



Annex 4: Gender Assessment and Action Plan (GAP)

*“Climate-resilient food security for farming households
across the Federated States of Micronesia”*

Contents

Contents.....	2
Abbreviations.....	3
References.....	4
1. Background, Purpose and Rationale.....	5
1.1 Project Background and Rationale	<i>Error! Bookmark not defined.</i>
1.2 Gender Action Plan: Purpose and Methodology	<i>Error! Bookmark not defined.</i>
2. Enabling Environment	6
2.1 Legislative Policy and Planning Frameworks.....	6
2.2 Policy Coordination and Implementation	10
3. Gender Equality in the FSM	11
3.1 Introduction	11
3.2 Equity in Education	13
3.3 Women in Employment	14
3.4 Health and Nutrition	14
3.5 Women in Public Life and Decision-Making	16
3.6 Violence against Women.....	17
3.7 Women in Agriculture	18
3.8 Problem Tree Analysis	23
4. Conclusions and Recommendations	19
5. Gender Action Plan.	30

List of Tables and Figures

Figure 1: Role of the Agriculture Sector in the FSM	8
Figure 2: National and State Laws and Services to Advance GSI	9
Figure 3: Number of men and women working in agriculture in FSM by state.....	24
Table 1: Socioeconomic indicators in FSM's four states.....	11
Table 2: % of population in households (HHs) in defined circumstances	12
Table 3: Women in Political Leadership Positions in FSM States, 2020 Data	16
Table 4: % Seats in Parliament held by Women in 9 Pacific Countries: 2016 data.....	17
Table 5: Number of men and women working in agriculture in FSM by state	19

Abbreviations

CBO	Community-based Organization
CCA	Climate Change Adaptation
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CP	Country Program
CRC	Convention of the Rights of Children
CRPD	Convention on the Rights of People with Disabilities
CSO	Civil society organization
DECEM	Department of Environment, Climate Change & Emergency Management
DHESA	Department of Health and Social Affairs
DID	Disability inclusive development
DOFA	Department of Finance and Administration
DRR	Disaster Risk Reduction
DiDRR	Disability inclusive disaster risk reduction
DPO	Disabled Persons Organization
FSM	Federated States of Micronesia
IEC	Information, education and communication
IFRC	International Federation of Red Cross
GAP	Gender Action Plan
GBV	Gender Based Violence
GCF	Green Climate Fund
GDD	Gender Disaggregated Data
GDI	Gender Development Index
GDO	Gender Development Office
GSI	Gender and Social Inclusion
GII	Gender Inequality Index
HIV	Human Immunodeficiency Virus
IRCP	Island Food Community of Pohnpei
NCD	Non-Communicable Diseases
NGP	National Gender Policy
NDOE	National Department of Education
MoV	Means of Verification
PLEGD	Pacific Leaders Genders Equality Declaration
PWD	Persons with Disability
R&D	Department of Resources & Development
SAP	Simplified Approval Process (Pilot Scheme)
SDGs	Sustainable Development Goals
SDP	Strategic Development Plan
SIDS	Small Island Developing State
SPC	Pacific Community
STEM	Science, Technology, Engineering, Math
ToC	Theory of Change
TSM	Temporary Special Measure
UNFCCC	United Nations Framework Convention on Climate Change
UN Women	United Nations Agency for Women
VAW	Violence against Women

References

- Census 2010, Federated States of Micronesia, Basic Tables
- Climate Change and Disaster Risk Finance Assessment, SPC and Pacific Islands Forum Secretariat, 2019
- Federated States of Micronesia Integrated Agriculture Census 2016 (Main Report)
- Federated States of Micronesia Climate Change and Disaster Risk Finance Assessment: Final Report – February 2019. SPC, Pacific Islands Forum Secretariat
- Federated States of Micronesia Household Income and Expenditure Survey 2013/14: Main Analysis Report
- Federated States of Micronesia National Agricultural Policy 2012 – 2016, Department of Resources and Development, 2017.
- Federated States of Micronesia National Women’s Policy, 2018. Department of Health and Social Affairs
- Federated States of Micronesia State of Environment Report. Apia, Samoa : SPREP, 2019.
- First Voluntary National Review Report on the implementation of the 2030 Agenda for Sustainable Development, SDG Working Group, Pohnpei
- FSM National Health Sector Key Performance Indicators & SDG Annual Scorecard (2016)
- Wen, J. (ed.). *Gender-based violence and environment linkages: The violence of inequality*. Switzerland
- International Institute for Sustainable Development, Investment in Agriculture, Policy Brief # 5; *How to improve gender equality in agriculture*, 2017.
- Poverty Profile of the Federated States of Micronesia: Based on the 2013-14 Household and Expenditure Survey, World Bank, 2017
- Stock-take of the gender mainstreaming capacity of Pacific Island governments: Federated States of Micronesia, 2012. New Caledonia
- Twentieth Congress of the Federated States of Micronesia Fourth Regular Session, 2018. C.R. NO. 20-102

