
Gender Assessment

FP091: South Tarawa Water Supply Project

Kiribati | ADB | B.21/15

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**GREEN
CLIMATE
FUND**

Gender documents for FP091

Gender and Social Inclusion Action Plan

I. Gender Overview

In 2015 Kiribati ranked 137 out of 180 countries in the United Nations Human Development Index, with insufficient information for a gender ranking in the United Nations Gender Development Index (GDI)¹. Kiribati has achieved gender parity in primary education. Gender balance in education is an issue in secondary education in Kiribati with the number of female students vastly outnumbering the number of males. For secondary education, total female enrolments ranged from 10 per cent higher in Form 1 to 60 per cent higher in Form 7 in 2014².

Kiribati is a signatory to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and has made domestic commitments to achieving gender equality and advancing women, including through the Kiribati Development Plan 2016-2019.

Kiribati enters the 2030 UN development agenda with unfinished business regarding many of its health-related Millennium Development Goal targets. Life expectancy at birth was 64 for males and 69 for females, the second lowest in the Pacific after PNG (2015 data)³.

At present, a National Women's Policy is still under development. A CEDAW report is being prepared as part of the policy requirements. (*personal communication July 2017*)

II. Cultural Issues and Gender Relations

The 2015 census showed the population of 110,136 with more females (56,040) than males (54,096). More males and females live in urban settings than in rural areas, with females outnumbering males in the urban areas. Life expectancy at birth is 63.7 years for males and 68.8 years for females⁴. See Table 1.

Table 1: Population by Sex and Age Group in South Tarawa

	Total	Male	Female	Total	0-5	6-14	15-17	18-49	50+
Kiribati	110,136	54,096	56,040	110,136	17,476	20,962	7,089	49,972	14,637
STarawa	56,388	27,159	29,229	56,388	7,654	9,656	3,567	27,385	7,126

Source: 2015 Kiribati Population and Housing Census.

Kiribati society is generally patriarchal, and women perform the vast majority of unpaid reproductive and domestic work, and are primarily responsible for the care of children, the ill and the elderly. Based on traditional patterns I-Kiribati women have had limited roles in community decision-making forums, such as those traditionally held in community meeting houses – the maneabas. This role belonged to the unimwane (old men) who represented clans and associated protocols. In the traditional maneabas, the seating positions of the

¹ <http://hdr.undp.org/en/composite/GDI#b>. The GDI measures gender gaps in human development achievements by accounting for disparities between women and men in three basic dimensions of human development— health, knowledge and living standards.

² KDP 2015.

³ World Health Organization (WHO) Global Health Observatory

⁴ CIA. 2016

unimwane of the village demonstrated their clan hierarchy. The maneaba continues to be the centre of village life but this is changing in South Tarawa. Maneabas now also belong to churches and are often run by committees, comprising men and women. Police and law courts are replacing much of the traditional decision-making and law enforcement, once the domain of the unimwane. The future social role of the maneaba and its unimwane is being redefined in South Tarawa in relation to growing aspirations of youth and demands for gender equality (Whincup 2010).

Women can inherit or own land in i-Kiribati tradition, but they usually still have less access to modern types of resources such as formal credit. The position of a woman in i-Kiribati society is largely defined by her age and marital status. A married woman with children has prestige but her husband holds considerable authority over her and this has much bearing on the freedom she can exercise to take part in activities. There are many restrictions on women's movements to safeguard their reputation, in line with traditional values regarding chastity (SPC 2014).

Due to increasing urban drift, living conditions on South Tarawa are worse than outer islands with problems of overcrowding contributing to the stresses faced by women and girls. Gender based social barriers are decreasing in urban areas as women have more opportunities for education, paid employment, access to services and exposure to media and information, but in rural areas and within many households, traditional gender norms are generally maintained (SPC 2014).

Laws and Policies on Gender Equality

Kiribati ratified the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in April 2004. In September 2013, the Government of Kiribati signed the instrument of accession to the UN Convention Against Corruption and the UN Convention on the Rights of Persons with Disabilities. The ratification of the two optional protocols to the Convention on the Rights of the Child occurred in 2014.

