



CUVKUN

Enhanced Water Security and Community Resilience in the Adjacent
Cuvetani and Kunene Transboundary River Basins Project



CUVKUN Gender Equality and Social Inclusion (GESI) Plan

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1.0 Introduction

A Gender Action Plan (GAP) is an indicative list of activities that a project will undertake to support gender equality and inclusion efforts in the design, implementation, and monitoring and evaluation of projects or programmes. It is intended to guide the engendering of the project or programme as well as the stakeholders that will be involved in the implementation of the project. The current GAP draws data and information from the Gender Equality and Social Inclusion (GESI) analysis and GAP prepared during the project preparation and updated during the implementation phase.

The Enhanced Water Security and Community Resilience in the Adjacent Cuvelai and Kunene Transboundary River Basins (CUVKUN) Project document has meaningfully integrated GESI actions. These are well integrated in the project components, outcomes, outputs and activities. The GESI actions are intended to enhance anticipated benefits and impacts arising from the project and ensure optimal management of and beneficiation from the planned project by women, men, children, female and male youths, persons with disabilities, the elderly, indigenous communities and other social categories in at all levels and institutions. However, given the gaps identified in the inception phase a GESI report for Angola was prepared, which subsequently triggered the need for an updated GAP for the project.

This revised GAP has been structured as follows. The succeeding section 2 is a summary of the key GESI findings from the GESI analysis. Section 3 comprises a costed GAP action plan matrices a GESI, which include qualitative and quantitative indicators, targets, timelines and responsible entities.

2.0 Synopsis of the Gender Equality and Social Inclusion Findings

The GESI analysis presented compelling evidence that there is existence of gender inequality and elements of social exclusion in the targeted project areas in the riparian states. Information and data obtained from the riparian countries has been summarised under specific thematic areas below. Of significance is a conclusion that the communities interacted with are locked in a patriarchal ideology which favour men over women in certain aspects especially in Angola. It is therefore important that the project implements GESI actions to address the gender imbalances.

Below are some of the main challenges that require redress to achieve gender equality and social inclusion in the project. These challenges directly and indirectly informed the proposed GESI actions and impacts outlined in tables 1.

2.1. High Poverty levels

In Angola poverty is a rural phenomenon, where the poverty rate is at 55%, in contrast with urban poverty rate of less than 18%. It is estimated that 73 % of the households are considered to live in poverty. The most affected are women, children and the elderly, as they comprise much of the rural population. The Bank's 2022 Vulnerability and Resilience Assessment for Angola indicates that deficits in basic infrastructure such as transport, water and sanitation and housing, as well as limited strategies and opportunities to address pervasive poverty at scale, have exacerbated

vulnerabilities. Similarly in Namibia based on the expenditure data from the 2003/2004 Namibia Household Income and Expenditure Survey (NHIES) conducted by the Central Bureau of Statistics, the incidence of poor households in Namibia, was 38.2% in the rural areas compared to 12% in urban areas. Incidence of poor households was found to be more in rural areas than urban areas. Typically, households with no or lower formal education, female headed households, households headed by children and the elderly and where pension and subsistence farming was the main source of income were more exposed to poverty. In comparison the poverty situation is of concern in rural areas of Angola than Namibia.

This provides valid reasons for implementing demonstration projects that focuses on improving respective communities' livelihoods and enhancing resilience building.

2.2 Enabling Policy, legislative and institutional arrangements

The two riparian states have made significant progress at domesticating international and regional gender equality instruments. They also have progressive Constitutions, gender equality policies, and made progress in mainstreaming gender equality in most of the sectoral policies particularly in agriculture, land, health, and education. However, some of policy frameworks on natural resources, land in Angola do not address gender issues. Like most southern African countries, there is minimal enforcement of the same, and the dual laws comprising statutory and customary laws still reinforce the gender relations. The persistent pluralistic legal systems, discriminatory social norms, and women's often limited knowledge of the law are also responsible for reduced impact of gender equality and women empowerment reforms. For example, generally, women have had restricted access to and control over land in most parts of Angola.

Although, progress has been made in recognising and addressing gender disparities in natural resources management, the main challenges remain in translating policies and laws into practice for effective implementation to ensure meaningful participation of women and other disadvantaged groups and addressing social and cultural barriers. The project will take a gender transformative approach to examine the social cultural barriers and meaningfully engage the traditional and local leaders in the pilot demonstration areas. In addition, leveraging support from policy makers, CSOs and other development partners at all levels will be essential. Further a gender policy and strategy with an accompanying implementation plan for strengthening gender equality in the Cuvelai/Kunene basins will be prepared.

2.3 Enabling Institutional arrangements

From the policy and institutional frameworks examined, the two riparian states have well established gender machinery. This includes public ministries and divisions, gender specific Civil Society Organisations (CSOs), women and other specialised associations taking care of diverse social groups such as persons with disabilities, indigenous communities and Community Based Organisations (CSOs). Angola has a National Forum for Rural Women which aims at promoting the social and economic empowerment of women. In addition, public institutions in both countries have Gender Focal Points (GFPs) that are responsible for gender mainstreaming all

developmental sectors. For example, in Namibia quick impact projects such as the rural based cooperatives aimed at creating employment and driving economic growth were established. Whilst the policy, legal frameworks and institutional arrangements are well intended, there is generally inadequate allocation of financial and human resources, low availability of gender data and weak political commitment contributing to inconclusive and inefficient reforms.

