resilience within the eight large landscapes targeted for implementation. This will affect a paradigm shift.

The planning and implementation of this project will increase the capacity, skills and livelihood alternatives of communities, which in turn diversifies and stabilizes local economies, thus creating new possibilities for sustainable growth under changing climatic conditions. It is further envisaged that the proposed project will benefit around 240 000 beneficiaries in the eight landscape, covering about 20, 940,300 hectares of land by addressing problems of poverty, environmental degradation and climate-led disasters in the identified landscapes and will serve as a model for scaling up some of the current initiatives being implemented at site level across the country.

4. LITERATURE REVIEW

4.1 Institutional Framework in Namibia

Since Namibia's independence in 1990, there have been several laws and initiatives regarding gender equality and elimination of discriminatory practices against women. There is a notable change in most areas of Namibia with regard to discriminatory practices and gender representation in various institutions (Angula, Conteh & Siyambango, 2012). The existing institutional framework provides the capacity to adequately formulate gender responsive climate- change adaptation programmes in Namibia. The Namibian Government has ratified the United Nations Framework Convention on Climate Change (UNFCCC) and the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). The Namibian constitution makes provisions for environmental management and recognition of gender equality and affirmative action. The National Policy on Climate Change for Namibia is complemented by sectional laws on natural resources, environment and climate change interface. The National Climate Change Strategy and Action Plan (NCCSAP) were also approved by the Namibian cabinet. The climate-change policy and strategy also support the Vision 2030 and associated National Development Plans as well as SDGs, particularly SDG 5 and SDG 13.

As climate change is a developmental issue and gender equity and equality are human rights issues that are important for achieving SDGs and national goals, climate-change issues must be mainstreamed into legal and gender institutional frameworks for Namibia. Following the gender strategy for UNFCCC and for the GCF, Namibia ratified the aforementioned strategies, will also ensure that climate-change

policies, decision-making and initiatives at national, regional and local levels are gender-responsive. On a positive note, there has been significant progress on gender institutional governance in Namibia since independence. Namibia has ratified and formulated international instruments like the National Gender Policy (2010-2020) and Plan of Action. The Namibian Government has also established several institutions and a system to address gender inequalities. The President's Office hosted the Women's Desk, which was established in 1990 and upgraded to the Department of Women Affairs in 1997. Later on, in 2000 a fully-fledged Ministry of Women Affairs and Child Welfare was established (Iipinge & LeBeau, 2005). In 2005 it was finally renamed the Ministry of Gender Equality and Child Welfare (MGE CW) (Angula, 2010). MGE CW is tasked with the implementation of the CEDAW and provisions of the Namibian Constitution relating to women's rights (Iipinge & Williams, 2000 and Iipinge & LeBeau, 2005). The MGE CW's mandate is to co-ordinate national gender developmental programmes, constitute gender sectoral committees, organise ministerial Gender Focal Points (GFPs), co-ordinate international affairs and maintain bi-lateral relations.

The National Gender Policy has twelve (12) priority areas, of which three speak to Gender and Climate-Change Adaptation. The priority area on Gender and the Environment aims to enhance the role and benefits of women in the environment. Of the strategies outlined under this priority area, a particular emphasis is on involvement of women in the design, development and implementation of policies and programmes for natural resource management and environmental protection and conservation of climate change. This strategy focused mainly on environmental management and disaster risk management. The priority area on Gender, Poverty and Rural Development also speaks to reducing gender inequalities and improvement of access to productive resources to enable poor women and girls to overcome poverty. This entails addressing social, economic and cultural factors that inhibit women's participation in decision-making, women's access to resources and facilitating women's participation in political and economic institutions. The revised National Gender Policy and Plan of Action (2010-2020) captured climate change as an environmental and disaster issue. Furthermore, its focus on Gender, Poverty and Rural Development hopes to lay out adaptive strategies on how to reduce the effect of Climate Change. Until 2014, there was no specific gender and climate-change programme led by either Ministry of Environment and Tourism or Ministry of Gender Equality and Child Welfare. Currently the 'Scaling up Community Resilience to climate variability and climate change' SCORE project funded by GEF has a special focus on women and children. Ministry of Gender Equality and Child Welfare (MGE CW) is currently implementing projects at community level that have the potential to improve adaptive capacity of men and women to climate-change.

The institutional bodies that provide advice towards the implementation of the NCCSAP via the Ministry of Environment and Tourism' comprise men and women representing various national institutions in the National Climate Change Committee. The number of women in the Parliamentary Standing Committee on Natural resources has improved over the years as currently more women (54%) than males are members of the committee with both the chairperson and vice-chairperson being women.

The presence of women in decision-making bodies is crucial to represent the other half of the population's views and aspirations.

A study that was conducted by Lendelvo, Munyebvu & Suich (2012) which examined the participation of women in non-domestic activities in their communities and their role in conservancy activities, showed that while women participate in conservancy activities, active participation remains a challenge. Though it is recognized that encouraging women to actively participate in projects where they are required to use and manage resources is a strategy towards women's empowerment, that can be facilitated by conservancies. The study also suggested that women (and indeed men) are likely to become actively involved in conservancy activities when their satisfaction levels with conservancy benefits are high. When the impact of benefits to households from conservancy efforts is limited, this generates dissatisfaction among members, reducing the likelihood of their future participation, which these results indicated were likely compounded by strong male dominance in leadership structures. Such factors have implications for effective participation among women. There is need to develop strategies to improve communication, particularly within larger conservancies and more highly populated conservancies, and those with strong traditional leaderships, as well as to improve the level of benefits-sharing with members, and to improve the perceptions of benefit-distribution processes.

Men are still largely in control of decision-making processes within conservancies. Women are not yet able to participate actively, and they are not yet equal partners with men in resource management. It is evident that increased participation opportunities for women in CBNRM can enhance direct and tangible benefits which are likely to lead to continuous participation and empowerment among women (Lendelvo et al., 2012; Mogotsi et al., 2016).

4.2 Climate Change Framework in Namibia

The National Policy on Climate Change for Namibia aims at managing climate-change response in two ways: Mitigation and Adaptation. The Policy commits that these responses recognize NDPs, and coordination of various programmes to ensure that benefits are maximized and impacts minimised. The policy clearly outlines the fact that Namibia's vulnerability and adaptation assessment indicates that the poor and rural populations of Namibia, women and elderly, are most vulnerable to climate-change. This is because of their heavy dependence on natural resources. Furthermore, the policy recommends that (i) both men and women participate meaningfully in the planning and testing and roll out of adaptation and mitigation activities in Namibia, (ii) climate change response activities are gender sensitive, and (iii) gender and climate-change are included in the curriculum of education and training programmes. However, the institutional arrangements for policy implementation did not indicate the gender roles and responsibility of stakeholders in various institutions (Angula et al., 2012). The monitoring and evaluation of the climate-change policy lacks mentioning of gender sensitive indicators as an important tool for measuring progress and performance. The policy framework and its

guiding principle did not indicate the relevance of a gender planning tool that helps in generating and providing gender-specific data, and in developing concrete measures for the promotion of equality of opportunity and benefits for men and women.