The Kiribati Family Health and Support Study published in 2010 shows that violence against women is prevalent. According to the study, 68 per cent ever-partnered women aged 15–49 reported experiencing physical or sexual violence, or both, by an intimate partner. The Kiribati Government has taken steps to counter these high levels of violence against women including the establishment of a Ministry for Women, Youth and Social Affairs (MWYSA) in 2014.

The Kiribati Shared Implementation Plan is the overarching 4-year framework to operationalize the Elimination of Sexual and Gender Based Violence (SGBV) in Kiribati. The Family Peace Act, which aims to ensure the safety and protection of people, who experience or witness domestic violence, was passed by Parliament in April 2014 and enacted in December 2014. Moral Education which is related to eliminating domestic violence has been included in the school curriculum for Years 3 to 6. A network for the safety of domestic violence victims (SafeNet) has been set up in Tarawa and the outer islands.

Kiribati's constitution affords women formal equality before the law but stops short of affording them all the benefits and outcomes required under CEDAW. While these constitutional anti-discrimination provisions exist, they do not include sex as protected ground. Notably, while there is a provision providing protection from discrimination on the

grounds of race and political opinion, there is no protection from discrimination on the basis of sex, sexual orientation or disability (UN Human Rights Council 2010). While the constitution provides for the protection of fundamental rights and freedoms, like most countries, they are subject to certain qualifications and limitations. In particular, Kiribati's customary laws are given recognition in the Courts including for Civil cases the ownership by custom of water or of rights in, over or to water (*Laws of Kiribati Act, 1989*).

In the current Kiribati *Development Plan, Governance Section: 3*, the government clearly outlines a strong commitment to addressing gender inequality as follows:

- Improve and expand attention to the problems and/or concerns of women
- Increase and promote the importance of the contribution of women to socio-economic development
- Increase public awareness on gender-related issues
- Increase support to services addressing gender-related issues

National Mechanisms: Government efforts to improve the welfare of women had been coordinated up until 2012 through the Ministry of Internal and Social Affairs (having been transferred from the Ministry of Environment and Social Development in 2004). The Women's Affairs Unit was established within MESD and MISA until 2012 when Kiribati passed a bill for the establishment of a Ministry for Women, Youth and Social Affairs. The Department of Women under the Ministry of Women, Youth and Social Affairs is responsible for developing, implementing and monitoring gender policies. The department currently has a staff of four including: the Principle, an assistant, an outer islands gender resource and an economic development resource. An additional five project staff will be added e.g. one SafeNet Coordinator and 4 other SASA resources to develop strategies to deal with SGBV.

The SPC report⁵ states that the Aia Mwaea Ainen Kiribati (AMAK) was established as a non-government organization in 1982 to serve as an umbrella organization for the various church affiliated women's organizations. Following a national conference, AMAK was dissolved as an umbrella organization and an arrangement was set up to integrate government and NGO functions. In more recent years, there has been a separation of function of Government and NGO with AMAK now functioning as an NGO and the Ministry of Women, Youth and Social Affairs established to take over the oversight of Government's commitments to gender equality and women's empowerment. A restructuring of AMAK, the umbrella organization for women's groups, is scheduled for the near future (*personal communication Principle Women's Department*). At the present time, women's groups in South Tarawa function independently upon the request of international and national agencies.

The Principle attends regional meetings and prepares documents for government use. She is currently compiling the data required for the Government's CEDAW report. The SPC report⁶ indicates that Kiribati's initial CEDAW report has been compiled, and is in draft form awaiting Government endorsement before it is submitted. Capacity constraints are one of the main reasons for the delay in complying with the reporting obligations.

Women's Participation in Decision-Making: Women comprise 51% of Kiribati's total population. At the national level, the number of women holding parliamentary seats is

⁵ SPC. Undated.

⁶ Ibid.

small. In the 2007 elections, three women were elected. In the 2011 elections, all three incumbent women MPs won their seats, plus one more woman candidate was elected. Of these four women MPs, one continued as Vice President, and another was selected as Minister of Education. Following the election process in December 2015 and January 2016, three women were elected, joining their 41 male counterparts as the new Members of Parliament of Kiribati, with women therefore currently comprising 7% of Members of Parliament⁷. At the local level, only seven out of 142 Island Councilors are women (5% of Island Councilors).⁸

At the same time, anecdotal evidence from project staff and government executives has indicated that women in Kiribati play a pivotal role in driving a number of progressive initiatives – particularly those with social impacts – and are key in influencing their success. Examples of this include the significant work carried out during KAP III to improve community and beach cleanliness, as well as WASH initiatives spearheaded by Mother Communities comprised primarily of women⁹. Women have been instrumental in both supporting these initiatives and ensuring a degree of activity continuation. This important decision-making role that women play in Kiribati – in Government ranks and otherwise - is currently unrecognized / undocumented. Further research in this area is recommended in the project Gender Action Plan.

