

**"Coastal Adaptation to Climate Change in Cuba
through Ecosystem Based Adaptation – MI
COSTA project"**

Annex 8 Gender Analysis and Action Plan

October 2020

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Introduction

The Green Climate Fund recognizes the central importance of gender considerations in terms of both impact and access to climate funding and requires a Gender Assessment and Gender Action Plan to be submitted as part of the project-funding proposals that it assesses. The main objective of the Gender Assessment is to screen the gender aspects of the GCF project, and to subsequently strengthen the gender responsive actions within the project.

In particular, this gender assessment aims to provide an overview of the issue of gender in Cuba, with a specific focus on the gender differentiated impacts of climate change and how this information can be used to design an adaptation intervention that is gender-sensitive. By identifying gender issues relevant to the Project interventions and situated in the Cuban context, across elements such as use and access to resources, gender-differentiated roles in employment and livelihoods, and roles in political decision making, the Gender Assessment and Action Plan (GAAP) identifies opportunities for gender mainstreaming in the design of the "Coastal Adaptation to Climate Change in Cuba through Ecosystem Based Adaptation – MI COSTA project". Furthermore, the project aims to address gendered climate resilience across the household, community and institutional levels

The information in the present assessment is based on an analysis of Cuban social policies, programmatic documents, and statistics as well as academic and scientific papers and results, as well as stakeholder consultations with both institutional actors (national and local), and Cuban beneficiaries living in the project interventions areas. The GAAP was also carried out with the support of the “Facultad Latinoamérica de Ciencias Sociales” (FLACSO) - Cuba program, benefitting from the extensive knowledge and experience of the national FLACSO team, comprised on experts specialized in socio-economic research, vulnerability, and gender equality, as well as community engagement. The principle objectives the GAAP are as follows:

1. To align the project proposal with Cuba's national priorities on gender.
2. To incorporate information and lessons learned from previous national gender studies and evaluations in Cuba to both understand the context and ensure that project activities are gender-responsive.
3. To present results from stakeholder consultations and involving women, men, girls and boys residing in the areas where the project will be developed from an early stage in project design.
4. To integrate gender considerations into project indicators, goals and activities, and identify ways in which women can act as leaders and decision-makers in community-based adaptation interventions.

Part I: Gender Analysis/Assessment: Guide (Project/Program Level).

a) Methodology

The present gender assessment, carried out at the beginning of the design of this project, acts as an entry point for the incorporation of the gender perspective throughout the design and implementation of the project, and is the basis of the gender action plan. Stakeholder consultations, led by FLACSO, took place in July and August 2018 in La Coloma (Pinar del Río), Playa Cajío (Artemisa) and Júcaro (Ciego de Ávila). The results of the consultations are detailed in the Stakeholder Consultation and Engagement Plan. Accordingly, the Gender Action Plan presented in Section 2 of the present report has been designed by taking into account both the comprehensive gender assessment presented in the current section 1 as well as the results of the consultations.

To summarize, the gender analysis and stakeholder participation and consultation, enabled the following:

- A strong participative process and accordingly, a commitment by both local government officials and community members in fulfilling the objectives of the "Adaptation to climate change in Cuba through Ecosystem Based Adaptation – MI COSTA project";
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline in which to measure improvements and identify areas of interest; and
- Establishment of recommendations to be incorporated into the Gender Action Plan.

b) The Need for a Gender Perspective in Communities

Extensive literature and global experience has shown that women and men are often affected differently by the same socio-environmental conditions, and that depending on cultural norms and beliefs, power imbalances and differentiated roles in the household and public spheres, their responses to everyday situations is also different. Furthermore, it is also widely documented that women experience the effects of climate change differently than men, both in terms of adjusting livelihood strategies, in their changing relationships to scarce resources and in regard to disasters. Overall, socio-cultural factors may limit women's access to assets and decision-making power, which generally position women in more vulnerable situations. It is therefore necessary to introduce a gender equity approach to project design, in order to implement project activities in a manner that reduces equity gaps. Finally, it is also important to understand that although women may be more vulnerable to the impacts of changing environmental conditions, the GAAP aims to understand the gendered differences in impacts between both men, women, girls and boys. For example, in the Cuban context, men can also face greater risks in disaster situations, due to the socially mandated roles they are expected

to assume (embodying characteristics such as strong, courageous, and decisive), which frequently leads to increased incidence of injuries and higher mortality rates.

c) Existing Gender Inequality and Social Inclusion in Cuba

Cuban society demonstrates exceptional gender equality, despite the fact, that Cuban culture remains broadly patriarchal, with certain manifestations of gender inequality mainly affecting women and girls. Although the Cuban Revolution of 1959 set out to eliminate all forms of discrimination and inequality based on a profound socio-economic and political transformation that created a unique situation of equity among its citizens, the cultural stigmas and stereotypes, placing women in sometimes disadvantaged positions have tended to prevail in popular culture. Although very significant achievements have been made in regard to the participation of women in the economic and social development spheres of Cuba, more work remains to be done, signalled in a recent speech by Raul Castro himself, the former president of Cuba. On September 27, 2015, Raul Castro, then acting as President of Cuba, addressed the UN at the “Global Leaders’ Meeting on Gender Equality and Women’s Empowerment: A Commitment to Action”. He ended his speech by saying that: “... political will is much needed to avoid turning the results obtained so far into our goals instead of making them a starting point and a pledge to achieve true equality for women”.¹

● Gender Inequality Indicators

Several indices have been developed to quantify the concept of gender inequality, whereby the United Nations Development Programme (UNDP) uses the Gender Inequality Index (GII) and the Gender Development Index (GDI). The GII measures gender inequalities in three important aspects of human development—reproductive health, empowerment and labour market participation. The GDI accounts for disparities between women and men in three basic dimensions of human development—health, education and living standards.

According to the UNDP Annual Human Development Report (2015), Cuba had a GII value of 0.304 (below the value of Latin America), which has positioned Cuba as the 62nd in the world ranking. Cuba’s GDI value, in the report, was listed as 0.946, placing them in “Group 3” (out of five groups), which is defined as “countries with medium equality in HDI achievements between women and men”.

Another useful indicator is the World Economic Forum’s (WEF) Global Gender Gap Index, which analyses the division of resources and opportunities between men and women in 144 countries. It measures the size of the gender inequality gap in four key areas: health and survival, educational attainment, economic participation and opportunity and political

¹ Castro Ruz, Raúl (2015) Speech delivered at the Global Leaders’ Conference on Gender Equality and Women’s Empowerment, held in New York. See: <http://www.unwomen.org/-/media/headquarters/attachments/initiatives/stepitup/commitments-speeches/cuba-stepitup-commitmentspeech-201509-en.pdf?la=en&vs=4258>

empowerment. In the 2017 WEF Global Gender Gap Report, Cuba’s overall score was 0.745, which ranked it 25th in the world. The breakdown of Cuba’s sub-scores were as follows:

Area measured	Index Score	Global Ranking
Health and Survival	0.970	103
Educational Attainment	1.000	1
Economic Participation/Opportunity	0.629	99
Political Empowerment	0.382	19

Overall, the above statistics show that Cuba, in contrast to many of its neighbouring nations in the LAC region, as well as in terms of global rankings shows an exceptionally high level of educational attainment (there is no gender difference), as well as a strong score in regards to political empowerment and that the level of gender equality in Cuba is high.

Summarized below are national statistics and references to the political and legal framework of Cuba, which evidence favourable gender equity conditions nationally, specifically in relation to the issues identified by GCF as causes of discrimination against women, making them more vulnerable to climate change.

1) Division of labour, lower incomes and lesser livelihood opportunities for women:

- 49% of the labour force in the civil state sector is female
- 48.6 % of managers in Cuba are women

Law 116 "Labour Code" Article 2, establishes as one of the fundamental principles governing labour law Equality in Salary: "work is remunerated without discrimination of any kind in correspondence with the products and services it generates, its quality and the real time worked, where the principle of socialist distribution of each one according to his capacity to each one according to his work must govern.

2) Fewer legal rights:

Law 116 "Labour Code", article 2, establishes Equality at Work as one of the fundamental principles governing labour law: "Every citizen in a position to work has the right to obtain employment in accordance with the demands of the economy and at his or her choice, whether in the state or non-state sector; without discrimination on the basis of skin colour, gender, religious beliefs, sexual orientation, territorial origin, disability and any other distinction prejudicial to human dignity".

The Bases of the Economic and Social Development Plan to 2030, in the Strategic Axis "Human Development, Equity and Social Justice", establishes the specific objective 19: "To guarantee the exercise of the rights and duties of all citizens, with equality, inclusion and social justice,

expressed in the access to opportunities, the achievements or results, the distribution of the benefits of development and the confrontation with all forms of discrimination by skin colour, gender, gender identity, sexual orientation, disability, territorial origin, religious belief, age and any other distinction injurious to human dignity".

3) Lesser political and professional representation:

In Cuba, women represent:

- 53.22% of the seats held in the National Assembly of People's Power (ANPP), the highest legislative body in the country.
- 48.4% of the members of the Council of State
- 60.5% of higher education graduates
- 67.2% of technicians and professionals nationwide
- 53.5 of the workforce associated with the Science, Innovation and Technology system.

These factors are further elaborated in the following sections.

- **Poverty**

One of the priorities of the government, since the Cuban Revolution of 1959 was the eradication of poverty in Cuba. To a large extent, the post-revolution socio-economic transformation and social policies were able to reverse many of the structural issues responsible for poverty. As one researcher has noted:

"It should be noted that during the sixties, seventies and first half of the eighties important advances were made, fundamentally in health, education and social security, and the trend towards a more equitable redistribution of wealth was consolidated, as evidenced by the sustained increase in the income received by the poorest population".²

One of the indicators of this process has been the decrease in the Gini coefficient from 1953 to the end of the 1980s, demonstrating the reduction of inequality in Cuban society. However, the tightening of the economic and financial embargo imposed by the United States as well as the end of the Soviet era, led to a deep economic crisis in the 1990s resulting in a significant deterioration of the living conditions of the Cuban population. The equity gaps widened, and the phenomenon of poverty re-emerged in Cuban society, while for others, for whom poverty had not been totally eradicated, it was a deterioration of the mechanisms for its relief.³

Since then the situation has considerably improved and it is important to note that in Cuba, poverty has a distinct character, given that all citizens are guaranteed access to basic social

² Zabala Argüelles, María del Carmen (2009) Female head of household, urban poverty and social exclusion: a subjective perspective in the Cuban context. - 1st ed. - Buenos Aires: Latin American Social Sciences Council - CLACSO. Page 71.

