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QUARTERLY PROGRESS REPORT

JANUARY – MARCH 2022

INTEGRATED LAND AND RESOURCE GOVERNANCE TASK ORDER UNDER THE STRENGTHENING TENURE AND RESOURCE RIGHTS II (STARR II) IDIQ

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Cover Photo: Customary land committee members in Traditional Area Mwansambo, Malawi, walk with a landholder during the land documentation process. Nico Parkinson/Tetra Tech

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LIST OF ACRONYMS

CA	Community Agronomist
CAF	Capacity Assessment Framework
CEL	Communications, Evidence, and Learning
CFMG	Community Forest Management Group
CFT	Cool Farm Tool
CLC	Community Land Committee (Malawi)
CLS	Comité Local de Suivi (DRC)
CLT	Customary Land Tribunal (Malawi)
COGEBS	Comité de Gestion du Bassin Versant Sambirano (Madagascar)
COMACO	Community Markets for Conservation (Zambia)
COVID-19	Coronavirus Disease 2019
CP	Cooperating Partner
CRB	Community Resources Board (Zambia)
CRCL	Climate Resilient Cocoa Landscapes (Madagascar)
DLT	District Land Tribunal (Malawi)
DNPW	Department of National Parks and Wildlife (Zambia)
DNTDT	National Directorate of Lands and Land Use Planning (Mozambique)
DRC	Democratic Republic of Congo
ECOM	Ecom Agroindustrial Corp.
EKNA	Eastern Kafue Nature Alliance (Zambia)
FD	Forestry Department (Zambia)
FFD	Farmers Field Day
FNDS	National Fund for Sustainable Development (Mozambique)
FPIC	Free, Prior and Informed Consent
FZS	Frankfurt Zoological Society
GAI	Green Advocates International
GALS	Gender Action Learning System
GBV	Gender-Based Violence
GC	Governance Committee

GESI	Gender Equality and Social Inclusion
GLR	Great Lakes Region
GMA	Game Management Area
GRAS	Green Resources SA
GSP	Good Social Practices
GVH	Group Village Headperson
IDIQ	Indefinite Delivery/Indefinite Quantity
ILRG	Integrated Land and Resource Governance
IPIS	International Peace Information Service
IWD	International Women’s Day
L&LR	Land & Land Reforms
LANDac	Netherlands Land Academy
LAP	Local Area Plan
LFP	Land for Prosperity Activity (Colombia)
LIGA	Local Impact Governance Activity (Zambia)
LLG	Land Leasing Group
LRIU	Land Reform Implementation Unit (Malawi)
MAST	Mobile Approaches to Secure Tenure
MEL	Monitoring, Evaluation, and Learning
MFinance	Madison Finance Company (Zambia)
MLNR	Ministry of Lands and Natural Resources (Zambia)
MoU	Memorandum of Understanding
NGO	Non-Governmental Organization
NLTP	National Land Titling Programme (Zambia)
NRM	Natural Resource Management
PES	Payment for Ecosystem Services
POP	Package of Practices
PPA	Public-Private Alliance for Responsible Minerals Trade
Prindex	Property Rights Index
RFP	Request for Proposals
SAEMAPE	Small-Scale and Artisanal Mining Assistance and Support Service (DRC)

SDI	Sustainable Development Institute
SEE Change	Self-Empowerment and Equity for Change
SFP	Sustainable Farming Practice
SMS	Sustainable Management Services
SOP	Standard Operating Procedure
SPEED	Supporting the Policy Environment for Economic Development (Mozambique)
STARR II	Strengthening Tenure and Resource Rights II
TA	Traditional Authority
UN Habitat	United Nations Human Settlement Program
USAID	United States Agency for International Development
USG	United States Government
VAG	Village Action Group
VSLA	Village Savings and Loan Association
WEE	Women's Economic Empowerment
WLE	Women's Leadership and Empowerment
WPAZ	Wildlife Producers Association of Zambia
ZCRBA	Zambia Community Resources Board Association
ZLA	Zambia Land Alliance

I.0 INTRODUCTION AND BACKGROUND

The Integrated Land and Resource Governance (ILRG) task order under the Strengthening Tenure and Resource Rights II (STARR II) Indefinite Delivery/Indefinite Quantity (IDIQ) contract provides support to the United States Agency for International Development's (USAID) Land and Resource Governance Team under the Development, Democracy, and Innovation Bureau's Environment, Energy, and Infrastructure Center. ILRG implements interventions in USAID countries, providing technical assistance to improve land and resource governance, strengthen property rights, and build resilient livelihoods as the foundation for stability, resilience, and economic growth. The task order has four primary objectives: 1) to increase inclusive economic growth, resilience, and food security; 2) to provide a foundation for sustainable natural resource management and biodiversity conservation; 3) to promote good governance, conflict mitigation, and disaster mitigation and relief; and 4) to empower women and other vulnerable populations.

To achieve this, the task order works through four interrelated components with diverse stakeholders:

- Component 1: Support the development of inclusive land and property rights laws and policies;
- Component 2: Assist law and policy implementation, including clarifying, documenting, registering, and administering rights to land and resources;
- Component 3: Support the capacity of local institutions to administer and secure equitable land and resource governance; and
- Component 4: Facilitate responsible land-based investment that creates optimized outcomes for communities, investors, and the public.

The ILRG contract has two mechanisms for providing support on land and natural resource governance: term activities and completion activities. Activities currently pursued include: 1) support around USAID's Policy on Promoting the Rights of Indigenous Peoples; 2) support to deforestation-free cocoa in Ghana through the creation of a sustainably financed farm rehabilitation and land tenure strengthening model; 3) collaboration with PepsiCo on gender and women's empowerment within the potato value chain in West Bengal, India; 4) a land tenure and property rights assessment in Indonesia; 5) a deep dive in Colombia with the Global Property Rights Index (Prindex); 6) support for completion of community land protection program activities in Liberia; 7) activities related to the Women's Economic Empowerment (WEE) Fund in Ghana, India, Malawi, Mozambique, and Zambia; 8) support to the Public-Private Alliance for Responsible Minerals (PPA); 9) engagement in Madagascar with the Climate Resilient Cocoa Landscape Program; 10) investigation of conflict financing, due diligence and socioeconomic dynamics in the artisanal mining supply chains in Democratic Republic of Congo (DRC); 11) multiple activities in Mozambique including clarification of rights to land and resources related to responsible land-based investment, as well as disaster response work in Sofala Province; and 12) in Zambia support to land policy, customary land administration, and service delivery, as well as community-based natural resource governance around protected areas. ILRG was awarded on July 27, 2018, with a three-year base period and two one-year option periods; both option years were exercised in August 2020.

2.0 KEY ACCOMPLISHMENTS AND CHALLENGES

Mozambique: ILRG's subcontractors carrying out the first round of work related to Grupo Madal and Green Resources SA (GRAS) have all finished or are in the final phases of their work. ILRG continues to pursue discussions with the National Directorate of Land on its concerns about delimitation of parcels outside of the formal titling process, with a technical meeting to be scheduled early in the next quarter. New activities for the final 18 months of the ILRG program have been designed and are being modified to enable startup of work even while discussions with the directorate continue. These involve new support for Madal's extension system with neighboring farmers and delimitation of communities around Madal's plantations; support to nine communities in management of plantations renounced last year by GRAS; and support to displaced people and host communities in Sofala.

Zambia: ILRG grantees and subcontractors, including Zambia Land Alliance (ZLA), Frankfurt Zoological Society (FZS), Community Markets for Conservation (COMACO), Wildlife Producers Association of Zambia (WPAZ), and Zambia Community Resources Board Association (ZCRBA), each began field implementation of new agreements on customary land documentation and administration, wildlife management and governance, and women's empowerment. ILRG trained a cohort of 25 civil society mid-level natural resource management social outreach officers in women's leadership and empowerment through an in-person and ongoing course. A consultant was hired to advance relationships with the Ministry of Lands and Natural Resources following a meeting between the US Chargé d'Affaires and the minister. Relationships were advanced with two new USAID landscape programs in the Eastern Kafue and North Luangwa ecosystems.

India: This quarter was peak potato season in West Bengal. Untimely heavy rains and floods in early December, during potato planting, greatly affected the season and project activities. Yield is expected to be much lower than originally anticipated; farmers and aggregators experienced financial loss, with many farmers opting not to plant PepsiCo potatoes. Three out of 10 women's land leasing groups and one women-led demonstration farm out of 12 decided not to proceed. Despite these challenges, project activities reached over 1,100 women farmers in 12 communities,¹ who benefited from a variety of activities such as potato agronomy training, Sustainable Farming Practice (SFP) training, technical support from Community Agronomists, participation in Farmers' Field Days at demonstration farms, and household-level gender norms change training. ILRG developed and implemented a comprehensive assessment plan to capture quantitative and qualitative data on impact related to WEE and business key performance indicators. As most farmers harvested their crops towards the end of the reporting period, results from the season will be shared in the next quarter.

Liberia: Sustainable Development Institute (SDI) finished their support to 31 communities in Lofa, Maryland, and River Gee Counties through the collection and confirmation of community boundary data. All 31 communities received a Certificate of Completion of Community Self-Identification at the National Land Conference in early March, which formally recognized them as customary land-owning communities. Green Advocates International (GAI) continued work in the five ILRG-supported communities in Nimba County, conducting awareness raising of the boundary harmonization process and training communities in alternative dispute resolution. ILRG competed a request for applications for

¹ Aswinkota, Balitha, Barasat, Boragori, Dhuluk, Harischandrapur, Hijaldiha, Kanaipur, Moloypur, Narayanpur, Shibnagar, and Teligram

a third grant focusing on customary land rights formalization; the resulting grant agreement is expected to be finalized early in the next quarter.

Malawi: ILRG continues to support the Government of Malawi in the land documentation efforts in 18 group village headpersons (GVHs) in Traditional Area (TA) Mwansambo. ILRG selected and trained 16 data collectors (nine women and seven men) and eight data processors (five women and three men) early in the quarter and established an office for processing data in Nkhotakota. Data on over 1,300 parcels was collected within the first month of work. ILRG engaged consultants and began implementation of three different workshops, focusing on women's empowerment and leadership for women in customary land committees (CLCs); household gender norms dialogues with men and women; and gender norms dialogues with traditional authorities.

Ghana Deforestation Free Cocoa: The team finalized details of the payment for ecosystem services (PES) scheme developed in partnership with Ecom Agroindustrial Corp. (ECOM) and Hershey; the standard operating procedures were finalized and reviewed with the communities. ILRG submitted the draft economic analysis of proposed tree tenure reform to USAID and will revise in response to USAID comments early in the next quarter.

Ghana WEE: ILRG partner ECOM's Sustainable Management Services (SMS) onboarded a Gender and Sustainability Specialist, who will coordinate implementation in Ghana, including engagement at company and farmer levels. The Gender and Inclusion Specialist is leading the development of a country gender equality and social inclusion (GESI) policy, which will be informed by ECOM's global sustainability strategy and information collected through a gender audit style survey with all management and field staff, completed over this quarter. ECOM SMS and ILRG are revising the company's existing gender and Good Social Practices (GSP) training programs to strengthen gender content and include dialogues to shift harmful gender norms that hinder women's access to resources, which will be delivered to up to 2,290 farmers (50 percent women) in 65 communities. Over this quarter farmer sensitization began, reaching over 1,100 farmers. ECOM SMS also held meetings with local stakeholders, including local government, to gain their support and buy-in. As part of activities to diversify economic opportunities for women in cocoa communities, ECOM SMS mobilized 391 women farmers who formed 15 village savings and loans associations (VSLAs) in 12 communities.

WEE Cross-Cutting: ILRG developed, published, and disseminated external and internal communications materials for International Women's Day (IWD). A blog post highlighting women leading land and resource governance in India, Liberia, Malawi, Mozambique, and Zambia was published and promoted through social media. A series of short messages with stories of women who are leading their communities towards inclusive land and resource governance were shared with around 130 staff and partners across all program countries. ILRG supported USAID to deliver a learning session for the land advisors community of practice on gender norms change.

Madagascar: The ILRG Madagascar team continued to provide technical support to the *Comité du Gestion du Bassin Sambirano* (COGEBs) to provide training to its members on land tenure and property rights. The two-person team of land specialists offered a two-hour introduction to the tenure issues of the valley to the General Assembly and will carry out a more in-depth three-day training for key stakeholders after the rainy season passes. A study tour for the COGEBs Executive Committee to the Boeney region to learn of successful land securitization programs is planned for July, accompanied by advocacy meetings in Antananarivo. The team completed and presented a strategic document on administrative ways to address the issue of ex-Indigenous Reserves.

Other Activities: ILRG supported the PPA in planning a third phase and new memorandum of understanding (MoU) governing its activities and continued planning for member-focused and external stakeholder engagement opportunities. ILRG continued to support subcontractor International Peace Information Service (IPIS) in mapping artisanal mine sites and conflict financing dynamics in eastern DRC.

This work has extended to information sharing with local monitoring committees, multi-stakeholder fora, and United States government (USG) and DRC government stakeholders. With respect to work on Prindex collaboration, ILRG is preparing a revised report on the data collection and analysis, responding to USAID and peer feedback; the executive summary of that report will be the basis for producing a lessons learned brief. Additional research activities in support of USAID are also underway.

2.1 IMPACT OF CORONAVIRUS DISEASE 2019 (COVID-19)

2.1.1 IMPACT ON STAFF

COVID-19 has largely been normalized in countries of operation. ILRG continues to advocate for staff and partners to pursue vaccination, including booster shots, and to take other precautions like use of masks and social distancing where appropriate, with messaging to partners and in all community and field engagements. ILRG teams reduce exposure to large group meetings indoors and provide masks during events.

2.1.2 IMPACT ON IMPLEMENTATION OF WORKPLAN

ILRG has continually adapted field activity and event plans in each country in response to changing COVID-19 dynamics and restrictions. ILRG has not identified specific impacts of COVID-19 that require Contracting Officer approvals or changes, beyond a general slowdown of field work when cases rise within countries. This quarter ILRG travel opened up and there were international trips for staff and partners to DRC, Liberia, Malawi, Mozambique, and Zambia.

ILRG's field activities continued throughout this quarter with no disruption. In India, during the Omicron wave early in the quarter, ILRG adapted community visits and activities, implementing alternative delivery methods to ensure that women farmers received training and support, including deploying Community Agronomists in all 12 target communities, adapting SFP training messages to be delivered via text message, and starting a WhatsApp microlearning gender training program for PepsiCo staff.

Teams and partners continue to follow COVID-19 mitigation protocols and have reallocated funds within their budgets to cover the costs of COVID-19 mitigation supplies such as face masks and cleaning materials. Other health and safety concerns, including cyclones in Madagascar and Mozambique, were also at the front of the minds of staff and partners.

2.1.3 IMPACT ON BUDGET AND EXPENDITURES

As noted in previous quarters, the primary impact COVID-19 has had on the program budget and expenditures is to push expenses later and to delay some timelines for implementation. The impact of these delays in activities has been a tight timeline for the end of the project. ILRG is seeking a no-cost extension to allow for a smooth closeout of country activities and opportunity to share global results and learnings.

3.0 PROJECT ACTIVITIES

The ILRG task order was awarded to the Tetra Tech consortium on July 27, 2018; this report covers January – March 2022.