1. Background, Purpose and Rationale

Preparation of the proposed *Climate-resilient food security for farming households across the Federated States of Micronesia* (FSM) project for the Green Climate Fund (GCF) was carried out by the Micronesia Conservation Trust (MCT) in collaboration with the USAID funded Climate Ready Project.

This proposal is one of 14 selected priority projects under the FSM GCF Country Program (CP), which was developed in consultation with stakeholders from government departments, civil society organizations (CSOs) including non-government and inter-governmental agencies, women and youth groups, and the private sector. In 2018, the Department of Finance and Administration (DOFA), the National Designated Authority (NDA) for the GCF in FSM, requested the Micronesia Conservation Trust to assist in preparing this proposal.

With an Environmental Vulnerability Index score of 392, the FSM is one of the most highly vulnerable Small Island Developing States (SIDS) in the Pacific region. If no corrective action is taken, projected impacts from climate change over the next few decades include rising sea levels, increased temperature, increased rainfall, increased tidal surges, ocean acidification, as well as increased severity of extreme events like tidal surges, rainfall and storm events, and extreme heat, could severely threaten food security of FSM communities. Such impacts will cause loss of arable land, price/supply shocks, health and nutrition issues, and forced migration of outlying communities among other stressors.

FSM's most vulnerable communities have not significantly benefitted from previous one-off pilot projects aimed at improving food security and sustaining resilience in the face of climate change. With support from the GCF, the proposed project will address multiple barriers at one time by: strengthening the enabling environment; providing an evidence-base for specific interventions; developing new opportunities for market access and development, and targeting new climate-smart agriculture (CSA)¹ techniques and opportunities to enhance income and improve food security for FSM communities.

The proposed project will provide benefits to vulnerable communities in the four states of the FSM (Chuuk, Kosrae, Pohnpei and Yap), who depend largely on their natural resources for subsistence and livelihoods and who are already facing significant climate change impacts. Direct community involvement in training, planning, and implementation of project activities will ensure direct alignment to local needs and ultimately help to address the needs of the most vulnerable communities by providing for increased resource availability, access to sources of protein and other nutrition, opportunities for income-generation and improved food security and climate resiliency.

This project will enable FSM to establish a “whole of system” methodology based on the four-pillar methodology (availability, accessibility, utilization and stability); highlighting the relationship between the urban, rural and neighboring island communities; and developing an integrated approach that combines social vulnerability (including traditional and gender approaches) and technical climate change impact analysis. It will also provide a critical foundation for sustainable food security as part of the national response to climate change. This will involve strengthening policy frameworks and political commitment and enhancing the capacity of farmers (male and female), and others in the agricultural value chain. Together, these activities will provide a platform to enable future food security initiatives, involving fisheries and livestock, to build upon.

¹ An approach that helps to guide actions needed to transform and reorient agricultural systems to effectively support development and ensure food security in a changing climate

This project will provide economic, social and environmental benefits to FSM citizens, with particular attention to meeting the needs of vulnerable groups, through delivery of its three primary outcomes:

- i. Enhanced enabling environment for adaptive investment,
- ii. Enhanced food security through CSA, and
- iii. Strengthened climate-resilient value chains and markets.

The purpose of this gender analysis and action plan (GAP) is to: i) assess the extent and causes of inequity and exclusion in the FSM agriculture sector; ii) identify opportunities and strategies to redress these constraints, building on current initiatives and best practice approaches, and iii) outline interventions to ensure women and other vulnerable groups benefit fully from project activities. In so doing, the GAP seeks to build on women's diverse knowledge and capacities, and build capacity within communities/households and organizations for resilient, "climate smart" food security.

Methodology

The gender analysis and GAP was based on a desk study as well as several stakeholder consultations that took place from 2019 through early 2020 (see list of stakeholder attendees in Appendix 1). The stakeholder meetings included a total of 106 participants across the 4 FSM States. Out of these 45 of the participants were women and 61 were men with representatives from government agencies, NGOs, State agencies, and the private sector.