³ Alonso, Aurelio 2002 "Poverty seen in three scales. Reflections on the Hispanic Caribbean", Paper presented at the International Workshop on Poverty Reduction Strategies in the Caribbean. The external actors and their impact on poverty reduction in the area, CLACSO/CROP/CIPS/CIEI, Havana, 4-6 November.

services such as health, education and employment. That is, unlike elsewhere, the poverty in Cuba is poverty with protection, with comprehensive social security services provided by the State based on a universal access approach. That is why extreme situations of poverty, such as hunger, or high mortality rates are not present⁴. Accordingly, in Cuban academic literature and discourse, terminology such as vulnerable groups, socially disadvantaged groups or at-risk populations are used. These groups include the following:

- Female-headed households.
- Low-income households.
- Households with people with disabilities.
- Households with older adults living alone.
- Households exposed to environmental risks (e.g. close to the sea/coastal areas).

That is, despite the relatively high level of gender equality, the socio-demographic profile of the most vulnerable families in Cuba, has a higher frequency of female-headed households headed by women who are solely responsible to provide for children's needs, dependent or are in a precarious situation in the labour market due to their low income. Furthermore, studies such as those by Pérez (1998) and Zabala (2010) show important differences between men and women within poor households, which place women at a greater disadvantage than men.⁵

Overall, the segment of the population that faces the most vulnerable socioeconomic conditions is single-parent families with women at the head.⁶ According to census data, this segment is significant, with households headed by women having increased from 28.2 per cent in 1981 to 44.9 percent in 2012.

- **Health**

Since the Cuban Revolution, health has been a key sector prioritized by the State, putting Cuba in an exceptional position among other countries in the region, obtaining health outcomes comparable to those countries with relatively much higher levels of social economic development. In the development of the health sector, women have played an important role, representing 71.0% of the 492,366 workers in the National Public Health System. Furthermore, Cuba ranks as a nation with one of the highest concentrations of doctors, with 81.9 doctors per 10,000 inhabitants.⁷ There are 150 hospitals, 450 polyclinics, 131 maternity homes, 13 research institutes and comprehensive rehabilitation services at all

⁴ Fleitas Ruiz, Reina (2013) Poor families and gender inequalities in health: the case of San Isidro. - 1st ed. - Autonomous City of Buenos Aires: CLACSO, E-Book (CLACSO-CROP) Page 110-111.

⁵ Fleitas Ruiz, Reina (2013) Familias pobres y desigualdades de género en salud: el caso del barrio de San Isidro. - 1st ed. - Autonomous City of Buenos Aires: CLACSO, E-Book (CLACSO-CROP) Page 112)

⁶ Zabala, María del Carmen (2010) Female head of household, urban poverty and social exclusion: a subjective perspective in the Cuban context. Buenos Aires, CLACSO.

⁷ Annual Health Statistics, 2017; p. 11 and 12. Digital Version.

levels of care.⁸ The following three programmes are prioritized in the country: Maternal and Child Health, Comprehensive Care for the Elderly, and Immunization.

Several gender-focused prevention and health-care programmes have been implemented and developed. Women's sexual and reproductive health is guaranteed, and the maternal mortality rate is 22 per 100,000 live births. The health system is integrated into the family and massive and systematic tests are carried out to detect cervical cancer, breast cancer and other diseases at an early stage, as well as the Maternal and Child Care Programme (PAMI), which gives special attention to early pregnancy, the Maternity and Conscious Parenthood Programme (Programa de Maternidad y Paternidad Consciente), prevention programmes for HIV, STIs, AIDS and care for the elderly.

Cuba has a demographic context of low population growth, with a birth rate of 10.2 live births per 1000 inhabitants, a general fertility rate of 43.0 live births per 1000 women aged 15 to 49, and low fertility levels of 1.61 children per 1000 women.⁹ The overall mortality rate is 9.5 deaths per 1000 inhabitants with chronic non-communicable diseases (primarily heart disease) as the main cause of death. Male mortality is higher than female mortality except for in the case of diabetes mellitus.¹⁰ Cuba is also distinct from many other countries in the region in regards to its population curved being significant skewed towards the elderly, rather than youth, with 20.1 percent of its population over 60 years of age¹¹, making the ageing population one of the main challenges facing Cuban society. Life expectancy is generally high at over 78 years (76.5 years for men and 80.4 years for women)¹².

The Infant Mortality Rate has for ten consecutive years remained below five deaths under one year of age per 1000 live births; and in 2017 it was 4.0, the lowest in history.¹³ The Maternal Mortality Rate was 41.6 per 100,000 live births, of which 24.8 were due to direct causes (mainly due to complications related to the puerperium and others). In 2017, 29.4 induced abortions were performed for every 1000 women between 12 and 49 years of age and 72.4 for every 100 births.¹⁴ Finally, Cuba's comprehensive immunization programme protects against 13 diseases, with 100 percent vaccination coverage, in all population groups, with no gendered differences. The impact indicators showing the elimination of mother-to-child transmission of HIV and congenital syphilis, certified by PAHO/WHO in June 2015, are also still met.

- **Employment and Labour-Force**

⁸ Ibid; p. 9.

⁹ Ibid; p. 9.

¹⁰ Ibid; p. 9.

¹¹ National Bureau of Statistics and Information, 2018.

¹² Ibid; p. 20.

¹³ Ibid; p. 9.

¹⁴ Ibid; p. 154.

Cuba's employment policy since 1959 has been based on the principles of guaranteed employment, which translates into full employment for all citizens, the principle of equality and non-discrimination on the grounds of skin colour, sex or religious belief; and the principle of harmony between communal and individual interests. The legal framework relating to employment is based on the Constitution of the Republic. Although the gender equality policy is strong, in practice, Cuban women remain overloaded with domestic and childcare responsibilities, and this coupled with insufficient technical training, reduces women's chances of gaining access to more complex leadership positions and pay.¹⁵ That is, as elsewhere, Cuban women face high work burdens including managing the demands of domestic work in addition to other employment, and are also often relegated in rural to roles that are considered 'women's work' such as the making of handicrafts, canning and raising small livestock. This indicates the dominance of hegemonic masculinities that limit participation in activities outside those traditionally carried out by women, with emphasis on reproductive work and unremunerated work. Regardless, there have been significant changes over the last several decades. In 1958, only 20% of the female population between 25 and 44 years of age was employed, mainly in domestic work. While by 1983, 59% of the total female population of the same age was employed, including occupation in work requiring high professional and technical specialization¹⁶.

Although the promotion of women in agriculture has been encouraged, national statistics reveal the masculinization of the agricultural sector leading to the minority presence of women in productive work as well as in management positions. The presence of the traditional social division of labour in the agricultural context means that women are not considered for certain activities, for example such as the management of farms or the operation of agricultural machinery, which has led to less access and representation among these types of more 'technical' opportunities.¹⁷ The 2002 Population and Housing Census recorded that women employed in rural areas accounted for 13.7% of the total number of Cuban women engaged in paid work and 22.8% of the total number of rural women. They accounted for 67 per cent of the non-economically active population in those areas¹⁸. Furthermore, it is estimated that for every 100 men employed in rural areas, there are only 30 women employed.¹⁹

Most managers have limited awareness of the need to employ women and the ways to offer them jobs (that is to create new jobs and create appropriate conditions for existing ones). There are a lower percentage of women leaders among those in managerial positions and

¹⁵ (Estrategia de Género del Sistema de la Agricultura de Cuba 2015-2020. MINAG, Havana, 2016. 34pp.)

¹⁶ FLEITES-LEAR, Marisela (1996). Paradoxes of the Cuban woman. In *New Society Magazine*. No. 143. May-June 1996. Buenos Aires: Friedrich Ebert Foundation; p. 42.

¹⁷ (Romero, MI, Benítez, B, Miranda, S. *Pensar y actuar en clave de género: desafío para el desarrollo agropecuario local*. MES Award to the result of the greatest contribution to local development, INCA- PIAL, 2015.)

¹⁸ ONE, 2002.

¹⁹ Echevarría, Dayma, Teresa Lara, Miriam García (2010) "Empleo femenino en zonas rurales: logros y retos de los proyectos de cooperación para el desarrollo". In: CEEC. Annual Seminar on Economics and Business Management. Hotel Nacional de Cuba, 24-25 June 2010. CD.)

many women tend to have responsibilities related more to the administrative tasks rather than those associated with decision making. Some trades are considered "mixed" (cooking, caring for large or small livestock, growing vegetables) and others only "for men" such as acting as head of livestock or as an administrator. This has led to recent initiatives by the Ministry of Agriculture and the Federation of Cuban Women to promote gender equality in their management models.²⁰

Outside of the agricultural sector, women in Cuba show strong representation in the labour force, out-representing men in several. The following figures reflect this:

- 48% of the total number of people employed in the civil state sector
- 32% of the non-state sector
- 46% of senior management
- 78.5% of health personnel
- 48% of scientific researchers
- 66.8% of the force of highest technical and professional qualification
- 65.2% of higher education graduates.²¹

- **Education**

Cuba is considered to have the best education system in Latin America, and one of the best in the world, particularly in regard to access and attainment of higher degrees. Education in Cuba is universal, free, and public. This democratization of education following the Cuban Revolution²² included the expansion of the number of schools, the nationalization of private schools, a literacy campaign in 1961, which reached the most remote areas of the country, and the implementation of sixth and ninth grade programs for the newly literate. In 1976, a new constitution was approved, outlawing discrimination in all its forms, including gender discrimination, and established that in all state institutions the principle of equality would be promoted and that all citizens should "enjoy education in all the country's educational institutions, from primary school to universities, which are the same for all".²³

The Cuban education system is organized into three tiers namely, primary (preschool, primary school), secondary (basic secondary, pre-university, professional technician) and tertiary (doctoral level study). Primary and basic secondary education is compulsory nationwide and most of Cuba's population has obtained secondary education²⁴. In the 2016-2017 school year, 2,030,432 students were enrolled at all levels of education, 1,016,358 of which were women,

²⁰ Collection of authors (2014) Gender equality for quality management of food security. Demonstrative experience of a gender equality management system for the agricultural sector in Cuba. Havana, Cuba.