3.1 PROJECT MANAGEMENT

ILRG uses bi-weekly written updates and weekly calls with USAID on overall project management. These are supplemented by activity-specific coordination calls with USAID activity managers and ILRG task leads on a weekly, bi-weekly, or monthly basis. ILRG's core management team continues to focus on a streamlined and compliant program management structure. The addition of the Program Officer in the last quarter has allowed ILRG to produce a greater set of communications and outreach materials as well as support responsiveness of the ILRG core team to global requests.

3.1.1 ENVIRONMENTAL MITIGATION MEASURES AND MONITORING

ILRG submitted a revised environmental mitigation and monitoring plan to align with the current set of activities; it was cleared by the Bureau Environment Officer in June 2021.

3.2 PROJECT PERFORMANCE

ILRG continues to support USAID/Washington, USAID missions, partners, and beneficiaries with high quality, compliant, cost-effective, and timely service to balance the needs and desires of these diverse interests. ILRG received a strong contractor performance assessment report this quarter and relayed USAID's appreciation to all ILRG partners, staff, and consultants.

Quality: ILRG continues to focus on high-quality products and ensuring that products get into the hands of relevant stakeholders. Following a discussion on a brief on gender-based violence in the wildlife sector, a representative of the coalition Women for Conservation noted, "I think it should be a must read for all conservation organizations in Zambia at the very least! Let us know if we can be of any assistance in awareness around reporting of GBV and training for women in the wildlife sector." Similarly, African Parks thanked ILRG for gender-responsive support: "Thank you for the support...it has so far produced results, for the first time we have 12 women in the Community Resource Boards. Two are Chairpersons and four are Finance Chairpersons."

ILRG received kudos from the USAID/Zambia Mission Director and Head of Cooperation for the German Embassy in Zambia for its leadership of the donor working group on land issues. ILRG presented out to USAID/Zambia this quarter on entry points related to land governance to take advantage of the reset in relations from the new Zambian government and received feedback that "You did a great job of laying out the options on land issues (related to corruption)" (P. Kaiser, Local Impact Governance Activity).

ILRG received praise from USAID this quarter on high quality/high impact communications pieces. On a piece for Liberia, the USAID Activity Manager noted, "This is great... we should aim to do more in-country communications products along the lines of the below." For World Wildlife Day, USAID/Zambia noted "Great article, sets a very good background and nicely links the work we are doing via ILRG to wildlife conservation." The USAID/Zambia team also requested that ILRG provide a training on communications for new programs in the coming quarter.

Schedule and Timeliness: ILRG remains focused on rapid response to USAID requests and adherence to work plan schedules. This quarter ILRG had numerous requests for reporting, particularly



Floriana Mariano, farmer and community 1st secretary in Maquival, Mozambique, and other women farmers from the community who are part of the Madal ingrower program
RICARDO FRANCO

on WEE results; with ILRG's new Program Officer, the team has been able to be increasingly responsive. ILRG consolidated its communications strategy this quarter and reviewed the ambitious schedule with USAID. ILRG remains adaptive and able to move quickly with USAID's emerging needs and priorities.

Cost Control and Budget: ILRG's budget remains tightly managed across multiple tasks and countries. The project

has a very small core team for the size and diversity of work, with team members working together to support the various tasks and countries. The management team continues to identify opportunities for cost efficiencies, while ensuring that each country team has the resources to carry out its work in a timely manner. As ILRG enters its last eighteen months of implementation it is looking for catalytic investments that will last beyond the project. In particular, ILRG looks to other actors to invest into leveraging ILRG's small investments for bigger impacts. In Madagascar, ILRG's land rights trainings were well received, with the task lead noting, "USAID should be pleased with the profound impacts the contributions ILRG is making despite the limited scope and funding of this task."

Management: ILRG requires an adaptable management structure to support field teams of various sizes in eight countries, with varying levels of government and USAID mission engagement, as well as different implementation strategies, whether through direct implementation or the use of subcontracts and grants. ILRG's diverse funding sources require constant pivoting to make both short- and long-term plans across countries, activity managers, and private sector partners. ILRG currently has 20 active subcontractors, five grantees, 29 service agreements and 40 active consultants, in addition to 17 full-time staff members across eight countries, as well as private sector, government, and USAID partners to coordinate with. ILRG's management structure seeks to identify areas to leverage ILRG's pilot and in country learnings for greater impact.

ILRG monitors a range of global and national events and seeks to keep USAID updated on opportunities. As ILRG moves towards its final months, the project is seeking to promote sustainable partnerships, including building skills that encourage partners to be independent. "We are so pleased to hear that the Conservation South Luangwa team did well in gender training. We are committed to supporting them to conduct this vital work alongside their 'day jobs'. I'm currently working a grant application to fund future trainings from our team on gender here in South Luangwa." (Emma, Conservation South Luangwa). Likewise, at the request of USAID, ILRG is attempting to ensure that materials are used by other USAID activities... "Thanks very much for sharing lessons on community game ranching, participatory land use planning and land allocation. All these are very valuable lessons. We will definitely apply in implementing similar activities in the Eastern Kafue Nature Alliance project"

(S. Munthali, The Nature Conservancy). In Madagascar, ILRG was able to mobilize co-financing for land rights trainings over the coming year. This approach to leveraging ILRG investments extends across all task areas, including in women's economic empowerment, where USAID GenDev noted that they would use ILRG resources on GBV as part of the agency-wide curriculum.

Regulatory Compliance: ILRG takes regulatory compliance seriously including through training of staff and partners proactively on responses to various situations. Regulatory compliance for ILRG is particularly difficult but important, because ILRG is active within countries with diverse legal requirements and different USAID mission needs for reporting and compliance. ILRG reports issues to USAID while following appropriate policies. ILRG stays on top of US government requirements, including around vaccination, technology, and preventing sexual exploitation and abuse, ensuring that staff and partners are fully compliant.

3.3 CORE TERM ACTIVITIES

3.3.1 DEVELOPMENT OF CAPACITY DEVELOPMENT INDICATORS AND TOOL

The revised capacity assessment framework (CAF) and application tool are being applied in a pilot application in Colombia under USAID's Land for Prosperity activity and in Ethiopia through USAID's Land Governance Activity. The Colombia pilot application is focused on the capacity of field operators for a massive formalization pilot, while the Ethiopia pilot application is focused on the organizational capacity of the Ethiopian Land Administration Professionals Association. In both pilots, local project staff, with the support of home office staff, crafted tailored versions of the CAF tool and methodology, based on guiding questions in the generic tool, for specific application. At least one round of data has been collected and both pilots are expected to be complete by the end of June 2022.

3.3.2 MOBILE APPROACHES TO SECURE TENURE (MAST)

ILRG's investment in MAST continues to bring lessons to the global community from work in Liberia, Mozambique, Zambia, and now Malawi. Household documentation in Zambia and Mozambique has started testing administrative workflows for field teams and data management teams that enable documentation to be updated. Experience in Liberia is being used to support a new USAID stand-alone program. In Malawi, ILRG is generating new lessons for collaboration with the government on MAST. In Mozambique, some representatives in government are not receptive to the MAST approach and actively resist the use of the methodology and mobile tools. In Zambia this past quarter, ILRG advanced a partnership with the National Land Titling Programme (NLTP), leading training on social inclusion during MAST programs for its entire field implementation team and office staff. ILRG staff from Mozambique and Zambia participated in a USAID webinar series on MAST during this past quarter and have also submitted two abstracts for an upcoming Netherlands Land Academy (LANDac) conference scheduled for June 2022.

3.4 MOZAMBIQUE

ILRG works to clarify, document, and administer land and resource rights through collaboration on responsible, inclusive land-based investment. This quarter saw finalization of fieldwork for the Madal activity; one service provider completed its work on the GRAS activity and the other three are moving towards final closure in the next quarter. Discussions with the National Directorate of Land continue.

3.4.1 MANAGEMENT AND ADMINISTRATION

The COVID-19 pandemic has declined sharply, with only about 30 people in the country testing positive in the final week of March.



Ortencia Sozinho farming on a GRAS relinquished land plot in Zambezia Province
RICARDO FRANCO

3.4.2 FIELD ACTIVITIES

During this quarter, the Madal activity ended, and the GRAS activity moved towards completion. New activities have been identified for the final 18 months of the program, with requests for proposals in various stages; all are expected to be released and awarded in the next quarter.

Green Resources: During this quarter, Terra Nossa, the service provider for Nampula Province, completed its work, conducted and submitted endline interviews with 788 individuals,² and submitted its final report. The Zambezia and Niassa Province service providers submitted new community delimitations for 12 more communities, totaling 55,986 hectares.³ The three service providers still working have workplans indicating how they will finish the remaining work during their no-cost extensions, all of which are scheduled to end in the coming quarter.

Work on the final seven communities in Niassa, all in N'gauma District, continues to be stalled by the district administration. Last year, the administration prevented work from moving ahead due to community complaints that GRAS had not provided compensation previously agreed. GRAS made the desired payments in October so that work could resume; however, the administration is now citing a letter from the National Directorate as the reason for continuing to block further community delimitations. In the meantime, ILRG has encouraged the Niassa service provider to initiate endline interviews in all communities where work has been completed.

² <https://sites.google.com/terrafirma.co.mz/cavateco-resultados/indicadores/metadado/estado-civil-membros?authuser=0>

³ <https://sites.google.com/terrafirma.co.mz/cavateco-resultados/delimita%C3%A7%C3%A3o-comunit%C3%A1ria/comunidades-delimitadas?authuser=0>

The Zambezia service provider has submitted details of most associations and community delimitations to the provincial government and is now starting to work on the final four communities, all in Namarroi District; Portucel has land parcels in all four. ILRG is contacting Portucel to ensure that they are aware of the ILRG activity with GRAS and that it will not encroach upon any parcels that communities have already transferred to Portucel.

The service provider for high-risk, high-value parcels is determining how they will finalize their work. In the meantime, ILRG drafted contracts for the transfer of existing plantations and assets to communities.

ILRG drafted a new request for proposals (RFP) for continued support to communities in Alto Molocue District, Zambezia Province; the RFP is currently undergoing internal review and is expected to be released early in the next quarter.

Grupo Madal Ingrower and Outgrower Schemes: The service provider, NANA, worked with district government to hold official ceremonies in January, during which 14 community associations received their Certificates of Community Delimitation covering 6,757 hectares, as well as 3,967 Declarations of Land Rights covering a total of 1,636 hectares.⁴ NANA is finalizing submission of outstanding documentation and will submit its final report in April.

ILRG developed and released a request for application for support to Grupo Madal on their extension and marketing system to support ingrowers and outgrowers; a grant is expected to be awarded in the next quarter. Additionally, ILRG is developing an RFP for continued work in communities around Madal farms in Quelimane; the RFP is still being finalized but is expected to be released early in the next quarter.

Land Administration and Disaster Preparedness:

The planned Cabo Delgado activity was canceled. ILRG

concluded several weeks of intensive discussions with the two national government entities involved, the *Fundo Nacional de Desenvolvimento Sustentável* (FNDS) and the *Direcção Nacional de Terras e Desenvolvimento Territorial* (DNTDT). The intent was to sign an MoU and agree to a scope of work for a service provider. Unfortunately, these talks resulted in an impasse, leading ILRG to reluctantly conclude that the activity could not continue. This has largely arisen as a result of intransigence on the part of DNTDT in respect to the appropriate methodologies and outcomes for the activity. Given the sensitivity of displaced persons' issues and land in these northern areas, the work could not continue without the formal involvement of the national government. ILRG and USAID/Mozambique agreed to reprogram the funds to expand work with people displaced by cyclones and to build the capacity of local officials in affected areas of Sofala Province. ILRG is working with the identified service provider to finalize plans and a budget for the initial phase of work, with the subcontract anticipated to be signed in



Community members in Mussuluga community in Quelimane during participatory land delimitation and community consultations

RICARDO FRANCO

⁴ <https://sites.google.com/terrafirma.co.mz/cavateco-resultados/parcelas-duats/p%C3%B3s-occ-certificados?authuser=0>

the next quarter; parcel delimitation work will then be added to the agreement later, should the situation with the National Directorate be resolved.

3.4.3 POLICY SUPPORT

ILRG and Centro Terra Viva met with the National Director of Land to discuss the directorate's efforts to block the implementation of the CaVaTeCo methodology. Two important suggestions were 1) to undertake a long-term (12 – 18 month), large-scale study comparing the CaVaTeCo methodology for local documentation and the national titling process followed by government, culminating in a report that presents the main findings and recommendations, and 2) to hold a national technical meeting to review the CaVaTeCo in detail, during which the comparative study could be framed. The national technical meeting was to be held in mid-March; unfortunately, the directorate postponed the meeting at the last minute, citing conflicting activities. They have indicated that they will propose a new date for the meeting, likely in April. In the meantime, ILRG will move forward with new activities not related to parcel delimitation, such as development of community associations and community delimitation. Parcel delimitation may then move forward after the technical meeting with the National Directorate, provided the meeting is sufficient to assuage their concerns.

ILRG met with Supporting the Policy Environment for Economic Development (SPEED) to explain CaVaTeCo in more detail, mainly for the benefit of the project's interim Chief of Party. After briefing them on the current status, ILRG proposed that SPEED make funds available for the comparative study between local documentation and national titling. SPEED agreed that ILRG can offer this possibility of funding at the technical meeting with the National Directorate.

3.4.4 GENDER CONSIDERATIONS

The ILRG Global Gender Advisor visited Mozambique in late January/early February, undertaking fieldwork with the local Gender Specialist and Technical Land Specialist, who are based in Nampula. They visited Madal in Quelimane, as well as the six communities in Alto Molocue District, Zambezia Province, which are benefiting from a GRAS contract to sell timber, and other GRAS communities that have received training in gender and gender norms. During the visit it was noted that further sensitization of the communities and support to associations was needed and a plan for subsequent work was developed, in anticipation of the next phase of activities.

Over this quarter, the local Gender Specialist and Technical Land Specialist held 35 sensitization meetings in the six target communities in Alto Molocue, reaching 917 people (525 men and 392 women). Training on gender equality and social inclusion and community land and resource management was provided to 437 people (236 men and 201 women). Through a participatory process, each association elected representatives for three governing bodies. In addition to the original six communities, a seventh was identified and expressed interest; the community will be included in the next phase of activities. Following the election of associations through an inclusive process, in March ILRG provided further training to 113 association officers (42 women and 71 men) on association functions and gender equality and social inclusion, focusing on land laws, roles and responsibilities of resource associations, gender norms, gender-based violence, and approaches for participatory community outreach. During this training participants also discussed options to initiate the formation of an overall forum that will represent the six associations in the coming phase, which will emphasize community management of timber resources and management of a new business based on sale of timber products.

3.4.5 SUSTAINABILITY AND SELF-RELIANCE

The simultaneous implementation of the MAST approach (in the form of the CaVaTeCo methodology) by six partners, and in collaboration with private sector companies, along with active engagement on

policy issues with the National Land Commission and the Ministry of Land and Environment, is enabling a significant expansion of its use. The ILRG team continues to note lessons on how to help new partners to learn and implement the approach, how to engage with diverse perspectives of different companies, and how to work with the government on sensitive land issues at national, provincial, and district levels. It is clear from engagement with communities, civil society, and district and provincial government that there is a great demand for the services that ILRG is offering and that the lessons learned are helping to make these services more available and normalized across the country, despite various barriers that pop up over time.