Therefore, to ensure GESI visibility in the proposed project, respective GFPs will be involved in all project implementation governance structures. Similarly, CSOs promoting GESI initiatives in respective project areas will be part of the project coordination structures and /or district coordination structures where district developmental issues are discussed. GESI consultants will be recruited for specialised tasks.

2.4 Gender Equality and Social Inclusion Issues in Environment, Climate Change and Natural Resources Sectors

2.4.1 Gender Equality and Social Inclusion and Environment, biodiversity and climate change

In the riparian states, both male and female headed households are gravely exposed to the impacts of climate change induced disasters as they are mainly engaged in subsistence agriculture, which is often characterised by decreasing production. Furthermore, the roles assigned to women such as cooking for the household implies that they carry the burden of sourcing biomass energy, which exposes them to harmful chemicals and gases. Water scarcity and food insecurity also forces households especially women and male youths to travel long distances fetching for water. In the case of Namibia men and male youths are actively involved in transporting water over longer distances. Poor rainfall is pushing some households (in the case of Namibia) and adult men, female and male youths (in the case of Angola) to migrant to urban centres in search of employment leaving women and the elderly with household and community responsibilities.

In both countries there is low involvement of women in decision-making on environmental management, environmental hazards, inadequate information and education on sustainable environmental management, and the need for gender-responsive environmental policies and programmes. This is besides the fact that women and the elderly have specific coping skills that are often underestimated by implementers. These skills include key traditional knowledge in terms of natural resource management. Ultimately, the irony is that it is women who largely implement adaptation measures as they fight against climate change, although they are marginally involved in decision making spaces in climate change forums both nationally and internationally.

The project therefore advocates for balanced representation of men, women from different categories, persons with disabilities, male and female youths, indigenous communities and other disadvantaged groups in project management and implementation structures.

2.4.2 Gender Equality and Social Inclusion and Water Resources, Water Supply and Sanitation

In Namibia, the major water resources include surface water from the Cuvelai river system , smaller streams and ground water. Significant rural population in the Cuvelai basin on the Namibian side rely on ground water through unprotected hand dug wells and boreholes. Communities living in proximity to the Namibia Water Corporation Limited (NamWater) reticulation system received purified tap water whilst others utilise raw water from the Kunene canal. The Cunene River is the major source of water in Angola (in the Kunene basin) for both domestic and productive purposes. Other smaller seasonal streams are key though they dry up during the long dry periods. Other reservoirs that store water for hydroelectric power supply and water regulation like the Gova dam in Huila and Calueque dam are also a source of water for domestic and productive use by adjoining communities. In addition, the Cunene water transfer scheme aim to pump water from rivers to communities in arid areas. Communities in arid areas depend on boreholes and shallow hand dug wells. The later are often seasonal and are unreliable and highly susceptible to contamination. Groundwater recharge is low in southern Angola due to arid conditions and irregular rainfall.

Like in most sub-Saharan African countries, gender specific divisions of labour and responsibility in water resource access and management at community level tend to fall along long established traditional lines. Similarly, in Angola women and girls are generally responsible for gathering water for drinking, cooking, washing, hygiene, and rearing small livestock, whereas men use water for irrigation, large scale livestock farming, and industrial use. In Namibia both men and women especially, male youths are responsible for water transportation especially in areas where water is sourced from far away sources.

It is therefore critical to ensure meaningful involvement of women, men and youths in all the proposed projects that are water related. Women and youth will be involved in water management and maintenance of water infrastructure and technologies selected. Specific GESI actions have been recommended for each of the demonstration project. Detailed information is available in the GESI analysis report.

2.4.3. Gender Equality and Social Inclusion and Agriculture, Food Security and Nutrition

Agriculture is a major source of employment for rural households although it differs across regions in most countries globally. In general, men perform tasks that need greater physical strength (e.g plough cultivation) and technical skills, make key decisions, collect and handle the household income. Women, in contrast, actively participate in unskilled farm work that requires less physical effort, yet, paradoxically, is more labour intensive, such as taking care of seeding and crop harvest.

Whilst women own and participate in caring for livestock, men play a major role in cattle farming, as they have more control on animal care and sales. In the dry season when water is scarce men transfer cattle to cattle posts where they remain for more than 3 months. Long stays from home result in marital problems such as multiple partners and increased domestic chores for women. Another significant challenge raised by the community is that during the stay at the cattle post, animal dung accumulates at the cattle post instead of the homesteads where it can be used as organic manure on the farms. This constrains organic agriculture practices for all households. Post harvest activities related to processing and marketing are most often dominated by women,

although married women in particular have minimal say on the crop and livestock revenue. Therefore, women are directly affected by post harvest losses and should be targeted specifically when improving post-harvest activities.

