Gender Action Plan

FP169: Climate change adaptation solutions for Local Authorities in the Federated States of Micronesia

Federated States of Micronesia| SPC | B.30/02/Add.01

14 September 2021

GREEN CLIMATE FUND

Gender Action Plan

Implementing Roles and Responsibilities for Gender Mainstreaming

The various entities involved in the EDA Facility are all responsible for ensuring gender mainstreaming and the effective execution of the gender action plan, but each have unique and complementary roles and responsibilities as summarized below:

- **EDA Coordination Unit** – SPC through the setting up of an ECU is responsible for overall compliance with the GCF gender policy and the monitoring/reporting to GCF. SPC also supports the creation of the national decision-making body and the Grants Technical Evaluation sub-committee, and will work to ensure that those bodies have gender-balanced representation as well as effective operating procedures that support the mainstreaming of gender considerations into decision-making and review processes, particularly for specific gender criteria used in the review of sub-grants. The ECU will also issue tenders for both the Grants Technical Evaluation sub-committee and the Facilitating Agents and will ensure that both have appropriate gender expertise included. The ECU also supervises the selection and implementation of priority sub-grants and will provide assistance to ensure the sub-grants are successfully aligning with the gender action plan and the GCF gender policy.
- **FSM Department of Finance and Administration (NDA)** – The NDA works alongside SPC to establish the EDA Facility's governing bodies and will also assist in the supervision of sub-grant design and implementation. Both of these roles will require close attention to gender considerations. The NDA also plays a critical role in informing LAs of trainings and workshops and needs to ensure that this communication is effective at bringing the right people to the table.
- **EDA Programme Board (EPB)** – This body is responsible for the final stage review and approval of preselected sub-grant proposals submitted by LAs, and will therefore act as a backstop for the integration of gender into sub-grants. Onboarding and processes activities will include specific provisions to raise awareness on the strategies to prevent sexual harassment and gender-based violence, and detailing grievance redress mechanism procedures to be considered in the evaluation and implementation of sub-grants
- **SPC Procurement Committee (PC)** – The PC is responsible for carrying out evaluations of proposals, ensuring that SPC's procurement policy is duly followed (especially the obligations to act ethically and with due diligence), ensuring that a consistent and equitable method has been used for evaluation and making recommendations if necessary. This will include organizational audits of LAs, including gender data and policies and the capacity to integrate gender into sub-grant design.
- **Local Authorities** – LAs will coordinate with the ECU and receive support from Facilitating Agents to develop and implement priority sub-grants. This will necessarily include identifying and sharing relevant organizations/people, data and policies for gender-responsive sub-grant design. Additionally, they will be key focal points for the collection of gender-disaggregated data as a result of sub-grant interventions.
- **Facilitating Agents** – In their work to provide support for sub-grant development and design, Facilitating Agents will be provided training related to gender mainstreaming and provided with specific requirements for gender-responsive design for sub-grants. Additionally, FAs will be the recipients of specific training modules which will include raising awareness on violence against women, strategies to prevent sexual harassment, equal opportunity polities and detailing grievance mechanisms procedures and processes to ensure women's safety and access to GRM is effectively considered and implemented in the design and implementation of the sub-grants.

The Facilitating Agents will be providing technical assistance for the design and implementation of the sub-grants, including the specific gender mainstreaming actions as directed by the ECU. Lastly, Facilitating Agents, as part of their quarterly site visits to sub-grant project sites, will have the responsibility to record any grievances to be raised by women beneficiaries, including relating to GBV. Grievances will then be passed on to the ECU.

Gender Action Plan

The Gender Action Plan for the overall EDA sub-grant is detailed in Table 6 below. Individual sub-grants may require specific gender action plans as well.