3.5 ZAMBIA

ILRG engagement in Zambia builds on the momentum of USAID engagement on customary land tenure issues in Zambia since 2014, which initially worked with district-level civil society to support chiefs and rural communities in customary land documentation and agroforestry extension. This work evolved into a broader engagement that included advancing inclusive activities related to wildlife and natural resource tenure and the use of customary land documentation for district planning purposes, as well as the National Land Policy. WEE is a major focus of ILRG investment, as well as sustainable forest management, particularly in the past quarter.

3.5.1 MANAGEMENT AND ADMINISTRATION

ILRG Zambia has a small team in Lusaka which supports field partners and leads coordination with USAID and various collaborating ministries and departments. ILRG continues to rely on technical consultants on gender norms, forest management, integrated planning, and capacity-building to support partners. ILRG continues to establish relationships with various departments and ministries following the August 2021 elections and transition of senior government officials; these dynamics are evolving, and the government's priorities are still coalescing. Within the lands sector, ILRG continues dialogue with the Department of Planning on the Ministry's implementation of the 2021 National Lands Policy. ILRG is attempting to identify any political or technical champion who is available to partner with.

3.5.2 ADVANCING LAND POLICY AND REGULATIONS

Coordination and Policy Engagement: The US Embassy Chargé d'Affaires met with the Minister of Lands and Natural Resources this quarter, and ILRG prepared overview information for each on key areas of overlapping priorities. ILRG subsequently hired a consultant to identify areas where ILRG

activities can be adopted by government in the coming two years. This is particularly important as there has been little advancement over the past year in moving the Land Policy forward or in carrying out the policy implementation plan.

ILRG hosted a meeting of cooperating partners (CPs) during this quarter focusing on the Land Policy implementation plan. Unfortunately, there had been no revisions to the plan following United Nations Human Settlement Program (UN-Habitat) technical assistance to support the plan. Following this meeting, USAID presented out to the heads of CPs on land sector progress, with UN-Habitat expressing some interest in longer-term



Sandwe Chiefdom land secretariat under construction, funded by the chiefdom
ILRG ZAMBIA

engagement in leading the CP group that ILRG and its predecessor program have coordinated for the past eight years.

The Ministry of Lands and Natural Resources (MLNR) continues to expect that ILRG will fund the launch of the ministry's communication strategy. Initial budgets for this meeting however have been higher than desired and there has been relatively little technical leadership from the ministry's communications department in advancing the launch. ILRG awaits the consultant's findings to identify potential next steps.

Field Implementation: This quarter, ILRG has invested in finalizing a database structure and updated application for customary land administration. The approach was tested and rolled out in two of ILRG's nine supported chiefdoms. As the first chiefdoms advance, additional chiefdoms will be added. ILRG's field partner ZLA is working on a strategy for longer-term chiefdom land administration capacity over the coming months. The chiefdoms themselves are advancing on their internal planning; for example, Sandwe Chiefdom is in the process of building their land administration office using chiefdom resources.

FZS finalized the land use planning stage of the customary documentation process, whereby existing resources and infrastructure are mapped within the chiefdom and began household demarcation and claims. FZS staff participated in two weeks of intensive trainings on the land documentation process. Over the coming six months, thousands of parcels across four village action groups (VAGs) and eighty villages in Chikwa and Chifunda Chiefdoms within the game management area (GMA) surrounding North Luangwa National Park are expected to be documented. FZS has begun its process for using these and a series of other maps to discuss land use decisions within the chiefdoms, including the exploitation of Lundazi National Forest, which continues at an alarming pace. ILRG submitted over 35,000 parcels to the National Spatial Data Infrastructure from both the ILRG and Tenure and Global Climate Change program land governance work. These will be available for reference alongside Zambia's state land titles.

ILRG has been summoned, via ZLA, by Paramount Chief Gawa Undi of the Chewa people of Zambia, Malawi, and Mozambique to present on the customary land documentation process. This presentation and subsequent discussions with the Paramount Chief and senior advisors are expected to build interest in customary land documentation processes owned by the customary leaders themselves.

Gender and WEE:

ILRG's engagement with the NLTP and Medici Land Governance has deepened over the past quarter, including three joint trainings on women's land rights within MAST documentation processes. ILRG led the development of a training module that bridges lessons from customary and state



Chief Mphuka orienting his advisors and headpersons on gender guidelines during the initial meeting
ILRG ZAMBIA

land. This has led to a series of trainings with field enumerators as well as office staff within Medici and the titling program in both Lusaka and Kitwe and is complemented by a WhatsApp learning group on

women's land rights. Based on the outcome of the trainings, ILRG is supporting the NLTP to develop a gender and women land rights strategy.

Following the launch of the gender guidelines for customary leaders, ILRG has supported Chief Mphuka with his planning and roll out of the guidelines, largely using resources that are already within the chiefdom. The chiefdom, which borders Lower Zambezi National Park, has since developed an action plan and started implementation to address gender inequality issues. Chief Mphuka and his traditional leadership held a successful stakeholder meeting, bringing officials from government and non-governmental organizations (NGOs) to discuss development and collaboration on implementation of the gender guidelines. The stakeholders identified areas of synergies and committed to work together to advance gender actions. This work is expected to roll out in the next chiefdom, Muwezwa, which borders Kafue Flats and Kafue National Park, within the next quarter. ILRG continues to share the guidelines with other stakeholders working on natural resource management (NRM), including the USAID Alternatives to Charcoal program.

Gender-responsive election work continues, particularly through ILRG partner COMACO, which is extending the wildlife focused elections to community forest management groups and cooperatives. ILRG continued to provide technical support to ZCRBA to engage NGOs and private partners to collaborate on the roll-out of gender integration activities in communities where community resources boards (CRBs) and community forest management groups (CFMGs) are due for elections this year. Forty-two CRBs and 16 CFMGs are due for elections that are currently being tracked by ILRG and its partners. Preparatory work in Eastern Province has begun and ILRG is backstopping the election mobilizers across four chiefdoms.

ILRG carried out an impactful two-week women's leadership and empowerment (WLE) training with 25 mid-level conservation professionals. These professionals are expected to implement the leadership and empowerment modules through their own organization's core work, thereby reaching hundreds of additional women leaders in rural communities without direct financial support from USAID. The group maintains an ongoing set of online facilitated discussions around implementation and deepening their understanding of women's rights. A second cohort targeting the Eastern Kafue Nature Alliance project (EKNA) is expected to start in the coming quarter.



Cohort from the first WLE training of trainers
ILRG ZAMBIA

ILRG shared a brief on gender-based violence (GBV) in the natural resource sector with some key stakeholders, who encouraged a broader release and proactive engagement with the Department of National Parks and Wildlife (DNPW). A consultant was hired to facilitate a series of GBV conversations with DNPW and conservation NGOs in the wildlife sector. ILRG is collaborating with the Gender Division under the Vice President's Office to facilitate a high-level presentation of the results and subsequent discussion on actions in the coming weeks with the DNPW. ILRG will continue to follow up on discrete activities to ensure that GBV risks are considered and mitigated in the NRM sector.

3.5.3 IMPROVED NATURAL RESOURCE MANAGEMENT

Coordination and Policy Engagement: ILRG supported communication consultation around the Wildlife Act Amendments this quarter, bringing in chiefs and CRBs to consult over priorities. Communities highlighted the need to better consider benefit sharing/distribution, as well as issues over human wildlife conflict and governance of CRBs. Alongside this two-day meeting, chiefs were able to reach out to the Treasury and argue for the release of statutory arrears associated with previous years' hunting in GMAs. More broadly, ILRG engaged with DNPW through a series of emergent activities related to curriculum development for Chunga Training Centre, as well as CRB governance material development.

ILRG continued engaging with DNPW to develop the curriculum for wildlife police officers, community scouts, and honorary forestry officers. The new curriculum is expected to mainstream gender in all aspects of training, as well as deepen collaboration between forestry and wildlife departments in community-based law enforcement training. ILRG will continue engaging with DNPW and Forestry Department (FD) to deliver and test the engendered curriculum. ILRG coordinated with the Technical Education, Vocational and Entrepreneurship Training Authority to identify cost-effective approaches to achieve government accreditation. These plans are still being finalized.

Despite initial positive progress and a meeting on forest carbon within GMAs, the proposed dialogue series between DNPW and FD at a high level has not been received enthusiastically and as a result, ILRG is restructuring this work to directly support DNPW and FD overlap at the community/district level, working through district officers with lessons that can be brought to national meetings such as the annual national community-based natural resource management conference.

At the national civil society level, ILRG partners WPAZ and ZCRBA advanced their activities representing their stakeholders from the private sector and community perspectives. WPAZ has held a series of meetings with DNPW to resolve issues around licensing and there is some expectation that a Statutory Instrument on Private Wildlife Estates will be reviewed in the coming months. WPAZ also brought together issues from the Department of Veterinary Services to discuss regulations affecting the industry. WPAZ advanced its regional collaborations reaching out to South African regional bodies and attempting to bring in lessons learned to Zambia. WPAZ continues to develop resources and case studies to support the industry and provide services to individual members.

ZCRBA continued to support broad reporting both of baseline management effectiveness of CRBs (and CRMGs), as well as monthly reporting of CRB activities, both in collaboration with the DNPW. The monthly reporting covers almost three years of ILRG's engagement with CRB partners. In the coming quarter, ZCRBA will be developing a learning document around these reporting efforts. ZCRBA also held its National Executive Committee meeting to develop its longer-term financing sustainability strategy, which is a key outcome of the ILRG grant.

Field Implementation: On community game ranching opportunities, COMACO continued working on general governance activities within Nyalugwe and neighboring chiefdoms. COMACO has navigated overlapping community governance structures between agricultural cooperatives, CFMGs, and CRBs, creating an overarching coordination mechanism. It is hoped that this may act as a replicable structure

for other areas of wildlife, agriculture, and forest overlaps to advance work together. WPAZ continues to support the preparations around a community game ranch (a type of private wildlife estate), including COMACO's agreement that fencing to some degree will be required.

On materials for community governance, ILRG continued developing manuals for CRB governance through cooperation with DNPW and sharing materials for comment with community partners. The first set of manuals are nearing completion with the aim of delivering trainings in the Eastern Kafue and South Luangwa ecosystems with different partners in the coming quarters. The manuals will be used as reference materials for all CRBs moving forward.

With respect to land use planning, there was limited engagement in Sandwe Chiefdom or Chikwa and Chifunda Chiefdoms in part due to access during the rainy season. These activities are expected to pick up again during the dry season. In contrast, DNPW attempted to advance activities in Mumbwa District, including the resolution of disputes within the GMAs between three chiefs. These activities, however, have been postponed due to demands of one of the chiefs and a need for high-level dialogue between the director of DNPW and the individual chief on authorities within the GMA. ILRG's engagements in Mumbwa are being closely coordinated with EKNA.

3.5.4 ADVANCING COMMUNITY-BASED PLANNING AND GOVERNANCE

Coordination and Policy Engagement: ILRG met with USAID/Zambia and produced a short brief on opportunities to combat corruption within the land sector, based on the renewed interest in democracy and governance outcomes in Zambia. This represents the continued engagement of ILRG to ensure that land and resource governance activities remain relevant beyond the biodiversity sector.

With respect to collaboration with USAID's Local Impact Governance Activity (LIGA), ILRG's local governance consultant produced a document on women's land rights within council land allocation across four districts neighboring Kafue and North Luangwa Ecosystems. Two of these districts (Chama and Itezhi-Tezhi) have been reassigned to Eastern and Southern Province respectively and have therefore been removed from LIGA's areas of interest and will therefore not be prioritized for ILRG. The ILRG consultant's work did not identify particular areas of concern within council land activities (suggested that all was fine from a gender perspective) and lacked a set of viable follow-up actions. ILRG has since hired another consultant with a stronger gender background who anticipates liaising with LIGA and meeting stakeholders in the coming quarter. With LIGA, ILRG has developed a more coordinated engagement where ILRG's consultant and program will focus on Mumbwa District initially and align work directly with LIGA's emerging plans with the local authority.

ILRG completed the final residential session of the Chalimbana University Diploma Course on Traditional Leadership. This session included modules on conflict resolution, succession disputes, as well as natural resource management. The participating chiefs are expected to further engage with ILRG's forest management consultant in the coming quarter over lessons learned from community forest management in Zambia. Final exams are expected in August and graduation will follow later in the year, when ILRG will generate an impact brief from the course.

Field Implementation: ILRG prepared a request for application for Madison Finance Company (MFinance) to further test the use of land certificates to support economic development, particularly women's access to finance. The implementation of the previous MFinance grant was negatively impacted by COVID-19, particularly around mobilization of women. This iteration is expected to deepen MFinance's ability to carry out financial literacy courses and reach women's groups with their products.

ZLA is finalizing two local area plans (LAPs) within Petauke and Lusangazi Districts; it is expected that ILRG will further share the LAP process with stakeholders across Zambia, particularly in local government, over the course of the next year.

3.5.5 RESEARCH AND LEARNING

ILRG advanced its global learnings on land rights and wildlife management this quarter, submitting two abstracts to the LandAC conference for June 2022, as well as submitting abstracts to the first African Protected Areas Conference (though responses have not yet been received from the latter). Experiences were presented at a global USAID MAST event as well as with USAID's land advisors program. ILRG continues to carry out site-specific learnings that will be consolidated for both a Zambian and global contingent over the coming year. Many of ILRG's field learnings are being integrated into its field practice notes. Within Zambia, ILRG actively shares out land governance updates to a community of over five hundred civil society, cooperating partners and government stakeholders.

3.5.6 SCALING AND SUSTAINABILITY

ILRG produced a short brief on sustainability of interventions through discussion with USAID/Zambia, which has been used to create expectations about how activities are to be completed and institutionalized over the coming eighteen months. ILRG has identified a series of civil society organizations that are committed to using ILRG materials, particularly around women's land rights and women's empowerment, as well as natural resource governance. In this process, ILRG has found champions within various institutions to take these activities forward. During the coming quarter, ILRG will build its relationships with USAID's newest biodiversity partners, sharing the tools and experiences developed over recent years.

3.6 INDIGENOUS PEOPLES

ILRG is collaborating with USAID to develop a training module for USAID staff and implementing partners on understanding free, prior and informed consent (FPIC) and implementing an FPIC process, specifically when collaborating with Indigenous Peoples. USAID finalized discussions with USAID/Peru for ILRG to support the development of customized FPIC tools and provide support and collaboration with USAID/Peru staff and their partners in implementing the customized FPIC tools. ILRG will submit the revised FPIC activity scope of work and budget early in the next quarter for USAID approval.

3.7 SUPPORTING DEFORESTATION-FREE COCOA IN GHANA

ILRG is collaborating with Hershey and ECOM to scale up a financially viable farm rehabilitation and land tenure strengthening model for the Ghanaian cocoa sector. The bridge phase focuses on further testing and refining four components: 1) an approach to landscape-scale governance and land use planning to ensure that forest carbon stocks are protected and enhanced; 2) ECOM's farm rehabilitation services intended to develop a commercially viable model that can be offered to farmers at scale; 3) a cost recovery model for cocoa farm documentation services; and 4) tree tenure policy. Components 2 and 3 wrapped up in the last quarter, so the last quarter focused on the remaining components.