Therefore, some of the proposed interventions in Angola include capacity building for improved irrigation technologies, conservation agriculture, and climate smart agriculture. From the proposed interventions, there is need for further analysis on the division of labour, time spent in the irrigation scheme and benefit from income earned from the irrigation schemes by households.

2.4.4 Power and Decision Making

Power and decision making in water security and natural resources management in any given state are largely influenced by a variety of factors including historical, social, economic, and political contexts. In Angola traditional gender roles and power dynamics influence decision making processes related to water security, natural resources management and livelihoods, with men often holding formal leadership positions and having greater access to decision making. For instance, men hold more power over land ownership than women. Furthermore, gender dynamics are influenced by cultural norms, rural livelihoods and the impacts of conflicts and natural disasters. Women in particular play key roles in small scale agriculture, small scale fisheries, and natural resources management, but their participation in decision making processes are limited by socio economic barriers, including lack of access to education and resources. Across Namibia, men tend to dominate the administrative, political, and economic institutions that determine the management of that water at the local level. Except for the national water resources management structures that are predominantly driven by female water experts (the Directorate of Water Resources Management has more than 50% of management positions held by women). However, government policies on gender equality have contributed significantly to recognition of women in governance structures and all development activities at the local levels.

The presence of government departments and CBOs at the local level provides opportunity for leveraging support for gender and inclusion issues. The project will mobilise existing stakeholders and use these institutions as entry points to ensure full participation of women, men, youths, persons with disabilities and other disadvantages groups. Experiences on gender accrued by these institutions will form the basis for continued enhancement of GESI to ensure equitable development in the project areas. Furthermore, the project will aim at using gender transformative approaches that will examine and change the set roles to enable optimal participation of diverse social groups in different roles and sectors.

2.4.5 Livelihoods and community resilience

The Kunene River basin is mostly rural, and livestock farming is the principal source of subsistence. Livestock significantly contributes to household food security and is a source of protein (meat and milk) for households. However, the arid climate limits rain-fed crops and livestock production (as these are directly dependent on the availability of water and

grazing/fodder). However, like livestock and crop production, artisanal fisheries, especially along the perennial rivers such as the Kunene River, are also constrained by periodic droughts. For both river basins (Cuvelai and Kunene) crops and livestock farming are complemented by formal employment, pension, and other non-farming operations such as the collection of firewood, the production and sale of charcoal (especially near major urban centers), berry gathering, consumption and sale of natural food and medicinal plants, and the hunting of wild animals. In both basins, livelihoods embed cultural traditions based on specialized skills, technology and knowledge that are passed down from generation to generation. Rapidly expanding tourism within some areas in the Kunene River basin in Namibia, with attractions such as the Epupa falls, Himba culture, and conservancies, have also brought about substantial opportunities for complementary rural livelihoods. These opportunities include wage incomes from employment in lodges and campsites and sales of crafts and natural products to tourists.

2.4.6 Roles and Responsibilities: Gendered Division of Labour

Most of the Kunene and Cuvelai basins are rural areas, with livelihoods dependent mainly on the natural environment for food and shelter. Traditionally, women in the Cuvelai and Kunene River basins are responsible for running households and field tasks such as preparing and processing food, cultivating fields, and harvesting crops, weaving baskets, making traditional drinks, collecting firewood, cooking, fetching water, cleaning the house, washing clothes, collecting wild fruits, processing marula oil, and processing pearl millet and sorghum grains. Because of women's traditional roles in taking care of the family household, they are the primary users of these environmental resources. Consultations with stakeholders in the two basins revealed that non-paid work by women is seldomly considered as 'work' and the economic contribution of women in this regard is often understated and overlooked.

Men on the other hand mostly engage with livestock farming related activities like herding livestock, cultivating fields, harvesting crops, digging wells, building granaries, cutting wood, and carving household utensils. To mitigate the devastating impact of drought and water scarcity in the basin, the men for, traditionally move with their livestock, sometimes covering long distances to where there is pasture, and water for livestock.

Gender roles and responsibilities are not fixed and may change depending on factors such as household dynamics, educational levels, access to resources and individual preferences. The project will promote gender equality, women and youth empowerment to address structural barriers, promote women's access to resources and decision making especially in Angola. Importantly persons with disabilities, the elderly and youths will be meaningfully involved.

2.4.7 Environmental Stressors and Vulnerability

In the Cuvelai/Kunene basin, rural areas agricultural activities are the major sources of income and food security. The major vulnerability stressors are increased frequency of droughts, flash floods, erratic rainfall, high temperatures exacerbating evaporation and water scarcity. These all lead to uncertain agricultural productivity resulting in food insecurity and water scarcity. There is also land degradation and increased soil erosion because of overgrazing, unsustainable

agricultural practices , deforestation and poor land use planning . Other factors such as limited land ownership for women in Angola further restricts women's and poor people's ability to grow food, earn income and cope with environmental changes such as droughts and high temperatures. This results in increased poverty especially in female headed households.