Table 6: Gender Action Plan

Gender Action (related sub-grant log-frame activities)	Gender-Responsive Indicators	Baseline	Targets	Expected Results	Timeline	Responsible Parties and Means of Verification (MoV)	Allocated Budget (UDS)
Impact Statement: Improved resilience FSM communities to climate change by providing local authorities with access to climate finance for priority adaptation sub-grants tailored to the unique needs and priorities of women and men in the communities.							
Component 1 – Local authorities[25] empowered to deliver climate change adaptation services to their populations							
Outcome 1.1: Empowerment of local authorities and identification of key gaps and opportunities for gender mainstreaming to support improved gender equality in sub-grant design and implementation							
Activity 1.1.1. Gender Responsive design incorporated into sub-grant development training, localized strategies for gender mainstreaming, gender criteria, and implementation are developed	Number of men and women attending workshops and participating in workshops, training and mentoring activities in each participating State and municipality Number of modules/trainings specifically for gender considerations .	N/A	At least 1 representative from each participating municipality/stakeholder is trained on gender-responsive sub-grant design/implementation and the sub-grant specific gender criteria 50% of workshop/training participants are women At least 1 module for gender-responsive sub-grant design and localized strategies for gender mainstreaming, gender criteria, and implementation incorporated into sub-grant development training.	Municipalities and stakeholders are trained on gender-responsive sub-grant design and equipped to design/support EDA sub-grants that promote gender equality	Year 1 for the specific grant training and ongoing for the application of training material and gender mainstreaming	ECU Gender Specialist MoV: Training attendance Pre-post tests for training Sub-project M&E reports	12,000 (design of gender module)

---

[25] Local authorities broadly are an official organization responsible for governing an area of the country. For the purposes of this programme, local authorities encompass both municipal and State-level agencies across FSM.

Activity	Indicator	Baseline	Target	Outcome	Timeframe	Responsible / MoV	Budget
Activity 1.1.2. Resilience training, includes training on gender-mainstreaming for climate resilience, for local authorities' staff and elected and appointed officials	Number of men and women trained on climate resilience planning in each municipality

Number of workshop participants with increased knowledge of gender mainstreaming for climate resiliency

Number of women hired as Facilitating Agents | N/A | 50% of workshop/training participants are women

At least 80% of workshop participants demonstrate understanding of gender mainstreaming for climate resilience post-training

At least 25% of the Facilitating Agents corps will be comprised of women / members of women's groups | Local authorities and officials have developed a greater understanding of gender mainstreaming for climate resilience and have increased capacity to integrate gender considerations into their local resilience planning and sub-grant development

The training corps comprises women agents to increase representation and capacity in local resilience planning | Year 1
Year 2 | ECU
Facilitating Agents
Gender Specialist

MoV:
Training materials,
Training attendance
Training reports | 6,000
(Integration into training materials) |
| Activity 1.1.3 Develop train-the-trainer's module for gender-mainstreaming support to be provided by FAs | Number of men and women trained on climate resilience planning in each municipality

Number of workshop participants with increased knowledge of gender mainstreaming for climate resiliency | NA | 50% of workshop/training participants are women

At least 80% of workshop participants demonstrate understanding of gender mainstreaming for climate resilience post-training | FAs have developed a strong understanding of the gender-mainstreaming needs of local authorities and have the capacity to deliver basic gender support during sub-grant development | Year 1
Year 2 | ECU
Facilitating Agents
Gender Specialist

MoV:
Training materials,
Training attendance
Training reports | 6,000
(Integration into training materials) |
| Activity 1.1.4 Integration of gender considerations into support LAs prioritize adaptation actions for Grant Facility and the development of sharing mechanisms and | Number of men and women participating in knowledge sharing mechanisms (e.g. workshops, meetings, information exchanges) per each municipality | N/A | At least 50% of formal workshops participants are female | Community of practice and other dissemination/sharing mechanisms incorporate gender mainstreaming and provide opportunities for effective knowledge | Year 3-6 | ECU

