

Document Number 4.0	TITLE W+ Monitoring Report Template Version 1.2	
DOCUMENT MANAGER W+ Standard Coordinator		ORIGINAL DATE 30 November 2014
APPROVAL W+ Standard Committee	FILE LOCATION (S) W+/W+ Program Document Templates and on www.wplus.org	REVISION 1: 13/11/2017 REVISION 2: 18/09/2018

MONITORING REPORT

WOMEN IN WATER AND NATURAL RESOURCE CONSERVATION (WWANC)

Project Title	Women in Water and Natural Respurce Conservation (WWANC)
Project Start Date	January 2024
Project End Date	December 2028
Monitoring Report number	01
Date of Report	26 August 2026
Project ID	
Monitoring Period	May 2024 – May 2026
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Summary

The Women in Water and Natural Resource Conservation Project (WWANC), implemented in the Maasai Mau Forest ecosystem in Narok County, Kenya, combines forest restoration with women's economic empowerment. The project addresses forest degradation, limited livelihood opportunities, and gender barriers by providing women with training in forest restoration, agroforestry, tree nursery management, sustainable land management, climate change, gender equality, and eco-entrepreneurship. It also creates income-generating opportunities through restoration work, community nurseries, agroforestry, and energy-efficient cookstove production. The W+ Standard was applied in the Education & Knowledge and Income & Assets domains, with results showing significant improvements in women's technical knowledge, skills, and economic opportunities.

Education & Knowledge Domain

The Knowledge & Education domain was applied to measure changes in knowledge levels among **69 surveyed beneficiaries**, representing **1,099 women** in total.

- The overall percentage of change from baseline conditions was **152.6 %**
- The total number of **W+ credits generated was 16,770**

Income & Assets Domain

The Income & Assets domain was applied to measure changes in income levels among **69 surveyed beneficiaries**, representing a larger group of **259 women**.

- The change in annual income per beneficiary was **1,120 Kenyan Shilling (Ksh) or 8.66 USD**.
- The overall percentage of change from baseline conditions was **139.8%**.
- The total number of **W+ credits generated was 3,621**.

1 PROJECT DETAILS

1.1. Summary Description of the Implementation Status of the Project

The Women in Water and Natural Resource Conservation Project (WWANC) is implemented in Blocks 30 and 31 of the Maasai Mau Forest ecosystem in Narok County, Kenya. The Maasai Mau Forest is the largest block of the Mau Forest Complex, one of East Africa's most important indigenous montane forests and a critical water tower supporting major river systems in Kenya and Tanzania. The project area encompasses communities living in and around the forest catchment, including the Dorobo, Ogiek, Maasai, and Kipsigis communities, whose livelihoods depend heavily on forest and agricultural resources.

Despite the ecological importance of the Maasai Mau Forest, surrounding communities continue to face persistent poverty, forest degradation, degraded agricultural land, and limited livelihood opportunities. Unsustainable land-use practices, deforestation, and increasing pressure on natural resources have contributed to the degradation of the forest ecosystem, while many households remain economically vulnerable following displacement from forest lands and the loss of traditional livelihood opportunities. Women face additional constraints due to cultural norms that restrict their access to land ownership, productive assets, income-generating activities, and participation in natural resource management. These barriers limit their ability to benefit from restoration initiatives and contribute to continued economic inequality.

To address these challenges, the project implements an integrated approach that combines forest landscape restoration, agroforestry development, community tree nursery enterprises, sustainable livelihood interventions, and community advocacy. Women receive extensive training aimed at strengthening their technical knowledge, environmental stewardship, and entrepreneurial capacity. Training covers tree nursery establishment and management, including seed collection, propagation techniques, nursery establishment, seedling production, transplanting, and nursery maintenance. Women are also trained in forest landscape restoration practices such as site preparation, tree planting, seedling establishment, maintenance, monitoring, and sustainable restoration techniques to improve long-term forest management. Additional capacity-building activities focus on agroforestry, sustainable land management, eco-entrepreneurship, environmental conservation, climate change, and gender equality. Community sensitization programmes, stakeholder consultations, and continuous engagement further promote women's participation in restoration activities, strengthen local governance, and encourage knowledge sharing among participating communities.

The project contributes to women's economic empowerment through several complementary interventions. Women are prioritised for employment in restoration activities, including site preparation, hole digging, tree planting, seedling maintenance, spot weeding, and restoration monitoring, providing regular income while increasing their participation in environmental conservation. The project also supports the establishment of community tree nursery

enterprises, enabling women to produce and supply indigenous, fruit, and non-fruit tree seedlings for restoration activities while generating additional income. Agroforestry interventions create future livelihood opportunities through the establishment of fruit and non-fruit trees on farms, while training in eco-entrepreneurship supports the development of environmentally sustainable businesses linked to forest restoration. In addition, the promotion of energy-efficient cookstoves reduces household fuelwood consumption and energy expenditures while creating opportunities for women to earn income through the manufacture, installation, and promotion of improved cookstoves. Together, these interventions strengthen women's access to productive assets, diversify livelihood opportunities, and enhance their economic resilience while contributing to sustainable forest restoration.

1.2. Project Developer

Organization name	Vumbuzi Impact Africa Foundation (VIA)
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1.3. Other Entities Involved in the Project

Organization name	Women in Water and Natural Resource Conservation (WWANC)
Role in the project	Project implementer
Contact person	Winney Juma
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1.4. Project Start Date

January 2024

1.5. Project Crediting Period

The crediting period is 2 years: *May 2024 – May 2026*

1.6. Project Location

The project is implemented in Blocks 30 and 31 of the Maasai Mau Forest ecosystem located in Narok County, Kenya. The Maasai Mau Forest is the largest block of the Mau Forest Complex, one of East Africa's most important indigenous montane forests and a critical water tower that supports major river systems in Kenya and Tanzania. The project area includes communities living in and around the forest catchment, including the Dorobo, Ogiek, Maasai and Kipsigis communities, whose livelihoods are closely linked to forest and agricultural resources.

1.7. Title and Reference of W+ Methods

Education & Knowledge

Income & Assets

2. IMPLEMENTATION STATUS

2.1. Implementation Status of Project Activities

The implementation of project activities started in January 2024 and it is still ongoing. The implementation of all activities measured under the W+ Standard started in January 2024. The list of activities are as follows:

Education & knowledge

Training and awareness-raising activities focus on the following key areas:

- tree nursery establishment and management;
- forest landscape restoration and tree planting techniques;
- agroforestry and sustainable land management;
- eco-entrepreneurship and sustainable livelihood development;
- construction and use of energy-efficient cookstoves;
- environmental conservation, climate change and community advocacy;



- gender equality and women's participation in natural resource management and community decision-making

Income & Assets

The project improves women's economic opportunities by creating employment in forest restoration activities, supporting community tree nursery enterprises, promoting agroforestry-based livelihoods, and facilitating access to productive assets.