3.7.1 LAND GOVERNANCE AND COMMUNITY LAND USE PLANNING

ILRG met in early February to work plan for 2022, including adding additional field trips and timeline for handing over activity ownership to ECOM as ILRG's Ghana cocoa activity winds down. Working with ECOM, the team determined arrangements for supplying shade tree seedlings to farmers for the 2022 planting season.

In February, the team reviewed and discussed comments from USAID on the standard operating procedures (SOPs) for the activity's PES scheme, developed in partnership with ECOM and Hershey (and reviewed and approved by USAID). The partners agreed that the scheme would run for three years. Key issues discussed and addressed within the SOPs included mechanisms for enrolling farmers and the impact of the Government of Ghana's new 1.75 percent electronic levy on payments to farmers.

The Ghana team completed field work in Asankrangwa in late March to finalize the PES eligibility criteria and to review the SOPs with participating communities. They also introduced ECOM staff to community members and local leaders in preparation for the handover of responsibility for the PES program to ECOM. It was agreed that ECOM will take over farmer enrollment and visit the farms of farmers who requested seedlings for the 2022 planting season to ensure that they follow good agronomic practices around the number of trees per acre and species selection.

The team also worked to advance the community action planning in all four project communities. The plans are expected to be finalized early in the next quarter.

3.7.2 TREE TENURE

ILRG submitted the economic analysis of proposed tree tenure reform to USAID for review in March. USAID provided feedback, and ILRG will work to revise the document in light of those comments early next quarter. The paper was also shared with ECOM and Hershey to give them the opportunity to review and provide input in advance of its release.

3.8 INDIA WOMEN'S ECONOMIC EMPOWERMENT AND EQUALITY, LAND RIGHTS, AND AGRICULTURAL ENGAGEMENT

ILRG is working with PepsiCo to promote women's economic empowerment in the potato supply chain in West Bengal, India. The purpose of this partnership is to demonstrate how women's empowerment can lead to social, economic, and environmental impact, including increased women's agency, improved potato productivity, improved brand image and loyalty, increased income for farming families, and adoption of SFPs.

3.8.1 MANAGEMENT AND ADMINISTRATION

ILRG has a small India team of four Kolkata-based staff, two Field Agronomists based in Ambaragh, and 18 part-time Community Agronomists based in the 12 target communities. Three local consultants, one international consultant, and two subcontractors support gender interventions (GBV training, social norms change, and Self-Empowerment and Equity for Change [SEE Change]/Empowered Entrepreneurship training).

3.8.2 INCREASING WOMEN'S EMPOWERMENT AND GENDER EQUALITY AT THE FARM, GROUP, AND COMMUNITY LEVEL

This quarter was the peak of potato season in West Bengal. This was a particularly challenging season, with the devastating effects of untimely rains and floods in early December during planting. Farmers and aggregators experienced great loss, with many farmers ultimately opting not to plant PepsiCo potatoes this season. Yield and quality of potatoes is expected to be much lower this year. This situation affected several project activities. In addition to the overall anxious environment in the communities throughout the season, farmers who were not cultivating PepsiCo potatoes were less interested in attending training. Three women's land leasing groups (LLGs) and one women-led demonstration farm decided not to proceed. Despite these challenges, project activities reached over 542 farmers (467 women and 75 men) in 12 communities. Cumulatively, ILRG has reached 1,106 women.

Women Farmers' Access to Information on Potato Cultivation: ILRG continued to deliver potato agronomy package of practices (POP) training, covering the three pillars of sustainable farming (environmental, social, and economic practices). In this quarter 412 women farmers were trained, out of which 124 farmers had not attended training in previous years. POP training included Phase I and Phase II on land preparation, seed treatment, and seed plantation and Phase II on pests and diseases and harvesting protocol. Phase III will be delivered over the next quarter. In coordination with PepsiCo local

team and Control Union, ILRG finalized cell phone text messages on SFPs to reach more women. Over 700 farmers received short daily messages over five weeks. ILRG produced and distributed written information for women farmers, including a leaflet with key POP and SFP messages and information on recommended dosage of agrochemicals. Harvesting started in March and was mostly concluded during the reporting period. However, as yield data and SFP data are not yet available from PepsiCo and Control Union, results on productivity and adoption of SFPs will be reported in the next quarterly report.

Demonstration Farms: After supporting the first and only women-led demonstration farm in West Bengal last year, ILRG identified 12 women farmers to lead demonstration farms in all ILRG communities. However, after the unfavorable weather events early in the season, only 11 demonstration farms went ahead. The demonstration farms were led by women on their own, women co-managing farming operations with their husbands, and a women's group. They showcased sustainable agriculture practices like soil testing and fertilizer application, seed treatment and spacing, safe storage and use of agrochemicals, water management, waste disposal management, and record keeping and analysis. They also showcased women's ability to lead farming activities that contribute towards climate resilient



Farmers Field Day at a women-led demonstration farm in Barasat
ILRG INDIA

agriculture. Control Union trained ILRG Agronomists on data to be collected for the Cool Farm Tool (CFT) analysis that measures key indicators on climate change mitigation. All required data was collected and sent to Control Union for analysis. Three Farmers Field Days (FFDs) were organized at strategic points in the potato cultivation cycle in all 11 demonstration farms. A total of 135 women and 26 men attended the first FFD and 129 women and 31 men attended the second one. A third FFD was conducted on harvest day in all demonstration farms except in Shibnagar community. A total of 75 women and 17 men attended the third FFD.

Women's Access to Land: After three women's LLGs decided not to continue after the December floods, ILRG worked with seven LLGs in four communities, with a total of 44 women, out of which 86 percent had experience cultivating PepsiCo potatoes in their family land or as paid laborers. These groups were mostly women from religious minorities and from Scheduled Tribes and Castes. It was an extremely challenging season for LLGs, who faced a lot of uncertainty after the floods and were understandably anxious and needed additional guidance and technical support. Productivity results were mixed, with some LLGs doing well and others recording a loss. Details on yield and profitability will be available over the next quarter.

Field and Community Agronomists: ILRG has two Field Agronomists who lead training and technical support in 12 communities. They are supported by 18 Community Agronomists (CAs) who extend ongoing guidance on agronomy and women's empowerment to other women farmers. CAs fill a critical gap in the supply chain, acting as a bridge between PepsiCo and local farmers and promoting behavioral changes that can have a direct impact on productivity and sustainable farming goals. Over the season, CAs visited 542 farming families to provide technical guidance and collected productivity and SFP

data and pre- and post-season quantitative data from women farmers using a survey (see Results Assessment below). This season two aggregators and sub-vendors in Bankura District – outside of ILRG’s 12 target communities – took the initiative to independently engage CAs to increase their ability to reach women farmers, strengthen relationships with existing farmers, and expand their supply base.

Results Assessment: ILRG developed an assessment plan with quantitative and qualitative data that was collected throughout the season to measure progress on women’s empowerment and business metrics. This plan incorporates PepsiCo’s new Livelihoods Measurement Framework and the CFT to assess climate change-related indicators. Using a beginning of season survey, CAs collected data from 157 women farmers across all 12 communities. End of season data will be collected from the same farmers after harvesting, complemented by qualitative data. The beginning of season survey showed that 76 percent of women farm with extended family or husbands; only one percent farm independently. In terms of land ownership, 91 percent of women reported that their family owns land, whereas 20 percent said they (also) personally own land. Out of those who own land, 81 percent have documentation that formalizes their land rights; 70 percent are not worried about losing their land rights in the next five years, 19 percent are somewhat worried, and 3 percent are very worried. When asked about the main reasons they chose to cultivate PepsiCo potatoes (multiple responses allowed), 96 percent of women said they were motivated by fixed prices and a secure market, followed by PepsiCo’s provision of seeds as an advance (85 percent), availability of training (63 percent), PepsiCo’s continued support throughout the season (59 percent), and the opportunity to engage with a large, known company (55 percent). Only 18 percent of women surveyed have engaged directly with PepsiCo staff or aggregators in the past. Further data on gender attitudes and perceptions, indicators of women’s economic empowerment, and productivity will be compared with the end of season survey and reported in the next quarter. The information will also inform planning for next year and a series of “how to” guides for PepsiCo staff on several areas of intervention.

Household Gender Norms Change:

In addition to promoting women’s access to productive resources like land and agronomy knowledge, ILRG is promoting shifts in harmful gender norms that hinder women’s participation in the potato supply chain and PepsiCo’s efforts to empower women. Two approaches – Gender Action Learning System (GALS) and Nurturing Connections – will be piloted in six communities each. For the GALS communities, there was a longer than expected gap between finishing phase I, the change catalyst workshop, and beginning phase 2, community action learning, due to COVID-19; thus, seven refresher sessions were held in all six target communities with 54 women and 25 men this quarter. Phase 2 will begin after potato harvest to respect farmers’ time commitments. Nurturing Connections began and the first block was completed in two communities with a total of 22 women and 21 men. All household gender norms change training will continue over the next months.



GALS refresher session with men and women in Moloypur
ILRG INDIA

3.8.3 STRENGTHENING PEPSICO'S GLOBAL AND LOCAL GENDER KNOWLEDGE, AWARENESS, AND CAPABILITIES

ILRG continues to develop PepsiCo staff knowledge, skills, and motivation needed to reach, benefit, and empower women. This season ILRG designed and began delivering a microlearning training program on gender equality and women's empowerment to over 100 people, including all PepsiCo staff (area managers and agronomists, male and female) in West Bengal and aggregators in target communities. Flexible and self-paced, this approach can easily promote behavior change, increase engagement and knowledge retention, and provide a scalable pathway for PepsiCo. Delivery will be concluded over the next quarter and engagement will be monitored and assessed. An in-person training on GBV for PepsiCo staff that was postponed due to COVID-19 is scheduled for April 2022. During training ILRG will also use a survey and interviews to capture any shifts in PepsiCo staff's knowledge, attitudes, and perceptions on gender equality and women's empowerment over the past three years. Over this quarter ILRG prepared monthly kudos messages to recognize PepsiCo staff and aggregators who have taken a leading role in promoting women's empowerment in the supply chain. English and Bengali versions were shared with PepsiCo for dissemination among staff.

3.8.4 LEVERAGING ADDITIONAL GOVERNMENT AND PRIVATE SECTOR PARTNERSHIPS FOR SUSTAINABILITY AND SCALE

During the reporting period, ILRG continued to participate in regular calls with Resonance, which is implementing the USAID-PepsiCo Global Development Alliance, to share approaches, training, curricula, tools, and metrics. PepsiCo India is piloting an initiative on crop residue management by preparing BioChar (Prali Char), a carbon-rich skeleton of burnt organic biomass. In coordination with the local PepsiCo team ILRG identified a woman farmer and CA to pilot this approach. The PepsiCo Sustainable Farming team will bear the cost for the pilot for a few years before starting this as a commercial activity. PepsiCo will use the BioChar as part of their Regenerative Agriculture program. This quarter, a PepsiCo technical team from Punjab visited the village and constructed the kiln. BioChar is prepared and ready for use in the field in the upcoming season.

Through January and March 2022, ILRG partner Landesa has been focused on advocacy efforts through meeting and sharing updates with Land & Land Reforms (L&LR) Department and State Rural Livelihood Mission officers, which is necessary to reach the Chief Minister. Landesa held a meeting with the Secretary of the L&LR Department in February to explain the logic of the proposed legal and policy amendments focused on permitting joint titling and easing land leasing restrictions for women's groups. She was very open to the discussions and said she believes these amendments are worth consideration. Landesa shared the draft amendments with her, and she agreed to take them up at the appropriate level.

3.8.5 COMMUNICATIONS

The USAID-PepsiCo partnership was highlighted in a blog post authored by USAID for IWD, published on [LandLinks](#). The blog was disseminated through different websites and social media, including by the USAID Bureau for Asia via [Twitter](#). PepsiCo India also highlighted the USAID-PepsiCo work in West Bengal on [LinkedIn](#) and [Twitter](#).



Community event for International Women's Day
SUBARNA MAITRA

For IWD, ILRG organized community events in Hijaldiha (Bankura District) and Kanaipur (Hooghly District). The events were attended by around 100 people, including women farmers, their families, and PepsiCo staff. The events are an important part of the strategy to shift harmful gender norms at the community level, complementing individual-, household-, and institution-level efforts. It is an opportunity for continued engagement with male champions (spouses, aggregators, PepsiCo staff) to give visibility to “positive deviants” and positive behaviors from women and men farmers. It was also a platform for women to recognize their identity as farmers and reinforce this identity to their communities. Women farmers shared their thoughts and experiences on the changing role of women in agriculture and their journey towards empowerment through learning better farming practices. Their spouses shared their understanding of women’s empowerment and how they promote it at household and community levels.

The events were also an opportunity to recognize winners of the slogan competition on WEE topics. Winners received a certificate and token gift. Women leading demonstration farms were also recognized with a token gift for their leadership in farming and risk-taking capabilities.

3.9 PRINDEX SUB-NATIONAL ASSESSMENT

USAID requested ILRG support for a “deep dive” survey data collection and analysis activity in one of several candidate countries that would build on the results of the Prindex survey in that country. After reviewing an options analysis that was submitted in late 2019, the USAID Land and Resource Governance Team originally approved Zambia as the country for the deep dive. Ultimately, however, the decision was made for ILRG instead to support an enhanced Prindex analysis in Colombia in collaboration with the planned application of Prindex under USAID/Colombia’s Land for Prosperity Activity (LFP) and with a USAID Communications, Evidence and Learning (CEL)-supported impact evaluation baseline of LFP. The ILRG enhanced Prindex analysis will contribute to learning about how best to collect data to measure perceptions of tenure security. It will also provide LFP with complementary Prindex information for four additional municipalities. Following completion of data collection, a draft analysis was submitted in December 2021 for USAID and peer review and is now under revision in response to comments received. The revised analysis is expected to be submitted in April 2022. Two events to share the findings will be planned, one with a primarily Colombian audience and one with global participation, once the report is final and the lessons learned brief is released.

3.10 LIBERIA COMMUNITY LAND PROTECTION FOR USAID IMPACT EVALUATION: COMPLETION ACTIVITY

ILRG’s two Liberian grantees, Sustainable Development Institute (SDI) and Green Advocates International, continued to implement the community lands protection process across approximately 36 communities in Liberia. In this quarter Green Advocates continued work in the five ILRG-supported communities in Nimba County, conducting awareness raising of the boundary harmonization process and training communities in alternative dispute resolution.

Green Advocates conducted a one-day training on mediation and alternative dispute resolution for the five primary Blei communities and their neighboring communities. Boundaries and hotspots identified by the seventeen communities and solutions proposed to resolve boundary disputes were documented for implementation in the next quarter during the boundary harmonization. Cadasta provided in-person training to six Green Advocates staff (five men and one woman) in late February on data collection tools and approaches.

The 31 SDI-supported communities in Lofa, Maryland, and River Gee Counties received Certificates of Completion of Community Self-Identification at the National Land Conference in early March, which formally recognized them as customary land-owning communities. SDI completed their support to the 31 communities in March, harmonizing community boundaries with neighbors, and providing agreed-

upon spatial data points. Eleven out of the 13 communities in River Gee successfully completed their boundary harmonization with neighboring communities, with two communities left with boundary points in dispute. The 14 Maryland communities completed 98 percent of their boundary harmonization, with three disputed boundaries unsettled. One of the Lofa communities harmonized its boundary, with the remaining three communities having outstanding boundary disputes. Once disputes have been resolved, with support from local government and the Liberia Land Authority, the community can apply for a confirmatory survey and subsequently obtain their deed from the Land Authority.