The NCCSAP acts as an implementation strategy for the NPCC and Intended Nationally Determined Contributions (INDCs) for Namibia. The gender consideration gap that has been observed in NCCSAP is that women were not cited as a specific group for consultation and were completely absent from the process as an interest group. This has serious implications for the successful implementation of the climate-change responses. This exclusion illustrates the misconception surrounding “gender.” An effective NCCSAP must create alliances between men and women where a climate of corporation on all levels of climate-change responses are owned by both genders and respond equally to the needs and interests of both genders. One way to address the gender dimension of vulnerability and risk to climate change is through gender mainstreaming.

Although gender specific strategies are missing in the NCCP and NCCSAP, Namibia and in particular EIF, is committed to developing gender-strategy and action plans for each National or Regional (District) level project and developmental project aiming at climate change mitigation, adaptation and resilience building. The EIF’s commitment to gender equality is expressed in the Gender Equality Charter, where the overarching objectives are: reduction of gender disparities in access to, control over and benefit from natural resources, wealth, opportunities and services- economic, social, political, and cultural; reduction of gender-based discrimination and improvement of participation of women in sustainable development processes; promotion of financing for gender results, and increasing capability of women to realize their rights, determine their life outcomes, and influence decision-making processes. This is important because each climate-change response initiative requires strategies that are responding to local level vulnerabilities and adaptive capacity. By doing so, climate mitigation or adaptation projects would highlight women’s efforts in creating resilience, and on the other hand relevant efforts towards women’s empowerment will be mainstreamed in programme formulation.

4.3 National Disaster Risk Management (NDRM) in Namibia

One of the roadmap documents for the Disaster Risk Management (DRM) office is the Namibia National Disaster Risk Management Plan (NDRMP) which aims at providing the Namibian public with a high-level overview of how Namibia addresses the risks and impacts of hazards through a collaborative approach to the prevention of, preparedness for, response to and recovery from emergencies.

The NDRM aims at shifting away from the approach of only responding towards total disaster risk management. The Strategic Framework for Drought Management and Enhancing Resilience in Africa Drought Strategy also recommends that African States move away from disaster-response towards disaster-preparedness and total resilience. This policy acknowledges that disasters increase vulnerability of the poor and overstretch their coping capacities. According to the NPDRM, one of the

rationales to develop and establish DRM in Namibia was that gender relations affect how people experience disasters and how disasters impact them in general. The policy acknowledges that mainstreaming gender in disaster risk management is a pivotal component of disaster risk management implementation. In order to build resilience, the policy suggests (i) enhancing gender aspects that involve increasing women's participation in disaster risk reduction to improve their chances of survival and their resilience to livelihood risks, (ii) balancing the entitlements and responsibilities of both males and females in the disaster risk reduction process, and (iii) changing the parameters in order to significantly and equitably change women's options and opportunities by ensuring equality of opportunity and outcomes in disaster reduction interventions. Opportunity to reduce vulnerability of women and children is a Key Performance Area (KPA) 3 of NDRM. However, this KPA did not reveal gender risks that must be taken into consideration when reducing the underlying risk and vulnerability factor by improving disaster risk management applications at all levels. The gender risks to be taken into consideration are only specified under KPA 4: "Strengthening disaster preparedness for effective emergency response and recovery practices at all levels".

The scope of the NDRMP is to strengthen the framework for sectoral (and regional disaster risk management in Namibia through all phases, namely prevention, preparedness, response, and recovery for all hazards. One of the guiding principles for the implementation of NDRMP strategy is to recognise the fundamental human rights and freedoms embedded in the plan, because, climate justice and gender are human rights issues. The NDRMP mentioned consideration of both men and women as well as recognition of women as the most vulnerable members of society. In particular, the roles and responsibilities in two of the 9 sectors specified women, vulnerable groups, gender and Orphans and Vulnerable Children (OVCs). The two sectors are: (i) Protection sector and sector responsibility (ii) Water and sanitation sector and sector responsibility. The institutional framework did not mention how gender would be mainstreamed, how women would be encouraged to participate and be included in decision-making and leadership positions or the relevance of women groups.

4.4 Gender, social complexity and Climate-change adaptation and resilience

Men and women experience vulnerabilities to climate-change and this decreases their capacity to adapt and contribute to mitigation. However, these capacities differ because women frequently are exposed to additional gender-specific vulnerabilities and barriers that prevent them from effectively utilising their skills and knowledge that could improve adaptation and mitigation outcomes. Gender relations shape conditions of vulnerability which if intersected or overlapped with racial, ethnicity, class, and other inequalities, creates social conditions that place different groups of men and women at risk (Aguilar, 2009). The differences in exposure to climate change, sensitivities to impacts of past and current climatic conditions and capacity to cope and adapt were considered in this review. It is imperative to understand gender aspects of planning, decision-making, monitoring and evaluation as well as policy formulation processes at national, regional and local level (Angula et al., 2012).

The review of gender and climate change in Namibia (Angula, 2010; Gilau, Dayo, Abraham, Mundia, 2011; Angula et al., 2012; Angula & Menjono, 2014; ASSAR, 2016) is summarised here below. This review has taken into consideration the Gender Action Plan of the Green Climate Fund (GCF) to demonstrate why gender and climate change matters.

4.4.1 Key socio-economic vulnerability indicators

There are social groups that are more vulnerable than others in Namibia. The levels of exposure to potential impacts and their adaptive capacity shaped differences among these groups. The third communications to UNFCCC report (and DRFN, 2015) identified women, female heads of households, children, the elderly, chronically ill and indigenous minorities as socio-economic and demographic groups that exhibit particular levels of vulnerabilities in Namibia. The chronically ill, most of which suffer from HIV/AIDS are vulnerable to potential impacts of climate-change because of their physiological sensitivity such as compromised immune system (DRFN, 2015). Children and the elderly have low adaptive capacity because they depend on others for their survival.

The total population of Namibia is 2 113 077 of which 57% resides in rural areas (NSA, 2011). The sex-disaggregated population of Namibia is 1,091,165 females and 1,021,912 males. The percentage of female-headed households in Namibia is 44% with Ohangwena, Omusati and Oshana Regions having more female-headed households compared to male-headed counterparts (NSA, 2011). Female-headed households reportedly have lower per capita income of N\$ 7 528 compared to their male counterparts with N\$ 12 248 (CBS, 2008 in EIF, 2016). The unemployment rates are reported to be higher for women in Namibia with 41% in rural areas and 26% in urban areas (NSA, 2011). The literacy rate is high at 89% although most people have not acquired skilled qualifications (NSA, 2011).