Gender Gaps in Economic Development

Women's share of wage employment in the non-agriculture sector—industry (e.g., construction and manufacturing) and services—is commonly used as a measure of gender equality in formal sector employment. Women hold a nearly equal share of these jobs in Tonga (48%), Kiribati (47%), the Cook Islands (47%), and Niue (46%). Women's share is lowest in Timor-Leste (31%), Fiji (33%), and Solomon Islands (33%).¹⁰

Employment in South Tarawa

In the 2015 Census, of the approx. 38,000 persons over the age of 15 living on South Tarawa and Betio, approx. 11,000 (29%) report being employed, approx. 2500 (7%) are self-employed and approx. 100 individuals are employers with another 1000 or so (3%) working at subsistence levels. Of those employed, 62% are male and 38% are female. A higher percentage of females report being self-employed (females 63%, males 37%) with approximately equal numbers of males and females being employers (approx. 55% females). More men than women report subsistence work (56% versus 44%), while 63% (23,604) report they are not employed, with women making up 60% of this group. Wage employment refers to those jobs with regular wages or salaries, which also tend to provide paid leave and other benefits such as retirement pensions.

Tables 2, 3 and 4 present this data.

⁷ The House of Assembly has 46 members, 44 of whom are directly elected for a four-year term representing electorates; one representative of the Banaban Community; and the attorney general as ex-officio member.

⁸ *Kiribati National Statistics Office*. 2015

⁹ Personal communication November 2017.

¹⁰ ADB 2016

Table 2: Population 15 years and over, sex and work status 2015

	Employee			Self-employed			Employer			Subsistence		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F
	Kiribati	15,731	9630	6101	9292	4856	4436	143	70	73	2788	1562
STarawa	11116	6884	4232	2505	924	1581	109	53	56	737	416	321

Source: 2015 Kiribati Population and Housing Census.

Table 3: Population and sex, 15 years and over, unemployed

	Not Employed		
	Total	Male	Female
	Kiribati	43540	18147
S Tarawa	23604	9515	23604

Source: 2015 Kiribati Census. Kiribati National Statistics Office

Table 4: Population and Sex, Actively Seeking Work in Kiribati and South Tarawa

	Total			Male			Female		
	Total	Yes	No	Total	Yes	No	Total	Yes	No
	Kiribati	43,540	17,114	26,426	18,147	7,884	10,263	25,393	9,230
STarawa	23,604	10,487	13,117	9,515	4,657	4,858	14,089	5,830	8,259

Source: 2015 Kiribati Census. Kiribati National Statistics Office

Economic Status of Female Headed Households: An analysis of Kiribati's HIES¹¹ finds that '[t]he gender of the head of household appears to play a small but important role in determining the likelihood of a household being in poverty in Kiribati. Nationally just under one in five households was headed by a female' (KNSO & UNDPCC 2010, p.5). FHHs were over-represented in the lowest three expenditure deciles. Women make up 49% of those falling below the poverty line (KNSO & UNDPCC 2010).¹²

Education

Literacy

Kiribati has a high literacy rate with about 97% of both the male and female population able to read and write.¹³ There is gender parity in primary education while the participation rate for girls exceeds that of boys in Junior Secondary School (JSS) and Senior School (SS).¹⁴ The literacy question in the 2015 census was whether this person could read and write in English. A total of 71% (72,237) over the age of 3 years old answered yes – 48% of these were female, the remaining 52% were male.

¹¹ Conducted in 2006. The next Kiribati HIES is scheduled for 2017.

¹² Governance and Social Development Resource Centre. 2012

¹³ ADB 2016

¹⁴ As noted in ADB 2016, sex disaggregated tertiary education statistics are not available.