Through these discussions, participants specifically requested that processing techniques for crop staples be included in the project activities to ensure economic opportunity for women, who own the business or are involved in food preservation and sales. Activity xxx under Outcome 3 was explicitly designed to incorporate this request from Stakeholders

Once developed, the GAP was discussed with the four umbrella women's groups (November 2020), one from each State:

1. Chuuk Women Council
2. Kosrae Women Association
3. Pohnpei Women Council
4. Yap Women Association

Each of these groups prepared a list of member organizations that are currently working in some way within the agriculture sector (see section 3.8). The 4 umbrella groups will act as partners to the project and will facilitate interaction and inclusion of the key women's groups throughout the implementation of the project. More detail on women's groups in FSM are included in section 3.8 below.

2. Enabling Environment

There are a number of laws, policies and plans related to achieving gender equity and social inclusion outcomes across all development sectors in the FSM as highlighted in this section.

2.1 Legislative Policy and Planning Frameworks

The Constitution of the FSM states that no law shall be enacted in the Trust Territory which discriminates against any person on the basis of race, sex, language, or religion, nor shall the equal protection of the laws be denied. Although there is no national legislation criminalizing sexual assault, FSM has legislation criminalizing both sexual assault with penetration and sexual intercourse with girls under the age of thirteen. At state level, two governments have passed Family Protection Acts

including Pohnpei (2017) and Kosrae (2014). Chuuk and Yap States have yet to pass family protection legislation.²

International Commitments

The FSM has ratified a range of international human rights conventions including, amongst others: Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW - 2004)³ and the Optional Protocol on the Involvement of Children in Armed Conflict; the Convention for the Suppression of the Traffic in Persons and Exploitation of the Prostitution of Others; the Convention on the Rights of the Child (CRC - 1993) and the Optional Protocol on Sale of Children, Child Prostitution and Child Pornography; and has signed the Convention on the Rights of People with Disabilities (CDRP - 2017).

Further, FSM is a signatory to the United Nations Framework Convention on Climate Change (UNFCCC), ratified the Paris Agreement and submitted its Intended Nationally Determined Contribution in November 2015. In line with the Paris Agreement, which states that climate change actions need to “be guided by respect for human rights, gender equality and the empowerment of women,” and follow “a country-driven, gender-responsive, participatory and fully transparent approach,” successive UNFCCC National Communications have addressed the impacts of climate change on women and other vulnerable groups, including the need for increased focus on social components such as gender and social inclusion (GSI) issues.

This need to increase attention to GSI issues is also stressed in the UNFCCC Gender Action Plan (GAP), adopted by world leaders at COP23. Five critical actions to achieve gender objectives are outlined in this GAP, including: 1) Capacity building, knowledge sharing and communication; 2) gender balance, participation and women’s leadership; 3) coherence consistent implementation of gender-related mandates and activities; 4) gender-responsive implementation and means of implementation, and 5) monitoring and reporting.

National Strategic Development Plan

The FSM Strategic Development Plan (SDP) 2004 – 2023 highlights seven specific goals aimed at improving gender equity and social inclusion.⁴ These include:

- Strategic Goal 1:** Enhance and promote the cultural, economic, legal, political and social development of women and children throughout their life cycles
- Strategic Goal 2:** Enhance the leadership capacity and roles of women
- Strategic Goal 3:** Mainstream gender issues into decision-making, policies and strategic development plans
- Strategic Goal 4:** Maximize women’s contribution to and participation in democratic and, development processes by creating opportunities for women’s active involvement
- Strategic Goal 5:** Strengthen the institutional capacity of the women’s programs in FSM
- Strategic Goal 6:** Strengthen the institutional capacity, effectiveness and impact of youth organizations

² <https://pacificwomen.org/wp-content/uploads/2019/01/FSM-Pacific-Women-country-plan-summary-Jan-2019.pdf>

³ While the CEDAW was ratified, a 2004 review by UN Women found that FSM was non-compliant on 61% of the recognized indicators of legal compliance.