However, in times of crisis such as drought women have employed livelihood strategies such as diversifying crops, collecting wild fruits and engaging in small-scale trade. Most men engage in crafts making, fishing, varied enterprises or migrate to urban centres in search of employment. Gender disparities in decision-making and participation in community governance structures also hinder effective responses to environmental challenges. Women's voices and perspectives are often marginalised in decision making forums, thereby limiting their ability to influence policies and programs related to natural resource management, disaster preparedness and climate adaptation.

Therefore, there is compelling evidence for meaningfully engagement and participation of women, men and other social groups in all project components to ensure gender responsiveness. The knowledge and experience that basin communities have accumulated through their interaction with the ecosystem through different weather variations will be captured and supplemented with new approaches advocated by the project.

3.0 Proposed Practical Actions to Gender Equality and Social Inclusion

The Governments of Namibia and Angola recognizes that sustainable development and realization of human rights requires deliberate actions to ensure women, men, the youth, people with disability, indigenous communities in all their diversity are included in decisions that impact their lives and livelihoods. It is in this spirit that the CUVKUN project will endeavour to engage with women, men, the youth, people with disability and indigenous communities in the planning and execution of all the project components, on an equal basis as agents of change and beneficiaries of the outcomes of the project.

The section below thus outlines the targeted measures for achieving gender equality and social inclusion, including the empowerment of the women, the youth, persons with disabilities and indigenous communities. The proposed actions are in line with the human rights- based approach to gender equality and social inclusion integration, aimed at ensuring concerns and experiences of vulnerable women, men, the youth, persons with disabilities and indigenous communities are an integral dimension of project design, implementation, monitoring and evaluation.

3.1 Gender Equality and Social Inclusion Plan for the CUVKUN Project

The Goal of the CUVKUN Gender Action Plan is to contribute to increased enjoyment of gender equality and social inclusion by vulnerable, women, men, people with disability, and other under-represented social groups in the Cuvelai and Kunene River basins. The goal will be to achieve

'equality of outcomes' and 'foster an inclusive culture' in the planning and execution of the project.

Table 1 Gender Equality and Social Inclusion Action Plan with Indicators, Target, Estimated Costs and Responsible Entities

Component 1: Strengthening the transboundary and conjunctive water resources management in the Cuvelai River							
Outcome 1.1: Two countries committed to the joint management of the transboundary Cuvelai River basin with a focus on the improved resilient community livelihoods, based on the best available science and knowledge							
Outputs	Gender Equality and Social Inclusion (GESI) Actions	Indicators	Targets	Baseline	Budget (USD)	Timeline	Responsibility
1.1.1 Groundwater quality and availability assessed in both countries	Establish a high-level GESI committee/ task team to guide GESI policy formulation, programming, and implementation thereof for the CUVKUN project, CUVECOM, and KUNENECOM.	Percentage of GESI decisions, deliverables, and processes that have been reviewed by the High-level GESI committee/ task team	Mid Term Target 80%	0 at start of project	USD 10,000	Short term	CUVKUN PMU, ministries responsible for water, Joint CUVECOM, and KUNENECOM Secretariat, Ministries responsible for Gender, Gender Focal Point for the MAWLR.
1.1.2 Operational water resources model for quantity and flood routing/mapping covering the entire basin			End of project target 100%				
1.1.3 Revised TDA (existing rapid assessments (equivalent to preliminary TDA)) updated, including the Causal Chain analyses (CCA), and emphasis on conjunctive	Establish GESI responsive National Steering Committees (NASCs) and Basin Steering Committees (BASCs) to guide the updating of the Transboundary Diagnostic Analysis (TDA) and Strategic Action Program (SAP) and IWRM Plan for Cuvelai Basin, as well as the development of the TDA and SAP and IWRM Plan for the Kunene River basin.	Number of NASC meetings where women, youth, and people with disabilities are represented. Number of BASC meetings where women, youth, and people with disabilities are represented.	Mid Term Target: 100% of the NASCs and BASCs well balanced with representation of women, youths and other groups	0 at start of project	USD 100,000	Short term	CUVKUN PMU, ministries responsible for water , Joint CUVECOM, and KUNENECOM Secretariat, the PJTC, Ministries responsible for Gender, Gender Focal Point for the MAWLR.
			% of basin management institutions with a GESI strategy or GESI focal point. Mid Term Target 80% of meetings held well represented End of project target				