²¹ Castro Ruz, Raúl (2015) Speech delivered at the Global Leaders' Conference on Gender Equality and Women's Empowerment, held in New York.

²² «Education in Cuba». EcuRed.

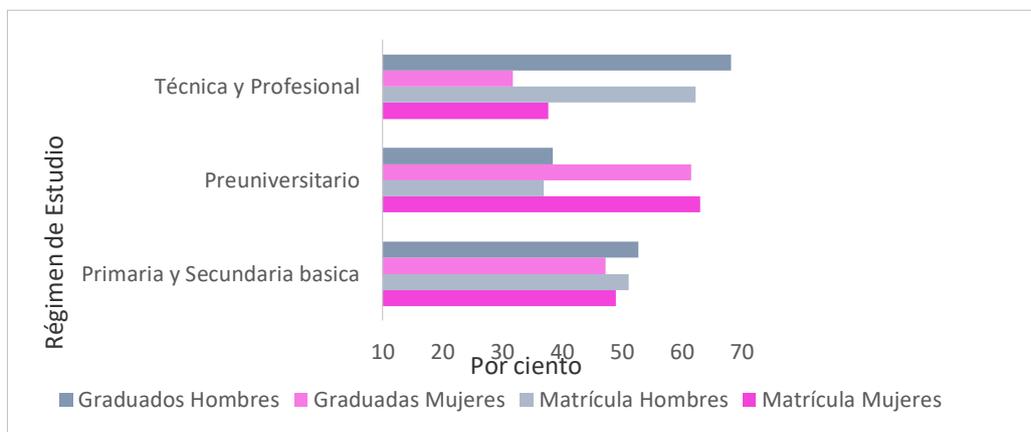
²³ Constitution of the Republic of Cuba (1976); Articles 42 and 43.

²⁴ ONEI (2008). Education in the Revolution; p. 6. Digital Version.

accounting for 50 per cent of total enrolment.²⁵ Cuba has a net enrolment rate in primary education of 99.5 per cent, with a gender parity index of 1;²⁶ and a retention rate at the primary level of 99.2 per cent, while at the lower secondary level it is 93.5 per cent²⁷. The highest level of education attainment, the tertiary level, had an enrolment of 218,643 persons in the 2016-2017 school year. The subjects with the highest enrolment were the medical sciences (76,329), pedagogy (45,442), and technical sciences (30,870). An impressive sixty-two per cent of those enrolled in higher education in those fields were women.²⁸ There are however gendered differences apparent in the fields of study chosen, with women studying and graduating from careers that have traditionally been recognized as "feminine", such as areas of health, education, social sciences (economics) and the arts and a lower representation in certain technical and professional fields.

Not only does Cuba's educational system demonstrate exceptional gender parity, it also addresses possible issues of intersectional marginalization with a special education programme for persons with disabilities. This program has the same curriculum as the General Education curriculum, but with schooling alternatives adapted to the needs of the learners.²⁹ There is also a range of programs for Adult Education through adapted programs such as the Facultades Obrero Campesinas (Rural Workers' Colleges) and the Cursos para Trabajadores (Courses for Workers).³⁰

Figure 1. Enrolment and Graduates by Regime of Study and Sex. Academic year 2017-2018.



Source Based on the Statistical Yearbook of Cuba, 2017. ONEI; 2017.

²⁵ ONEI (2017). Annual Statistics of Education; p. 10. Digital Version.

²⁶ Ibid; p. 28.

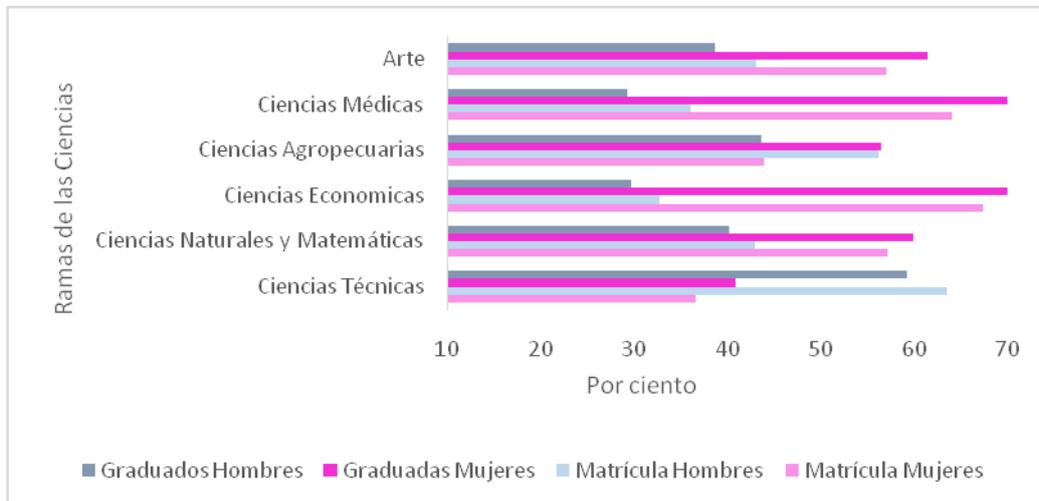
²⁷ Ibid; p. 18.

²⁸ Ibid; p. 25.

²⁹ ONEI (2008). Education in the Revolution; p. 10. Digital Version.

³⁰ Ibid; p. 10-11.

Figure 2. Enrolment and Graduates, by Branch of Science, in Higher Education by Sex. Course 2017-2018.



Source Based on the Statistical Yearbook of Cuba, 2017. ONEI; 2017

Finally, in Cuba's most recent Agricultural Gender Strategy, 2015-2020, women's more integrated and equal involvement in this key sector is recognized: "The promotion of women in the sector is a pillar to promote inclusive policies within it. It is estimated that more than 42% of the personnel dedicated to research, 35% of the people with PhDs in Science, 46.7% of the Master's graduates and 70% of specialized personnel are women".

- **Political Participation and Decision Making**

The equal political participation of women in Cuba has also been one of the goals of the revolutionary government since 1959. With this goal in mind a suite of actions have been implemented to achieve a greater presence of women in public life and to promote their increased contribution to the economic and social development of the country. These include the Literacy Campaign, the creation of the Federation of Cuban Women and the growing development of higher education.

In the last six decades, the participation of Cuban women in public and parliamentary life has been growing, which is expressed in the current composition of the National Assembly of People's Power (2018) with more than 53% female representation. These statistics place Cuba in second place in the world with the highest proportion of women in legislative work, surpassed only by Rwanda, which has more than 61%.³¹

Women's participation in decision-making is increasing in Cuba. Not only has the presence of women in Parliament increased, but in recent years there has also been an increase in their

³¹ Pérez Betancourt, Roberto (2018) Women more than 53 per cent of candidates nominated to the Cuban Parliament. Published on January 29 at: <http://www.tvyumuri.icrt.cu>

presence in the Council of State and the Council of Ministers. Although they do not represent a majority in this area, several ministries have been presided over by women. In addition, more and more women are occupying leadership positions in Cuba in institutes, economic institutions and service centres. However, their high levels of education often do not correspond to the posts that they occupy, which shows gender inequalities that still persist in today's Cuban society. In Cuba there are 8 women ministers (Ministry of Food Industry; Ministry of Domestic Trade; Ministry of Education; Ministry of Finance and Prices; Ministry of Labour and Social Security; Ministry of Science, Technology and Environment; Central Bank of Cuba and the Comptroller's Office of the Republic) and 44 women deputy ministers. The Political Bureau of the Central Committee of the Party is composed of 17 members, 4 of whom are women (23.52 per cent). Of the 612 members of the National Assembly of People's Power in Cuba, 299 are women (48.86 per cent) and 313 are men (51.14 per cent).

In regard to the design and implementation of the project, it should also be noted that women are well represented nationally in key roles, related to high-level decision-making. That is, the Minister of Science, Technology and Environment of Cuba (CITMA), the body responsible for 'Tarea Vida' (Cuba's climate change strategy), the director of FLACSO (the national body responsible for guiding stakeholder engagement and the gender assessment, and a key partner in capacity building and awareness raising), as well as the project design lead within ICIMAR are all women.

- **Access to Resources**

In Cuba, both men and women have equal rights in access to resources (land, property, goods, etc.). With respect to land, agrarian laws declare the equal right to land for both sexes. Regardless, in practice many more men own land than women, as well as participate in cooperatives and hold managerial positions in cooperatives. This is again due to patriarchal norms and beliefs that recognize and value men's work in agriculture, while undervaluing the role of women.

Recognizing this disbalance, promoting gender equality is a goal established by the Ministry of Agriculture, as described in the Cuban Gender Strategy for Agriculture, described further below. There has been an increase in women's participation in the Cuban agricultural sector of 1.3% since 2010, reaching 168,380 women (18% of the total). In the cooperatives, the female representation is 15-20%, depending on the type of entity, and the female users reach 11%. The greatest increase in the number of women has been in the occupational category of workers, with 3.2 per cent, 3.0 per cent in higher-level cooperatives and 6.7 per cent in middle-level technicians.

At the institutional level there is evidence of increasing strategic thinking in regards to gender mainstreaming in key resources sectors, whereby the National Association of Small Farmers (ANAP), the Cuban Association of Animal Production (ACPA) and the Association of Agricultural and Forestry Technicians (ACTAF) all have Gender Strategies in place, though in implementation, inequalities persist due to the incremental nature of cultural change.

Similarly, development projects, driven by increasing international cooperation, have deployed initiatives in favour of gender equality for food security. Such is the case of IGECSA (Gender Equality for Food Security Quality Management), regional experience that has been applied in Cuba through the UNDP/EU Programme "Agricultural Modernization in Cuba (PALMA)" and the UNDP/EU/COSUDE Project "Environmental Bases for Food Security (BASAL)".