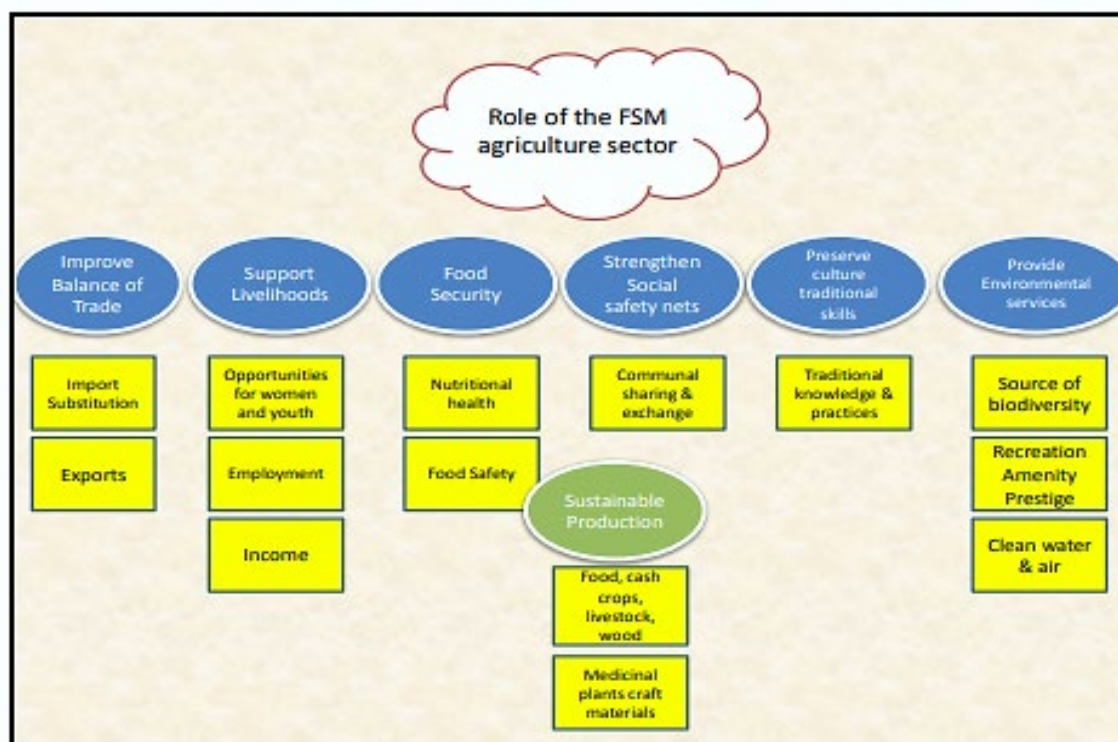
⁴ FSM National Strategic Development Plan 2004 – 2023, Government of the FSM

Strategic Goal 7: Strengthen youth development through social, economic and political participation.

National Agriculture Policy

The principal policy framework driving food security and agriculture planning and implementation in FSM is the National Agriculture Policy. This policy includes seven guiding principles considered essential to sustain the resource base, protect cultural values and promote social and economic development - one of which is “social and gender equity.” It also identifies six policy goals, including *Improving farm incomes and livelihoods with particular focus on gender and vulnerable groups.*⁵

Figure 1: Role of the Agriculture Sector in the FSM



Source: FSM Agriculture Policy, page 11

The Figure above shows the significance of the agriculture sector in the FSM. Gender inclusive objectives in the National Agriculture Policy relevant to the project include the following, all of which are supported by the proposed project:

1. Improve gender disaggregated socio-economic data on farm households;
2. Ensure gender balance in recruitment of training staff and enrolment of students on training courses;
3. Adopt participatory and community-based approaches to promote local food production, healthy lifestyles and sustainable diets, and
4. Ensure extension programs are gender focused and gender responsive.

⁵ National Agriculture Policy 2012-2016, Department of Resources and Development, Federated States of Micronesia

National Gender Policy

The National Gender Policy (NGP) 2018 – 2023, endorsed by the FSM Government in May 2018 is intended to “promote gender equity, equality, social justice and sustainable development in the country”⁶. The NGP is aligned with: the goals and objectives of the National Strategic Development Plan 2004-2023; the Pacific Leaders Genders Equality Declaration (PLEGD); the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the Convention on the Rights of People with Disabilities, and the mandate of the Department of Health and Social Affairs and State Offices responsible for Social Services.

The NGP commits the FSM Government to take action in the following six areas:

1. Women’s advancement
2. Gender mainstreaming
3. Strengthening women’s programing
4. Strengthening youth organizations programming and leadership
5. Establishing social inclusion and social services for the elderly, and
6. Addressing the economic, political, social and legal needs of people with disabilities and those with special needs.