3.11 WOMEN'S ECONOMIC EMPOWERMENT

Activities funded by WEE funds in India, Mozambique, and Zambia are fully integrated into the report sections above. Activities in Malawi and in the cocoa sector in Ghana, as well as global activities and coordination related to women's land rights and WEE, are described in this section.

Over 732 women were reached this quarter, and 143,846 women have been reached by WEE-funded activities implemented by ILRG so far, who benefited from documented land rights and access to related resources and benefits such as credit, agricultural training, and livelihoods opportunities.

3.11.1 MALAWI

The ILRG Global Gender Advisor traveled to Malawi in January 2022 to support the team in preparing for gender norms training for the CLCs, data collectors and processors, customary land tribunal (CLT), and district land tribunal (DLT), and assist the team in its preparations for the gender norms dialogues for traditional authorities and for households in nine communities, as well as the leadership and empowerment training for women leaders. The Chief of Party traveled to Malawi in February to provide assistance with the data collectors and processors training.

ILRG supported the Land Reform Implementation Unit (LRIU) in its DLT and CLT capacity assessment and subsequent capacity development training in January. ILRG provided supporting materials on the integration of gender, as well as global best practices on land conflict resolution practices, including alternative dispute resolution.

ILRG supported the CLC elections in the final USAID-supported GVH, as well as the training for all CLC members elected in December 2021 through February 2022 in TA Mwansambo in Nkhotakota District. The LRIU took a leading role in facilitating the training and ILRG Malawi's Country Coordinator provided gender equality and land training to the CLC members.

In February, ILRG in collaboration with the Government of Malawi trained the 16 data collectors (nine women and seven men) and eight data processors (five women and three men) who were selected to support land documentation in TA Mwansambo. Equipment and furniture were procured for the district



Community members from Gesanken and Gortuken, Maryland County, Liberia shake hands in agreement on the community boundary.

SDI

land documentation and an office was established in TA Mwansambo. The ILRG and LRIU teams are providing support to the data team on the ground and remotely. As of April 1, over 1,300 of the estimated 10,000 parcels had been documented.

ILRG engaged facilitators to conduct three concurrent training programs focused on women's empowerment and gender norms. In March, 48 women elected to CLCs in TA Mwansambo received a four-day training on women's empowerment and leadership. The training provided women with technical and socio-emotional skills to meaningfully participate in leadership and community governance during and after the land documentation process. Topics included power, self-awareness and self-confidence, communication and assertiveness skills, negotiation skills, problem-solving skills, conflict management skills, and decision-making skills. A fourth and final cohort of 20 women elected to CLCs in the target communities will receive this training early in the next quarter.

A total of 25 traditional leaders (two of whom are women), including the Senior Chief Mwansambo, participated in the first dialogue sessions on gender and social norms in mid-March. A significant number of gender inequalities and practices were identified during this session. The facilitator will continue to engage the traditional leaders on the identified practices in the second and third sessions of the dialogue in the next quarter. The dialogue sessions on the household gender norms, targeting 200 people from 100 households, will start in April.



CLC members Beza (sitting) and Margaret from TA Mwansambo, participating in women's empowerment training
NICO PARKINSON/TETRA TECH

The Land Law amendments bill was tabled and passed in the recently ended sitting of Parliament and is expected to be gazetted, upon agreement of the President. The amendments are not expected to affect the implementation of the ILRG activity. ILRG drafted a summary analysis of the key substantive provisions of the proposed amendments to the Land and Customary Land Acts informed by interviews with Malawian organizations active in land governance issues. The analysis will be shared with USAID early in the next quarter once comments from the Malawian organizations are incorporated.

3.11.2 COCOA SECTOR PARTNERSHIP

USAID is working with ECOM, a global commodity trading and processing company, to increase the capacity of key private sector partners to strengthen women's land rights, promote gender equality, and empower women in the cocoa value chain in Ghana. The activity will reach up to 2,290 farmers (50 percent women) in 65 communities in the districts of Assin Fosu and Asamankese with gender-responsive social and agricultural training and opportunities for income diversification. Implementation follows three strategic approaches:

Strategic Approach 1: Develop ECOM Capacity on Gender Equality and Integrate Women's Economic Empowerment into ECOM's Core Business Operations: A Gender and

Sustainability Specialist was onboarded during this quarter and will lead implementation at country-level, leading coordination with ECOM global, country management, and field staff, and overseeing engagement with women and men farmers. The position was hired directly by ECOM SMS as a strategy for greater sustainability and company ownership. Three women Field Officers based in the districts were also hired and onboarded. They will provide overall guidance to other ECOM field staff to integrate gender equality in all activities and coordinate engagement with farmers and local stakeholders.

The Gender and Sustainability Specialist has reviewed ECOM's draft global sustainability commitments. The Smarter Cocoa Charter strategy and a global Equality Diversity and Inclusion policy will be launched publicly in May, alongside a baseline sustainability report. The Smarter Cocoa Charter is planned as an evolving strategy that establishes short- to medium-term targets and roadmaps for cocoa sourcing countries where ECOM operates; for gender equality, this includes the implementation of the Gender Equity Index. ECOM was an active member of the Industry Advisory Group that supported Equal Origins to develop the index in 2021.

Currently, ECOM Ghana does not have a country-level GESI strategy, which will be co-created in alignment with the global strategy. The Gender and Sustainability Specialist has gained buy-in from ECOM Ghana senior management, consisting of a 12-person staff (six men, six women). An internal gender audit exercise included a survey sent to over 400 ECOM staff at all levels to gather information on current gender capacity. The survey had a 20 percent response rate (35 percent of respondents were women, 65 percent were men) and focused on key areas including gender equality in leadership, gender pay equity, sexual harassment and exploitation prevention, gender equality training, and engagement with farmers. This information is guiding the development of ECOM's Ghana GESI strategy. Gender equality training for ECOM staff is under preparation. In total, 12 management staff and 155 field staff will be trained on gender equality, gender norms, GBV, land rights, and socioemotional skills. Knowledge, perceptions, and attitudes before and after training will be collected using digital questionnaires.

Strategic Approach 2: Promote Women's Access to Resources and Shifts in Harmful

Gender Norms: ECOM SMS and ILRG are revising the company's existing gender and Good Social Practices (GSP) training programs to strengthen gender content and include dialogues to shift harmful gender norms that hinder women's access to resources. Farmer sensitization is ongoing, with 42 out of 65 communities reached. Through the sensitization process, ECOM SMS is registering farmers interested in receiving the revised GSP training and women's empowerment and leadership training; so far 1,133 farmers (690 women and 443 men) have registered. In male-dominated value chains, men are usually registered as farmers/suppliers/producers. As part of this activity, ECOM is intentionally registering women as farmers. This recognition has been shown to boost women's confidence to participate in project activities and is part of broader efforts to shift gender norms that do not recognize women as farmers despite their role in cocoa farming.

Meetings with 14 local stakeholders were organized in both districts to introduce the project and solicit their support towards successful implementation, including representatives of the Ghana Cocoa Board, Women in Agriculture Development, Department of Agriculture, Ministry of Food and Agriculture, Business Advisory Center, Gender Desk Officer, and Department of Social Welfare and Community Development. As these stakeholders have great knowledge of and presence in the target areas, engaging them early on has several benefits, such as increasing communities' acceptance of the project, securing additional training for farmers and ECOM field officers, receiving input on strategies to effectively meet project objectives, and encouraging local ownership and sustainability.

Strategic Approach 3: Promote Income Diversification and Economic Resilience for

Women Farmers: ECOM SMS's overall target is to set up 45 VSLAs in the project communities to benefit 1,125 women in cocoa communities with diversified economic opportunities. Through VSLAs,

women will access financial services and take on leadership roles. Women Field Officers sensitized 42 farming communities and mobilized 391 women farmers who formed 15 VSLAs in 12 communities. All VSLAs have started electing their group executives; 12 executives have been elected so far. ECOM is partnered with Hiveonline to set up a digital VSLA platform, which will take place over the next quarter. ECOM SMS has also assessed viable alternative crops for women in the target districts.

3.11.3 CROSS-CUTTING ACTIVITIES

The ILRG Global Gender Advisor continued to provide technical support to in-country gender and social inclusion advisors, implementing partners, and grantees to develop gender assessments, training materials, and learning products.

For IWD, ILRG prepared the blog post *Groundbreakers: Women overcome bias and lead sustainable use of land and resources*, highlighting women leading land and resource governance in India, Liberia, Malawi, Mozambique, and Zambia. The post was published on [LandLinks](#), cross-posted on [Land Portal](#), and added to the Advancing Gender in the Environment (AGENT) [resource center](#); it was also promoted on social media and in different newsletters (see details and links in Annex 4). Over the IWD week, ILRG sent short messages to around 130 staff and partners across all program countries, showcasing stories of women who are leading their communities towards inclusive land and resource governance. The messages received positive feedback from USAID missions and from government and private sector partners.

ILRG supported USAID to deliver a learning session for the Land Advisors Community of Practice on gender norms change. ILRG Zambia Gender and Social Inclusion Advisor Patricia Malasha spoke about lessons from shifting harmful gender norms to support women's land rights and participation in resource governance. ILRG continued to respond to USAID WEE data requested and to engage with the USAID WEE community of practice as needed.

3.12 SUPPORT TO THE PUBLIC-PRIVATE ALLIANCE FOR RESPONSIBLE MINERALS TRADE

This quarter, ILRG continued to support the governance of the PPA. RESOLVE worked with the PPA's Governance Committee (GC) to onboard new GC members for the January – August term. The GC spent meetings in January and March pinpointing the content for the forthcoming PPA Phase III memorandum of understanding (MoU) and planned a PPA discussion on member organizations' anti-corruption efforts in response to the USAID Combatting Transnational Corruption Grand Challenge.

The Next Generation PPA Task Group met on January 10 to hear from USG colleagues and ILRG consultant Ludivine Wouters regarding key findings and recommendations from the PPA options analysis report, which sought to promote alignment between the PPA MoU and USG policies and priorities (e.g., critical minerals, supply chains, anti-corruption, climate change, etc.). A March meeting produced consensus on specific amendments that RESOLVE is now incorporating into proposed revisions to the MoU as well as the forthcoming next generation PPA concept. The PPA continues to use the results framework to guide activity development and decision-making; the GC provided preliminary input on changes to be made to the results framework to align with a revised MoU.

In February and March, a PPA task group reviewed collected abstracts from proposed speakers at the PPA-planned Data for Impact Symposium featuring tools and approaches for a sustainable, just framework to build data sets and analysis and inform future action for improved socioeconomic outcomes and local benefits. Members confirmed the invited speaker list, shared preferences for an agenda framework for the symposium, articulated guidance for speakers, and reviewed event scheduling and invitation options.

RESOLVE distributed a participant-approved summary of December's introductory, virtual meeting of USG embassy/mission representatives operating in the Great Lakes Region (GLR). This session was an initial, internal session to support introductions and information exchange between the PPA's global membership and PPA government-member representatives in the GLR. RESOLVE administered a survey to collect impressions and perspectives on future engagement among the PPA, GLR-based USG, regional host governments, and other in-region stakeholders. ILRG helped to share this out as a blog post highlighting USG support to responsible minerals production in the region.

The PPA continued to produce membership engagement opportunities like a "lightning talk" on anti-corruption efforts and a quarterly member newsletter on PPA activities and priorities. Externally, RESOLVE presented at a January 17 Organisation for Economic Co-operation and Development Multi-Stakeholder Steering Group meeting to highlight PPA objectives and the upcoming Data for Impact Symposium.

3.13 MADAGASCAR: LINDT COOPERATION ON COCOA IN SAMBIRANO VALLEY

The ILRG Madagascar activity contributes to the integration of tenure considerations in the Sambirano Valley of Ambanja District, Diana Region, Madagascar into the cocoa rehabilitation initiatives led by Lindt & Sprüngli AG. Lindt & Sprüngli AG leads the Climate Resilient Cocoa Landscapes (CRCL) initiative, which consists of implementing partners Helvetas, Valrhona, Earthworm Foundation, Centre for Development and Environment, Ramanandraibe Exportation, and Société Anonyme au Capital de MGA. The ILRG team coordinates directly with Helvetas, the principal implementing partner, and works through CRCL to implement recommendations on ways to improve tenure security in the Sambirano Valley.

The ILRG team continued to support the nascent multi-stakeholder platform, the *Comité du Bassin Versant Sambirano* (COGEBS). ILRG provided a 90-minute training session to the COGEBS General Assembly in February on the context of land tenure issues in the valley, the central principles of land law, and women's land rights. Through complementary WEE funding under a recently approved scope of work and budget, ILRG will provide further resource training to COGEBS. A study tour to the Boeney region and an advocacy visit to ministries will be organized for the COGEBS Executive Committee, and a three-day training program for key stakeholders in the valley will be organized for the early dry season that will include site visits to different tenurial niches and then the preparation of a COGEBS action plan.

The ILRG team finalized and submitted a roadmap of strategies to resolve long-festering insecurity around ex-Indigenous Reserves. The study was presented to USAID as well as to the COGEBS General Assembly. Implementing partner Helvetas asked the ILRG team to design and lead three webinars on PES. These well-received sessions will serve as the foundation of future CRCL activities designed to generate long-term funding for the COGEBS pragmatic activities to protect and restore ecosystem services.

The ILRG team continued to nurture effective working relationships with a wide array of government agencies and donor-funded projects involved with land governance in Ambanja District. Unfortunately, controversy around newly approved land reforms is placing the World Bank program in jeopardy.

3.14 DEMOCRATIC REPUBLIC OF CONGO: CONFLICT MAPPING AND MONITORING AROUND MINERAL SUPPLY CHAINS

IPIS's eight field teams completed a second cycle of data collection missions on roadblocks and mining sites throughout eastern DRC, including visits to new areas like the Watsa-Moku axis and Dungu in Haut-Uélé Province. In total, the IPIS field teams assessed 440 mining sites and mapped 86 roadblocks. They noted interference from armed groups and police, especially in Kitindi, Musebe, Nyunzu, and south

Bukavu. IPIS also initiated information-sharing partnerships with two local monitoring committees (*comité local de suivi*, CLS), one from Lubero territory (North Kivu) and one from Shabunda territory (South Kivu). In partnership with these CLSs, IPIS will pilot-test information sharing from the mapping work. IPIS staff will present some of their preliminary data to the Shabunda CLS in early April.

IPIS Project Coordinator Ken Matthysen visited key stakeholders in Kinshasa in January. He organized a debriefing in Kinshasa for members of the USAID Peace and Security and Economic Growth teams and held another round of consultations with Kinshasa-based government authorities in partnership with members of the USAID Responsible Minerals Trade team, including the Ministry of Mines' Technical Coordination and Planning Cell and the Small-Scale and Artisanal Mining Assistance and Support Service (SAEMAPE). He then visited South Kivu to conduct interviews with key stakeholders and analysts of the mining sector in the province to inform a forthcoming deliverable study on mining, the mineral trade, and conflict financing. Another IPIS researcher, Erik Gobbers, conducted interviews for the study in February with stakeholders in Goma and Bunia. IPIS also assessed potential data exchange partnerships with Mercy Corps and Pact-SMS and will meet with Kivu Security Tracker in April to discuss options for integration of their data on security incidents in IPIS' webmap.