Likewise, after a two-year assessment and with the aim of reducing the gaps that lead to inequalities between rural men and women in Cuba, the Ministry of Agriculture (MINAG) approved its Gender Strategy that includes an action plan to be implemented by business, state, budgetary and cooperative institutions, organizations and entities in the period 2015-2020. The Strategy's mission is: "To guide, encourage and support management for equal rights and opportunities for women and men at all levels of the agricultural system; to focus on: recognizing the disadvantages and capacities of women, as well as the needs, problems and potentialities of each territory; to close gender gaps; and to promote the incorporation, participation and leadership of women in the agricultural, forestry and tobacco sectors³²" (MINAG, 2016).

The specific of the Cuban Agriculture Gender Strategy objectives are:

- Generate a management culture for gender equality throughout the Agricultural System.
- To articulate the work for gender equality of the organizations that make up the Agricultural System.
- To strengthen the leadership and economic empowerment of women in the agricultural, forestry and tobacco sectors.

Strategic lines:

1. Creation and/or strengthening of capacities: awareness raising and training to close gender gaps.
2. Communication, knowledge management, and innovation to enhance gender equality.
3. Articulation of organizations, networking and socio-cultural impact on communities for gender equality in the agricultural, forestry and tobacco sectors.
4. Working conditions, occupational health and reconciliation of family and working life with greater gender equality.
5. Impact on institutional management policies to promote gender equality.
6. Follow-up, monitoring, evaluation and recognition of entities working for gender equality.
7. Participation and recognition (social, moral, political and material), leadership and economic empowerment of women.

³² Romero Sarduy, María Isabel; Benítez Fernández, Bárbara; Miranda Lorigados, Sandra. Pensar y actuar en clave de género: desafío para el desarrollo agropecuario local" (In process of publication in the book Cuba Rural).

8. Address masculinities in the agricultural, forestry and tobacco sector, and their impact on gender equality.

Summary of gender gaps in the agricultural, forestry and tobacco sector:

1. Non-parity representation: the predominance of men in the labour force is observed.
2. Sexual division of labour in production systems: jobs and occupations considered for men or women remain.
3. Gender gaps in income: although women and men receive equal pay for equal work, women's income is lower than men's because they carry out the highest paid jobs.
4. Gender gaps in knowledge: women are considered to have less knowledge than men about climate change adaptation.
5. Gender gaps in access to and control of resources: women use resources less than men and men make more decisions about them.
6. Gender gaps linked to health risks: men are more exposed in productive areas, while women are more at risk than men in the home.

Regarding the fisheries sector, the fisheries law is designed to be inclusive and does not have any *de jure* gender limitations. The law establishes the regulations for the adequate organization, administration and control of fishing, in accordance with the conservation and rational use of hydrobiological resources in the maritime, fluvial and lacustrine waters of the Republic of Cuba, in order to contribute to the food sovereignty of the nation.

It defines the principles of management of fishing uses:

- a) Conservation and sustainable use.
- b) The precautionary approach.
- c) The implementation of scientific, technological and innovative criteria; and
- d) Protection of marine, river and lake ecosystems.

It also establishes the regime of fishing authorizations, the fishing modalities, the fishing gear that can be used and the fishing areas. Article 8.1 establishes that no authorization is required for fishing carried out freely by natural persons, whether national or foreign, in maritime, river and lake waters from the coast or natural shores using poles, reels, ropes and hooks, without the aid of floating equipment. However, in fishing areas declared as areas of high environmental and historical-cultural importance and reservoirs of state interest, this practice is not permitted without prior authorization.

Regardless, when it comes to participation in the fisheries sector, there is a gendered division of labour, which is described below in the section regarding Women's roles in supply chains.

At the community level, field observation and interviews with directors of the Marlin Marina in Júcaro (an institution that belongs to the Ministry of Tourism, which offers services of nautical activities, sport fishing and diving for tourism), also demonstrate that there is a traditional sexual division of labour conditions in the community, with the majority participation of men in better-paid activities such as fishing and diving, which involve access

to fishing resources and coral reef. Conversely, women work as waitresses, cooks and office workers. Interviews also revealed that for many years there was also the practice of cutting down mangroves to produce charcoal, an activity principally carried out by men. Community interviews indicated that this practice has since subsided, due to better regulation as well as the availability of alternative energy sources.

At the household level, in the communities where the project will be carried out, the sexual division of labour within families is also reproduced. Women are principally responsible for the home and the family and therefore they are the ones who perform the non-remunerated tasks (even if they perform productive tasks and bring in income to the home). Women, as elsewhere in most of the world, are the ones who have the "double shift: productive and domestic and hence a significant time burden of unpaid labour.

Men are primarily economic providers and although they perform some domestic tasks, such as getting water for cooking or washing, they see themselves as helping women rather than undertaking an activity of their responsibility. They are in charge of getting water, buying animals for breeding, agricultural purchases (inputs for production), sales of productions, cutting trees to make charcoal for fuel, collecting wood, house purchases, mowing, building new spaces, etc.

As men mainly perform productive roles, they have more time to satisfy their own needs, for recreation and development. Women, on the other hand, lack time for self-care, recreation and development (management positions, training, participation in events and exchange of experiences, among others), for which reason they are at a disadvantage.

In addition, women - especially housewives - are found to be exposed to greater health risks through systematic exposure to oil and firewood for cooking and through the salination of water.

Some examples found during the field visits are as follows:

- In Playa Cajío, women play an important role as heads of family and a factor that affects the inhabitants greatly, is the water supply problem, which affects the domestic recharge of these women. Approximately 80% of Cajío's population is not native to the area. Many of its inhabitants come from the East of the country and have settled in the small houses that have been abandoned by the inhabitants of Cajío currently living in Güira de Melena.
- In La Coloma, women are considered to be primarily responsible for the household and the family, perform domestic work and are disadvantaged because they are economically dependent on men. Men work in the fishing industry and practice artisanal fishing.

In Júcaro most of the women in the community are housewives, and they are equally disadvantaged because they are economically dependent on men. The houses are in precarious conditions after the passage of cyclones, many cook with oil or firewood

- **Role of Women in Relevant supply chain in Rural Areas**

To further elucidate women’s access and control of resources, as well as dynamics around labour and employment, an additional survey was administered to understand women’s role in supply chains relevant to the project, including in agriculture, fisheries, use of non-timber forest products and in forestry more broadly.

It was found that in the project areas, women participate in a broad range of agricultural activities, including:

- 1) Soil preparation and Harvest
 - Applying fertilizers / insecticides / or other inputs
 - Harvest
 - Transformation (peeling, washing, grinding)
- 2) Selling and Exchange
- 3) Livestock tending

Some of the activities which were identified as most common among women were:

Planting, applying fertilizers / insecticides / or other inputs, harvesting produce, as well as contributing to administrative tasks and species breeding.

Women in the project focus areas stated that they were interested in learning about other types of agricultural activities, and responded favourably to activities including gender training workshops, and those organized to promote women's employment activities.

Women’s participation in the fishing sector was found to be primarily related to the processing of catch, as well in the activities related to the selling and exchange of the catch. They process the catch, clean it, weigh it and pack it, for local sale (themselves in their community) or those working in fishing facilities or companies (EPICOL in La Coloma and in Júcaro).

The role of women in the use of wood for energy is closely linked to the production of charcoal, which is sometimes used as fuel for industrial and domestic use, an activity contracted by forestry companies in the territories. In general, this is an activity that is carried out by men, as a labour-intensive activity that requires significant strength, as well as intense working hours to keep the ovens burning and working. In this coal cycle, women work basically in coal packing or in coal management, control and direction, that is, they direct the group of men who do the work. In the project communities, women hold management positions in many of the forestry units. It is a profitable activity and pays stimulation in foreign currency to its workers (approximately 15.00 CUC per month).

It is worth highlighting the fact that, in Cuba, there is a law which prohibits the felling of mangrove trees (Forestry Law # 85 of 1998), which is reasonably well enforced. Therefore, the wood used for charcoal production does not come from the mangrove, but primarily from invasive exotic species such as casuarina and almond, which are common in the project's intervention areas. It was found however that in the project area, some inhabitants debark the mangrove to make a type of leather or to build simple utensils for rudimentary fishing, however this is done on a very small scale.

In project areas with mangroves, the communities use honey bees, where women are involved in extracting the honey from the hives and taking care of them. Tannin, which is a dye that is extracted from the red mangrove after it is debarked, is also used for medicinal purposes and in the leather industry, although women do not have much involvement in this use.

Regarding the use or collection of products related to seagrasses and/or coral reefs, surveys found that in the case of Batabanó, women participate in the cleaning and packaging of sponges. In the Rincón de Guanabo Protected Area, there is a current project aimed at the exploitation of *Thalassia testudinum*, a species that is part of the sea grasses, where the participation of women in harvesting and processing activities is promoted in order to obtain the primary product from which a pharmaceutical product will be developed.

Marine and Coastal Ecosystem Services

Marine and coastal ecosystem goods and services play a major and vital role in the well-being and way of life of Cuba's coastal communities. These communities generally interact most with the coastal marine ecosystems, such as coral ridges, reefs and mangroves, which are directly and indirectly exploited.

Among the main economic and environmental uses related to these ecosystems are commercial and self-consumption fisheries; scientific and educational value, coastal protection, erosion control, spiritual, cultural and recreational value, medicinal and conservation value, and biodiversity habitat, among others.

Coral reef ecosystems have use value for subsistence fishing, sport fishing, tourism and recreation. Women make less use than men of the benefits of these ecosystems, especially in subsistence and sport fishing. Some components of these coral ecosystems are used at a community level as natural medicine or for ornamental purposes, mainly by women.

The products of the Costa Arenosa vegetation ecosystems are used to produce charcoal, buds, human and animal food, recreation, seed extraction and beekeeping, coastal protection against the impact of storms and hurricanes or as a source of materials for handicraft production, etc. Oyster farms and capping houses are also work options in these communities in terms of benefits and opportunities for women.