The National Gender Policy is expected to ensure high-level accountability across national and state governments, working in collaboration with local Women’s Council and Associations, to achieve identified gender outcomes. It is also expected that organizations serving youth and people with disabilities (PWD) will collaborate to achieve social inclusion objectives.

Figure 2: National and State Laws and Services to Advance GSI

	Chuuk	Kosrae	Pohnpei	Yap	FSM
No. staff responsible for GSI policy and programs	One in governor’s office	No visible focal point	Social services Team of 3 in health:	At least 3 staff	3 staff plus one external advisor (social affairs DHSA)
Domestic violence laws	No	Yes	Yes	No	
Accessibility law	No	Yes	Yes	Yes	
Social services provided in addition to health and education	<p>Some federal programs and others accessed to provide support to states, typically through education and health services.</p> <p>No state social programs such as victim support or child protection services.</p> <p>Personal loans for housing through FSM Development Bank, United States Department of Agriculture rural development and housing authorities.</p> <p>Variable levels of program activity by NGOs in different states.</p>				
Financial support for NGOs	<p>Several NGOs have accessed funding for buildings. Yap state provides funding support for key NGOs.</p> <p>Congress initiates FSM government grants to NGOs.</p>				
Engagement with civil society or traditional leadership	Not systematic	Annual, broad-based engagement	Regular consultation with traditional leaders	Traditional leader councils have veto rights	Departments have varying models for engaging with states

⁶ Twentieth Congress of the Federated States of Micronesia Fourth Regular Session, 2018. C.R. NO. 20-102

2.2 Policy Coordination and Implementation

The Gender Development Office (GDO), under the Department of Health and Social Affairs (DHESA), is the government's focal point agency responsible for gender issues in the FSM. Previous assessments⁸ on the overall effectiveness of this Office have highlighted that:

- The GDO is strategically located within central government structure to influence the integration of gender issues across the policy, programming and resource allocation spectra;
- The GDO has resources and capacity and no process to facilitate the mainstreaming of gender and women's human rights across parts of government,
- GDO includes expertise and experience in gender and human rights analysis and integration, particularly when it comes to research and statistical support, gender-related planning and analysis, project management, information management and dissemination and evaluation.

According to a recent review conducted by the Government of Australia, *Pacific Women Program*, FSM is in “the early stages of introducing and implementing a legislative framework for gender equality”, which includes legislation to support a temporary special measure (TSM) to increase the number of women in parliament.⁹ Some of the obstacles to mainstreaming gender at legislative and policy level identified in previous studies¹⁰ include the following:

- The lack of a proactive approach to ensuring that women are able to exercise their de facto legal rights as established in FSM law. Where legal deficiencies exist, these generally relate to sexual assault and rape, domestic violence and human trafficking, as well as lack of consistency across the four states in the age of sexual consent, in grounds for divorce, and in child custody;
- Budgets for national and state programs cover only operational costs, including salary, travel and office supplies, but no funds are allocated for development programs. As such, these funds need to be secured from development partners and the US Federal Funding system;
- The lack of females in political positions and senior decision-making roles means that women's voice is not heard at the legislative and executive levels of government;
- Micronesian societies (with the exception of Yap and a few atolls in Pohnpei), emphasize matrilineal descent where identities, titles, rights and acquisition to property are traced through female hereditary lines. Through colonization, women's rights to land ownership and their access to resources have changed from traditional matrilineal descent to a system with most decision-making related to land ownership and land use being retained by male members of the family, and

⁷ FSM First Voluntary National Review of the Implementation of the 2030 Agenda for Sustainable Development (2019)

⁸ https://www.spc.int/sites/default/files/wordpresscontent/wp-content/uploads/2017/03/web_2-FSM_gender_stocktake.pdf

⁹ Australian Government Department of Foreign Affairs and Trade, 2019

¹⁰ https://www.spc.int/sites/default/files/wordpresscontent/wp-content/uploads/2017/03/web_2-FSM_gender_stocktake.pdf

- The lack of sex disaggregated data and analysis to inform gender-responsive policy decisions.

In terms of implementation of international human rights conventions, a UN Women review of CEDAW found that FSM was non-compliant on 61 percent of the recognized indicators of legal compliance.¹¹ Similarly, a "Realization of Children's Rights Index" found that FSM was unable to comply with numerous elements of the CRC due to financial, physical and human resource shortfalls. For example, the lack of qualified teacher's means not all children are able to enroll in school and complete their education."¹¹

3. Gender Equality in the FSM

3.1 Introduction

This section provides an overview of the development context in which the project will operate using a gender and social inclusion (GSI) lens. Of particular relevance to the project are the sub-sections on health and nutrition and women's role in agriculture and decision-making.