IPIS participated in a multi-stakeholder virtual discussion organized by the Universities of Antwerp and Bukavu on the impact of mechanization in South Kivu's artisanal and small-scale mining sector. IPIS also participated in a European Partnership for Responsible Minerals event on responsible sourcing in the gold, tantalum, tin, and tungsten supply chains.

New opportunities for ILRG are emerging: IPIS' GIS team is currently assessing to what extent it is feasible to use satellite imagery within the framework of data analysis of the current project. This could potentially be a powerful analytical tool, especially within the context of ongoing concern around some illicit semi-industrial exploitations in Ituri and South Kivu. Working closely with the ILRG team, IPIS and a gender expert and associate professor at the Catholic University of Bukavu drafted a concept note for a gender and mining component of the activity.

3.15 COMMUNICATIONS AND LEARNING

ILRG drafted a communication and learning strategy for Year 4 and 5 of the project, which was shared with USAID for review and feedback this quarter. This strategy continues to be a living document, adapted as communications opportunities and priorities shift.

ILRG communications efforts this quarter centered around two international days, World Wildlife Day on March 3 and IWD on March 8 (covered above in Section 3.11.3). For World Wildlife Day, ILRG produced a blog focused on the work in Zambia, sharing how land delimitation and land use planning efforts in areas around GMAs can lead to decreased human-wildlife conflict. This piece was promoted on social media by the USAID/Zambia and the USAID Bureau for Africa handles.

In addition to these day-focused communications efforts, ILRG also published a number of other communications and learning pieces this quarter, including a blog on the PPA virtual delegation that took place in December 2022, a lessons learned brief on fee-for-service work in Zambia, and a women's land rights champion blog introducing Paula Pimentel of USAID/Mozambique. Work under ILRG was also highlighted by other outlets: the US Embassy in India published an article highlighting the PepsiCo work in its SPAN magazine, and AgriLinks posted a Q&A with Corinne Hart and Sarah Lowery discussing the PepsiCo India work and broader learnings from the ILRG pilot for the Global Development Alliance with PepsiCo.

ILRG work in Zambia and Mozambique was also shared at a USAID-sponsored MAST learning exchange in March 2022.

Annex 4 provides a complete list, with links, to communications and learning pieces published this quarter and/or promoted on social media.

3.16 SUSTAINABLE LANDSCAPES

Late in this quarter, a scope of work and budget was approved associated with funding for sustainable landscapes (climate change mitigation from forests and other land uses). Field implementation of this work is taking place in Zambia, associated with support related to the FD and CFMGs. This is integrated into the Zambia section above. At least two additional research activities are planned under this funding as well: one study that is under development under the Communications and Learning task, but which will transition to this area, focuses on prioritizing interventions and locations that achieve biodiversity, climate mitigation benefits, and zoonotic disease risk reduction, preferably through partnerships with the private sector. This study has started with a literature review and outline methodology that will be considered in the coming quarter. The second activity has not yet been finalized, though ILRG has started preparations for a study on local migration in/out of forested landscapes.

3.17 EMERGING COMPLETION ACTIVITY OPPORTUNITIES

ILRG completion activities are developed based on the field support approval process laid out in the ILRG contract (Section F.6), whereby an operating unit (e.g., a mission, office, bureau, etc.) can add field support funds for new activities. This process is based on an operating unit activity manager providing a scope of work to the Contracting Officer's Representative with a summary cost estimate. This is then shared with ILRG for the development of a work plan and estimated budget, which become the basis for implementation following a series of approvals. In practice, this process requires significant back and forth to refine the scopes of work and budget parameters for activities. There are currently no completion activities that are under discussion or development but have not yet been formally approved. This quarter, ILRG prepared concepts for an expected forthcoming Year 5 final obligation with these funds expected to be integrated into existing task areas.

ANNEX I: PROJECT-SPECIFIC PERFORMANCE INDICATORS

Data reporting of ILRG's 44 indicators is done by country. WEE indicators are noted throughout the country tables, next to the indicator title. Tables present standard indicators, arranged by indicator ID, followed by custom indicators. Annual indicators are shaded grey for the quarterly reporting periods.

TABLE I. MOZAMBIQUE INDICATOR TABLE

N°	MOZAMBIQUE PERFORMANCE INDICATOR	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ANNUAL	LOP ACTUAL	NOTES
31	Number of individuals in the agriculture system who have applied improved management practices or technologies with USG assistance [EG.3.2-24, WEE]	0	0	0			0	1,617	No agricultural extension was carried out this quarter.
45	Value of new USG commitments and private sector investment leveraged by the USG to support food security and nutrition [EG.3.1-14, WEE]	\$0	Reported annually					\$218,757	No additional investments during the quarter. ~\$3 million land value from GRAS to be counted in Y4.
36	Number of microenterprises supported by USG assistance [EG.5-3, WEE]	0	Reported annually					5,487	Per conversations during review of MEL plan, revising past year totals to count 11 eucalyptus growers and Madal ingrowers and outgrowers here, in order to align the way ILRG counts this indicator for Mozambique and India.
2	Number of specific pieces of land tenure and property rights (LTPR) legislation or implementing regulations proposed, adopted, and/or implemented positively affecting property rights of the urban and/or rural poor as a result of United States government (USG) assistance [EG.10.4-1, WEE] (subset of above)	0	Reported annually					11	Will add 94 community association statutes, which have not been previously counted here, in addition to the 11 national laws previously counted. Adding here and for Indicator 14.
4	Number of disputed land and property rights cases resolved by local authorities, contractors,	0	0	0			0	8	No disputes arose this quarter.

N°	MOZAMBIQUE PERFORMANCE INDICATOR	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ANNUAL	LOP ACTUAL	NOTES
	mediators, or courts as a result of USG assistance [EG.10.4-3]								
	Local or customary authorities	0	0	0			0	8	
	Contractors	0	0	0			0	0	
	Mediators	0	0	0			0	0	
	Courts	0	0	0			0	0	
3	Percent of people with access to a land administration or service entity, office, or other related facility that the project technically or physically establishes or upgrades who report awareness and understanding of the services offered [EG.10.4-4]	0	Reported annually					0	Data to be collected during endline survey (March-April 2022).
	Percent of men who report awareness and understanding of the services offered	0						0	
	Percent of women who report awareness and understanding of the services offered	0						0	
5	Number of parcels with relevant parcel information corrected or incorporated into an official land administration system as a result of USG assistance [EG.10.4-5]	0	4,062	0			4,062	8,164	No new parcels corrected or incorporated this quarter. Adding in new people for Indicator 1a for Madal areas, but parcels for Madal had been counted in Q1.
1a	Number of adults provided with legally recognized and documented tenure rights to land or marine areas, as a result of USG assistance. [EG.10.4-7, WEE]	0	0	3,914			3,914	220,362	3,914 new people with land documented in Madal area. This includes around 1500 ingrowers and 2400 outgrowers. Gender breakdown will be confirmed next quarter.
	Female	0	0	0			0	114,039	
	Male	0	0	0			0	102,409	
	Unknown	0	0	3,914			3,914	3,914	
1b	Number and proportion of adults who perceive their tenure rights to land or marine areas as secure with USG assistance [EG.10.4-8, WEE]	70% ⁵							Endline survey data collection has begun. Data collection is complete in GRAS Nampula and Madal areas. Thus far showing positive

⁵ The baselines for Mozambique and Zambia come from [Prindex Report](#) (2018).

N°	MOZAMBIQUE PERFORMANCE INDICATOR	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ANNUAL	LOP ACTUAL	NOTES
									increases: share of people who perceive their tenure rights as secure increased from 82% to 93% in GRAS Nampula. In Madal areas, perceptions of community tenure security increased from 45% to 98% and family tenure security from 45% to 94%. Remaining GRAS area endline surveys to be conducted from April – June 2022. Aggregate will be reported when all data is in.
14	Number of legal instruments drafted, proposed, or adopted with USG assistance designed to promote gender equality or non-discrimination against women or girls at the national or sub-national level [GNDR-1, WEE]	0	Reported annually					11	Will add 94 community association statutes, which have not been previously counted here, in addition to the 11 national laws previously counted. Adding here and for Indicator 14.
15	Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income, or employment) training/ programming [GNDR-2, WEE]	N/A	Reported annually					52%	
	Numerator	N/A						115,752	
	Denominator	N/A						219,215	
32	Number of persons trained with USG assistance to advance outcomes consistent with gender equality or female empowerment through their roles in public or private sector institutions or organizations [GNDR-8, WEE]	0	0	0			0	137	No formal trainings conducted this quarter. Trainings that began at the end of March – mid April will be counted next quarter. LOP actuals revised slightly based on clean-up of MEL database.
	Female	0	0	0			0	47	
	Male	0	0	0			0	90	

N°	MOZAMBIQUE PERFORMANCE INDICATOR	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ANNUAL	LOP ACTUAL	NOTES
7d	Number of institutions or organizations strengthened and participating in land use or resource management planning using equitable approaches [Custom]	0	Reported annually					164	Reported annually, updated LOP during clean-up of MEL database. Counts GRAS and Madal land associations and service providers, Quelimane and Ile farmer groups.
10	Number of hectares of community land holdings delimited or subject to participatory land use planning that improves sustainable natural resource management [Custom]	0	40,113	55,986			96,099	457,895	Includes 11 new communities delimited in GRAS Zambezia areas and 1 new community in GRAS Nampula.
	Female	0	0	0			0	0	
	Male	0	0	0			0	0	
30	Percent representation of women in community governance structures within project areas [Custom]	N/A	Reported annually					45%	Annual indicator, to be reported in Q4.

TABLE 2. ZAMBIA INDICATOR TABLE

N°	ZAMBIA PERFORMANCE INDICATOR [AND TYPE]	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
13	Number of groups trained in conflict mediation/resolution skills or consensus-building techniques with USG assistance [DR.3.1-2]	0	1	3			1	41	Training with FZS enumerators on claims and demarcations (already counted FZS in Q1). Training with 3 groups at Medici Land Governance on integrating gender into NLTP: field staff, GIS officers, and communications team.
	Women's rights groups	0	0	0			0	0	
	Indigenous people's groups	0	0	0			0	0	
	Customary authorities	0	0	0			0	20	
	Government	0	0	0			0	3	
	Civil society	0	0	0			0	8	
	NGO	0	1	3			1	10	
34	Total number of clients benefitting from financial services provided through USG-assisted financial intermediaries, including non-financial institutions or actors [EG.4.2-1, WEE]	0	Reported annually					979	No additional activity this quarter.
36	Number of microenterprises supported by USG assistance [EG.5-3, WEE]	0	Reported annually					72	Annual indicator, to be updated in Q4.
9	Number of hectares of biologically significant areas under improved natural resource management as a result of USG assistance [EG.10.2-2]	0	0	0			0	783,781	No additional data to report this quarter.
29	Number of people with improved economic benefits derived from sustainable natural resource management and/or biodiversity conservation as a result of USG assistance [EG.10.2-3, WEE]	0	Reported annually					5,744	Annual indicator, to be updated in Q4.
	Female	0						3,094	
	Male	0						2,650	
11c	Number of laws, policies, regulations, or standards, addressing <u>biodiversity</u> categories, officially proposed, adopted, or implemented as a result of USG assistance [EG.10.2-5]	0	Reported annually					16	No new laws added this quarter, though support continues on currently counted laws.
	National, proposed	0						8	
	National, adopted	0						3	
	National, implemented	0						4	
	Sub-national, proposed	0						0	
	Sub-national, adopted	0						0	
	Sub-national, implemented	0						1	
	Regional or international, proposed	0						0	
	Regional or international, adopted	0						0	

N°	ZAMBIA PERFORMANCE INDICATOR [AND TYPE]	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
	Regional or international, implemented	0						0	
2	Number of specific pieces of land tenure and property rights (LTPR) legislation or implementing regulations proposed, adopted, and/or implemented positively affecting property rights of the urban and/or rural poor as a result of United States government (USG) assistance [EG.10.4-1, WEE] (subset of above)	0	Reported annually					23	No new laws added this quarter, though support continues on currently counted laws.
	Analyzed	0						2	
	Drafted	0						4	
	Revised	0						0	
	Introduced	0						4	
	Approved	0						5	
	Implemented	0						8	
4	Number of disputed land and property rights cases resolved by local authorities, contractors, mediators, or courts as a result of USG assistance [EG.10.4-3]	0	0	1			1	1,309	One dispute this quarter, resolved by customary authorities and ILRG staff. The project staff, group headpersons from Kasela, and some village headpersons sat down and decided that the villages that are in Chifunda that do not recognize Chief Chifunda as their chief should not be mapped.
	Local or customary authorities	0	0	1			1	755	
	Contractors	0	0	0			0	546	
	Mediators	0	0	0			0	0	
	Courts	0	0	0			0	0	
	Other	0	0	0			0	8	
3	Percent of people with access to a land administration or service entity, office, or other related facility that the project technically or physically establishes or upgrades who report awareness and understanding of the services offered [EG.10.4-4]	N/A	Reported annually					TBD	To be collected in endline survey.
	Percent of men who report awareness and understanding of the services offered	N/A						TBD	
	Percent of women who report awareness and understanding of the services offered	N/A						TBD	
5	Number of parcels with relevant parcel information corrected or incorporated into an	0	9,232	0			9,232	15,531	Additional parcels mapped this quarter but have not

N°	ZAMBIA PERFORMANCE INDICATOR [AND TYPE]	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
	official land administration system as a result of USG assistance [EG.10.4-5]								yet completed OCC phase nor have they been incorporated into land administration system. To be added next quarter.
1a	Number of adults provided with legally recognized and documented tenure rights to land or marine areas, as a result of USG assistance. [EG.10.4-7, WEE]	0	26,187	0			26,187	80,439	Additional parcels mapped this quarter but have not yet completed OCC phase and been incorporated into land administration system. To be added next quarter.
	Female	0	0	0			0	25,724	
	Male	0	0	0			0	28,528	
	Unknown	0	26,187	0			26,187	26,187	
1b	Number and proportion of adults who perceive their tenure rights to land or marine areas as secure with USG assistance [EG.10.4-8, WEE]	67%							Data to be collected in endline survey.
7c	Number of institutions with improved capacity in sustainable landscapes [EG.13-2]	0						50	Newly added indicator with new SL funding for Zambia. Updating LOP based on past years' capacity-building efforts.
7d	Number of institutions with improved capacity to address land rights [Custom, contributes to EG.11-2]	0	Reported annually					107	Annual indicator, to be updated in Q4. This quarter ILRG supported capacity building for Medici Land Governance, training their enumerators on gender integration into the NLTP.
	National governmental	0						2	
	Sub-national governmental	0						6	
	Other	0						99	
	Topic: land rights	0						107	
	Topic: climate change	0						0	
7e	Percent of USG-assisted organizations with improved performance [CBLD-9]							100%	Newly added indicator, based on USAID/Zambia request. 100% of organizations provided with capacity-building assistance have demonstrated improved performance.
11b	Number of laws, policies, regulations, or standards, addressing <u>sustainable landscapes</u> categories, officially proposed, adopted, or	0	Reported annually					5	No new laws added this quarter, though support

N°	ZAMBIA PERFORMANCE INDICATOR [AND TYPE]	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
	implemented as a result of USG assistance [EG.13-3]								continues on currently counted laws.
	National, proposed	0						1	
	National, adopted	0						0	
	National, implemented	0						3	
	Sub-national, proposed	0						0	
	Sub-national, adopted	0						0	
	Sub-national, implemented	0						1	
	Regional or international, proposed	0						0	
	Regional or international, adopted	0						0	
	Regional or international, implemented	0						0	
27	Amount of investment mobilized (in USD) for sustainable landscapes [EG 13-4]	0	Reported annually					\$68,527	No new investments this quarter.
14	Number of legal instruments drafted, proposed, or adopted with USG assistance designed to promote gender equality or non-discrimination against women or girls at the national or sub-national level [GNDR-1, WEE]	0	Reported annually					10	No new laws added this quarter, though support continues on currently counted laws.
15	Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income, or employment) training/ programming [GNDR-2, WEE]	N/A	Reported annually					46%	Annual indicator, to be updated in Q4.
	Numerator	N/A						24,000	
	Denominator	N/A						51,701	
32	Number of persons trained with USG assistance to advance outcomes consistent with gender equality or female empowerment through their roles in public or private sector institutions or organizations [GNDR-8, WEE]	0	386	266			652	1,424	8 trainings held this quarter: training Medici Land Governance on integrating gender equality and women's land rights into NLTP; gender guidelines work planning in Mphuka Chiefdom; gender guidelines introduction in Mphuka

N°	ZAMBIA PERFORMANCE INDICATOR [AND TYPE]	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
	Female	0	152	114			266	542	Chieftdom; gender guidelines awareness raising session for chieftdom leaders; training of trainer series on WLE; gender skills training for community facilitators in Nyimba; gender champions training with ZCRBA; and gender mainstreaming training with COMACO.
	Male	0	234	152			386	882	
10	Number of hectares of community land holdings delimited or subject to participatory land use planning that improves sustainable natural resource management [Custom]	0	170	0			170	491,583	Additional parcels mapped this quarter but have not yet completed OCC phase nor have they been incorporated into land administration system. To be added next quarter.
	Planned	0	0	0			0	420,036	
	Delimited	0	170	0			170	71,547	
30	Percent representation of women in community governance structures within project areas [Custom]	N/A	Reported annually					41%	Annual indicator, to be updated in Q4.