The role of women in national forest enterprises

In Cuba, more than 7,500 women farmers are involved in forest management, representing 19% of the workers in this field (Territorial Delegation of the Ministry of Agriculture, 2014.) The presence and participation of women in forestry is found in all types of occupations, including many that have traditionally been considered as men's, but the figures for these compared to the men are much lower. They are also represented in all forestry structures at the territorial level, whether in forestry enterprises at the provincial level, in forestry units at the municipal level or in forestry brigades in settlements. However, men are more represented than women, although in recent years Cuba has seen an increase in women in forestry, especially in coordination, leadership, management or leadership positions. If before they were less visible, today they occupy positions as directors of companies, forestry units or forestry brigades, which contributes to a greater promotion of women among foresters, based on awareness raising at all levels. In the forestry brigades, women are mainly employed in the nurseries (in the sowing of stumps) or in the packing of charcoal, and men in the work of felling, sowing, etc.

In the case of Cuba, the incorporation of women or not into the forestry sector is not so determined by the access they may have to it, since like men they may work in the sector. There are also other reasons why women are not attracted to forestry activities: lack of motivation, due to the low value or recognition of their work; little knowledge about the sector and insufficient promotion of it so that women can appreciate the potential it offers for individual, social and professional fulfilment; little promotion of employment options that can be taken up by women, competition from other areas of work with more attractive jobs; distance from work areas and lack of differentiated attention to women's practical needs in terms of working conditions.

Generally speaking, the role of women in forest leadership and management has increased. There is an increasing number of women in leadership positions in forestry who are involved in management, control and decision-making. To a lesser extent, they work in field activities or on the ground, such as in forestry brigades (nurseries). They are more represented in the Forestry Corps, where they certify and control forestry activities, although this body belongs to MININT.

Women have gradually been incorporated into the country's forestry activity, with notable progress in the productive, managerial and organizational spheres. However, there are still gender gaps that require joint action to eliminate them. Some of these are: Greater training and awareness on gender issues for managers of companies, forestry units and workers in the sector, both men and women, who work directly at the base, in nurseries, timber industries, sawmills, coal plans, experimental stations and others; The existence of a greater number of spaces where the topic is included, such as methodological and practical activities, work meetings, management boards, etc.; promoting and strengthening training in the communities from a gender equity perspective, which may contribute to changes in

stereotypes related to the activity, thus favouring the incorporation of women into forestry activities.

In Cuba there exist Non-Agricultural Cooperatives (CnA) and Agricultural Cooperatives, which, according to their type, have three names:

- a) Basic Unit of Cooperative Production
- (b) Agricultural Production Cooperative; and
- c) Credit and Service Cooperative.

Again, there are no *de jure* limitations in women's involvement. The requirements for membership in a cooperative are defined according to the contribution of work and goods to the productive functioning of the cooperative, not according to gender or sexual preference.

Cuban legislation on cooperatives:

- Decree-Law No. 366 "On Non-Agricultural Cooperatives"^[2]The organization is an organization with economic and social purposes, which is constituted voluntarily on the basis of the contribution of goods and rights and is supported by the work of its members. The general objective of the cooperative is the production of goods and the provision of services through collective management for the satisfaction of the social interest and that of the members.
- Decree-Law No. 365 "On Agricultural Cooperatives The latter [3] constitute an economic and social organization that is part of the agricultural and forestry production system. Its general objective is the production of goods, fundamentally agricultural and livestock, and their commercialization, as well as the provision of services through collective management for the satisfaction of the social interest and that of the cooperative members.

Women are linked to the forestry sector through the structure of the Base Enterprise Unit (UEB), which is integrated into state-run agroforestry enterprises. It is estimated that there are about 40 thousand workers in the forestry sector, 9 thousand of them women, for 22% of the total. Forty percent of the technical and professional staff are women.

The advances in women's participation in Cuban forestry are relevant when compared to the situation in other countries in our area and in other regions of the planet. Cuba's National Forestry Programme and forestry sector policy explicitly include the issue of gender and update the strategy to achieve equity.

Traditionally, men have dominated forestry and forest sciences. With very few exceptions such as Cuba, women have not been well represented in the forestry sector and have not had the opportunity to access positions of power and influence as a result of gender discrimination. They have not been motivated or encouraged to choose the forestry profession and as a result are not well represented in the sector as men are. However, in Cuba

approximately 40% of the technical and professional staff of the National Forestry Directorate (DNF) of the Ministry of Agriculture and the SEF are women. (Cuba Forestry Sector Development Project, 2008-2013).

In Cuba, more than 7,500 rural women are involved in forest management, representing 19% of the workers in this field^[4]. The presence and participation of women in forestry is found in all types of occupations, including many that have traditionally been considered as men's, but the figures for these compared with men's are much lower and have less recognition.

If before they were less visible, today they hold positions as directors of provincial companies, services and forestry units, which contributes to a greater promotion of women among foresters, based on awareness raising work at all levels. An example of this is the wide representation of women in entities such as the State Forestry Service and the Mountain Agriculture Business Group (GEAM), among others. The incorporation of women has also had a great increase in more practical forestry work, from reforestation actions and work in nurseries, timber industries, sawmills, coal plants, experimental stations, and others; so it becomes a paid job.

Another remunerated activity in which women participate is in the production of the cogollo, a product obtained from prophylactic felling and from wood that falls when hurricanes strike. This vegetable fiber is produced in a family activity, with the participation of women, and is sold to the Forestry Company, which markets it to the Tobacco Company of the territory, which demands the product to tie the bales of tobacco. Women also work in the production of charcoal, used as fuel for industrial and domestic use, an activity contracted by forestry companies in the territories. In general, this is an activity carried out by men, although women help mainly in keeping the charcoal burning ovens lit and working, it is a profitable activity and pays stimulation in foreign currency to their workers (approximately 15.00 CUC per month).

In Cuba's coastal and mountainous settlements, whose fundamental economic activities are related to forest and coastal and marine ecosystem goods and services. In these communities, the level of unemployment is higher among women than among men, so that a large number of them, given the lack of jobs and other cultural factors, figure as housewives; in many coastal settlements this figure exceeds 50% of the total number of women^[5].

On the other hand, some research reveals^[6] gender inequalities related to the lack of understanding of some male bosses towards the time needs of their subordinates, to attend to domestic tasks that fall on women even after their paid working hours are over.

- **Gender Based Violence**

In recent decades there has been a worldwide movement denouncing gender-based violence, which affects millions of girls and women around the world.³³ Gender-based violence is defined as any intentional act or omission, based on gender inequalities, which results in the possible or actual undermining of human integrity (physical, sexual, emotional, economic, professional or psychological)³⁴. Although men are not exempt from gender violence, women are the main victims of a patriarchal culture that legitimizes hegemonic male power. In Cuba, this social problem has also been denounced not only by academia, but also through broader social activism. National campaigns to eliminate all types of violence against women and girls have been fundamental, as well as prevention actions developed at the community level through awareness-raising processes and training with local actors. National campaigns to eliminate all types of violence against women and girls have been fundamental, as well as prevention actions developed at the community level through awareness-raising processes and training with local actors. As part of this process, Cuba joined the Campaign of then UN Secretary General Ban Ki-Moon to end violence against women.

Cuba signed the landmark Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1980. In 1997, the National Plan of Action for Follow-up to the Fourth United Nations Conference on Women was approved by a Decree-Law of the State Council. That same year, it established the National Group for the Prevention and Treatment of Domestic Violence, particularly which perpetrated against women³⁵. This National Group maintains its systematic work and functions as a permanent working group, led by the Federation of Cuban Women (FMC)³⁶ and composed of the Ministry of Education, the Ministry of Public Health, the Ministry of the Interior, the Institute of Legal Medicine, the Office of the Attorney General of the Republic, the National Sex Education Centre, the University of Havana, the Cuban Radio and Television Institute and the People's Supreme Court³⁷.

FMC has re-established a working agreement with other governmental and non-governmental organizations based in the country, expanding its alliances for the benefit of children, young people, women and the family in general³⁸. In 2016, a cooperation agreement

³³ World Report on Violence and Health: Summary. Washington, D.C., Pan American Health Organization, World Health Organization Regional Office for the Americas, 2002.

³⁴ Proveyer Cervantes, Clotilde; Romero Almodóvar, Magela; Hidalgo Gómez, Zulema (2017) Methodological folder. Training of social actors for prevention and attention to gender-based violence in the community setting. ISBN 978-959-242-184-4.

³⁵ FMC is a Non-Governmental Organization (NGO) with a Special Consultative Category in the United Nations Economic and Social Council (ECOSOC). In the local space it is represented by around 74 thousand grassroots organizations. It has affiliates to 86.3% of the population over 14 years of the country. See: "Questionnaire sent to governments on the implementation of the Beijing Platform for Action (1995) and the results of the Twenty-Third Special Session of the General Assembly". <http://www.un.org/womenwatch/daw/Review/responses/CUBA-Spanish.pdf>

³⁶ Organización de Naciones Unidas. Comisión Económica para América Latina y el Caribe. Informe Nacional: Cuba. https://www.cepal.org/mujer/noticias/paginas/3/51823/Informe_Cuba_Beijing_20.pdf

^{37,38,39} Informe de Resultados. Oficina Nacional de Estadística e Información. Editorial de la Mujer. La Habana, 2018. 117 pp.

was signed between the Federation of Cuban Women and the Office of the Attorney-General of the Republic of Cuba to extend by telephone the possibility of reporting acts of violence against women³⁹. In addition, the National Assembly of People's Power, as part of its working structure, is devising a Parliamentary Committee for the Care of Youth, Children and Equal Rights of Women.

Studies recently developed by the Center for Women's Studies, belonging to FMC, together with the Center for Population Studies (ONEI), belonging to the National Statistics and Information Office, on the conceptions and assessments that the Cuban population has on the subject of gender, indicate that:

- 88.7 % of the Cuban population aged 15-74 (89.2 % of women and 88.1 % of men) consider that laws protecting women are applied in Cuba. 5.3% "agree in part", 1.7% "disagree" and 3.7% "don't know" or "have doubts".
- 88.7% think that in Cuba there are specific policies and actions in favour of women (89.3% of women and 88% of men). 4.6% "agree in part", 1.7% "disagree" and 4.3% "don't know" or "have doubts".