Health

Kiribati faces a double burden of disease, with high mortality and morbidity from both communicable and non-communicable diseases (NCDs). NCDs, in particular heart disease, hypertension, diabetes and cancer are becoming more prevalent. This is contributing to increased hardship in the community and higher health service costs. Most of the increase in non-communicable diseases arises from poor nutrition. As of 2008, 53.6% of females over the age of 20 were obese, compared with 37.7% of men (WHO, 2015). The number of maternal deaths in 2015 was three, down from six in 1990.¹⁵ The SPC report states that at present it is difficult to gauge the accurate level of maternal death as data needs to be strengthened in this area. The teenage birth rate is relatively high with (49 births per 1000 age 15 – 19) (ADB 2016a), with 1.4% of births reported in the 2015 Population and Housing Census occurring in girls between the ages of 11 and 14. A broad range of reproductive health services are available but culture, tradition and religious views are a major barrier of women's access, particularly in outer islands.

Gender and Waterborne Disease

Gender plays a significant role in the interaction with water and the impact of waterborne disease. Women's roles in water and sanitation include:

- Water collection from wells and communal rainwater harvesting systems;
- Responsibility for household hygiene and sanitation;
- Decision making on use of household resources;
- Care for HHs members whose illnesses are a result of waterborne diseases such as diarrhea;
- Mobilizing communities and disseminating information on the impacts of poor water and sanitation attitudes and practices;
- The management and monitoring of water collection, distribution and use; and
- The impact of ensuring that the household has safe water affects women's time and options for income generating and other activities. Caring for ill family members also is generally a female responsibility. Bouts of poor health through ongoing waterborne disease illnesses affects school attendance in both female and male children (GHD 2015).

An analysis of the diarrhoea and dysentery incidents reported from 2005-2016 show the following trends linked to gender and age groups (PPTA Report Output 35 and 36):

- There is a slightly higher number of males reporting diarrhoea cases particularly after 2010, and no discernible difference for dysentery
- Boys between 1-4yrs are the most affected age group for both diarrhoea and dysentery in both TUC and BTC
- Reported dysentery cases throughout each age groups and both male and female in BTC and TUC show no significant difference in effected age groups, although there are less in the older age groups (above 45 yrs)

Gender Based Violence: There is a high incidence of violence against women and girls in Kiribati. The 2010 *Kiribati Family Health and Support Study: A study on violence against women and children* (SPC 2010) found that 68% of women (2 in 3) between the ages of 15 and 49 years who have ever entered into relationships have reported experiencing

¹⁵ UN agencies. 2015

physical or sexual violence, or both, by an intimate partner, a very serious cause for concern. This level of prevalence is among the highest in the world. Physical violence was more common than sexual violence, although there was also significant overlap between these two forms of violence. That is, most women who reported sexual violence were also experiencing physical violence by an intimate partner.

Generally the levels of intimate partner violence were higher in South Tarawa than in the outer islands, which could relate to the greater availability of alcohol and the existence of more social problems such as unemployment. The Government of Kiribati has in place a policy “Ending Violence Against Women (EVAW)” supported by a Cabinet endorsed National Action Plan for implementing the policy for 2011-2021. In December 2013, Parliament unanimously passed the Family Safety Bill criminalizing domestic violence.

Child Protection

In 2012 Kiribati passed a historic law aimed at strengthening the capacity of agencies and individuals to protect and advocate for the rights of children and young people in Kiribati. The Children, Young People and Family Welfare Act (2012) is the first law of its kind that establishes a strong legal foundation for the protection of children and young people. Prior to this law, there was no legally mandated social welfare system to support children and young people at risk or subjected to violence, abuse, neglect and exploitation (UNICEF 2014).

The Government of Kiribati has demonstrated its commitment to child protection reform through incorporating child protection into its national planning framework, the Kiribati Development Plan 2016 - 2019, and also including it into national fiscal management strategies.

III. Gender and Water Supply

1. Women’s and men’s roles in HH water

The sex-disaggregated data in Table 5 provides information about the daily activities of women and men in South Tarawa. Some 17% of women report being an income earner, compared to 31% of men. Other roles divide along more traditional gender lines, with men reporting main roles in fishing, firewood collection and toddy cutting and women reporting main roles in cooking, washing, cleaning and baby sitting.

