
Gender Action Plan

FP133: Resilience to hurricanes in the building sector in Antigua and Barbuda

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3. GENDER ACTION PLAN



Project Title: *Resilience to Hurricanes in the Building Sector in Antigua and Barbuda*

A project/program-specific Gender and Social Inclusion Action Plan (GAP) is a tool used to ensure gender mainstreaming is clearly visible in project/program design and implementation¹. This GAP will serve as a key guiding tool throughout the delivery of the project, *GCF BUILD*.

The Gender Action Plan presented below identifies key project activities and indicative outputs through which gender specific strategies, actions and outcomes will be progressed and monitored. The Plan will be reviewed and refined during the inception phase, which will also ensure that all project stakeholders have the opportunity to identify issues and are aware of responsibilities for delivering and monitoring the Gender Action Plan. Implementation arrangements of the project include an ESS and Gender Expert as part of the Technical Evaluation Committee that will provide technical advice in the decision-making process of the project's sub-activities.

The targets for the GAP are provisional as GCF Build is a component of a larger project pipeline. The need for targets that are consistent with the overarching project pipeline targets will be informed by gender baseline assessments (GBA) currently being conducted under the project "*Accelerating a transformational pipeline of Direct Access climate adaptation and mitigation projects in Antigua & Barbuda*" (GCF Readiness 4) and through support from the NDC Partnership's Climate Enhancement Action Package (CAEP) initiative. The outcomes of the GBA will inform the selection of specific targets for indicators listed in the table below, so as to ensure that Antigua and Barbuda is adopting ambitious and transformative gender responsive strategies.

The aforementioned GCF Readiness 4 GBA aims to assess the current situation as it relates to the impact of climate change on gender disaggregated spending patterns (i.e. how males and females and their associated households are impacted differently by climate related events). Furthermore, it will give insight into the adaptive capacities of respondents by providing information on their spending preferences, the extent of risk management approaches, vulnerabilities and climate related finances — capacity to spend pre-and post-disaster and by extension their capacity to build resilience (reduce exposure and recovery).

The outcomes of this study will inform gender responsive climate strategies for Antigua and Barbuda by providing clearer understanding of the post-disaster finance needs of males and females across varying social classes. It will also give insight into the precautions/ risk management strategies adopted by gender pre-disaster, whether that be insurance, investments in protective supplies, such as shutters etc. It is envisioned that this information, in addition to identifying targets, would guide the development of sustainable financing strategies for the private sector by providing baselines which can be used to create climate-related financial instruments tailored to social factors, but also able to meet the needs of citizens. The assessment will help in identifying the most vulnerable groups and identifying action areas for capacity building to enhance overall adaptive capacity of citizens. It will

¹ GCF Gender Analysis/Assessment and Gender and Social Inclusion Action Plan Templates
http://www.greenclimate.fund/documents/20182/574712/Form_09_-_Gender_Assessment_and_Action_Plan_Template.pdf/3f4b8173-fbb2-4bc7-9bff-92f82dadd5c0

provide a better understanding of the distribution of vulnerability across gender but also across social classes and identifying economic sectors/jobs most at risk.

Complimenting this assessment is the NDC gender baseline assessment, which is currently in development. The NDC GBA will provide more in-depth gender disaggregated data and fill remaining gender-related data gaps by collecting spending patterns data specifically regarding the uptake of technologies and how financing strategies can be developed to optimise efforts for both resilience and low-carbon development. The NDC GBA will focus on the willingness to uptake technologies, practises and training related to capacity building for climate change impacts, with particular emphasis on the energy, transport and back-up energy sectors. The NDC gender assessment will capture information needed to shape programme development and inform projects such as the Just Transition of the workforce by generating data on citizen's understanding on climate change, their willingness to pay and willingness to engage.

These two baseline assessments complement each other as the GCF Readiness 4 assessment will create baselines for spending and understanding levels of preparedness amongst citizens as well as identifying those most vulnerable. While the NDC Partnership assessment will help to identify the ways in which citizen's adaptive capacities can be enhanced. The assessments will analyse the current financial situation as it relates to climate impacts, the associated appetite for climate related strategies and programmes and identify sectors most at risk and critical to the success of these strategies —resultantly, informing targets for the components of the GAP outlined in table 8 below.

Methodology

The NDC GBA is currently in development, however, the GCF Readiness 4 GBA was designed using the GCF gender analysis template and the data needs of the department's climate change project pipeline.

The GCF Readiness 4 GBA was deployed on three levels with the aim of obtaining 1,100 responses:

1. A national survey targeted to reach 500 persons on mainland Antigua
2. Community survey targeting 500 residents in both rural and urban communities that have been identified areas as most vulnerable to sea level rise, storm related surges and flooding. These communities were McKinnon's, Yorks, Cashew Hill, Urlings, Willikies and Bethesda.
3. A survey targeting 100 residents in Barbuda

The GCF Readiness 4 Survey instrument was developed using Kobo Toolbox software, which will also be used for data collection. The surveys are being administered by trained enumerators using the Kobo Toolbox software to facilitate ease of data collection and analysis. The surveys are conducted via 30-45-minute telephone calls and adopt mixed sampling methodologies:

- Simple random sampling is being used with the telephone director as the sampling frame. This was done to accommodate social distancing guidelines imposed by the government due to COVID 19
- However, stratified sampling was also adopted to ensure equal representation by parish, age and gender. As a quality check, the gender proportionality of respondents was checked using the Kobo for every 50 surveys that were completed, so as to avoid skewing

data. To account for isolation of key respondents, snowball sampling was also adopted to acquire contact information and referrals to other respondents. The sampling unit was head of household/ individual(s) responsible for household finances.