In regard to access to services for victims of GBV, there are several relevant services available. Within the Public Health System: Polyclinics, Day Hospitals, Community Mental Health Centers, Clinical-Surgical Teaching Hospitals, all of which provide psychology and psychiatric services that can be accessed by victims of violence. At the community level, the Family Doctor Program provides care to anyone who needs it. All of these services exist throughout the country.

In addition, the following services are identified to establish a claim or request legal or psychological assistance:

- The Women and Family Orientation House (throughout the country);
- The National Revolutionary Police (throughout the country)
- Complaint and suggestion box in different government agencies;
- Letters to relevant agencies and the Government, depending on the nature of the event giving rise to the complaint;
- Services to the population in the municipal governments and the Party;
- Attorney General's Office;
- Centro de Reflexión y Diálogo "Oscar Arnulfo Romero", is based in Havana and has a multidisciplinary team working on gender violence;
- Churches of different religious denominations (throughout the country).

d) Legal and administrative framework for the protection of women and the protection of gender equality

The Constitution of the Republic of Cuba (2019) expresses the political will to guarantee the protection of women. Article 43 of Chapter VI on equality states that: *"The State guarantees that women shall be offered the same opportunities and possibilities as men, in order to achieve their full participation in the development of the country."* The Cuban constitution also states *"Women and men enjoy equal economic, political, cultural, social and family rights. (...) The State strives to create conditions conducive to the realization of the principle of equality."*

Accordingly, Cuban labour legislation does not accept any discrimination in terms of pay, promotions, benefits or equal training. The creation of children's circles in 1961 and the system of semi-boarded schools were also decisive elements in the massive incorporation of women into working and social life. Thus, in the 1970s and 1980s in Cuba, important laws were passed that transformed the legal status of women and aimed to eliminate injustices derived exclusively from gender status. These legal reforms are expressed in the Maternity Act (1974), the Family Code (1975), the Labour Protection and Hygiene Act (1977), the Social Security Act (1979), the Labour Code (1984) and the Criminal Code (1987). Overall, laws in Cuba prohibit discrimination against women and there are currently no restrictions on their civil status.

The following is a summary of the laws currently in force that favour gender equity across spheres:

The Family Code, enacted in 1975 and currently being revised, has supported the strengthening of the family as the fundamental unit of society, together with the growing participation of women in all spheres of life and the equal rights of sons and daughters.

Regarding employment, Act No. 49, of December 28, 1984, established the first Labour Code, with special rules for women's work, such as Chapter VIII, which regulates jobs and their conditions and establishes special protections such as maternity. Therefore, this body of law manifests and recognizes the importance of women's participation in the workplace, their high social function of being mothers and the specific protection for adolescents and pregnant women. The current Labour Code (Act No. 116 of June 17, 2014) reaffirms the protection of working women in Chapter IV and their inclusion in the growing non-state sector of the economy.

The rights to Protection, Safety and Hygiene at Work were established by Law No. 13 of February 27, 1977 (and its regulations and attached legislation), which establishes the duty of administrations to create adequate working conditions that benefit women's participation in the work process. Act No. 116 of the Labour Code currently regulates these conditions.

These principles do not preclude women's right to prove their aptitude and ability to occupy complex jobs. For a time, there was an excess of "protectionism", excluding women from

work options that they could perform, which prevented the full exercise of their rights. Concepts and rules were then modified and applied, on the basis that only maternity protection constitutes a labour limit and not the sexist tendency to prohibit women from performing certain tasks. Today in Cuba, these concepts are perfected and enriched through scientific research, experience and the practical results of women's work, in order to avoid masking discriminatory behaviour with false protectionism. In the enacted Social Security and Welfare laws, principles have been enacted that also protect women. The current Social Security Law No. 105 provides guidelines to ensure the maternity of working women and the protection of widows in the event of the death of their spouses.

Maternity laws have assessed the different stages of pregnancy and the protection that the woman and her daughter or child must have in the medical work order. The Working Women's Maternity Act and all the relevant articles of the Labour Code and other labour legislation are examples of the affirmative action measures that have been necessary to establish and that have served over the years to protect the rights that must be guaranteed to women in the labour structure. Under Decree-Law No. 234 of 2003 on the Maternity of Women Workers, parental leave was extended. Article 16 of Chapter VI of this decree, which refers to social benefits, provides that: "Once the postnatal leave is over, as well as the period of breastfeeding that must be guaranteed in order to promote the best development of children, the mother and father may decide which of them will take care of the child, how this responsibility will be distributed until the first year of life and who will receive the social benefit, communicating the decision in writing to the administration of each parent's workplace". The social custom, however, is that very few men have taken leave.

It is also worth mentioning that one of the strategic axes of Cuba's Economic and Social Development Plan, 2030 is that of "Human Development, Equity and Social Justice." One of the specific objectives of the plan (#19) is focused on "Guaranteeing the exercise of the rights and duties of all citizens, with equality, inclusion and social justice, expressed in access to opportunities, achievements or results, distribution of the benefits of development and confrontation with all forms of discrimination based on skin colour, gender, gender identity, sexual orientation, disability, territorial origin, religious belief, age and any other distinction injurious to human dignity".

Various social mechanisms have also been created to promote policies in favour of women, such as the creation of the Commission for the Care of Children, Youth and Equal Rights of Women in the National Assembly of People's Power, the National Centre for Sex Education, the Commissions for Prevention and Social Care and the Commission for Women's Employment. Cuba's overall health strategy as mentioned above is another policy that has fostered gender equity, since the entire population has free access to these services.

In the process of promoting greater equity and mitigating the contradictions between the private and the public present in Cuban society, three important programs have been implemented and promoted:

- The National Sex Education Program to promote healthy, responsible sexuality with equal rights and opportunities between women and men.
- The Women's and Family Orientation Houses Programme, aimed at carrying out individual and group orientation actions in order to ensure that beneficiaries make the necessary changes with respect to the traditional roles assigned and assumed in the families.
- The Women's Chairs Program in Cuban Universities with the aim of introducing and strengthening a gender approach in undergraduate, graduate and research, contributing to the training of future professionals in this perspective and from a multidisciplinary approach.

The FMC, created in 1960, from its inception has assumed the role of transforming the discriminatory mentality towards women, as well as acting as a transforming civil force. Among its most significant actions are: to contribute to the solution of the real needs of women by creating objective conditions for the relief of domestic burdens and responsibilities, the development of a broad educational campaign to confront the social, family and individual conflicts that hindered the presence of women in social life, and the promotion of programmes for cultural improvement, strengthening and promoting women's involvement in increasingly complex tasks, including non-traditional ones, diversifying their roles from the exclusive role of housewife as well as the incorporation of women into economic life, especially in sectors in which women who until then had been marginalized, such as housewives, domestic workers, and prostitutes.

These actions collectively facilitated women's access to work, promoted women's involvement in decision-making positions, worked towards non-sexist socialization, and encouraged the presence of men and the entire family unit in these changes, while simultaneously supporting the formulation of new legislation that would include and protect women's rights. This led to the revision of discriminatory laws and the enactment of others that affirmed women's right to personal liberty. For example, the Ministry of Labour and Social Security not only removed any restrictions on women's access to traditionally male jobs, but also promoted regulations that broadly favoured the incorporation of women, protected their rights and guaranteed equal opportunities and pay. The FMC has been and continues to be a decisive factor in the drafting, proposal and materialization of laws for the benefit of women and the family and has had a decisive influence during recent years on Cuban legislation contemplating different perspectives of male-female relations in society.

e) Results from Stakeholder Consultations

Global experience has shown that women in most countries experience the effects of climate change differently than men, both in terms of adjusting livelihood strategies, in their changing relationships to scarce resources and in regards to disasters. This differentiated impact arises from physical, cultural and social factors that often linked with poverty, and are particularly relevant in contexts where poverty is significantly gendered. In the Cuban context however, although there are gendered differences in various spheres as described above, all men and

women are guaranteed the same access to social services, as well as baseline income. This is evident in the fact that although many other nations, there is a startlingly difference in mortality rates during disasters (for example, a study by WEDO found that women and children have been found to be 14 times more likely to die than men during disasters³⁸) in Cuba this situation is inverted, with men’s mortality significantly outweighing those of women during disasters³⁹.

This observation was strongly supported through the results of the stakeholder consultations carried out to inform the design of the project. The stakeholder consultations, which explicitly covered gender issues, inquired of both institutional and community participants what specific problems and difficulties may be faced by women in adapting to climate change in the coastal zone of Cuba. The full results of the community level consultations can be found in the Stakeholder Consultation and Engagement Plan (Annex 8). Overall, in relation to the question that consisted of whether climate change affected men and women equally, little perception of differences were evident, neither on the part of the women nor of the men interviewed. All respondents agreed however that people with unfavourable living conditions are the most vulnerable to climate change, with children, the elderly and people with disabilities being identified as the groups most at risk. Furthermore, through a participatory mapping exercise, most community members, as well as representatives of local government validated that the settlements closest to the coast were the most vulnerable, including both the men and women in those communities.

Regardless, the consultations made it possible to identify the following problems that disproportionately affect women:

- Problems in water supply and quality due to saline intrusion. Additionally, sanitation problems in most homes in the project areas. For example, in the Surgidero of Batabanó, the houses are full of black or grey water. Women are the most affected by these problems because they are the most responsible for domestic work in the home.
- Equity gaps in access to employment in Júcaro. In an interview with the Director of the Marlin Branch, Marina Marlin, an institution that belongs to the Ministry of Tourism, and which offers services of nautical activities (sport fishing and diving for tourism). The director pointed out that the base has 150 workers, 23 of whom are women. As mentioned above, these women are mostly involved in work traditionally considered ‘women’s work’ such as the cleaning of boat cabins, and work in the office as secretaries and accountants. From a gender analysis perspective, this indicates a

³⁸ Araujo, A. and Quesada-Aguilar, A., (2007), Gender Equality and Adaptation, USA: Women’s Environment and Development Organization (WEDO).