While social indicators such as life expectancy and education are improving in the FSM, as is access to electricity and clean water, there are still significant GSI barriers. For example, women continue to lack access to political decision-making, have a significantly lower labor force participation than men, and one in four partnered women have recently experienced partner violence.¹² Moreover, there are significant differences in the extent of gender equality and social inclusion in each state as shown in Table 2.¹³

Table 1: Socioeconomic indicators in FSM's four states

Socioeconomic indicator	Chuuk	Kosrae	Pohnpei	Yap	FSM
Male labor force participation (United Nations Convention of the Elimination of all Forms of Discrimination Against Women (CEDAW) 2015)	62.7%	62.9%	70.3%	69.1%	66.1%
Female labor force participation	43.3%	43.6%	49.9%	65.7%	48.4%
% of population aged 25+ who are high school graduates (UN CEDAW 2015)	27.9%	55.3%	35.1%	59.3%	36.2%
Poverty rates (FSM 2013/14 Household Income and Expenditure Survey)	46%	21%	39%	39%	41%
Number of women in legislature or congress (as of May 18)	1	0	1	0	0
% partnered women who experienced partner violence in previous 12 months (FSM Demographic and Health Survey 2014)	42.6%	24.3%	13.5%	15.1%	24.1%
Households with electricity (Castalia Ltd. 2018)	30%	98%	94%	85%	67%

Source: Climate Change and Disaster Risk Finance Assessment¹⁴

¹¹ FSM First Voluntary National Review of the Implementation of the 2030 Agenda for Sustainable Development (2019)

¹² Gender-based violence and environment linkages: The violence of inequality. Wen, J. (ed.). Switzerland

¹³ Climate Change and Disaster Risk Finance Assessment, SPC and Pacific Islands Forum Secretariat, 2019

¹⁴ Ibid.

According to the FSM 2013-2014 Household Income and Expenditure Survey (HIES),¹⁵ around 30 percent of households live below the basic poverty line, with trends pointing to an increase in poverty...which particularly affects children and female-headed households.” Households that are headed by women are more likely to live in poverty and on average earn nine percent less than male-headed households.¹⁶

The following chart provides a sense of the proportion of population that struggles with basic needs, with Yap being most affected by substandard conditions.

Table 2: Percentage of population in households (HHs) in defined circumstances

State	% of HHs with no electricity	% of households with no improved sanitation	% of HHs with no improved water sources	% of HHs with poor quality housing	% of HHs with poor cooking fuel	% of HHs with few assets (radio, television, auto, phone, etc.)	% of HHs with no child attending school	% of HHs with no one working
National	17.4	27.1	13.9	22.7	33	25.1	1.6	2.5
Yap	18.5	42.4	1.9	26.4	41.5	30.2	1.4	3.9
Chuuk	38.1	29.0	27.9	24.8	41.1	46.6	4.4	1.4
Pohnpei	9.3	35.9	24.4	26.4	33.7	15.2	0.6	1.0
Kosrae	3.6	1.1	1.3	13.3	15.4	8.4	0.0	3.2

Source: Multidimensional deprivation indicators – HIES 2013-2014

In recognition of growing poverty and hardship, the FSM government has prioritized four targets related to poverty, land tenure, disaster risk management, climate change and directed government spending to essential services in these areas in order to eradicate/ reduce poverty in all its forms. Its targeted goals are:

- Eradicate extreme poverty for all people
- Ensure that all men and women, particularly the vulnerable have equal rights to economic services, access to basic services and ownership and control over land, inheritance and natural resources.
- Build the resilience of the vulnerable and poor and reduce their exposure to climate-related extreme events and other economic social and environmental shocks and disasters.
- Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide means for LDCs to implement programs and policies to end poverty in all its dimensions.¹⁷

In keeping with the commitment to eliminate poverty, the FSM 2020 Voluntary National Report (VNR) recognized how the COVID-19 pandemic has made the need to enhance social protection systems and

¹⁵ FSM 2013-2014 Household Income and Expenditure Survey (HIES)

¹⁶ FSM HIES 2013/14: Main Analysis Report

¹⁷ FSM First Voluntary National Review of the Implementation of the 2030 Agenda for Sustainable Development (2019)

improve delivery of public goods and services evident, “particularly to the poorest and most vulnerable in the Federation.”¹⁸

The FSM government responded rapidly to the pandemic by providing for those whose employment was lost or interrupted as a direct result of COVID-19. By June 2020, the Pandemic Unemployment Assistance (PUA) program was operational and providing support to those most directly affected. Time will tell if women were equitably provided for, given that their employment and daily obligations tend to be undervalued and not tracked.