Of particular interest is that 11% of women report managing the household resources, compared to 6% of men, 21% of women and 16% of men report a main role in general housework, with 9% of men reporting fetching water as a main role, as compared to 1% of women. The National Statistics Office defines “managing resources” as referring to the ability of a member of household to take control of all the resources of the Household. For example, she or he should ensure that the household needs and wants are met in terms of purchasing goods, managing household items, cooking and so forth (*personal communication*).

The role of men in fetching water is linked to the purchase of rainwater for HH consumption. Males can be seen along the roads in South Tarawa carrying containers of water such as pails or other receptacles. This work is considered heavy work and as

such is undertaken primarily by men. Household wells are generally located within a few feet from the residence so carrying water from the well is not usually an onerous task.

Due to I-Kiribati roles both in carrying water as well as in undertaking general household work, the Gender Equity and Social Inclusion Action Plan (GESIAP) requires that males overall be adequately represented in project orientation and public awareness sessions.

Table 5: Main Roles in the Household, South Tarawa sex disaggregated

Total	Income earner	Managing resources	Fishing	Cooking	Washing	Cleaning	Baby sitter	Fetch water	Firewood collection	Cutting toddy	General household	None	Other
Female													
20283	3379 (17%)	2298 (11%)	94	3125	1677	1296	1138	160 (1%)	87	29	4241 (21%)	987	1772
Male													
17795	5566 (31%)	1148 (6%)	1630	401	156	589	232	1528 (9%)	287	484	2797 (16%)	926	2051

Source: 2015 Kiribati Population and Housing Census

2. Financial Literacy for Water Customers

Research conducted in many countries has found that the management and use of money is a skill unfamiliar to many, especially those unattached to banks or other forms of money-keeping. Without safe places to keep their money, and the knowledge of how to use it over a long term, many see no option but to spend it immediately for things that may or may not be essentials.

In 2012, a financial literacy assessment – *The Financial Competency of Low-Income Households in Fiji* – was undertaken (Sibley 2012). Until then, no Pacific island country (PIC) had a comprehensive picture of how financially literate their people were – especially those who were most vulnerable. The absence of such a baseline limits the ability of PICs to put in place well-researched policies and targeted strategies to create a financially competent population.

The study found that low-income households have low-moderate levels of financial competence. This means most households are only able to competently undertake a subset of the financial activities required by the household to manage money effectively. Households are generally better at managing immediate and shorter term financial activities, and are less competent in managing longer term financial activities (including activities which require forward planning) and more complex financial activities, including activities which require engagement with the formal financial system. Overall, understanding of the cost of money was found to be very low.¹⁶

The widespread and very low levels of financial literacy in PICs is seen as an impediment to achieving greater economic dynamism and financial security at the household level.

¹⁶ No sex disaggregated data is available.

The issue of financial literacy is particularly relevant to water metering, which is to be pre-paid. Comments received during the PPTA community consultations showed concerns by those who were dependent for their income on remittances from elsewhere. The expressed concern was that these HHs have no way to know when money will be available, and therefore may not be in a position to prepay.

Because there has not been a financial literacy assessment in Kiribati, it is not possible to determine whether HHs have access to basic financial services or have basic financial literacy. Many report feeling the impacts of an increasingly cash economy, particularly new migrants to South Tarawa.

To address this issue, the gender action plan is recommending that basic financial literacy education be offered at the village level in South Tarawa through the STWSP auspices, using resources from KIT or other programs/projects dealing with this subject. KIT has had discussions with Kiribati ANZ who provide free training on a train the trainer model for financial literacy. The Employment Support Service (ESS) located at KIT is exploring this further and it is recommended that follow up conversations take place with the ESS or KIT. The course used is Money Minded which is supported by the ANZ and has been taught worldwide. A model has been developed for the Pacific and run in Samoa and Vanuatu in 2016, Fiji and the Solomon Islands in 2013. The course is very clear and uses plain language. This is in line with the *Money Pacific Goals*, endorsed by the Forum Economic Ministers Meeting (FEMM) and South Pacific Central Bank Governors in 2009.