³⁹ Pichler, A. 2011. Education and adaptive capacity to climate change: a comparative study of social vulnerability patterns to hurricanes in Cuba and Dominican Republic (Mimeo). International Institute for Applied Systems Analysis (IIASA), Laxenburg, Austria.

reproduction of the traditional roles of women. In addition, most of the women in the Júcaro community are housewives. In the locality there is no children's circle. Children's circles are state or private institutions, in the latter case self-employed, which provide care for pre-school children (1-5 years).

f) Project design and implementation

Despite the high level of gender equality in Cuba it has been recognized that women play an important role as heads of families and also have an active participation in community work, and hence this proposal seeks to enhance their role in these spaces, considering them key subjects in climate change adaptation actions. Finally, the fact that women are disproportionately impacted by the lack of water at the household level, informed the decision to include waste management and sanitation activities as a part of the project (though co-financing).

The project design also considers lessons learned and successful gender mainstreaming strategies from other projects. In the case of the UNDP/Adaptation Fund Manglar Vivo Project, there was a very positive change in thinking that led many women to become involved in activities that previously only men took on. The same men saw as a positive example the fact that women entered the forest brigades, the forest ranger corps, or in management positions at the territorial CITMA. As a result, men were forced to take on household chores for support. And not only do women form part of the kitchen or cleaning staff in the forest brigades, but they also have active roles in these spaces, as forest rangers, which is the regulatory authority for ensuring compliance with forest regulations.

The experiences of other projects in Cuba show that many participate in training and education activities and demonstrate an excellent capacity to coordinate projects that contribute to their empowerment and leadership. On the other hand, in Cuba, it is women who are primarily involved in community activities.

The UNDP/AF project Manglar Vivo worked on accompanying the family in many of the activities, especially the mothers who participated. For example: children's contests, festival for the international day of wetlands, international day for the mangrove ecosystem's defence, national day of mangroves in Cuba, community fairs, educational-communication workshops in schools, and the work of the universities (training of students). In this project, in spite of household responsibilities, a large number of women participated in the training processes and, although some of them ceased to be an official part of the project because of the household's occupations, they found an alternative to be volunteers within the project.

"At the beginning, when I was proposed, I said to myself, 'Foresters?... I am an engineer, but my specialty at the beginning was Medium Technician in Agronomy, but I said to myself: let's try it. I feel good, I don't have any complexes, not even when they sometimes say to me: don't you feel sorry for walking around in boots, with those clothes? The environment in which I

work requires this type of clothing (Odalmis, guardian of the forest, UNDP/FA Living Mangrove Project).

"I spend more time in the protected area than I do at home. Sometimes we stay for several days, it's the whole day, we don't have time. Usually we're here, it's our house. My family has supported me a lot in my work, without them I wouldn't be where I am. And my children and grandchildren have been very attached to my work. I even have a granddaughter who is 10 years old and she tells me that she is going to be the future director of Flora and Fauna, because she lives in love with this world in which I work (Tere, UNDP/FA Living Mangrove Project).

"I have always said, once I discussed it with him, that if I ever ceased to exist I would want to be a red mangrove. Because I identify with him: he has all his family on him when he has to let go, when he reaches his maturity level, but he remains firm with his roots in the ground, you as long as there are winds, tides, cyclones and he is still there holding on to the earth. I would like to be a red mangrove" (Yamila, UNDP/FA Living Mangrove Project).

During the visits to the territories and in exchanges with the women, they expressed satisfaction with the implementation of the project in their communities and where eager to participate., considering adequate times and schedules to facilitate their participation in the project activities.

Overall, the design and implementation of the project took take into consideration the following gender implications:

- Specific strategies to include/address female-headed households;
- Different conservation incentives faced by women;
- A more nuanced and data-based identification of gaps in gender equality through the use of sex-disaggregated data in the monitoring of implementation results, and hold individuals and institutions accountable for results that promote gender equality;
- Ensuring that sensitization and awareness are adjusted to more effectively reflect gender-specific differences that may exist. That is the strategies in the Stakeholder Engagement Plan have been adopted, taking these differences into account;
- Inclusion of an Environmental and Social Safeguards Specialist, with expertise in Gender mainstreaming/ provision of advice within the project to implement gender-related activities.

g) Gender consideration in design of Grievance Response Mechanism

As part of the State's political will to achieve gender equality, conditions have been created to support the work of caring for and preventing gender violence through:

- a) signature and commitment to the CEDAW Convention and other international agreements,
- b) the establishment of the Government Platform to implement the agreements of the Beijing Summit,
- c) The creation in 1997 of the National Group for Attention to and Prevention of Domestic Violence, among others, until the recognition of gender violence as an obstacle to achieving equity in Cuba was included in the policy documents of the Party.
- d) The deployment of numerous action initiatives to combat gender-based violence in various institutions, non-governmental organizations and agencies that are contributing to the gender-based violence diaspora, with pioneering initiatives to be taken into account for the improvement of the strategy for addressing the problem of gender-based violence.
- e) The legal protection enjoyed by Cuban women, even if there is not yet a special law on violence, equal opportunities in all spheres of society and, as a result, the sustained increase in their social participation, act as factors of prevention and assume systems of protection against gender violence.
- f) The Constitution of the Republic of Cuba endorsed in 2019, under Title V, relating to "Rights, Duties and Guarantees", recognized that "...all persons receive the same protection and treatment from the authorities and enjoy the same rights, freedoms and opportunities, without any discrimination on grounds of sex, gender, sexual orientation, gender identity.

In Cuba, community prevention work (including violence prevention) is currently governed by Decree-Law 286 of 2011, enacted by the Council of State of the Republic. The Ministry of Labour and Social Security is the agency assigned the function of proposing, directing and controlling the policy approved by the State and the government in terms of prevention, assistance and social work, for which it fulfils the following:

1. To propose, guide and control the procedures for the development of prevention, assistance and social work
2. To design and guide the characterization of family nuclei and communities; and propose actions for the solution of social problems.
3. To promote unity of action for the solution of social problems, to identify their causes and conditions and to make recommendations to the relevant institutions for appropriate action.
4. Control, direct and coordinate with the corresponding bodies, agencies, organizations and institutions the ways and methods for the integral attention of social problems and the prevention of antisocial and criminal behaviours.
5. To promote and coordinate scientific studies and research to identify causes and conditions of antisocial and criminal behaviour, and to use their results in prevention, assistance and social work.
6. Promote the education and training of the personnel linked to these activities.

7. Coordinate, evaluate and propose strategies for dissemination in accordance with the principles of our society and in support of prevention, assistance and social work.
8. Any others that are designated by law.

Local and community grievance mechanisms^{40[1]}

In the Cuban case, a predominant role has been played by the popular organizations, together with other state bodies and institutions with which they have harmoniously developed integral actions at the community level. Complaints to the directorates of the National Revolutionary Police are a frequent complaint mechanism in the localities.

However, there are several agents of community social control to which victims of violence can turn, such as "social and mass organizations", among them: The Committee for the Defense of the Revolution (CDR), the Federation of Cuban Women (FMC), the integral manager of social work and attention, the sector chief of the National Revolutionary Police (PNR), the delegate of the People's Power who represents the inhabitants before the corresponding municipal assembly.

- Greater dissemination and access to existing mechanisms;
- Greater visibility (print media, audio visual) and understanding of gender violence, which often overlaps, in the popular imagination is only perceived as physical and domestic violence, but can manifest itself in other settings (work, school, among others);
- Training to raise awareness of gender violence and its various expressions
- Participation in groups, networks and campaigns against gender violence that exist in the country;
- To set up a specific "Help Line" for cases of gender violence, similar to that which exists for cases of HIV-AIDS or addictions;
- To have a Law against Gender Violence.

h) Monitoring and evaluation

During project implementation, qualitative assessments will be made of gender-specific benefits that may be directly associated with the project. This will be incorporated into the Annual Project Implementation Report, the Mid-Term Evaluation and the Final Evaluation. Indicators to quantify the achievement of project objectives in relation to gender equality will include: number of men and women who benefitted from Ecosystem-based adaptation solutions, number of men and women employed in jobs created by the project, training opportunities, knowledge management and information dissemination.

⁴⁰ Barroso, Jorge Luis (2016) El control social comunitario en Cuba y sus implicaciones para la seguridad pública. Revista Policía y Seguridad Pública. January - June 2016. ISSN: 2225-5648. Year 6, Vol 1, p. 127-164.

More specifically, to monitor and evaluate the progress of the project, the following indicators should be tracked:

Qualitative results:

- The project can generate employment for women from the actions foreseen in the interventions in the forestry and water resources sector, as well as in the organizational structures associated for the implementation of the project.
- Save time for women as a result of shorter working hours required for agricultural and water management practices prior to project implementation and encourage the greater co-participation of men in domestic tasks, through the project's sensitization and capacity building activities.
- Support training and education activities that may include activities related to climate change, agriculture, fisheries, leadership, and decision making, thus enabling greater participation of women to participate with confidence in community meetings.
- Empower women through the project's capacity building and training to facilitate their participation in the project's actions at the community level.