<p>ground/surface water management)</p> <p>1.1.4 Operational (development and testing complete) real-time transboundary flood early warning system in place</p>			<p>100% of meeting held well represented</p> <p>Mid term target</p> <p>50% basin institutions with a GESI strategy of GESI focal point</p> <p>End of project target</p> <p>80% basin institutions with a GESI strategy of GESI focal point</p>				
<p>1.1.5 The long-term Cuvelai IWRM Plan (2020-2039) endorsed at the ministerial level; National Action Plans (NAPs), the 2nd 5-year IWRM Plan and Investment Plan (2025-2029) developed (updated (including an investment plan). Roundtable with potential investors and partners organized</p>	<p>Strengthening inclusive management of transboundary water resources through the establishment of GESI responsive Basin Management Committees in the Kunene River basin.</p>	<p>Percentage of Basin Management Committees established in the Kunene River basin with representation of women youths and other disadvantaged groups</p> <p>Number of national or regional policies updated to reflect GESI issues identified in scenario planning.</p>	<p>Mid Term Target:</p> <p>50%</p> <p>End of project target:</p> <p>100%</p>	<p>0 at start of project</p>	<p>USD 10,000</p>	<p>Short term</p>	<p>CUVKUN PMU, ministries responsible for water Joint CUVCOM, and KUNENECOM Secretariat, the PJTC, Ministries responsible for Gender, Gender Focal Point for the MAWLR.</p>
	<p>Strengthen capacity of vulnerable women, men, the youth, and people with disability to meaningfully participate in multi-stakeholder platforms</p>	<p>Number of training workshops conducted to upskill stakeholders on inclusive planning, development, use, and management of transboundary water resources in the Cuvelai and Kunene River basins.</p>	<p>Mid Term Target:</p> <p>One training implemented for each NASC per annum</p> <p>End of project target:</p> <p>At least two trainings implemented for each NASC per annum</p>	<p>0 at start of project</p>	<p>USD 100,000.00</p>	<p>Short term</p>	<p>CUVKUN PMU, ministries responsible for water, Joint CUVCOM, and KUNENECOM Secretariat, high-level GESI committee/ task team, the PJTC, Ministries responsible for Gender, , Gender Focal Point for the MAWLR.</p>
	<p>Conduct a GESI responsive assessment of opportunities for conjunctive and ground water use for domestic and productive purposes.</p>	<p>Percentage of beneficiaries that gain from opportunities for conjunctive and ground water use for domestic and productive purposes that are</p>	<p>End of project target</p> <p>Percentage of beneficiaries that are females , youths, people with disabilities and other vulnerable groups</p>	<p>GESI Analysis done for the CUVKUN project</p>	<p>USD 20,000</p>	<p>Medium term</p>	<p>CUVKUN PMU, ministries responsible for water, Joint CUVCOM, and KUNENECOM Secretariat, high-level GESI committee/ task team, the PJTC, Ministries</p>

		women, youths and people with disabilities					responsible for Gender, Gender Focal Point for the MAWLR.
Component 2: Strengthening the transboundary water resources management with future development scenario analysis in the Kunene River basin							
Outcome 2.1: Two countries committed for the joint management and sustainable development of the transboundary Kunene River basin, based on the best available science and knowledge							
Outputs	Gender Equality and Social Inclusion (GESI) Actions	Indicators	Targets	Baseline	Budget (USD)	Timeline	Responsibility
2.1.1 Ecological water requirements at +/- 10 key locations along the river system are investigated and established	Map the GESI impacts of floods, and existing early warning systems.	Number of Early warning reports produced in which GESI considerations are integrated % of early warning messages and disaster preparedness plans tailored to the needs of women and vulnerable groups.	Mid Term Target Number of reports with embedded GESI aspects End of project target GESI integrated in the Early warning reports and systems established including information disseminated End of project target 100% early warning messages tailored to women and vulnerable groups' needs	0 at the start of the project	USD 10,000 for translating non-technical information in local languages	Short term	CUVKUN PMU, Ministries responsible for water Joint CUVECOM, and KUNENECOM Secretariat, PJTC, Ministries responsible for Gender, Gender Focal Point from ministries responsible for water
2.1.2 - Future water resources development scenario analyses for planning and establishment of DSS (including linked hydromet) for operations management							
2.1.3 TDA produced (including the future development scenario analysis and causal chain analysis)	Ensure representation of socio-economic and GESI expertise in the development of the TDA, NAPs, and IWRM Plans. This includes a detailed socio-economic and GESI assessment to better understand the GESI impacts of sedimentation and increased dissolved	Number of formally endorsed assessment , strategies and plans that identify the key GESI gaps and socio-economic challenges in the Kunene River basin and provide plausible solutions to address these gaps. % of women and other social groups who report improved understanding of	Mid Term Target Number of such assessments strategies and plans that identify the key GESI gaps End of project target GESI responsive IWRM plan for the Kunene River Basin completed and endorsed at the Ministerial level.	GESI Analysis done for the CUVKUN project.	(USD 20,000) as indicated under Component 1	Medium term	CUVKUN PMU, ministries responsible for water, Joint CUVECOM, and KUNENECOM Secretariat, PJTC, Ministries responsible for Gender, Gender Focal Point from ministries responsible for water.

2.1.4 - A long-term IWRM Plan (2025-2040) and 2 NAPs negotiated and endorsed at the ministerial level	minerals in the water bodies.	transboundary water issues and scenario outcomes.	End of project target Percentage of women and vulnerable groups with improved understanding of transboundary water issues and scenario outcomes.				
	2.1.5 - 5-year investment plan developed and a roundtable with potential investors and partners (aimed at resource mobilization for implementation of the IWRM Plan)	Conduct consultations with vulnerable women, men, youth, and people with disability in the undertaking of water resources development scenario analyses in the basins.	Number of consultations convened with vulnerable women, men, the youth, and the people with disability in developing scenario analyses for planning and establishment of DSS for operations management.	Mid Term Target Number of consultations held with vulnerable women, men, youths, and people with disabilities representation End of project target Number of consultations held with vulnerable women, men, the youth, and the people with disability representation	GESI Analysis done for the CUVKUN project.	USD 60,000	Medium term
Component 3: Strengthening the governance of the Cuvelai and Kunene River Basins to foster joint management by the two countries in the most cost-effective manner							
Outcome 3.1: Intergovernmental institutional structures set up in a financially sustainable manner to foster joint management of the Cuvelai and Kunene basins by the two countries							
Outputs	Gender Equality and Social Inclusion (GESI) Actions	Indicators	Targets	Baseline	Budget (USD)	Timeline	Responsibility
3.1.1 - Transboundary governance structures developed and functioning 3.1.2 Joint Secretariat for the CUVECOM and Kunene Commission formed and strengthened	Apply a GESI lens in appointing commissioners and task team members for CUVECOM and KUNENECOM to achieve GESI parity in the governance structures of the RBOs		Mid term target 50% of the CUVECOM and KUNENECOM governance structures are female, with 10% of the members representing youth, and 15% representing people with disability End of term target 100% of the CUVECOM and KUNENECOM governance structures are female, with	0 at start of project	USD 20,000.00	Short term	CUVKUN PMU, ministries responsible for water, Joint CUVECOM, and KUNENECOM Secretariat, high-level GESI committee/ task team, the PJTC, the ministry responsible for Gender Machinery, Gender Focal Point from ministries responsible for water.

<p>3.1.3. Assessment of national legislation, policies, strategies and plans and assessment of transboundary harmonization needs</p> <p>3.1.4. Information Management Systems established</p> <p>3.1.6 - Gender equality and women empowerment efforts mainstreamed into all CUVECOM and Kunene Commission policies and practices through the development and implementation of the Gender Strategy.</p>			10% of the members representing youth, and 15% representing people with disability				
	Develop gender equality and social inclusion strategies and implementation plans for the CUVECOM and KUNENECOM	GESI strategies and implementation plans developed and implemented for the Cuvelai and Kunene River basins	<p>End of project target</p> <p>CUVECOM and KUNENECOM GESI strategies developed and 50% of the GESI measures implemented by 2027</p>	0 at start of project	USD 100,000.00	Short term	CUVKUN PMU, ministries responsible for water, Joint CUVECOM, and KUNENECOM Secretariat, high-level GESI committee/ task team, the PJTC, the ministry responsible for Gender Machinery, Gender Focal Point from ministries responsible for water.
	Establish a high-level GESI committee to guide GESI policy formulation, programming, and implementation thereof. This committee will review, progress towards the implementation of the CUVKUN GESI Action Plan, as well as the GESI measures as pronounced in the CUVECOM and KUNENECOMs GESI strategies, including follow-up actions, as required.	Percentage of GESI decisions, deliverables, and processes that have been reviewed by the High-level GESI committee/ task team	<p>Mid term target</p> <p>50%</p> <p>End of project target</p> <p>100%</p>	0 at start of project	USD 100,000.00	Short term	CUVKUN PMU, ministries responsible for water, Joint CUVECOM, and KUNENECOM Secretariat, high-level GESI committee/ task team, the PJTC, the ministry responsible for Gender Machinery, Gender Focal Point from ministries responsible for water
	Develop capacities of staff in CUVECOM, KUNENECOM, key line ministries, and basin management committees to integrate gender equality and social inclusion in all aspects of the project and broader sector activities.	Percentage of staff members at the CUVECOM, KUNENECOM, key line ministries capacitated to mainstream GESI in the project cycle, as well as monitoring and evaluation of results thereof.	<p>Mid term target</p> <p>40% of staff members at CUVECOM and KUNENECOM, key line ministries capacitated in mainstreaming GESI</p> <p>End of project target</p> <p>100% of staff members at CUVECOM and KUNENECOM,</p>	0 at start of project programmes, and practices	USD 100,000.00	Short term	CUVKUN PMU, ministries responsible for water, Joint CUVECOM, and KUNENECOM Secretariat, high-level GESI committee/ task team, the PJTC, the ministries responsible for gender, Gender Focal Point from ministries responsible for water