3.2 Equity in Education

Participation in early childhood education has grown significantly in recent years, from 34 percent in 2005 to 85 percent in 2019, with boys and girls now participating at near equal rates.¹⁹ However, during the final years of secondary school, attendance rates drop significantly, from 80 percent at age 13 to 25 percent for both boys and girls.²⁰

There are a number of factors which affect school enrolment and completion rates, including inadequate facilities, lack of qualified teachers and teaching resources, parental attitudes, lack of employment prospects, even for graduates, and the need to assist with household, subsistence and livelihood duties, including farming. Further, as noted in the 2017 CRC Country Report, the legal age of marriage has not been legislated which could be a factor in young women not completing their secondary education. In addition, children of women who experience violence show higher drop-out rates.²¹

The FSM government has prioritized eight targets to promote life-long learning, the first six of which directly address the need for more gender sensitive and responsive interventions in education. The last two targets could also promote gender equity if a percentage of scholarships targeted female students, especially those pursuing science, technology, engineering and math (STEM) related subjects, including agroforestry, and establishing a quota for qualified female teachers. Identified targets include:

- Ensuring that all boys and girls have access to quality early childhood development, care and pre-primary education;
- Ensuring that all girls and boys complete free, equitable and quality primary and secondary education leading to effective learning;
- Ensuring equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university;
- Ensuring that all youth and substantial portion of adults achieve literacy and numeracy;
- Ensuring learning promotes sustainable development, human rights, gender equality, peace and non-violence and a culture of diversity and sustainability;
- Building and upgrading education facilities that are child, disability and gender sensitive and provide safe-non-violent and inclusive learning environments for all;

¹⁸ Ibid.

¹⁹ FSM First Voluntary National Review of the Implementation of the 2030 Agenda for Sustainable Development (2019)

²⁰ Ibid.

²¹ Ibid.

- Expanding the number of scholarships in higher education for technical, engineering, IT and scientific programs, and
- Increasing the supply of qualified teachers.

The project can assist in achieving these targets by recognizing the prevalence of discrimination and unequal participation of females in technical and vocational education and training (TVET), and by ensuring women and girls are equitably represented in project activities, and are recognized for their unique knowledge and contribution to food production. This will involve identifying “women in agriculture champions”, and acknowledging the men who support them in this role.

3.3 Women in Employment

Economic activities in FSM consist primarily of subsistence farming and fishing, and the economy remains under-developed and heavily dependent on the public sector.

Overall, the number of women who earn wages or salary in FSM is less than half that of men, and men, have higher rates of employment in all fields, including agroforestry.²² For example, 49.1 percent of men in the labor force are skilled agricultural, forestry, and fishery workers, compared to only 18.6 percent of women.²³ Further, in female-led households, nearly 60 percent received no income from agriculture, as opposed to only 48 percent in male-led households.²⁴

According to the FSM Integrated Agriculture Census 2016,²⁵ 51 percent of women were not in the labor force, with most reporting their main activity as “home duties” in keeping with traditional gendered roles. Agricultural production performed by women and girls is generally considered “just part of women’s work.”

Gender inequality in employment exists for a number of reasons, including women’s lack of access to education and training opportunities, alongside cultural beliefs about women’s primary role as home-makers and care-givers to children, the elderly and people with special needs. There are also less income earning opportunities for females than males in the FSM due to hiring preferences in the formal sector, and the difficulties women face in establishing and sustaining micro and small business ventures.²⁶

3.4 Health and Nutrition

The health and welfare of women and children are priorities for the FSM Government as indicated in the National Strategic Development Plan and National Health Policy. Priority outcomes include: reducing the maternal mortality ratio; ending preventable deaths of newborns and children under five; and ensuring universal access to sexual and reproductive health care services.²⁷

According to the FSM National Health Sector Key Performance Indicators & SDG Annual Scorecard, skilled birth attendance is estimated to be at 85 percent. The maternal mortality ratio (MMR) declined significantly from 161/100,000 live births in 2010 to 43/100,000 live births in 2016.²⁸ While the contraceptive prevalence rate is up to 51 percent (in 2017), the growing percentage of youth (24 percent

²² Ibid.

