
Gender Action Plan

FP171: Enhancing Early Warning Systems to build greater resilience to hydro- meteorological hazards in Timor-Leste

Democratic Republic of Timor-Leste | UNEP | B.30/02/Add.03

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8. Gender Action Plan

The Gender Action Plan (GAP) forms the basis for operationalising the results and recommendations of the Gender Assessment presented in the preceding sections. It contains specific gender-sensitive and responsive elements to be integrated in the Project design and during the implementation of Project activities, in order to maximise the development impact and co-benefits of the Green Climate Fund (GCF) investment. Where possible, it also identifies opportunities for gender-transformative actions that shift the focus from outputs to outcomes – emphasising the effectiveness of climate information and early warning systems (EWS) for marginalised gender groups and improving gender equality within and across the EWS.

The GAP is closely aligned to the outputs of the Project logical framework and proposed activities. The GAP complements the Environmental and Social Safeguards Report (Annex 6b), which identifies the Project to be categorised as Risk Category C. This does present certain gender-related risks and the Project has initiated mitigation of these by conducting the Gender Assessment and developing the Action Plan.

8.1 Provision of Gender Expertise across the Project

The Project will engage a full-time Gender Expert who will be responsible for mainstreaming gender throughout the Project, assuring quality control, and facilitating a gender-responsive and, where possible, gender-transformative approach to implementation. The Gender Expert will be a key member of the technical working group for EWS and, in this regard, will be responsible for ensuring that gender needs are integrated into the EWS and disaster risk management activities; tracking gender-specific indicators; and assessing progress towards achieving gender equality. The Gender Expert will also support the Chief Technical Advisor to mainstream gender in the National Framework for Climate Services and in the establishment of climate services for health.

The Gender Expert will work closely with the Project Management Unit (PMU) to ensure that gender aspects are fully incorporated through the Project implementation and to ensure proper implementation of the GAP. The Project Steering Committee (PSC) will engage the Gender Expert to provide guidance and expertise for gender-responsive decision-making; and to support gender mainstreaming by contributing to technical TORs, as required.

In addition, as the Accredited Entity (AE) for the Project, UNEP will provide an advisory and quality assurance role throughout Project implementation. UNEP will have access to any additional required gender expertise through cooperation with its Gender and Safeguards Unit (GSU). The GSU is responsible for supporting the integration of gender, social and economic dimensions into UNEP's work, in both programmatic and wider organisational priorities. UNEP is committed to promoting and achieving gender equality and the empowerment of women, and to ensure the participation of women and effective gender mainstreaming in decision making and programming.¹⁵³ All UNEP programmes and projects are required amongst others to conduct gender analysis to promote the design and implementation of gender responsive and gender transformative interventions that address different needs and constraints of women, men, girls, and boys, considering the effects of multiple forms of discrimination.¹⁵⁴ This will be a guiding principle throughout the Project.

8.2 In-depth Stakeholder Consultations

At the start of the Project implementation, the Gender Expert will conduct an in-depth stakeholder consultation workshop with women (including indigenous women) and other vulnerable and/or marginalised groups (such as youth, elderly people, widows and people with disabilities), which will build on the gender

¹⁵³ UNEP, 2015. Gender Equality and the Environment – Policy and Strategy

¹⁵⁴ UNEP, 2020. UNEP Environmental and Social Sustainability Framework (ESSF)

consultations conducted in development of the proposed Project.¹⁵⁵ The workshop will primarily focus on engagement with community-level users of climate information and early warning services, including representatives of *sucos* (villages) where the Project will be implemented, women's groups, community-based organisations and *suco* councils. The Project includes provision for the Gender Expert to undertake additional community-based consultations as required to extend the reach and accessibility of the stakeholder consultations and maximise representation of the most vulnerable groups.

The scope of the in-depth stakeholder consultations will include: i) assessment/analysis of women's access to and control over resources (i.e. financial, natural, working capital, land support networks, etc.); ii) examination of the roles of women in the Global Framework for Climate Services priority sectors – agriculture and food security, health, disaster risk reduction, water and energy; and iii) analysis of the opportunities, challenges and barriers for women-headed households, indigenous women, elderly people, youth, people with disabilities and other vulnerable groups. The objectives of the in-depth stakeholder consultations are outlined below:

- Identify opportunities to strengthen the enabling environment for gender mainstreaming in national service providers who are involved in the Project;
- Explore the gendered roles of women and men in *suco(s)* where the Project will be implemented, their access to and control over resources, including gendered opportunities, barriers and challenges;
- Engage with existing women's groups and community networks that could support the active engagement of women and other vulnerable groups in community-based interventions;
- Using a gender analysis framework, explore how the overall Project could contribute to poverty reduction in the community, empowerment, increased awareness of rights and social justice, meaningful participation in governance and decision-making processes, and education.

Based on the in-depth consultations, the Gender Expert will recommend concrete actions to be undertaken that address barriers (e.g., time, mobility and literacy constraints, and assertiveness issues) that have limited women's engagement in the past (particularly those related to decision-making processes and decisions) and henceforth enable meaningful participation of women and other marginalised groups throughout the Project. This is especially relevant in the context of women technicians and women that are expected to participate in the Climate and Health Working Group. The consultations will also facilitate establishment of baselines and refinement of relevant targets and indicators outlined in the GAP.

The Gender Expert will additionally conduct regular stakeholder consultations throughout the Project to ensure continuous assessment of the gender-responsiveness of implementation and collection of lessons learned. This will include an annual stakeholder consultation workshop, as well as additional consultations as required in municipalities and *sucos* where the Project is being implemented. Whilst specific emphasis will be placed on enhancing engagement with the most vulnerable and/or marginalised groups, the Gender Expert will engage with representatives of all stakeholders with a role in the climate services value chain to support gender mainstreaming throughout the Project. Regular stakeholder engagement will facilitate determination of whether the Project interventions have been effective in addressing the gender gaps between women and men; and changing behaviours and practices to increase resilience and reduce vulnerability. Moreover, the Gender Expert will consult regularly with women's groups and organisations representing women's interests operating in Timor-Leste to ensure coherence and complementarity of the Project with existing gender mainstreaming and women's empowerment programs. This could include ALFeLA, Alola Foundation, Covalima Community Centre, FOKUPERS and Rede Feto, which are detailed in section 4.3.

¹⁵⁵ Further details are provided in Appendix 1

8.3 Monitoring, Evaluation and Reporting

The Monitoring and Evaluation (M&E) Plan (Annex 11) will be refined on the basis of the inception phase in-depth stakeholder consultations to design gender-specific indicators and collect associated gender-disaggregated data and information that will monitor the gender-responsiveness of Project implementation – including in achieving the GAP and Environmental and Social Action Plan (ESAP) targets – and facilitating adaptive management as required. In addition to receiving guidance from the Gender Expert, the Project Steering Committee (PSC) will include representatives from women’s groups and/or women-focused civil society organisations (CSOs) to facilitate that gender needs are reflected in Project decision-making.

During implementation of the Project, qualitative assessments will be conducted on the gender-responsive benefits that can be directly associated with the Project. These will be incorporated in the Annual Performance Reports and Mid-Term and Terminal Evaluations. Indicators to quantify the achievement of Project objectives in relation to gender equality will include participation in stakeholder consultations; access to climate forecasts; access to decision support and early warning systems; employment in jobs created by the Project; and participation in training and capacity building interventions. Monitoring will also include the collection of lessons learned from gender mainstreaming activities undertaken by the Project, which will be facilitated by the in-depth stakeholder consultations conducted by the Gender Expert.

The Project will undertake a gender mainstreaming approach throughout its development, implementation, monitoring and evaluation to ensure that the Project is fully aligned with international and national gender priorities, including:

- The Constitution of the Democratic Republic of Timor-Leste, which protects against discrimination on the grounds of gender (Article 16) and states that *women and men have the same rights and duties in all areas of political, economic, social, cultural and family life* (Article 17);¹⁵⁶
- Timor-Leste Strategic Development Plan (2011-2030), which includes the following strategies for achieving gender equality goals: *i) Gender mainstreaming promoted across government in policies, programs, processes and budgets; ii) Gender responsive policies and laws at national and local levels; iii) Gender awareness raising strategies developed for schools and vocational training institutes, as well as for the general public; iv) Strengthened mechanisms to provide financial support to women leading households; v) Policies and frameworks to empower women socially and economically through various livelihood support measures; vi) Policies, training and leadership programs to support women in taking on decision-making roles in the public and private sectors;*¹⁵⁷ and
- National Action Plan on Gender-based Violence (2017-2021), which details specific actions to reduce and ultimately eradicate gender-based violence. In particular, the Project will contribute to *Pillar I – Prevention of gender-based violence* by promoting economic empowerment of women (Outcome 1.4) and gender equality at legal and policy level (Outcome 1.5).¹⁵⁸

¹⁵⁶ Constitution of the Democratic Republic of Timor-Leste, 2002

¹⁵⁷ Government of Timor-Leste, 2011. Strategic Development Plan 2011-2030

¹⁵⁸ Government of Timor-Leste, 2017. National Action Plan against Gender-based Violence 2017-2021

8.4 Stakeholder Response Mechanism

UNEP's Environmental and Social Sustainability Framework mandates a Stakeholder Response Mechanism (SRM), which provides the opportunity for affected people to seek either compliance review or dispute resolution in regard to the activities that UNEP implements or executes as part of its projects and programmes. Annex 6 sets forth the procedures for the SRM in detail. These procedures state:

- Who can submit a complaint
- How a complaint is communicated
- What information should be included in a complaint
- Information related to logging a complaint, acknowledgement and tracking
- Information related to maintaining communication with Project-affected communities and status updates
- The SRM's mandate to build consensus and propose a resolution
- The right of Project-affected communities to seek alternatives to the SRM.

The SRM serves as a complementary mechanism to the local Grievance Redress Mechanism (GRM) to be established for the Project. The Project Cooperation Agreement (PCA) with the national Executing Entity (EE) will require that the EE puts in place a localised GRM, including stakeholder consultations and national procedures relating to grievance redress. The GRM will be gender and age-inclusive and responsive and will address potential access barriers to women (including indigenous women), youth, elderly people, people with disabilities, and other potentially marginalised groups. The localised GRM will maintain a flexible approach with respect to receiving grievances in light of identified local constraints to communications and access to resources for some stakeholders. The Gender Expert will provide guidance in this regard to ensure that women and other marginalised groups will be able to access the GRM, given existing gender norms and challenges. To facilitate communications with and between the GRM and potential claimants, the GRM will seek support from local government, civil society organisations and women's groups. All individuals and communities participating in the Project activities will be made aware of the GRM and the means to address it.

8.5 Gender-Based Violence

The Project will engage a Gender Expert who amongst others will be responsible for ensuring a gender-responsive approach to the development of early warning systems (EWS) in the Project, which can minimise the risk of gender-based violence. The Gender Expert will consult with local gender-based violence service providers and protection services in the development of EWS and related awareness raising initiatives. Crucially, this will include engagement with civil society organisations who have long-standing local expertise in addressing gender-based violence – including the Alola Foundation, FOKUPERS, ALFeLA and Rede Feto. These organisations have been identified as key partners in the implementation of Timor-Leste's National Action Plan on Gender Based Violence.

8.6 Gender Action Plan

RESULT 1 – STRENGTHENED DELIVERY MODEL AND LEGISLATION FOR CLIMATE INFORMATION AND MULTI-HAZARD EARLY WARNING SERVICES						
ACTIVITY	SUB-ACTIVITY	GENDER MAINSTREAMING ACTIONS	INDICATORS, BASELINES AND TARGETS ¹⁵⁹	TIMELINE	RESPONSIBILITY	ESTIMATED BUDGET
1.1 – Establish institutional and policy frameworks, legislation and delivery models for climate services	1.1.1 Establish a National Framework for Climate Services	Include gender-relevant inputs from the five annual NFCS consultation workshops through the analysis of cross-cutting gender impacts in five dedicated Gender Sessions (one session conducted in each year of the Project)	<p>Indicator: Number of gender-responsive performance standards (e.g., for employment of women, gender-responsive protocols and service delivery practices, and human resource management practices) included in the NFCS.</p> <p>Baseline: 0</p> <p>Target: TBD¹⁶⁰</p>	Years 1 – 5	PMU Gender Expert Consultant	USD 60,200
		Evaluate gender impacts in the NFCS evaluation workshop (Year 5)	<p>Indicator: Number of gender-responsive actions included in the NFCS and strategic plan</p> <p>Baseline: 0</p> <p>Target: TBD¹⁶¹</p>	Years 1 – 5	PMU Gender Expert Consultant	No additional cost implications
		Ensure the active participation of people from vulnerable groups (women and men from rural areas, people with disabilities, elderly people) in the stakeholder workshop for community-level users of climate services, based on recommendations	<p>Indicator: Proportion of women participating in the annual NFCS stakeholder consultation workshops</p> <p>Target: 50% of participants (15 out of 30 participants) in each annual NFCS stakeholder consultation workshop are women</p>	Years 1 – 5	PMU Gender Expert Consultant	No additional cost implications
			<p>Indicator: Number of gender-responsive actions included in the National Meteorological Strategy</p> <p>Baseline: 0</p> <p>Target: At least one gender-responsive action per strategic area</p>	Years 1 – 5	DNMG Consultant	USD 21,000

¹⁵⁹ To be reviewed and refined as necessary by the Gender Expert in the inception phase of the Project

¹⁶⁰ To be determined based on the NFCS consultation workshops

¹⁶¹ To be determined based on the NFCS consultation workshops

		provided by the Gender Expert Ensure that the National Meteorological Strategy includes gender-responsive actions				
	1.1.2 Establish a User Interface Platform	Ensure the active participation of women to attend the annual National Climate Outlook Forum (NCOF) and sector workshops, based on recommendations provided by the Gender Expert	Indicator: Proportion of women participating in the four NCOF and sector workshops Target: 50% of participants (15 out of 30 participants) in each of the four NCOF and sector workshops are women	Years 2 – 5	PMU Gender Expert DNMG	No additional cost implications
	1.1.3 Enhance climate data management and governance	Ensure that data collection and information systems collect gender-disaggregated data	Indicator: Proportion of women participating in the two workshops to develop the Climate Data Strategy Target: 50% of participants (15 out of 30 participants) in the two workshops are women	Year 2	DNMG Statistics Directorate	No additional cost implications
		Ensure gender equality in capacity development	Indicator: Climate Data Strategy includes requirement for climate-relevant socioeconomic data to be gender-disaggregated Target: Indicator achieved ¹⁶²	Year 2	International and Local Consultants	USD 55,500
	1.1.4 Mainstream climate risk knowledge into health, agriculture, DRR	Ensure that the Climate Sector Action and Communication Plan (CSACP) is responsive to the specific needs and	Indicator: Number of gender-responsive actions included in the National Climate Sector Action and Communication Plan Baseline: 0	Year 2	Consultant	USD 35,500

¹⁶² To be assessed by the Gender Expert

	and other sectors	capabilities of women and other vulnerable and/or marginalised groups. This should be informed by analysis of the barriers that women (including indigenous women) and other marginalised groups face in accessing and using climate and hazard information, supported by the Gender Expert	Target: TBD ¹⁶³	Year 5	Consultant	Included in M&E budget
		Evaluate gender impacts of the Plan in the CSACP review (Year 5)	Indicator: Workshop participants (gender disaggregated) report improved understanding of gender-specific needs Target: Indicator achieved ¹⁶⁴	Year 2	PMU Gender Expert	No additional cost implications
		Analyse cross-cutting gender impacts in key sectors within the five Sector-Specific Climate Training Program (Year 3)	Indicator: Proportion of women participating in the CSACP workshop Target: 50% of participants (15 out of 30 participants) in the CSACP workshop are women	Year 2	PMU Gender Expert	No additional cost implications
			Indicator: Number of representatives of women's groups or women-focused civil society organisations participating in the CSACP workshop Target: At least one representative of women's groups or women-focused civil society organisations participate in the CSACP workshop	Year 3	PMU Gender Expert	No additional cost implications
1.1.5 Establish a financial framework and business model for sustainable climate services	Ensure that the sector scoping analyses the gender-specific needs of climate-vulnerable sectors – with a particular focus on subsistence agriculture	Indicator: Sector scoping includes analysis of needs in sectors where women play a key role, such as health and subsistence agriculture Target: Indicator achieved ¹⁶⁵	Years 3 – 4	Consultant	USD 21,000	
		Indicator: Financial framework is drafted with gender-responsive language	Years 4 – 5	Consultant	USD 63,000	

¹⁶³ To be determined based on the stakeholder consultation workshops

¹⁶⁴ To be assessed by the Gender Expert

¹⁶⁵ To be assessed by the Gender Expert

		and other sectors where women are key players, and where women's actions have impact on household food, nutritional and water security Ensure that the financial framework and business model is drafted with gender-responsive language	Target: Indicator achieved ¹⁶⁶			
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RESULT 2 – STRENGTHENED OBSERVATIONS, MONITORING, ANALYSIS AND FORECASTING OF CLIMATE AND ITS IMPACTS

ACTIVITY	SUB-ACTIVITY	GENDER MAINSTREAMING ACTIONS	INDICATORS, BASELINES AND TARGETS ¹⁶⁷	TIMELINE	RESPONSIBILITY	ESTIMATED BUDGET
2.1 – Enhance infrastructure and technical support for observations and monitoring	2.1.1 Expand and upgrade the meteorological observation network to GBON standards	Ensure gender equity in human resource development	Indicator: Number of women hired as local technicians at DNMG Target: 2 of the 4 local technicians hired (50%) at DNMG are female	Year 1	DNMG	No additional cost implications
	2.1.2 Implement a robust program of training and capacity building including QMS	Ensure gender equality in training and capacity building	Indicator: Proportion of women participating in the Quality Management System (QMS) course, Basic Information Package Meteorological Training (BIP-MT) and AWS assembly and calibration training Target: 50% of participants in the Quality Management System (QMS) course (15 out of 30 participants In Year 1), Basic Information Package Meteorological Training (BIP-MT)	Years 1, 4 and 5	DNMG	No additional cost implications

¹⁶⁶ To be assessed by the Gender Expert

¹⁶⁷ To be reviewed and refined as necessary by the Gender Expert in the inception phase of the Project

			training, and AWS assembly and calibration training (1 of 2 technicians in Year 1 and 4) are women			
	2.1.3 Initiate Internet of Things (IoT) approaches	Ensure that the design, development and piloting of IoT is responsive to gender-specific needs	Indicator: Proportion of women participating in the annual IoT workshops Target: 50% of participants (15 out of 30 participants) in each annual IoT workshop are women	Years 1 – 5	PMU Gender Expert ICTP	No additional cost implications
2.2 – Strengthen climate modelling and impact-based forecasting	2.2.1 Establish a National Forecasting Centre	This sub-activity does not have a specific gender dimension but is essential for the overall success of the Project and will therefore indirectly contribute to gender-responsive development impact.	N/A	N/A	N/A	N/A
	2.2.2 Enhance climate risk modelling and prediction	Ensure gender equality in capacity development	Indicator: Proportion of women participating in the one-month training on climate change modelling Target: 50% of participants in the training on climate change modelling are women	Year 1	CCCB Technical Partner	No additional cost implications
	2.2.3 Establish impact-based forecasting and decision-support systems for agriculture, DRR and marine sectors	Tailor impact-based forecasting and decision-support systems (DSS) for agriculture, disaster risk reduction and marine	Indicator: Impact-based forecasts and DSS for agriculture, disaster risk reduction and marine sectors are responsive to gender-specific vulnerabilities and risks Target: TBD ¹⁶⁸	Years 1 – 5	FAO RIMES DNMG	No additional cost implications

¹⁶⁸ Indicator and target to be refined by the Gender Expert in the inception phase of the Project

		sectors to the needs and capabilities of women and other vulnerable and/or marginalised groups				
2.3 – Establish climate services for health	2.3.1 Establish a national Climate and Health Working Group	<p>Ensure meaningful participation and engagement of women in decision-making processes and decisions made by the Climate and Health Working Group, based on recommendations provided by the Gender Expert</p> <p>Analyse climate-related health impacts on women and other marginalised groups in a dedicated Gender Session during each annual Working Group workshop</p>	<p>Indicator: Proportion of women representatives in the Climate and Health Working Group Target: At least 60% of the representatives (12 out of 20 persons) in the Climate and Health Working Group are women</p>	Years 1 – 5	PMU Gender Expert	No additional cost implications
	2.3.2 Establish an air quality monitoring framework	Ensure gender equality in capacity development	<p>Indicator: Proportion of women participating in the local stakeholder engagement workshops Target: 50% of participants in the local stakeholder engagement workshops are women</p>	Years 2 – 4	PMU Gender Expert	No additional cost implications
	2.3.3 Co-develop tailored forecasting and decision support for health	Tailor health-related forecasting and the decision-support system (DSS) for health to the	<p>Indicator: Proportion of women participating in the two workshops on the health DSS</p>	Years 1 – 5	RIMES	No additional cost implications

		needs and capabilities of women and other vulnerable and/or marginalised groups	<p>Target: At least 50% of participants (13 out of 25 participants) in each of the two workshops on the health DSS are women</p> <p>Indicator: Health DSS is responsive to gender-specific needs</p> <p>Target: TBD¹⁶⁹</p>			
	2.3.4 Develop a mobile app for health-related forecasts and advisories	Tailor the mobile application to the needs of capabilities of women and other vulnerable and/or marginalised groups	<p>Indicator: Mobile application for health-related forecasts and advisories is responsive to gender-specific needs</p> <p>Target: TBD¹⁷⁰</p>	Year 1	RIMES	No additional cost implications

RESULT 3 – IMPROVED DISSEMINATION AND COMMUNICATION OF RISK INFORMATION AND EARLY WARNING

ACTIVITY	SUB-ACTIVITY	GENDER MAINSTREAMING ACTIONS	INDICATORS, BASELINES AND TARGETS ¹⁷¹	TIMELINE	RESPONSIBILITY	ESTIMATED BUDGET
3.1 – Establish targeted multi-hazard early warning information systems	3.1.1 Convene a technical working group for EWS	Ensure that early warning systems (EWS) are tailored to the specific needs and capabilities of women and other vulnerable and/or marginalised groups	<p>Indicator: Proportion of women representatives in the EWS working group</p> <p>Target: At least 50% of the representatives (8 out of 15 persons) in the EWS working group are women</p>	Years 1 – 5	PMU Gender Expert	No additional cost implications
		Ensure gender equality and gender mainstreaming best practices are incorporated into the	<p>Indicator: Number of representatives of women’s groups or women-focused civil society organisations participating in the EWS working group</p> <p>Target: At least one representative of women’s groups or women-focused civil society</p>	Years 1 – 5	PMU Gender Expert	No additional cost implications

¹⁶⁹ Indicator and target to be refined by the Gender Expert in the inception phase of the Project

¹⁷⁰ Indicator and target to be refined by the Gender Expert in the inception phase of the Project

¹⁷¹ To be reviewed and refined as necessary by the Gender Expert in the inception phase of the Project

		<p>EWS Standard Operating Procedures (SOPs). This will be supported by review of the SOPs by the Gender Expert to identify gender gaps and mainstreaming opportunities.</p> <p>Conduct an in-depth stakeholder consultation workshop at the start of Project implementation to inform the recommendation of concrete actions that will enable meaningful participation of women and other vulnerable and/or marginalised groups throughout the Project (led by the Gender Expert)</p> <p>Conduct regular stakeholder consultations, including an annual workshop, with representatives of all stakeholders in the climate services value chain to analyse the gender-responsiveness of Project implementation and identify opportunities for gender mainstreaming</p>	<p>organisations participate in the EWS working group</p> <p>Indicator: Number of actions targeted to the needs of women and other marginalised groups included in the EWS SOPs</p> <p>Baseline: 0</p> <p>Target: TBD¹⁷²</p>	<p>Years 1 – 5</p>	<p>PMU Gender Expert Local Consultant</p>	<p>No additional cost implications</p>
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¹⁷² Target to be defined by the Gender Expert in the inception phase of the Project

		and gender-transformative action				
	3.1.2 Co-develop socially inclusive and gender-responsive localised communication strategies	Ensure meaningful engagement and participation of women through flexible timing and provision of women-only sessions / focus groups	Indicator: Number of gender-responsive actions tailored to location-specific needs included in the communication strategies Baseline: 0 Target: TBD ¹⁷³	Years 1 – 5	PMU Gender Expert Consultant	USD 25,200
	3.1.3 Enhance community-based early warning systems	Ensure that the community-based early warning system (EWS) and capacity building activities are tailored to the specific needs and capabilities of women and other vulnerable and/or marginalised groups	Indicator: Community-based EWS is responsive to gender-specific needs Target: TBD ¹⁷⁴	Years 1 – 5	CVTL	No additional cost implications
	3.1.4 Disseminate sector-specific early warning information for agriculture	Provide training on gender-specific needs and gender-responsive actions with regards to disaster risk	Indicator: Agriculture extension officers, supervisors and MAF staff members trained in gender-responsive disaster risk management Target: At least one training session on gender-responsive disaster risk management conducted	Years 2 – 5	FAO MAF	Included in training budget USD 264,800
RESULT 4 – ENHANCED CLIMATE RISK MANAGEMENT CAPACITY						
ACTIVITY	SUB-ACTIVITY	GENDER MAINSTREAMING ACTIONS	INDICATORS, BASELINES AND TARGETS ¹⁷⁵	TIMELINE	RESPONSIBILITY	ESTIMATED BUDGET

¹⁷³ Target to be defined by the Gender Expert in the inception phase of the Project

¹⁷⁴ Indicator and target to be refined by the Gender Expert in the inception phase of the Project

¹⁷⁵ To be reviewed and refined as necessary by the Gender Expert in the inception phase of the Project

4.1 – Build capacity to prepare for and respond to climate risks and hazards	4.1.1 Enhance disaster preparedness capabilities from national to community level	Ensure gender equality in capacity development	Indicator: Proportion of women participating in peer learning on community health in Indonesia and in training on climate-related health risks and disaster risk reduction (DRR) Target: 50% of participants in peer learning on community health in Indonesia (1 of the 2 participants) and in training on climate-related health risks and DRR are women	Years 1 – 5	CVTL	USD 1,500
		Analyse gender-specific and other intersectional vulnerabilities in the Community-Based Disaster Risk Management (CBDRM) Working Group meetings	Indicator: CBDRM Working Group minutes report on gender-specific and other intersectional vulnerabilities Target: Indicator achieved ¹⁷⁶	Year 1	CVTL	No additional cost implications
		Ensure that the Community Action Plans (CAPs) include actions that are responsive to the specific needs of women and other vulnerable and/or marginalised groups	Indicator: Number of actions targeted to the specific needs of vulnerable groups (including women, children, elderly people and people with disabilities) included in the CAPs Baseline: 0 Target: TBD ¹⁷⁷	Years 1 – 5	CVTL	No additional cost implications
	4.1.2 Build capacity of the National Disaster Management Directorate (NDMD) for EWS	Ensure gender equality and gender mainstreaming best practices are incorporated into the Standard Operating Procedures (SOPs) for disaster preparedness. This will be supported by review of the SOPs by the Gender Expert to	Indicator: Number of actions targeted to the needs of women and other marginalised groups included in the SOPs Baseline: 0 Target: TBD ¹⁷⁸	Year 2	PMU Gender Expert Gender Expert	No additional cost implications
			Indicator: Proportion of women participating in training on EWS Target: 50% of participants in training on EWS are women	Year 1	NDMD	No additional cost implications

¹⁷⁶ To be assessed by the Gender Expert

¹⁷⁷ Target to be defined by the Gender Expert in the inception phase of the Project

¹⁷⁸ Target to be defined by the Gender Expert in the inception phase of the Project

		<p>identify gender gaps and mainstreaming opportunities.</p> <p>Ensure gender equality in training on EWS</p> <p>Deliver a dedicated session on gender-responsive EWS during the training for NDMD staff in Year 1</p> <p>Document pre- and post-assessments of training focusing on gender impacts</p>	<p>Indicator: Number of dedicated training sessions on gender-responsive disaster risk management conducted Target: At least one dedicated training session conducted</p> <p>Indicator: EWS training participants (gender disaggregated) report an improved understanding of gender-specific vulnerabilities and needs with regards to disaster risk management Target: Indicator achieved¹⁷⁹</p>	<p>Year 1</p> <p>Year 1</p>	<p>PMU Gender Expert</p> <p>PMU M&E Advisor Gender Expert</p>	<p>No additional cost implications</p> <p>Included in M&E budget</p>
	4.1.3 Increase public awareness and education on climate hazards, related health risks and early warning	<p>Ensure that the public awareness and education campaign is tailored to the specific needs and capabilities of women and other vulnerable and/or marginalised groups</p>	<p>Indicator: Proportion of women participating in the community-level health awareness and education campaign on climate-related health risks Target: 50% of participants in the community-level health awareness and education campaign on climate-related health risks are women</p> <p>Indicator: Public awareness and education materials are gender-responsive and tailored to the varying needs and capacities of different end-users (e.g., language requirements, literacy levels, different levels of access to communications assets) Target: Indicator achieved¹⁸⁰</p>	<p>Years 1 – 5</p> <p>Years 1 – 5</p>	<p>CVTL</p> <p>CVTL Gender Expert</p>	<p>No additional cost implications</p> <p>No additional cost implications</p>
	4.1.4 Conduct a targeted disaster				Consultant	USD 27,700

¹⁷⁹ To be assessed by the Gender Expert

¹⁸⁰ To be assessed by the Gender Expert

	risk awareness and education campaign for women	Ensure meaningful participation and engagement of women, based on recommendations provided by the Gender Expert	<p>Indicator: Information and education materials are gender-responsive and tailored to the varying needs and capacities of women (e.g., language requirements, literacy levels, level of access to communications assets) Target: Indicator achieved¹⁸¹</p> <p>Indicator: Women report increased awareness and understanding of climate-related disaster risk Target: Indicator achieved¹⁸²</p>	Years 1 – 5 Years 1 and 5	PMU M&E Advisor Gender Expert	Included in M&E budget
4.2 – Establish Forecast-based Financing (FbF)	4.2.1 Establish a Roadmap for FbF	<p>Ensure that gender-specific risks, exposure and vulnerabilities are analysed in the Risk Assessment for Forecast-based Financing (FbF)</p> <p>Ensure that rural women and other vulnerable groups are engaged with as FbF stakeholders</p> <p>Ensure that the financial mechanism for early action is designed to enable equal access to funding for women and men</p>	<p>Indicator: Roadmap is drafted in gender-sensitive language and includes specific gender-responsive actions Target: Indicator achieved¹⁸³</p> <p>Indicator: Financial mechanism is socially inclusive and responsive to gender-specific needs, capacities and access Target: Indicator achieved¹⁸⁴</p> <p>Indicator: Capacity to implement FbF is built in a gender-responsive and equitable manner Target: Indicator achieved¹⁸⁵</p> <p>Indicator: Proportion of women participating in FbF working groups Target: 50% of participants in FbF working groups are women</p> <p>Indicator: Number of actions targeted to the specific needs of vulnerable groups (including</p>	Years 1 – 5 Year 1 and 5 Years 1 – 5 Years 1 – 5 Years 1 – 5	IFRC Consultant IFRC CVTL PMU Gender Expert IFRC PMU	No additional cost implications USD 25,000 No additional cost implications No additional cost implications

¹⁸¹ To be assessed by the Gender Expert

¹⁸² To be assessed by the Gender Expert

¹⁸³ To be assessed by the Gender Expert

¹⁸⁴ To be assessed by the Gender Expert

¹⁸⁵ To be assessed by the Gender Expert

		<p>Ensure gender equality in FbF capacity development</p> <p>Ensure meaningful participation and engagement of women in the FbF working group, based on recommendations provided by the Gender Expert</p> <p>Ensure that Early Action Protocols (EAPs) include gender-responsive actions</p>	<p>women, children, elderly people and people with disabilities) included in EAPs</p> <p>Baseline: 0 Target: TBD¹⁸⁶</p>		Gender Expert IFRC	No additional cost implications
	4.2.2 Develop capacity for Early Warning Early Action (EWEA) in agriculture	<p>Ensure that Early Action Protocols (EAPs) for agriculture include gender-responsive actions</p> <p>Ensure the active participation of women in the EAPs through assigned leadership roles outcomes</p> <p>Ensure gender equality in training on EWEA</p>	<p>Indicator: Number of actions targeted to the specific needs of vulnerable groups (including women, children, elderly people and people with disabilities) included in EAPs for agriculture</p> <p>Baseline: 0 Target: TBD¹⁸⁷</p> <p>Indicator: Number of women with assigned leadership roles in implementing the EAPs</p> <p>Baseline: 0 Target: TBD¹⁸⁸</p> <p>Indicator: Proportion of women participating in training on EWEA</p> <p>Target: 50% of participants in training on EWEA are women</p>	<p>Years 1 – 5</p> <p>Years 2 – 3</p> <p>Years 1 – 5</p>	<p>FAO DNMG NDMD MAF</p> <p>FAO</p> <p>FAO DNMG NDMD MAF</p>	<p>Included in project budget</p> <p>No additional cost implications</p> <p>No additional cost implications</p>

¹⁸⁶ Target to be defined by the Gender Expert in the inception phase of the Project

¹⁸⁷ Target to be defined by the Gender Expert in the inception phase of the Project

¹⁸⁸ Target to be defined by the Gender Expert in the inception phase of the Project