TABLE 3. GHANA COCOA INDICATOR TABLE

N°	GHANA PERFORMANCE INDICATOR [AND TYPE]	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
2	Number of specific pieces of land tenure and property rights (LTPR) legislation or implementing regulations proposed, adopted, and/or implemented positively affecting property rights of the urban and/or rural poor [EG.10.4-1, WEE]	0	Reported annually					0	Update coming in Y4.
1a	Number of adults with legally recognized and documented tenure rights to land or marine areas [EG.10.4-7, WEE]	0	0	0			0	1,421	This component of the activity has completed.
1b	Number and proportion of adults who perceive their tenure rights to land or marine areas as secure [EG.10.4-8, WEE]	TBD						N/A	To be collected at endline.
7a	Number of institutions with improved capacity in adaptation [EG.11-2]	0	Reported annually					0	To be updated in Y4. Working with country team to complete capacity-building worksheet to assess what types of groups count here, potentially including <i>odikros</i> , stools, local govt, and cocoa cooperatives.
7d	Number of institutions with improved capacity to address land rights [Custom]	0	Reported annually					0	To be updated in Y4. Working with country team to complete capacity-building worksheet to assess what types of groups count here, potentially including <i>odikros</i> , stools, local govt, and cocoa cooperatives.
26	Number of people trained in sustainable landscapes [EG.13-1]	0	Reported annually					299	No new trainings this quarter.
	Female	0						96	
	Male	0						203	
27	Amount of investment mobilized (in USD) for sustainable landscapes [EG.13-4]	0	Reported annually					\$289,386	No new investments this quarter.
25a	Projected greenhouse gas emissions reduced or avoided through 2030 from adopted laws, policies,	0	Reported annually					6,394	Will do updated calculations in Q4.

N°	GHANA PERFORMANCE INDICATOR [AND TYPE]	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
	regulations, or technologies related to sustainable landscapes [EG.13-7]								
	2019 through 2020/2021	0						639	
	through 2025/2026	0						3,836	
	through 2030	0						6,394	
11b	Number of laws, policies, regulations, or standards, addressing <u>Sustainable Landscapes</u> officially proposed, adopted, or implemented as a result of USG assistance [EG.13-3]	0	Reported annually					0	Update coming in Y4.
25b	Projected greenhouse gas emissions reduced or avoided through 2050 from adopted laws, policies, regulations, or technologies related to sustainable landscapes [Custom]	0	Reported annually					19,181	Will do updated calculations in Q4.

TABLE 4. GHANA WEE INDICATOR TABLE

N°	GHANA PERFORMANCE INDICATOR [AND TYPE]	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL/ ANNUAL	Y3 Q1 NOTES
31	Number of individuals in the agriculture system who have applied improved management practices or technologies with USG assistance [EG.3.2-24, WEE]	0	0	0			0	0	Agricultural extension support to begin next quarter under ECOM ownership.
15	Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income, or employment) training/ programming [GNDR-2, WEE]	0	Reported annually						Annual target, to be updated in Q4.
	Numerator	0							
	Denominator	0							
32	Number of persons trained with USG assistance to advance outcomes consistent with gender equality or female empowerment through their roles in public or private sector institutions or organizations [GNDR-8, WEE]	0	0	3			3	3	I training held this quarter: initial orientation for first three gender champions, led by ECOM's gender advisor.
	Female	0	0	3			3	3	
	Male	0	0	0			0	0	

TABLE 5. INDIA INDICATOR TABLE

The MEL plan for India follows a July – June calendar, whereas ILRG global follows an October – September calendar. In this table, Q1 refers to the project quarter running from October to December, and so on. India's annual data will officially be reported in the ILRG annual report.

N°	INDIA PERFORMANCE INDICATOR [AND TYPE]	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
38	PRO WEAI score [EG.3-f]	0.672							To be updated at endline.
31	Number of individuals in the agriculture system who have applied improved management practices or technologies with USG assistance [EG.6-5, WEE]	0	493	0			493	1,095	End of season survey currently underway, collecting data for this indicator, to be reported in Q3.
44	Number of days of USG-funded training provided to support microenterprise development [EG.4.2-4, WEE]	0	Reported annually					1,306	Annual indicator, to be updated in Q4.
36	Number of microenterprises supported by USG assistance [EG 5-3, WEE] ⁶	0	496	55			551	1,618	This quarter ILRG held 2 additional POP training sessions, 2 pre-community action learning GALS sessions, and 2 NC sessions (1 in some communities). There were also 3 Farmer Field Days (FFDs), attended by women and men, and a number of CA/FA visits. Totals include women who participated in at least one session of POP, an FFD, were visited by a CA/FA, or ran a demo farm. 551 women have participated under one of these initiatives in Y3, an additional 55 women compared to totals reported in Q1. Men trained are not counted

⁶ This indicator was added during the final revision of the India MEL plan before approval, so it was not monitored during the first two quarters.

N°	INDIA PERFORMANCE INDICATOR [AND TYPE]	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
									under this indicator, as they are typically participating with their wives, and work on the same household farm, which is treated as a single enterprise.
2	Number of specific pieces of land tenure and property rights (LTPR) legislation or implementing regulations proposed, adopted, and/or implemented positively affecting property rights of the urban and/or rural poor as a result of USG assistance [EG.10.4-1, WEE]	N/A	Reported annually					0	No laws analyzed to date. Update coming from Landesa in Y4.
1b	Number and proportion of adults who perceive their tenure rights to land or marine areas as secure, as a result of USG assistance [EG.10.4-8]	61.47 %	Reported annually						To be reported at endline.
15	Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income, or employment) training/programming [GNDR-2, WEE]	N/A	Reported annually					100%	All participants to date are women. Y4 totals will have some male participants to count.
23	Percentage of participants reporting increased agreement with the concept that males and females should have equal access to social, economic, and political resources and opportunities [GNDR-4]	Econ: 75% Soc: 80% Pol: 73%	Reported annually						To be reported at endline.
32	Number of persons trained with USG assistance to advance outcomes consistent with gender equality or female empowerment through their roles in public or private sector institutions or organizations [GNDR-8, WEE]	N/A	0	0			0	46	No training this quarter with PepsiCo or Control Union staff. WhatsApp micro-learning to be conducted in the coming months, will be counted in Q3.
	Female	N/A	0	0			0	7	
	Male	N/A	0	0			0	39	

TABLE 6. LIBERIA INDICATOR TABLE

N°	LIBERIA PERFORMANCE INDICATOR	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ANNUAL	LOP ACTUAL	NOTES
2	Number of specific pieces of land tenure and property rights (LTPR) legislation or implementing regulations proposed, adopted, and/or implemented positively affecting property rights of the urban and/or rural poor as a result of United States government (USG) assistance [EG.10.4-1, WEE] (subset of above)	0	Reported annually					32	Includes community customary land governance bylaws for 31 communities and the national Land Rights Act.
1a	Number of adults provided with legally recognized and documented tenure rights to land or marine areas, as a result of USG assistance. [EG.10.4-7, WEE]	0	0	195,545			195,545	195,545	Delimitation is complete in SDI communities. Waiting on their final report with gender breakdown and hectares. This is a population estimate for the 31 communities that SDI has delimited. GAI work ongoing, to be counted by Q4.
	Female	0	0	0			0	0	
	Male	0	0	0			0	0	
	Unknown	0	0	195,545			195,545	195,545	
7d	Number of institutions or organizations strengthened and participating in land use or resource management planning using equitable approaches [Custom]	0	Reported annually					2	No additional institutions worked with this quarter.
10	Number of hectares of community land holdings delimited or subject to participatory land use planning that improves sustainable natural resource management [Custom]	0	0	0			0	0	Delimitation is complete in SDI communities. Waiting on their final report with gender breakdown and hectares, to be added next quarter. GAI work ongoing, to be counted by Q4.
30	Percent representation of women in community governance structures within project areas [Custom]	N/A	Reported annually					48%	Annual indicator, to be updated in Q4.

TABLE 7. MALAWI INDICATOR TABLE

N°	MALAWI PERFORMANCE INDICATOR	BASE - LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
13	Number of groups trained in conflict mediation/resolution skills or consensus-building techniques with USG assistance [DR.3.1-2]	0	0	2			2	2	Training with DLT and CLT on gender, land rights, and dispute resolution mechanisms.
	Women's rights groups	0	0	0			0	0	
	Indigenous people's groups	0	0	0			0	0	
	Customary authorities	0	0	0			0	0	
	Government	0	0	2			2	2	
	Civil society	0	0	0			0	0	
	NGO	0	0	0			0	0	
2	Number of specific pieces of land tenure and property rights (LTPR) legislation or implementing regulations proposed, adopted, and/or implemented positively affecting property rights of the urban and/or rural poor as a result of United States government (USG) assistance [EG.10.4-1, WEE] (subset of above)	0	Reported annually					0	Annual indicator, to be updated in Q4. This quarter conducted a number of consultations with key stakeholders on the new Land Law and Customary Land Law amendments.
1a	Number of adults provided with legally recognized and documented tenure rights to land or marine areas, as a result of USG assistance. [EG.10.4-7, WEE]	0	0	0			0	0	Delimitation is underway. We will wait to count until we have completed the process for a parcel and certificates have been provided.
	Female	0	0	0			0	0	
	Male	0	0	0			0	0	
32	Number of persons trained with USG assistance to advance outcomes consistent with gender equality or female empowerment through their roles in public or private sector institutions or organizations [GNDR-8, WEE]	0	12	312			324	324	5 trainings were held this quarter: women's empowerment and leadership training with women CLC members; training with the data collectors and processors on gender, land rights and inclusive land documentation; gender norms training with traditional leaders; trainings with the DLT and CLT on gender, land rights, and dispute
	Female	0	5	151			156	156	
	Male	0	7	161			168	168	

N°	MALAWI PERFORMANCE INDICATOR	BASE - LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
									resolution; and training with CLCs on the land law, gender and women's land rights, and the land documentation process.
30	Percent representation of women in community governance structures within project areas [Custom]	N/A	Reported annually					0	Annual indicator, to be reported in Q4. By law, customary land committees are gender balanced, 3 women 3 men.

TABLE 8. MADASGCAR INDICATOR TABLE

N°	MADAGASCAR PERFORMANCE INDICATOR	BASE-LINE	Y4 Q1	Y4 Q2	Y4 Q3	Y4 Q4	Y4 ACTUAL/ ANNUAL	LOP ACTUAL	NOTES
2	Number of specific pieces of land tenure and property rights (LTPR) legislation or implementing regulations proposed, adopted, and/or implemented positively affecting property rights of the urban and/or rural poor as a result of United States government (USG) assistance [EG.10.4-I, WEE] (subset of above)	0	Reported annually					0	Annual indicator, to be updated in Q4.
7d	Number of institutions or organizations strengthened and participating in land use or resource management planning using equitable approaches [Custom]	0	Reported annually					0	Annual indicator, to be updated in Q4.

ANNEX 2: SUCCESS STORY



USAID
FROM THE AMERICAN PEOPLE

SUCCESS STORY

WOMEN GAIN CONFIDENCE AND SKILLS TO LEAD LOCAL LAND GOVERNANCE IN MALAWI

PHOTO: NICO PARKINSON/TETRA TECH



Photo: Participants at the women's empowerment and leadership training for women elected to CLCs

As part of the land registration process in Traditional Area Mwansambo, Malawi, customary land committees (CLCs) were elected to oversee land registration and management at the local level. Despite a 50:50 gender quota mandated by law, women's meaningful participation is constrained by lower literacy and education levels, time poverty due to an unequal share of unpaid household and caring responsibilities, and harmful gender norms that associate leadership and decision-making with men. To increase women's ability to meaningfully participate, ILRG is providing a women's empowerment and leadership training to all women elected to CLCs in 18 target group village heads. The training is delivered over four days and covers both technical knowledge and socioemotional skills. Case studies, role play, drawing, games, songs, group discussions, and brainstorming are used to enable women with varying literacy levels to participate. Three cohorts with 48 women in total have been trained this quarter; a fourth cohort will be completed in the next month.

Most participants started the training feeling insecure about their leadership potential and whether they deserved to have been elected. Participants' knowledge, perceptions, and attitudes were assessed and observed during and immediately after training. Important shifts in women's confidence, ability to devise goals, and behaviors were noted; there was a steady increase in understanding of key gender concepts. Through group discussions and brainstorming, participants linked these concepts to the barriers women face to be leaders, devising plans to shift their own beliefs and behaviors and to influence others. Using fun and participatory exercises, women practiced skills like communication, assertiveness, public speaking, negotiation, problem solving, conflict management, and decision-making.

Empowering women leaders is a critical step towards greater gender-responsiveness in the land registration process. As key takeaways from training, participants highlighted the realization that women leaders have the power to start dialogues on gender roles and division of labor and to influence men, including husbands, fellow CLC members, and traditional leaders. Dalesi Robert said she realized that "a woman can be a leader like a man and should not look down upon herself." At the end of the training, participants said they will use the skills gained to make the most of their roles as community land leaders by contributing and speaking during meetings, expressing opinions and disagreements in a constructive and clear manner, negotiating division of responsibilities within the household, and actively participating in household and community decision-making. If at first women were insecure about their ability to lead and whether they could contribute to socially inclusive land governance, they finished the training with confidence and high aspirations as CLC members; they plan to promote women's rights to be included in land documents, fight corruption and encourage transparency, ensure that people with disabilities, widows and orphans are not overlooked, and combat gender-based violence. As Esnart Luwanda said, "I have learned that I have the ability [to] achieve things and to make changes."