The 2011 National Census reported a total 283,501 children aged 0-4 years in Namibia. The USAID (2009) report indicates that an estimate of 28% of all children in Namibia is either orphaned or vulnerable. The majority is due to AIDS amplified by poverty levels. Orphan hood is more prevalent in rural areas (29%) than urban areas (14%) whereby female-headed households most commonly accommodate orphans in Namibia (EIF, 2016).

Namibia has made progress in making education accessible to all boys and girls in both primary and secondary schools. The differences in education literacy levels are visible between rural and urban areas (EIF, 2016). There has been an increase in female students graduating from institutions of higher education in Namibia (Mahlala, 2012). The Kunene (35%), Omaheke (27%) and Otjozondjupa (17%) regions have the lowest literacy rates in the population aged 15 to 24 years (NSA, 2011). Ultimately low educational level combined with lack of skills and limited income that is required to diversify livelihood options affects those social groups that are already vulnerable to non-climatic factors.

Lack of income and employment opportunities increases the vulnerability of households and limits the opportunities to explore off-farming livelihood strategies. Women in Namibia are reported to have limited technical skills required to acquire employment or generate monetary income. Additionally, women have limited access to capital, productive land, knowledge and services. These factors differently decrease resilience and adaptive capacities of men and women.

Upon gaining independence in 1990, the Namibian Constitution Chapter 3, Article 10 and 16 guarantees fundamental human rights and freedom aimed at granting women equal access to land and control over resources. Both men and women can now own, inherit and control land in Namibia although in rural areas land ownership is through user rights only. Communal land is administered by traditional authorities and Communal Land Boards. At least 45% of women are represented in the Regional Communal Land Boards in Namibia (Matthaei and Wolf, 2013). By July 2013, 42% of women were registered with secure- land- use rights in accordance with Communal Land Reform Act in Namibia (Matthaei and Wolf, 2013). Overall, a total of 333 039 males own plots as compared to 304 911 females in Namibia (NSA, 2015).

Animal husbandry is male dominated, although herding small stock is sometimes done by women (16%) and feeding livestock has a 50/50 gender- division of labor. Crop production is dominated by women who plant, weed and harvest while men are responsible for mending fences and tilling land. Assets ownership varies with male- headed households owning more assets as well as with men having more control over ownership of assets. This is because of a cultural history among communities whereby men own and control livestock, agricultural equipment and household tools, crop produce and movable assets. For instance, more men own livestock (cattle, sheep and goats) in Namibia compared to women (See Table 1 below).

Table 1: Household distribution of cattle, goats and sheep in Namibia

	Number of Cattle owned	Number of Goats and Sheep owned
Female headed households	189 477 (22%)	25 417 (16%)
Male headed households	682 751 (78%)	138 488 (84%)

Source: Namibia Statistics Agency (NSA) (2015). Namibia census of agriculture 2013/2014

Ownership of land and assets is one of the factors that could enhance women's economic empowerment and improve access and control over resources. This will also contribute to the adaptive capacity of women, especially female-headed households. According to the Levels of Living Survey (NSA, 2012) female-headed households are more likely than male-headed households to cook without electricity (64% versus 58%) and they are also more likely to use alternative lighting, other than electricity (66% versus 57%). This suggests that more female-headed households are in rural areas

than urban areas where access to electricity is very high. Female-headed households (21%) are less likely than male-headed households (34%) to have piped water inside the house (NSA, 2012).

Majority of poor households in urban areas are headed by women. More female youth migrate into towns and cities where they often become victims of domestic violence, unemployment and may fall victims to HIV/AIDS infection. Informal settlements are prone to climate related disasters, for example flooding, and women compared to men are more affected. Men contribute more towards GHG emissions as a result of their proportional energy consumption and lifestyles. Women, more than men, might lack the capital required to invest in energy-efficiency or renewable energy installations in their homes. Water scarcity and energy insecurities owing to climate-change may increase tariffs making access to electricity and portable water difficult for the poor and unemployed, the majority of which are women (EIF, 2016). There are also a significant number of women in urban areas that are empowered owing to their educational and employment status. This allows them to express their interests and contribute their valuable knowledge to climate- change interventions and policy discussions (Angula et al, 2012).

4.4.2 Key cultural and political vulnerability indicators

Angula and Menjono (2014) recognized that climate-change related decisions that men and women make at local and household level can either enhance or limit their resilience. Their findings show a lack of women's voice in decision-making and climate-change discussions at local level (see also Angula et al., 2012). Men in Namibia are making overall major decisions at household level. They also make decisions regarding allocation of resources required for responding to climate-change risks. When faced with disasters, a woman alone cannot decide how the household must respond to severe risks posed by drought, floods, pest outbreaks and other related climate-change disasters. Decisions are often or always made by the spouse who is the head of household. Women usually make immediate decisions regarding means of coping that would ensure food security. They are also responsible for minor day-to-day decisions that impact on the household coping capacity when faced with climate risks and related disasters. In the case of female-headed households, adult males are more influential in making major decisions in the household (Angula and Menjono, 2014).

Marginalised and minority people are historically disadvantaged and continue to be so. Even with targeted priorities to improve their living conditions, certain groups such as the San, Ovazemba, Ovatie and Ovahimba continue to benefit very little from national development since independence (DRFN, 2014). Both women and marginalised social groups display an intersection of characteristics that make them more vulnerable than others. Such intersections of gender, ethnicity, religion, and class, age lack of profession and/or lack of income can act as social barriers for some to adapt effectively.

What differentiates levels of vulnerability and adaptive capacity among social groups are unequal access to information and knowledge that limit the potential of the majority of women and marginalised men in the Namibian society to participate in local level decision-making. Table 2 below illustrates the differentiated vulnerabilities of men and women to climate-change.

Table 2: Cultural and political dynamics that shapes social vulnerability (Angula et al., 2012)

<i>Socio-economic, political and cultural issues</i>	<i>Description of issues</i>	<i>Causes of Vulnerability</i>	<i>Capacity / Opportunity</i>
Which decisions regarding climate change adaptation do men and women generally make?	<p>Men</p> <ul style="list-style-type: none"> -Decisions and interests regarding allocation of resources required for responding to climate change risks -Decisions regarding severe risks posed by drought, floods, pests outbreaks and other related climate change disasters <p>Women</p> <ul style="list-style-type: none"> -Immediate decisions and interests regarding coping that would ensure food security. - Decisions related to women's gender roles and responsibilities. 	<ul style="list-style-type: none"> - A lack of women, marginalised and vulnerable members of communities' voices reduce a gender balance in decision-making processes. - Unequal access to information and knowledge limits the potential of majority of women and marginalised men in Namibian society to participate in decision making. - The majority of women are affected by social exclusion in Namibia. This has contributed significantly to the inferiority complex syndrome and lack of motivation among Namibian women. 	<ul style="list-style-type: none"> - Overall, women are consulted by their spouse when major decisions are made. - It is noted that a limited number of programme interventions solicit women's views and interests before major decisions are made.
Which decisions in the community do men and women typically make?	<p>Men</p> <ul style="list-style-type: none"> -Maintenance of water points. -Participate in flood and drought mitigation efforts -Serving in community-based committees (particularly as chairmen or treasurer) <p>Men and Women</p> <ul style="list-style-type: none"> -Serving the community in conservancy, water 	<ul style="list-style-type: none"> -Still, men are dominating decision-making in the community. -Unequal power relations between men and women hinders 50/50 decision-making power relations 	<ul style="list-style-type: none"> -There is room for improvement -Comparatively, the Damara and Nama ethnic groups and communities exercise a more gender-balanced decision-making in communities. -