Section 2: Gender Action Plan

"Coastal Adaptation to Climate Change in Cuba through Ecosystem Based Adaptation – MI COSTA project"

Objectives	Activities	GESI Targets and Indicators	Project Level Measures and Targets	Partner Institutions	Timeline								Budget (US\$)
					Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	
Output 1: Rehabilitated coastal ecosystems for enhanced coastal resilience and capacity to manage climate impacts													
Activity 1.1. Assess and restore coastal wetland functions by re-establishing hydrological processes	1.1.1. Gender equitable training delivered to target community members on coastal wetland monitoring	Baseline: 0 Target: 50% of the training personal Indicator(s): • Number of women trained	Measure: Number of hectares of coastal wetland rehabilitated for EBA in target areas Targets: 15,443 ha of degraded coastal wetland has been rehabilitated	Responsible: FLACSO-Cuba jointly with AMA/CITMA Participants: Coastal communities, , ICIMAR, FMC, INSMET, INRH, IPF, ENPFF, CES, CGC, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, CGRR, EEUP, OM, and ACTAF	X	X	X	X	-	-	-	-	200,541

<p>Activity 1.2. Mangrove and swamp forest rehabilitation in target sites through natural and assisted regeneration for enhanced coastal protection</p>	<p>1.2.1. Robust participation of women in employment created by the implementation of EBA adaptation protocols</p>	<p>Baseline: 0 Target: 30% of the new employment⁴¹ Indicator(s): • Number of women with employment in mangrove, swamp forest and swamp grassland interventions</p>	<p>Measure: Number of hectares of coastal wetland rehabilitated for EBA in target areas Targets: 15,443 ha of degraded coastal wetland has been rehabilitated</p>	<p>Responsible: FLACSO-Cuba jointly with AMA/CITMA. Participants: Coastal communities; DMA, AMA, ICIMAR, FLACSO, FMC, INSMET, INRH, IPF, ENPFF, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, ACTAF, and ANAP</p>	-	X	X	X	X	X	X	X	118,270
<p>Activity 1.3. Record and assess coastal and</p>	<p>1.3.1. Robust participation of women in monitoring of</p>	<p>Baseline: 0 Target: 30% of the people involved in monitoring activities</p>	<p>Measure: Change in the annual reduction rate of</p>	<p>Responsible: FLACSO-Cuba jointly</p>	-	X	X	X	X	X	X	X	218,541

⁴¹ Women have equal access to the employment created by the EBA intervention protocols, as required by Cuban law. However in this case, the target is set at lower than equal participation, as setting a target of 50% may inadvertently increase the work burden of women, as well as impose an employment choice.

<p>marine ecosystems' natural regeneration and their protective functions based on conditions provided as a result of restored coastal wetlands</p>	<p>marine ecosystems, coastal wetlands and monitoring of wells</p>	<p>Indicator(s):</p> <ul style="list-style-type: none"> • Number of women involved in monitoring of marine ecosystems, coastal wetlands and monitoring of wells 	<p>seagrasses in the intervention sections</p> <p>Targets: Annual reduction rate of 0.2% seagrass</p> <p>Measure: Change in the annual rate of loss of reef crests and frontal reefs in the intervention sections</p> <p>Targets: Annual loss frontal ridges and reefs is reduced by at least 0.2-0.5%</p>	<p>with AMA/CITMA.</p> <p>Participants: Coastal communities, ICIMAR, FMC, CNAP, MINAL, INSMET, INRH, IPF, ENPFF, CES, CGC, DP, CITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, CGRR, EEUP, OM, and FCPD</p>									
<p>Activity 1.4. Enhance water conduction systems along targeted watersheds to restore</p>	<p>1.4.1. Gender equitable training delivered to target community members on EBA protocols and monitoring.</p>	<p>Baseline: 0 Target: 50% of the training personal Indicator(s):</p> <ul style="list-style-type: none"> • Number of women trained 	<p>Measure: Area in target areas affected by saline intrusion.</p> <p>Targets: Reduction of the average</p>	<p>Responsible: FLACSO-Cuba jointly with AMA/CITMA</p>	-	X	X	X	-	-	-	-	118,270

<p>freshwater drainage in coastal ecosystems and aquifers to reduce and monitor saline intrusion in target sites</p>			<p>area affected by saline intrusion by at least 3%</p>	<p>Participants: Coastal communities; DMA, AMA, ICIMAR, FLACSO, FMC, INSMET, INRH, IPF, ENPFF, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, ACTAF, and ANAP</p>									
Objectives	Activities	GESI Targets and Indicators	Project Level Measures and Targets	Partner Institutions	Timeline							Budget (US\$)	
<p>Output 2: Increased technical and institutional capacity for adaptation and resilience to climate change impacts in Coastal Communities, Governments and Economic Sectors</p>													

Activity 2.1. Develop a climate adaptation technical capacity building program for coastal communities and local stakeholders (government & economic sectors) to enable adaptation actions	2.1.1. Gender equal participation of women in the design of EBA content and in training delivery.	Baseline: 0 Target: 50% of the total people involved in the training process Indicator(s): <ul style="list-style-type: none"> • Number of women participating in design of training content. • Number of women participating in training delivery. • Number of women trained as decision makers in community level-agricultural cooperatives 	Measure: Number of people with knowledge and skills to adapt to CC, broken down by communities, governments and sectors, taking into account gender and age groups. Targets: 444,793 people (total project beneficiaries) with high level of capacity (assessed by FLACSO)	Responsible: FLACSO-Cuba jointly with AMA/CITMA. Participants: DMA, ICIMAR, FMC, IPF, ENPFF, CICA, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP	X	X	X	X	-	-	-	-	388,875
	2.1.2. Awareness raising and training of local government officials on responding to issues of intersectional	Baseline: 0 Target: 50% of the training personal Indicator(s): <ul style="list-style-type: none"> • Number of women trained in EBA 	Measure: Number of people with knowledge and skills to adapt to CC, broken down by communities,	Responsible: FLACSO-Cuba jointly with AMA/CITMA.	X	X	X	X	-	-	-	-	

	vulnerability (of women, female-headed households, the elderly, children and disabled persons), including training on environmentally sustainable production practices that reduce or avoid anthropogenic pressure on ecosystems	<p>approaches to coastal adaptation.</p> <p>Baseline: 0 Target: 1 package Indicator(s):</p> <ul style="list-style-type: none"> • Training package developed that addresses issues of intersectional vulnerability (of women, female-headed households, the elderly, children and disabled persons) <p>Baseline: 0 Target: 480 (20 government officials in each of the 24 municipalities) Indicator(s):</p> <ul style="list-style-type: none"> • Number of local government officials trained in EBA approaches to coastal adaptation. 	<p>governments and sectors, taking into account gender and age groups.</p> <p>Targets: 444,793 people (total project beneficiaries) with high level of capacity (assessed by FLACSO)</p>	Participants: DMA, ICIMAR, FMC, IPF, ENPFF, CICA, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP												
Activity 2.2. Integrate project	2.2.1. Gender equal participation in	Baseline: 0	Measure: Number of Climate	Responsible: FLACSO-Cuba jointly	X	X	X	X	X	X	X	X	X			350,875

<p>(technical and community based) derived information, information from early warning systems and national datasets into a Knowledge Management Platform, to provide climate information products to monitor, evaluate and inform coastal communities on local (community and ecosystem) capacity to manage climate</p>	<p>the EBA training delivered through the Capacity Building and Knowledge Management</p>	<p>Target: 100% of local government officials Indicator(s):</p> <ul style="list-style-type: none"> Number of local government officials involved in project implementation trained 	<p>information products developed responding to local needs linked to monitoring the capacity of ecosystem to provide services in managing climate impacts (water quality, protective capacity, community vulnerability, etc.)</p> <p>Targets: At least 10 per municipality</p>	<p>with AMA/CITMA.</p> <p>Participants: DMA, ICIMAR, FMC, IPF, ENPFF, CICA, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP</p>										
	<p>2.2.2. Gender-equitable involvement of women in the implementation of community monitoring systems.</p>	<p>Baseline: 0 Target: 50% of the total people involved in the monitoring process Indicator(s):</p> <ul style="list-style-type: none"> Number of women involved in implementation of community 	<p>Measure: Number of Climate information products developed responding to local needs linked to monitoring the capacity of</p>	<p>Responsible: FLACSO-Cuba jointly with AMA/CITMA.</p> <p>Participants: DMA, ICIMAR, FMC, IPF, ENPFF, CICA,</p>	X	X	X	X	X	X	X	X	X	

<p>change impacts</p>		<p>monitoring systems</p>	<p>ecosystem to provide services in managing climate impacts (water quality, protective capacity, community vulnerability, etc.)</p> <p>Targets: At least 10 per municipality</p>	<p>IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP</p>									
<p>Activity 2.3. Mainstream EBA approaches into regulatory and planning frameworks at the territorial and national levels for long term sustainability of EBA conditions and</p>	<p>2.3.1. Gender equitable participation in the preparation of proposals for Mainstream EBA approaches into regulatory and planning frameworks at the territorial and national levels.</p>	<p>Baseline: 0 Target: 50% of the total people involved in the preparation of proposals for the inclusion of EBA in regulations Indicator(s): • Number of women involved in the preparation of proposals related to EBA in regulations and Land Management Plans</p>	<p>Measure: EBA proposals prepared for inclusion in the Municipal Development Strategies of coastal municipalities</p> <p>Targets: At least 2 EBA proposals</p>	<p>Responsible: FLACSO-Cuba jointly with AMA/CITMA.</p> <p>Participants: DMA, ICIMAR, FMC, IPF, ENPFF, CICA, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP</p>	<p>X</p>	<p>238,002</p>							

investments for coastal protection	<p>2.3.2. Design and validate methodological tools for addressing gender during the project implementation and to mainstream gender in natural resource planning, investment and use</p>	<p>Baseline: 0 Target: 2 Indicator(s):</p> <ul style="list-style-type: none"> • Number of methodological tools 	<p>Measure: EBA proposals prepared for inclusion in the Municipal Development Strategies of coastal municipalities</p> <p>Targets: At least 2 EBA proposals</p>	<p>Responsible: FLACSO-Cuba jointly with AMA/CITMA.</p> <p>Participants: DMA, ICIMAR, FMC, IPF, ENPFF, CICA, IDICT, CES, CGC, CAP, DPCITMA, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP</p>	X	X	X	X	X	X	X	X
	<p>2.3.3. Gender equitable participation in the project implementation at national and local levels</p>	<p>Baseline: 0 Target: 50% of the total people involved in the project implementation (projects decision-making bodies) at national and local level are women Indicator(s):</p>	<p>Measure: Number of direct and indirect beneficiaries</p> <p>Targets: Direct beneficiaries (female): 219,372</p>	<p>Responsible: AMA/CITMA.</p> <p>Participants: At national level: CITMA/AMA-ICIMAR At local level: DPCITMA,</p>	X	X	X	X	X	X	X	X

		<ul style="list-style-type: none"> Number of women involve in the coordination of the project implementation 		FMC, IPF, ENPFF, IDICT, CES, CGC, CAP, CMP, CIGET, DPFF, CESA, CAM, DMPF, SEF, MMC, and ANAP										
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