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SUCCESS STORY

USAID CONTRIBUTES TO ECOSYSTEM RESTORATION IN MADAGASCAR

PHOTOS: HELVETAS



Photos: Sandbags protecting embankments;
vetiver grasses strengthening embankments

The USAID Integrated Land and Resource Governance activity in Madagascar contributes to the improved understanding of how tenure security affects cocoa rehabilitation initiatives led by Lindt & Sprüngli AG in the Sambirano Valley of the District of Ambanja. ILRG's land tenure analyses in this rich cocoa growing landscape have greatly assisted the Lindt-led Climate Resilient Cocoa Landscapes (CRCL) initiative to better understand how underlying tenure insecurity deeply affects resource governance and any measures to halt deforestation and restore damaged ecosystems. Among several forms of technical assistance, the ILRG team was instrumental in helping Swiss partner Helvetas to establish the first-ever multi-stakeholder governance platform (*Comité de Gestion du Bassin Versant Sambirano*, COGEBS) by encouraging regional authorities on the merits of setting up the multi-stakeholder consultative platform.

ILRG's institutional support of COGEBS through trainings, advocacy, and technical support is leading to tangible results. The COGEBS Executive Committee and lead CRCL implementer Helvetas organized a community-wide initiative to protect and restore vulnerable riverbanks along the Sambirano River in the commune of Bemaneviky. Erosion along the banks of the Sambirano Valley threatens the valuable cacao plantations in the area. Just prior to the arrival of the rainy season in December, Helvetas provided empty sacks that were filled with sand by workers from the Vondrono Vahoaka Ifotony Association. The sandbags were placed along the embankment, and vetiver grasses were planted to help strengthen the embankment.

Despite the heavy rains of the season, the riverbank stabilization effort was successful. In April, COGEBS reported that the community effort had succeeded; the riverbank held. Buoyed now with greater confidence in its capacity to leverage funds from multiple sources, COGEBS is now poised to leverage next quarter's planned study and advocacy tour to Antananarivo and Boeny region to advocate for taxes levied by the *Comité Nationale de Cacao* on tonnage of cacao exported to be used to finance similar community-led environmental restoration initiatives. Meetings with the Ministry of Industrialization, Commerce, and Consumption will build directly on advocacy skills used in the training planned in Ambanja to secure political buy-in and funding for more ecological restoration work. This form of local payment for ecosystem services is likely more sustainable than depending on international financing to support local level environmental protection and restoration. ILRG's webinar series on possible payment for environmental services schemes in the Sambirano Valley paved the way for this targeted local approach to political ecology.

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ANNEX 3: PROJECT BRIEF



INTEGRATED LAND AND RESOURCE GOVERNANCE (ILRG) GLOBAL FACT SHEET

Land is the most important asset for the poor, yet hundreds of millions of people around the world live on undocumented land or use resources without formal rights. Women are less likely to own and control land and natural resources, which increases their vulnerability to gender-based violence and limits their ability to become economically self-sufficient and to participate in decision-making at the household, community, and institutional levels. When land tenure is insecure, people, governments, and the private sector are not incentivized to invest in land or sustainably manage natural resources for the future. Access to finance for the poor becomes limited, and households are vulnerable to displacement in the event of conflict or natural disaster. Countries with insecure property rights experience higher rates of deforestation and conflict, are less attractive to investors, and are more reliant on donor funding.

USAID's Integrated Land and Resource Governance (ILRG) program supports USAID missions around the world to implement activities that improve land access and rights for men and women, support inclusive land and resource governance, strengthen property rights, build resilient livelihoods, and promote women's economic empowerment. ILRG's land and property rights services support a broad range of development goals, including:

- Preventing and mitigating conflict and countering violent extremism;
- Realizing inclusive economic growth, resilience, and food security;
- Managing biodiversity and natural resources sustainably;
- Mitigating global negative environmental impact;
- Enhancing agricultural productivity;
- Generating own source revenue; and
- Empowering women and marginalized populations.

ILRG collaborates to identify and develop land and property rights activities that will support the overarching development goals of USAID missions and countries around the world.

Contract Size:
Up to \$25M

Duration:
July 2018 – July 2023

Current ILRG Countries:
Colombia, Democratic Republic of Congo, Ghana, India, Liberia, Madagascar, Malawi, Mozambique, Zambia

ILRG Consortium:
Tetra Tech (prime), Columbia University, Global Land Alliance, Innola Solutions, Landesa, Terra Firma, Winrock International

ILRG TECHNICAL ASSISTANCE MODEL

ILRG works with governments, communities, civil society, and the private sector to develop and implement inclusive land and property rights laws and policies, build institutional capacity to administer land, and facilitate responsible, gender-responsive land-based investments that benefit communities, investors, and the public.



COUNTRY ACTIVITIES

ILRG's engagements to date have been focused on nine countries: Colombia, Democratic Republic of Congo (DRC), Ghana, India, Liberia, Madagascar, Malawi, Mozambique, and Zambia. In Colombia, ILRG is carrying out survey data collection and analysis to build on the Property Rights Index survey. In DRC, the program supports the Public-Private Alliance for Responsible Minerals as well as research related to conflict minerals. In Ghana, the program collaborates with ECOM and Hershey to strengthen tenure, empower women in the cocoa value chain, and reduce deforestation around smallholder cocoa farms. In India, the program works with USAID and PepsiCo to empower women in PepsiCo's potato supply chain. In Liberia, the program supports communities to document land rights in alignment with the Land Rights Act. In Madagascar, the program integrates tenure considerations into the cocoa rehabilitation initiatives led by Lindt & Sprüngli AG. In Malawi, the program works with the government and other donors on gender integration in systematic land documentation. In Mozambique, the program supports communities, particularly women, to document their land rights, make decisions about land use, and engage with private sector agribusiness. In Zambia, ILRG supports the land policy process, customary land administration and service delivery that promotes women's land rights, and the improvement of conservation and economic opportunities.

EXPECTED RESULTS

- 400,000 adults (at least 50% women) with legally recognized and documented land rights
- 66,000 land parcels with accurate and digitized information entered into official land databases
- 75 percent of adults in ILRG pilot sites perceive their land rights to be secure
- 4,000 land conflicts and disputes resolved across ILRG countries
- 815,000 hectares of community land delimited and managed sustainably
- Policies and best practices developed for gender integration in land documentation and governance and for gender-responsive land-based investment

CONTACT

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For more information on ILRG visit:
<https://www.land-links.org/project/integrated-land-and-resource-governance-ilrg/>

ANNEX 4: LIST OF MEDIA

TABLE 9. MEDIA

PRODUCT	COUNTRY	DATE	LOCATION (LINK)	NOTES/AUDIENCE/ DISSEMINATION
Zambia fee-for-service lessons learned brief	Zambia	1 Jan 2022	https://land-links.org/document/lessons-learned-from-pilot-fee-for-service-customary-land-documentation-in-zambia/	
Zambia's House of Chiefs Speak Up for Gender Equality – social media promotion	Zambia	7 Jan 2022	https://www.facebook.com/USAIDZambia/photos/a.441686262624966/4422922234501329	Promotion of gender guidelines blog from last quarter
PPA virtual delegation blog	DRC	24 Jan 2022	https://land-links.org/2022/01/advancing-ethical-mineral-supply-chains-in-the-democratic-republic-of-the-congo/	Promoted by USAID on Twitter on 4 Feb 2022 at https://twitter.com/USAIDEnviro/status/1489592576843780096?cxt=HHwWgMCorc6jjKwpAAAA
Liberia success story	Liberia	8 Feb 2022	https://www.facebook.com/USAIDLiberia/posts/313027107530669?_rdc=2&_rdr	
Cultivating Gender Equality	India	14 Feb 2022	https://spanmag.com/business/cultivating-gender-equity/20211201	US Embassy in India publication
Women's Land Rights Champion: Paula Pimentel	Mozambique	23 Feb 2022	https://land-links.org/2022/02/womens-land-rights-champion-paula-pimentel/	Promoted by USAID Enviro on Twitter on 23 Feb 2022 at https://twitter.com/USAIDEnviro/status/1496764836721553413?cxt=HHwWisCr0YrsycUpAAAA Promoted by USAID/Mozambique on 8 Mar 2022 for IWD: https://www.facebook.com/photo?fbid=322717953223360&set=a.288871249941364

Q&A: Working with PepsiCo to Build the Business Case for Private Sector Investment in Women's Empowerment	India	2 Mar 2022	https://agrilinks.org/post/qa-working-pepsico-build-business-case-private-sector-investment-womens-empowerment	
Learning to Share the Land	Zambia	2 Mar 2022	https://land-links.org/2022/03/learning-to-share-the-land-in-zambia/	Blog for World Wildlife Day (WWD). Promoted by USAID/Africa on Twitter: https://twitter.com/USAIDAfrica/status/1499431911046803456?cxt=HHwWgMCj7Z7Yhs8pAAAA
WWD Zambia – land documentation posts	Zambia	3 Mar 2022	https://www.facebook.com/photo?fbid=324272789737160&set=a.227639322733841 https://twitter.com/USAIDZambia/status/1499281080502956033 https://www.instagram.com/p/Caof98DAoSv/	USAID/Zambia social media posts on ILRG work for WWD
WWD Zambia – protected areas posts	Zambia	3 Mar 2022	https://www.facebook.com/photo?fbid=324428116388294&set=a.227639322733841 https://twitter.com/USAIDZambia/status/1499370598102970368 https://www.instagram.com/p/CaplrLDurlr/	USAID/Zambia social media posts on ILRG work for WWD
USAID/Africa Twitter promotion of blog on strengthening community-based natural resource management in Zambia	Zambia	3 Mar 2022	https://twitter.com/USAIDAfrica/status/1499504895212277763?cxt=HHwWWhsCyob3wp88pAAAA	Promotion for WWD

WWD Zambia – wildlife scouts posts	Zambia	4 Mar 2022	https://www.facebook.com/photo?fbid=324938536337252&set=a.227639322733841 https://twitter.com/USAIDZambia/status/1499640833859014656/photo/1 https://www.instagram.com/p/CarDkHSgq96/	USAID/Zambia social media posts on ILRG work for WWD
Groundbreakers: Women overcome bias and lead sustainable use of land and resources	WEE Cross-Cutting	7 Mar 2022	https://land-links.org/2022/03/groundbreakers-women-overcome-bias-and-lead-sustainable-use-of-land-and-resources/	<p>Blog for International Women’s Day (IWD). Promoted by USAID and Tetra Tech on social media on 8 Mar 2022.</p> <p>USAID/Liberia: on Facebook https://www.facebook.com/photo?fbid=331933348973378&set=a.232252055608175; USAID/Zambia: on Facebook https://www.facebook.com/photo?fbid=328990799265359&set=a.227639322733841, Twitter - https://twitter.com/USAIDZambia/status/1501951241328349190 , and Instagram - https://www.instagram.com/p/Ca7eN7KMuPb/</p> <p>USAID Enviro: on Twitter - https://twitter.com/USAIDEnviro/status/1501192511796269057; USAID Bureau for Asia on Twitter - https://twitter.com/USAIDAsiaHQ/status/1501287186368499716/photo/1; Gillian Caldwell on Twitter - https://mobile.twitter.com/CaldwellUSAID/status/1501226598737010692.</p> <p>Tetra Tech: on Facebook - https://www.facebook.com/TetraTechIntDev/posts/7979800438712045; Twitter - https://twitter.com/TetraTechIntDev/status/1501226835077890050; LinkedIn - https://www.linkedin.com/feed/update/urn:li:activity:6906992007999569920</p>
IWD blog repost on Land Portal	WEE Cross-Cutting	8 Mar 2022	https://landportal.org/blog-post/2022/03/groundbreakers-women-	Blog reposted on Land Portal

			overcome-bias-and-lead-sustainable-use-land-and-resources	
IWD blog highlighted in AGENT GBV-ENV Linkages Center Bulletin	WEE Cross-Cutting	8 Mar 2022	Highlighted in AGENT GBV-ENV Linkages Center Bulletin and linked in resource center https://genderandenvironment.org/groun/dbreakers-women-overcome-bias-and-lead-sustainable-use-of-land-and-resources/	Blog shared in AGENT newsletter
IWD blog highlighted in Interagency Gender Working Group (IGWG) newsletter	WEE Cross-Cutting	8 Mar 2022	email newsletter blast	Blog shared in IGWG newsletter
PepsiCo India President promotion of ILRG work	India	8 Mar 2022	https://www.linkedin.com/feed/update/urn:li:activity:6906821162798583809/ https://twitter.com/PepsiCoIndia/status/1501091066183053315	For IWD
Gillian Caldwell Twitter reshare of climate video from PepsiCo work	India	8 Mar 2022	https://mobile.twitter.com/CaldwellUSAID/status/1501377258359037953?cxt=HwWVgoC55a2q-9UpAAAA	For IWD
USAID/Zambia promotion of work with House of Chiefs on gender	Zambia	8 Mar 2022	https://twitter.com/USAIDZambia/status/1500863964565192704 https://www.facebook.com/photo?fbid=327019402795832&set=a.227639322733841 https://www.instagram.com/p/CazvxzsOqS5/	For IWD

Leading the Charge	WEE Cross-Cutting	8 Mar 2022	https://tetrattechintdev.exposure.co/leading-the-change	Tetra Tech Exposure piece for IWD; includes ILRG work. Promoted by Tetra Tech on LinkedIn: https://www.linkedin.com/posts/international-development-services_leading-the-change-tetra-tech-international-activity-6906969888343384064-wt5y
WEE India video	India	29 Mar 2022	https://youtu.be/_lJK3Oiz_50	Different cut of previously published climate change video published with a WEE focus

ANNEX 5: PROJECT STAFF

TABLE 10. PROJECT STAFF

NAME	ORG.	TITLE	EMAIL
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Getrude Zulu	Tetra Tech	Zambia Office Assistant	getrude.zulu@tetrattech.com

ANNEX 6: DATA

Data produced by the project (i.e., geospatial, survey, etc.) is uploaded as required to the [Development Data Library](#) (DDL). ILRG has submitted data collected for the Project-Level Women's Empowerment in Agriculture Index in India.

ANNEX 7: TERM LOE SUMMARY

TABLE II. TERM LOE EXPENDED TO DATE

LABOR CATEGORY	LIFE OF PROJECT LOE	LOE EXPENDED THIS QUARTER	LOE EXPENDED TO DATE	LOE REMAINING FOR LIFE OF PROJECT
Long-Term US/TCN Professionals	0.00	0.00	93.94	(93.94)
HQ Technical/Administrative Staff	1,955.00	16.85	2,137.15	(182.15)
Long-Term CCN Professionals	3,033.00	0.00	2,092.50	940.50
Long-Term CCN Support	2,833.00	0.00	1,891.75	941.25
Consultants	1,745.00	13.50	1,259.89	485.12
TOTAL	9,566.00	30.35	7,475.22	2,090.78

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