<i>Socio-economic, political and cultural issues</i>	<i>Description of issues</i>	<i>Causes of Vulnerability</i>	<i>Capacity / Opportunity</i>
	point, constituency development committees and school boards		
Which decisions in the home do men and women typically make?	<p>Men <u>Decisions regarding the following in Rural settings:</u> Livestock rearing, Household construction, land management, rangeland management, Household and kraal maintenance. Woodcarving.</p> <p>Women <u>Decisions regarding in Rural Settings:</u> -Reproductive roles and family care. -Cultivation, seed selections, planting and processing of mahangu, maize, beans and groundnuts. -Water, energy and non-timber harvest and use. - Assisting with small-stock rearing.</p>	Men are making overall decisions at household level. Women are making decisions on daily basis regarding household maintenance, food security and parenting issues.	<p>-Women are consulted when decisions are made by their counterparts.</p> <p>-Women are reported to be better at running households than man</p>
Are there certain activities that are led and implemented by women? Particularly climate change related activities	Yes, in water, agriculture and energy sector	<p><u>Rural settings:</u> Usually women lead small-scale projects that are aimed at enhancing household food security.</p> <p>Women's participation in large scale and long-term programmes is limited.</p>	<p>-Women in rural settings have a potential to lead climate change related initiatives that are aimed at building resilience and reducing vulnerability.</p> <p>-Women in rural settings have a potential to lead and participate meaningfully in renewable energy projects. By doing so they are contributing towards climate change</p>

<i>Socio-economic, political and cultural issues</i>	<i>Description of issues</i>	<i>Causes of Vulnerability</i>	<i>Capacity / Opportunity</i>
			mitigation by applying low-carbon energy sources.
Are there differences in capacities required to deal with climate change?	<p>Yes, studies have confirmed that differentiation in access to resources, credits and information leads to different adaptive capacities.</p> <p>In rural areas 15.4% of men compared to 8.6% women read newspapers, watch TV and listen to the radio frequently. In rural areas, both men (77.7%) and women (76.3) listen to the radio regularly.</p>	<p>-Women lack skills, information and access to resources required to diversify livelihood strategies.</p> <p>- Men and women have unequal access to credits and markets that would enhance their capacities.</p> <p>-Women have limited control over assets and resources that may build their resilience.</p> <p>-Women's and men's perception of risks and climate-change impacts are different.</p> <p>- Women's gender and reproductive roles are affected differently by climate- change, thereby requiring specific adaptation strategies.</p>	<p>-Women have equal access to information disseminated through government institutions.</p> <p>-Certain programmes and institutions prioritise women needs in providing credits and skills training.</p> <p>- Approximately 20.5% of women and 24% men own a plough in Namibia. However, hiring of a modern tractor (a common practice in north central Namibia) requires money, which women are likely not to have. The unemployment rate among adult men (30.3%) and women (48.9%) is high.</p>
Are constraints on participation in climate change projects different for men and women?	-Yes, there are considerably more constraints facing women than men	<p>-Women are less empowered than men.</p> <p>- Women face social structures discrimination and stereotypes.</p> <p>-Women lack technical skills.</p> <p>-Rural women have lower literacy rates compared to men</p>	<p>-Statistics in younger generations are changing for the better (increase in number of women education level and technical skills). The total enrollment figure for female students is higher at UNAM (Female – 4913 & Male – 3448) based on 2008 figures. At the Namibia University of Science and Technology in 2009, 56% female were enrolled compared to 44% male students.</p> <p>-There is a dedicated Ministry of Gender Equality and Child Welfare that is promoting on-going women empowerment efforts in Namibia.</p>
What resources do men and women have to work with?	-Productive land, rangeland, water source (within 1km), forest non-timber products, crop	-Good access to productive land. However, marginalized communities and women	-Legal framework in Namibia allows equal access to land, facilities and forest products.

<i>Socio-economic, political and cultural issues</i>	<i>Description of issues</i>	<i>Causes of Vulnerability</i>	<i>Capacity / Opportunity</i>
	variety seeds, livestock breeds resistant to drought, water harvesting facilities, poultry, pigs, homestead not prone to flooding, cultivating equipment and draught power, human-power, strong social networks, government and non-governmental early warning system (information), extension services, veterinary services, education, health facilities, radio, cell phone and telephone.	usually settle on less productive land. -Good access to rangeland in communal areas. -Limited access for the majority of men and women to commercial lands/grazing. Since independence 3,842 families have been settled on commercial farms out of which 1,608 are women. -Overall, men have more access to these resources than women	Communal Land Boards require that at least 3 out of 7 board members be women.
Who uses /owns / controls each of these resources?		-Head of households, the majority of whom are men (56%). -Community structures and social stereotypes are hindering women from taking advantage of their status (in-community of property marriages) and equal opportunity to control the use of resources. Still 40% of widows have fallen victims to property dispossession in Namibia (2006-7).	-Several households are headed by women (44%) -With more awareness and empowerment men and women are both having controls and ownership of these resources. -Unless arrangements for pre-nuptials are made – all marriages are by default in-community of property, giving legal rights to women to be co-owners of all resources in their households. There is an on-going shift of women becoming more aware and empowered to use, control and own resources without any resistance from their male counterparts.
Who is excluded from use / ownership / control?	No one is excluded from use, ownership and control in an independent Namibia	Customary laws to a certain extent inhibit women from owning and controlling resources.	Legal provision in place that denounces property dispossession from widows and orphans.

Source: Republic of Namibia, 2010a & b

Responding to climate-change challenge depends on community's adaptive capacity and resilience to climate-change related disasters. How women and men respond and cope with climate-change is differentiated by their perceived roles: men as "protectors and security" and women as "mothers and care givers". Women are most likely to respond to immediate changes in sectors that hold livelihood and food security. Men are most likely to respond to severe and long-term changes and associated impacts on household food security. However, there are limitations in adaptive capacities required to respond to frequent risks associated with climate change. For instance, men migrate in search of better grazing, leaving women to take care of households and become de-facto heads of households.

4.5 Gender and Climate-Change

The ecological services derived from different ecosystems of Namibia have notable influences on agricultural practices among various ethnic groups of Namibia. Moreover, the culture and gender relations of ethnic group distributions in Namibia are influenced by livelihood strategies linked to ecological services derived from these environments. In practice, the roles and responsibilities of men and women in different parts of Namibia are shaped and defined by socio-cultural norms and traditions, and in part by their involvement in different kinds of livelihood and resource use activities. Climate -change will impact ecosystem ability to provide services and maintain livelihoods in Conservancies and Community Forestry reserves. According to Turpie et al, (2010), overall increases in levels of poverty and vulnerability will lead to (i) increased harvesting of natural resources – wild plant foods and medicines, bush meat, fish and raw materials; (ii) increased poaching in parks – for food and high value products (rhino horn, ivory); and (iii) increasing demands on MET to allow access to parks for resources, to supply wildlife and provide economic opportunities via tourism and hunting concessions. These impacts can also be expected in Conservancies and Community Forestry reserves. The gender dimension of these vulnerabilities is provided in Table 2.

It is therefore important to understand the gendered implications of these impacts. The income generating opportunities for men and women from ecosystem-based activities, as a way of diversifying in times of drought and low agricultural outputs will be severely affected as a result. Building resilience in these sectors is important, however an understanding of who have access and control over resources that can generate larger incomes is crucial.

According to Angula (2017) in traditional societies, women are often disinclined to participate in activities that are seen to go against existing traditionally defined roles, most of which can and do present obstacles to participation in climate-change adaptation and development. Above all, in cases where participation is characterized by the unequal power relationships, this will also have an impact on available livelihood options, decision-making abilities and development outcomes. Where the voices of marginalized groups are co-opted or are unable to be expressed openly because of a dominant leadership, this may affect their adaptive capacities.

5. GENDER ASSESSMENT RESULTS

5.1 Introduction

The gender assessment focused primarily on the gender responsiveness to issues around ecosystem-based adaptation within communities. The assessment is based on the findings of the regional consultation workshops on the eight-land scape ecosystem and climate-change analysis, particularly focusing on the outcome of the gender component. Regional consultations were conducted in different parts of the country to ensure the inclusion of people's views at all levels. The multi-stakeholder consultations yielded an in-depth understanding of gender, culture, climate-change vulnerability and adaptation as well as developmental challenges among communities residing in conservancies and community forest areas. The study assessed the gender division of labour within the natural resource sector, specifically targeting local level institutions. This particularly investigated aspects of ownership and decision-making over community-based adaptation initiatives, including the role and representation of women and men in Traditional Authorities (TA), Farmers Associations, conservancies and community forests management committees. The assessment further reflected on the prioritisation of ecosystem-based adaptation activities that the participants identified. These activities were scrutinised for their gendered responsiveness.

5.2 CBNRM Institutional and legal framework and gender considerations

One of the aims of the Ministry of Environment and Tourism (MET) is to allow local communities to benefit from natural resources management. The CBNRM policy (2013) aims at promoting sustainable resources management at local level and recognizes the diversity of natural resources that local people in rural areas access to improve their lives. The policy refers to natural resources for community-based management at local level whilst allowing people to derive benefits from the use of natural resources and tourism initiatives. The policy does not explicitly incorporate gender requirements but refers to equal participation of all members of the conservancies in Namibia (NACSO, 2013).

Gender equality and women's empowerment have been identified as important aspects in the implementation of CBNRM in Namibia and a prerequisite for sustainable development. The CBNRM programmes promote an enabling environment in which gender equality and the empowerment of women are realized through equal access to employment and governance, resources and economic opportunities. Over the past years, women in conservancies and community forests were actively involved in the decision-making processes of these institutions where they engaged in voting for office bearers and stakeholders (private sector partners, local and regional authorities, central government) as well as being voted into leadership positions. In 2015, 46% of conservancy treasurers/ financial manager positions were occupied by women (NACSO, 2015). During the same period women also

held several positions of responsibility in the tourism and hunting industries, and in a range of conservation roles (NACSO, 2015).

5.3 Gender, Exposure and Sensitivity to Climate Change

After witnessing erratic rainfalls over the years, Namibia saw frequent droughts and huge floods affecting different parts of the country. Being an arid country, the droughts have tremendous negative effect on a large part of the country affecting several communities and investments that majority of livelihoods are anchored upon (Republic of Namibia, 2015). In addition, climate- change has also affected flooding patterns experienced by the country in past few years. Although flooding does not affect a great part of the country, it affects some of the most pristine areas of the country and regions that accommodate most of the Namibian people (Republic of Namibia, 2015). Yet, landscape and wildlife attractions in Namibia have been ranked by most world tourists as the reasons for visiting the country. Climate-change has a direct impact on the landscape of an area resulting in loss of wildlife species, loss of vegetation as well as loss of soil during which it can also reduce the performance of the tourism industry (Republic of Namibia, 2015). During the regional consultations, participants indicated climate risks that are affecting their conservancies and community forests and how the climate risks are affecting the ecosystem-based activities and biodiversity.

Table 4: Climate Change Risks by Region

	<i>Hardap and //Karas</i>	<i>Omusati, Ohangwena, Oshana, Oshikoto</i>	<i>Zambezi, Kavango East, Kavango West</i>	<i>Omaheke, Erongo, Otjozondjupa</i>	<i>Kunene</i>
Climate Risks	Drought, Strong winds, Extreme weather Fluctuations, Erosion	Veld fires Floods Drought	Droughts Floods Increased temperatures Veld fires	Short rain seasons -Veld fires Drought Extreme Heat, Erosion	Increased heat Floods Drought

The subsistence agriculture and ecosystem services are sensitive to climate risks highlighted above. These risks are associated with water scarcity impacting the tourism businesses, livestock and wildlife. Prolonged droughts tend to cause veld fires, which destroy the vegetation, lead to migration of game and in some instances, destruction of campsite properties. Seasonal flooding has been identified as another climate risk that affects mainly northern regions of Namibia. It makes roads inaccessible and destroys tourist establishments. Disease outbreaks, in particular malaria, have been associated with stagnant waters created during flooding.

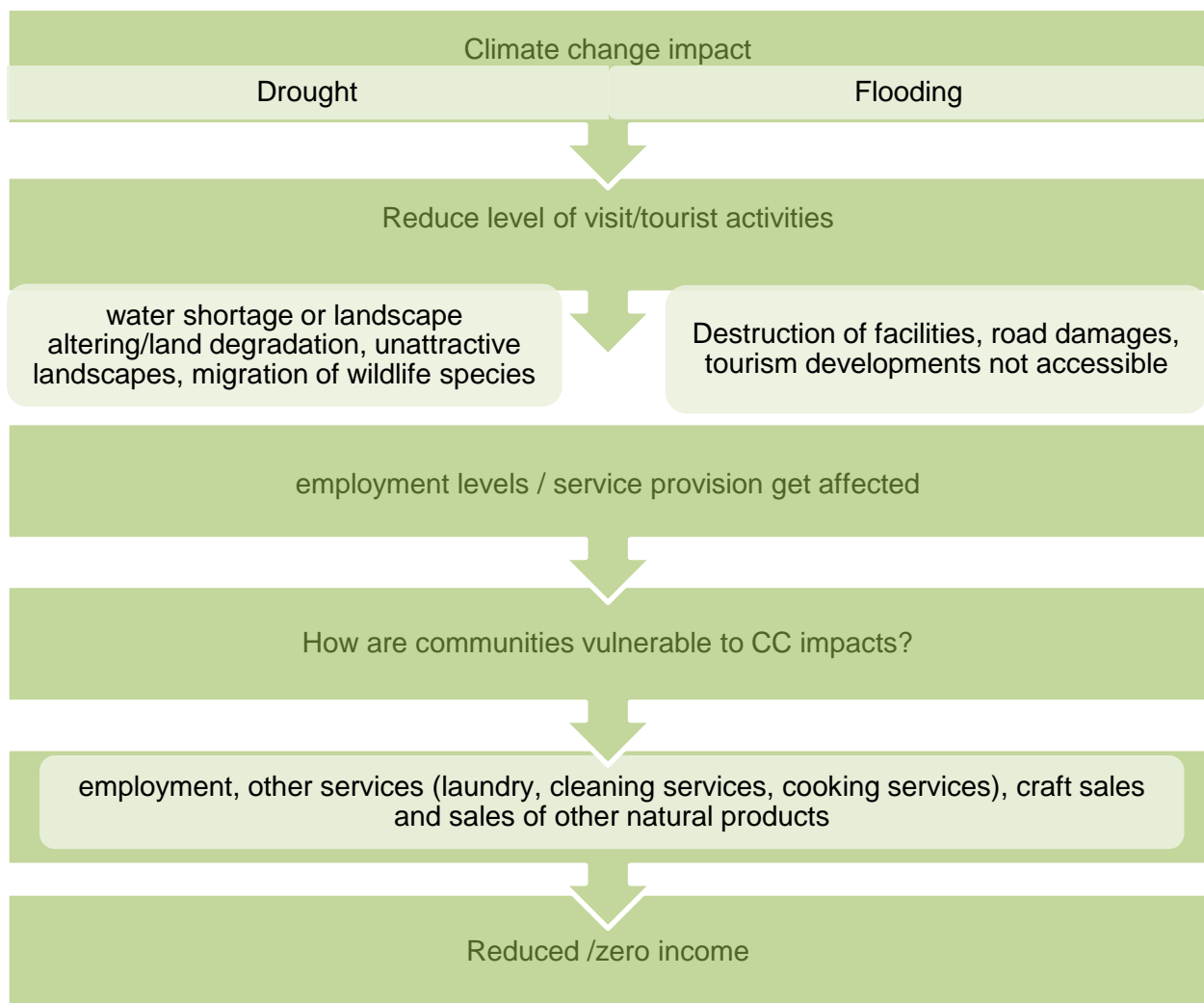


Figure 1: The resulting effects of the climate-change impact on communities

5.4 Gender and Adaptive Capacities

The adaptive capacity for climate-change is crucial for minimising its effects on the community. This involves adjustments of actions and attitudes within the community to better cope with experienced climate-change impacts. During consultations, coping strategies and adaptations to boost the livelihood and increase resilient among the communities were highlighted at different levels. Digging of earth dams and drilling of boreholes were among the most common activities to ensure water security for game and livestock as well as for tourism business outlets. The participants however articulated the need to intensify their adaptation strategies if they are to overcome the prolonged droughts. Activities that they would like to venture into, funds permitting, were to recharge the aquifer, and rent earth-moving equipment to enable them to dig bigger earth dams. Although men mainly do such activities, they would eventually benefit both men and women. Women have a potential to be water-managers in order to ensure efficiency and sustainability in the use of water. Securing water supply would also reduce the migration of wildlife, an important asset for community-based tourism, and in so doing

maintain job opportunities. The adaptation strategies suggested as a way of addressing flood challenges were moving to higher grounds and using flood resilient materials.

In order to sustain the livelihood and boost the climate resilient, several strategies are employed by communities. Women diversify to more drought resistance crops in order to supply the business sector with local fruits and vegetables, despite the climatic events. In other areas, women travel long distances to collect natural products, including handy-crafts that they supply to local tourism and other businesses. Although men sell some products such as grass and fibre crafts only, both men and women use different strategies to ensure the supply chain of these products. The southern region of Namibia has shown the highest vulnerability to climate-change with the limited options and alternative of livelihood, thereby affecting women the most as they are more localised than men who easily leave to seek employment elsewhere. Another adaptation strategy and way of strengthening their adaptive capacity is reconstruction and repair of existing road networks. This therefore means increasing the adaptive capacity of both men and women in a community through gendered knowledge-generation mechanisms and fostering of social organization networks can lead to lower economic losses. Exposure of a community to climate-change impacts can be reduced considerably by improving the adaptive capacity. Specific sketch to improve adaptations and reducing exposure of women to climatic change impacts is indicated in Figure 2 below.

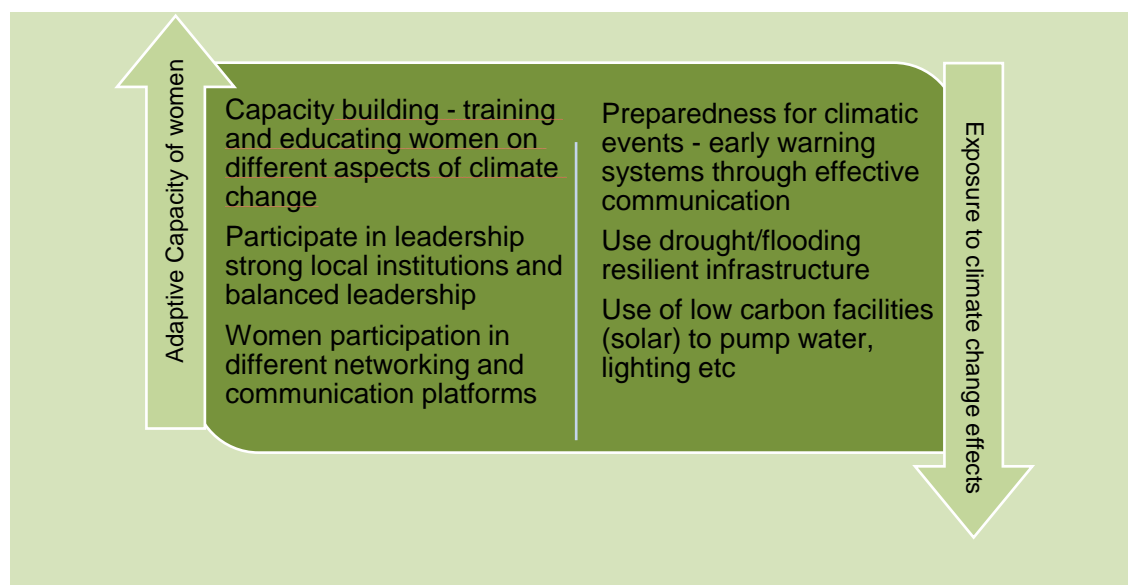


Figure 2: Key attributes for increasing the resilience of communities by increasing adaptive capacity and reducing exposure to climatic- change impacts.

5.5 Identified gaps and problems for building resilience

The regional stakeholder's consultations revealed that local level institutions in the natural resource sector in different parts of the country is susceptible to variable climatic conditions and communities have faced different vulnerabilities from the effects of climate-change. When consultants applied a

combined adaptive capacity assessment framework with a gendered social relations framework in their analysis, key issues and gaps (see Table 5) that emerged were related to (i) climate change risks and impacts that men and women are exposed to, (ii) gender inequalities in employment and income benefits as well as gender imbalances in decision-making and leadership in TA and CBNRM programmes, (iii) increased human-wildlife conflict owing to droughts affecting men and women farmers differently, (iv) poor governance and institutional capacity to implement community-based tourism activities, (v) short-term adaptation actions and responses to impacts of climate- change (these are associated with limited agency among women in conservancies and community forest areas), and (vi) cultural barriers to adaptation in the CBNRM sector.

The combined adaptive capacity assessment framework and the Harvard Gender Analytical Framework analysis determined the existing benefits that men and women are harvesting in conservancies and community forests (See Table 6). It emerged that employment and income generation opportunities are found more in conservancies' activities than in Community forest reserves. These opportunities are also more feasible in areas with outstanding landscapes and nature-based attractions. Thus, men and women from Kunene, Erongo, Zambezi, Kavango west and Kavango East regions are accruing more benefits compared to North-central Namibia regions (Oshana, Omusati, Oshikoto and Ohangwena) central Namibia regions (Omaheke, Erongo, Otjozondjupa) and southern Namibian regions, (//Karas and Hardap).

Table 5: Gaps and problems that should be addressed to build resilience

<i>Problems and gaps/ issues</i>	<i>Existing gender inequalities</i>
<i>Climate Change risks and exposure affects both men and women</i>	<p>Rural communities face climate risks such as droughts, seasonal flooding, high temperatures, veld fires and variable rainfall. Non-climatic factors such as expanding settlements and overgrazing are contributing to land degradation and deforestation. The combined effects of climate and non-climatic drivers can cause a decline in wildlife numbers, decreased ground water and reduction in agricultural yield, if not dealt with timely. High temperature affects livestock and wildlife the most, leading to miscarriages and lack of feeding. Men are traditionally having the responsibility of grazing livestock and thus must travel long distances to seek grazing. Drought affects availability of mopane worms, thatching grass and other localized natural resources that women sell to earn income and support their families.</p> <p>Climate impacts cause loss of employment and reduce income from tourism for men and women in conservancy/Community Forests.</p>
<i>Human wildlife conflicts affecting farmers</i>	<p>Elephants tend to cause human-wildlife conflicts during drought because of water scarcity especially in conservancies in the north-eastern Namibia and northwestern Namibia regions. All the activities pertaining to addressing water shortage and wildlife-based tourism initiatives tend to be involving</p>

<i>Problems and gaps/ issues</i>	<i>Existing gender inequalities</i>
	mainly men. Women are excluded from wildlife management activities to ensure their safety.
<i>Gender division of labour within the tourism sector and inequalities in community-based tourism employment</i>	<p>Men continue to dominate high paying activities such as game- drive, trophy-hunting, water- tourism, bird- viewing and timber harvesting, while women mainly occupy low paying jobs/ low income generating activities. Women from Zambezi, Kavango west and Kavango east regions continue to dominate cultural gender roles in the tourism sector. Overall, women are mainly involved in activities around cultural tourism. They are employed as musicians, cooks of traditional dishes, cleaners, waitresses and receptionists in the lodges.</p> <p>Men engage in drought management activities such as digging wells, digging and managing earth dams and renovating aquifers, which are done manually. Bush fires and flooding are some of the disasters that affect community-based tourism. Women compared to men are less resilient to these effects.</p>
<i>Gender inequalities in conservancies, community forests and TA decision-making and leadership</i>	<p>Conflicts often arise between traditional authorities and conservancies over trophy hunting and other income-generating activities realised around wildlife. Traditional authorities want to control income from tourism. This is a barrier to EbA. Women representation in TA is very poor because traditional chiefs and councillors are mostly men.</p> <p>CBNRM have increased the involvement of women in natural resource management. Female management committee members range from 0% (in Ehirovipuka Conservancies) to a high of 67% (in Otjimboyo Conservancy). On average 35% of women are conservancy committee members (majority are treasurers).</p> <p>Among community forest committee members, women mostly occupy the position of chairpersons. Women from marginalised and minority ethnic groups are still reluctant to take up leadership positions in conservancies.</p>
<i>Poor governance and institutional capacity in benefits sharing</i>	Several conflicts between community leadership structures involving the TA and the conservancies or TA and community forests on matters relating to tourism contracts and allocation of land in protected areas exist. Although, these contracts may affect the entire community, women however, are more likely to be affected, as their interference is limited.
<i>Short- term adaptation actions and responses to climate-change impacts</i>	Adaptation strategies to drought and the extreme weather conditions tend to be more reactive and short term. There is need to strengthen existing efforts, especially water and fire infrastructure and to involve women who are able to assist men that are currently predominantly responsible for maintenance and required labour.

<i>Problems and gaps/ issues</i>	<i>Existing gender inequalities</i>
	The adaptation strategies that are suggested during regional consultations have a potential to build resilience but are not sufficient to sustain long-term adaptation for the landscape areas.
<i>Cultural barriers to adaptation</i>	<p>Kunene region experiences cultural myths and perceptions that emerged as one of the biggest obstacles in obtaining gender equality among the OvaHimba community. There is a tendency to look down upon men who do not participate in hunting and women who talk openly in meetings.</p> <p>Women's agency is compromised in communities where women are expected to stay at home and look after the household and children. The ability to respond is also affected by lack of skills, education and access to credit and income. Both men and women lack agency to diversify their livelihood and engage in activities that are not common in their cultures. Culture and slow attitudinal change remain the key challenges to adaptation.</p> <p>The woman voice particularly from communities (Kunene and Otjozondjupa regions) where patriarchy is stronger is silent. Women attend meetings but do not contribute constructively owing to cultural norms that inhibit women to dominate discussions in public. Kunene region has thus shown a greater gap between men and women's roles in the conservancy and community forest.</p>

The active participation of women in local institutions, either by attending meetings or being voted into leadership position, allows them to be part of a collective voice, leading to strengthening of common identities and local democracy. It is also believed that this will lead to collective learning and equal accessing of information for both men and women. Although women's representation on committees and attendance during meetings is strong, the views of women are still often not taken as seriously as those of men at meetings and other important platforms such as negotiation and or review of contracts.