The regional goals to be achieved by 2020 include:

1. All children to receive financial education through core curricula
2. All adults to have access to financial education
3. Simple and transparent consumer protection to be put in place
4. Halve the number of Pacific Islanders without access to basic financial services

3. Social Inclusion/Water Use Strategies

The Kiribati Program Poverty Assessment (*DFAT March 2014*) found that there is no direct translation for the word “poverty” in i-Kiribati communities as very few people were considered to ‘have nothing’ (te kain nano ni kannano), a concept roughly equivalent to ‘destitution’ in English (*ADB Kiribati Participatory Poverty Assessment 2007*). Having access to only traditional food was seen as hardship (te maiu ni kanganga, as the notion of difficulties in providing for family needs). This supports the common view that ‘hardship’ is a more appropriate concept than ‘poverty’ for the Pacific. The study identified poverty in Kiribati as linked to a number of trends:

- An increasing need for cash as more people lead increasingly urban lifestyles;
- Employment and ways to earn cash are limited;
- The traditional way of living is under threat; and
- The exclusion of certain groups remains an issue – people with disabilities and unemployed youth.

The project population includes people of all income levels, occupations and lifestyles. Each HH, depending on its resources, will develop a “water use strategy”, a strategy built on access to HH wells, rainwater and Public Utilities Board (PUB) water, whether from the tap or from a tanker. It is important to ensure that poorer HHs are not paying a greater percentage of their HH income for their water because of reduced access to other safe

water options. For example, income earners with built-in rainwater tanks have a free source of water, whereas those with traditional roofing buy rainwater from the maneaba or church at 50 cents a bucket. In rain rich years, the poor will still have to buy drinking water – rainwater or PUB water – or use water from their wells. Water from wells and the PUB water is usually boiled, but there is a belief that rainwater is pure to drink. Studies have shown that this belief is not justified, particularly as the containers in which rainwater is placed are often contaminated (MHMS Jan-Aug 2013 Water Monitoring Results in ADB 2014). The project must ensure through its pricing mechanisms that poorer HHs are not penalized because of their increased need for PUB water.

IV. Gender Equity and Social Inclusion Action Plan

The project is classified as effective gender mainstreaming (EGM). The investment program will include measures for women to equally and meaningfully share in the project's benefits and decision-making. Key strategies for promoting gender equity through the project will be through capacity building and institutional development, facilitating gender analysis of issues and women's participation, and capturing and reporting on gender outcomes.

The Gender Equity and Social Inclusion Action Plan (GAP) addressed potential gender inequality risks and promotes women as project beneficiaries through provision of targets for female participation in community discussions/consultations on the design and implementation of water supply improvements; female participation in MISE and other project related capacity building activities; employment of females for project related infrastructure; training on GAP implementation and gender awareness for all Project Management Unit (PMU), Project Implementation Consultants and selected MISE/PUB staff.

Initial community consultation/information sessions funded and implemented under the GAP will present all engineering, social and environmental design features of the proposed Project components, including the installation of taps and water meters. Widely advertised community meetings will be held with presentations made by project engineers using maps, modeling and other explanatory diagrams etc. where required. The Social Development and Social Safeguards aspects of the project will be presented, including the elements of the GAP, the Stakeholder Communication Strategy and the Resettlement Framework/Resettlement Plan (s). At this point the Project Grievance Redress Mechanism will be introduced along with the Environmental Impact Assessment findings. Open discussions concerning Project design aspects will elicit questions and comments from those participating, to be addressed in the consultation and properly recorded.

Other Project costs linked to the Information, Education and Communication program (IEC) will be resourced by the GAP. These costs are noted under Output 2 in the GAP and are primarily "hard costs" associated with the IEC program to ensure gender sensitive materials are developed and available throughout the life of the project. "Soft costs" associated with the IEC will be funded through the Project Participation Plan and Stakeholder Communication Strategy (SCS) where activities will focus on village level house-to-house visits to inform and engage all beneficiaries. These consultations will focus on supporting behavioral change in maintaining the PUB reticulated water supply to each HH and willingness to pay for 24/7 safe water supply. This is further detailed in the SCS.

The PMU will be responsible for ensuring that the social and gender related design measures and targets are properly resourced, monitored and implemented as designed. An International Social Development and Gender Specialist will be contracted to coordinate the GAP implementation and monitoring. Sex-disaggregated baseline data will be collected and used to monitor GAP implementation and impact, and reported during quarterly and mid-term reviews using the ADB GAP reporting template.

The project will provide sufficient resources to implement the GAP. Total cost is estimated to be USD 48,000. The following strategies are proposed to address gender disparities in this project: