



**GREEN
CLIMATE
FUND**

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Consideration of funding proposals – Addendum XX Gender assessments and action plans

Summary

This addendum contains the gender documentation for funding proposals submitted for the consideration of the Board at its fifteenth meeting (FP028-FP030, FP033-FP037). The documents are included as provided by the accredited entities in the respective annex to each funding proposal.

In the case of FP032, a standalone gender document has not been provided, since the gender component is captured in the funding proposal and related annexes.

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Gender Action Plan

XacBank Funding Proposal Annex 8

| Activities | Indicators and Targets | Timeline | Responsible organizations (excluding the FP) |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|----------------------------------------------|
| <p>Impact: Increased number of energy efficiency and renewable energy related business enterprises managed by women and men.</p> <p>Outcome: Improved access to energy efficiency and renewable energy finance by women and men.</p> <p>Means of verification: Gender disaggregated data assessed against appropriate indicator to measure enhanced access for women to energy efficiency and renewable energy loans.</p> | | | |
| <p>Output 1: 50% of loan clients fund-wide are women-led MSMEs</p> | | | |
| <ul style="list-style-type: none"> • Develop outreach programs targeted at industries with high rates of women involvement (e.g. light industry, service industry) • Develop outreach programs targeted at existing XacBank clients that are women-led MSMEs • Create materials and train bank employees in how to formalize informal SMEs, as many women-led SMEs are informal and operated out of their homes in the Ger district • Provide information to non-women-led MSMEs on how to become classified as women-led, and aid them in doing so • Work with women-led MSMEs to ensure that the offerings are able to match up with their particular financing needs • Implement knowledge-sharing and client recommendation practices with local women's economic empowerment NGOs | <p>Loan data of MSME clients disaggregated by gender and classified as women-led based upon achieving one of the three criteria below:</p> <ol style="list-style-type: none"> 1. Greater than 50% ownership by women 2. At least 30% women on company board or in senior management positions 3. At least 40% of employees are women <p>At least 50% of participating MSMEs must be women-led</p> | <p>Gender ratio achieved by third year of program operation and until program completion</p> | <p>XacBank branch offices</p> |

| | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-------------------------------------------------------------------|
| Output 2: Equal interest from men and women-led MSMEs in participating in program | | | |
| <ul style="list-style-type: none"> Undertake targeted advertising in women in business forums and organizations. Undertake knowledge-sharing with local women's economic empowerment NGOs, in both directions. On the one hand, the MSME program will receive input regarding the needs of these organizations, on the other hand, they will become aware of the gender-focused program, and encourage women-led MSMEs they aid to incorporate energy efficiency and renewable energy measures in their businesses. Spread awareness on the gender diversity dimensions of the project through marketing and publicity strategies | <ul style="list-style-type: none"> Data on potential SME program client meetings and inquiries disaggregated by sex All inquiring companies to be classified as either women-led or not, regardless of if they end up participating in the program. This data will be compared to target ratios Aim for 50% of company inquiries from women-led SMEs, adjust gender-targeted marketing based on if these goals are achieved | Throughout the program operation | XacBank marketing department and other relevant departments |
| Output 3: Ensure local businesses' capacity building on climate finance competencies is equally shared between genders | | | |
| <ul style="list-style-type: none"> Establish gender equity in local talent identification and recruitment | <ul style="list-style-type: none"> Outsourcing employment statistics to be disaggregated by gender Aim for 50% of all external advisors to be women | At all points wherein local outsourcing is conducted | Relevant local organization/consultants |
| Output 4: Knowledge management products highlighting equal gender access to climate finance programs to be prepared and disseminated | | | |
| <ul style="list-style-type: none"> Highlight gender goal achievement status and report on gender disaggregated statistics in progress report Publish case studies to represent gender diversity of the program and disseminate these on public forums | Every quarter of program operation | | XacBank Marketing team XacBank Business Banking department |

Gender Assessment

XacBank Funding Proposal - Annex 9:

Mongolia: MSME Business Loan Program for GHG Reduction

Brief Gender Assessment

I. Introduction

This assessment aims to provide an overview of the gender situation in Mongolia, identify gender issues that are relevant to the program, and examine potential gender mainstreaming opportunities given the scope of the program. The assessment was based on available data from studies conducted by various international organizations, all of which are cited in the relevant text. The full text of these studies can be provided upon request.

II. Existing Gender Inequality

Numerous comprehensive studies on the state of gender inequality in Mongolia have been conducted. In 2015, the World Economic Forum's Global Gender Gap Index ranked Mongolia 56 out of 145 nations for its gender gap (a higher ranking represents a lower gap between men and women in that country). The ranking takes into account economic, political, educational, and health factors. Significantly for this proposal, Mongolia ranked 22nd in terms of economic participation and opportunity for women. Mongolia also ranked alongside other nations as first for having no gap in the health and safety of women. Mongolia, however, ranked lower on educational attainment (73rd) and was particularly low in the category of political empowerment (117th).

The Swiss Agency for Development and Cooperation conducted a Gender Overview of Mongolia in 2014. The major findings of this report were that:

- Mongolia's regulatory framework for gender equality is relatively strong. Mongolia fully supports international human rights standards and is a signatory to all major international instruments pertaining to women's rights and gender equality. National legislation is comparatively comprehensive.
- Pronounced gender bias exists in the division of labor between men and women, and the labor market is highly occupationally segmented by gender. Although women play a major role in the economy, they continue to lag behind in labor relations. The most feminized employment sectors are those that are typically paid through state budgets and have the lowest salaries. Female employees are concentrated in sectors that are economically static and low paid, such as education, health care, social services and culture.
- There are gender remuneration gaps in Mongolia. There are persistent patterns of direct and indirect discriminatory practices against women in regard to recruitment and equal pay.
- Political empowerment remains one of the weakest indices of Mongolia in terms of gender equality. Women continue to be underrepresented at political decision-making levels. In 2014, only 14.47 percent of parliamentary seats are held by women. Gender stereotypes are common among the general public in Mongolia.
- Domestic violence is a serious problem for women in Mongolia. The National Center against Violence estimated in 2010 that one in three women in Mongolia was a victim of domestic violence and one in 10 was a victim of battery.
- There is insufficient gender-disaggregated data at the national level in various sectors. According to a UNIFEM assessment conducted in 2006, Ministries do not disaggregate sectoral data by gender. In addition, gender dimensions are overlooked in the area of infrastructure in both the public and private sectors. Gender-based analysis and gender-impact assessments thus cannot be properly conducted in any sectors, resulting in ignorance of the gender gaps and constraints at the policy-making level.

III. Legal and Administrative Framework Protecting and Promoting Gender Equality in Mongolia

Women's economic empowerment is supported by a favorable legal and regulatory environment in Mongolia, on both an international and national legislative level. On an international level, Mongolia is signatory to international instruments pertaining to women's rights and gender equality, including the following:

- Universal Declaration of Human Rights
- International Covenant on Economic, Social and Cultural Rights
- International Covenant on Civil and Political Rights
- Convention on the Political Rights of Women
- Convention on the Elimination of All Forms of Discrimination Against Women
- Convention on the Elimination of All Forms of Racial Discrimination
- Convention on Improvement of the Situation of Women in Rural Areas

- Convention on the Rights of the Child
- United Nations Convention against Transnational Organized Crime and its Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children
- ILO conventions on equal remuneration and discrimination with respect to employment and occupation
- Convention on the Rights of Persons with Disabilities
- Convention Against Discrimination in Education
- Maternity Protection of ILO Convention 103
- Worst Forms of Child Labor Convention 182 and Recommendation 190
- Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography
- Equal Remuneration Convention

On a national level, Mongolia's Constitution prohibits discrimination based on gender. In 2011, Mongolian parliament adopted the Law on Promotion of Gender Equality. The law calls for equal participation of men and women in all political, legal, economic, cultural, and social spheres. The law has been implemented by the National Committee on Gender Equality, which has domain throughout Mongolia. In addition, civil law guarantees women's labor rights and women's right to property ownership and inheritance. This legal framework creates an enabling environment for women-owned SMEs. As the Swiss Development Agency report writes, "the regulatory framework for gender equality is relatively strong in Mongolia. Gender equality, protection from any violation of rights, equal and fair participation, and social justice for women, men, girls and boys have been enshrined in the National laws" A summary of these national laws can be found in Addendum 1.

IV. Women and MSMEs in Mongolia

Outside of Mongolian government legal structures that call for gender inclusion in the economy, there are many programs supporting SME development in Mongolia. The Ministry of Labor operates a SME Development Department unit which aims to create an enabling environment for the success of SMEs. Through this department, the Ministry of Labor has launched two large-scale programs to develop domestic SMEs. The first program, completed in 2004, focused on infrastructure issues, while the second program, completed in 2012, focused on enhancing the legal and policy environment to support SMEs. By nature of the high employment and ownership rates of women in Mongolian SMEs, these programs have supported the economic empowerment of Mongolian women, though they do not have a gender-segregated component.

There is currently no official definition for what qualifies as a woman-led SME from the Mongolian government, which is a limiting factor in the collection of baseline data. The Mongolia Enterprise Survey 2013 recently completed by the World Bank, which shows the percentage of firms with female ownership at 38.9%. Women's participation in Mongolian SMEs is strong for a variety of reasons. These reasons are explained below in quotations extracted from an International Finance Corporation (IFC) report titled "SMEs and Women-owned SMEs in Mongolia" which can be found here: <https://www.ifc.org/wps/wcm/connect/d85f65804697b853a598bd9916182e35/Women+SME-Mongolia-Final.pdf?MOD=AJPERES>

"Mongolian culture exhibits collectivistic cultural characteristics: it is family-oriented with a strong cultural identity and cohesiveness. Women have been participating in all activities related to this way of life as well as in taking decisions about family businesses. Today, family ties still play a significant role. Many of the businesses are established as family businesses or with the support of family members. Even if a woman is not an owner, she nevertheless takes an active part in key business decisions.

Another factor that has played a role in the high social status of women in Mongolia is the equality in education and social rights granted to women during the communist era from 1924 to 1990. After the collapse of the communist system, Mongolia witnessed a rise in women's social status as many of women started their own businesses and now perform the same jobs men do.

This study revealed that the issues confronting women entrepreneurs do not differ considerably from those confronting male entrepreneurs in terms of doing business and access to finance. The legal framework provides women equal rights in inheritance, land use and ownership of the property. However, industry stakeholders are of the opinion that women entrepreneurs usually possess less movable and immovable assets. Women's businesses are typically smaller, demonstrate 5 lower turnover rates and have fewer employees. In general, women are more likely to employ women.

While government programs do not employ gender mainstreaming methods, several Mongolian NGOs focus on a gender-mainstreamed approach to supporting Mongolian women-owned SMEs. The first is the Mongolian Women's Fund (MONES), which supports the business development of micro, women-entrepreneur start-ups. The second is the Asia Foundation's Women's Business Center, which provides advisory, infrastructure, and financial support to women-owned SMEs."

For more information on this topic, please see the attached report conducted by IFC, linked above.

V. Women's Access to Financial Sector

Across all banks, loans to SMEs represent 9% of total assets and 16% of loans outstanding. A survey conducted by IFC using a random sampling of 45,000 SMEs extracted from the labor data base provides a helpful gender dis-aggregated lens for understanding the relationship between women-led SMEs and the financial sector. Significant findings of the survey are as follows:

- The most common sector of operation for SMEs is the services sector (47%), followed by trade (wholesale and retail, 22%) and production (16%).
- Women-owned businesses employ fewer staff than men-owned businesses
- Women-owned businesses employ more women; 52% of their employees are women, compared to 32% female staff in men-owned enterprises.
- Women-owned businesses are smaller in annual turnover; with 63% of them having a turnover of less than MNT 50 million in 2013 (45% in the case of men-owned and 42% of family businesses).
- Access to finance is the main obstacle and is more frequently mentioned by male entrepreneurs (cited by 48% of men-owned, 38% of women-owned and 39% of family businesses)
- Only 26% of male entrepreneurs and 20% of female entrepreneurs receive advice from banks
- While 74% of male entrepreneurs receive some kind of financial advice, almost 40% of women entrepreneurs do not receive any
- While most of the men who tried to get a loan were successful, women entrepreneurs and family businesses were more often rejected by banks.
- 72% of family businesses, 53% of men-owned and 49% women-owned enterprises have or recently had a loan outstanding
- Women complain more about difficulties in providing financial documents and slow processing of loan applications, as they seem to be more sensitive to those issues.
- While men most often get loans above MNT 40 million, the majority of women entrepreneurs get loans below MNT 20 million.
- 9% of women-owned businesses get loans above MNT 200 million, while only 4% of men-owned companies obtain loans with such large balances.
- While most women pay interest rates similar to those regularly offered (47%), men more often get lower rates.

More information on the results of this survey can be found in the above linked IFC report.

VI. XacBank's Gender Inclusion Practices

XacBank promotes gender equality in two ways: in internal employment practices, and in external customer service. With regards to internal gender policy, XacBank is an equal opportunity employer, with 64% of company employees and 47 % of senior leadership being women.

In terms of external client-facing practices, in 2014, XacBank engaged IFC to conduct a review of XacBank's SME practices. Spurred by these findings, which highlight market opportunity in this sector, this here proposed program was designed to cater to women-led MSMEs using the above articulated gender action plan. The FP is confident that the heretofore proposed program will live up to the GCF's Gender Policy and Action Plan by way of ensuring that women and men equally contribute to and benefit from activities supported by the fund.

VII. Recommendations

In authoring this document, XacBank recognizes the particular gender environment in which this program is operating. Numerous recommendations are necessary given the above described gender context in order for XacBank's here proposed program to successfully reduce some of these existing inequalities and comply with all national and international gender-related regulations. For information regarding the specific actions XacBank plans to take given these contexts, refer to the Gender Action Plan, enclosed as an annex to the Funding Proposal.

Addendum 1: **Summary of National Laws Containing Gender-Equality Provisions** (extracted from the Swiss Development Agency report “Gender Overview – Mongolia, 2014 which can be found in original form at <https://www.eda.admin.ch/content/dam/countries/countries-content/mongolia/en/SDC-Gender-%20Overview-Mongolia-%202014-EN.pdf>)

| # | Name of legislation | How it addresses gender issues |
|---|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Constitution of Mongolia (1992) | <p>Social reforms underway since 1990 have consolidated the rights of women, enshrined in the 1992 Constitution (MCA-Mongolia; ESOC 2011, 6). Article 16 of the Constitution of Mongolia institutes gender equality, stating</p> <p style="text-align: center;"><i>Men and women have equal rights in the political, economic, social, cultural life and family relations.</i></p> <p>And it is stipulated in Article 14 that:</p> <p style="text-align: center;"><i>Everyone shall be free from any types of discrimination based on his/her ethnicity, language, race, age, sex, social status, wealth, employment, position, religious belief, viewpoints and education level.</i></p> |
| 2 | Law on Promotion of Gender Equality (2011) | This law specifically ensures gender equality in political, legal, economic, social, cultural and family relations, and regulates relations related to their implementation. It spells out the responsibilities of specific public agencies to ensure gender equality (Khan and Aslam 2013). |
| 3 | Criminal Code (as amended in 2008) | The Criminal Code contains several provisions to prevent crimes violating women’s rights. The Code’s “amendment which included a full definition of trafficking according to international standards is another milestone in the area of gender equality and protection of women’s rights” (Purevjav 2010, 203). Article 126 of the Code states that rape is illegal in Mongolia (The Advocates for Human Rights 2013). |
| 4 | Civil Code (2002) | Civil law contains a concentration of legal principles concerned with the regulation of civil life -affairs between private individuals and transactions undertaken between a public body and an individual are governed by civil law (Tseveen and Garbold 2006). It specifies that the “Citizens of Mongolia shall equally enjoy a civil law capacity equally, i.e. capacity to have the rights and duties of citizens” (Civil Code of Mongolia 2006). To illustrate, the law ensures that: |

| | | |
|---|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <ul style="list-style-type: none"> • Sons and daughters have equal inheritance rights to property - Civil Code, Art. 520 • Female and male surviving spouses have equal inheritance rights to property - Civil Code, Art. 520 • Unmarried men and unmarried women have equal ownership rights to property - Civil Code, Arts. 101.1 and 127.2 • Married men and married women have equal ownership rights to property - Civil Code, Arts. 127.2 and 128.1 • The law provides for the valuation of non-monetary contributions during marriage - Civil Code, Art. 126.4 |
| 5 | Labour Law (1999) | <p>The Law prohibits gender-based discrimination in employment and contains some sections protecting the rights of pregnant and nursing women. For instance:</p> <ul style="list-style-type: none"> • Sections 7.4 and 7.5 - It is illegal for an employer to ask about family status during a job interview, • Section 100 -Penalises and prevents the dismissal of pregnant women. • Section 106 - Employers must give employees an equivalent position when they return from maternity leave. • Section 103 - Employers are required to provide break times for nursing mothers. <p>However, the law does not allow non-pregnant and non-nursing women to undertake the same jobs as men (Labour Law, Sections 101 and 108), and does not mandate equal remuneration for men and women for work of equal value (Labour Law, Section 49).</p> |
| 6 | Law on Domestic Violence (2005) | <p>“The purpose of the law is to regulate all matters pertaining to protection against human rights violations, ensuring victims’ safety, holding perpetrators accountable, and regulating the participation of government and NGOs, citizens, economic entities and authorities in combating and preventing domestic violence” (Law on Domestic Violence 2005).</p> <p>The enactment of the law was a significant step forward in strengthening women’s rights and efforts to reduce violence against women (Purevjav 2010). However, “human rights activists and organisations in Mongolia are concerned that the law needs to be further strengthened to provide adequate protection to victims of domestic violence. Since the law was enacted, only 41 protective restraining orders have been issued, and none have been enforced by a court” (Chuhumbaatar 2013).</p> |
| 7 | Law on Health (2011) | <p>The Health Law provides the right to primary health care, maternal and child care and some public health services regardless of socio-economic status and health insurance coverage.</p> |
| 8 | Law on Education (2002, amended in 2006) | <p>The law reflects the principle of equality in education: Every citizen has an equal right to receive an education regardless of race, ethnicity, nationality, sex, religion, disability, social status and economic condition (UNESCO 2008). The amendment of the law in 2006 introduced such changes as:</p> <ul style="list-style-type: none"> - Educational settings will be free from discrimination and any form of emotional or physical punishment. |

| | | |
|----|---------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <p>- All forms of abuse, violence and corporal punishment will be prohibited in education settings (CRIN 2006).</p> |
| 9 | Law on Combating Trafficking in Persons (2012) | <p>The law was passed in 2012 by the Parliament of Mongolia; it stipulates “the duties of law-enforcement organisations in relation to combating human trafficking - a crime which predominantly involves women and children. The law also stipulates measures for the protection of victims’ rights and the upholding of their dignity” (SD C-Mongolia 2012). For example, Article 113 of the law articulates prosecuting internal trafficking, child prostitution cases and sexual exploitation.</p> <p>Although the Law on Trafficking in Persons is relatively new in Mongolia (Avkhia, Munkhbat and Theunissen 2014), a recent report reiterates the need for the government to recognise forced labour as a problem (US Department of State 2013, 267).</p> |
| 10 | Law on Social Welfare (2012) | <p>The law defines the age at which a woman can retire and receive full benefits as 55 and for man as 60 (Article 12.1.1). It also specifies that women aged below 45 and men aged below 50 who have more than four children under the age of 18 and who are the “single head of household”⁴ are entitled to social welfare payments (Article 12.1.5).</p> |
| 11 | Law on Allocation of Land to Mongolian Citizens for Ownership | <p>The Government of Mongolia attaches particular importance to ensuring gender equality, in particular in relation to improving both men and women’s access to land and promoting the land-ownership process to implement the Law on Privatising Land for every citizen. An historic decision to privatise land only for citizens of Mongolia was made in 2002. A lot has been achieved in advancing the land ownership rights of women since the adoption of the aforementioned law. However, the rapid and intensive changes taking place in the country require amendments and improvements in the legislative framework (MCA-Mongolia 2013 d).</p> |
| 12 | Law on Parliament Election | <p>The Law on Parliamentary Election enacted in 2011, following Provision 7.2.2 of the Gender Equality Law states: “... <i>determining the number of seats or implementing other such quotas aimed at equalising the representation of men or women at political and decision-making levels</i>”.</p> <p>However, there are still a number of areas that need to be addressed. There are a few clauses that have not yet been enforced and hence require a greater effort to ensure the law is fully realised, including: “7.2.3. <i>Special measures to eliminate gender imbalances in certain sectors or setting up discounts, incentives or benefits to improve imbalanced gender representation in a trade or occupation; 11.4.1. Incorporate in organisation’s internal procedures specific norms for prevention of sexual harassment in a workplace and the redress of such complaints; 14.6. The value of unpaid labour for household work, family business, child care or care for elderly devoted by a spouse since marriage shall be considered as his or her contribution to social wealth and family economy.</i>”</p> |
| 13 | Law on Family (1999) | <p>The purpose of the law is to regulate domestic law related to marriage, divorce, divorce settlement procedures, property and non-property relations of family members, adoption and child custody, and granting the same responsibilities and rights in marriage to both husbands and wives. In the article covering divorce, it stipulates that if the wife is pregnant and a child is under one year of age, it is forbidden to dissolve the marriage. During the dissolution process, spouses can agree on child custody and maintenance</p> |
| | | (MCA-Mongolia; ESOC 2011, 7). |
| 14 | Law on political parties (2005) | <p>The purpose of this law is the regulation of the registration of political parties, setting out the legal basis for their establishment, structures, and the conditions under which party activities may be suspended. This law used to have an article stipulating that 30 percent of total party members must be women (MCA-Mongolia; ESOC 2011, 7).</p> |



SUPPLY CHAIN FINANCE GENDER ASSESSMENT

Gender Mainstreaming Guide

Introduction

This document provides a high level framework that will guide the mainstreaming of gender related issues in the decision-making process of financing small scale projects through the SCF. It gives an overview of the gender baseline scenario in South Africa, providing a synopsis of the legal/policy framework which has been put in place to ensure indiscriminative participation of both men and women in the South African economy.

The socio-economic status of women in South Africa

South Africa achieved democracy in 1994. Central to this democracy was a commitment to equality, including gender equality and the empowerment of women. The founding principles of the Constitution of the Republic of South Africa include human rights, equality and freedom for everyone in South Africa. After 1994, the principle of gender equality influenced policy and legislation formulation in economic and development related areas such as access to employment, land, housing water health care and public works programme among others. Further, the South African government developed and implemented key domestic development programmes with an overarching focus to address the legacy of colonialism and apartheid. These included inter alia, the Reconstruction and Development Programme (RDP); Growth, Employment and Redistribution (GEAR) Shared Growth Initiative –South Africa (ASGISA) and many others. These programmes have culminated in the master development plan for the country, named the National Development Plan (NDP). Although these programmes, were meant to advance the country, they did not specifically focus on women, resulting therefore in the triple challenge of unemployment, poverty and inequality continuing to impact negatively on women in particular.

Additional programmes such as the Presidential Infrastructure Coordination Commission (PICC) and Operation Phakisa and the Green Economy have been put in place with the sole aim of providing the much-needed jobs and grow the economy South African economy. However, these programmes still do not have specific targeted performance measures for the up-liftment of women, hence there is doubt towards the realisation of the impact they can make.

The World Bank's South Africa Economic update published in Johannesburg in 2012, revealed that South Africa remains one of the most unequal societies in the world. The share of national consumption between the richest and poorest remains stubbornly stable: 20% of the richest population accounted for over 61% in consumption in 2011 down from a high of 64% in 2006. Meanwhile, the bottom 20% have been seen remaining fairly constant at below 4.5% (Statistics South Africa 2014).

Table 1: Indicators of Inequality in South Africa

| Inequality Indicators | 2006 | 2009 | 2011 |
|----------------------------------------------------------------------------------|------|------|------|
| Gini Coefficient (Income per capita including salaries, wages and social grants) | 0.72 | 0.70 | 0.69 |
| Gini Coefficient (Expenditure per capita excl. taxes) | 0.67 | 0.65 | 0.65 |
| % share of national consumption of the poorest 20% (Per capita) | 4.4 | 4.4 | 4.3 |
| % share of national consumption of the richest 20% (per capita) | 64.1 | 61.4 | 61.3 |

Source: Statistics South Africa: 2014

The last decade has further witnessed a marked increase in the number of those who are poor across the world, including South Africa, where three-quarters or 71% of the rural households were found to be poor. Over three in five (61%) of African households are poor compared to 38% of coloured households, 5% of Indian and 1% of white. Poverty has placed the greatest stress on family units but also on women, children and young people.

Inequalities still persist for example, for men and women, despite the wide spread recognition that when women's rights and the benefits accrue the whole society benefits. And women experience the deepening of a phenomenon called the feminization of poverty because of various other socio-economic factors- including the gendered division of labour in the household, the low value accorded to women's work; the concomitant clustering of women in low-paid jobs.

In tackling the challenge of poverty and inequalities, the South African government has put in place several programmes that are aimed at development and participation of SMEs in the economy. Such programmes span across all sectors of the green economy. Programmes are particularly meant to encourage participation of previously disadvantaged (PDA) communities including women and youth organizations. The South African Green Fund is seen as one of such programmes, a financial mechanism that is aimed at transitioning South Africa to a green economy. Though the Green Fund has played a catalytic role towards the green economy, it is also unfortunate that as a Fund that is meant to encourage participation of small scale players in the broader economy, it also did not have specified targets for vulnerable groups such as women, youth and the disabled. As such, the SCF project that initially benefitted through the Green Fund also did not have such targets.

This gender guide is aimed at ensuring that this trend of lack of specific targets for participation of vulnerable groups in such programmes is curbed. Through following this guide, the participation of organisations that are owned by different vulnerable groups will be improved.

Securing women's economic, social, and political participation in green initiatives and the overall economy will be achieved. Already, women and men are involved in climate change responses but in different ways. The Cancun Agreements acknowledge that gender equality

and the effective participation of women are important for all aspects of climate change, but especially for adaptation. Climate change hazards increase or heighten existing gender inequalities thereby contributing to the greater climate change vulnerability of many women. This is largely due to persistent gender norms and widespread gender discrimination that deny women income, legal rights, access to resources while assigning them the primary role in caring for their families and providing for their livelihoods, leading to women's marginalization in many ways.

Below are some of the key legislative instruments that the government has put in place in an effort to protect the rights of women and to ensure women participate in the mainstream of the economy.

Legal and Policy Framework on Gender

Several policies that govern the inclusion and indiscriminate of different groups have been put in place and all projects that seek funding from SCF will be expected to align with these legislative requirements some of which are listed below:

Constitution of the Republic of South Africa (1996)

Section 9 of the Constitution defines the goals towards achieving gender equality and are guided by a vision of human rights which incorporates acceptance of equal and inalienable rights of all women and men. This ideal is a fundamental tenet under the Bill of Rights of the Constitution of the Republic of South Africa (1996). It emerged from a long period of struggle for a democratic society that respects and promotes the rights of all its citizens irrespective of race, gender, age, disability etc. (Bill of Rights, Sections 9.1 to 9.4)

The Gender Policy Framework

This policy establishes the national goal, proposes central objectives, defines key indicators for attaining the goal and objectives, and identifies key national structures that are mandated to implement the programme. While the Gender Policy Framework is not prescriptive, it does set standards and norms for the national programme.

The Bill of Rights

This Bill is the cornerstone of South Africa's democracy. It enshrines the rights of all people in South Africa and affirms the democratic values of human dignity, equality and freedom. While every person is entitled to these rights, they also have a responsibility to respect them. The Bill of Rights binds the legislature, the executive, judiciary and all organs of State. The rights contained in the Bill of Rights are subject to the limitations contained in or referred to in Section 36 of the Constitution, or elsewhere in the Bill of Rights. They apply to all laws, administrative decisions taken and acts performed during the period in which the Constitution is in force. In terms of the Constitution, every person has basic human rights such as:

- equality before the law and equal protection and benefit of the law
- freedom from unfair discrimination
- the right to life
- the right to human dignity
- the right to freedom and security of the person.

Women Empowerment and Gender Equality Bill

This Bill aims to give effect to section 9 of the Constitution of the Republic of South Africa, 1996, in so far as the empowerment of women and gender equality is concerned; to establish a legislative framework for the empowerment of women; to align all aspects of laws and implementation of laws relating to women empowerment, and the appointment and

representation of women in decision making positions and structures; and to provide for matters connected therewith.

Project Gender Mainstreaming Action Plans

In screening of project proposals for SCF funding, the DBSA gender appraisal procedure shall be further applied. The SCF, in receiving project proposals, shall apply a gender mainstreaming approach in line with the DBSA gender requirements described in the Environmental and Social Safeguard Standards and Gender Policy. Each project would be expected to devise and submit its own gender mainstreaming plan. Table 3 provides a high level gender action plan for the SCF.

Table 2: Gender and Social Inclusion Action Plan: A Gender Mainstream Measuring Tool at Programme Level

| OBJECTIVE | POSSIBLE OUTCOME | ACTIVITY | INDICATOR |
|------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ensure potential beneficiary outreach in order to inform SMEs (both men and women owned companies) of the availability of funding resources from SCF | Increased interest of potential SCF participants/beneficiaries (measured through the number of applications received and funded) | Send RFPs that will target both men and owned companies via all possible media channels, calling for suppliers of both sexes. Ensure women participation in awareness workshops. Develop information and awareness material (Info on how to access resources); (i) brochures on SCF; (ii) post information on websites (of SCF, DBSA, Green Fund & Other participating stakeholders' intranets. | No. of women and men owned enterprises participating in awareness creation workshops; No of users on websites; No of new applications/funding proposals received from both men and women owned enterprises; No of enquiries received |
| Ensure increased participation of women owned enterprises in SCF and implementation of low-carbon and climate resilient projects | Increased number of women and vulnerable groups' (enterprises) participating in green economy activities through funding from SCF. Increased number of women owned SME companies accessing financial resources to implement low carbon/climate resilient projects. More women participating in the green economy. | Review eligibility/ funding criteria of SCF to target participation of both men and women owned companies to ensure gender balance in benefits | Amount of ZAR/USD increase as funding is provided to women and men owned enterprises, disaggregated by sex. |
| Increase total climate funding resources extended to women and vulnerable groups. | Increased total resources in ZAR/USD provided to fund women to implement climate initiatives. | Set funding targets for women owned companies through SCF. | Amount increase in total funding provided to women owned companies. |

Gender documents for FP030

Annex - Gender Assessment and Gender Action Plan

Gender Assessment

Argentina ranks 35 out of 145 countries in the World Economic Forum. Global Gender Gap Report 2015. Gender indicators are, on average, better than expected for a country with the income level of Argentina, according to the Country Development Challenges document developed in 2016 by the IDB. It only shows much lower than expected indicators in the areas of adolescent fertility rate and percentage of NEET young women. It also has a negative indicator in the area of female participation in the workforce. Instead, indicators are much higher than expected for the overall gender gap index, female high school completion rate, ratio of girls to boys enrolled in primary and secondary education, and percentage of parliamentary seats held by women (32%).

Female's labor participation in Argentina is 55% vs 82% for men. This participation is lower than in Latin America, where the regional average is 58 vs 84.1%¹. Women represented 40% of the total labor force in the country.

Table 1. Registered female workers by industry.

| FEMALE RATES – REGISTERED WORKERS BY INDUSTRY | | | | | |
|-----------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| INDUSTRY | 2005 | 2007 | 2009 | 2010 | 2012 |
| AGRICULTURE AND LIVESTOCK | 10.5 | 11.0 | 11.7 | 11.9 | 11.6 |
| FISHING | 15.4 | 16.5 | 15.5 | 14.8 | 12.7 |
| MINING | 7.8 | 8.2 | 8.6 | 8.7 | 9.1 |
| MANUFACTURING | 18.7 | 18.7 | 19.0 | 19.1 | 18.7 |
| ENERGY, GAS, AND WATER | 16.2 | 16.4 | 16.8 | 17.0 | 17.0 |
| CONSTRUCTION | 4.5 | 4.1 | 5.1 | 5.2 | 5.4 |
| TRADE (WHOLESALE AND RETAIL) | 31.9 | 33.5 | 34.8 | 35.1 | 35.4 |
| HOSPITALITY | 40.0 | 41.4 | 43.7 | 43.7 | 44.1 |
| TRANSPORT | 14.4 | 15.0 | 15.3 | 15.1 | 14.5 |
| FINANCIAL SERVICES | 44.9 | 46.8 | 47.0 | 46.4 | 47.3 |
| REAL ESTATE | 31.3 | 32.1 | 33.9 | 34.1 | 34.3 |
| EDUCATION | 73.8 | 73.7 | 73.5 | 73.5 | 73.8 |
| HEALTH AND SOCIAL SERVICES | 70.9 | 70.9 | 71.3 | 71.4 | 71.3 |
| COMMUNITY, PERSONAL, AND SOCIAL SERVICES | 42.6 | 43.8 | 44.8 | 44.7 | 45.3 |
| TOTAL | 29.9 | 30.0 | 31.1 | 31.4 | 31.5 |

Source: Bulletin of Gender and Job Market Statistics. Employment and Business Dynamics Observatory. Ministry of Labor, Employment, and Social Security. Argentina

Women tend to represent between 40% and 72% of employment in the fields of education, health, hospitality and social services (see table 1). However, women are under-represented in sectors

¹ World Bank. Data Bank. Gender Statistic

that hold important potential for the development of the country. For example, women working on the Industry of Energy, Gas and Water represent 17% of the workers.

Gender gaps are significant when looking at female labor force participation by age. For the third quarter of 2012 the gender gap for women between 14 and 65 years was -32% (see table 2). The gender gap in this age range in the areas where the Program's financing of wind and solar projects will likely occur varies between -26.5% (in Santa Cruz, Patagonia) and -46.1% (in San Juan).

- Potential areas for wind projects: Buenos Aires (-31.4%) and Patagonian provinces, including Chubut (-31.6%), Santa Cruz (-26.5%), and Tierra del Fuego (-31.7%).
- Potential areas for solar projects: Salta (-32.1%), Jujuy (-32%), La Rioja (31.2%), Catamarca (-29%), San Juan (-46.1%), and Mendoza (-35.6%).

The largest gap by age group is seen in the group 45-65 years of age (-37%) which is attributed to the women's possibility to retire at an earlier age and the activation of the pension system.²

Moreover, the gender pay gap persists, particularly in the private sector. Although salaries in this domain are higher, women on average earn less than men. The *2012 Argentina Country Report*, however, informs that the pay gap has been decreasing over the last decade, having reached its height in 2004-2005, when women on average earned 34% less than men. In 2011 the gap was 25%.³

² Ministry of Economy and Public Finance. Office of Economic Relations with Provinces (DINREP). Características de la fuerza de trabajo femenina. Las diferencias respecto al hombre. 2015

³ UNESCO Regional Chair Women, Science and Technology in Latin American. National Assessments in Gender and STI. Argentina Report.

Table 2 – Labor force participation by age group. 3rd quarter 2012

| Regional government | 14-65 years | | | 14-24 years | | | 25-44 years | | | 45-65 years | | |
|------------------------|--------------|--------------|--------------|-------------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|
| | Women | Men | Gap % | Women | Men | Gap % | Women | Men | Gap % | Women | Men | Gap % |
| Ciudad de Buenos Aires | 68,1 | 85,4 | -20,3 | 38,0 | 49,8 | -23,7 | 78,5 | 96,8 | -18,9 | 68,8 | 92,7 | -25,9 |
| Buenos Aires | 55,6 | 81,1 | -31,4 | 35,0 | 52,0 | -32,6 | 67,6 | 96,2 | -29,7 | 55,2 | 88,3 | -37,5 |
| Catamarca | 50,3 | 70,8 | -29,0 | 22,2 | 40,4 | -45,1 | 66,4 | 90,4 | -26,5 | 53,8 | 80,1 | -32,9 |
| Córdoba | 57,4 | 81,4 | -29,6 | 35,6 | 54,2 | -34,4 | 71,4 | 95,0 | -24,8 | 56,6 | 85,6 | -33,9 |
| Corrientes | 45,2 | 69,5 | -35,0 | 23,8 | 37,1 | -35,9 | 58,7 | 90,5 | -35,2 | 47,8 | 83,0 | -42,5 |
| Chaco | 37,0 | 64,6 | -42,7 | 15,4 | 32,5 | -52,4 | 50,3 | 87,6 | -42,6 | 38,5 | 77,2 | -50,2 |
| Chubut | 52,6 | 76,9 | -31,6 | 29,0 | 40,0 | -27,5 | 65,8 | 97,1 | -32,3 | 52,1 | 85,5 | -39,0 |
| Entre Ríos | 51,2 | 75,2 | -31,9 | 29,0 | 41,2 | -29,5 | 67,3 | 94,3 | -28,6 | 47,3 | 83,2 | -43,1 |
| Formosa | 35,9 | 63,0 | -43,1 | 19,3 | 24,8 | -22,1 | 47,2 | 89,8 | -47,5 | 38,56 | 80,3 | -52,0 |
| Jujuy | 49,5 | 72,8 | -32,0 | 23,4 | 37,0 | -36,9 | 66,1 | 95,1 | -30,5 | 57,8 | 84,2 | -31,4 |
| La Pampa | 49,7 | 76,6 | -35,1 | 17,0 | 41,7 | -59,1 | 67,9 | 95,9 | -29,2 | 52,4 | 84,7 | -38,2 |
| La Rioja | 46,9 | 68,1 | -31,2 | 17,8 | 35,5 | -49,8 | 65,7 | 87,5 | -24,9 | 51,7 | 79,4 | -34,9 |
| Mendoza | 49,8 | 77,3 | -35,6 | 23,8 | 38,1 | -37,5 | 62,7 | 95,2 | -34,1 | 52,7 | 85,5 | -38,5 |
| Misiones | 45,1 | 70,7 | -36,1 | 26,1 | 42,5 | -38,6 | 55,6 | 91,9 | -39,5 | 50,9 | 79,6 | -36,1 |
| Neuquén | 48,6 | 74,5 | -34,7 | 26,5 | 41,5 | -36,1 | 62,1 | 94,1 | -34,0 | 49,1 | 82,3 | -40,4 |
| Río Negro | 48,1 | 75,3 | -36,1 | 16,3 | 42,7 | -61,9 | 64,1 | 94,2 | -31,9 | 56,4 | 84,8 | -33,5 |
| Salta | 49,2 | 72,4 | -32,1 | 25,2 | 41,4 | -39,2 | 63,0 | 94,2 | -33,2 | 54,5 | 82,3 | -33,8 |
| San Juan | 39,9 | 74,0 | -46,1 | 15,2 | 43,0 | -64,7 | 50,5 | 94,9 | -46,7 | 46,0 | 82,9 | -44,5 |
| San Luis | 46,5 | 75,7 | -38,5 | 16,8 | 43,2 | -61,1 | 61,5 | 95,2 | -35,4 | 51,3 | 83,0 | -38,2 |
| Santa Cruz | 53,5 | 72,8 | -26,5 | 30,9 | 39,4 | -21,5 | 73,4 | 94,1 | -22,0 | 41,6 | 76,6 | -45,7 |
| Santa Fe | 51,5 | 79,6 | -35,3 | 27,1 | 48,8 | -44,4 | 65,5 | 95,1 | -31,1 | 50,3 | 87,5 | -42,5 |
| Santiago del Estero | 39,8 | 72,4 | -45,1 | 18,9 | 44,6 | -57,6 | 53,6 | 91,6 | -41,4 | 43,2 | 82,5 | -47,6 |
| Tucumán | 46,5 | 72,5 | -35,9 | 19,4 | 36,9 | -47,3 | 60,7 | 92,1 | -34,1 | 50,8 | 84,1 | -39,6 |
| Tierra del Fuego | 56,9 | 79,0 | -27,9 | 31,7 | 37,5 | -15,5 | 72,6 | 98,9 | -26,6 | 54,2 | 89,7 | -39,6 |
| Total | 53,21 | 78,26 | -32,0 | 29,6 | 46,61 | -36,4 | 66,2 | 94,9 | -30,3 | 54,3 | 86,5 | -37,2 |

Source: EAHU-INDEC.

In 2013, the ratio of female to male primary school enrolment was 99% and 110% for secondary education. According to data provided by UNICEF (2008-2012) there is virtually no gender gap in primary education and the existing gap in secondary education is in detriment of boys.⁴ The ratio of young literate females to males was 100.4.⁵

However, dropouts are very high in the last years of secondary education. The reasons for boys and girls are different; 42% of men who left the school reported they did it because they have to work and 24% because they did not like it or it was useless. For 30% of women, the reasons were pregnancy, maternity or they found a couple. Only, 15% of them left to work.⁶ Teen pregnancy is a growing concern in Argentina where the prevalence is too high given its level of development.⁷

The number of female university students and graduates has been growing rapidly since the 1980s to become one of the highest in the region (more than 50%). Disciplines related to the

⁴ UNICEF http://www.unicef.org/infobycountry/argentina_statistics.html

⁵ World Bank Development Indicators Database

⁶ Encuesta Nacional de Jóvenes. 2014. Argentina.

⁷ Filgueira y Aulicino (2015). "La primera infancia en Argentina: desafíos desde los derechos, la equidad y la eficiencia" CIPPEC. Documento de Trabajo No. 130.

humanities, the arts, education, and health and wellbeing remain feminized, while others, such as agriculture, engineering, industry, and construction, remain heavily masculinized.⁸

Women remain the minority in key disciplines like Physics, Computer Science, and Engineering, and inequalities are observed in the distribution of researchers by rank and of decision-making positions in public and private academic and scientific institutions. According to the University Statistics Yearbook 2013⁹, only 8% of the university graduates were engineers, 21% of them were women.

In terms of women's leadership, according to a study by McKinsey to publicly listed companies in Argentina (2011), female representation on boards is 3%, which does not even reach Latin America's average of 5%. In addition, only 7% of the members of executive committees in the same companies are women.¹⁰ In another survey conducted by Grant Thornton in 2016 in private sector companies in 36 economies, in Argentina more than half of the businesses included in the survey do not have a woman in senior management.¹¹

Gender action plan

Activities

Given this context and the Fund's clear mandate on gender sensitivity, the projects co-financed by GCF in Argentina will address objective (b) of GCF's Gender Policy focused on ensuring that women and men will equally benefit from activities supported by the Fund. In the context of the program to be undertaken in Argentina, gender activities will focus on creating economic opportunities for women in the energy sector through three type of initiatives, each of which may be considered for technical assistance or financial incentives, as may be most effective in each case.

1. Inclusive internship programs

This activity seeks to promote gender equality by recruiting female students in an internship program in Science, Technology, Engineering and Mathematics (STEM) fields at the sponsor's corporate location in Argentina. The sponsor will be provided guidance as to how to create an internship program that is appealing to female students currently enrolled in STEM programs at public universities. The sponsor will receive support in identifying educational institutions that can help it recruiting women. The internship class will include both male and female students enrolled in STEM programs and specific women targets will be set.

⁸ UNESCO Regional Chair Women, Science and Technology in Latin American. National Assessments in Gender and STI. Argentina Report.

⁹ Anuario de Estadísticas Universitarias 2013.

¹⁰ Women matters. A Latin American Perspective. Unlocking women's potential to enhance corporate performance. 2011. <http://www.mckinsey.com.br/LatAm4/Data/Women%20Matter%20Latin%20America.pdf>

¹¹ Grant Thornton, International Business Review, 2016. <https://www.grantthornton.com/~media/content-page-files/careers/pdfs/women-in-business.ashx>

This activity will help to address the under-representation of women in STEM in Argentina, which is associated to lower earnings. In particular, this activity will benefit young women enrolled in public universities in STEM fields. An internship opportunity in the renewable energy and recognized by an educational institution field will allow beneficiaries to build their human capital and be better positioned to access higher quality jobs.

The IIC, in its role of executing entity, will draw on its experience creating this type of programs in similar type of projects. In previous projects, the IIC has included specific recruitment targets in loan agreements triggering financial benefits for the client. The targets are set based on the sponsor's growing potential, type of operations and client's needs. The IIC requires this type of internship to focus on operational and project work to avoid as much as possible the placement of interns in administrative areas.

2. Training and employment of unskilled or low-skilled female labor

The objective of this activity is to encourage the client to integrate local unskilled or low-skilled female labor during the construction phase of the project. To achieve this the IIC will support the client to create partnerships with relevant institutions to train unskilled female workers and ensure their recruitment. The feasibility of this activity will rely on sponsor's ability to influence the entity contracting construction labor but the executing entity will align incentives when possible to ensure that targets of women in training and employed in construction phase are set. This activity will benefit local female labor force that would not have access to economic opportunities in the construction sector if training programs were not available to them.

The IDB and IIC's experience shows that in order for this type of intervention to succeed, educating the client about how local institutions can help is sometimes necessary. This activity will also require to secure an inclusive working environment with appropriate infrastructure for women (e.g. bathrooms) and security mechanisms to ensure that inappropriate behavior will be penalized. The IIC will work closely with the client to make sure that these conditions are set.

3. Certifications on gender equality and Women Empowerment Principle Diagnostic Self-assessment (WEPs tool)

This activity looks to provide the client an assessment of gender equality at the corporate level and its supply chain. The certifications on gender equality will address the extent to which women and men have the same opportunities within the company.¹² The WEPs tool will allow the company to assess the playing field of women and men in the company's workforce and also in the marketplace and community in which the company operates. The relevance of these tools will depend on the size of the company (client).

With these two tools, the IIC will encourage the companies to have an action plan to address areas of weakness so overall gender equality is improved at the corporate level. The implementation of such action plan would be eligible for the program's technical assistance or financial incentive options.

¹² MEGA 2009 is the local certification that currently certifies gender equality in Argentina. We would also consider international certifications in gender equality such as EDGE.

This activity will help company's female employees as the certification will help to overcome barriers traditionally faced by women when trying to climb the ladder in the corporate world. In this context, the certification will help to improve policies that promote an equal representation of men and women in all levels of the company, including operation areas where knowledge of STEM fields is required.

Results framework for Gender Action Plan

| Activities | Indicators and Targets | Timeline | Responsibilities |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------------------------|
| Impact: Improved working conditions and opportunities for women in the renewable energy industry | | | |
| Output 1: Companies implementing at least one activity improving conditions and opportunities for women | | | |
| (i) Proposed gender activities are presented to companies being considered for GCF financing | % of companies considered for GCF financing that receive information about the three gender activities (internship, training, and certification): 100% | By 2018 | IIC |
| (ii) Activities are agreed and planned for (scope, budget, timeline, etc.) with companies interested in implementing them; technical support, funding/incentive plan, and milestones/deliverables are contractually defined. | % of companies receiving GCF financial support that contractually agree and plan for implementation of at least one gender activity: 40% | By 2019 | IIC and Program beneficiary companies |
| (iii) Activities initiate implementation | % of companies that initiate implementation of agreed activities: 40% | By 2019 | Program beneficiary companies |

These program level indicators will be complemented by qualitative information about the gender activities that were implemented (this cannot be done in advance as we do not know at this points which companies will agree to implement activities, and which activities will be selected in each case). For every project with a gender activity, specific indicators that will be defined during project preparation, as the gender activity is designed, will be included in such project's results framework.

Gender documents for FP033

Annex VI: Gender Assessment and Action Plan

Accelerating the Transformational Shift to a Low-Carbon Economy in the Republic of Mauritius

I. Introduction

The proposed project supports the Government of Mauritius *to improve access to low-emission sources of electricity.*

Mauritius has registered high economic growth of 3.5 percent in 2015 and 3.4 percent in 2014 (World Bank). Its economic development is dependent on the Euro zone, particularly for foreign direct investments (FDI) and trade. Various factors have contributed to Mauritius's economic growth and have led to the advancement of the country, known as one of the most competitive economies in Sub-Saharan Africa. Mauritius has been a top performer in global indices, based on:

- Mo Ibrahim Index of African Governance – 1st in 2015;
- World Bank's Ease of Doing Business - 28th out of 189 countries in 2015;
- Global Competitiveness Index (GCI) – 1st in Sub-Saharan Africa;
- UNDP Human Development Index - 63rd out of 188 countries in 2014.

Mauritius has achieved 82 percent of the Millennium Development Goals (MDG) targets for MDGs 1-7. Substantial progress has been made in reducing poverty levels, which is relatively low, in comparison to other countries in Africa. Successful implementation of poverty reduction strategies led to the expansion of employment opportunities across the country, and modernization of the economy.¹

Despite the significant progress that has been made, numerous challenges still remain. Increased demand for high-skill labour, income inequalities, and insufficient energy supply are one of the few challenges that Mauritius is encountering.

This proposed project seeks to support the Government of Mauritius to take mitigation issues such as increased energy demand and greenhouse gas emissions into account in the management of energy. This gender assessment provides an overview of the situation in Mauritius, identifying gender issues that are relevant to the project, and examining gender-mainstreaming opportunities.

The resulting gender assessment is based on:

- Undertaking a desktop review, and aligning approaches in this proposal with the national priorities of Mauritius;
- Incorporating information and lessons learnt from past studies and assessments on gender in Mauritius by the Government of Mauritius, the United Nations, Development Partners, civil society organizations, and multilateral development banks;
- Conducting stakeholder consultations and engaging women affected by the project and incorporating all points raised; and

¹http://www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/AEB%20VOL%202%20Issue%203%20April%202011_AE%20VOL%202%20Issue%203%20April%202011.pdf

- Integrating gender considerations in the project indicators, targets and activities, identifying women as leaders and decision-makers.

II. Renewable Energy Sector in Mauritius

Mauritius is a Small Island Developing State extremely vulnerable to energy shocks. Mauritius is heavily dependent on imports for its energy supply and is importing up to 82 percent of fossil fuels. The grid emission factor of Mauritius is extremely high at 1.01 tonnes CO₂/MWh due to the prevalence of imported coal and fuel oil in the electricity generation mix. Net greenhouse gas emissions are increasing at a rapid rate of 3 percent per year. The pressing need to significantly enhance Mauritius's energy independence and reduce greenhouse gas emissions is recognised in the country's Nationally Determined Contribution (2016), its Second National Communication to the UNFCCC (2010) and its UNFCCC Technology Needs Assessment (2014), as well as in a comprehensive suite of Government strategies and policies part of the Long-Term Energy Strategy (2011-2025). Table 1 portrays primary and secondary source of energy over the period of 2013-2014 and it clearly gives insights that 42 percent of energy in Mauritius, comes from coal. Both hydro and wind renewable energies also play a major role in the energy generation.²

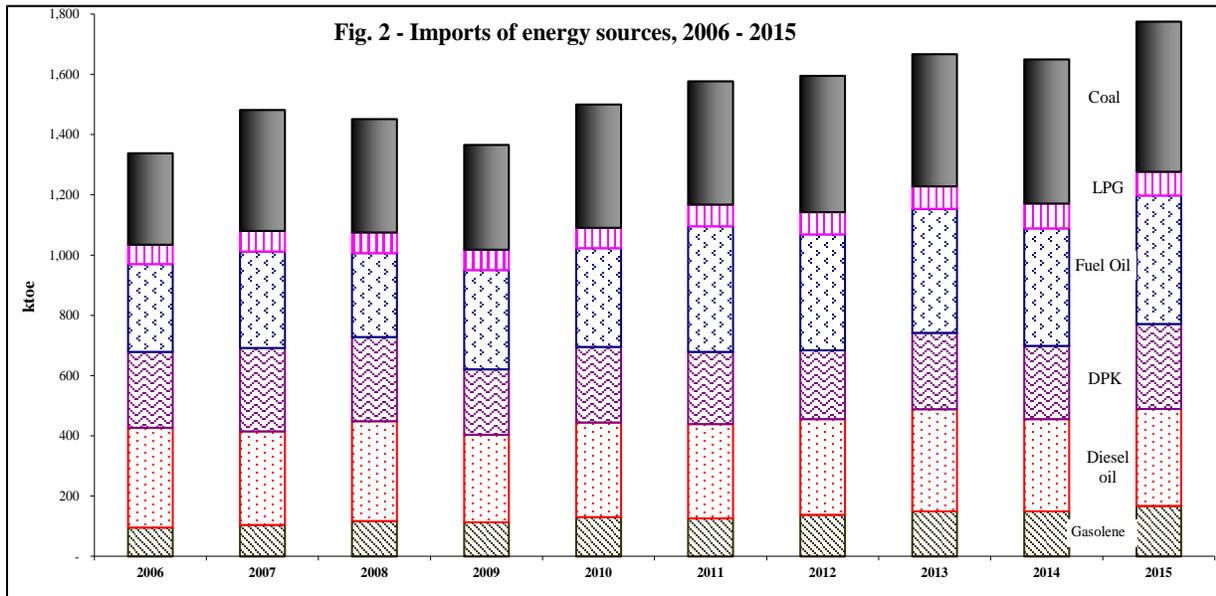
Table 1: Electricity generated by source of energy, 2013-2014. Source: Energy and Water Statistics, Mauritius

| Source of energy | 2013 | | 2014 | |
|-----------------------------------|-----------------|-------------|-----------------|-------------|
| | GWh | % | GWh | % |
| Primary energy | 121.2 | 4.2 | 140.00 | 4.8 |
| Hydro (renewable energy) | 94.8 | 3.3 | 90.80 | 3.1 |
| Wind (renewable energy) | 3.6 | 0.1 | 3.20 | 0.1 |
| Landfill gas (renewable energy) | 20.00 | 0.7 | 21.30 | 0.7 |
| Photovoltaic (renewable energy) | 2.7 | 0.1 | 24.60 | 0.8 |
| Secondary energy | 2,764.10 | 95.8 | 2,797.00 | 95.2 |
| Gas turbine (kerosene) | 1.7 | 0.1 | 2.00 | 0.1 |
| Fuel oil & Diesel | 1,076.10 | 37.3 | 1,079.30 | 36.7 |
| Coal | 1,213.60 | 42.1 | 1,259.50 | 42.9 |
| Bagasse (renewable energy) | 472.8 | 16.4 | 456.2 | 15.5 |
| Total | 2,885.80 | 100 | 2,936.90 | 100 |
| <i>of which:</i> renewable energy | 594 | 20.6 | 596.2 | 20.3 |

² <http://statsmauritius.govmu.org/English/StatsbySubj/Documents/ei1179/water.pdf>

Figure 1 display the imports by source of energy from 2006 to 2015, where two major trends become recognizable. First of all, the imports are gradually increasing over time, with 2015 being the period of highest dependence on energy imports. Secondly, coal and fuel oil appear as the most preferable source of imported energy.

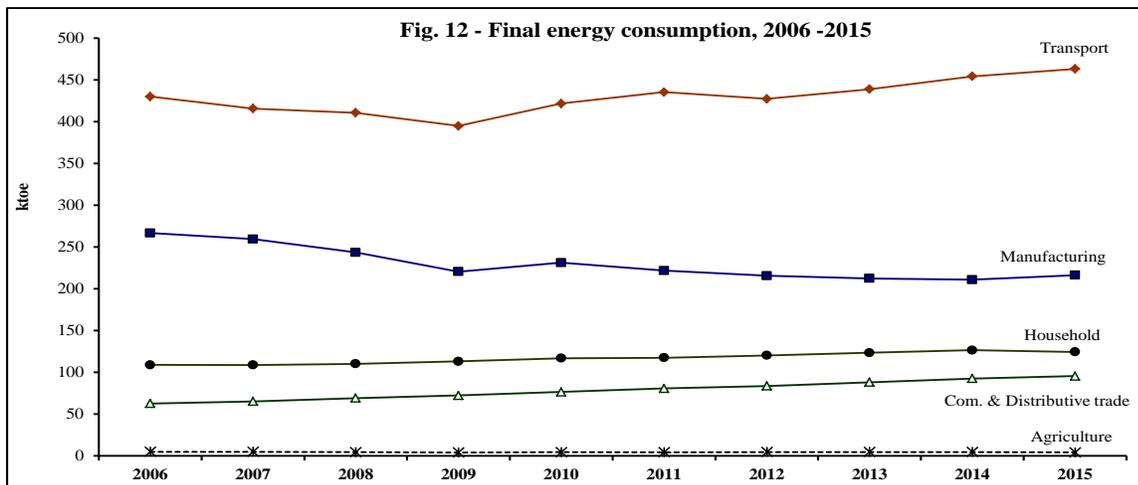
Figure 1. Imports of energy sources. Source: Energy and Water Statistics, Mauritius



Energy Sector

The demand for electricity in the energy sector has been increasing and as a result, emissions from the energy industries increased by 63.1 percent from 2000 to 2006. From Figure 2, it becomes apparent that energy consumption from the transport sector is the highest one, followed by the manufacturing sector. From 2012, final energy consumption has been increasing across all sectors of the economy.

Figure 2. Final Energy Consumption, 2006-2015. Source: Energy and Water Statistics, Mauritius



The Long-Term Energy Strategy for 2009-2025 aims to reduce fossil fuel use and the Government of Mauritius has announced the following two key targets:

- Target for renewable energy (RE) of at least 35% of electricity production by 2025.
- The establishment of a dedicated Renewable Energy Agency to coordinate the rapid intake of renewable energy.

The Government Action Plan (2015-2019) provides the framework in which national strategies, including the Outline Energy Policy, the Long-Term Energy Strategy 2009-2025 and CEB's Integrated Electricity Plan, will be realised.

GHG Emissions

GHG emissions in Mauritius have increased by 22.8 percent during the period of 2000 to 2006 and the main contributor to GHG emission is CO² or Sulfur Dioxide. The Government of Mauritius has undertaken measures to reduce the dependence on fossil fuels, which underlines in the country's national strategy. Mitigation measures have been adopted since 2010 and these include:

- Use of energy efficient machines
- Advancement of solar water heaters
- Wind turbines installations in Rodrigues
- Widening the use of landfill gas
- Use of energy saving street lights
- Introducing endemic gardens in colleges
- Planting of mangroves
- Widening the use of energy saving lamps in the communities
- Phasing out of HFCs and PFCs
- Amplified energy conversion efficiency of bagasse³

The Second National Communication to the UNFCCC (2010) conveys that Mauritius's overall greenhouse gas (GHG) emissions are growing by 3% per year. Greenhouse gas emissions from the energy sectors are growing by 5.4% per year. The Energy sector accounts for 61.7% of Mauritius's total greenhouse gas (GHG) emissions of 3.8 MtCO₂e.⁴ As identified by the country's UNFCCC Technology Needs Assessment (2014), solar energy and energy efficiency offer significant advantages. Mauritius' major current source of renewable energy is bagasse. Bagasse generated electricity accounts for 16% of the total electricity generation and 80% of renewable energy electricity generation. Due to land constraints and its seasonal availability, bagasse is basically unscalable.

Electricity production in Agalega

The republic of Mauritius comprises of several islands, in addition to Mauritius, these include the islands of Cargados Carajos, Rodrigues and the Agalega Islands. The islands are vulnerable to extreme weather, tropical cyclone and sea-level-rise. Variations in climate are occurring, such as rise in temperatures, particularly in the Agalega islands, by 0.62°C per decade.

³ <http://www.mediatorre.org/docactu,Q0VEUkVGSS9kb2NzL0FMVEVFU3RyYXQtZHJhZnQ=,7.pdf>

⁴ Million metric tons of carbon dioxide equivalent.

The Agalega Island does not have a central electricity grid and uses diesel-powered mini-grids. It is also entirely depended on imported fossil fuels, which contributes to its high generation of green gas emissions. The island uses oil drums, which raises severe environmental concerns. A solution to the island's problem of insufficient energy supply is a decentralized Solar PV technology, which could also decrease the island's dependence on diesel.

III. Existing Gender Inequality in Mauritius

Gender inequality is one of the main indicators of inequality and is played out along political, social and cultural dimensions. It is closely linked to poverty and other development challenges which is deeply-rooted in social norms and economic conditions with a greater impact on the poor, particularly on women and young people.

Gender inequality issues in Mauritius can be summed up as:

1. Low representation of women in decision-making;
2. Lack of reliable gender statistics and research;
3. Inadequate funding;
4. Existence of socio-cultural norms and patriarchal traditions;
5. Sexual and gender-based violence;
6. Unequal work burden for women in household and community.

Political participation

Mauritius is a member of the Southern African Development Community (SADC) countries and, has not yet signed the SADC Protocol of Gender and Development. The Protocol appeals for equal representation of women in decision-making by 2015.⁵ Further to Elections 2014, out of the total of 24 cabinet Ministers, there are now three women. The Speaker of the National Assembly is also a woman. These figures clearly show the low participation of women in politics.⁶ MDG 3 stands for gender equality and empowering women and in particular, targets 3.3 stands for the proportion of seats held by women in national parliament, which has not been achieved by Mauritius.⁷

As a response to the low participation of women in politics, Mauritius has introduced a new gender law quota in 2012, aimed at ensuring that one third of the local election candidates are women. The increase in women's representation rose from 6.4 percent to 26.2 percent; as a result of the Local Government Act of 2011. The representation of women in the Government is the following:⁸

- 330 women or 26.2 percent in the Local Government (out of 1260 seats)⁹
- 33 women or 36.6 percent won seats (out of 90 councillors in municipal councils)

⁵ <http://www.sadc.int/issues/gender/>

⁶ <http://www.ipsnews.net/2012/01/mauritius-women-find-a-political-voice-locally/>

⁷ http://www.mu.undp.org/content/dam/mauritius_and_seychelles/docs/Procurement/Government-Report/Millennium%20Development%20Goals%20Final%20National%20Report%202015%20pdf.pdf

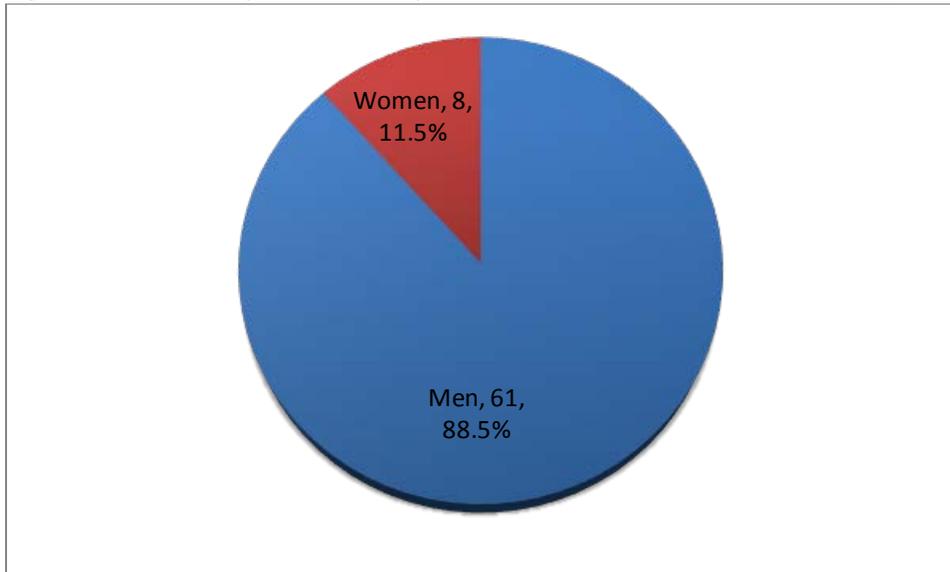
⁸ <http://www.sardc.net/en/southern-african-news-features/mauritius-gender-quota-law-a-small-but-positive-step-forward/>

⁹ After the December 2012 elections.

- 297 women or 25.4 percent won seats (out of 1170 village council seats)¹⁰

As displayed in Figure 3, as of last elections in 2014, there are 8 women in the Parliament, out of 69 seats, representing a total of 11.6% of Women and leaving Mauritius at 144 place.¹¹ In addition, a parliamentary gender caucus is expected to be set up throughout FY 2016/17.

Figure 3: *Members of Parliament by Gender*. Source: Women in Parliament, World Classification¹²



Health

Impacts of climate changes will have a negative effect on both women and men's health, with a more detrimental impact on women, if gender equality is not addressed on time. The disproportionate impact on women's nutrition and health can be contributed to their limited access to and control over services. Women have negligible participation in decision-making and are not involved in the distribution of environmental management benefits. Consequently, women are less able to confront vulnerabilities associated with climate change. The inequalities are multifaceted, due to tradition and cultural barriers, gender insensitivities, or how development service agents go about creating awareness, assistance, and feedback amongst the development community for more responsive actions.

Mauritius has made significant progress in advancing women's health and decreasing the maternal mortality ratio (MRR) from 66 per 100,000 live births in 1990 to 15 per 100,000 live births in 2002. Although the progress made is certainly a step forward in Mauritius's development, it is not enough to achieve the MDG 5 target of reducing maternal mortality ratio by three-quarters between 1990 and 2015 (17 per 100,000 live births).¹³

¹⁰ <http://genderlinks.org.za/programme-web-menu/a-press-releases/yes-we-can-mauritius-quadruples-the-level-of-women-in-local-government-2012-12-14/>

¹¹ <http://genderlinks.org.za/programme-web-menu/a-press-releases/yes-we-can-mauritius-quadruples-the-level-of-women-in-local-government-2012-12-14/>

¹² <http://www.ipu.org/wmn-e/classif.htm>

¹³ http://www.mu.undp.org/content/dam/mauritius_and_seychelles/docs/Procurement/Government-Report/Millennium%20Development%20Goals%20Final%20National%20Report%202015%20pdf.pdf

Labour

The labour market is characterized with lower employment levels for women and wide gender wage gaps. As of 2014, the share of women in wage employment was 40 percent for the non-agricultural sector.¹⁴ The generated division in labour leads to limited access to formal and income-generating job opportunities for women. The labour-market participation rate is also relatively low for women. Women are primarily responsible for taking care of the households and the family and due to gender discrimination, deeply-rooted social norms and lack of sensibilisation, they are not able to be competitive in the labour market. Women also have unequal access to land, information and decision-making. Due to certain gender stereotypes, women are often categorized as suitable for only certain category of work, such as repetitive and manual work such as sewing in the garment sector or picking and packing products in the horticultural sector.¹⁵

Policies with the potential to activate female labour market participation include: implementation of a special fiscal regimes favouring women's labour, affirmative action measures to discriminate in favour of women in the labour market, and public provision of child care.¹⁶ Employment policies for young people ages 15 to 24 deserve further support. The number of individuals within this age group enrolled in some form of education or training has been increasing in recent years, while the number of individuals neither in school nor working has decreased considerably. Several youth-related policies have been already implemented in Mauritius.

Poverty

Climate change affects men and women differently - which in turn affects exposure to poverty - depending on their roles and responsibilities in the household and community. In many communities, climate change has a disproportionately greater effect on women. Women and men's roles in society both contribute and both effect change, yet their contributions are unequally recognized. Alleviating energy poverty and achieving poverty eradication requires full acknowledgment of the roles of women and men in effecting change.

Female-headed households, households with 3 or more children, households headed by divorced/separated women or men, households headed by persons with low education attainment, single member households and households with 6 or more members are more likely to be in relative poverty. Poverty is higher in households headed by women and those with education below secondary level. In 2012, the share of women in relative poverty stood at 10.5 percent (66,700) against 9.0 percent (56,000) for males. For female-headed households, however, poverty increased from 13 percent in 2007 to 18 percent in 2012, increasing the gap relative to male-headed households.¹⁷

In that respect, a Programme for Support to Women and Children in Distress is currently being implemented to provide financial support to NGOs, CBOs, and Non State Actors working for the welfare of women and children in distress. The Government of Mauritius is also implementing a "Back to Work" Programme for women over 30 years who wish to rejoin the labour force by providing special training

¹⁴ http://www.mu.undp.org/content/dam/mauritius_and_seychelles/docs/Procurement/Government-Report/Millennium%20Development%20Goals%20Final%20National%20Report%202015%20pdf.pdf

¹⁵ <http://www.oecd.org/site/tadicite/48735530.pdf>

¹⁶ http://www.ilo.org/public/portugue/region/eurpro/lisbon/pdf/equality_07.pdf

¹⁷ 2012 *Poverty Analysis Report*, Statistics Mauritius, October 2015.

schemes to prepare women for specific occupations such as child-carers or cleaners, for which hiring needs have been assessed.

Violence Against Women

Through the years, several indices have been developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).¹⁸ The GII is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labour market while measuring achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women.

Mauritius has a GII of 0.375 as of 2013 and ranks 72 out of 187 countries assessed. The GDI value as of 2013 is 0.957, which has ranked Mauritius as 72¹⁹.

The Global Gender Gap Index (GGGI) of the World Economic Forum examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and survival and political empowerment.²⁰ Out of 142 countries, Mauritius is ranked at 106 based on the GGGI 2014 results given below²¹:

| Description | Score | Rank | Sample average |
|----------------------------------------|-------|------|----------------|
| Economic participation and opportunity | 0.551 | 121 | 0.596 |
| Educational attainment | 0.989 | 79 | 0.935 |
| Health and survival | 0.980 | 1 | 0.960 |
| Political empowerment | 0.097 | 107 | 0.214 |
| Overall Gender Gap Index 2014 | 0.654 | 106 | |

* Inequality = 0.00; Equality = 1.00. Source: The Global Gender Gap Report 2014

Additionally, Out of 2,301 cases of domestic violence recorded in 2014, at the level of the Ministry of Gender Equality, Child Development and Family Welfare, 90 percent of the victims were women.

IV. Legal and Administrative Framework Protecting Women and Protecting Gender Equality

The Ministry of Gender Equality, Child Development and Family Welfare has adopted a Rights-based Approach to implement its policies and programmes for women's empowerment and the promotion of gender equality. The Ministry, through the Gender Unit, operates at two levels a) Policy Level and b) Programming level.

At a Policy level, the Ministry assists line Ministries to create their sectoral gender policies, provide technical assistance to all Ministries in the formulation of their Sector Gender Policies and aims as setting

¹⁸ United Nations Development Programme. *Human Development Report*. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>.

¹⁹ <http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>

²⁰ World Economic Forum. The Global Gender Gap Report 2014 Country Profiles. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=ETH> http://www3.weforum.org/docs/GGGR14/GGGR_CountryProfiles.pdf.

²¹ <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=MUS>

up Gender cells at the level of each Ministry. At a Programming level, the Ministry works toward women's empowerment and gender equality through capacity building, awareness-raising, inculcating a woman's entrepreneurship culture, and networking for advocacy and gender issues. Under the Ministry, there are two Councils namely, the National Women's Council and the National Women Entrepreneur Council.

The National Women's Council's main objective is to establish effective communication with women organizations and to ensure the coordination of groups of women. It also assists in the implementation of gender policies and in the evaluation of Government policies, related to gender. The National Women's Council also identifies and recommends to the National Committee actions and projects, aimed at women development and integration.

The Government has also taken the following actions towards gender quality:

- Mauritius has ratified the Convention for the Elimination of All Forms of Discriminations Against Women (CEDAW);
- Mauritius is party to the 1997 SADC Declaration on Gender
- Mauritius is party to the 1998 Addendum on the Prevention and Eradication of Violence against Women and Children,
- Mauritius has signed the African Union Declaration on Gender Equality in 2004
- Mauritius has signed the Commonwealth Plan of Action on Gender Equality 2005-2015.
- Mauritius has signed and ratified the Protocol on the Rights of Women of the African Charter on Human and People's Rights in 2005. ²²

V. Gender issues in Renewable Energy Sector

It is important to note that in order to create transformational change, women are not just seen as climate change victims or beneficiaries. Women are imperative to climate change mitigation efforts. By utilising existing skills into project design and implementation and by providing a platform in which to empower women enables women's influence to rise from a household to a community and national level. Leadership and decision-making capacities and opportunities increase.

Women from the poorest households often pay the most, sacrifice the most, are the most disadvantaged and the least resilient.

Women are impacted differently by climate change in the following ways:

- In some societies more women are dying during natural disasters because men receive preferential treatment in rescue and relief efforts.
- Women are disproportionately affected and due to vulnerability of climate change, are affected by various factors, including age, education, social status, wealth, access to resources, sex, gender and many other social dimensions;
- In addition at the time of crisis, women's needs are not considered priority in recovery programmes.

Energy sector

²² <http://www.unesco.org/education/edurights/media/docs/7526a4d03a2047d7db44ad3f63c982f80d75501e.pdf>

The two main sources of energy for the households are electricity, accounting for 51 percent and LPG, accounting for 42 percent out of the total energy consumption. Women’s main role in the society is to provide food for the family, which is entirely dependent on energy supply. Energy interventions are needed in order to address women’s energy needs and policy interventions to promote gender equitable access to energy. As a response, the Government of Mauritius has undertaken measures to transform the country by increasing the use of renewable energy, part of the adopted Long-Term Energy Strategy for 2009-2025.²³

VI. Recommendations

Gender analysis

The gender analysis undertaken at the onset and design of this project acts as an entry point for gender mainstreaming throughout implementation. Preliminary Local Project Appraisal Committee Meeting (LPAC) consultations took place at the UNDP Mauritius Country Office. Results from the consultations are detailed below in the Stakeholder engagement section further below.

The gender analysis, through stakeholder engagement and consultation enabled:

- Assessment of the gender-related activities in responding to the expanding threat of climate change on the energy and transport sector, including gender roles and responsibilities, resource use and management, and decision making raised by the project;
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline in which to measure improvements and identify areas of focus; and
- Establishment of recommendations to incorporate into the Gender Action Plan.

Stakeholder engagement

The stakeholder consultations and engagement of women’s organizations promote gender equality at the local as well as at national level. The involvement of women’s organizations in the project design, will assist in the identification of relevant gender issues within the country’s social context, and implementation and monitoring of gender aspects of the project.

The results captured as are follows:

- At project management level, participation of women at the level of the Board and sub-board will be encouraged. In addition, a representative of the Ministry of Gender Equality will be specifically invited, as well as a representative of women’s organisations.
- Staff capacity building and trainings of relevant stakeholders will be organized, as detailed in Section H of the proposal, where specific targets are set in terms of numbers of women to be trained;
- The appointment of a gender and M&E focal point for the project to enable:

²³

<http://www.undp.org/content/dam/undp/library/Environment%20and%20Energy/Sustainable%20Energy/wea%202000/chapter2.pdf>

- The prompt identification of the issues and challenges that hinder men, women in accessing from the project
- The monitoring and evaluation of Number of women and men as beneficiaries of training, jobs and opportunities arising from the project;
- The implementation of measures to correct any gender imbalance in the project implementation.

The Gender and M&E focal point can be one of the already designated project staff, such as the project assistant.

The recommendations by the ministries include:

- Actively engage local stakeholders in the design, implementation and monitoring of the project;
- Staff capacity building and training of relevant stakeholders;
- Staff capacity building on gender and climate change analysis, planning, budgeting and mainstreaming;
- Implementation of public awareness and sensitisation programmes on the effects of climate change and the benefits of project interventions;
- Community level awareness raising at all levels;
- Identification of the issues and challenges that hinder men, women in accessing all levels of policy and decision-making processes;

Proposed Gender Action Plan

This Gender Action plan provides suggested entry points for gender-responsive actions to be taken under each of the Activity areas of the project. In addition, specific indicators are also proposed to measure and track progress on these actions at the activity level. This can be incorporated into the detailed M&E plan which will be developed at the start of implementation, and provides concrete recommendations on how to ensure gender (including disaggregated data) continues to be collected and measured throughout implementation.

| Objective | Action | Indicator | Responsible |
|--------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|--------------------------------------------------------|
| Output 1 – Institutional strengthening for renewable energy | | | |
| Institutional strengthening of the MARENA | Ensure that gender-disaggregated data is collected | Number of women and men in gender-disaggregated level data available in the energy sector | Project Coordinator Project manager based at MARENA |
| | Include female-headed households and ensure that they have equal participation in the project | Number of women and men Involved in the program | |
| | Strengthen national level research and research capacities | Number of women and men engaged in research through the project | |
| | Review all documents from gender and climate change perspective | Documents reviewed through the project | |

| Objective | Action | Indicator | Responsible |
|----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| Policies and regulations that take into account the gender aspects of access to renewable energy | Identify the information needs and contributions of both men and women to inform a valuable policies and regulations on renewable energy Ensure information collected is differentiated by gender | Number of policies and regulations that address gender aspects of access to renewable energy Number of women and men engaged in the generation of information and formulation of policies | Project Coordinator |
| Output 2: Grid strengthening and PV deployment | | | |
| Ensure socio-economic and gender profiling of PV beneficiaries with the intent to reach out to lower-income households and women-headed households | Identify women-headed households as final beneficiaries and ensure that lower-income households are being targeted Introduction of technical training for women on the installation, operation and maintenance of solar PV systems Training of female staff in micro-enterprises to understand the technical aspects of PV systems | Total number of women and men beneficiaries of the project Number of women trained in understanding the technical aspects of PV systems Number of female staff trained | Project Coordinator |
| Improved quality of life and increased employment opportunities of final beneficiaries | Monitor improvements in energy management through data collection Encourage MARENA to attain 30% women MARENA staff At least 33% participation of women in commercial PV-related activities. | Reduced electricity bills Total number of men and women beneficiaries of project | Project Coordinator/Project Manager based at CEB |
| | | | |

International agreements relevant to gender and climate change

| Year | International Agreement | Environmental Relevance | Gender Relevance |
|------|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| 1948 | UN Universal Declaration of Human Rights (UNDHR) | No specific mention of environment but acknowledges fundamental human rights that are linked to and dependent upon a healthy environment | Establishes core human rights but with a limited gender perspective |

| | | | |
|------|------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1979 | Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) | Calls for governments to ensure that women participate at all levels of decision-making concerned with environmental sustainability, and that women's interests and perspectives are adequately reflected in all policies and approaches adopted | The first international treaty to recognize women's human rights |
| 1992 | Agenda 21 and the Rio Declaration on the Environment and Development | This provided the first international precedent for including the gender perspective in promoting sustainable development. It adopted a gender perspective in all development and environment policies and programmes, leading to the promotion of women's effective participation in the proper use of natural resources; | |
| 1992 | UN Convention on Biological Diversity (UNCBD) | The first global agreement focused on conservation and sustainable use of biodiversity | Explicitly addresses women's participation and „recognises the vital role that women play in conservation and sustainable use of biological diversity, emphasizing the need for the full participation of women at all levels of policymaking and implementation for biological diversity conservation' |
| 1992 | UN Framework Convention on Climate Change (UNFCCC) | Acknowledges human interference with the climate and aims to stabilise concentration of GHGs in the atmosphere | Absence of any mention of gender |
| 1994 | UN Convention to Combat Desertification (UNCCD) | The only legally binding international agreement dealing with land degradation | Promotes the equal participation of men and women and recognises „the important role played by women in regions affected by desertification and/or drought, particularly in rural areas of developing countries, and the importance of ensuring the full participation of both men and women at all levels in programmes to combat desertification and mitigate the effects of drought' |
| 1995 | Beijing Declaration and Platform for Action | This makes the link between gender, the environment and sustainable development. Chapter K draws attention to women's poverty and the need for women to participate in decision-making about the environment at all levels, as well as the integration of gender in all sustainable development policies and programmes. | |
| 2000 | Millennium Declaration and MDGs | Includes goal on environmental sustainability (but with no linkage to gender) | Promotes gender equality but without making linkages with environment |
| 2005 | Kyoto Framework for Action | The first internationally accepted framework on disaster risk reduction (DRR), setting out objectives and priorities for policies at national level over the next decade. | Recognises that a gender perspective should be integrated into all DRR policies, plans and decision-making processes, including those associated with existing climate variability and future climate change. |
| 2007 | UN Declaration on the Rights of Indigenous Peoples (UN DECRIPS) | Acknowledges rights to forests and community lands. | Establishes rights of minorities but with limited gender perspective. |

(Adopted and Drawn from Raczek et. al. 2010)

Summary of gender differences in vulnerability and adapting to disasters

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Disparities that increase risks for women in disasters <ul style="list-style-type: none"> • Higher levels of poverty • Extensive responsibilities of caring for others • Domestic violence • Traditional women's occupations | Disparities that increase risks for men in disasters <ul style="list-style-type: none"> • Occupational segregation • Internalized norms of masculinity • Roles in the family and in the home |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Gender experiences that can increase capacities for managing disaster situations:</p> <p>Women</p> <ul style="list-style-type: none">• Social networking• Caring abilities• Extensive knowledge of communities• Management of natural and environmental resources• High levels of risk awareness | <p>Gender experiences that can increase capacities for managing disaster situations by:</p> <p>men</p> <ul style="list-style-type: none">• Professional and work contacts• Technical abilities• Limited childcare responsibilities |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Gender documents for FP034

Gender Assessment and Action Plan

Uganda: Building Resilient Communities, Wetland Ecosystems and Associated Catchments

Contents

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I. Introduction

The proposed GCF funded project supports the Government of Uganda to *build resilient communities, restore wetland ecosystems and associated catchments*.

While Uganda has shown great economic improvements in the past few years, with growth rates averaging 5.5 percent between 2010 and 2014, it still faces many challenges. Only 18.5% of the working labor force is engaged in wage employment. The remaining 72% are largely engaged in subsistence agriculture. Agriculture remains the backbone of Uganda’s economy, accounting for 25.3% of the country’s GDP, and employs 70% of the population (both formally and informally), 77% of whom are women, and 63% of whom are youth. As of 2013, 19.7% of the population was living below the poverty line and there remain significant disparities in poverty levels across the region.¹ As of 2014, out of a total population of 28 million in the country, wetlands provide subsistence employment for over 2.4 million people.²

The impact of climate change, coupled with other human and environmental stressors, is increasing degradation of wetlands and their associated ecosystem services in Uganda. This is negatively affecting the livelihoods of the people living in and around the wetlands. In fact, over 80% of the people living adjacent to wetland areas in Uganda directly use wetland resources for their household food security needs.³ Given that wetlands are highly vulnerable to changes in the quantity and quality of their water supply (Erwin, 2009, Jin et al., 2009), climate change will most likely substantially alter ecologically important attributes of wetlands and will exacerbate the impacts from human activity. On the other hand, the loss of wetlands could exacerbate the impact of climate change in as they provide fundamental services that contribute to mitigation of such impacts.

This proposed project seeks to support the Government of Uganda to take climate change issues (increased climate variability, and extreme weather events such as drought, floods, high temperature, violent storms) into account in the management of critical wetlands. This gender assessment provides an

¹ Uganda’s Second National Development Plan, 2012

² Second National Communication, Uganda (2014)

³ Kakuru, Willy, Nelson Turyahabwe, and Johnny Mugisha, *Total Economic Value of Wetlands Products and Services in Uganda*, The Scientific World Journal, Volume 2013 (2013).



overview of the situation in Uganda, identifying gender issues that are relevant to the project, and examining gender-mainstreaming opportunities.

The resulting gender assessment is based on:

- Undertaking a desktop review, and aligning approaches in this proposal with the national priorities of Uganda;
- Incorporating information and lessons learnt from past studies and assessments on gender in Uganda by the Government of Uganda, the United Nations, Development Partners, civil society organizations, and multilateral development banks;
- Conducting stakeholder consultations and engaging women affected by the project and incorporating all points raised; and
- Integrating gender considerations in the project indicators, targets and activities, identifying women as leaders and decision-makers.

II. Resilience of communities dependent on wetland ecosystems which are vulnerable to climate change

Wetlands represent considerable ecological, social and economic values. In Uganda, wetlands provide important water sources for human consumption, agriculture, livestock, and recreation, and their ecosystem functions and services such as water purification, water flow, storage and recharge, shoreline stabilization, micro-climate regulation and biodiversity habitat provision.

Uganda's National Policy for the Conservation and Management of Wetland Resources (1995) defines wetlands as areas "where plants and animals have become adapted to temporary or permanent flooding." It includes permanently flooded areas with papyrus or grass swamps, swamp forests or high-altitude mountain bogs, as well as seasonal floodplains and grasslands. While all wetlands are characterized by impeded drainage, the length of their flooding period, depth of water, soil fertility, and other environmental factors vary with different wetland types. Wetlands are home to distinctive plant and animal communities that are well adapted to the presence of water and flooding regimes. (MNR, 1995).

Based on the literature, it has been reported that communities who live around protected areas in Uganda are generally poor (Plumptre et al., 2003). These poor populations generally rely on ecosystem services for subsistence and income generating activities or to obtain water and medicines because they lack affordable alternatives. Data shows approximately 5 million people in rural areas get their daily fresh



water supply from wetlands (UN WWAP and DWD, 2005). This report added that the economic value of this service alone has been estimated at US 25 million per year in Uganda.

Thus, demand for wetland resources is not likely to diminish in the near future, unless major drivers of poverty are addressed. For example, one of the few studies about the relationship between poverty and wetlands in Uganda revealed that an overwhelming majority of papyrus harvesters in the Lake Bunyonyi wetlands sold raw papyrus or crafts made from papyrus to bridge income shortfalls for periodic high expenses such as school fees or end-of-the year festivities (Maclean et al., 2003).

It should be noted that climate change affects women and men differently – to the detriment of women - due often to existing social norms. The risk of climate change magnifies women’s relative poverty. Women are also underrepresented in decision-making in resource management and other issues on how best to manage the climate threat.

Addressing gender dimensions within the project design and implementation, this proposal works to identify and integrate interventions to provide gender responsive and transformative results. Women are key players in natural resource management, as well as in the agricultural sector, and therefore contribute to food security, livelihoods and water management. Women, however own fewer assets and have less access to land. They also have limited access to financial products and services, particularly in the rural areas of Uganda.

Climate change policies and programs in the past have been gender-blind and have not been responsive to gender mainstreaming. The concerns and considerations of women when included have presented only a minimal effort.

Subsequent to the inception of the Rio Conventions (1992) it was evident that, without gender equity equality, poverty reduction, environmental sustainability and long-term economic development achievement of aspired goals seemed less attainable. As women and men experience poverty differently, they also have differentiated knowledge of natural resources, yet their contributions are unequally recognized. Improving environmental management and achieving poverty eradication requires full acknowledgment on the roles of both women and men in effecting changes.



The Government of Uganda has approved its National Gender Policy (NGP) in 1997. The policy raised awareness on gender as a main issue that needs to be addressed. However, the policy has not been revised since, and it does not take into consideration current emerging development issues and challenges that women in Uganda are facing. Efforts need to be undertaken in the areas of: recognition and promotion of gender in macroeconomic management, participation in decision-making and governance, protection of rights and improved livelihoods.⁴

As a result of gender roles historically and socially assigned to women and men, including the gendered division of labor, it is recognized that female vulnerabilities to climate change are different. Vulnerability of rural women in many parts of sub-Saharan Africa (including Uganda) is highly related to biophysical, socio-economic and political factors. Difference in levels of education, wealth, reliance on natural resources, health status, access to credit, access to information, capital, as well as access to and participation in decision-making potential lead to high variations and intensify vulnerability.

Communities' can take action on adapting to climate change, such that men and women can be preemptive in reducing their vulnerability and build their resilience to potential new and discriminatory risks. In the past, communities have used their own strategies for coping with climate variability and extreme weather. But climate change and intense change in weather patterns now cause new risks that fall outside the previous experience of communities. Therefore, new techniques and ways need be used in combination with indigenous knowledge.

III. Existing Gender Inequality in Uganda

Gender inequality is one of the main indicators of inequality and is played out along political, social and cultural dimensions. It is closely linked to poverty and other development challenges which is deeply-rooted in social norms and economic conditions with a greater impact on the poor, particularly women and young people.

Women play a critical role in agriculture, however, estimates show that they own only 7 percent of agricultural land. Common practice is that men are landowners and women have the right to live on the

⁴ <http://gov.ug/about-uganda/government-policies/national-gender-policy>



land and be involved in the farming activities. Efforts need to be undertaken in addressing the issue of equal women's rights to land ownership and decision-making.⁵

Uganda has made certain progress in addressing gender issues and overcoming challenges over the last years. However, due to embedded cultural norms and assumptions, women's participation in decision-making processes is significantly lower in comparison to males⁶. Mainstreaming gender perspectives in policy making and adopting policies to advance women's participation in leadership at a national and local level is crucial.

Uganda's Ministry of Gender, Labour and Social Development (hereafter MGLSD) was established in 1989. MGLSD's mandate is to guide and coordinate gender-responsive policymaking and practices as well as provide specialized support for other sectors with an aim to integrate gender-perspectives into the different sectors. Due to decentralization, MGLSD⁷ has Community-Based Services/Gender departments within local governments and district offices (including every police post) to mainstream gender at the sub-national level. The appointed Gender Equality staff are Gender Focal Points or Community Development Officers and their role is to lead gender mainstreaming in district development plans and budgets by motivating technocrats and other stakeholders in both political leadership and technical leadership. However, both the national and sub-national structures of MGLSD face funding and staffing deficits which negatively impact implementation. The MGLSD's budget is very low with less than 1% allocation of the national budget to the ministry, resulting in insufficient resources to implement the country's well-designed policies for gender mainstreaming at both the system-level and the community-level. (DFID, 2014; APRM, 2016).

Gender inequality issues in Uganda can be summed up as

1. Inconsistency between gender sensitive policies/regulation and implementation;
2. Lack of reliable gender statistics and research;
3. Inadequate funding;
4. Existence of socio-cultural norms and patriarchal traditions;

⁵ <https://www.fidh.org/IMG/pdf/uganda582afinal.pdf>

⁶ <https://cgspace.cgiar.org/rest/bitstreams/56517/retrieve>

⁷ The number of technical staff working on gender in the MGLSD fell from 33 in 1996 to 10 in 2014. It is noteworthy that designated gender focal points often have limited impact due to their low-ranking within the office as well as having dual responsibilities with few resources and ambiguity about their roles, little training, and support (APRM, 2016).

5. Sexual and gender-based violence;
6. Unequal work burden for women in household and community.

Gender Inequality Index

Through the years, several indices have been developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).⁸ The GII is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labour market while measuring achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women.

Uganda has a GII of 0.682 as of 2014 and ranks 88 out of 142 countries assessed. The GDI value as of 2013 is 0.896, which has ranked Uganda as 114.⁹

The Global Gender Gap Index (GGGI) of the World Economic Forum examines the gap between men and women in four categories: economic participation and opportunity, educational attainment, health and survival and political empowerment.¹⁰ Out of 142 countries, Uganda is ranked at 88 based on the GGGI 2014 results given below¹¹:

| Description | Score | Rank | Sample average |
|----------------------------------------|-------|------|----------------|
| Economic participation and opportunity | 0.631 | 97 | 0.596 |
| Educational attainment | 0.846 | 128 | 0.935 |
| Health and survival | 0.967 | 107 | 0.960 |
| Political empowerment | 0.284 | 29 | 0.214 |
| Overall Gender Gap Index 2014 | 0.682 | 88 | |

* Inequality = 0.00; Equality = 1.00. Source: The Global Gender Gap Report 2014

⁸ United Nations Development Programme. Human Development Report. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>.

⁹ <http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>

¹⁰ World Economic Forum. The Global Gender Gap Report 2014 Country Profiles. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=ETH> http://www3.weforum.org/docs/GGGR14/GGGR_CountryProfiles.pdf.

¹¹ <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=ZMB>



The Organization for Economic Cooperation and Development (OECD) developed the Social Institutions and Gender Index (SIGI), a composite index that scores countries (on a 0 to 1 scale) on 14 indicators grouped into five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties to measure the discrimination against women in social institutions across 160 countries. The 2014 SIGI value for Uganda is 0.2163, suggesting that discrimination against women is in the medium range.¹²

Poverty

Uganda is heavily dependent on agriculture, which is considered to be the backbone of its economy. Its GDP per capita as of 2014 is 714.6 USD. Another important component of the national economy is the livestock sector, contributing to about 5% of the national GDP and about 15% of the agricultural economy.

Uganda has been classified as a country with low human development and the estimated gross national income per capita in PPP terms and as of 2011 is 1,226 USD for female and 1,997 USD for male.¹³ The poorest members of the population are located in the northern and eastern regions of Uganda.

Vulnerable communities are dependent on wetlands and derive their livelihoods from the ecosystem goods and services obtained from wetlands. Due to climate change induced impacts, wetland degradation is a serious threat to impoverished communities and reduces availability of clean water, food and income to meet basic service needs. Although rural water coverage has increased from 54.9% in 2002 to 61% in 2006, access to clean and safe water are necessary conditions for sustainable development.¹⁴

The Lake Victoria wetland catchment and Lake Kyoga catchment are among to the most critical ecosystems in Uganda. The Global Water Partnership in East Africa states that Uganda loses approximately 15% of its Gross Domestic Product (GDP) due to the destruction of its natural resources, including wetlands.

¹² <http://www.genderindex.org/country/uganda>

¹³ http://hdr.undp.org/sites/default/files/hdr_2015_statistical_annex.pdf

¹⁴ <http://www.mglsd.go.ug/policies/Uganda-Gender-Policy.pdf>



According to recent data, absolute poverty in Uganda has decreased in the past two decades. In 1992/93, more than half of the population (56.4%) was living below the poverty line. The trend continued as in 2012-13, the population living in poverty fell by 19.1%. (UNHS, 1999/00-2012-13 and HIS, 1992/3).

Figure 1 below shows the sub-regional picture in 2012-13, and presents significant differences in poverty by location. This data shows that there is unequal wealth distribution with nearly 90% of households in Kampala are in the middle class while most of the households in other sub-regions like East Central, Eastern, North East still live in poverty.

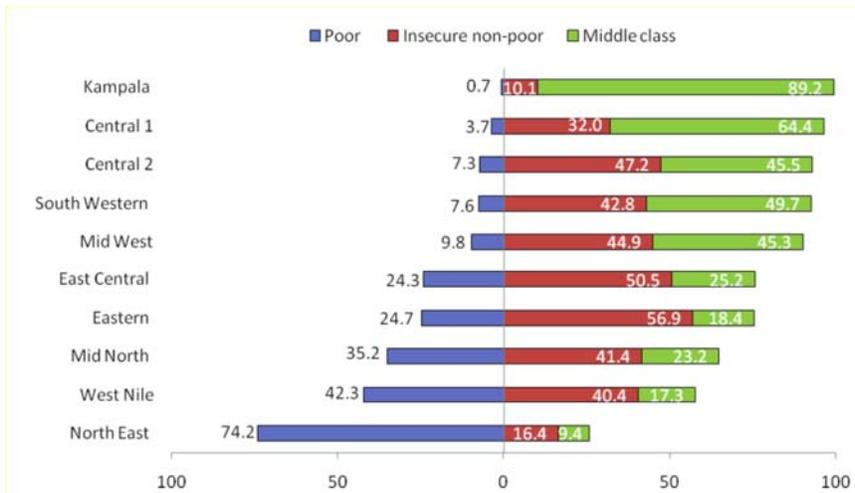


Figure 1. Sub-regional Picture, 2012-2014. Source: Uganda Poverty Status Report, 2014; UNHS 2012/13

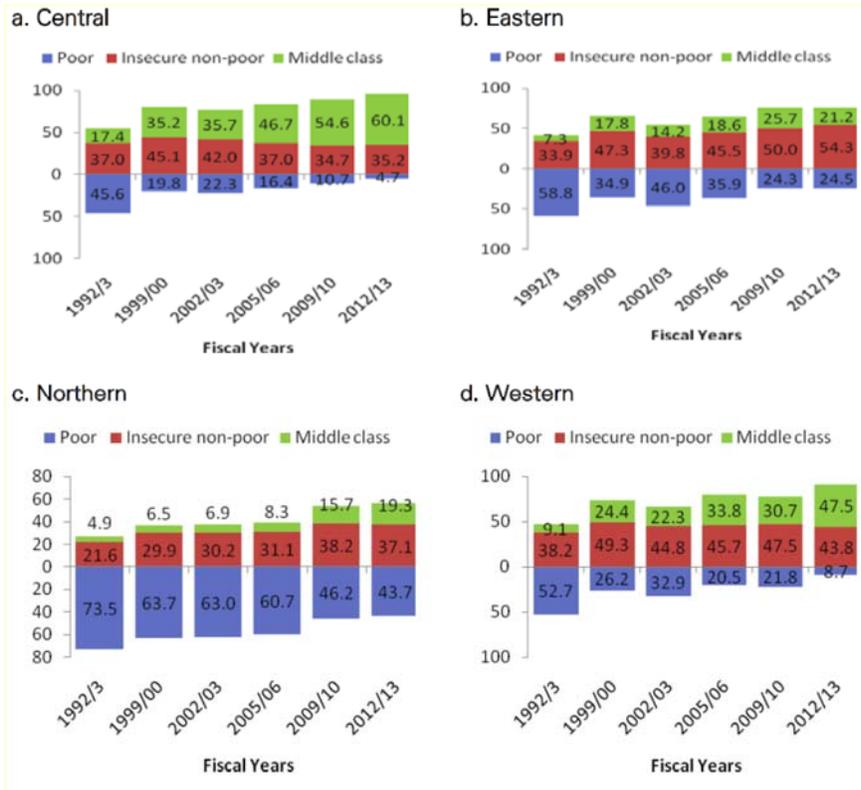


Figure 2. The poor, insecure non-poor and middle class in each region of Uganda, 1992-2012. Source: UNHS, 1999/00-2012/13 and HIS, 199

Climate change affects men and women differently - which in turn affects exposure to poverty - depending on their roles and responsibilities in the household and community. In many communities, climate change has a disproportionately greater effect on women, since women are often poorer and less educated than men and often excluded from political and household decision-making processes. In addition, women tend to have fewer assets and depend more on natural resources, such as wetlands, for their livelihoods.

Women and men’s roles in society both contribute and effect change, yet their contributions are unequally recognized. Improving natural resource management and achieving poverty eradication requires full acknowledgment of the roles of women and men in effecting change.

There are around 4,000,000 people living around the wetland in Uganda. Nearly 80% of them depend on the wetland resources for their household food, income and water security. Over the last decades and particularly in locations with higher density, wetlands are degrading. In eastern Uganda, wetlands are



drained for rice growing. Strengthening the capacity of monitoring and managing wetlands is one of the priority areas for the Government of Uganda, and action has been taken by putting in place mechanisms for conservation and management of wetlands.

Wetlands are an important source of food, income and water for livelihoods and farming in wetlands is a common practice. Wetlands have been used for crop cultivation of Irish potatoes, tea growing and grazing areas. Men and women have different roles in managing and using the wetland resources. Various initiatives have been put in place to involve both male and female participation in wetland programme and policymaking¹⁵.

Health

Impacts of climate changes will have a negative effect on both women and men's health, with a more detrimental impact on women if gender equality is not addressed in congruence with adaptation measures. Women represent a high percentage of the poor in communities dependent on local natural resources for their livelihood, particularly on wetlands, which serve as an invaluable source of food, income and clean water. Women are more exposed to water borne diseases due to the nature of their roles in the community. This importance is captured in UNFCCC (2007) report indicating that climate change threatens to reverse progress in fighting diseases of poverty, including malaria and water borne diseases.

Various testimonies and case histories of widows and orphans indicate that the real difficulty they face in adapting to climate change is that are more exposed to illness. During incidents of disaster, food prices increase and leads to a reduction in the quality or quantity of the food rural poor families are able to purchase. Women most making sacrifices to care and feed the family.

The disproportionate impact on women's nutrition and health can be contributed to their limited access to and control over services. Women have negligible participation in decision-making and are not involved in the distribution of environmental management benefits. Consequently, women are less able to confront vulnerabilities associated with climate change. Hence, again there is a need to distinguish

¹⁵ http://www.kit.nl/gender/wp-content/uploads/publications/1326_GSD%206%20Strenghtening%20institutions%20for%20gender%20responsive%20planning%20in%20natural%20resource%20management.pdf



between vulnerabilities associated with poor sectoral responses to the needs of the rural poor and the causes of women’s vulnerabilities – due to climate variability. The inequalities are multifaceted, due to tradition and cultural barriers, gender insensitivities, or how development service agents go about creating awareness, assistance, and feedback amongst the development community for more responsive actions.

In Uganda, the mortality rate and life expectancy age are one of the worst in the world. Due to climate change and limited or no access to clean water, available to only 50% of the population, women are vulnerable to cholera and diarrhea.¹⁶The Fifth Millennium Development Goal (MDG) aimed to reduce the maternal mortality ratio by 75% between 1990 and 2014. Nowadays, maternal mortality remains high in Uganda with 440 deaths per 100,000 live births. It should be noted that the proportion of birth attended by health professionals increased from 42% in 2006 to 58% in 2011, although this is still far from the MDG target of 100% by 2015. (UBOS 2012 Statistical Abstract; exec summary). Studies show that the decline of social services (health services in particular) is one of the major contributing factors to high maternal deaths in Uganda. Chart 1 shows the declining pattern of Uganda’s health and education services.

Uganda is ranked 19th in the world for the highest rate of under 5-death and was not able to achieve MDG 4. As a response, the Safe Motherhood Program (SMP) was launched, together with other initiatives such as a supportive community network of traditional birth attendants (TBAs).¹⁷ Part of ILO’s country programme in Uganda for 2013-2017 is to promote the ratification of the ILO Convention No. (183) on Maternity Protection and to ensure that the Maternity Protection Convention is integrated into municipal law and practices¹⁸.

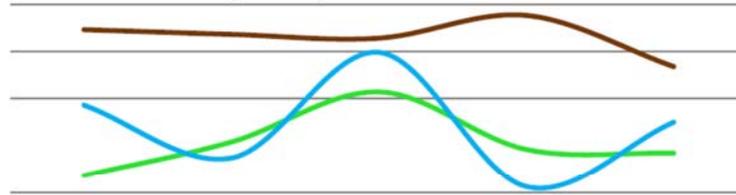
¹⁶ <http://fsdinternational.org/country/uganda/healthissues>

¹⁷ <http://www.who.int/pmnch/media/membernews/2011/ugandabackgroundpaper.pdf>

¹⁸ <http://www.ilo.org/public/english/bureau/program/dwcp/download/uganda.pdf>



% Change average GDP by Economic Activity at constant prices: Social Services, 2008/09-2012/2013



| | 2008/09 | 2009/10 | 2010/11 | 2011/12 | 2012/13 |
|---------------------------------------|---------|---------|---------|---------|---------|
| Health | -3.2 | 0.4 | 5.7 | -0.4 | -0.8 |
| Education | 4.3 | -1.3 | 9.9 | -4.4 | 2.5 |
| Other personal and Community Services | 12.3 | 11.8 | 11.4 | 13.8 | 8.4 |

Chart 1. Percentage change average GDP by Economic Activity at constant prices: Social Services 2008/09-2012/13. Source: MFPED, 2013

Water and Sanitation

The District Government is advised to appoint District Water and Sanitation Coordination Committees (DWSCC) to serve as a Technical Committee and to report to the Sectoral Committee.¹⁹ In the District Water and Sanitation Coordination Committees (DWSCC), at least one woman holds a key position, which significantly contributes to women’s decision making in the communities. From 2010-2011 to 2011-2012 there has been an increase of the percentage of women holding key positions in WSCs, from 81% to 82%. These results are based on data from 30 districts and 4,597 water sources. The districts of Arua are where the highest participation of women has been recorded (96%). Respectively, the lowest women participation is in Rubirizi (46%). In the Ministry of Water and Environment, as of 2012 the percentage of women staff is 29.6% and the percentage of men is 70.4% with a total staff of 452 people.²⁰

Education

Education and literacy play a key role in determining the status of women and men. Uganda has continuously registered an increased number of dropouts. Dropouts occur at all levels of education and

¹⁹ Government of Uganda Ministry of Water and Environment, Water and Sanitation Sector, Sectoral Specific Schedules/guidelines. May 2012

²⁰ <http://www.wikigender.org/wiki/gender-statistics-in-uganda/>



the various reasons for this include sickness, need to work, domestic work, transport issues and pregnancy. In 2005/06 more females (7.3%) dropped out of school to do domestic work than males (0.7%). More females than males also dropped out of school due to sickness²¹.

Primary Education

Data from the Ministry of Education indicates a positive trend of increased girls enrollment into primary school. School attendance rates vary by regions and by asset index (Uganda DHS EdData Survey 2001, p.38). The highest attendance rates have been registered in the Eastern region (94.3% boys and 93% girls) and the lowest in the Northern region (84.1% boys and 80.6% girls). More recent data for the period of 2007-2012 have been plotted in Graph 1. The trend for new enrollment ratio for Primary school for boys and girls indicated higher enrollment for boys up to 2010, when this trend reverses and as of 2014 the ration of girls is higher.

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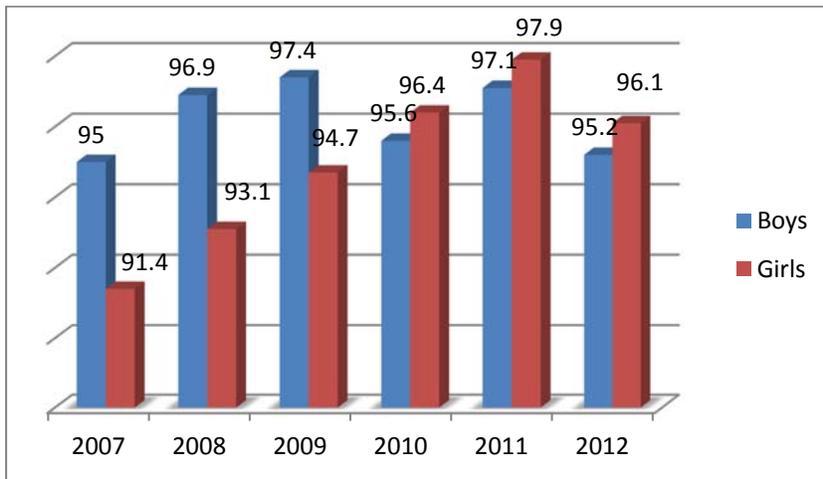


Figure 3. Net enrollment ratio for Primary Education. Source: Education Management Information System²²

Secondary Education

²¹<http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>
²²<http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>



The net enrollment ratio is expressed as a percentage of the education and we can see that in comparison with Primary Education, the net enrolment ratio under Secondary education is below 30 %for both girls and boys. The results suggest that boys have higher enrollment rate in comparison with girls. Due to social stereothypes, child labour or social insecurity, women and girls do not have the chance to continue their education and complete their education cycle. For Secondary level education, the completion rate for boys is 10% higher that the one for girls. ²³ According to the 2002 Population and Housing Census, 77.4% of the males are literate in comparison to 62.4% of the females. These disparities needs to be addressed and efforts needs to be undertaken in bridging the gender gap in education and providing equal opportunities for both men and women.

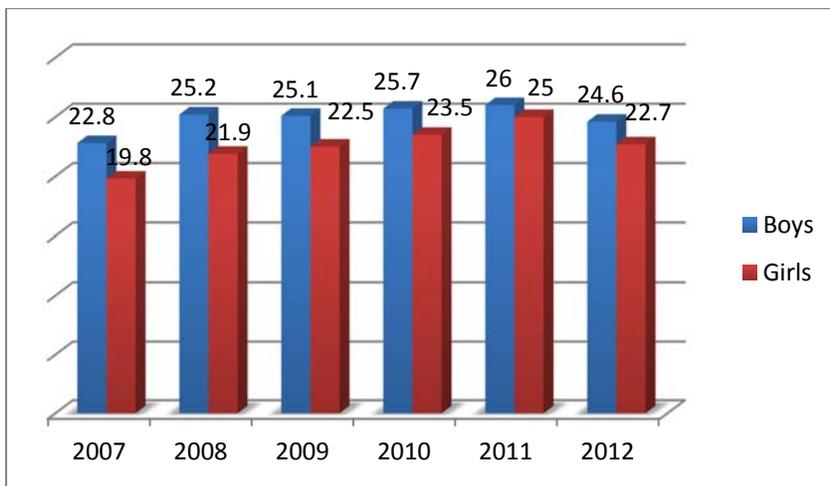


Figure 4. Net enrollment ratio for Secondary Education. Source: Education Management Information System²⁴

In 1997, the Government of Uganda introduced the Universal Primary Education (UPE) and as a result, the enrollment in Primary school have increased from 2.7 million in 1996 to 8.5 million in 2013. Uganda did not meet MDG 2 target to atchieve universal primary education. Nonetheless, the net enrollment rate for children attending primary school increased from 53% in 1990 to 87% in 1997 and has been over 80% ever since. Various studies suggest concerns with education quality and standarts as one of the obstacles in atchieving MDG 2. As a reponse, the Government as increased the Capitation and School Facilities Grands in order to ensure the effectiveness of the UPE programme.

²³<http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>
²⁴<http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>

Political participation

Women have the same rights to vote and stand for election, as men. The Constitution of Uganda ensures that for each district, there is one seat for a woman member of Parliament. Additionally, one third of local council seats are to be occupied by women. Out of 80 chairpersons, one seat is reserved for women. From the early 1990s until 2003, the share of women in local councils increased from 6% to 44%, showing a significant progress in women's decision-making and political participation. As of 2011, nearly 35% of the total members of Parliaments, are women. (World Bank, 2011). The representation of women in the Government is the following:

- 23 female Ministers in the President's member cabinet (out of 75)
- 135 women in the National Assembly (out of 386 members)
- 42 women in the Ministry of Local Government and 103 men

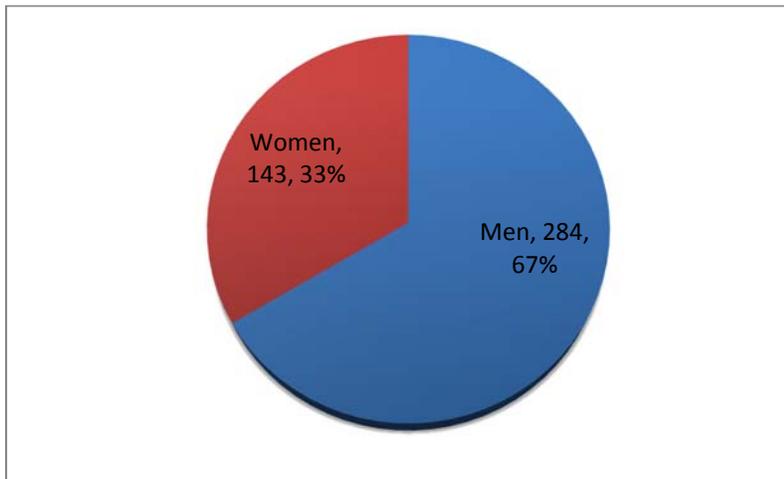


Figure 5: *Members of Parliament by Gender*. Source: *Women in Parliament, World Classification*²⁵

Various gender and women's organizations, NGOs and CBOs work towards greater representation of women in Uganda's policymaking. Among the many laws and policies that support women's participation in policymaking are:

²⁵ <http://www.ipu.org/wmn-e/classif.htm>

- The Local Government Act (Cap 243);
- The Social Development Sector Strategic Investment Plan(2003-2008);
- The Community Mobilisation and Empowerment Strategy (2006);
- The National Women's Council Act (Cap 318).

Part IV of The Constitution of the Republic of Uganda: Rights states that:

1. Women shall be accorded full and equal dignity of the person with men.²⁶
2. The State shall provide the facilities and opportunities necessary to enhance the welfare of women to enable them to realise their full potential and advancement.²⁶
3. The State shall protect women and their rights, taking into account their unique status and natural maternal functions in society.²⁶
4. Women shall have the right to equal treatment with men and that right shall include equal opportunities in political, economic and social activities.²⁶
5. Without prejudice to article 32 of this Constitution,women shall have the right to affirmative action for the purpose of redressing the imbalances created by history, tradition or custom.²⁶
6. Laws, cultures, customs or traditions which are against the dignity, welfare or interest of women or which undermine their status. are prohibited by this Constitution.²⁶

Although there has been progress in advancing women’s rights, more needs to be done in this direction. In the areas of Health, Education and Labour, gender sensitive policies and non-discriminatory laws are needed in order to achieve sustainable development.

Income

Uganda has been ranked as a low income country, with an overall score of 0.7086 and an overall rank of 46 (out of 127), based on GNI per capita (World Bank, 2013). Overall, male-headed households are earning

²⁶ <https://dredf.org/international/UgaConst.html>



higher average income in comparison to female-headed households. Over the period of 2005 to 2010 there has been an overall increase in earnings for both households, as shown in the data:

- 2005-2006: 170,300 UGX (50.42 USD) for Male and 106,200 UGX (31,44 USD) for Female
- 2009-2010: 336,900 UGX (99.76 USD) for Male and 226,300 UGX (67.01 USD) for Female²⁷

Traditionally, income-generating activities for women include handicrafts or agriculture. Out of the total women labour force, 42% are not receiving remuneration for their work, although being a major player in the agricultural employment (Gender and Productivity Survey (GPS), 2008; (EPRC, 2009)). The same number corresponding to male counterparts is only 16 percent. Only one out of ten women in Uganda is receiving remuneration for her work. Women are also receiving lower remuneration in comparison to men in the private sector. The Gender and Productivity Survey (2008) indicates that:

- 80% of women are employed in Agriculture
- 7% of women are employed in Manufacturing
- 8% of women are employed in Retailing
- 1% of women are employed in Restaurants
- 8% of women are employed in Social Services
- 2% of women are employed in Other

Although agriculture is an important source of employment, in 2008, 40% of the women employed in agriculture were unpaid. As of 2011, only 15 % of them are being paid (out of 47%). From the total 523,000 women, who are being paid, 17.4% are teaching professionals. The Uganda National Household Survey of 2009/2010 registered 71% of Female as informal employee as a percentage of the non-agricultural employment, in comparison with 64% for male.

Average time spent on economic and care labour activity per week indicates that females spend more time in care labour than economic activities, in comparison with males. Care labour activities include taking care of children, fetching water, firewood, cooking, food processing and others.²⁸ The average time spent of unpaid domestic work for women aged 18-34 is 6 hours, compared to less than an hour for men

²⁷ Source: Uganda National Household Survey. Exchange rate 1 USD = 3.37 UGX

²⁸ <http://www.ubos.org/UNHS0910/unhs200910.pdf>



of the same age in 1992/93. There is a positive relation between age increase and unpaid domestic work for both men and women.²⁹

In terms of marital status, 16% of women are married by the age of fifteen and 53% are married by age of eighteen (UDHS 2006). This requires women to be engaged with more care labour activities and leaves less time to explore various labour opportunities. Men spend less time on unpaid care work compared to women and regardless of their marital status, whereas married men spend less time on unpaid domestic work.

Labour force

The Global Gender Gap Index has ranked Uganda's Labour force participation at the sixth place (out of 136) with a 0.96 Female-to-male ratio, where 77 stand for Female and 80 for Male.³⁰ The overall score of Uganda is 88 on the Global Gender Gap Index. The country ranks particularly low on the Economic Participation and Health and Survival Indicators.³¹

The total labour force in Uganda had increased from 9.5 million in 2005-2006 to 11.5 million in 2009-2010. The unemployment rate in Uganda as of 2014 is 3.8% and higher for females, than males. Out of the total labour force in Uganda, 3.5 million are engaged with informal employment and the fishing sector accommodates 70% of the total. Of the total labour force, 79% are self-employed and 86% of the paid workers are only temporary or seasonal employees.

Uganda has adopted the National Child Labour Policy of Uganda (NCLP) in 2006, which provide guidelines and stands for action against child labour. The Employment Act of 2006 aims to promote and to guarantee equal opportunities for all citizens and to eliminate discrimination in employment. Discrimination is defined as any exclusion of preference made on the basis of race, color, sex, religion, political view, national extraction or social origin and HIV status or disability, which prevents a person from equal employment opportunities or prevents one from obtaining benefits under a contract of service.³²

²⁹<http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>

³⁰ http://www3.weforum.org/docs/WEF_GenderGap_Report_2013.pdf

³¹ The Global Gender Gap Index results in 2014

³² <http://www.ilo.org/dyn/natlex/docs/SERIAL/74416/76582/F1768664138/UGA74416.pdf>



Access to resources

The incidence of formal financial inclusion was reported as higher among men (31%) than women (26%) in a 2009 survey. In comparison to women, 24 % of men have access to banks, whereas only about 18% of women have access to banks and financial institutions, such as the Bank of Uganda, regulated financial institutions i.e. commercial banks, credit institutions or microfinance deposit-taking institutions³³.

Enabling women to have access to land ownership provides more control over their livelihoods and lives and that of their children, as well as encourages empowerment. The 2011 Uganda Demographic Health Survey (UDHS) indicated that the proportion of land owned by women was 28.1%, while that by men was 71.9%.³⁴ Individual ownership of land for women was found to be more common in the rural areas (28.6%) than urban areas (24.9%).

The 2011 UDHS revealed the status of decision making within households³⁵. It was found that husbands have the most control in decision-making on women’s health care, major household purchases, and visits to family or relatives. Around 40% of currently married women claimed that their husbands primarily made decisions on their own health care, major household purchases, and visits to their family or relatives. Only 23% of the married women reported that they make independent decisions on their own health care and visits to family or relatives, and 16% reported making independent decisions on major household purchases.

In 2010, nearly 500,000 persons owned businesses and out of these 56% were male while 44% were female. Comparing this to the situation in 2001, there was an increase in the proportion of females owning businesses from 37% in 2001 to 44% in 2010³⁶.

Gender-based Violence

³³ <http://www.ubos.org/onlinefiles/uploads/ubos/gender/Uganda%20Facts%20and%20Figures%20on%20Gender%202013.pdf>

³⁴ <https://dhsprogram.com/pubs/pdf/FR264/FR264.pdf>

³⁵ Ibid

³⁶ Census of Business Establishments, 2010/11 <http://www.ubos.org/onlinefiles/uploads/ubos/pdf%20documents/2010%20COBE%20Report.pdf>



Uganda's National Gender Based Violence Database (NGBV)³⁷ lists the following types of gender-based violence that are prevalent in the country. It can be noted that different types of violence are not mutually exclusive.

- Denial of resources;
- Opportunities and services;
- Physical and sexual assault;
- Psychological abuse;
- Rape;
- Forced and child marriage;
- Defilement and female genital mutilation.

The 2011 Uganda Demographic Health Survey revealed that 56% of women in Uganda have experienced physical violence at some point since the age of 15 years. In Uganda, 28% of women and 9% of men aged 15-49 reported having experienced sexual violence at least once in their lifetime³⁸.

Domestic violence is widespread, high rates of which are linked to cultural norms as well as alcohol abuse³⁹. The UDHS survey also found that 58% of women respondents believed that wife beating is justified for certain reasons. High proportions of women who justify wife beating indicate that women generally accept the right of a man to control his wife's behavior through violence.

³⁷ <http://ngbvd.mglsd.go.ug/ngbvd/index.php>

³⁸ <https://dhsprogram.com/pubs/pdf/FR264/FR264.pdf>

³⁹ Gender Based Violence Survey 2009, Analytical Report (Uganda Bureau of Statistics) <http://www.ubos.org/unda/index.php/catalog/24>



UN Women’s Global Database on Violence Against Women⁴⁰, determines the prevalence of violence toward women in Uganda as follows:

| Prevalence Data on Different Forms of Violence against Women: | |
|------------------------------------------------------------------------|--------------------------|
| Lifetime Physical and/or Sexual Intimate Partner Violence | 51 percent ⁴¹ |
| Physical and/or Sexual Intimate Partner Violence in the last 12 months | 35 percent ⁴² |
| Lifetime Non-Partner Sexual Violence | 4 percent ⁴³ |
| Child Marriage | 40 percent ⁴⁴ |

Uganda has set in place specific laws for gender based violence prevention and response. These include the Domestic Violence Act of 2010, the Prevention of Trafficking in Person Act (2009), and the Prohibition of Female Genital Mutilation Act (2010). A multi-sectoral approach is emphasized, examples of which include child and family protection units being established in police stations, revised protocols of gathering medico-legal evidence to increase access to justice for women and girls, and interventions in the education sector to train teachers who then reach out to vulnerable children.⁴⁵ In addition to this, in 2015 the Government of Uganda launched a National Gender-Based Violence Database (NGBVD) to collect, store and generate reports on Gender Based Violence in real time. This aims to make GBV incident reporting and response services more evidence based⁴⁶.

Gender based violence is further exemplified in times of stress, greater need, disaster, loss of income – all of which may be linked to climate change impacts. By addressing climate issues and gender inequality simultaneously, projects have an opportunity to co-benefit in aspects of attracting funding and delivering outcomes and successes for the community and environment.

⁴⁰ <http://www.evaw-global-database.unwomen.org/en/countries/africa/uganda>

⁴¹ Proportion of ever-partnered women aged 15-49 years experiencing intimate partner physical and/or sexual violence at least once in their lifetime. Source: Central Statistical Office (CSO), Ministry of Health (MOH), Tropical Diseases Research Centre (TDRC), University of Zambia, and Macro International Inc., 2009. Zambia Demographic and Health Survey 2007. Calverton, Maryland, USA: CSO and Macro International Inc. as per <http://www.evaw-global-database.unwomen.org/en/countries/africa/zambia>

⁴² *Ibid.*

⁴³ *Ibid.*

⁴⁴ Percentage of women aged 20-24 years who were married or in union before age 18. Source: UNICEF global databases 2014. Based on DHS, MICS and other national household surveys as per <http://www.evaw-global-database.unwomen.org/en/countries/africa/zambia>

⁴⁵ <http://www.un.org/womenwatch/daw/csw/csw57/generaldiscussion/memberstates/uganda.pdf>

⁴⁶ <http://ngbvd.mglsd.go.ug/ngbvd/index.php>

IV. Legal and Administrative Framework Protecting Women and Protecting Gender Equality

Uganda is characterized by relatively strong national machineries and progressive laws and regulations compare to other African countries. Institutions in Uganda have attempted to promote gender equality and women’s empowerment through reforming different laws, policies and institutionalizing accountability mechanisms for the last decade. Uganda’s Constitution (1995) prohibits discriminatory laws and traditions against both men and women. National Gender Policy (1997) was reformulated in 2007 to address the issues of gender inequality. Law on Domestic Violence (2010), the Anti-Trafficking in Person Act (2009) and Employment Act (2006) and National Development Plan (2015-2020) are also efforts to advance gender equality and women’s empowerment in the country.

It is noteworthy that Uganda has made significant progress in gender mainstreaming across sectors in government and CSOs through building capacity of gender focal points in different sectors, local governments, and CSOs in specific areas of gender-responsive policy, planning and budgeting (GRB) (APRM, 2016). The Government of Uganda’s gender mainstreaming efforts resulted in the development of GRB guidelines and manuals. (NPA, 2013; APRM, 2016). Consequently, sector-specific gender policies and strategies were developed in health, education, water and environment, agriculture, local government, and the Justice Law and Order Sector (JLOS) (NPA, 2013). Through the abovementioned efforts which have been made by central governments and development partners, there is consensus on the integration of gender perspectives in public agenda, especially in the development discourse.

In Uganda, some important bills have never become law. For instance, the Marriage and Divorce law (formerly the Domestic Relations Bill) has remained in Parliament since the 1960s. Implication of this particular law is that if this bill passed into law, Ugandan women would enjoy their property rights during and after marriage. Additionally, the Sexual Offences Bill has not progressed in Parliament.

Gender and climate change



Like other countries, gender and climate change issues are recognized as cross-cutting issues in public policy agenda. National Gender Policy (1997) has provisions for biodiversity management. According to this policy, the provisions are (1) integrate gender concerns in existing and proposed policies and programmes; (2) collect gender disaggregated information related to the environment including the human factors; (3) include gender roles and analysis in environmental management training programmes in all levels; (4) facilitate participation of both men and women in formal and informal education, training, public awareness campaigns and decision making in environment and natural resources management; (5) establish an institutional mechanism to review existing and proposed programmes to integrate gender issues; (6) carry out research on the local knowledge and use of natural resources. This National Gender Policy illustrates that the government of Uganda clearly sees the centrality of integrating gender consideration in climate change policies, however, the issue of gender and climate change has given priority or a clear allocated budget to pursue gender mainstreaming effectively. Also, often gender mainstreaming in the most relevant policies and strategies/action plans (Uganda National Climate Change Policy, the National Agriculture Policy, National Biodiversity Strategy and Action Plan, and others) is an addendum rather than fundamental aspects of the respective policies.

Recently, the Government of Uganda revised the second National Biodiversity Strategy and Action Plan for Uganda (NBSAP2) and submitted to the Convention for Biological Diversity (CBD) in 2015. However, specific gender considerations for implementing NBSAP2 have not been addressed in NBSAP2, National Environment Management Authority (NEMA) organized a national stakeholder’s dialogue aimed at building consensus on gender-biodiversity actions and priorities to be included in NBSAP2 in June, 2016 which shows gender consideration has not been the integral part of the main discussion.

Findings from a study conducted by CGIAR, Climate Change, Agriculture and Food Security, and CCAFS shows that the efforts to mainstream gender in all relevant activities and programs shall be done with both a comprehensive implementation plan across sectors and a clear budget allocation (CCAFS, 2015). The study notes that climate change related policies have been mostly designed to address practical gender needs while attempts to address the structural constraints (i.e., root causes of gender inequalities such as patriarchal attitudes in township level) that hinder women’s access to resources.

In line with the National Gender Strategy, the Directorate of Environmental Affairs of the Ministry of Water and Environment has developed the first Gender Strategy to guide mainstream gender in the sub-sector.



According to this Environment and Natural Resources Sub-sector Gender Mainstreaming Strategy 2016-2021 (2016), Wetland Management Department of the ministry will assess the level of compliance in gender mainstreaming for wetland management; assess levels of access and control regimes of wetland resources; promote equal representation of both men and women in decision making for wetland management; develop and disseminate a mechanism for equitable sharing of wetland products and services by men and women through the value chain and public private partnerships; build and strengthen capacity for gender mainstreaming for wetland management staff and stakeholders. In addition some development partners like UNDP have invested in generating data on wetlands, including development of the first Wetland Atlas for Uganda.

Table 1. Sectoral Policies relevant to Climate Change, Biodiversity Management in Uganda

| Policy | Relevance |
|------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| National Gender Policy (1997) | Promotes Integration of gender concerns in environmental policy planning, decision making and implementation at all levels to ensure sustainable social and economic development |
| Uganda National Environment Management Policy (1994) | Promotes the inclusion of women in climate change and recognizes the relevance and implications of gender roles in environmental and natural resource management. |
| National Wetlands Policy (1995) | Promotes the conservation of Uganda’s wetlands in order to sustain their ecological and socio-economic functions for the present and future well-being of the people |
| Uganda Wildlife Policy (1999) | Promotes the long-term conservation of the country’s wildlife and biodiversity in a cost effective manner which maximizes the benefits for the people of Uganda |
| National Climate Change Policy (2013) | Promotes the integration of gender vulnerability to climate change in targeted interventions |
| Disaster Management Policy | |
| Forestry Policy (2001) | Promotes management of forestry resources |



| | |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Land Policy (2000) | Promotes the land use and physical planning |
| Tourism Policy (2003) | Ensure that tourism becomes a vehicle for poverty reduction |
| Fisheries Policy (2003) | Conserve and manage sustainably fisheries and other aquatic resources for sustainable production |
| National Agriculture Policy (2009) | Promote farming systems and land use practices that conserve and enhance land productivity in an environmentally sustainable manner |
| Decentralization Policy (1993) | Districts are empowered to plan for development in the district and to manage the environment and sectoral natural resources such as wetlands, forestry, wildlife, and etc |
| Natural Culture Policy (2006) | Conserve, protect and promote Uganda’s tangible and intangible cultural heritage |
| National Population Policy (1995) | Involve a society that is both informed and conscious of population and development issues at all levels |
| Education Policy (1992) | Promotes human resources development |

Source: Uganda National Environment Management Authority (2016)

V. Gender issues in response to the impact of climate change on wetland catchments

It is important to note that in order to create transformational change, women are not just seen as climate change victims or beneficiaries. Women are imperative to climate change adaptation efforts. They practice adaptive measures as a part of daily life – through farming and in the face of increasing risks – through disaster recovery and preparation.⁴⁷ By utilizing these existing skills into project design and implementation and by providing a platform in which to empower women enables women’s influence to rise from a household to a community and national level. Leadership and decision-making capacities and opportunities increase.

⁴⁷ <http://asiapacificadapt.net/gender-sourcebook/wp-content/themes/iges/pdf/integrating-gender-sourcebook.pdf>



Women from the poorest households often pay the most, sacrifice the most, are the most disadvantaged and the least resilient.

Women are impacted differently by climate change in the following ways:

- Women rely more on natural resources, wetlands in particular, for their livelihoods, with staple crops providing up to 90 percent of food in farming districts of some countries and 80 percent of food in Uganda⁴⁸. Women struggle to fulfill their key responsibility for the production of food, in spite of the detrimental impacts of climate change on agriculture.
- Women and children are often responsible for gathering water and fuel in traditional agrarian societies, tasks that are laborious, challenging and time consuming. These tasks become more time intensive due to the impact of climate change.
- Climate change is linked to increased incidences of tropical diseases such as cholera, malaria and diarrhea, which have severe impacts on women because of their limited access to medical services and clean water (available to only 50% of the population in Uganda) and their responsibility to care for the sick. Maternal mortality in Uganda is one of the highest in the world with 440 deaths per 100,000 live births.
- In some societies more women are dying during natural disasters because men receive preferential treatment in rescue and relief efforts.
- Women are disproportionately affected due to vulnerability and the capacity to adapt to the process of climate change are affected by various factors, including age, education, social status, wealth, access to resources, sex, gender and many other social dimensions;
- In addition at the time of crisis, women's needs are not considered priority in recovery programmes.

VI. Recommendations

Gender analysis

The gender analysis undertaken at the onset and design of this project acts as an entry point for gender mainstreaming throughout implementation. Stakeholder consultation took place at the Ministry of Water and Environment and involved the Water and Environment Sector Working Group (WESWG), which

⁴⁸Uganda: Growing Out of Poverty, Kapil Kapoor, 1993.



comprises of representatives from the Ministry of Water and Environment, other line ministries, Development Partners and Civil Society Organisations. Results from the consultations are detailed below in the Stakeholder engagement section further below.

The gender analysis, through stakeholder engagement and consultation enabled:

- Assessment of the gender-related activities in responding to the expanding threat of climate change on wetland catchment areas, including gender roles and responsibilities, resource use and management, and decision making raised by the project;
- Engagement, development and input into the design of responding to the expanding threat of climate change and building the resilience of the most vulnerable communities through strengthen agricultural livelihoods, introducing alternative livelihoods, and strengthening planning and management of natural resources;
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline in which to measure improvements and identify areas of focus; and
- Establishment of recommendations to incorporate into the Gender Action Plan.

Project design and implementation

Addressing gender dimensions within the project design and implementation, this proposal identifies and integrates interventions to provide gender responsive and transformative results. As women are key players in the agricultural sector and also natural resource management (including water management), particularly in the wetland areas, and therefore food security, it is integral to the success of the project that women are encompassed throughout the entirety of this project.

Uganda is one of poorest countries' in the world and a population highly dependent on agriculture and natural resources for livelihoods. The Government of Uganda has taken measures to address climate change. Leveraging from the Government of Uganda's proactivity, this proposal builds from the existing actions of the government's investment in improving its response to the impacts of climate crisis. Women are imperative to agriculture, forestry and water resource management. For this project to succeed it is integral that women are involved throughout.

The project design will take into consideration the following gender implications:

- Women’s role as primary homestead and resource manager;
- Differing conservation incentives faced by women and men;
- Analysis of gender division of labour (e.g. gender-differentiated roles, responsibilities, and needs);
- Women’s access to, and control over, environmental resources and the goods and services that they provide (Increasing women’s access to and control over resources, improves the effectiveness of such projects);
- Identification of gaps in equality through the use of sex-disaggregated data enabling development of gender action plan to close those gaps, devoting resources and expertise for implementing such strategies, monitoring the results of implementation, and holding individuals and institutions accountable for outcomes that promote gender equality.
- Assess how gender is currently mainstreaming in differing ministries and sectors, to develop a need assessments, enable planning, and be effective in monitoring and evaluation.
- Involve women both at macro and micro level in climate resilience process.
- Involve men both at macro and micro level in climate resilience process.
- Financing and budgeting gender related initiatives in the climate resilience process.
- Incorporate women in identifying new and innovative technology that can support women to protect their environment and climate, promoting independence, empowerment, and entrepreneurship;
- Evaluation of women’s work time, both as paid and unpaid;
- Identify specific strategies to include / target female-headed households;
- Identify differing conservation incentives faced by women;
- Promote advocacy and awareness adjusted to most effectively reflect gender-specific differences. Strategies used in the project are tailored, taking into account such differences;

The project implementation will take into consideration the following gender implications:

- Address the division of labour on small farms, taking into consideration gender specific views on management;
- Inclusion of a Gender Specialist position within the project to implement gender related activities;

- Inclusion of all stakeholders involved in the project to develop awareness raising / training aimed at drawing attention to the implication of climate resilience adaptation and gender equality;
 - Inclusion of gender and climate issues in national curriculum (health, education...);
 - Inclusion of village based non-formal education linked with increasing skills and technological knowledge;
 - Linking income generating activities identified by women with microfinance institutions and cooperatives;
-
- Undertaking community discussions and dialogue in relation to gender and climate resilience and adaptation strategies with the inclusion of indigenous knowledge.

During project implementation, qualitative assessments will be conducted on the gender-specific benefits that can be directly associated to the project. This will be incorporated in the annual Project Implementation Report, Mid-Term Report, and Terminal Evaluation. Indicators to quantify the achievement of project objectives in relation to gender equality will include men and women who had access to affordable solutions, number of men and women employed from the jobs created by the project, training opportunities, knowledge management and information dissemination.

Stakeholder engagement

The stakeholder consultations and engagement of women’s organizations promote gender equality at the local as well as at national level. The involvement of women’s organizations in the project design, will assist in the identification of relevant gender issues within the country’s social context, and implementation and monitoring of gender aspects of the project.

A consultation with the Ministry of Water and Environment Sector Working Group took place on the 19 May 2015 at the Ministry of Water and Environment. The target populations were women and men as representatives of all stakeholder groups affected by this proposal.

The stakeholder engagement component of this annex, captures the specific issues and difficulties that women face in responding to the expanding threat of degraded wetlands and building the resilience of the

most vulnerable communities through climate-smart and landscape-based investment and in addition outlines how women's security is affected by these issues.

The results captured as are follows:

- The Ministry of Lands Housing and Urban development should be engaged to address the ownership of land during implementation;
- There is a high level of awareness on the need for wetland conservation;
- The WESWG agreed that another component of the Wetlands Governance would be included in the Programme, to cover issues such as: 1) Review of the policy and legal regime governing wetlands; 2) Coordination of stakeholders, including review of institutional mandates; 3) Stakeholder participation 4) Development of client charters; 5) Minimum standards of behaviour by the leaders and the led Payment for ecosystem services; 6) Cost-benefit analysis of current and proposed interventions in the utilisation of wetlands; 7) Role of each stakeholder, such as the Central Government, Local governments, NGOs and CBOs and the Private sector;
- The Wetlands Advisory Group and the Local Partner Advisory Committee have agreed that the project should be mainstreamed into both National and Local planning processes;
- Specific Environment Impact Assessments will be undertaken for specific activities, using an ecosystem based approach;
- Priority to technologies such as water harvesting in catchments and small scale irrigation should be given in order to build resilience of communities to climate change.

The recommendations by the ministries include:

- Actively engage local stakeholders in the design, implementation and monitoring of the project;
- Staff capacity building and training of relevant stakeholders;
- Staff capacity building on gender and climate change analysis, planning, budgeting and mainstreaming;
- Implementation of public awareness and sensitization programmes on the effects of climate change and the benefits of project interventions;
- Demonstration of the benefits of project interventions in pilot sites around wetlands;
- Introduce new environmental friendly tree species;
- Community level awareness raising at all levels;

- Identification of the issues and challenges that hinder men, women in accessing all levels of policy and decision-making processes;
- Assessment of current farming practices in Africa and how they affect the environment;
- Need for collaborative management with wetland resource users;
- Need to empower Enforcement officers.

Monitoring and evaluation

Through onset analysis, data has been collated to establish a baseline. This data shall be monitored against throughout implementation and evaluation.

The analysis identified the differences between men and women within at-risk populations. In order to monitor and evaluate progress of the project, the following indicators can be measured:

- Number of women and men as beneficiaries;
- Number of female and male-headed households as beneficiaries;
- Change in health and well-being;
 - Health status of women and children;
 - Female school enrollment and retention;
- Change in livelihoods of rural, targeted populations;
 - Female and male engagement in agricultural livelihoods
 - Women and men engaged in alternative income generating activities;
 - Purchasing capacity and production of food for household consumption and income generation;
 - Distance and time saved due to climate resilience projects;
 - Use of leisure time saved by the project;
- Business development support, targeting rural women entrepreneur groups;
- Availability and accessibility of microfinance institutions and cooperatives;
- Number of women and men engaged in agricultural processing

- Number of men and women participating in land management, natural resource management, and restoration activities
- Number of men and women participating in water user groups and wetland management activities
- Number of women and men in farmer groups, farmer cooperatives or farmer associations;
- Number of women and men in leadership positions
- Women participation and engagement in local business.

Qualitative indicators:

- Role of men and women in agricultural livelihoods
- Opportunities for men and women to generate additional income.
- Time-saved by women as a result of the reduction of labour hours required for agricultural and water management practices prior to the implementation of the project;
- Contribution to self-esteem raised and empowerment of women in the community;
- Expanded involvement in public and project decision-making as a result of initiation of women to actively participate in income generating activities;
- Engagement in training and educational activities. E.g. activities related to climate change, agriculture, water management, leadership, business, finance, entrepreneurship and decision-making, thereby empowering and increasing involvement of women to participate with confidence in community meetings;
- Effectiveness of awareness on climate change adaptation approaches increasing among men and women;
- Role of men and women in management and rehabilitation of natural resources, including water catchments
- Perception of women and men on their vulnerability to climate change
- Ability of women and men to identify their environmental changes and risks based on their different roles and access to resources; and
- Engagement of women and men in social protection mechanisms, such as savings groups, or insurance

Proposed Gender Action Plan

This Gender Action plan provides suggested entry points for gender-responsive actions to be taken under each of the Activity areas of the project. In addition, specific indicators are also proposed to measure and track progress on these actions at the activity level. This can be incorporated into the detailed M&E plan which will be developed at the start of implementation, and provides concrete recommendations on how to ensure gender (including disaggregated data) continues to be collected and measured throughout implementation

| Objective | Actions | Indicator | Responsible Institutions |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Output 1: Restoration and management of wetland hydrology and associated catchment | | | |
| <p>Activity 1.1: Small-scale water storage and detention facilities designed and constructed or rehabilitated in critical waterways for communities to benefit from enhanced ecosystem functioning</p> | <p>Integration of gender and the roles/responsibilities around access and use of water to trainings on wetland ecosystem management</p> <p>Identify female beneficiaries who are working with existing water storage schemes and / or those who are interested in introducing water management technologies as champions</p> <p>Engage women in contributing their unique knowledge to the mapping and preparatory activities for ponds and water storage facilities</p> <p>Define strategies to support increased water access and irrigation to address the needs of both men and female to benefit from enhanced ecosystem functioning</p> <p>Ensure the involvement of both men and women in water user groups and wetland management</p> | <ul style="list-style-type: none"> • Number of male and female adopting new water storage strategies • Number of men and women participating in trainings on resilient water storage • Number of women and men contributing to mapping and preparatory activities for ponds and water storage facilities • Number of men and women participating in water user groups and wetland management activities and • Changing role of men and women in groups tasked with water and wetland management | |



| | | | |
|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| | activities, including equal participation in leadership positions | | |
| Activity 1.2: Improved inlet streams to increase water delivery; (GCF) | <p>Ensure women contribute to community plans for catchment areas</p> <p>Ensure both women and men are engaged in all sensitization activities</p> <p>Take into consideration the differentiated roles/responsibilities, needs and knowledge of both men and women in defining and constructing necessary infrastructure</p> <p>Ensure both men and women’s participation in groups and committees to manage new water storage and delivery systems</p> | <ul style="list-style-type: none"> • Number of women and men contributing to community plans for catchment areas • Number of women and men engaged in sensitization activities • Number of men and women participating in water storage and delivery group sand committees – including numbers in leadership roles | |
| Activity 1.3: Degraded catchment areas rehabilitated and land productivity improved | <p>Identify best practices to be scaled up based on the experiences of both men and women</p> <p>Ensure men and women are equally engaged in training on sustainable land management and natural resource management of wetlands</p> <p>Identify and carry out best sensitization strategies for both men and women (which may differ)</p> <p>Ensure both men and women are equally engaged in planning and implementing restoration activities</p> <p>Ensure all learning activities are tailored to needs and strategies of both men and women</p> | <ul style="list-style-type: none"> • Number of women and men engaged in sensitization activities • Number of men and women participating in land management, natural resource management, and restoration activities • Number of men and women engaged in learning activities | |



| <p>Activity 1.4: Strengthened wetlands management practices</p> | <p>Identify the information needs and contributions of both men and women to inform a valuable wetland information system, and ensure information is differentiated by gender (as relevant)</p> <p>Define indicators for measuring and monitoring wetlands (including economic valuation, research and development) related to the needs of both men and women, and that are sex disaggregated</p> <p>Ensure both men and women in government institutions are engaged in training and monitoring of wetlands</p> <p>Ensure knowledge of both women and men inform wetland management plans</p> <p>Identify the different types of tools, training and infrastructure needed for men and women to implement wetland management plans</p> <p>Ensure both women and men are participating in committees and groups for managing local wetland areas, including ensuring women in leadership positions</p> | <ul style="list-style-type: none"> • Comprehensive wetland information system incorporates sex differentiated a data and information • Number of women and men engaged in training activities • Number of men and women participating in planning and implementing wetland management plans • Number of women and men participating in committees and groups, including number of women and men in leadership positions | |
|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| Objective | Action | Indicator | Responsible Institution |
| Output 2: Improved agricultural practices and alternative livelihood options in the wetland catchment | | | |
| <p>Activity 2.1: Crop diversification and resilient agricultural best practice adopted</p> | <p>Increase adoption of diversified crops for women in target communities</p> <p>Introduce new agricultural practices for both women and men drawing on indigenous</p> | <ul style="list-style-type: none"> • Number of participants engaged in training and technical support for introduction of new agricultural practices, disaggregated by gender. • Number of female recipients able to strengthen production and diversify amidst climate variability | |



| | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| | <p>knowledge strategies from both genders</p> <p>Identification of agricultural practices that also align with the needs and priorities of both men and women</p> <p>Identify and document indigenous knowledge, practices and coping mechanisms informed by both men and women</p> <p>Engagement of both women and men in farmer and water user groups, including leadership positions</p> <p>Engagement of both women and men in learning and dissemination of good practices</p> | <p>and change with the Introduction of new agricultural practices</p> <ul style="list-style-type: none"> • Success rate of new agricultural practices introduced with regards to crop yield • Success rate of new agricultural practices introduced with regards to time saved for other activities • Number of participants and leaders in water user groups disaggregated by gender • Number of smallholder farmers receiving agricultural inputs, disaggregated by gender • | |
| <p>Activity 2.2 Economically viable and sustainable livelihood and income generating interventions introduced, promoted and supported in the wetland and immediate catchment</p> | <p>Community dialogue / conversation and engagement to identify livelihood options that fit the needs of both men and women</p> <p>Identification of female community members who are interested in becoming champions and leaders for adopting alternative livelihoods members who are working within existing systems and whom are introduced to alternative livelihoods</p> <p>Engagement of both men and women in training and technical support for introducing alternative livelihoods</p> | <ul style="list-style-type: none"> • Number of participants engaged in training and adoption of new alternative livelihoods, disaggregated by gender • Number of women in leadership positions in newly established cooperatives or farmer groups for alternative livelihoods | |
| <p>Activity 2.3: Business and entrepreneurial skills promoted, including micro credit schemes and revolving funds ;</p> | <p>Community dialogue / conversation and engagement to identify entrepreneurship and local innovative financing mechanisms that fit the needs of both men and women</p> | <ul style="list-style-type: none"> • Number of participants trained/mentored on business development, entrepreneurship and innovative finance differentiated by gender • Number of beneficiaries starting new businesses or adopting new | |



| | <p>Identification of female community members who are interested in becoming entrepreneurs and setting up businesses</p> <p>Ensure training/mentoring on business development, entrepreneurship and innovative finance is provided equally to both men and women</p> <p>Identify and provide market infrastructure that is relevant for both men's and women's needs</p> | <p>financial mechanisms, differentiated by gender</p> <ul style="list-style-type: none"> • Number of new business owners receiving or benefiting from local market infrastructure, disaggregated by gender | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| Objective | Action | Indicator | Responsible / Institution |
| Output 3: Strengthening access to climate and early warning information to farmers and other target communities | | | |
| <p>Activity 3.1 Meteorological and hydrological infrastructural investments supported including additional manual and automatic weather stations, lightning sensors, hydrological monitoring equipment, agro-meteorological stations, forecasting equipment, and data archiving systems.</p> | <p>Engage both men and women in defining climate information needs</p> <p>Identify locations, specifications, and equipment of new infrastructure based on information needs of both men and women</p> | <ul style="list-style-type: none"> • Number of women and men engaged to define information and infrastructure needs | |
| <p>Activity 3.2 Capacity building of relevant staff on operation and maintenance of climate monitoring equipment, data interpretation, modelling and forecasting.</p> | <p>Identify differentiated training needs of both men and women</p> <p>Ensure both men and women are trained in the operation and maintenance of climate monitoring, interpretation and forecasting equipment</p> <p>Engagement of both men and women in the generation and analysis of climate-related data</p> | <ul style="list-style-type: none"> • Number people trained and engaged in the generation and analysis of climate information, disaggregated by gender | |
| <p>Activity 3.3 Climate-related information/services provided to target areas, such as early warnings on flash floods and extreme weather, agricultural extension advice for a wide variety of crops, short- to long-range weather forecasts.</p> | <p>Identification of both men and women's needs when it comes to climate information and weather/agricultural advisories</p> | <ul style="list-style-type: none"> • Number of advisory products designed specifically to target women • Number of women and men receiving climate and early warning advisories | |



| | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| | <p>Identify differentiated needs related to format and content of weather and agricultural advisories to target both men and women</p> <p>Development and promotion of tailored and targeted weather and agricultural advisories that are gender sensitive and take into account the needs of women and men</p> <p>Integration of gender into trainings on interpretation and use of climate information</p> | <ul style="list-style-type: none"> • Number of farmers and other beneficiaries using advisories to inform their agricultural planning and wetland management, disaggregated by gender • Number of women and men involved in training on interpretation and use of climate information | |
| <p>Activity 3.4 Customized ICT, mobile platforms, and other public and private communication channels identified and/or developed to support dissemination of the above information/services to the 'last mile' users to enable timely and urgent responsive action as well as short/medium/long-term planning for climate-dependent activities in sectors such as agriculture.</p> | <p>Define specific dissemination channels that would be best able to reach both women and men.</p> <p>Development of a gender-sensitive training manual for climate information and early warning system dissemination</p> <p>Engagement of both men and women in identifying and implementing sector-specific marketing strategy for meteorological services</p> | <ul style="list-style-type: none"> • Number of beneficiaries engaged in identifying and implementing sector-specific marketing strategies, disaggregated by gender • Number of dissemination channels designed and implemented to specifically target women • Number of participants in simulation exercises for preparedness, disaggregated by gender | |



General population in target districts

Eastern District

| District | Gender | | Residence | | Population Type | | Total |
|-----------|---------|---------|-----------|---------|-----------------|---------------|---------|
| | Male | Female | Rural | Urban | Household | Non-Household | |
| Budaka | 101,076 | 106,521 | 183,720 | 23,877 | 206,6 | 935 | 207,597 |
| Butaleja | 119,721 | 124,432 | 210,952 | 33,201 | 243,441 | 712 | 244,153 |
| Pallisa | 189,342 | 197,548 | 348,951 | 37,939 | 384,279 | 2,611 | 386,890 |
| Ngora | 69,153 | 72,766 | 126,748 | 15,171 | 140,457 | 1,462 | 141,919 |
| Bukedea | 99,122 | 104,478 | 192,691 | 10,909 | 202,757 | 843 | 203,600 |
| Mbale | 235,624 | 253,336 | 365,869 | 123,091 | 481,562 | 7,398 | 488,960 |
| Kaliro | 116,787 | 119,412 | 219,438 | 16,761 | 234,445 | 1,754 | 236,199 |
| Namutumba | 124,304 | 128,258 | 233,943 | 18,619 | 251,833 | 729 | 252,562 |
| Kibuku | 97,845 | 104,188 | 184,597 | 17,436 | 201,215 | 818 | 202,033 |
| Tororo | 251,892 | 265,190 | 444,937 | 72,145 | 512,474 | 4,608 | 517,082 |

Source: 2014 National Census Report

Western District

| District | Gender | | Residence | | Population Type | | Total |
|-----------|---------|---------|-----------|--------|-----------------|---------------|---------|
| | Male | Female | Rural | Urban | Household | Non-Household | |
| Kabale | 254,414 | 273,817 | 452,093 | 76,138 | 517,476 | 10,755 | 528,231 |
| Kisoro | 126,643 | 155,062 | 256,251 | 25,454 | 280,304 | 1,401 | 281,705 |
| Kanungu | 121,873 | 130,271 | 201,006 | 51,138 | 250,224 | 1,920 | 252,144 |
| Ntungamo | 234,822 | 249,019 | 423,211 | 60,630 | 478,726 | 5,115 | 483,841 |
| Bushenyi | 116,410 | 118,030 | 186,655 | 47,785 | 228,974 | 5,466 | 234,440 |
| Buhweju | 59,245 | 61,475 | 117,768 | 2,952 | 120,209 | 511 | 120,720 |
| Mitooma | 86,771 | 96,673 | 172,048 | 11,396 | 182,867 | 577 | 183,444 |
| Rubirizi | 62,135 | 67,014 | 111,912 | 17,237 | 128,062 | 1,087 | 129,149 |
| Sheema | 101,032 | 106,311 | 159,963 | 47,380 | 203,278 | 4,065 | 207,343 |
| Rukungiri | 152,070 | 162,624 | 271,088 | 43,606 | 310,454 | 4,240 | 314,694 |

Source: 2014 National Census Report

International agreements relevant to gender and climate change

| Year | International Agreement | Environmental Relevance | Gender Relevance |
|------|------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1948 | UN Universal Declaration of Human Rights (UNDHR) | No specific mention of environment but acknowledges fundamental human rights that are linked to and dependent upon a healthy environment | Establishes core human rights but with a limited gender perspective |
| 1979 | Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) | Calls for governments to ensure that women participate at all levels of decision-making concerned with environmental sustainability, and that women's interests and perspectives are adequately reflected in all policies and approaches adopted | The first international treaty to recognize women's human rights |
| 1992 | Agenda 21 and the Rio Declaration on the Environment and Development | This provided the first international precedent for including the gender perspective in promoting sustainable development. It adopted a gender perspective in all development and environment policies and programmes, leading to the promotion of women's effective participation in the proper use of natural resources; | |
| 1992 | UN Convention on Biological Diversity (UNCBD) | The first global agreement focused on conservation and sustainable use of biodiversity | Explicitly addresses women's participation and „recognises the vital role that women play in conservation and sustainable use of biological diversity, emphasizing the need for the full participation of women at all levels of policymaking and implementation for biological diversity conservation' |
| 1992 | UN Framework Convention on Climate Change (UNFCCC) | Acknowledges human interference with the climate and aims to stabilise concentration of GHGs in the atmosphere | Absence of any mention of gender |
| 1994 | UN Convention to Combat Desertification (UNCCD) | The only legally binding international agreement dealing with land degradation | Promotes the equal participation of men and women and recognises „the important role played by women in regions affected by desertification and/or drought, particularly in rural areas of developing countries, and the importance of ensuring the full participation of both men and women at all levels in |



| | | | |
|------|-----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | programmes to combat desertification and mitigate the effects of drought' |
| 1995 | Beijing Declaration and Platform for Action | This makes the link between gender, the environment and sustainable development. Chapter K draws attention to women's poverty and the need for women to participate in decision-making about the environment at all levels, as well as the integration of gender in all sustainable development policies and programmes. | |
| 2000 | Millennium Declaration and MDGs | Includes goal on environmental sustainability (but with no linkage to gender) | Promotes gender equality but without making linkages with environment |
| 2005 | Kyoto Framework for Action | The first internationally accepted framework on disaster risk reduction (DRR), setting out objectives and priorities for policies at national level over the next decade. | Recognises that a gender perspective should be integrated into all DRR policies, plans and decision-making processes, including those associated with existing climate variability and future climate change. |
| 2007 | UN Declaration on the Rights of Indigenous Peoples (UN DECRIPS) | Acknowledges rights to forests and community lands. | Establishes rights of minorities but with limited gender perspective. |

(Adopted and Drawn from Raczek et. al. 2010)

Summary of gender differences in vulnerability and adapting to disasters

| | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Disparities that increase risks for women in disasters</p> <ul style="list-style-type: none"> • Higher levels of poverty • Extensive responsibilities of caring for others • Domestic violence • Traditional women's occupations | <p>Disparities that increase risks for men in disasters</p> <ul style="list-style-type: none"> • Occupational segregation • Internalized norms of masculinity • Roles in the family and in the home |
| <p>Gender experiences that can increase capacities for managing disaster situations: Women</p> <ul style="list-style-type: none"> • Social networking • Caring abilities • Extensive knowledge of communities • Management of natural and environmental resources • High levels of risk awareness | <p>Gender experiences that can increase capacities for managing disaster situations by: men</p> <ul style="list-style-type: none"> • Professional and work contacts • Technical abilities • Limited childcare responsibilities |

Annex 5

Gender Analysis and Action Plan

The gender analysis should examine the different roles, rights, needs, and opportunities of women and men, boys and girls and the relations between them in the project's context. The analysis should also be used to identify opportunities and entry points for promoting gender equality and women's economic empowerment in the project.

The information gathered from the gender analysis should be considered in all stages of the project cycle: design, formulation, implementation, and monitoring and evaluation. In each of these stages, the project should keep a 'gender lens' in mind, looking at ways it can:

- *Address any gender inequalities real or potential in the project.*
- *Ensure the needs and realities of women and men are addressed in project activities.*
- *Ensure women and men have equal access to project resources, services, capacity building.*
- *Ensure equal participation by women and men in both the project management arrangements and as beneficiaries, partners and key stakeholders of the project.*
- *Ensure equal voice among women and men in the decision making processes of the project.*
- *Ensure women and men equally benefit from the trainings, services, etc. offered by the project.*
- *Collect and analyze sex-disaggregated data and qualitative information to track the real gender impacts of the project.*
- *Ensure coordination among key development actors to further enhance gender mainstreaming and promote gender equality and/or the empowerment of women.*

What is the context?

- Over the past 20 years, there has been evident progress for women in Vanuatu – as evinced by key indicators (including on literacy, education, child mortality, teenage pregnancy, labor participation, and legal protection from domestic violence)¹,

¹ Captured in the 2009 National Population and Housing Census: Gender Monograph.

- However Vanuatu still (as at 2014) ranks relatively low on the gender inequality scale. It is number 132 out of 187 countries according to the UNDP Human Development Index².
- Vanuatu's report to the Committee on the Elimination of Discrimination against Women (CEDAW) (under the convention, 2014) provides a detailed summary of the status, progress and challenges of women's equality in Vanuatu. However as pointed out in the CEDAW "The limited if not unavailable sex disaggregated data in many of the government's ministries development activities, as a need to carry out gender analysis to review the needs of both men and women, remains an obstacle in the implementation of women's development"
- Work remains to be done to help ensure gender equality in Vanuatu and discrimination against women continues to be reinforced through legislation as well as through wider cultural and religious beliefs and practices³ Issues of representation in decision making, access to resources, active discrimination and gender based violence persist.

What is the legal status of women in the country of intervention?

- The Vanuatu Constitution recognizes the rights and freedoms of all individuals without discrimination on the grounds of sex, race, place of origin, religious and traditional belief, opinions or language.
- This clearly binds the state, and discriminatory laws made by Parliament can be declared unconstitutional by the courts. However In practice, the formal legal system is generally relevant only to the 30 percent of Vanuatu's population who live in the urban and peri urban areas of Port Vila (on the island of Efate) and Luganville (on the northern island of Espiritu Santo). In rural areas, where 70 percent of the population lives, custom law administered primarily by chiefs, who are nearly always men, prevails. Custom law operates in parallel with the formal legal system and is enshrined in the Vanuatu Constitution (box 1.3). Other legislation such as the Criminal Procedure Act also allows for courts to take the kastom system into account, enabling the courts to promote reconciliation through customary processes and to take customary settlement practices into account when determining the sentence⁴.
- Vanuatu is party to numerous international commitments to gender equality including: • the Convention on the Elimination of Discrimination against Women (CEDAW); • the Convention on the Rights of Persons with Disabilities
- However a number of laws propagate gender inequality. For example as stated in the Combined 4th and 5th CEDAW report, discriminatory laws restrict women's rights to property and inheritance (Government of Vanuatu 2012).

² UN DP Human Development Report 2014

³ (Bowman, Cultural, Ellis and Manuel 2009).

⁴ Bowman, Cultural, Ellis and Manuel 2009).

- Further customary law is used to deny women equality, despite Constitutional guarantees against such discrimination. Women were not allowed until recently to speak in nakamals (traditional meeting houses) when important issues affecting the community were discussed. While this has changed in some areas, there are still parts of Vanuatu where women are banned from speaking in nakamals⁵.
- In addition, the island courts (the lowest in the hierarchy of courts), which are community-based and serve the majority of the population, adopt decisions based on customary laws and practices, which are often discriminatory against women.⁶
- A significant achievement over the recent years has been the introduction of the Family Protection Act (FPA) (approved in 2008 and came into effect in 2009), which provides legal protection for victims of violence.

What are the gender norms and values? What are commonly held beliefs, perceptions, and stereotypes relating to gender?

- Women in Vanuatu are key contributors to society and are seen as those who hold families and communities together. Their role in society is closely associated with motherhood, protectors of culture and religious worship. While women are increasingly entering the formal economic sphere in Vanuatu, their potential is hindered by a number of barriers. The root cause of the barriers to women's economic empowerment in Vanuatu lie in the social norms, values and practices that condone and perpetuate discrimination towards women and girls⁷. Despite high level commitments from the government, such as is reflected in the new Vanuatu Gender Policy, there has been slow progress in achieving gender equality in Vanuatu. This lack of progress has been highlighted in CEDAW⁸ reports and recognised by the government in the 2010 MDG Report. There is resistance to change due to prevailing gender norms which grant men control over female behavior, notions of masculinity linked to power and decision making, and an acceptance of violence as a way to resolve conflict⁹.
- Specific aspects of women's low status have also been highlighted by the UN Committee on the Elimination of Discrimination Against Women (in 2007) include:
 - the use of custom fines in cases of rape which either substitute for or lessen the punishment of offenders;
 - the under-representation of women at all levels in public and political life (including Parliament, the judiciary, and appointed decision making bodies, particularly in the education sector);

⁵ Vanuatu's 2009 Universal Periodic Report to the United Nations Human Rights Council

⁶ (UN General Assembly 2009b: 3).

⁷ Molony, T 2014, Desk Review: Women's and girl's empowerment program, Care International in Vanuatu

⁸ Committee on the Elimination of Discrimination against Women <http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=17088&LangID=E>

⁹ Gender Equality Strategy for the Vanuatu TVET Centres http://www.vanuatutvet.org.vu/wp-content/uploads/2015/02/AAID024-TVET-Gender-Equality-Documents-32PG_LR.pdf

- citizenship rights;
- unequal access to higher levels of education; wage gaps and occupational segregation by sex (including low numbers of female teachers in secondary and higher education);
- lack of access to affordable health care for women; high rates of teenage pregnancy; unequal access to property, land and inheritance by women;
- the lower legal age of marriage for women (16 years) compared to men (18 years);
- lack of access to justice, particularly in rural and remote areas;
- the portrayal of women in the media; and
- the persistence of violence against women¹⁰
- Some of the barriers to women's economic empowerment include:
 - gender norms mean that women's roles are tied to domestic responsibilities and women are expected to fulfill these in addition to economic activities;
 - more than three quarters of Vanuatu's population live in rural areas hence a large proportion of people experience limited access to markets, small scale of markets and high costs of transport;
 - limited literacy, numeracy, financial literacy and business skills can hold women back from economic empowerment;
 - male dominance in leadership positions, politics and some occupational fields;
 - limited access to finance; and
 - lack of support from husband/partner or family, for example, a national survey found that 23% of women (almost 1 in 4) had been prevented from accessing or continuing their education, mainly by their parents but also by husbands/partners
- Attitudes and beliefs about women and their roles – perpetuated through institutions “such as churches, chiefs, and political parties through their doctrines, principles, and structures that discriminate against women” – have also been identified as major obstacles for advancing women's development¹¹.
- Violence against women and girls is a serious and widespread problem in Vanuatu. It stems from multiple factors and certain social and cultural beliefs and practices exacerbate the problem. Approximately 60% of women in Vanuatu have experienced some form of physical and/or sexual

¹⁰ (CEDAW 2007: 4).

¹¹ Vanuatu National Survey on Women's Lives and Family Relationships 2011

violence in their lives, of whom 21% were left with permanent injuries and 68% were subjected to psychological violence by their intimate partners¹²

- A significant achievement over the recent years has been the introduction of the Family Protection Act (FPA) (approved in 2008 and came into effect in 2009), which provides legal protection for victims of violence.

What are the training and education levels among women and men?

- Despite gender parity being closely reached in school enrolment rates, women remain underrepresented in tertiary education and are less likely to be awarded government scholarships¹³
- Women represent 40% of the labor force in both public and private sectors compared to 60% for men. More women than men are 'economically inactive', most being full time homemakers caring for children, the elderly, people with disabilities and other family members¹⁴
- The 2015 Gender Profile¹⁵ provides the following data on training and education:
 - Male youth literacy rate, ages 15–24 (2012) (UNESCO Institute of Statistics, 2015): 94.70%
 - Female youth literacy rate, ages 15–24 (2012) (UNESCO Institute of Statistics, 2015): 95.06%
 - Male adult literacy rate, ages 15+ (2012) (UNESCO Institute of Statistics, 2015): 84.87%
 - Female adult literacy rate, ages 15+ (2012) (UNESCO Institute of Statistics, 2015): 81.86%
 - Male adjusted net enrolment rate in primary education (2004) (UNESCO Institute of Statistics, 2015):97.89%
 - Female adjusted net enrolment rate in primary education (2004) (UNESCO Institute of Statistics, 2015):97.35%
 - Male gross enrolment ratio in secondary education (2010) (UNESCO Institute of Statistics, 2015):59.59%
 - Female gross enrolment ratio in secondary education (2010) (UNESCO Institute of Statistics, 2015):59.47%
 - Male gross enrolment ratio in tertiary education (2004) (UNESCO Institute of Statistics, 2015): 5.94%
 - Female gross enrolment ratio in tertiary education (2004) (UNESCO Institute of Statistics, 2015): 3.50%
 - Graduates from tertiary education who are female (2003) (UNESCO Institute of Statistics, 2015): 36.2%
 - Teachers in primary education who are female (2010) (UNESCO Institute of Statistics, 2015): 53.9%
 - Teachers in secondary education who are female (2002) (UNESCO Institute of Statistics, 2015): 35.6%

¹² (Vanuatu Women's Centre 2011).

¹³ (Vanuatu National Statistics Office 2011).

¹⁴ (Vanuatu National Statistics Office 2011).

¹⁵ (CoL CC BY SA 2015)

Who
does
what?

What is the division of labor among women and men?

- In general it is typically expected that men engage in the formal labor force, while women focus on in-formal, domestic orientated, labor, though the proportion of women in waged employment has substantially increased over the years (as mentioned above).
- More women than men (49% and 41% respectively) are involved in the subsistence economy¹⁶ which makes them more susceptible to poverty, climate change, disasters and other livelihood stresses.

What is the situation of women and men in the specific sector of intervention?

The role and status of women are important considerations in terms of the design and delivery of tailored climate information services for both men and women within the five target sectors.

AGRICULTURE

- Agriculture is the mainstay for food security and the main source of income for women. The 2007 agricultural census found that 31% of paid workers in the agricultural sector were female, compared with 69% of men, but women only received 22% of the total remuneration. Only 17% of women employed in the agricultural sector are managers or executives, compared with 35% of men¹⁷
- That said, more women than men (49% and 41% respectively) are involved in the subsistence economy¹⁸ which makes them more susceptible to poverty, climate change, disasters and other livelihood stresses. This is also significant given the significance of the semi-subsistence economy accounting for around 65% (average) of household income in Vanuatu.
- Although subsistence farming is not considered in national accounting, the small scale of these agriculture products represents an important source of income for women and enables their families to survive. For men, on the other hand, research suggests that a greater share of income goes to personal recreation.
- As reflected in the Cyclone Pam Post disaster Needs Assessment, the agriculture sector is highly vulnerable to climate pressures, including cyclone, but also drought, more intense rainfall and temperature increase.

¹⁶ (Vanuatu National Statistics Office 2011),

¹⁷ (VNSO 2008).

¹⁸ (VNSO 2011)

FISHERIES

- Subsistence and commercial fisheries and harvest of coastal resources are a mainstay of food security throughout Vanuatu. The fisheries sector (including aquaculture) involves 15,758 households¹⁹
- Nearly all households in coastal villages (32% of all households in Vanuatu) are involved in coastal fishing activities at different levels of intensity. About 6% of households in the country are engaged in fishing activities for sale purposes.
- Significant proportions of women in rural areas of Vanuatu are involved in coastal fishing, to supplement household nutrition. Supplementary catch enables additional income to their households.
-

TOURISM

- Tourism is a significant contributor to Vanuatu's GDP. Tourism expenditure as a percentage of GDP increased from 26% in 2002 to 33% in 2010. This translates to up to 4,000 direct jobs²⁰.
- Tourism activities strongly contribute to the observed growth in GDP for the construction sector as well as for the primary sector (for example livestock, fish, fruits and vegetables).
- There is limited information on women engaged in tourism. Although it is assumed that the percentage of women employed in this sector is higher than the national average for all sectors of 40%, however less than a third of women in the formal sector are in managerial or supervisory roles.
- Women are mostly employed as housekeepers and waitresses, while men tend to hold managerial posts. It is commonly observed that in coping with post-disaster stress, the tourism sector often maintains managerial and ground staff such as gardeners while laying off housekeepers. Thus women's economic opportunities will probably suffer significantly as a result as women will most likely be the first to lose their jobs from within the tourism sector.

WATER

- In Vanuatu, both ground and surface water are used for domestic purposes. In urban areas the main water source is shallow aquifers whereas in rural areas various sources are used such as bores, wells, springs, rivers and rainwater catchments

¹⁹ VNSO 2008)

²⁰ Data are from Reserve Bank of Vanuatu, 2012.

- The proportion of households using shared pipe as main source for drinking and washing in rural areas is 25%. Other sources of water supply include village tank, household tank, river or lake, private pipe and other sources such as well etc.²¹ Women (and children) are often responsible for the collection of water for household use²²
- Urban water supplies are provided by UNELCO (a private company) in Port Vila and Public Works in Luganville, Isangel and Lakatoro. All rural supplies are donor-funded and designed and delivered by either the drilling section or rural water supply (within DGMWR). Rural water supplies are operated and managed by the local community.
- Gender roles in terms of water collection can become the basis of inequality, particularly, in post-disaster situations, Because Tropical Cyclone Pam has damaged and contaminated sources of drinking water, women and children must dedicate greater time and effort than men to obtaining water from more distant locations. Data collected by WASH Cluster shows that 58% of all water collection in the affected provinces is done by women and children. This increased workload reduces the time they can allocate to income generation and education. It also exposes them to hazards such as violence or disease.²³

INFRASTRUCTURE

- It is estimated that Female Headed House Holds make up 20% of the national households.
- For the purposes of this project, gender issues intersect with infrastructure and the use of Climate Information Services primarily in terms of the domestic housing stock.
- Traditional housing (43%) is constructed from local materials such as thatch, natangura (woven palm fronds), woven cane, or other naturally available material. Key features include a concrete or crushed coral gravel floor; lightweight timber frame with local material wall cladding; roof sheeting made from locally grown material, sometimes with chicken wire covering the thatch (predominantly outer island and peri-urban).
- Semipermanent housing (30%) is incrementally constructed from traditional materials that are replaced or supplemented over time with salvaged or second hand materials. Key features include concrete or crushed coral rock floor, inadequately designed timber-framed walls; natangura grass or corrugated galvanized iron (CGI) roof on non-engineered roof members (predominantly informal settlements or rural communities).
- Permanent housing (27%) comprises single- and double-story structures that were likely designed to be comparatively durable. Key features include engineered concrete or timber framed floor; concrete block or

²¹ (VNSO, 2009)

²² <http://adra.org.nz/vanuatu-wash/>

²³ Vanuatu Post Disaster Needs Assessment

| | |
|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p><i>What is the participation between women and men in the formal/informal economy?</i></p> <ul style="list-style-type: none"> • In 2011, 61 per cent of women were in the labour force They represent just 33 % of workers in the formal sector with most women being self-employed in microenterprises or in semi-subsistence agriculture (in which 49% of ni-Vanuatu women are engaged) ²⁴ • Males over 15 who are active in the labour force (United Nations Statistical Commission, 2010): 88% • Females over 15 who are active in the labour force (United Nations Statistical Commission, 2010): 80% • Although women's participation in the formal economy has increased to around 36%, women still face many challenges accessing equal opportunities to paid employment in the non-agricultural sector. <p><i>Who manages the household? Who takes responsibility for the care of children and the elderly?</i></p> <ul style="list-style-type: none"> • More women than men are economically inactive (in the formal sense) with most being full-time homemakers caring for children, the elderly, people with disabilities, and other family members. There is a very strong cultural expectation that women tend to household domestic matters. At the same time women are becoming more active in economic activities (such as selling produce at markets) which can produce a conflict and tension between traditional and more contemporary roles and pressures ²⁵ • There are more female headed single parent households with children, grandchildren or extended family members compared to men ²⁶. • It is estimated that FHHs make up 20% of the national households. • Traditionally women are responsible for domestic works and small-scale income-generation activities, while men engage in community and family decision making and sell cash crops and livestock for income. |
| Who has what? | <p><i>Do women and men have equal access to resources including finance, technologies, information, and services (at national, sectoral and local level)? Who has control over these resources? Do women and men equally benefit from these resources? Do women and men have equal access to education, technical knowledge, and/or skill upgrading?</i></p> <ul style="list-style-type: none"> • In Vanuatu, there is no legal barrier for women to receive bank loans, mortgages and other financial credit however, due to prevailing gender roles and stereotypes women have limited access to resources, in particular capital, financial services and markets. Further few own land that they can use |

²⁴ UNDP (2013) Human Development Report

²⁵ Bowman et al 2009: <https://openknowledge.worldbank.org/bitstream/handle/10986/2624/484580PUB0Wome101Official0Use0Only1.pdf?sequence=1&isAllowed=y>

²⁶ VNSO 2011

| | |
|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>as collateral for larger loans. Moreover, the absence of a credit reference system means that their repayment histories are not readily accessible and transferable, impeding their access to formal financing²⁷. This is particularly the case for rural women²⁸. This is also underpinned by the lack of access to financial services tailored to the micro-economic and informal activities predominated by women.</p> <ul style="list-style-type: none"> • Further, the opportunity for women to set up businesses is limited as they lack access to capital, financial services and markets (Bowman, Cultural, Ellis and Manuel 2009). This is particularly the case for rural women (World Bank 2013). • The Pacific Leaders Gender Equality Declaration (2012 - 2016) concludes “that availability of funds for women to begin their project” and “increasing opportunities for Women in senior levels of management” are the major challenges in terms of women’s economic empowerment in Vanuatu. Further it states that “Participation of women in small/ medium businesses through avenues such as NGOs/CSOs like the VNCW(Vanuatu National Council of Women) and VANWODS has increased” • Nevertheless women are generally disadvantaged in terms of access to resources, including based on decision making rights over land, and ambiguity between customary and formal law as well as capacity issues including levels of education. |
| <p>Who decides?</p> | <p><i>Who participates in the decision making in the household, the public sector, and corporate sector? Are the bargaining positions of women and men different? Are women involved in making economic decisions? Is there an equal participation of women and men in the political sphere? Who has political influence?</i></p> <ul style="list-style-type: none"> • Women remain largely excluded from decision-making processes at different levels. Vanuatu has one of the lowest rates of women in parliament in the world, reflecting the entrenched traditional view that leadership is for men • Since independence in 1980, only 5 women have been elected into national parliament (World Bank 2013).The current (2016) parliament has no female representatives. • The traditional customary structures that are present within all communities are led by male chiefs who hold significant decision-making authority over their community and often make decisions about the use of productive resources. Women do not generally take part in decision-making process in the public sphere. • Women represent just 3% of total senior/executive government positions. More often than not, women are excluded from decision making and are absent from leadership positions²⁹. • There is a policy of reserved seats for Women in Municipal Councils, though uptake is still low. |

²⁷ Bowman, Cultural, Ellis and Manuel 2009).

²⁸ (World Bank 2013).

²⁹ (Morgan 2013).

Who
benefits?

Where are the opportunities or entry points to ensure equal participation and benefits? Does the project address the different needs and priorities of women and men? Will the services and technologies provided by the project be available and accessible to both women and men? Does the project recognize the distinct vulnerabilities of women and men and develop specific response strategies for each target group?

Against the detailed context provided in the Gender Analysis above, a Gender Action Plan for the project has been developed. There are several ways in which the project will have direct and indirect benefits for both men and women through delivery of CIS through the 5 target sectors. In delivering these the project through its design and implementation can support Vanuatu progress towards it's (and SPREP and GCF's) gender equality and women's empowerment objectives in a number of direct, and indirect ways.

For example:

In the Agriculture Sector:

- ✓ Women, in particular, will benefit from access to more timely weather forecasts, on which they can enhance management of household / market garden enterprise and activities. The project will look to link with the UN Women's Markets for Change project and other women's agriculture focused groups/cooperatives.
- ✓ Women, in particular, will benefit from enhanced access to information and advice via the Community Climate Centers via access to tailored information to support their agricultural activities
- ✓ Women, in particular, will benefit from accelerated introduction of new climate resilient practices and cultivars, for which the project will support through provision of CIS for agricultural research and policy advisers
- ✓ Women will be empowered through the recognition and support for the important role played in supporting household and market based agriculture production

In the Water Sector

- ✓ Women, in particular will benefit, through support for water infrastructure planning and management which will ensure greater and more reliable access to water sources. For example simple early warning systems can be employed based on access to CIS, to help ration and use water wisely, helping avoid periods without immediate access to water (for example in household water tanks) when water will be fetched from farther afield.

- ✓ The impacts of cyclones on water supply and storage systems will be supported, and result in a lesser burden on communities in the collection of fresh water during post-disaster periods, where women and children are often required to fetch water for cooking, washing and drinking.
- ✓ Women will benefit from accessing tailored climate information to allow them to control the usage of water, particularly during the shortage of water/in an El Nino event

In the Fisheries Sector

- ✓ Enhancing climate information to the fisheries sector will assist women in rural areas improve their catch, improve their diet and improve their income.
- ✓ Use of CIS in the aquaculture sector will also support further diversification of livelihoods, particularly for women

In the Infrastructure Sector

- ✓ In Port Vila, for example, almost all vendors in the market are women, and they depended on good infrastructure to transport their goods to the market. Climatic impact on infrastructure can hamper the transportation of agricultural goods from one point to the next, does have an adverse impact on women.
- ✓ The usage of climate data on infrastructure will improve its design, and indirectly assist men, women and children improve their livelihood.

In the Tourism Sector

- ✓ Women, in particular will benefit from a more resilient tourism sector better able to prepare for, respond to and recover from the quick and long onset impacts of climate change, to provide employment opportunities and job security less vulnerable to the indirect impacts of climate change
- ✓ Small scale tourism are starting to take shape in rural areas (bungalows in provincial areas), and most of them are family owned, where women are heavily involved. Women plan their own gardens which are then supplied to the restaurants of these bungalows. El Nino periods have a direct impact on the ability of these bungalows to make money Severe weather events can also restrict the travel of tourists to outer islands
Having a tailor made service will assist women improve their output

To ensure these and other benefits above are realized and the project itself adopts gender sensitive approaches, several 'entry points' through which the different needs and priorities of women and men can be identified and addressed and services and products tailored and made accessible have been identified. Details are provided in the Gender Action Plan (below) and in summary these include:

Project recruitment (employment)

The project will create a number of employment positions within the executing entity (Project Management Unit) and across the five target sectors (sector coordinators).

Design and delivery of consultation and training

The project has an emphasis on enhancing the capacity of different (community, government, household) groups to access and apply Climate Information and Services. Through the various consultation and training processes, differences in gender based vulnerabilities and needs will be identified and highlighted. Through the training associated with the project (for example the citizen science activity) the project will look to actively engage women. Women's groups and NGOs will be actively sought for input into relevant consultation and training programs.

Design and delivery of project (CIS) products and services (and other activities)

The specific project products and services delivered by the project will be sensitive to the identified (and promoted) needs of both men and women. The needs of women in the agriculture sector (who occupy a high proportion of subsistence / micro economy based production in Vanuatu) will be targeted.

Project governance and monitoring.

The project ensure that the governance arrangements including representation on the National (VMGD) Project Committee incorporate consideration of relevant gender issues. It is proposed that this will be done by facilitating inclusion of a Vanuatu Department of Women's Affairs representative, and ensure at least 30% representation on the National (VMGD) Project Committee, with a target of 50%.

In doing so the project will adopt the following project specific gender related objectives:

1. **Increased understanding (across the 5 target sectors) of how climate change can impact both men and women differently**
2. **Address the climate vulnerabilities of both men and women through the delivery of tailored Climate Information Services which address the specific vulnerabilities of both men and women across the 5 Sectors.**
3. **Promote women's empowerment and contribute to efforts which overcome prevailing stereotypes which entrench gender based inequalities.**

Details of specific strategies and actions are tabled in the attached Gender Action Plan (below). Through delivery of the Gender Action Plan the project aligns with and will deliver on the following strategic priority areas of the Vanuatu Gender Action Plan:

Vanuatu Gender Policy priorities with which this project aligns and contributes:

- ✓ **SA2: Enhancing Women's Economic Empowerment**
 - Strategy 2.1 Ensure equal employment opportunities for men and women
INDICATOR: Increased percentage of women employed in wage employment within private and public sectors
- ✓ **SA3 Promoting Women's Leadership and Equal Political Participation**
 - Strategy: 3.5 Promote women's representation on national taskforces and working committees
INDICATOR: at least 30% of members of government taskforces and working committees are women
- ✓ **SA4 Building a Foundation for Gender Mainstreaming**
 - INDICATORS: a) Climate change and disaster risk reduction policies, projects and governance mechanisms such as NAB are gender responsive
b) Gender analysis is carried out and sex and age disaggregated data collected for all government policies, programs, projects and budgets.

The (draft) Gender Action Plan below identifies key project activities and outputs through which gender specific strategies/actions and outcomes will be progressed and monitored. It will serve as a key guiding tool throughout the delivery of the project. The draft plan will be reviewed and refined during the inception phase, which will also serve as an opportunity to ensure all project stakeholders are aware of issues and responsibilities in delivery of the Gender Action Plan and its monitoring. Implementation will be led by the Executing Entities (VMGD and SPREP) with oversight the national and regional steering committees and from SPREP as the AE.

| Project Gender Objective 1: Increased understanding (across the 5 target sectors) of how climate change can impact both men and women differently. | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Key Relevant Project Activity / Output³⁰ | Key Gender Actions | Project Gender Outcome | Indicators/ Targets and Verification Source |
| <p>Activity 1.1 Review existing Vanuatu Government policy, planning and associated institutional/governance arrangements as related to climate adaptation and disaster risk management and use of CIS.</p> | <ul style="list-style-type: none"> • Ensure recommendations for training, resources and handbooks (etc.) include recs on gender specific needs. • Mainstream gender into 'Communications Plans' • Promote recognition of gender issues regulatory/policy reform processes | <ul style="list-style-type: none"> • Gender specific CIS needs are reflected in sector specific CIS plans, and related policies for ongoing support. • Enhanced understanding of gender based CIS needs in 5 sectors | <ul style="list-style-type: none"> • Extent to which gender is recognized in Sector specific plans and policies delivered / supported by the project • Extent to which key Sector stakeholders recognize gender based CIS need. • Activity Completion Reports / Project Evaluations |
| <p>Activity 1.2 Delivery of targeted training and on-the-job support for application of CIS within the selected target sectors</p> | <ul style="list-style-type: none"> • All training materials recognize and promote awareness of gender specific vulnerabilities and needs. • Technical training and workshops adopt gender inclusive and sensitive approaches. | <ul style="list-style-type: none"> • Enhanced understanding of gender based CIS needs in 5 sectors • Men and women provided with access to CIS training and capacity support | <ul style="list-style-type: none"> • % of technical outreach resources which recognize and support gender based CIS needs. • Extent to which key Sector stakeholders recognize gender based CIS need. • Number of women and men trained / provided support |

³⁰ Some activities will contribute to more than the one Project Gender Objectives. Activities are aligned with the most relevant of Objectives.

- Mentoring and attachments will include gender specific support, as appropriate.
-

- Activity completion reports / Project Evaluations.

Project Gender Objective 2: Address the climate vulnerabilities of both men and women through the delivery of tailored Climate Information Services, which address the specific vulnerabilities of both men and women across the 5 Sectors.

| Relevant Project Activity / Output | Key Gender Actions | Gender Outcome | Indicators and Verification Source |
|----------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Activity 1.3: Apply CIS through selected case studies within the priority sectors. | <ul style="list-style-type: none"> • Each case study to address gender specific CIS vulnerability and need • Documentation of case studies highlight gender aspects • Women's groups/ to be actively engaged in design / delivery of case studies where possible/appropriate | <ul style="list-style-type: none"> • Gender based CIS vulnerability / needs addressed in case studies, including a focus on support household food security led by women • Enhanced knowledge of how CIS applies to gender/sector specific CIS needs | <ul style="list-style-type: none"> • Extent to which gender based CIS vulnerabilities and needs are addressed in case studies. • % of case study knowledge products include gender based aspects. • Extent to which key sector stakeholders recognize gender based CIS need. • Activity completion reports / Project Evaluations. |
| Activity 2.1 Development and delivery of new and innovative CIS communication products | <ul style="list-style-type: none"> • All communications products to include appropriate communications around impacts and solutions for particular challenges faced by women • Portrayal of issues and genders to actively support role of women • | <ul style="list-style-type: none"> • Women have access to tailored/targeted information for issues that affect them • Positive portrayal of women and their climate challenges in media | <ul style="list-style-type: none"> • % of communication products which include target information for women • Activity Completion Reports / Project Evaluations |

| <p>Activity 5.2 Develop new, and enhance existing multi-hazard (impact-based) Climate Early Warning Systems (CLEWS)</p> | <ul style="list-style-type: none"> • Ensure CLEWs are tailored to women’s (as well as mens) needs and are accessible. • Ensure training and opportunities for female focal points and operators of CLEWs | <ul style="list-style-type: none"> • Women and men have access to CLEWS for life and livelihood support | <ul style="list-style-type: none"> • Number of men and women benefiting from access to enhanced CLEWs across 5 sectors. • Activity Completion Reports / Project Evaluations |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Activity 5.3 (Lead Execution Entity - VMGD): Improve utility and functionality of existing seasonal climate impact forecasts</p> | <ul style="list-style-type: none"> • Ensure Impact forecasts are customized to key sectoral risks taking into account gender roles | <ul style="list-style-type: none"> • Women and men have access to tailored seasonal impact forecast suited to interests and priorities. | <ul style="list-style-type: none"> • Number of men and women benefiting from access and application of enhanced seasonal impact forecasts. • Activity Completion Reports / Project Evaluations |
| <p>Project Gender Objective 3: Promote women’s empowerment and contribute to efforts which overcome prevailing stereotypes which entrench gender based inequalities.</p> | | | |
| <p>Relevant Project Activity / Output</p> | <p>Key Gender Actions</p> | <p>Gender Outcome</p> | <p>Indicators and Verification Source</p> |
| <p>Activity 1.4 Establishment of and support for a Vanuatu network of community-based CIS ‘champions’</p> | <ul style="list-style-type: none"> • Provide support for and ensure representation of women/women’s groups as CS champions. • Integrate gender sensitive approaches into delivery of CIS through the Climate Change Community Centers | <ul style="list-style-type: none"> • Women’s empowerment supported at community level. • Women’s perspective and knowledge integrated with community level CIS and communicated • | <ul style="list-style-type: none"> • Aim for 50% representation of women in CIS champions • Activity Completion reports / Project Evaluations • Activity Completion Reports / Project Evaluations |
| <p>Activity 1.5 Establishment and delivery of graduate/post-graduate level mentoring and training research attachments</p> | <ul style="list-style-type: none"> • Ensure inclusion of women in scholarships programme | <ul style="list-style-type: none"> • Women’s empowerment and capacity increased | <ul style="list-style-type: none"> • 50% of scholarships are for women • Activity Completion Reports / Project Evaluations |
| <p>Activity 4.2 (Lead Execution Entity - SPREP): Collect new coastal (inshore) bathymetric and topographic data for high</p> | <ul style="list-style-type: none"> • Ensure the active participation of women in the field work component of the project, including ground | <ul style="list-style-type: none"> • Women’s empowerment and capacity increased | <ul style="list-style-type: none"> • % of community participants who are engaged in activity. • Activity Completion Reports / Project Evaluations |

| | | | |
|---------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>risk (hazard/vulnerability) climate 'hot spots'</p> | <p>assessments and link with citizen science component</p> <ul style="list-style-type: none"> • | | |
| <p>Activity 6.2 Project Management and governance</p> | <ul style="list-style-type: none"> • Support women's applications to the project related positions • Ensure participation of the Department of Women's Affairs in relevant governance forums | <ul style="list-style-type: none"> • Women's empowerment and capacity increased • Gender issues mainstreamed through project delivery via governance arrangements | <ul style="list-style-type: none"> • Aim for 50% of project positions to be filled by women • Evidence of gender issues being monitored and directed by governance mechanisms. |

Gender documents for FP036

[Pacific Islands Renewable Energy Investment Program: Cook Islands](#)

GENDER ASSESSMENT

I. Gender Overview

The total population of the Cook Islands officially tallied in the last census of 2011 stood at 17,794 people consisting of 8,815 men and 8,979 women.¹ The 2013 Pacific Regional MDG Tracking Report notes that women of the Cook Islands have witnessed many changes in the last decades toward the improvement of their status and rights, greater access to education and employment, and access to high level management positions in Government Institutions. In this context the report indicates that Cook Islands is one of three countries in the Pacific on track to achieve gender equality and women's empowerment. There has been notable achievement of gender parity in education with more girls attending secondary school and women's economic participation is also increasing. In comparison to other Pacific countries, they have the highest percentage of women in paid employment in the non-agricultural sector, which is above 50%.² Remaining gender inequalities such as gender-based violence, access to economic resources and increased participation in decision-making will require further attention in Cook Island society to lessen or eliminate those inequalities. Cook Islands acceded to the 'Convention on the elimination of all forms of discrimination against women' (CEDAW) in 2006 and has since made domestic commitments to achieving gender equality and advancing women, which include the government's 'National Policy on Gender Equality and Women's Empowerment' (GEWE) together with a 5 year strategic plan of action 2011-2016.

II. Gender Relations

Work and Employment: Similar to other Pacific island countries, the labour market in the outer islands of Cook Islands is limited with a reliance on subsistence livelihood activities notably in agriculture and fisheries. However on the main island of Rarotonga where a majority of the population resides, women's share of wage employment in the non-subsistence sector (industry & services) with regular wages or salaries is relatively high at 47%.³ These figures confirm that more women are becoming self-employed and create businesses dealing in tourism, retail, arts and other enterprises. This has been attributed to a land succession system whereby women can claim customary land (in most cases) and better access to credit. The 2011 census however shows that a significant gender difference remains in earnings for paid employment. In this context more women than men were in the lowest income bracket and more men than women were in the highest earning groups. Pay disparities thus still exist and employment rights issues remain a challenge with emerging civil cases on sexual harassment and protection from unfair dismissal.

National Mechanisms: Cook Islands having ratified CEDAW in 2006, significantly endorsed the GEWE and the Plan of Action 2011-2016, which also established the Gender and Development Division (GADD) under the Ministry of Internal Affairs as the official national women's machinery entrusted with the coordination of mainstreaming implementation of the

¹ <http://www.mfem.gov.ck/statistics/census-and-surveys/census/143-census-2011>.

² Pacific Regional MDG Tracking Report 2013, Pacific Islands Forum Secretariat

³ ADB Gender Statistics -The Pacific and Timore-Leste 2016, Manila

GEWE. The GEWE recognizes that women and men are equal partners in the development of the Cook Islands, and places gender equality at the heart of economic and social progress. Furthermore, the national policy emphasizes that in order to redress gender inequalities it is necessary to create the conditions for women's empowerment while women and men work together to address attitudinal and institutional barriers. This was integral to the formation of the CEDAW Law Reform programme that began in 2008 with revisions noted to a number of acts recommended, notably the Marriage Act and the Crimes Act.⁴ However progress has been slow in presenting the amendments to Parliament evident in the recent tabling of the Family Law Bill in 2015 since its inception in 2010. Success however has been achieved on other fronts such as the enactment of the Employment Relations Act 2012, which provides maternity leave benefits for women in the private sector and includes provisions for the prevention of sexual harassment and protection from discrimination based on gender and pregnancy.⁵

Women's Participation in Decision-Making: The Cook Islands has made progress in increasing women's representation and political participation in comparison to its Pacific island neighbours whereby at the national level, the percentage of women in parliament is highest at 17%. It is also the highest with women in management roles at 48% with managerial positions including senior government officials, corporate and general manager positions. At the local level, numerous initiatives provide capacity building and support for women candidates in island council elections such as the Cook Islands National Council of Women (CINCW) whom provide individual mentoring for women candidates in island council elections. Women however continue to face a number of challenges when standing for election, such as financial resources and weak social capital in addition to ingrained beliefs that decision making and politics is a domain for men only. There are currently no political reform discussions to introduce temporary special measures such as reserved seats for women elected officials in parliament.⁶

III. Sector Gender Issues

Economic Development: The *Te Kaveinga Nui: Living the Cook Islands Vision - A 2020 Challenge* includes the Cook Islands National Sustainable Development Plan which is now into its third edition covering 2016-2020 (NSDP 3). It essentially sets out national development priorities with a multi-sector focus. It emphasizes the need to focus on providing equal opportunities in all sectors including social services (gender is included in social services). The 2012 gender mainstreaming stocktake exercise by SPC⁷ reveals that gender issues however remain rarely discussed as a development issue and gender equality is not ideally mainstreamed across all sectors. With the exception of the Education and Health sectors, there is little production and use of sex disaggregated data and gender analysis for guiding policy making, programs design and service delivery. There is no accountability system for mainstreaming gender at the institutional and individual levels. The technical capacity to conduct gender analysis and mainstream gender is generally low in all

⁴ Cook Islands Gender Equality Policy Analysis: Implementing the National Gender Equality Policy in the Cook Islands 2015, Cook Islands Gender Equality and Women's Empowerment Project 2014-15, Rongokea L.F.

⁵ Gender Equality: Where We Stand?, PGEI Initiative, SPC;

⁶ Cook Islands National Policy on Gender Equality and Women's Empowerment, Strategic Plan of Action 2011-2016.

⁷ SPC 2012 Stocktake of the Gender Mainstreaming Capacity of Pacific Island Governments - Cook Islands

sectors. The coordination of initiatives for addressing women's human rights is weak and collaboration with the national women machinery is very limited. The financial and human resources for mainstreaming gender remain largely insufficient.

Education: According to the 2013 Regional MDG Progress Report gender parity in education has been achieved with more girls attending secondary school. In relation to post-school qualifications, the national education management information system (EMIS) show that women occupy the majority of university places in the Cook Islands (74% of tertiary students).⁸ The Cook Islands however follow the global trend in which women continue to dominate traditionally 'feminine' fields of study and are underrepresented in technical and trade-related fields (such as construction, mechanical and electrical). Women continue to dominate in fields linked to social reproduction — education, health and welfare, humanities and arts, social science, business and law. The results of the 2011 census show that there were almost four males with a trade or business qualification for every female. About half (51%) of the adults with no qualification were female.⁹ Education for women and girls is a high priority for the Government with more work needed to translate educational attainment into career achievement. More work is also needed to ensure that the legislative framework for education policy development is adequate and some proposals for legislative reform of the Education Act are being considered.

Health, and Sexual and Reproductive Health: The overall health indicators have improved considerably in the last decades. Health care services are more accessible and the quality of care is better. The country has made great strides in reducing the maternal mortality ratio and infant mortality rate, and the reproductive health standards are good. The Cook Islands is among the few Pacific Island countries and territories taking proactive measures to ensure that teenage mothers are able to continue their education and have access to youth-friendly reproductive health services. According to the 2011 Census, women live, on average, six years longer than men, with a life expectancy at birth of 78 years. However, the adolescent fertility rate is as high as 68 births for 1000 women among women aged between 15 to 19 years.¹⁰ In addition, the consistent prevalence of sexually transmitted infections (STIs) among younger men and women, which reaches up to 46 per cent, is a matter of concern. A current policy requires a husband's authorization if his wife wants sterilization. Abortion is still illegal, unless the life of the mother is threatened or if the pregnancy is the result of rape or incest. These policies are violations of women's reproductive rights.

Other health issues, such as non-communicable diseases (NCDs), are becoming serious issues affecting women's health. NCDs account for over 75% of all cases in the health system. From 2006-2012, six out of every 10 new cancer cases were women.¹¹ Besides their vulnerability to those diseases and conditions, women are usually the ones providing care for ill family members — this burden is rarely acknowledged with an increasing proportion of the population aged above 65 years, due to fewer babies being born and increasing emigration. The Cook Islands is experiencing the phenomena of an 'ageing

⁸ Opt. cit. fn3

⁹ Cook Islands Gender Profile 2012, SPC

¹⁰ Opt. cit. fn7

¹¹ Opt. cit. fn3

population', and the country must ensure that older persons have access to appropriate health care services, are economically secure, and that they have appropriate access to in-home care from either family members, the community or other care providers.

Water and Sanitation: Challenges in the water sector relate to the geographical dispersion and the consequent high cost of providing services to the outer islands, and the general shortage of appropriate qualified staff in the sector. The lack of metering of production or consumption of water by users means that consumption is generally proliferate and wasteful; and there is little incentive to conserve water, particularly in Rarotonga. Where water resources are scarcer as in the outer islands, people are more inclined to conserve water. Gender plays an intricate role in the management of water resources and decisions made with regards to water impact men and women differently. For these reasons gender must be taken into account to give a balanced and equitable output.

Gender-based Violence: Research conducted by the CINCW in 2013 has produced the first comprehensive data about violence against women in the Cook Islands. This research shows that one in three women has experienced physical and/or sexual violence by their partner at some point in their lives.¹² Challenges remain, with high rates of physical violence against women and girls by persons other than intimate partners – mostly by immediate family members, especially by mothers and stepmothers. The research suggests that this kind of physical violence is mainly related to child discipline, and may not be violence that is primarily gender-related. However, physical violence is never an acceptable form of discipline. More preventive action is needed to reduce all forms of violence, whether perpetrated by men or women.¹³ The Punanga Tauturu Inc (PTI) is an NGO that is in the forefront of addressing the issue. The Cook Islands Police, supported by development partners, has set up a Domestic Violence Unit in response to the increasing incidence. Also in place is a 'No Drop Policy', where offenders will still be processed through the court system even if the partner wishes to withdraw the charge. The Family Law Bill, which is tabled in parliament, contains a number of measures aimed at preventing violence against women and domestic violence, and aims to establish services to comprehensively address the social, economic and legal needs of women and children affected by various forms of violence.

Civil Society Partnerships: The role of civil society organizations (CSO's) such as the Cook Islands National Council of Women (CINCW) and other actors have proved invaluable to the work on gender equality and women's empowerment in the Cook Islands and have raised a level of consciousness of gender issues across all of Government. Although not fully institutionalized, some Government departments have taken steps to address gender issues within their sectors by linking with CSO's. Other active CSO's include the Punanga Tauturu Inc (PTI) and the Cook Islands Association of NGO's (CIANGO). The introduction of the government's Social Impact Fund for NGOs provides funding opportunities for these CSO's working towards gender equality, youth participation and disability issues. CSO's also fundamentally play a role in monitoring the country's progress towards achieving gender

¹² Cook Islands National Council of Women, 2014 Te Ata O Te Ngakau. The Cook Islands Family Health and Safety Study, 2012-2013.

¹³ Ibid.

equality, and coordinating some of the activities of the various entities responsible for the successful implementation of the GEWE.

III. Women in the Energy Sector

The Cook Islands has one of the highest electricity tariffs among the Pacific countries due its heavy reliance on imported diesel fuel for power generation. The communities have expressed concerns about the rising cost of power which impact on poor and vulnerable groups, such as women headed households. Lack of reliable and affordable power supply diminishes standards of living and quality access to basic services such as health, education, communication and infrastructure services which are important for both men and women. Women are often the most vulnerable and disproportionately affected as they are primarily in-charge of the households budget and expenditures and perform household chores and care for family members. Costly electricity risks women resorting to traditional cooking technologies which could be harmful to the health.

The Cook Islands government has sought to utilize renewable energy to lessen vulnerability to volatile oil prices. It issued the Cook Islands Renewable Energy Chart in 2011 which targets half of the population of inhabited islands to have renewable energy by 2015 and the entire population by 2020.

Improved access to more affordable power supply will address women's needs in a lot of ways. Women are relieved from time and effort spent in food processing and transport through labor-saving technologies run by electricity. Lighting is also important to allow women to work in the evening more productively. More home industries and other micro-enterprises are made possible with access to affordable electricity. This will further improve women's self-employment in Cook Islands and potentially lead to increase income. A gender perspective in the renewable energy development is therefore necessary to understand culturally and socially defined roles of men and women which influence their access, use and participation in the sector.

Pacific Islands Renewable Energy Investment Program. The Pacific Islands Renewable Energy Project Investment Project (PIREIP) with subproject in Cook Islands will assist the government achieve its renewable energy targets. The project will install battery storage designed to allow additional solar power independent power providers (IPP's) to supply to the grid. The battery storage will facilitate the paradigm shift towards renewable energy and overcome the key barrier by allowing additional private sector investment onto the grid, resulting in 'crowding in' of the private sector.

Gender Mainstreaming Approach. Under the PIREIP, the proposed battery storage within existing substations will not have an impact on expansion of electricity access or quality of supply which are the key entry points for social inclusion and gender. The gender mainstreaming approach for the project was therefore focused on maximizing women's skilled and semi-skilled employment during construction, ensuring women's active participation and engagement during consultations, trainings and awareness programs and as well as capacity building program for the implementing agency. A Gender Action Plan has been prepared to outline proposed activities and targets in line with the gender mainstreaming approach and maximize benefits to both men and women during project implementation.

GENDER ACTION PLAN

| Components and Outputs | Performance Targets and Activities | Primary Responsibility |
|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| Output 1. Battery storage put into operation by Te Aponga Uira¹ | | |
| <p>Construction of battery storage at 2 locations on Raratonga</p> | <ul style="list-style-type: none"> • During design and implementation, community consultation and participation activities will include at least 50% women involvement, and consultations will be scheduled at a time when women can easily attend • Encourage employment of women in support activities (administration, clerical, clearing of vegetation, tree lopping) during design and construction phase (at least 30%) and provide institutional support such as separate sanitary facilities for women. Contractors appointed for construction will be informed of the required facilities before bidding. • Women's wages will be paid directly to them. • Construction workers and community members will be provided orientation/information on HIV/AIDS and STD issues and concerns. • Contractors will provide separate rest rooms for women and child-care facilities, if required. • Contractors will be required to pay equal wages to men and women for work of equal value. • Contractors will be required to provide safety gears and protective equipment where applicable to keep both men and women workers safe on the job. • Contractors will be required to implement adequate working time arrangements for both men and women workers. • Contractors will ensure protection benefits (e.g. medicare or hospital assistance) in case of employment injury for both men and women workers. | <p>PIU</p> <p>PIU and Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> <p>Contractor</p> |
| Output 2. Capacity building program undertaken for implementing agency | | |
| <p>Capacity development activities through the project implementation consultants for Cook Islands.</p> | <ul style="list-style-type: none"> • Provide gender awareness training to PIU/project staff. • Enhance capacity to Te Aponga Uira (TAU) to include gender perspective into its operations through gender awareness training for its management: at least 50% of TAU management staff receives gender awareness training by 2018. • Implement technical training program for TAU staff, including on-the-job training during construction and operation as well as course work accreditation (including target 20% women participation) by December 2020. • Provide orientation/training of Civil work contractors' staff and workers on HIV/AIDS/STD concerns and prevention interventions. • Disaggregate project performance indicators by gender to track progress of performance indicators in DMF, along with proposed activities in the GAP. • Report the progress of GAP activities in regular quarterly progress reports. • Include a Social Specialist who will assess, consult, train and help manage the implementation of GAP. • Include at least one woman member in the grievance redress mechanism. | <p>Social Specialist</p> |

| | | |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| | <ul style="list-style-type: none">• Conduct procurement and financial management training for PIU staff (minimum 20% women) and Te Aponga Uira management by September 2018 | |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

Implementation Arrangements:

The Project's GAP will be implemented by the PIU which will hire a social development/gender specialist in the Project team. The specialist will be responsible for incorporating the GAP into project planning and program, including awareness workshops and establishment of gender-disaggregated indicators for project performance and monitoring. The PIU will include reporting on progress of GAP activities in quarterly progress reports to ADB and the Government.

ADB = Asian Development Bank, DMF = design and monitoring framework, GAP = gender action plan, PIU = Project Implementation Unit

1. Te Aponga Uira is the national state owned power utility

Gender documents for FP037

E) Gender Assessment and Proposed Gender Action Plan

Integrated Flood Management to Enhance Climate Resilience of the Vaisigano Catchment in Samoa

I. Introduction

The proposed project is designed to support the Government of Samoa's efforts to reduce the immediate and secondary impacts of recurrent flood in the Vaisigano river catchment that is part of the greater Apia catchment area. The key issue to be addressed by the proposed project is expected to be the increased resilience of infrastructure and the built environment to climate change. The direct beneficiaries will be approximately 26,000¹ people in the Vaisigano river catchment who will benefit from activities conducted in the area, as well as an additional 37,000 people who are expected to benefit from the learning generated from this project.

The Samoan economy was severely impacted by the global economic and financial crisis in 2008; by a 2009 tsunami, and Tropical Cyclone Evan in 2012. While the economy has shown signs of recovery since 2012, real economic growth has been modest over the last five years. An analysis of three successive household income and expenditure surveys (HIES) carried out over twelve years indicate a return to pre-crisis patterns of economic growth and production, consumption as well as poverty². The economy of Samoa has traditionally been dependent on agriculture, fishing, remittances and development assistance. The agriculture and fisheries sectors employ two thirds of the labour force and contribute to 90% of exports, however they only constitute around 10-11% of GDP. The remaining 34% of the labour force is engaged in industry, construction and services. Services comprise over 70% of GDP³. In 2012, the overall labour force participation rate was 58%, which disaggregated to 74% for men and 38% for women⁴.

It is recognized that extreme poverty as defined in the Millennium Development Goals (people living on an income of less than US\$1.25 per day in purchasing parity terms), is not present in Samoa. However, in order to measure relative hardship, the MDG1 and SDG1 goals have been localized through the development of national basic-needs poverty (hardship) indicators. The basic needs poverty lines are indicators of the relative level of hardship or well-being experienced by households in Samoa in the context of meeting a family's basic-needs or a minimum standard of living⁵. The proportion of the population of Samoa below the basic needs poverty line was 18.8% in 2014, a significant improvement over the figure in 2008 when 26.9% of the population was considered to fall below the basic needs poverty line. However, in geographic terms, the incidence of basic needs poverty is greater in the Apia Urban Area at 24%, and the nearby North West Upolu region at 23.7%. By contrast, the incidence of basic needs poverty is now lower in rural Samoa (13.6% and 12.5% in the Rest of Upolu and Savai'i respectively)⁶ than in urban areas. This is usually ascribed to the strength of Samoa's village systems and traditional social safety nets, and the ability of rural households to grow much of their own food.

¹ Beneficiaries were calculated based on the number of people in exposed area [26,528 people] according to the RiskScape platform. RiskScape is a collaboration between New Zealand's GNS Science and the National Institute of Water & Atmospheric Research (NIWA). RiskScape provides a modular framework to estimate impacts and losses for assets exposed to natural hazards, including floodings. The software combines hazard, asset and vulnerability modules through a data selection process to quantify a range of economic and social consequences. NIWA's generous contribution is here acknowledged.

² Moustafa, Ahmed; *Samoa Hardship and Poverty Report: Analysis of the 2013/14 Household Income and Expenditure Survey*, 2015, Government of Samoa Bureau of Statistics, UNDP

³ *ibid*

⁴ Amosa, Desmond and Samson, Michael; *AusAID Pacific social protection series: poverty, vulnerability and social protection in the Pacific- Samoa Country Case Study*, AusAID, 2012

⁵ The Basic Needs Poverty Line is made up of two components: the cost of a minimum food basket; and an amount of expenditure for essential non-food basic items.

⁶ Samoa Bureau of Statistics, *Household Income and Expenditure Survey, 2013-2014 Tabulation Report*, 2016

In addition to the higher incidence of poverty in urban areas, it is clear from successive disasters (Cyclones Ofa (1990), Val (1991) and Evan (2012)) that the Apia Urban Area is particularly vulnerable⁷, a view confirmed in assessments carried out on the effectiveness of a range of national initiatives for climate change adaptation related to flood management. For example, the post disaster needs assessment (PDNA) survey following Cyclone Evan in 2012, noted that the urban areas of Apia were particularly vulnerable to the effects of flooding. This assessment suggested that since a flood in 2001, little had been done to mitigate this area's vulnerability, and concluded that a range of factors were at play in the Vaisigano catchment in 2012: intense rainfall within a saturated catchment; intermittent blocking of river channels at several locations by debris and logs; and increased (regulated and non-regulated) urban settlement and development within the floodplain⁸.

This proposed project will support the Government of Samoa to reduce the impact of recurrent flooding in the Vaisigano river catchment, and in particular in the greater Apia Urban Area. In conjunction with government co-financing, GCF resources will be used to address key technical, capacity and information based barriers to designing and implementing an effective flood management system. The proposal has three interlinked project outputs:

1. Capacities and information base strengthened for GoS to pursue integrated approach to reduce flood-related risks in place
2. Key infrastructure in the Vaisigano Catchment are flood-proofed to increase resilience to negative effects of excessive water
3. Drainage in downstream areas upgraded for increased regulation of water flows.

This gender assessment provides an overview of the situation in Samoa, identifying gender issues and other vulnerabilities relevant to the project, and gender-mainstreaming opportunities. It is based on:

- A desk review of relevant national policy documents, the Strategy for Development of Samoa 2016-2020 and relevant sector plans or draft sector plans, including the Community Sector Plan to ensure congruence with Samoa's expressed national priorities;
- Lessons learned and recommendations from past assessments and studies on gender equality undertaken by the Government of Samoa, UN agencies, development partners, civil society organizations and academic organizations, and information available from programs and projects currently being implemented;
- Stakeholder consultation, recognizing that detailed community consultations on particular activities are expected to be carried out in the implementation phases of the project; and
- Integrating gender and other vulnerability considerations to the proposed indicators, targets and activities, and identifying opportunities for greater leadership and participation in decision making by these particular groups in Samoa.

II. Resilience of vulnerable communities in the Vaisigano Catchment

A common denominator in all of the assessments done in the context of climate change in Samoa is the vulnerability of the Apia Urban Area in the Greater Apia Catchment.⁹ The Post Disaster Needs Assessment for Tropical Cyclone Evan noted that flooding is a particular risk for the urban areas of Apia, with impact after the cyclone visible from the upper catchment to the lower catchment. The assessment recommended an integrated flood management approach for the Vaisigano river, given the interactions between the natural and the built physical environment, and the gamut of development activities within the catchment.¹⁰

⁷ Project Concept Note: *Integrated Flood Management to Enhance Climate Resilience of the Vaisigano Catchment in Samoa, 2016*

⁸ Government of Samoa, *Samoa: Post-disaster Needs Assessment: Cyclone Evan 2012, 2013*

⁹ Feasibility Study

¹⁰ Government of Samoa, *Cyclone Evan Post Disaster Needs Assessment Report, 2013*

The 2007 Samoa Flood Management Action Plan notes that prior to 2007, while detailed historical records were limited, severe flooding of the Vaisigano river was reported in 1939, 1974, 1982, 1990, 1991, 2001 and 2006. The 18 villages of this proposal are part of the Vaimauga West District which has an overall population of 24,105 in 51 villages in 2011. The total population for the 18 target villages was 8,651 with 4,318 females roughly 50% of the population according to the 2011 population census. The 2014 School to Work Transition Survey listed 2,392 youths defined as those between the 18 and 35 years age bracket for these villages.

While the Vaisigano catchment is regarded as physically vulnerable to floods, the communities and families within this area have a varied ability to withstand and bounce back from disasters, depending on a range of vulnerability and resilience factors. Family and community structures are a significant source of resilience in Samoa, with evidence of strong levels of social cohesion, with communities supporting their members and extended families in disaster times. For example, following Cyclone Evan in 2012, many families were hosted by extended family and/or host families, especially in rural areas which had no formal evacuation centres. This type of assistance was found in both urban and rural settings, however the sense of solidarity and collective was relatively more pronounced in rural areas, as more people in urban areas had originally lived somewhere else, and as a result had relatively less access to family and community networks.¹¹

In Samoa, vulnerability in disasters is most often identified around women, the elderly, children and youth, and people living with disability.¹² A further category of families and individuals who have been banished from communities may also be especially vulnerable in disasters. A majority of judicial processes in Samoa still happen at the village level, and it is possible for villages to banish individuals or families as a form of punishment. Data on the prevalence of banishment is not available, however the 2013 Post Disaster Needs Assessment on Cyclone Evan noted that while it was not possible to assess how often it occurs, the existence of families and individuals who are outside of community structures is concerning if the government depends heavily on these structures to provide social assistance, both in normal and post-disaster contexts.¹³

III. Gender equality and social inclusion in Samoa

Samoa traditional culture, *fa'asamoa*, including the social structure at the village level, plays a central role in the Samoan way of life. Regardless of modernization influences, the strength of the *fa'asamoa* remains through the extended family, headed by a matai or chief who is appointed by family consensus. Villages are governed by *matais* through the village council and hierarchy of committees. The *fa'asamoa* provides for the distinct and different roles of men, women and children in society, including the role of Village Women's Committees in providing advice to the village council. This stratification of Samoan society provides both significant strengths and challenges in relation to gender equality in Samoa.¹⁴

The Government of Samoa is committed to gender equality through the enactment of national legislation, specific policies and programme implementation. Samoa is a signatory to a range of international and regional commitments, including the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the Beijing Platform for Action, the Commonwealth Plan of Action for Gender Equality, the revised Pacific Platform on the Advancement of Women and Gender Equality, and the Sustainable Development Goals. While government support for gender equality has been demonstrated through these commitments, and through the implementation of a range of programmes such as the *Samoa Women Shaping Development (SWSD)* and the *Samoa Disability Program*, progress continues to take time. In 2012, on receipt of Samoa's fourth and fifth periodic CEDAW reports, the Committee on the Elimination of Discrimination Against Women noted the progress made by Samoa between 2005 and 2012, including legislative reforms undertaken and policies adopted over that period. However it also expressed its concern and offered recommendations in a number of principal areas including the domestication of CEDAW into national

¹¹ *ibid*

¹² Feasibility Study 2016, *Post Disaster Needs Assessment for Cyclone Evan 2013*, and *EWACC Socio-cultural gender considerations 2014*

¹³ Government of Samoa, *Cyclone Evan Post Disaster Needs Assessment Report, 2013*

¹⁴ *Samoa Women Shaping Development Country Plan Summary – Samoa, 2013*

law, and measures to prevent and address violence against women and girls. In the time since 2012, there has been further progress including in the implementation of temporary special measures aimed at increasing the number of women in parliament, and the establishment of a national human rights institution.

Under the *Strategy for Development of Samoa*, the Community Sector Plan will be aimed at strengthening social, environmental and economic well-being of villages and communities, including the most vulnerable groups in Samoan society. The plan is currently being finalized, however indications are that it will take a thematic focus to its work, and continue to build on families as the organizing unit in Samoan communities.

Gender Inequality Indices

There are several global or international indices in existence that have been developed to quantify the concept of gender inequality. The United Nations Development Programme uses the Gender Inequality Index (GII) and Gender Development Index (GDI).¹⁵ The GII is a composite measure that shows inequality in achievement between women and men in reproductive health, empowerment and the labour market while measuring achievement in human development in three areas: health, education, and command over economic resources. The GDI considers the gender gaps on human development between men and women.

Samoa has a GII of 0.457 as of 2014 and ranks 97 out of 142 countries assessed. The GDI value as of 2014 is 0.956, which places Samoa in Group 2, which comprises countries with medium to high equality in Human Development Index achievements between women and men (absolute deviation of 2.5 – 5 per cent).¹⁶

While the international rankings provide a snapshot of Samoa's measures in gender equality as compared with other countries, they don't always capture the complex and changing roles of women in Samoa, in an atmosphere of increasing urbanization, and the shift to monetization. Nor do they give a deep understanding of the intersections of gender inequality with a range of other dimensions of vulnerability and resilience. Some of these aspects are explored below.

Poverty

As noted earlier in this assessment, Samoa uses a basic needs poverty line to measure hardship. This is made up of two components – the cost of food and an amount of expenditure for essential non-food basic needs. It is intended to represent the minimum expenditure per week, month or year that is required by an individual, household or family to provide a basic low-cost, minimally nutritious diet (this component is known as the food poverty line, and is used as a measure of severe hardship), and essential non-food basic needs such as housing/shelter, clothing, utilities, school fees, health and transport, and to meet family, community or church obligations.

The latest household income and expenditure survey (HIES) of 2013/14 shows that the incidence of severe hardship as measured by the food poverty line has declined between 2002 and 2013/14, dropping from 10.6% of the population in 2002, to 4.6% in 2008 and then to 4.3% in 2013/14. However, while severe hardship declined significantly in Savai'i and the Rest of Upolu, it increased in the Apia Urban Area and North-West Upolu. This trend is repeated for the incidence of hardship (basic needs poverty) too, with the incidence now lower in rural Samoa than in the urbanized areas of Apia and North-West Upolu¹⁷.

Although there are clear disparities in hardship levels between geographic areas of Samoa, there does not appear to be a significant difference in the levels of hardship experienced by female headed households. The average wages and salaries received per capita per week tends to be lower for female-headed households across all expenditure deciles, and gender based disparity tends to be more significant in the higher expenditure deciles compared with lower expenditure deciles, likely

¹⁵ United Nations Development Programme. Human Development Report. <http://hdr.undp.org/en/content/table-4-gender-inequality-index>.

¹⁶ <http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>; <http://hdr.undp.org/en/composite/GDI>

¹⁷ Moustafa, Ahmed; *Samoa Hardship and Poverty Report: Analysis of the 2013/14 Household Income and Expenditure Survey*, 2015, Government of Samoa Bureau of Statistics, UNDP

reflecting a higher concentration of women in low-paid jobs and junior positions. Despite this, the disparities are not extreme.¹⁸

Health

Noncommunicable diseases (NCDs) are among the leading causes of ill health and death, along with injuries in Samoa. Over the past two decades, Samoa has witnessed almost epidemic rises in coronary heart disease, stroke, high blood pressure and mature-onset diabetes. The escalation of NCDs has been linked to changing diets, increased use of tobacco and alcohol, and limited public understanding of the associated health risks. Obesity is the single most serious threat to health in Samoa, contributing to diabetes, cardiovascular disease, hypertension, loss of mobility and premature death from one or more of these causes. The 2014 NCD Risk Factors STEPS Report indicated that 90.4% of women surveyed were overweight or obese (with a body mass index greater than 25), while 79.8% of the men surveyed were overweight or obese.¹⁹

Occasional outbreaks of infectious diseases – including typhoid and viral infections – have been reported in recent years. MNRE noted an association between heavy rainfall and confirmed typhoid cases in 2010.²⁰

Samoa is experiencing a range of climate change-induced impacts, many of which are increasing the burdens on the public health system. The most significant include the increased prevalence of climate-related water-borne, vector-borne and food-borne diseases, as well as traumatic injuries and deaths from extreme weather events. Increased mental health problems (from loss of land, livelihoods and population displacement as well as the mental health impact of natural disasters), compromised food security and heat-related illnesses. It is important to note that these problems are likely to be borne disproportionately by certain vulnerable sectors of the population – the very poor, young children, the elderly, people with disabilities, people with pre-existing illnesses (e.g. NCDs) and certain occupations such as outdoors workers.²¹

Records kept by the Ministry of Health National Disease Surveillance & International Health Regulations Division in the weeks and months after Tropical Cyclone Evan in December 2012 showed a sharp increase in the number of diarrhea cases presenting to the Tupua Tamasese Meaole Hospital, almost double the number for the same period in previous years. The bulk of the cases were in children under the age of 5. There was a similar spike in the number of clinically diagnosed cases of typhoid at the hospital.

Between 2009 and 2013, the *Integrating climate change risks into the agriculture and health sectors in Samoa (ICCRAHSS)* project was implemented through a partnership between the Government of Samoa and UNDP. This focused on building the capacity of sectoral planners and policy advisors in a range of agencies including MNRE, MAF, MOH, NHS and public health and agricultural extension workers to be able to identify climate-induced risks in their fields, and to be able to prioritize, plan and implement effective adaptation measures with community involvement. The terminal evaluation of the project found it to be satisfactory or moderately satisfactory. However, the project's impact on the incidence of people falling ill to climate change related illnesses was found to be limited owing largely to its scale, and the lack of evidence that the Government had adjusted public expenditures in the short term to enable district health care centres to cope with increased demand for disease prevention. The project did make an important contribution in demonstrating to district level health care providers the link between the incidence of disease and sickness to weather, and the involved district hospitals have used this information to adjust community outreach programs.

Education

Samoa has had the Compulsory Education Act in place since 1992, which stipulates that children between the ages of 5 and 14 must be at school. In 2009 the Government put in place the Education

¹⁸ *ibid*

¹⁹ Government of Samoa *NCD Risk Factors STEPS Report 2014*

²⁰ *Technical Feasibility Assessment*, quoting MNRE *Synthesis Report of the Evaluation and Analysis on the Linkages between Seasonal Climate Variability/Change and Climate-Health Diseases 2008-2010 in Samoa*

²¹ World Health Organization, *WHO Multi-Country Cooperation Strategy for the Pacific 2013-2017*

Act 2009, which allows for parents of children not in school to be fined.²² The Government also introduced the School Fee Grant Scheme in 2010 to cover the full payment of fees, and as a result it is expected that more than 90% of the 2008 primary school cohort would have completed school by the end of 2015. Samoa achieved a 100% net enrolment rate in 2014, and 98% literacy in 2011.²³

Gender parity in education enrolment has been achieved in Samoa, however there is growing concern over the performance of boys in school, with males less likely to complete secondary and tertiary education.²⁴ Girls are more likely to attend secondary school (71.5%) compared with boys (65.8%), and women also outnumber men in university (6.5% compared to 5.7%).²⁵ It is notable however that the gains for girls in education outcomes is not repeated in comparable gains in employment and earning overall, although as discussed in the section below, leadership by women in professional spheres in Samoa is now almost at parity (47%).

Political Participation and decision making

Women's political participation has historically been low in Samoa, as it is in all of the Pacific island countries. To address this, in 2013 the Samoa Parliament unanimously passed the Constitution Amendment Act (2013) that introduced a 10% quota of women representatives into the national Legislative Assembly. The system uses a "floating" five reserved seats for women. If no women are elected during the elections, the amendment is activated and five seats are added to the Assembly, bringing the total to 54 seats in Parliament. If one woman is elected then four seats are added and Parliament has 53 seats and so on. When extra seats are added, they are filled by women who have already run in open constituencies. The unsuccessful women candidates who receive the highest percentage of votes in the election will fill the requisite number of reserved seats²⁶.

In the general elections of 2016, four women were elected to Parliament, and the special measures were activated to result in a total of five women MPs out of a parliament of 50 seats.

While participation in parliamentary politics by women in Samoa has been low, leadership by women in government administration and business has been significant. As far back as the 1990s, women CEOs have driven public sector reform in Samoa. The Commonwealth Secretariat notes that women have been represented at the highest levels in the public sector for decades, and although early appointments tended to be political, increasingly such appointments are merit-based and draw from a wide pool of qualified professionals.²⁷ By June 2014 the total number of public sector employees under the Office of the Public Service Commission was 4,132. Of these, 166 were senior executive appointments, including Chief Executive Officers (CEO), Deputy CEOs and Assistant CEOs. Women held 52% of all senior appointments, although they were much better represented at the DCEO and ACEO level.²⁸

Another measure of women's role in decision making, is women's share of managerial positions in the labour force more broadly. According to a joint Asian Development Bank / Secretariat of the Pacific Community publication, 47% of managerial positions, including politicians, senior government officials, and corporate and general managers, in Samoa are women.²⁹

At the level of village governance, the Ministry of Women and Community Sector Development (MWCSD) coordinates a network of Government Women's Representatives (GWR) who are liaison officers between government and the village. Each GWR is nominated by their own village women's committees, and nominations are submitted to Cabinet for endorsement. GWRs play the role of village level focal points for the advancement of women, and the protection of children.

²² Government of Samoa – Ministry of Education, Sports and Culture, *Samoa: Education for All 2015 National Review*, 2015 Apia

²³ Pacific Islands Forum Secretariat *Regional MDG Tracking Report 2015*, PIFS, Suva

²⁴ *ibid*

²⁵ Samoa Bureau of Statistics *Samoa Labour Force Survey 2012*, Apia

²⁶ Pacific Women in Politics website; www.pacwip.org accessed 5 September 2016

²⁷ Commonwealth Secretariat; *Status of Women's Leadership in the Public Sector in Pacific Small Island States*, 2015

²⁸ *ibid*

²⁹ ADB/SPC, *Gender Statistics: The Pacific and Timor-Leste*, Asian Development Bank, 2016

There are 326 villages both traditional and non-traditional that make up the settlements of Samoa and there are 102 GWRs serving the traditional villages of Upolu and 86 GWRs for traditional villages in Savaii. Non-traditional villages do not have Cabinet endorsed GWRs, but they do have village mayors (mostly male) who are also managed by MWCSA.³⁰

GWRs are responsible to the Village Women's Committees, and are expected to be at the forefront of any village based development program, particularly those targeting women and children. The responsibilities of the GWRs are set out in the *Ministry of Women Affairs Act 1990, Amendment Acts 1998 and 2009*, described in detail in more Section III of this document.

Labour Force Participation

The Samoa Labour Force Survey 2012, categorises the working age population into two main groups – economically active (labour force) and non-economically active (not in labour force). The non-economically active group includes people who are engaged in subsistence agriculture exclusively or 'mainly' for consumption. Accordingly, the non-economically active population was reported to be 79,657 (67.8% of the total working age population) of whom 44.7% were male and 55.3% were female. Further, 83.9% of the non-economically active population was located in rural areas, while 16.3% were located in urban areas.

A total of 34,530 persons aged 15 and above were reported to be employed, of whom 63.1% were male and 36.9% female. The majority of employed people were located in North West Upolu (39.6%) and the Apia Urban Area (28.7%), and in all regions, employed males were around double the number of employed females.

Access to Resources

The matai system is integral to providing access to land, an important issue due to Samoa's limited area, population growth and the role of subsistence agriculture. The Council of Chiefs can grant access to land and sea, and approximately 65% of the population derives their livelihoods from matai land. The matai also oversees land rights and titles, which follow a parental lineage³¹.

Pacific Islands Forum Secretariat (PIFS) analysis notes that Samoan women generally have limited access to customary land and are largely excluded from dealings in customary land, such as customary leases. Although women have equal rights over freehold land, in practice since freehold land constitutes approximately 4% of total land, obtaining credit remains difficult for most people.³²

The villages at the heart of this proposal are located in urban or peri-urban areas, and as such there may be some variance from traditional village governance and distribution of resources. For example, the market analysis conducted for this proposal notes that the 18 communities are more likely to live on freehold land than on customary lands, with 58% of households in the Apia Urban Area located on freehold, 12.5% on leased land, and 29.2% on customary land. This is likely to give households more autonomy on what they might develop on their respective lands, compared with those on customary land.

Gender Based Violence

Gender based violence is a limiting factor on the choices available for women and girls, and on their participation in economic and leadership roles. The Samoa Family Health and Safety Survey conducted in 2000 by the Government of Samoa, SPC and UNFPA using the WHO methodology, showed that 41% of women surveyed had experienced physical violence at the hands of an intimate partner, while 20% had experienced sexual violence in their lifetime. An updated survey is planned, and the early steps to implement it were underway as at 19 September 2016.

³⁰ Laqeretabua, Ana, *Economy Wide Integration of Climate Change Adaptation and Disaster Risk Management/Disaster Risk Reduction to Reduce Climate Vulnerability of Communities in Samoa: Socio-cultural gender considerations*, USAID Adapt Asia-Pacific, 2014

³¹ Amosa and Samson, 2012

³² Pacific Islands Forum Secretariat, *Gender Profile Samoa*, 2013

In 2013, the Family Safety Act 2013 was passed, which is designed to provide for greater protection of families, and the handling of domestic violence and related matters. It introduced a broad definition of “domestic violence” which includes physical, sexual, emotional, verbal and psychological abuse; as well as intimidation, harassment and stalking. “Domestic relationship” was also defined to encompass a range of relationships in addition to marriage, including living together in a relationship in the nature of marriage, parents of a child, or family members related by blood, marriage or legal or customary adoption.

Gender based violence is also of particular concern in disaster and emergency situations. Global evidence shows that sexual and gender based violence increases during and after disasters. In situations of disaster, gender based violence is a pervasive factor which heightens existing vulnerabilities. Many people are displaced during and after disasters, and displacement can lead to an increase in violence, and the visibility of pre-existing violence, due to over-crowded and unsafe living conditions in evacuation centres, temporary housing and shelters. Following Cyclone Evan in 2012, there were no specific incidence of sexual or gender based violence attributed to the disaster were recorded. However, communities and service providers raised concerns about the increased risks of such violence following the disaster. The police Domestic Violence Unit responded to 53 incidents from December 21 2012 to January 16 2013, noting that the Domestic Violence Unit had been merged into general policing operations in the first week after the cyclone.

Women staying in shelters can be exposed to rape, harassment, discrimination and violence, and have limited access to reproductive health services. Government services such as police and health services may be less effective following disasters due to overworked staff and strained resources, as well as damage to critical infrastructure. Medical services already overwhelmed by the emergency do not always meet the needs of survivors of violence. The loss of homes, livelihoods, community and family protection increase vulnerability to violence, as do increased levels of poverty and scarce resources.

IV. Mechanisms to address gender inequality in Samoa – legal and administrative framework

Samoa sets out its national development plans in four year cycles, under the title of the *Strategy for Development of Samoa (SDS)*. The eighth SDS will run from 2017 to 2020, and identifies the four priority areas of development (economic, social, infrastructure and environment) and the key outcomes to be achieved for Samoa. The SDS is aligned with the global Sustainable Development Goals, and the SIDS Accelerated Modality of Action (SAMOA) Pathway. Under the SDS, there are 14 sector coordinating groups, each of which is responsible for a key outcome. The second priority area of the SDS on social development includes actions to better include vulnerable groups (women, youth, people with disability, the elderly, children and disadvantaged people), in village governance, community climate and disaster resilience actions, economic empowerment and family and community safety. Further, the Community Sector will have an increased role in supporting other sectors planning and implementation actions to strengthen the inclusion of vulnerable groups.

The *National Policy for Women 2010 – 2015* identifies issues related to gender equality at all levels and attempts to encompass a number of key areas where Samoa is not yet in full compliance with international norms and standards of gender equality. It is comprehensive and reflects the fact that gender mainstreaming needs to be considered not only in community development and social cohesion, but in relation to all sectors addressed under the SDS. A new policy – *the Gender Equality Policy* - is currently being developed, and is awaiting endorsement as of mid September 2016.

Government Women’s Representatives

The *Ministry of Women Affairs Act 1990, Amendment Acts 1998 and 2009* establishes the position of *Sui Tamaitai o le Nuu* (Government Women’s Representative). One of the requirements of the *Sui Tamaitai o le Nuu* in accordance with the act is that she be a member of the village women’s committee and may be appointed for a term of three (3) years. The duties of the *Sui Tamaitai o le Nuu* include:

- i) to promote the advancement of women in her village through the implementation, coordination and monitoring and evaluation of, and provision of assistance to, all

- programmes, activities and development projects for women that are economically viable, socially beneficial, culturally appropriate and environmentally sensitive;
- ii) to ensure the free flow of information between the Women's Committees of her village and the government through the Ministry;
 - iii) to report to the Ministry on the progress of implementation and monitoring of programmes, activities and development projects;
 - iv) to record and register births and deaths in her village where appropriate in accordance with the provision of the Births, Deaths and Marriages Act 2002;
 - v) to collaborate closely with the Village Women's Committee and *Sui o le Nuu* on promoting the wellbeing and health of the village through the *Aiga ma Nuu Manuia* programme and other relevant programmes and development projects;
 - vi) to promote good governance in women's committees and all other women's groups in her village;
 - vii) to provide at all times assistance that may be requested through the Ministry for the successful implementation and completion of government programmes and development projects, locally and nationally; and
 - viii) to perform any duties that promote and support government policy related to the work on the advancement of women in her village.³³

V. Gender and social inclusion in the context of climate resilience programmes in Samoa

Climate change is a multidimensional problem that is a priority on the international development agenda, and clearly recognized in the *Strategy for Development of Samoa* as Key Outcome 14 – Climate and Disaster Resilience. While affecting people generally, these conditions can render certain groups in the community particularly vulnerable. As projections indicate that climate change will cause less secure means of subsistence, more vulnerability to poverty and hunger, exacerbation of social inequalities (including gender inequalities) and more environmental degradation, it is likely that the poorest and most vulnerable groups in a society will be most affected.³⁴

In the case of Samoa, a 2012 study on social protection noted that particular vulnerabilities were emerging from the transition to a cash economy, urbanization and changing societal norms. It found that vulnerable individuals are more likely to be living below the poverty line and may not have access to basic needs and services. They are more susceptible to, and less easily able to recover from, adverse shocks and natural disasters. In Samoa vulnerability is linked to an inability to participate in income generating activities. The study identified six vulnerable groups – women, youth, children, older people, people living with disability, and households in rural areas.³⁵

It also noted that Samoa's income inequality is on par with other middle-income countries. In Samoa inequality is mitigated by traditional systems that oblige better-resourced people to share what they have with their families and communities. However, the trend towards increased monetization is widening the gap between those operating in the cash economy and those depending on subsistence activities. This, accompanied by rural-to-urban migration, is straining traditional ties to the family group (*aiga*) and collectivism.³⁶

The ability to participate in income generating activities by these groups, will therefore strengthen their resilience and ability to withstand and recover from disasters. It will be important to ensure that project activities firstly do not harm the income generating activities of vulnerable groups in the target villages, and secondly, wherever possible, the project should undertake to strengthen or add to these activities.

Women and men work together to fulfil the needs and contribute to the wellbeing of their families and communities; however, they often perform different activities on a day-to-day basis to meet these needs, and in order to integrate gender into climate change projects, it is necessary to recognize the

³³ Ministry of Women Affairs Act 1990, Amendment Acts 1998 and 2009

³⁴ UNDP Resource Guide on Gender and Climate Change, 2009

³⁵ Amosa and Samson, 2012

³⁶ *ibid*

different roles, priorities and needs of men and women, and the ways in which both perspectives are valuable.³⁷

While there is some analysis of the vulnerabilities of particular groups in Samoa, it is important to recognize the capabilities of these groups and individuals in addressing the risks of climate change and disasters in their own communities. It is particularly important to recognize and effectively utilize these capabilities when it comes to designing project interventions. Ensuring the participation of so called vulnerable groups is not only a matter of social justice and respect, but also of responsible and effective project design and implementation.

The *Climate Resilience in Samoa: Capacity Assessment and Enhancement Report* (2012) commissioned by the Ministry of Finance as part of the Pilot Programme on Climate Resilience, noted that there had not been a comprehensive vulnerability assessment for the whole of Samoa, and that the assessments conducted to that date tended to focus on physical vulnerability rather than social or community vulnerability. The lack of ongoing in-depth engagement with communities had led to a lack of genuine ownership, which was further exacerbated by the project by project nature of climate change interventions.³⁸

Recommendations from that exercise were largely specific to the Pilot Program on Climate Resilience, however, there are two that resonate for climate and disaster resilience projects more broadly. These included building on existing community engagement approaches and capacity of CSOs and MWCSD; and taking a long-term view of programs, and building engagement accordingly. It will therefore be important to ensure that engaging with identified vulnerable groups in the project is a priority, and that as much as possible, activities to strengthen their resilience specifically in relation to climate and disaster risk and more broadly to be able to withstand and recover shocks, through improved livelihoods, should be built in.

VI. Gender analysis & recommendations

The gender analysis undertaken at the design phase of this project acts as an entry point for gender mainstreaming throughout implementation. Consultations took place with a range of stakeholders and partners during the initial mission by the design team, and included representatives from the Ministries of Finance, Foreign Affairs, Natural Resources and Environment, and Health. In addition, there were discussions with development partners, existing climate resilience projects, the Samoa Umbrella of Non-Government Organizations (SUNGO). The analysis also drew substantially on documentation from existing climate and disaster resilience projects. The Economy Wide Integration of Climate Change and DRR/DRM to Reduce Climate Vulnerabilities of Communities in Samoa project has thematic and geographical overlaps with this proposed project, and the stakeholder consultations for relevant villages in the Vaisigano catchment area were also reviewed as part of this analysis.

The gender analysis enabled:

- Assessment of the activities that respond to the continuing threat of floods in the Vaisigano river catchment, including gender roles and responsibilities, decision making, and resource use and management raised by the project;
- Initial engagement, development and input into the design of activities;
- Demonstration of the need for gender-disaggregated data and indicators to establish a baseline in which to measure improvements and identify areas of focus; and
- Establishment of recommendations to help incorporate the Gender and Social Inclusion Plan into the implementation of the project.

Addressing gender dimensions within the project design and implementation, this proposal identifies and integrates interventions to encourage gender responsive and transformative results. As women are key players in their communities, it is integral to the success of the project that women are encompassed throughout the entirety of this project. Further, as this assessment has discussed, it is

³⁷ Secretariat of the Pacific Community, *Pacific Gender and Climate Change Toolkit*, 2013

³⁸ Kenny, Gavin. 2012 *Climate Resilience in Samoa: Capacity Assessment and Enhancement*, Earthwise Consulting for Samoa Ministry of Finance

likely that gender equality concerns are not the only marker of exclusion or vulnerability, and it is therefore important to build on and leverage the Government's approach of addressing the family as the key unit in Samoan communities, in order to target the most vulnerable including women, young people and children, the elderly, and people living with disability.

It is recommended that the project design will take into consideration gender and social inclusion implications including:

- The differing needs in flood disasters faced by women and men, as well as elderly people, people living with disability and youth and children;
- Analysis of the gendered division of labour (e.g. gender-differentiated roles, responsibilities, and needs);
- Women's access to, and control over, environmental resources and the goods and services that they provide;
- Identification of gaps in equality through the use of sex and age disaggregated data enabling development of action plans to close those gaps, devoting resources and expertise for implementing such strategies, monitoring the results of implementation, and holding individuals and institutions accountable for outcomes that promote gender equality;
- Ensure equitable participation by women, men, youth, elderly people and people living with disability at both macro and micro level climate resilience processes;
- Promote advocacy and awareness adjusted to most effectively reflect gender-specific differences. Strategies used in the project should be tailored, taking into account such differences, including on the risk of increased gender-based violence following disasters.
- Include all stakeholders involved in the project to develop awareness raising / training aimed at drawing attention to the implication of climate resilience adaptation and gender equality;
- Identify specific strategies to include or target women and young people in particular for income generation activities in the Vaisigano catchment area;
- Undertake community discussions and dialogue in relation to gender and social inclusion in climate and disaster resilience.

In addition to the recommendations listed above, it will be important to ensure that the gender and social inclusion aspects of the project are tailored specifically for a Samoan context. In order to do this, the following approaches are also strongly recommended:

- Recognize the centrality of the family unit to the organization and working of Samoan communities;
- Build on the projects, structures and initiatives being rolled out by the Government of Samoa and other development partners, in order to maximize the use of resources, and for greatest efficiency and effectiveness;
- Assess how gender is currently being mainstreamed in differing Ministries and sectors, to most effectively develop needs assessments, enable planning, and be effective in monitoring and evaluation;
- Link income generating activities identified by women and youth with projects and initiatives active in the Vaisigano catchment area, such as the Small Business Incubator for example.

VII. Gender and Social Inclusion Plan

This Gender and Social Inclusion plan provides entry points for gender-responsive and socially inclusive actions to be taken under the activity areas of the project. In addition, specific indicators are also proposed to measure and track progress on these actions at the activity level. These can be incorporated into the detailed M&E plan which will be developed at the start of implementation, and provides concrete recommendations on how to ensure gender (including sex and age disaggregated data) continues to be collected and measured throughout implementation. It focuses on the activity level of the proposal logframe, and should be read in conjunction with it.

As a general principle, it is recommended that the project take into consideration gender and social inclusion implications including:

- The differing needs in flood disasters faced by women and men, as well as elderly people, people living with disability and youth and children;
- Analysis of the gendered division of labour (e.g. gender-differentiated roles, responsibilities, and needs);
- Women's access to, and control over, environmental resources and the goods and services that they provide;
- Identification of gaps in equality through the use of sex and age disaggregated data enabling development of action plans to close those gaps, devoting resources and expertise for implementing such strategies, monitoring the results of implementation, and holding individuals and institutions accountable for outcomes that promote gender equality;
- Ensure equitable participation by women, men, youth, elderly people and people living with disability at both macro and micro level climate resilience processes;
- Promote advocacy and awareness adjusted to most effectively reflect gender-specific differences. Strategies used in the project should be tailored, taking into account such differences, including on the risk of increased gender-based violence following disasters.
- Include all stakeholders involved in the project to develop awareness raising / training aimed at drawing attention to the implication of climate resilience adaptation and gender equality;
- Identify specific strategies to include or target women and young people in particular for income generation activities in the Vaisigano catchment area;
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- Build on the projects, structures and initiatives being rolled out by the Government of Samoa and other development partners, in order to maximize the use of resources, and for greatest efficiency and effectiveness;
- Assess how gender is currently being mainstreamed in differing Ministries and sectors, to most effectively develop needs assessments, enable planning, and be effective in monitoring and evaluation;
- Link income generating activities identified by women and youth with projects and initiatives active in the Vaisigano catchment area, such as the Small Business Incubator for example.

| Objective | Actions | Indicator | Partner Institutions |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| Output 1: Assessments and mechanisms in place for an integrated approach to reduce vulnerability towards flood related risks | | | |
| <p>Activity 1.1: Strengthen capacities and information requirements to pursue an integrated programme approach to flood management.</p> | <p>Ensure equitable participation of men and women, youth, elderly and people living with disability in community consultations during the preparation of the feasibility studies.</p> <p>Engage pro-actively with MWCSO in the preparation of the workshops to ensure suitable participants are identified ahead of time, and consultations are pitched in the most appropriate language</p> <p>Consider options to strengthen livelihoods in the formulation of the feasibility studies</p> | <ul style="list-style-type: none"> Number of men and women participating in consultations and workshops in the preparation of the feasibility studies Gender and social inclusion concerns identified during the consultations are responded to in the studies Sex and age disaggregated data | <p>MOF MWCSO</p> |
| <p>Activity 1.2: Establish health surveillance systems to track and manage flood related health issues</p> | <p>Undertake analysis of the differentiated roles and responsibilities, needs and knowledge of men and women, youth, elderly and people living with disability in responding disasters</p> <p>Use this to inform the training material and packages developed for health practitioners responding to flood emergencies under Activity 1.2.2</p> <p>Use this to inform the training material and packages developed for village councils to prepare for evacuation flood victims under Activity 1.2.3</p> | <ul style="list-style-type: none"> Evidence of gender and social inclusion analysis of the Vaisigano catchment communities being utilized in training material developed for health practitioners and village councils | <p>MOH/NHS MWCSO</p> |
| <p>Activity 1.3: Expand EWS coverage to provide flooding alerts in Apia</p> | <p>Use the analysis conducted under Activity 1.2 to inform planning and implementation of Activity 1.3.3 on awareness raising with at risk populations</p> | <ul style="list-style-type: none"> Evidence of gender and social inclusion analysis being utilized to tailor the EWS to at risk populations | <p>MNRE/NDMO</p> |
| <p>Activity 1.4: Conduct awareness raising campaigns on building practices and designs for at risk communities living along the Vaisigano river</p> | <p>Ensure that manuals developed under Activity 1.4.1 include Chapter D of the Building Code on accessibility for people living with disability.</p> <p>Ensure that the exhibition planned for Activity 1.4.2 reflects the diversity of needs in a community, including for women, men, people living with disability and young people.</p> <p>Include requirements on representation of gender equality, disability, elderly and youth access in the MOUs with SUNGO and builders associations</p> | <ul style="list-style-type: none"> Number of manuals with the needs of people living with disability are clearly and accurately reflected Evidence of gender, disability, age and youth inclusion in model exhibitions Evidence of gender, disability, age and youth concerns included in MOUs | <p>MWTI MNRE/PUMA SUNGO Builders Associations</p> |
| Output 2: Infrastructures in the Vaisigano catchment are flood-proofed to increase resilience to negative effects of excessive water | | | |
| <p>Activity 2.1: Channelization of segment 2 and 3 of the Vaisigano river streambed to accommodate increased water flow and decrease flood risks</p> | <p>Ensure equitable participation of men and women, youth, elderly and people living with disability in community consultations</p> <p>Include requirement for the training material for maintenance workers under Activity 2.1.3, for gender and social inclusion considerations to be addressed wherever possible</p> <p>Set targets for young people and women to be achieved under the contracting scheme in Activity 2.1.4</p> | <ul style="list-style-type: none"> Number of men and women participating in consultations Evidence for gender and social inclusion requirements and ToRs for the development and delivery of training material for maintenance workers Numbers of women and young people employed through the contracting scheme | <p>MOF MWCSO</p> |

| | | | |
|-------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| <p>Activity 2.2: Implement ecosystem responses upstream for decreased flows during extreme weather events</p> | <p>Ensure equitable participation of men and women, youth, elderly and people living with disability in consultations to determine options for flood management activities under Activity 2.2.1</p> <p>Ensure equitable participation of men and women, youth, elderly and people living with disability in the development of the community based adaptation strategy for ecosystem based alternative income generating activities under Activity 2.2.4</p> <p>Set targets for women, young people, people living with disability, and older people in the income generating activities and business incubation activities identified under Activity 2.2.5</p> <p>Set targets for women, young people, people living with disability, and older people in the provision of cash-for-work activities under Activity 2.2.6</p> | <ul style="list-style-type: none"> • Number of men and women, youth, elderly and people living with disability participating in consultations • Number of women, young people, people living with disability and elderly people participating in income generating activities • Number of women, young people, people living with disability and elderly people benefiting from the cash-for-work scheme | <p>MOF MWCS MNRE</p> |
| <p>Activity 2.3: Construction upgrade of Lelata Bridge to accommodate increase flood waters</p> | <p>Ensure equitable participation of men and women, youth, elderly and people living with disability in any community consultations</p> | <ul style="list-style-type: none"> • Number of men and women, youth, elderly and people living with disability participating in consultations | <p>MWTI/LTA</p> |
| <p>Activity 2.4: Extension of floodwalls at Leone Bridge to prevent damage during extreme events</p> | <p>Ensure equitable participation of men and women, youth, elderly and people living with disability in any community consultations</p> | <ul style="list-style-type: none"> • Number of men and women, youth, elderly and people living with disability participating in consultations | <p>MWTI/LTA</p> |
| <p>Output 3: Drainage in downstream areas upgraded for increased regulation of water flows</p> | | | |
| <p>Activity 3.1: Develop a climate resilient Stormwater Master Plan</p> | <p>Ensure equitable participation of men and women, youth, elderly and people living with disability in any community consultations as set out in Activity 3.1.3</p> <p>Set targets for women, young people, people living with disability, and older people in paid work emanating from implementation of the Master Plan as set out in Activity 3.1.5</p> | <ul style="list-style-type: none"> • Number of men and women, youth, elderly and people living with disability participating in consultations • Evidence of gender and social inclusion issues being addressed in the Master Plan • Number of men, women, youth, elderly and people with disability benefiting from implementation of the Master Plan | <p>MWTI MNRE/PUMA</p> |
| <p>Activity 3.2: Upgrade drainage systems and outfalls in hazard areas to accommodate flooding events</p> | <p>Ensure equitable participation of men and women, youth, elderly and people living with disability in any community consultations</p> | <ul style="list-style-type: none"> • Number of men and women, youth, elderly and people living with disability participating in consultations | <p>MWTI MNRE/PUMA</p> |

VIII. Demographic information on Vaisigano catchment³⁹

The Vaisigano river flows through the villages of Maagiagi Uta; Papauta; Tanugamanono; Lelata; Maluafofu; Faatoia; Aai o Niue; Leone; Vinifou; Matautu Uta and Vasigano. In addition, there are 3 nearby low lying villages Vaipuna, Vaiala Uta and Levili which are directly affected when the river floods as witnessed during Cyclone Evan flooding. These 14 villages are extremely vulnerable to flooding from the Vaisigano River. In addition, the four villages of Vailima, Avele, Letava and Vaoala are included in the GCF activity target group due to the important roles they play in terms of preserving the water catchment areas of the Vaisigano river. The land use practices of these four villages greatly influence what could potentially flow down-stream during heavy rain.

The eighteen villages are part of the Vaimauga West district, and according to the 2011 census, had a population of 8651, with 4318 females. According to the 2014 School to Work Transition Survey, there were 2392 youths in those villages. It is estimated that there are around 1400 households in the eighteen villages, with the largest being Vailima, Faatoialemanu and Matautu Uta.

| Source | School to Work Transition Survey -2014 | 2011 Population Census | | |
|---------------|----------------------------------------|------------------------|--------------|--------------|
| | Youth Population | Total Population | Male | Female |
| Vaisigano | 86 | 267 | 134 | 133 |
| Matautu Uta | 258 | 811 | 397 | 414 |
| Vaipuna | 110 | 416 | 224 | 192 |
| Valala Uta | 53 | 192 | 93 | 99 |
| Vinifou | 38 | 110 | 53 | 57 |
| Levili | 25 | 96 | 48 | 48 |
| Leone | 154 | 609 | 307 | 302 |
| Aai o Niue | 39 | 179 | 97 | 82 |
| Faatoialemanu | 325 | 1088 | 545 | 543 |
| Maluafofu | 19 | 71 | 34 | 37 |
| Lelata | 47 | 231 | 119 | 112 |
| Tanugamanono | 174 | 606 | 323 | 283 |
| Papauta | 97 | 448 | 184 | 264 |
| Maglagl Uta | 56 | 251 | 133 | 118 |
| Vailima | 420 | 1447 | 729 | 718 |
| Avele | 181 | 677 | 342 | 335 |
| Letava | 108 | 379 | 176 | 203 |
| Vaoala | 202 | 773 | 395 | 378 |
| Total | 2,392 | 8,651 | 4,333 | 4,318 |

³⁹ Meredith, P. Meredith S, *Market Analysis of a Diversified Market and Livelihoods within the Vaisigano Catchment* [draft], Wiz Consult, 2016

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