			key line ministries capacitated in mainstreaming GESI				
	Recruit a GESI expert with substantive expertise on a human rights-based approach to women, youth, and disability empowerment to provide leadership in mainstreaming gender equality and social inclusion measures for the CUVKUN project	Number of GESI measures implemented against the target Number of meetings, seminars, workshops convened by the GESI expert to enhance capacity to mainstream GESI across all components of the CUVKUN project	Mid term target Number of meetings convened by the GESI expert	0 at start of project	USD 360,000.00	Short term Medium term Long term	CUVKUN PMU, Joint CUVCOM, and KUNENECOM Secretariat, ministries responsible for gender, the PJTC
	Develop a GESI responsive human resources code for the CUVKUN project.	CUVKUN GESI responsive human resources code in place.	End of project target Human resources code is responsive to GESI issues	0 at start of project	USD 30,000	Short term	Gender Expert CUVKUN PMU, Joint CUVCOM, and KUNENECOM Secretariat, task team, the PJTC
	Development of GESI responsive Information Management Systems.	GESI disaggregated data in place.	End of project target 100% of the database entry is GESI disaggregated	0 at start of project	USD 50,000	Short term	Gender Expert CUVKUN PMU, Joint CUVCOM, and KUNENECOM Secretariat, task team, the PJTC
	Effective and productive cooperation between universities and with CUVCOM and PJTC/Kunene Commission.	Number of research and education programmes with GESI aspects	End of project target At least 2 research and or education programmes with GESI aspects	0 at start of project	USD 50,000	Short term	Gender Expert CUVKUN PMU, Joint CUVCOM, and KUNENECOM Secretariat, task team, the PJTC, Universities

Component 4: Strengthening institutional, technical and operational capacity in Angola to sustainably develop and manage the sub-region's water tower located in southern Angola

Outcome 4.1: Capacity in water resources and environmental management in Angola strengthened

Outputs	Gender Equality and Social Inclusion (GESI) Actions	Indicators	Targets	Baseline	Budget (USD)	Timeline	Responsibility
4.1.1 - Ecosystem-based approach to protect water towers in southern Angola (through awareness raising & strengthened institutional capacity) successfully promoted	Develop capacities of staff in CUVECOM, PJTC/Kunene Commission in integrating gender equality and social equality in ecosystem-based approach to protect the water towers in southern Angola. Trained staff will in turn support GABHIC, and the Provincial Environmental Offices and the National Directorate for the Environment.	Percentage of staff members at the CUVECOM, KUNEENECOM, key line ministries capacitated to mainstream GESI in the ecosystem-based approach as well monitoring and evaluation of results thereof.	Mid-term target 100% of staff members at CUVECOM and KUNENECOM, key line ministries capacitated in mainstreaming GESI	0 at start of project	USD 100,000.00	Short term	CUVKUN PMU, ministries responsible for water Joint CUVECOM, and KUNENECOM Secretariat, , Gender Focal Point from ministries responsible for water
4.1.2 - Technical capacity strengthened through training in GIS, flood risk mapping and flood management, hydrological monitoring, and water resources modelling						Medium term	
4.1.3 - Data collection and analysis capacity strengthened	Strengthen capacity through training teams undertaking GIS, flood risk mapping and flood management activities on GESI aspects.	Evidence of training modules that include GESI-sensitive content (e.g., gendered flood impacts, accessible risk communication) % increase in participation in water resources management training by women staff especially in Angola	Mid-term target 100% of training modules produced include GESI content and 50/ 50 representation of men and women from different categories trained	0 at start of project	(USD 100,000) as in 4.1.1	Medium term	CUVKUN PMU, ministries responsible for water, Joint CUVECOM, and KUNENECOM Secretariat, , Gender Focal Point for Ministries of responsible for water and environment and natural resources
4.1.4 - Economic Valuation of the ecosystem goods and services provided by the Angolan Highlands ecosystem	Conduct a GESI/Socioeconomic baseline to supplement the economic valuation to ensure that the benefits of conservation and economic use are shared fairly among all stakeholders.	Socio economic profile of stakeholders including marginalised communities in the sub-region's water tower located in southern Angola created	Mid term target Socio economic baseline technical brief of resource user associations, conservation committees, and valuation forums produced	0 at start of project	USD, 20,000	Short term	CUVKUN PMU, Ministries of responsible for water and environment and natural resources, Joint CUVECOM, and KUNENECOM Secretariat, , Gender Focal Points for Ministries of responsible for water and environment and natural resources

	Develop ecosystem-based adaptation strategies that address specific vulnerabilities of women, men and other disadvantaged groups around sub regions water tower in Central Angola	Gendered impact of climate change or ecosystem degradation (qualitative data on coping strategies) % of marginalized social groups trained in sustainable resource use or alternative livelihoods	End of project target 100% of ecosystem-based adaptation strategies address vulnerabilities of women, men, and other disadvantaged groups At least 50% of trainees are from the marginalised social groups	0 at start of project	(USD 20,000)	Medium term	CUVKUN PMU, Ministries of responsible for water and environment and natural resources, Joint CUVCOM, and KUNENECOM Secretariat, , Gender Focal Point for the Ministries of responsible for water and environment and natural resources
Component 5: Enhancing the community participation in IWRM to build resilience in their livelihoods							
Outcome 5.1: Livelihoods enhanced, and community resilience improved through community-driven activities							
Outputs	Gender Equality and Social Inclusion (GESI) Actions	Indicators	Targets	Baseline	Budget (USD)	Timeline	Responsibility
Output 5.1.1 – Gender-responsive Community-driven interventions to improve their resilience and livelihoods identified and implemented 5.1.2 - Capacity strengthened in the Secretariat to ensure the sustainability of basin community engagement and community-driven activities to implement the IWRM Plan	Implement gender-transformative approaches that lead to empowerment of women, youth, and people with disability in the pilot project areas.	Proportion of households with resilient livelihoods. % of new or upgraded water points that are accessible to all, including persons with disabilities. % of basin-related economic activities (e.g., irrigation, fisheries, small-scale water enterprises) equitably accessed by women and marginalized groups.	Mid-term target: 80% End of project target: 100%	0 at start of project	USD 20,000	Short term Medium term Long term	CUVKUN PMU, Joint CUVCOM, and KUNENECOM Secretariat, PTJC , ministries responsible for gender and community development, Gender expert
	Mainstream GESI in the targeting of beneficiaries for the pilot projects. Facilitate the empowerment of women, youth, and people living	Proportion of vulnerable women, men, youth, and people with disability participating in the IWRM pilot project activities.	Mid-term target: 100% of vulnerable women, men, youth, and people with disability represented End of project target: 100% of vulnerable women, men, youth,	0 at start of project	USD 100,000	Short term	CUVKUN PMU, Joint CUVCOM, and KUNENECOM Secretariat, ministries responsible for gender and community development

5.1.3 - Piloting of gender-responsive and inclusive flood early warning system for communities in selected hotspot settlements with the system operational for at least 4 hotspots basin wide	with disability to actively participate in planned livelihood pilot projects.	Proportion of households that have more secure access to livelihood assets disaggregated by gender, age, and disability.	and people with disability represented				
	Budget and pay-out fair remuneration for vulnerable women, men, the youth, and people with disability.	Proportion of vulnerable women, men, the youth, and people with disability that receive competitive wages on the IWRM pilot projects.	Mid-term target: 100% End of project target: 100%	0 at start of project	USD 100,000	Short term Medium term Long term	CUVKUN PMU, Joint CUVCOM, and KUNENECOM Secretariat, ministries responsible for gender and community development
	Promote service and interventions that lessen the burden of work for women, vulnerable men, and people with disability whilst improving productivity (for example, labour saving technologies).	Number of service and interventions that lessen the burden of work on women, vulnerable men, the youth, and people with disability in the IWRM pilot project sites.	Mid-term target 100% of demonstration projects promoting time efficiency and reduced work load on both women and men End of project 100% of demonstration projects promoting time efficiency and reduced work load on both women and men	0 at start of project	USD 20,000	Short term Medium term Long term	CUVKUN PMU, Joint CUVCOM, and KUNENECOM Secretariat, ministries responsible for gender and community development

Component 6: Outreach and Knowledge Management for replication, upscaling and stakeholder engagement

Outcome 6.1: Stakeholder engagement strengthened through targeted communication and Replication and upscaling supported through exchange of knowledge, best practices and lessons learned

Outputs	Gender Equality and Social Inclusion (GESI) Actions	Indicators	Targets	Baseline	Budget (USD)	Timeline	Responsibility
6.1.1 - Stakeholder Engagement Strategy and Communication Strategy developed (based on the Stakeholder Engagement Plan and Gender Action Plan)	GESI responsive stakeholder engagement strategy and communication plan developed	Proportion of knowledge sharing initiatives that directly target, vulnerable women, men, youth, and people with disability.	Mid-term target: Percentage of vulnerable women, men, youth, and people with disability reached End of project target:	0 at start of project	USD 40,000.00	Medium term	CUVKUN PMU, Joint CUVCOM, and KUNENECOM Secretariat, Gender Expert

developed during PPG)			Percentage of vulnerable women, men, youth, and people with disability reached				
6.1.2 - Targeted policy briefs and communication products produced	Develop information products to communicate seasonal groundwater levels, various, and in most instances competing uses of water, and the distinct role water plays in supporting rural livelihoods in the Cuvelai and Kunene River basins.	Number of males, female, youths, and people with disability participating in local level water governance structures such as the Karst water management body, the Basin Management Committees, and water point committees alike receiving information on groundwater levels.	Mid term At least 50% of the CUVECOM and KUNENECOM stakeholders have access to information on groundwater levels, to enable informed decision making, are women, youths and other vulnerable groups End of Project At least 100% of the CUVECOM and KUNENECOM stakeholders have access to information on groundwater levels, to enable informed decision making are women, youths and other vulnerable groups.	0 at start of project	USD 20,000	Medium term	CUVKUN PMU, Joint CUVECOM, and KUNENECOM Secretariat, Gender Expert
6.1.3 - Exchanges with other RBOs and relevant regional institutions, in particular with RBOs in SADC region, SADC Groundwater Institute, and other TB river basins with headwaters in Angola.			6.1.4 - Active contribution to the learning and knowledge sharing activities and events organized by the GEF IW: LEARN, including the GEF IWC (at least 1% of the project budget	Number of GESI responsive knowledge products developed and disseminated to relevant national, regional, and global stakeholders.	Mid term 3 knowledge products on GESI in transboundary governance produced End of Project Additional 3 knowledge products on GESI in transboundary governance produced	0 at start of project	USD 20,000
6.1.5 - Timely Project M&E to inform adaptive management for successful delivery of project results,							

including MTR and TE. System in place							
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