The assessments will also make use of secondary data generated by national statistics and reports as well as other studies conducted by the DOE and other national agencies.

TABLE 1: GENDER ACTION AND SOCIAL INCLUSION PLAN

ACTIVITIES	INDICATORS AND TARGETS	BUDGET	TIMELINE	RESPONSIBILITIES
Impact Statement: Increase climate-resilient sustainable development by improving the resilience of Antigua and Barbuda’s building sector to extreme climate events — particularly Category 4 and 5 hurricanes <i>(for the benefit of a population consisting of 49,088 women and ~45,312 men)</i>				
Outcome Statement: Enhancing the climate resilience of Antigua and Barbuda’s building sector will strengthen its adaptive capacity, reduce exposure to climate risks; strengthen institutional and regulatory systems for climate-responsive planning and development; and increase generation and use of climate information in decision-making				
Output 1. Climate-proofing interventions implemented in critical public service and community buildings to improve resilience to, and recovery from, extreme climate events				
Design and implement an apprenticeship program to support the participation of persons between the ages of 16 – 24 years in the project’s construction activities	30% of women who complete the program have increased access to construction jobs Equal opportunities are provided for men and women to participate in the new procedures training	\$200,000 Sub-activity 2.4.3 (B50)	Year 1(Q1)— Year 6 (Q24)	ESS and Gender Expert
Develop gender responsive knowledge and communication products that include the promotion of women in construction	50% of men and women have increased knowledge and access to appropriate tools to address climate change impacts in construction of critical infrastructure (regardless of their literacy levels)	\$25,000 Communication Officer (PM8)	Year 1 (Q1)	ESS and Gender Expert
Conduct detailed consultations on the design of gender responsive shelters with RE back up energy systems	20% of recommendations by key stakeholders (men, women and disabled groups) are reflected in the improved design of shelters 10% of participants at the consultations are persons with special needs	\$15,000 Sub-activity 1.1.1. (A1)	Year 1 (Q3)—Year 2 (Q6)	ESS and Gender Expert
Integrate access and the needs of individuals, families, the elderly and persons with special needs into health and safety protocols of shelters	Enhanced access to services and quality of health and safety protocols benefitting 50% of individuals, families and persons with special	\$30,000 Sub-activity 1.2.4. (A29) (A30)	Year 1 (Q3)— Year 6 (Q24)	Ministry of Works

	needs who stay at shelters during a storm At least 40% of persons report satisfaction with the health and safety services provided at the shelters (disaggregate by set)			
Output 2. Climate change adaptation mainstreamed into the building sector and relevant financial mechanisms				
Prepare a Strategic Impact Assessment (SIA) of the regulations related to the Building Code	Cost of constructing at Cat 5 increase by 30% due to the updated Building Code ² % of women and men with increased spending as an impact of the code ³	\$10,000 Sub-activity 2.1.1. (B4)	Year 1 (Q1)— Year 1 (Q4)	ESS and Gender Expert Construction Sector Expert Economist
Develop lessons learnt to communicate that the SIRF Fund is assisting persons who cannot access financing for the additional cost related to the code	50% of applicants who access financing through the SIRF Fund annually are women	\$22,500 Sub-activity 2.2.4. (B29)	Year 3 (Q9)— Year 6 (Q24)	Local consultant
Design gender responsive communication tools to target men and women differently in both the public and private sector on the updated building code, the benefits of taking up climate-adaptive solutions within the building sector as well as the availability of certified climate change courses	50% of persons in the private sector that benefit from information to allow scaling up are women 30% of persons trained in new standards for water harvesting and RE systems are women	\$27,000 Sub-activity 2.3.4. (B38)	By Year 1 (Q3)	ESS and Gender Expert
Design and conduct gender-sensitive certification training programmes on how to support the installation, operation and maintenance of the climate change adaptation solutions	50% of men and women in the workforce are retrained 50% of students trained are women All courses developed are gender sensitive 70% of participants demonstrate an understanding of new adaptation solutions ⁴	\$22,500 Sub-activity 2.3.3. (B35)	By Year 2 (Q5)	ESS and Gender Expert
Output 3. Climate information services strengthened to facilitate early action within the building sector to respond to extreme climate events				

² To be updated based on results of GCF Readiness 4 Baseline Gender Assessment

³ To be updated based on results of GCF Readiness 4 Baseline Gender Assessment

⁴ Assessed through an evaluation tool developed for the programme

Develop information and communication products based on stakeholder workshops that aim to reduce losses and damage and risks for the benefit of males, females, and vulnerable communities	All information and communication products are gender responsive and tailored to meet the differential needs of males, females, and vulnerable communities 50% of recommendations by key stakeholders are integrated into the design of communication products	\$37,500 Sub Activity 3.2.1 (C17)	By Year 2 (Q5)	Communications Officer
Output 4: Fully functional gender balanced staff that can respond to the gender requirements of the project as well as the beneficiaries				
Promote gender balance as well as sustainable procurement in AE's procurement policies (with consideration given in the selection of goods and services to persons with disabilities and persons of varying ages)	Equal representation of men and women on project management team	N/A	From Q1 Year 1 thereafter	Accredited Entity/Executing Entity
Ensure office space is gender responsive	At least two special needs persons are working in the PMU by project end Special provisions are made to facilitate persons under the age of 24, and over the age of 60 to work on the project team	AE fees	Year 1	Accredited Entity/Executing Entity
Provide gender training for all project staff	Equal representation of men and women at gender awareness training sessions At least three reports include sex-disaggregated data per year	AE fees	Year 1	Accredited Entity/Executing Entity

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