Through local seedling production and procurement, nursery enterprise development, and the promotion of energy-efficient cookstoves, women diversify their income sources while reducing dependence on forest resources. These interventions strengthen women's financial resilience, increase access to livelihood opportunities and productive assets, and enhance their participation in sustainable natural resource management.

2.2. Where applicable, describe how non-double counting measures are being implemented.

NA

2.3. Where applicable, describe how non-permanence risk factors are being monitored and managed.

NA

2.4. Methodology Deviations

NA

2.5. Project Description Deviations

NA

2.6. Results and key findings

2.6.1. Education & Knowledge

The Education & Knowledge domain was applied to measure changes in knowledge levels among **69 surveyed beneficiaries**, representing **1,099 women** in total.

- The knowledge score of beneficiary households improved by **29 points** following the interventions.
- The overall percentage of change from baseline conditions was **152,6 %**.
- The total number of **W+ credits generated was 16,770**.

2.6.2. Income & Assets

The Income & Assets domain was applied to measure changes in income levels among **69 surveyed beneficiaries**, representing a larger group of **259 women**.

- The change in annual income per beneficiary was **1,120 Kenyan Shilling (Ksh) or 8.66 USD**.
- The overall percentage of change from baseline conditions was **139.8%**.
- The total number of **W+ credits generated was 3,621**.

3. RESULTS

3.1. Education & Knowledge

3.1.1. Data and parameters

3.1.1.1. Data and Parameters Available

Data / Parameter	Number of women beneficiaries
Data unit	Wc.p
Qualitative data	NA
Description	Number of women benefiting from the project
Source of data	Information from the project team
Justification of choice of data or description of measurement methods and procedures applied	The sample size parameters are as follows: • Population size = 1,099 • Assumed proportion 50% • Level of acceptable error = 10% • Level of significance= 90% • Required sample size = 65 • Actual sample size = 69 A retrospective pre-post survey was carried out . Each interviewed woman was asked about her situation before the project and her current status.
Purpose of the data	The data was collected to compare beneficiaries' knowledge before and after the project.

Comments	NA
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3.1.1.2. Data and Parameters Monitored

Indicator	A - Reasoning level
Data unit	Level of confidence
Description	Education / Knowledge retention from training inputs/interventions
Source of data	Survey developed following the Education & Knowledge W+ method
Description of methods to collect information and procedures to be applied	Local women Enumerators were trained and employed to apply the surveys. While conducting the surveys, the enumerators were closely supervised through visits by the survey supervisors. Additionally, at the end of each day, enumerators submitted their results and their data was screened by survey supervisors.
Purpose of the data	This corresponds to the Education & Knowledge formula
Comments	NA

Indicator	B – Changes in behavior
Data unit	Knowledge application
Description	Behavioral changes as a result of the training interventions
Source of data	Survey developed following the Education & Knowledge W+ method
Description of methods to collect information and procedures to be applied	Enumerators were trained and employed to apply the surveys. While conducting the surveys, the enumerators were closely supervised through visits by the survey supervisors. Additionally, at the end of each day, enumerators submitted their results and their data was screened by survey supervisors.
Purpose of the data	This corresponds to the Education & Knowledge formula
Comments	NA

Indicator	C – Challenges
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Data unit	Ability of women to address socio-cultural challenges
Description	Challenges women faced in the application of the education/knowledge
Source of data	Survey developed following the Education & Knowledge W+ method
Description of methods to collect information and procedures to be applied	Enumerators were trained and employed to apply the surveys. While conducting the surveys, the enumerators were closely supervised through visits by the survey supervisors. Additionally, at the end of each day, enumerators submitted their results and their data was screened by survey supervisors.
Purpose of the data	This corresponds to the Education & Knowledge formula
Comments	NA

3.1.2. Monitoring plan

Result Level	Statement	Indicator	Means of Verification (MoV)	Challenges / Assumptions
Impact	Women actively participate in forest landscape restoration and sustainable livelihood activities, improving their resilience, environmental conservation efforts, and economic well-being	• % of women reporting increased confidence in participating in restoration and sustainable livelihood activities. • % of women reporting improved livelihood opportunities and economic well-being.	Endline survey, FGDs, case studies Women's' statements	Community members continue to support women's participation in restoration and sustainable livelihood activities.
End Outcome	Women apply new technical knowledge and skills in restoration, agroforestry, nursery management, sustainable land management, eco-entrepreneurship,	% of women applying new practices; % reporting increased confidence to apply and share knowledge.	W+ surveys; FGDs; field observations.	Women continue to have access to restoration sites, seedlings, and livelihood opportunities, with support from their households and communities.



	and energy-efficient cookstoves.			
Intermediate Outcome	Women increase their technical knowledge, confidence, and capacity to participate in restoration and sustainable livelihood activities.	increase in knowledge scores; % reporting increased confidence.	Training evaluations; W+ surveys.	Training remains accessible despite women's household responsibilities and literacy limitations
Immediate Outcome	Women participate in technical training, demonstrations, peer learning, and community awareness activities.	Number of women trained; training attendance.	Attendance records; training reports.	Training materials are adapted to participants' literacy levels and delivered at times and locations that facilitate women's participation
Outputs	Technical trainings, demonstrations, awareness campaigns, and extension support are delivered.	Number of trainings; number of demonstrations; educational materials developed.	Project reports.	Adequate technical expertise, nursery materials, restoration equipment, financial resources, and community participation are available throughout project implementation
Inputs	Technical staff, training materials, nursery inputs, restoration materials, extension support, financial resources, partnerships, and monitoring systems are mobilized.	Resources allocated; staff assigned; partnerships established.	Project documentation.	Government agencies, the Kenya Forest Service, county extension officers, local leadership, and community organizations continue to support project implementation

3.1.3. W+ Results for Education & Knowledge

W+ Domain	Education & Knowledge
Indicator	Increase in Education & Knowledge
Description	Education & Knowledge increased considerably by 152,6% from baseline conditions
Situation	The project strengthened women's knowledge and practical skills through training in forest restoration, agroforestry, nursery management, sustainable land management, climate change adaptation, environmental conservation, energy-efficient cookstove production, and women's leadership. Through practical demonstrations, community learning sessions, and technical support, women improved their ability to establish and manage tree nurseries, apply

	sustainable land management practices, participate in restoration activities, and engage in livelihood enterprises. As a result, women increased their technical capacity, confidence, and participation in environmental restoration and income-generating activities.
Prospects	Continued investment in practical training, refresher courses, mentoring, and extension support will help sustain and strengthen the knowledge and skills gained through the project. Expanding opportunities for peer learning and leadership development will further encourage women to adopt sustainable land management practices, share knowledge within their communities, and participate in local decision-making. Addressing remaining barriers, including literacy constraints and competing household responsibilities, will help ensure that more women can fully benefit from future capacity-building and livelihood opportunities.

3.1.4. Summary Analysis of Results

Current Performance

The WWANC project has provided women with practical training in forest landscape restoration, tree nursery establishment and management, agroforestry, sustainable land management, climate change adaptation, environmental conservation, energy-efficient cookstove production, and livelihood diversification. Through these capacity-building activities, women have strengthened their technical knowledge and practical skills, enabling them to actively participate in ecosystem restoration, community-based natural resource management, and sustainable livelihood enterprises while improving their confidence within community groups. 1,099 women benefited from this project by improving their knowledge.

Calculation of the percent of change

Sample size

A sample of 69 women beneficiaries was surveyed using the W+ Standard sampling guidance. Respondents were selected from the three project sublocations of Sagamian, Enosogon, and Nkaroni. The minimum required sample size was 65, based on a 90% confidence level and a 10% margin of error. Therefore, the final sample of 69 respondents exceeded the minimum requirement and provides a robust basis for assessing project outcomes.

Table 1 : Sampling details

Population size	1,099
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Assumed proportion	50%
Level of acceptable error	10%
Level of confidence	90%
Required Sample Size	65
Actual sample size	69

Sampling frame

The monitoring survey used a retrospective pre-post design in which the same beneficiaries assessed their situation before and after project implementation. As no baseline survey was conducted at the start of the project, respondents were asked to reflect on their situation prior to participating in project activities. Using the same respondents for both the pre-project and current assessments provided a consistent basis for measuring changes in women's knowledge and income attributable to the project.

W+ Results Calculation for Education & Knowledge

The total increase in Education & Knowledge for women benefiting from project interventions is calculated by comparing the increase in their knowledge after the project intervention compared to before it.

For the calculation, knowledge, behavior and challenge scores are the variables considered. The percent change is calculated by comparing the average knowledge score for beneficiaries before and after the project implementation.

The formula used for calculating the percent of change score is as follows:

Percentage change score = $\left[\frac{\text{Average knowledge score for beneficiary after the project implementation} - \text{Average knowledge score for beneficiaries before the project implementation}}{\text{Average knowledge score of beneficiary before the project implementation}} \right] \times 100$

Table 2 : Average knowledge score of beneficiaries before and after project intervention

Household Type	n	Average Knowledge Score
Beneficiary After	69	48
Beneficiary Before	69	19

Table 3: W+ Results Calculation

Change in Knowledge score(After project score -Before project score)	29
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Percentage Change After project score -Before project score)/Before project score	152.6%
Total beneficiaries (Wc,p)	1,099
Total beneficiaries*Percentage of change =Wc,p *% change)	167,707

W+ Credit Issuance

Based on the W+ Impact calculated, WOCAN will issue **16,770 W+ credits**, through its policy to assign one W+ credit to every 10 % of change times the number of women beneficiaries.

Table 4: W+ credits

W+ Credits [=(Total beneficiaries*Percentage of change)*0.1]	16,770
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3.2. Income & Assets

3.2.1. Data and parameters

3.2.1.1. Data and Parameters Available

Data / Parameter	Number of women beneficiaries
Data unit	Wc.p
Qualitative data	NA
Description	Number of women benefiting from the project
Source of data	Income and Assets survey
Justification of choice of data or description of measurement methods and procedures applied	The sample size parameters are as follows: • Population size =259 • Assumed proportion 50% • Level of acceptable error = 10% • Level of significance= 90% • Required sample size = 65 • Actual sample size = 69 A retrospective pre-post survey was carried out . Each woman interviewed was asked about her situation before the project and her current status.

Purpose of the data	The data was collected to compare beneficiaries' income before and after the project
Comments	NA

3.2.1.2. Data and Parameters Monitored

Indicator	Income
Data unit	Total number of beneficiaries
Description	Average income generated as result of project interventions
Source of data	Survey developed following the Income & Assets W+ method
Description of methods to collect information and procedures to be applied	Local women were trained and employed as enumerators to conduct the surveys. While conducting the surveys, the enumerators were closely supervised through visits by the survey supervisors. Additionally, at the end of each day, enumerators submitted their results and their data was screened by survey supervisors. At the end of each day, enumerators submitted their results.
Purpose of the data	This corresponds to the Income & Assets method
Comments	NA

Indicator	Income
Data unit	Increase in income generated
Description	Established by comparing income before and after project started calibrated on a per person basis
Source of data	Survey of 69 women
Description of methods to collect information and procedures to be applied	Enumerators were trained. Data was collected using the Kobo application. At the end of each day, enumerators submitted their results.
Purpose of the data	This corresponds to the Income & Assets method

Comments	NA
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3.2.2. Monitoring Plan

Result Level	Statement	Indicator	Means of Verification (MoV)	Challenges Addressed / Assumptions
Impact	Improved economic well-being and decision making power	• % of women reporting increased income from project-supported activities. • % of women reporting improved access to productive assets and livelihood opportunities.	Household survey; FGDs; women's testimonies; project monitoring reports.	Women continue to participate in project-supported livelihood activities and retain access to productive resources.
End Outcome	Women increase their income, strengthen their access to productive assets, and improve their economic resilience through restoration-related employment, nursery enterprises, agroforestry, and sustainable livelihood activities.	• % of women reporting increased income; % reporting improved access to productive assets; % reporting improved financial resilience.	W+ surveys; project records; beneficiary interviews.	Market demand for seedlings, poultry, honey, and other products remains stable.
Intermediate Outcome	Women improve access to employment opportunities, productive assets, and diversified livelihood activities.	• % of women accessing employment or livelihood opportunities; % receiving productive assets; amount of increased income	Project monitoring records; W+ surveys.	Women continue to have access to restoration sites, nursery facilities, and livelihood activities
Immediate Outcome	Women participate in restoration activities, nursery enterprises, agroforestry, and sustainable livelihood interventions.	• Number of women participating; number of women employed or supported.	Project records.	Women are able to participate despite competing household responsibilities.
Outputs	Restoration activities, community nurseries, agroforestry interventions, and livelihood opportunities are implemented.	• Number of nurseries established; seedlings produced; women employed; cookstoves distributed or produced.	Project records.	Sufficient financial and technical resources are available throughout implementation.
Inputs	Technical staff, training materials, nursery inputs, restoration materials, extension support, financial resources, partnerships, and monitoring systems are mobilized.	Resources allocated; staff assigned; partnerships established.	Project documentation.	Government agencies and community organizations continue to support project implementation and livelihood development.

3.2.3. W+ Results for Income & Assets

W+ Domain	Income & Assets
Indicator	increased income from project participation
Description	- Income for women increases by participating in the project - Beneficiaries were able to invest the additional income mainly to households' goods and education of their children 139.8% change from baseline conditions - As a result of the project, 10% of the women surveyed reported a significant increase in their income, while 90% indicated a slight increase
Situation	The project increased women's income through participation in project activities, contributing to improved household well-being through investments in household goods and children's education. However, some barriers continue to affect women's ability to fully benefit from income-generating opportunities.
Prospects	The project provides opportunities to sustain income improvements by strengthening women's economic participation and supporting continued access to livelihood opportunities.

3.2.4. Summary Analysis of Results

Current Performance

The WWANC project provides women with training in forest landscape restoration, agroforestry, community nursery management, beekeeping, poultry production, and energy-efficient cookstove production to strengthen their livelihoods and increase their income. Through these activities, women gain technical skills, access to livelihood opportunities, and greater participation in sustainable natural resource management, contributing to improved household income and economic resilience.

Calculation of the percent of change

Sample size

The sample size for the survey was 69, with whom a before and after project questionnaire was carried out. Interviewee samples were from three sublocations namely Sagamiam, Enosogon and Nkaroni.

Sampling frame

Sample size was calculated in compliance with the general guidance on sampling. The final sample size using this method is as follows.

Table 5: Sampling details

Population size	259
Assumed proportion	50%
Level of acceptable error	10%
Level of confidence	90%
Required Sample Size	65
Final considered sample size	69

Calculation of Results (% of Change)

The total increase in income for women due to the projects' interventions is calculated by comparing their current income to their income prior to the project.

Table below shows the monthly income of the women before the project and currently. The average total net monthly income of the households currently is 1921 Kenyan Shilling (14.86 US\$) /month, compared to 801 Kenyan Shilling (6.20 US\$)/month before the project .

Table 6: Beneficiaries' average monthly income before the project and currently

Household Type	n	Average Gross monthly Income (Kenyan Shilling)
Beneficiary After	69	1921
Beneficiary Before	69	801

The increase in income by applying technology learned from the project is equal to $1921 - 801 = 1,120$ Kenyan Shilling (14.86 US\$)

**Calculation of Results (Percent of Change)**

In order to calculate the percent change in income increase from baseline (before the project), we calculated the average income gained currently compared to their income before the project and then divided this difference by baseline value and multiplied by 100.

$$[(\text{Currently income after project} - \text{Income before the project}) / \text{Income before the project}] * 100$$

The table below details the calculation of the percentage change of the income:

Table 7: W+ calculation for income

Income change and saving change Beneficiary income after -Beneficiary income before)	1,120
Percentage Change from baseline After project score -Before project score)/Before project score	139.8%
Total beneficiaries (Wc,p)	259
Total beneficiaries*Percentage of change =(Wc,p *% change)	36,215

W+ Credit Issuance

Based on the W+ Impact calculated, WOCAN will issue **3,621 W+ credits**, through its policy to assign one W+ credit to every 10 % of change times the number of women beneficiaries.

Table 8: W+ credits

Final W+ Credits [=(Total beneficiaries*Percentage of change)*0.1]	3,621
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Signatures of Preparers

This W+ Monitoring Report was prepared by:

RAMIARAMANANA Danièle	Consultant	WOCAN	14 August 2026
Name	Title	Organization	Date

Signature



This W+ Monitoring Report was prepared by:

Larissa Dominguez Consultant WOCAN 14 August 2026

Name	Title	Organization	Date
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Signature			



Appendix: Detailed analysis of results

Introduction

The Women in Water and Natural Resource Conservation (WWANC) Project has supported women living in and around the Maasai Mau Forest landscape in Narok County, Kenya through an integrated approach that combines forest landscape restoration, agroforestry, community tree nursery development, sustainable livelihood activities, and environmental awareness. Project interventions have focused on strengthening women's knowledge and technical skills in sustainable natural resource management, forest restoration, agroforestry, eco-entrepreneurship, climate change adaptation, and the production and use of energy-efficient cookstoves, while creating opportunities to improve access to income-generating activities and productive assets.

As a result, participating women have increased their technical knowledge and practical skills, enabling them to engage more actively in forest restoration, community nursery enterprises, and other sustainable livelihood activities. These improvements are reflected in the positive results achieved under the W+ Education & Knowledge and Income & Assets domains.

The results also identify opportunities to strengthen and sustain project outcomes through continued capacity building and support for sustainable livelihood and restoration activities.

The following sections provide a detailed analysis of the results achieved under the W+ domains, including changes in women's knowledge, technical capacities, and income-generating opportunities during the monitoring period.

Survey locations

Survey sampling was carried out in three sublocations namely Sagamiam, Enosogon and Nkaroni. The Nkaroni Province has the highest number of surveys (71%), followed by the Sagamiam Province (19%).

Table 9: Geographical distribution of respondents

Province	# surveys	%
Sagamian	13	19%
Enosogon	7	10%
Nkaroni	49	71%
Total	69	100%

Age of beneficiaries

The average age of respondents across all regions is 37 years, with ages ranging from 19 to 65 years old.

Table 10 : Age of beneficiaries

Sublocations	Average	Maximum	Minimum
Enosogon	35	63	26
Nkaroni	37	65	22
Sagamian	37	65	19
Total	37	65	19

Figure 1: Sex of the household head

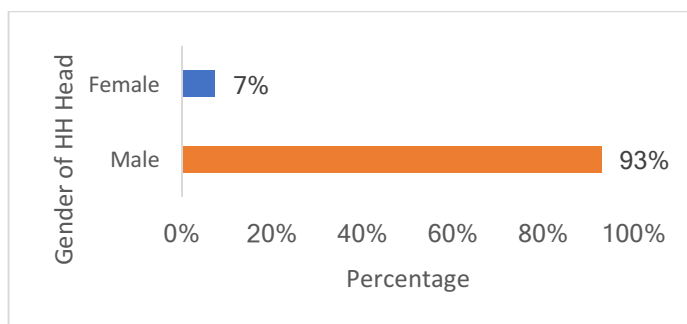
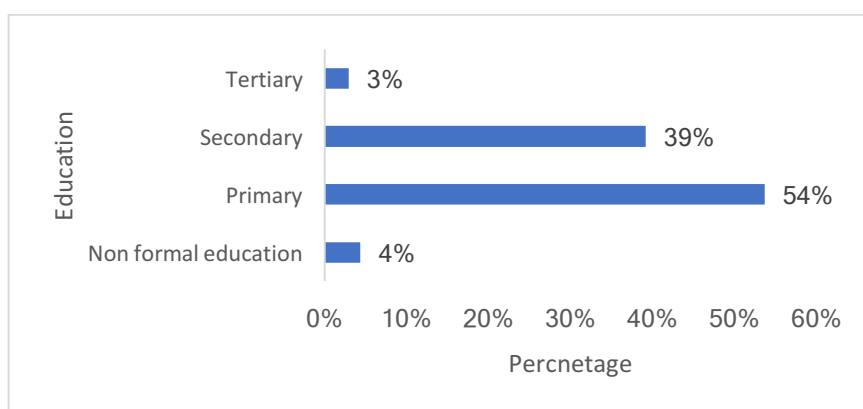


Table 11: Marital status

Status	n	%
Married	60	87%
single	9	13%

Figure 2: Highest level of the education of the respondents



Literacy levels among respondents varied across the three sublocations. Most women who could both read and write were from Nkaroni (38 women; 73%), followed by Sagamian (9 women; 17%) and Enosogon (5 women; 10%). Among women who could neither read nor write, the majority

were also from Nkaroni (7 women; 58%), while Sagamian and Enosogon accounted for 25% and 17%, respectively. All respondents who could only read (3 women; 100%) were from Nkaroni, whereas the two respondents who could only write were evenly distributed between Nkaroni and Sagamian (50% each). Overall, the findings indicate that literacy was highest in Nkaroni, with the majority of respondents demonstrating the ability to both read and write.

Table 12: Level of literacy

Sublocations	Cannot write, cannot read		Read only		Write and read		Write only	
	#	%	#	%	#	%	#	%
Enosogon	2	17		-	5	10		-
Nkaroni	7	58	3	100	38	73	1	50
Sagamian	3	25		-	9	17	1	50
Total	12	100	3	100	52	100	2	100

Education & Knowledge

The following results summarize the project's contribution to improving women's knowledge, skills and confidence across key training areas, including sustainable land management, nursery management, beekeeping, table banking, women's leadership and awareness of Female Genital Mutilation (FGM). Overall, participants showed notable improvements in knowledge and confidence after the project. For example, the proportion of women with high knowledge of sustainable land management practices increased from 3% at baseline to 41% at endline, while high knowledge of women's leadership and empowerment increased from 7% to 57%. Confidence in applying new skills, managing livelihood activities and sharing knowledge with others also improved considerably.

The findings further show that the project helped reduce barriers affecting women's participation. Challenges such as lack of family support, limited confidence, doubts about personal abilities and fear of failure because of gender were reported less frequently as highly challenging after the intervention. These results indicate that the project strengthened not only women's technical knowledge and practical skills but also their confidence to participate in livelihood activities and community development

Participation in project training

Participation in project training was high across several thematic areas. The most attended training was Leadership, Women's Empowerment and Positive Masculinities (64%), followed by Sustainable Land Management (57%) and Eco-entrepreneurship (52%). These trainings were designed to strengthen women's technical capacities, livelihood opportunities, and participation in sustainable natural resource management.

Table 13: Which of the following WWANC project trainings did you attend?

Main Economic Activities	Total	
	n	%
Sustainable Land Management	39	57%
Eco entrepreneurship	36	52%
Revolving Fund	13	19%
Leadership, Women's empowerment, positive masculinities	44	64%
FGM Awareness	30	43%
Energy efficiency	19	28%
Sustainable Land Management	39	57%

Knowledge and Application of Sustainable Land Management Practices

The project improved women's knowledge and confidence in sustainable land management (SLM) practices, including organic farming, kitchen gardening and compost manure production. Participants with low knowledge declined from 72% before the project to 4% after, while those with high knowledge increased from 3% to 41%. Confidence in explaining and applying SLM practices also improved, with the proportion of women who were not confident dropping from 68% to 4% and from 65% to 1%, respectively. In addition, confidence in identifying reasons for crop success or failure increased from 7% to 41%, while confidence in training others on SLM practices rose from 7% to 46%. These findings show that the project strengthened women's knowledge, practical skills and ability to share sustainable land management practices.

	Before (N=69)		After (N=69)	
	n	%	n	%
Knowledge on sustainable land management (SLM) techniques such as organic farming, Kitchen gardening, and compost manure.				
Low	50	72%	3	4%
Medium	17	25%	38	55%
High	2	3%	28	41%
Confidence in explaining how Sustainable Land Management Practices				



Not Confident	47	68%	3	4%
Somewhat Confident	14	20%	39	57%
Confident	8	12%	27	39%
Confident in applying Sustainable Land Management techniques on your farm or kitchen garden.				
Not Confident	45	65%	1	1%
Somewhat Confident	16	23%	34	49%
Confident	8	12%	34	49%
Confident in identifying reasons for crop success or failure based on the Sustainable Land Management techniques used				
Not Confident	49	71%	1	1%
Somewhat Confident	15	22%	40	58%
Confident	5	7%	28	41%
Confident to train family/friends/neighbours on sustainable land management (SLM) techniques				
Not Confident	46	67%	1	1%
Somewhat Confident	18	26%	36	52%
Confident	5	7%	32	46%

Nursery Management, Beekeeping and Livelihood Skills

The project improved women's knowledge and skills in nursery management, honey production and livelihood enterprises. Confidence in recalling technical information on nursery seedlings increased from 12% to 57%, while high knowledge of honey production and forest health rose from 9% to 39%. Confidence in managing nursery or poultry enterprises as businesses increased from 9% to 55%, and knowledge of seedling pricing improved, with no respondents remaining in the low knowledge category at endline. Confidence in training others on nursery management and poultry production also increased from 7% to 54%, indicating stronger technical and business capacities among participants.

Table 14: Knowledge retention, application, comprehension and synthesis before and after project

	Before (N=69)		After (N=69)	
	n	%		n
Confident in recalling technical information on nursery seedlings				
Not Confident	49	71%	0	0%
Somewhat Confident	12	17%	30	43%
Confident	8	12%	39	57%
Level of knowledge about honey production and forest health				
Low	52	75%	5	7%
Medium	11	16%	37	54%
High	6	9%	27	39%

Confidence in managing nursery or livestock activities (poultry keeping) as a business, including record keeping and sales.				
Not Confident	40	58%	0	0%
Somewhat Confident	23	33%	31	45%
Confident	6	9%	38	55%
Level of knowledge in calculating the price for seedlings				
Low	48	70%	0	0%
Medium	16	23%	40	58%
High	5	7%	29	42%
Confident to train family/friends/neighbours on poultry keeping or nursery seedlings				
Not Confident	43	62%	0	0%
Somewhat Confident	21	30%	32	46%
Confident	5	7%	37	54%

Table Banking and Financial Management

The project improved women's knowledge and confidence in table banking. The proportion of respondents with low knowledge of table banking rules and procedures declined from 68% to 1%, while those with high knowledge increased from 9% to 39%. Confidence in explaining the benefits of table banking, using earnings for income-generating activities, participating in table banking and training others on borrowing and repayment procedures also increased substantially. Overall, the findings indicate that the project strengthened women's financial literacy and their ability to participate effectively in table banking groups.

Table 15: Knowledge retention, application, comprehension and synthesis before and after project

	Before (N=69)		After (N=69)	
	n	%		n
Level of knowledge about the rules and procedures for banking table.				
Low	47	68%	1	1%
Medium	16	23%	41	59%
High	6	9%	27	39%
Confidence in explaining how banking table benefits the group.				
Not Confident	45	65%	0	0%
Somewhat Confident	19	28%	40	58%
Confident	5	7%	29	42%
Confidence in using banking table earnings for income-generating activities.				
Not Confident	47	68%	0	0%
Somewhat Confident	14	20%	38	55%
Confident	8	12%	31	45%
Level of knowledge in deciding whether to participate in table banking.				
Low	45	65%	5	7%
Medium	17	25%	37	54%
High	7	10%	32	46%

Confidence to train regarding rules and procedures for borrowing and repaying the group on table banking.				
Not Confident	48	70%	0	0%
Somewhat Confident	15	22%	36	52%
Confident	6	9%	33	48%

The project strengthened women's knowledge and confidence in leadership, empowerment and positive masculinities. The proportion of respondents with high knowledge increased from 7% at baseline to 57% at endline, while those with low knowledge declined from 68% to 7%. Confidence in explaining the importance of women's participation in community development and taking leadership roles during community meetings increased from 13% to 55% and from 10% to 55%, respectively. Knowledge of the social and cultural barriers affecting women's leadership also improved, indicating greater awareness and confidence to participate in community decision-making.

Table 16: Knowledge retention, application, comprehension and synthesis before and after project

	Before (N=69)		After (N=69)	
	n	%		n
Level of knowledge about women's leadership, women's empowerment and positive masculinities				
Low	47	68%	5	7%
Medium	17	25%	30	43%
High	5	7%	39	57%
Confidence in explaining the importance of women's participation in community development.				
Not Confident	47	68%	0	0%
Somewhat Confident	13	19%	31	45%
Confident	9	13%	38	55%
Confidence in speaking up or taking leadership roles during community meetings or group decision-making processes.				
Not Confident	45	65%	0	0%
Somewhat Confident	17	25%	31	45%
Confident	7	10%	38	55%
Level of knowledge in identifying social or cultural barriers that prevent women from taking leadership roles in your community.				
Low	46	67%	0	0%
Medium	13	19%	40	58%
High	10	14%	29	42%

Awareness of Female Genital Mutilation (FGM)



The project increased women's awareness of Female Genital Mutilation (FGM) and its health consequences. The proportion of respondents with low awareness declined from 55% at baseline to 4% at endline, while those with high awareness increased from 26% to 54%. Confidence in explaining the health complications of FGM increased from 20% to 57%, and confidence in raising awareness among family members and communities rose from 22% to 49%. These findings indicate improved knowledge and confidence to advocate against harmful traditional practices. However, FGM remains a highly sensitive subject within the community, which can affect the extent to which the issue can be openly discussed and addressed through community awareness activities. Despite this challenging social context, the results demonstrate significant progress in women's knowledge, confidence, and ability to engage with the issue. The sensitivity and strong awareness of the local social and cultural context demonstrated by both female and male project staff have been fundamental in enabling these discussions and contributing to the progress achieved.

Table 17: Knowledge retention, application, comprehension and synthesis before and after project

	Before (N=69)		After (N=69)	
	n	%		n
Awareness on the FGM process and its potential health complications.				
Low	38	55%	3	4%
Medium	13	19%	29	42%
High	18	26%	37	54%
Confident to explain the potential health complications of FGM process.				
Not Confident	47	68%	0	0%
Somewhat Confident	8	12%	30	43%
Confident	14	20%	39	57%
Confident to raise awareness among others on understanding the FGM process and its potential health complications.				
Not Confident	48	70%	0	0%
Somewhat Confident	6	9%	35	51%
Confident	15	22%	34	49%

Challenges

The table below compares the social and emotional challenges reported by women before and after participating in the project. It highlights changes in barriers such as lack of family support, discouragement from taking public roles, balancing household and work responsibilities, limited resources, and personal challenges including low self-confidence, doubts about abilities and communication skills, and fear of failure because of gender. Across all categories, the proportion of women reporting these issues as "highly challenging" declined substantially after the intervention. These findings suggest that the project helped reduce the extent to which these

barriers constrain women's participation, while strengthening their confidence, resilience, and ability to engage in livelihood activities and community leadership. At the same time, changes in deeply rooted gender norms, household dynamics, and social expectations generally require sustained engagement over time. The improvements observed should therefore not be interpreted as evidence that the underlying social and structural challenges have disappeared. Rather, the findings indicate that women are increasingly better equipped with the knowledge, confidence, skills, and support networks needed to navigate these challenges and participate more actively despite the constraints that remain.

Table 18: challenges or obstacles to applying your knowledge about the link between women's empowerment and forest conservation

	Before (N=69)		After (N=69)	
	n	%		n
Lack of support from family members				
Highly Challenging	50	72%	20	29%
Moderately Challenging	11	16%	30	43%
Least challenging	8	12%	19	28%
Family members actively discourage you from taking on a public role				
Highly Challenging	48	70%	19	28%
Moderately Challenging	12	17%	32	46%
Least challenging	9	13%	18	26%
Balancing conflicting tasks between home and work				
Highly Challenging	49	71%	14	20%
Moderately Challenging	12	17%	43	62%
Least challenging	8	12%	12	17%
Lack of resources economic, digital and infrastructure				
Highly Challenging	51	74%	18	26%
Moderately Challenging	12	17%	38	55%
Least challenging	6	9%	13	19%

Table 19 : Emotional challenges faced before and after the project intervention

	Before (N=69)		After (N=69)	
	n	%		n
Doubts about your self-confidence				
Highly Challenging	49	71%	14	20%
Moderately Challenging	13	19%	39	57%
Least challenging	7	10%	16	23%
Doubts about your abilities/skills				
Highly Challenging	48	70%	7	10%
Moderately Challenging	14	20%	47	68%
Least challenging	7	10%	15	22%

Doubts about your communication skills				
Highly Challenging	51	74%	11	16%
Moderately Challenging	12	17%	43	62%
Least challenging	6	9%	15	22%
Feeling you might fail because you are a woman				
Highly Challenging	54	78%	15	22%
Moderately Challenging	8	12%	33	48%
Least challenging	7	10%	21	30%

Income & Assets

This section presents the detailed findings for the Income & Assets domain. It summarizes changes in livelihood activities and household income, the use of additional income, decision-making over income and productive activities, asset accumulation, and access to financial services following project implementation.

Household livelihood activities

The survey indicates that households continue to rely primarily on farming (83%) and milk production (84%) as their main economic activities. Poultry keeping (55%) and nursery enterprises (43%) were also common, reflecting the project's emphasis on livelihood diversification through restoration-related activities. Smaller proportions of households were engaged in beekeeping, home-based businesses and other income-generating activities.

Table 20: Main economic activities of the household

Economic Activities	n	%
Farming	57	83%
Milk	58	84%
Nursery	30	43%
Teaching	4	6%
Home based or informal business	11	16%
Business shops	3	4%
Beekeeping	7	10%
Poultry	38	55%
Others	1	1%

*Total may be greater than 100% as is multiple choice.

Comparison of livelihood activities before and after project implementation shows increased participation in several project-supported enterprises. Nursery activities increased from 4% to 42%, beekeeping from 3% to 17%, and poultry keeping from 52% to 62%. Farming remained the dominant livelihood activity, while many respondents reported adopting improved farming practices following project implementation.

Table 21: Main economic activities before and after project intervention

Before			After		
Main activities	n	%		n	%
Nursery	3	4%	Nursery	29	42%
Beekeeping	2	3%	Beekeeping	12	17%
Poultry keeping	36	52%	Poultry keeping	43	62%
Farming	64	93%	Improved Farming	51	74%

Contribution of the project to household income

The project contributed to increases in household income. Most respondents (90%) reported that their income had increased slightly compared to before the project, while 10% reported a significant increase. Furthermore, nearly three-quarters (72%) indicated that between 25% and 50% of their current household income is derived from project-supported activities, demonstrating the project's contribution to household livelihoods.

Table 22: How has your household income changed compared to before the project?

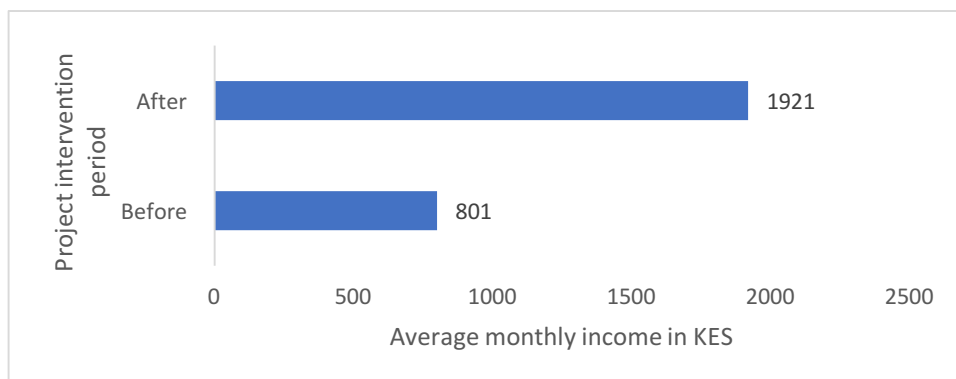
Increase in income	n	%
Increased significantly	7	10%
Increased slightly	61	90%

Table 23 : Approximately what portion of your current household income comes from the project intervention activities?

	n	%
Less than 25%	4	6%
25% - 50%	50	72%
51% - 75%	14	20%
More than 75%	1	1%

The figure below compares the average monthly income earned from similar livelihood activities before project implementation and at the time of monitoring, providing an overview of changes in beneficiaries' earnings during the project

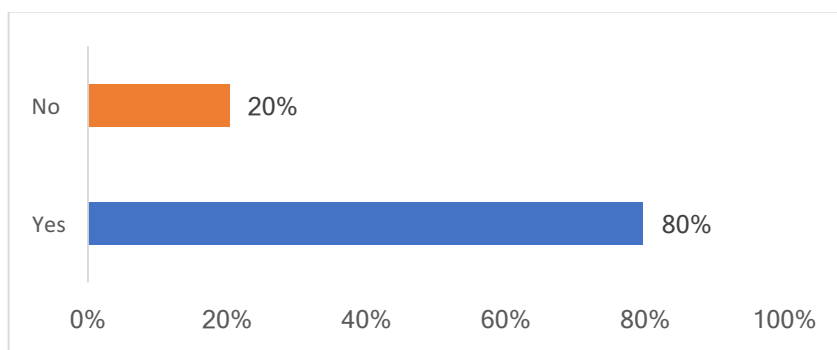
Figure: Average monthly income from similar activities as of project intervention before and after scenario



Savings and Reinvestment of Additional Income

One objective of the project was to strengthen women's economic resilience by increasing opportunities to save and reinvest earnings. The figure below presents respondents' ability to save or reinvest income generated through project-supported activities.

Figure: q_111. Have you been able to save or reinvest your income as a result of project intervention activities?



Use of additional income

Respondents also ranked how they prioritized spending their additional income. Additional income was used for a variety of household and productive purposes. Self-education (88%) and children's education (68%) were the most common uses, followed by reinvestment in income-generating businesses (38%), clothes and jewellery (36%), and the purchase of productive assets (28%).

Table 24: Additional income spending headings

	n	%
Purchase of assets plots, tools equipment, livestock, etc.	19	28%
Re-invest in income-generation business	26	38%
Self-Education	61	88%
Children's Education	47	68%
Household consumption goods	6	9%
Technology communication	4	6%
Entertainment or Recreation	11	16%
Health related expenses	10	14%
Clothes, Jewellery	25	36%
Donkeys or means of transportation	3	4%
Savings groups	6	9%
Others	11	16%

*Multiple choices so total may be greater than 100%

Table 25: q.201. Rank the spending from additional income you have on different headings?

Headings	Rankings [1= Lowest, 5 = Highest]					
	1	2	3	4	5	NA
Purchase of assets	38%	14%	19%	3%	23%	3%
Re-invest in income-generation business	28%	13%	19%	10%	22%	9%
Education	28%	12%	16%	9%	33%	3%
Household consumption goods	19%	16%	14%	10%	39%	1%
Technology/communication	25%	20%	17%	4%	14%	19%
Entertainment or Recreation	28%	25%	10%	3%	9%	26%
Health related expanses	23%	19%	20%	1%	32%	4%

Perceived benefits of increased income

Beneficiaries were asked to rank the benefits they associated with increased income and savings. Overall, the findings suggest that women experience the value of increased economic resources as extending beyond the immediate financial benefit. Improved well-being, greater participation in household decision-making, improved health, and reduced gender-based violence were among the most highly valued outcomes, indicating an important relationship between women's economic position and other dimensions of their lives.

In particular, the results suggest that having greater access to income and savings can strengthen women's position within the household. Nearly half of respondents (48%) ranked increased input into household decision-making as a high or very high benefit. Being able to contribute financially to household needs may increase women's participation in decisions and reduce some of the



economic dependence that can limit their bargaining power. The importance attributed to greater income equality within the household reinforces this finding, suggesting that women value not only having additional income but also the greater agency and influence that can accompany a stronger economic position within the family.

The strong ranking given to decreased gender-based violence is particularly significant given the social context identified through the gender analysis. More than two-thirds of respondents (68%) ranked decreased GBV as a high or very high benefit of increased income and savings, with 37% assigning it the highest ranking. This highlights the connection women see between greater economic security, reduced financial dependence, and their position within household relationships. While the ranking exercise does not measure changes in the incidence of GBV itself, it provides important evidence of how women understand the relationship between their economic empowerment, household dynamics, and personal security.

The results also indicate that the benefits of increased income may emerge differently across household and community spheres. Benefits related to household well-being and decision-making were generally more prominent than increased access to community decision-making or business growth. This suggests that improvements in women's economic circumstances may initially be most visible within their immediate household environment, while changes in women's public influence, business development, and wider social position may require more time and continued support.

Overall, the findings demonstrate that the project's income-related outcomes extend beyond additional earnings. Women associate increased income and savings with improvements in their material conditions and their position within the household, including greater agency, security, and participation in decision-making. These findings are particularly meaningful in the context of persistent gender norms and unequal control over resources, as they indicate that strengthening women's economic position can provide women with greater capacity to exercise agency and navigate existing social and economic constraints.

Table 26: Benefit ranking led by additional income and savings 1- 5 (1= Lowest, 5= highest)

	<i>Rankings [1= Lowest, 5 = Highest]</i>					
	1	2	3	4	5	NA
Increased input into household decisions	0%	12%	39%	36%	12%	1%
Increased access to community decisions	1%	20%	43%	28%	7%	0%
Greater income equality in household	0%	10%	51%	22%	17%	1%
Growing your business	11%	20%	31%	23%	13%	1%
Time for income-generating activities	6%	13%	45%	24%	12%	0%
Health	0%	8%	39%	37%	8%	7%
Decrease in Gender Based Violence	0%	5%	23%	31%	37%	1%
Well-being	0%	11%	24%	39%	27%	0%

Decision making over income generating activities

The survey examined women's decision-making over income generated from project-supported activities. Beneficiaries reported relatively high levels of decision-making regarding seedling sales, improved agriculture, nursery enterprises and poultry keeping, suggesting that women play an active role in managing income generated through these activities.

Table 27: Decisions about income generated from the following activities, and to what degree

Decision making on	Rankings [1= Lowest, 5 = Highest]					
	1	2	3	4	5	NA
Level of decision on seedling selling	10%	26%	14%	14%	35%	0%
Increased access to community decisions	7%	26%	36%	10%	14%	6%
Greater income equality in household	9%	25%	26%	12%	26%	3%
Growing your business	12%	12%	28%	9%	41%	0%
Time for income-generating activities	4%	14%	30%	16%	33%	1%
Health	9%	26%	17%	3%	42%	3%
Well-being	7%	19%	16%	6%	52%	0%

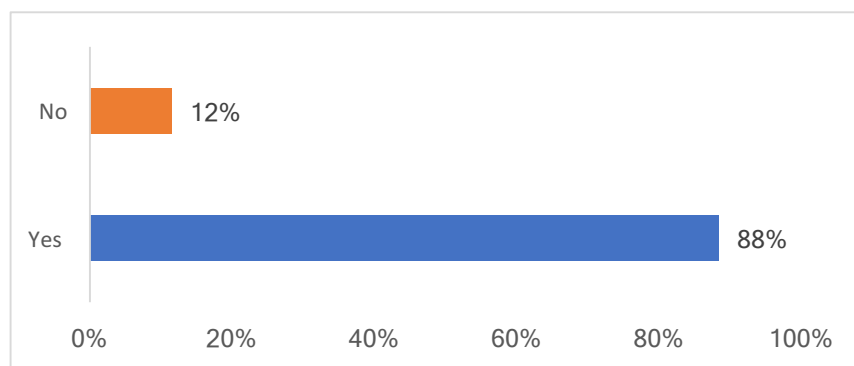
Table 28: Rank level of decision making

Decision making on	Rankings [1= Lowest, 5 = Highest]					
	1	2	3	4	5	NA
Level of decision on nursery sales	12%	17%	19%	10%	39%	3%
Decision on beekeeping activities and income from it	14%	25%	25%	13%	17%	6%
Decision on poultry keeping and income use	9%	10%	35%	17%	28%	1%
Decision on Improved agriculture practices	4%	12%	33%	12%	36%	3%

Asset accumulation

The project contributed to improvements in household assets. The figure below presents beneficiaries' perceptions of changes in their assets as a result of income generated through project-supported activities.

Figure: Do you think your assets have increased due to the overall income from project related economic activities?



A majority of respondents indicated that their assets had increased as a result of project-related income. Financial assets (70%) were the most commonly reported improvement, followed by leadership, networking and social status (54%) and durable household goods (51%). Smaller proportions reported improvements in housing, land ownership, water and sanitation facilities, and agricultural equipment.

Table 29: q_302. Which asset categories have increased?

	Total (N=61)	
	n	%
Land	12	20%
House	15	25%
Physical Material Transport Agriculture	7	11%
Durable household goods	31	51%
Non-durable household goods	7	11%
Water and sanitation facilities	12	20%
Financial	43	70%
Leadership, networking and social status	33	54%

Access to financial services

Access to financial services improved significantly during project implementation. The proportion of women with a bank account increased from 9% before the project to 93% after implementation, while membership in savings groups increased from 10% to 96%. Average monthly savings also increased from KES 469 before the project to KES 749 after project implementation, indicating strengthened financial inclusion and savings behaviour among participants.

Table 30: Access to finance

	Before (N=69)		After (N=69)	
	n	%	n	%
Bank account before project	6	9%	64	93%
Member of a savings group	7	10%	66	96%

Table 31: Average monthly savings before and after project

	Total	
	n	Mean(KES)
Monthly savings in banks before the project	69	468.8
Monthly savings in banks after the project	69	749.0

Recommendations

Based on the results achieved during the monitoring period, the WWANC project should continue strengthening interventions that improve women's knowledge, livelihoods, and participation in sustainable natural resource management. Expanding and consolidating successful activities will help maintain the positive changes observed and create opportunities for further women's empowerment impacts and future W+ credit generation.

A priority area is to strengthen women-led livelihood activities linked to forest restoration and climate resilience, including community tree nurseries, agroforestry, beekeeping, poultry production, and energy-efficient cookstove enterprises. Continued support through access to quality inputs, technical guidance, business skills development, and market linkages would enable women to increase productivity, diversify their income sources, and improve the sustainability of their enterprises.

The project should also continue supporting women's financial empowerment by strengthening savings groups, financial literacy, and enterprise management skills. Improving access to financial services, encouraging collective businesses, and supporting connections with local markets would help women reinvest their income, build productive assets, and sustain livelihood improvements beyond the project period.

To build on the improvements observed in the Education & Knowledge domain, continued training, mentoring, and peer-learning opportunities should be provided, particularly in areas



such as sustainable land management, restoration practices, entrepreneurship, and women's leadership. Strengthening women's confidence and encouraging them to share their knowledge within their communities would further increase their participation in restoration activities and local decision-making processes.

The project should continue addressing the social and cultural barriers that may affect women's participation, including unequal access to resources, household responsibilities, and prevailing gender norms. In this context, the involvement of community leaders, and particularly local chiefs, has been an important factor in facilitating community engagement, building trust, supporting beneficiary participation, and helping the project navigate sensitive social dynamics. Continued collaboration with these leaders and other local institutions is therefore recommended, not only to support ongoing implementation but also to strengthen local ownership and increase the likelihood that project activities and women's participation can be sustained beyond the project period.

The project should also continue investing in the capacity and well-being of its field staff. To date, field staff have demonstrated strong technical and contextual knowledge and have played an important role in navigating complex community dynamics, engaging different stakeholders, and adapting project activities to the local context. Given that social norms and community dynamics may continue to evolve throughout implementation, ongoing support to field staff should be maintained through regular training, reflection and learning opportunities, access to technical guidance, and spaces to discuss emerging challenges. This will help ensure that staff remain well equipped to respond appropriately to changes in the social context and continue supporting women's participation in a sensitive and effective manner.

By strengthening these areas, WWANC can improve the sustainability of women's economic and social empowerment outcomes, reinforce community-based restoration efforts, and maximize opportunities for generating additional W+ credits in future monitoring periods.