6. RECOMMENDATIONS FOR GENDER ACTION PLAN

This assessment has identified gender risks within the eight landscapes and the area associated with climate-change impacts. It has also identified gaps and problems that should be addressed in order to build resilience to climate change impacts among communities in selected landscape (conservancies and community forests in Namibia). Implementation of climate-change adaptation strategies and the SDGs can contribute greatly towards gender equality and empowerment of women. This could best be achieved through GCF-funded programmes because they are in line with global agreements and national strategies. Such initiatives would be better achieved if supported by a gender responsive approach. The gender action plan is therefore needed in order to ensure an effective implementation of a gender-responsive EbA project.

The Gender Action Plan should determine how the EbA Project can respond to the needs and challenges which women and men face as a result of climate change in the eight landscape. The Gender action plan should also guide the project on how the project will increase the capacities of men and women to implement climate-change mitigation measures. Project gender related risks such as increased women labour, constrained women's economic opportunities and in some cases, increased violence against women must be identified. The action plan should indicate how safeguarding for reducing gender risks will be put in place. The gender action plan is detailed in Annexure 1.

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ANNEXURE 1 Gender Action Plan for EbA Project

A1. Introduction

The main aim of the gender action plan is to present the constraints and opportunities for women and men identified during the regional and national consultative workshops and the gender analysis into operational action. The plan includes:

- Gender- responsive actions/activities that address and strengthen the voice and agency of vulnerable women and men in communal conservancies and community forest landscape
- Gender performance indicators and sex- disaggregated targets linked to the results framework
- M&E gender indicators in the project results framework

Proposed Gender Action Plan

Table A1: Ecosystem-Based Adaptation project Gender responsive action plan and performance indicators

<i>EbA Output</i>	<i>Gender responsive action</i>	<i>Performance indicator</i>	<i>Time frame (Financial Year)</i>					<i>Responsible</i>
<i>Component 1: Development and implementation of climate change resilient ecosystem management and production practices that reduce the vulnerability of communities</i>			1	2	3	4	5	
Output 1.1: Institutional governance systems created and/or strengthened through participatory decision-making processes and knowledge sharing at the landscape level.	Ensure gender-balanced participation in setting up and strengthening governance system over the project implementation period	Percentage of population in the eight landscapes with access to improved climate information and drought, flood and severe storm warnings of which 50% are women and 50% men						Project unit, EIF and NDA, Communal conservancies and community forest

<i>EbA Output</i>	<i>Gender responsive action</i>	<i>Performance indicator</i>	<i>Time frame (Financial Year)</i>					<i>Responsible</i>
	Collaborate with local NGOs that work with women to address women-specific needs to remove barriers on participation in renewable energy, water management, biodiversity conservation, and eco-tourism.	Number of community beneficiaries and percentage of women and marginalized people by age, who are supported by local NGOs and received skills development training						
	Ensure equitable representation of women and men from different ethnic groups, social classes and age groups on funded project management committee, planning and activity meetings	Percentage of men (50%) and women (50%) representation in project management committee and special consideration for the marginalized community						
1.2: Institutional capacity enhanced for ecosystem landscape management and climate change resilience at sub-national and local levels	Target both men and women to contribute to the development of ecosystem-based adaptation plan	Number of beneficiaries participating in the crafting of comprehensive ecosystem-based adaptation plan for respective landscape and meteorological service early warning information integration (50% men and 50% woman, further segregated by age)						Project unit, EIF, MET, Communal conservancies and community forest

<i>EbA Output</i>	<i>Gender responsive action</i>	<i>Performance indicator</i>	<i>Time frame (Financial Year)</i>					<i>Responsible</i>
	<p>Build the capacity and technical expertise of EIF, EbA beneficiaries and partners on gender sensitive and/or responsive M&E</p> <p>Use participatory and experiential learning methods to identify men and women capacity needs in all EbA activities</p>	Percentage of beneficiaries trained segregated by gender which should be 50% men and 50% woman)						
<i>Component 2: Increase the resilience of productive landscapes to support ecosystem goods and services that improves livelihoods for local communities</i>								
2.1 Conservations of biodiversity and ecosystem strengthened through enhanced diversification income-generating activities and development of community livelihood enterprises	Ensure that there is gender balance participation in capacity build from CBO's and NGO's representative for training in ecosystem-based adaptation	Percentage of female and male trained on ecosystem-based adaptation and crafting of quality proposal, striving for 50% female and 50% male, segregated by age.						Project unit, EIF, MET, Communal conservancies and community forest
	Guarding of gender responsive technology, and gender sensitive project initiatives	Number of gender friendly technology implemented over the project implementation period.						

<i>EbA Output</i>	<i>Gender responsive action</i>	<i>Performance indicator</i>	<i>Time frame (Financial Year)</i>					<i>Responsible</i>
	<p>Equal benefit sharing for men and women from local level adaptation funds. Ensure female-headed households have equal access to local funds</p> <p>Identify and enhance synergies between mitigation actions and the adaptive capacities of women and men to deliver long-term benefits.</p>	Percentage of male-headed and female-headed households receiving translated early warning systems in local languages (50% male-headed and 50% female-headed household)						
<i>Component 3: Documentation, dissemination and uptake of lessons learned</i>								
3.1: Effective knowledge management results in informed decision-making at all levels through an integrated information system	Engage both CBNRM and Gender/Women support organization to inspire and enhance men and women's agency in conservancies and community forest reserves.	Number of female-headed and male-headed households that benefitted from local adaptation funding						Project unit, EIF, Communal conservancies and community forest
	Increase exposure for women to go beyond localized household-based activities and visit other regions for learning and experience exchange.	Percentage of women participating in the project activities being exposed to other practice in other region/country.						
	Improve female-headed households and women's adaptive capacity by creating self-help group and provide funding that cater for localized ecosystem-based adaptation initiatives.	Number of households that are participating in the implementation of climate-resilient agriculture, community forestry management, wildlife-management year-round access to renewable energy and water-efficient supply						

<i>EbA Output</i>	<i>Gender responsive action</i>	<i>Performance indicator</i>	<i>Time frame (Financial Year)</i>					<i>Responsible</i>
	Gather gender disaggregated data on all activities implemented, training offered, planning and information awareness meeting and dissemination of early warning forecasts	Gender disaggregated data captured and reported on with full consideration of marginalized communities.						Project unit, EIF, Communal conservancies and community forest
	Conduct quarterly gender analysis on women and marginalized communities' participation in project activities, improved access to information and gender balance statistics on decision-making bodies and other structures	Quarterly report produced						Project unit, EIF, Communal conservancies and community forest
	Appoint a gender-mainstreaming expert in the Project Steering Committee (Part-time or full-time.)	Gender expert contracted/appointed to advise the steering committee						Project unit, EIF,
	EbA activities to apply gender responsive budgeting across all projects and programmes.	Gender sensitive budget approved and implemented						Project unit, EIF, Communal conservancies and community forest





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