MoV:
Workshop attendance
Workshop reports
Annual progress reports | 6,000
(ensure gender integrated into KM) |

a community of learning and practice	Inclusion of gender equality reflections and learnings into forums and workshops		Report on recommendations for integration in sub-grants design	capture and sharing with regards to gender equality. LAs officials demonstrate a clear understanding of gender-sensitive adaptation planning		Report on recommendations for sub-grants Survey of workshop participants	
Activity 1.2.1a Capacity support to local authorities to strengthen ability of staff to integrate gender considerations into project design and gender-responsive project design in local authorities based on audits	Policies, procedures, and new capacity established to help mainstream gender considerations into local sub-grant design	N/A	All grant proponents are equipped with the necessary supporting capacity and procedures to support gender responsive outcomes in individual sub-grants	As a result of the audits, appropriate activities to support gender mainstreaming and gender-responsive sub-grant design targeted and tailored for local authorities.	Ongoing	ECU Facilitating Agents Gender Specialist MoV: Annual progress reports Audit recommendations	6,000 (Targeted gender support for sub-grant design)
Activity 1.2.1b Ensure inclusive stakeholder consultations for identifying adaptation priorities	Number of men and women from local communities engaged in identifying and selecting adaptation priorities for their community Number of women from local communities engaged in identifying and selecting adaptation priorities for their community	N/A	100% of consultations successfully support inclusive decision making 50% of participants in stakeholder consultations will be women, including 25% from most vulnerable groups (such as women-headed households)	Stakeholder consultations for identifying and prioritizing adaptation priorities/solutions include representative participation from the community including women and other vulnerable groups Stakeholder consultations reports and surveys demonstrate all stakeholders have a clear understanding of gender-sensitive adaptation design	Ongoing	ECU Facilitating Agents Gender Specialist MoV: Stakeholder consultation reports Stakeholders surveys (To be assessed against GCF Gender safeguards by the ECU's Gender Specialist and the National Gender Expert)	NA
Activity 1.3.1 The programme web portal and database include	Inclusion of sex-disaggregated data collected at the	N/A	Sex-disaggregated data is compiled on the web portal	The data informs the design of future adaptation interventions	Ongoing	ECU	N/A

sex-disaggregated data at the municipal and sub-project level on the three thematic areas and on key socioeconomic indicators to inform the design of future adaptation interventions.	municipal and sub-project levels in the web portal			to promote gender inclusion by providing sex-disaggregated data in the food security, water security and DRR thematic areas		MoV: Web portal and database	
Activity 1.3.2 Learning exchanges and site visits promote gender-sensitive cross-learning between climate change practitioners, local officials and private sector actors	Number of women-owned businesses invited to participate in the learning exchanges	N/A	At least 25% of private sector participants to the learning exchanges will be women / women-owned businesses	Women and women-owned entities are selected and represented in the learning exchanges to promote gender-sensitive adaptation planning	Year 3 Year 5	ECU NDA GCF Focal Points MoV: Attendance lists Learning exchanges / workshop reports	N/A
Activity 1.3.3 Climate change adaptation local authorities conference promotes the inclusion of women and women-owned businesses as key agents for adaptation planning	Number of women-owned businesses invited to participate in the learning exchanges	N/A	At least 25% of private sector participants to the learning exchanges will be women / women-owned businesses	Women and women-owned entities are selected and represented in the learning exchanges to promote gender-sensitive adaptation planning	Year 3 Year 5	ECU NDA GCF Focal Points MoV: Attendance lists Learning exchanges / workshop reports	N/A
Component 2 – Priority project implementation of EDA Facility for strengthening local community resilience							
Outcome 2.1: Establish a gender-responsive sub-grant governance framework that promotes gender equality throughout sub-grant activities							
Activity 2.1.1 Establishment of inclusive and representative EDA Programme Board (EPB) and Grants Technical Evaluation sub-committee	Number of men and women serving in the EDA Programme Board Existence of gender provisions within bylaws/goals of the EDA Board and the Grants Technical Evaluation sub-committee	N/A	At least 50% representation, and no less than 30%, from women across the different stakeholders Bylaws or other operating frameworks includes provisions for awareness and review of gender considerations in final sub-grant decisions.	EPB and APhave been established with equal representation of women and men, and an effective operating framework for assessing gender equality and gender mainstreaming in the EDA sub-grants	Q1, Year 1	ECU NDA EPB MoV: Roster for EPB and Technical Evaluation Committee	NA

| Activity 2.1.2. Refinement of gender review criteria for sub-grant selection | Sub-grant review criteria include specific gender considerations | Initial baseline indicators provided below | Sub-grant review criteria for gender are refined and approved by ECU, EPB and the Grants Technical Evaluation sub-committee and included into training | Review criteria for sub-grant selection effectively support gender-mainstreaming into specific EDA sub-grants in the local authorities | Year 1, Q1 | ECU EPB, Grants Technical Evaluation sub-Committee

MoV: Review of gender criteria for sub-project selection | 6,000 |
|---|---|---|---|---|---|---|---|
| Output 2.2: Gender-responsive sub-grant award selection ||||||||
| Activity 2.2.1 Inclusive sub-grant design process | Number of men and women from local communities engaged in supporting the design of the sub-grant | N/A | 100% of sub-grants include stakeholder consultation process with active participation of women and other vulnerable groups

50% of participants in the sub-grant design process are women, including 25% from most vulnerable groups | Stakeholder consultations for design of sub-projects include representative participation from the community including women and other vulnerable groups | Ongoing | ECU Facilitating Agents Grants Technical Evaluation sub-Committee

MoV: Final sub-grant process/guidelines published Stakeholder consultations reports and attendance lists | N/A |
| Activity 2.2.2 EOI of sub-grants reviewed and directed technical assistance provided for sub-grants, to ensure appropriate gender mainstreaming as needed | Sub-grant review criteria include specific gender considerations | N/A | All sub-grants are reviewed for gender considerations | Based on the review of individual sub-grants, appropriate support and technical assistance allocated to local authorities to improve the design of sub-grants and support gender equality outcomes | Ongoing | ECU EPB Grants Technical Evaluation sub-committee

MoV: Sub-grant review documents; gender experts work plans | See 2.2.5 below for budget |
| Activity 2.2.3 Organizational audits of local authorities including gender data and policies and the capacity to integrate gender into sub-grant design | Number of audits of local authorities' capacity for gender responsive sub-grant design conducted

Collection of gender-disaggregated data for | N/A | 100% of audits of local authorities include gender data and policies and the capacity to integrate gender into sub-grant design | Local baselines for gender mainstreaming, and particularly capacity/frameworks for supporting gender-mainstreaming, are established for | Year 1, Year 2 | ECU, SPC Procurement Committee

MoV: Audit reports Data collection reports | 6,000 (ensure gender aspects integrated into audit process) |

	audit indicators and municipal-level data (e.g. number of men and women actively involved governance processes, number of food insecure households, number of water safe households, number of assets at high risk of climate impacts number of women-owned businesses, cooperatives and women's groups etc.)		N/A (lack of availability of municipal-level data to inform the design of adaptation measures)	participating local authorities. A database on municipal-level data and information disaggregated by gender is established			
Activity 2.2.5 Technical assistance support to local authorities to strengthen gender in sub-grant	Sub-grant review criteria include specific gender considerations	N/A	All sub-grants are reviewed for gender considerations	Based on the review of individual sub-grants, appropriate support and technical assistance allocated to local authorities to improve the design of sub-grants and support gender equality outcomes	Ongoing	ECU EPB Grants Technical Evaluation sub-committee MoV: Sub-grant review documents; gender experts work plans	18,000 (set aside for targeted technical assistance as needed)
Activity 2.2.6 Screening of sub-grant proposals for effective gender considerations and design	Number of funded sub-grants with effective gender considerations and design	0	All sub-grants have effectively integrated gender into their sub-grant design (30-40)	The portfolio EDA sub-grants are effectively supporting gender mainstreaming across FSM	Ongoing	ECU EPB Grants Technical Evaluation sub-committee MoV: Sub-grant portfolio reviews	NA
Activity 2.2.7 Portfolio of gender-responsive sub-grants funded by granting mechanism	Number of funded sub-grants with effective gender considerations and design Number of sub-grants awarded to women-owned businesses,	0	All sub-grants have effectively integrated gender into their sub-grant design (30-40) 25% of sub-grants will be awarded to women-run businesses, cooperatives	The portfolio EDA sub-grants are effectively supporting gender mainstreaming across FSM	Ongoing	ECU EPB Grants Technical Evaluation sub-committee MoV: Sub-grant portfolio reviews	NA

	cooperatives or women's groups and/or applications that target women as primary beneficiaries		or women's groups and/or applications that target women as primary beneficiaries (10 sub-grants in total by the end of programme implementation)				
Output 2.2: Gender-responsive sub-grant award implementation							
Activity 2.3.1 Capacity support to local authorities to strengthen gender governance structures	Support to develop capacity to help mainstream gender considerations into local sub-grant implementation	N/A	All grant proponents are equipped with the necessary supporting capacity and procedures to support gender responsive outcomes in individual sub-grants	Training materials to support gender mainstreaming and gender-responsive sub-grant design targeted and tailored for local authorities.	Ongoing	ECU Facilitating Agents Gender Specialist MoV: Annual progress reports Audit recommendations	6,000 (Targeted gender support for strengthening governance structures)
Activity 2.3.2 Implementation, monitoring, and evaluation of priority adaptation sub-grants to track gender elements	Number of sub-grants implemented and reported on according to gender-sensitive design Collection of gender-disaggregated baseline and post-project data at the sub-project level according to the thematic area covered (e.g number of food (in)secure households, number of water (un)safe households, number, type and value of assets highly exposed to climate change risks etc.)	0	All sub-grants (30-40) have effectively been implemented and their results have been gender-disaggregated and shared along with key lessons learned and best practices for gender mainstreaming The data collected at the sub-project level informs the future design of adaptation measures by providing insights into the baseline, and enables the assessment of results of the relevant adaptation measure	Implementation and M&E of sub-grants highlights effective documentation, compiling and sharing of gender-disaggregated data and lessons learned to support ongoing gender mainstreaming efforts in FSM.	Ongoing	ECU EPB Grants Technical Evaluation sub-committee MoV: Annual sub-grant reports Data collection reports	30,000 (targeted gender support for implementation, monitoring and evaluation)
						Total	102,000

Initial Sub-grant Gender Assessment

The sub-grant selection criteria specific to gender will be refined as part of the gender action plan above, but an initial framework based on a simplified version of the UN Women template combined with the GCF gender mainstreaming guide is provided in Table below. Given the nature of the sub-grant and limited capacity of local authorities in gender mainstreaming, sub-grant gender criteria will need to effectively balance the need for detail to ensure effective gender balanced outcomes that are meeting differentiated needs for men and women with the need for simple, approachable frameworks for potential proponents. Sub-grants that can't initially detail specific gender aspects of the sub-grant will require focused sub-grant support. Ultimately, the local authorities/designated organizations will work closely with SPC and the Consortium of Empowerment Contractors to develop the sub-grant gender components and SPC will ensure that they are aligned with the GCF Gender Policy Requirements.

Table 7: Initial Sub-grant Gender Assessment

Guiding Questions	Response
1. What are the main sources of livelihood and income for men and women? If survey data are available, they should be included; otherwise qualitative descriptions are helpful.	
2. What, if any, policies or plans related to gender are in place in the sub-grant's local authority?	
3. With regards to the specific sub-grant adaptation priority (disaster risk, food security, water security) what are the key vulnerabilities being addressed by the sub-grant? How do these differ for men and women?	
4. How is the sub-grant addressing the gender considerations for the priority sectors provided in Table 5 above?	
5. Based on initial stakeholder engagement, what are the needs and priorities related to the envisioned sub-grant activities? Are men's and women's needs/priorities different?	
6. How are women and men expected to benefit from sub-grant activities?	
7. What specifically will the sub-grant do to ensure that women and men have equal opportunity to benefit from the sub-grant activities?	
8. Are sub-grant outcomes/results gender disaggregated? If so, describe the specific indicators and how they will be monitored	

9.	What are the biggest risks for achieving gender-responsive outcomes? How will the sub-grant work to overcome these?	
10.	Who within the local authority/designated organization is the focal point for gender in the sub-grant?	
11.	What budget is being allocated for sub-grant gender work/capacity?	