²³ FSM Integrated Agriculture Census 2016

²⁴ FSM Integrated Agriculture Census 2016

²⁵ Ibid.

²⁶ Census 2010, Basic Tables

²⁷ FSM First Voluntary National Review of the Implementation of the 2030 Agenda for Sustainable Development (2019)

²⁸ FSM National Health Sector Key Performance Indicators & SDG Annual Scorecard (2016)

of the population is currently under the age of 15), there is a need to ensure access to sexual reproductive health and family planning services.

Non-communicable diseases (NCDs) are pervasive, and account for more than 70 percent of deaths in the FSM. These “lifestyle” diseases are largely preventable and can be traced to the introduction and increasing prevalence of imported and highly processed foods. Historically, islanders relied, and thrived, on local diets, whereas studies have shown that about 80 percent of the population now consumes less than five (recommended) servings of fruits and vegetables per day. Additionally, 73 percent of the population is overweight and 43 percent are considered obese. Of those overweight, women make up the majority, with about seventy-five percent of women overweight compared to 64 percent of males; and 44 percent of females obese compared to 31 percent of males.

In spite of the majority of the FSM population being overweight, people are not necessarily well nourished. As stated in the 2020 VNR, “Hunger is rare in the nation, malnutrition is the greater issue.” This report goes on to stress the importance of integrated approaches to improving the health of the nation by focusing on: healthy diets, exercise, self-sustaining agricultural practices, and social cohesion.

While the information in the following figure is somewhat outdated, it shows food and non-food costs to meet minimum daily nutrition needs and illustrates why improved agricultural production is essential to the health and well-being of the FSM population.

Figure 3: Daily food needs against national poverty line

In FSM, meeting essential caloric needs requires an average of \$USD 1.84 per adult per day; meeting both food and non-food basic needs requires an average of \$USD 4.34 per day.					
At the national level, the average daily cost of food needed to obtain recommended calories for an adult is \$USD 1.84. The national value denotes the weighted average of food poverty lines in four states.					
Likewise, the total poverty line that includes a non-food allowance of \$USD 4.34 per day at the national level.					
National Poverty line					
	Food Poverty Line (Daily per adult equivalent)	Total Poverty line (Daily per adult equivalent)	Ratio of food to non-food cost in the Total Poverty Line	Food Poverty Line (annual per adult equivalent)	Total Poverty Line (annual per adult equivalent)
National Average	\$1.84	\$4.34	42:58	\$670.60	\$1,583.90

Source: Multidimensional deprivation indicators – HIES 2013-2014

In response to these issues, the FSM government has prioritized the following six targets related to food insecurity, most of which are addressed by the proposed project:

- i. End hunger and ensure access by all people in particular the poor and vulnerable, to safe, nutritious and sufficient food all year round;
- ii. End all forms of malnutrition, and address the nutritional needs of children under five, adolescent girls, pregnant and lactating women, and older persons
- iii. Double the agriculture productivity and incomes of small-scale food producers, through secure and equal access to land, financial services, markets and opportunities for value addition and non-farm employment

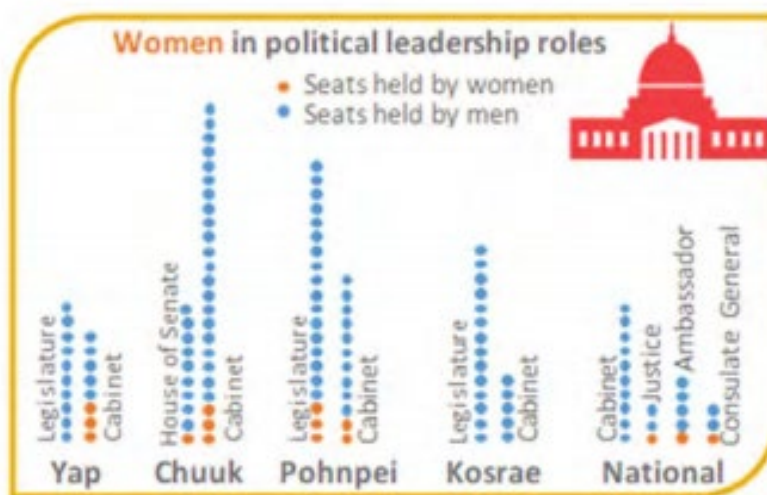
- iv. Ensure sustainable food consumption with agricultural that increase production, maintain ecosystems, strengthen adaptation to climate change and improve soil quality
- v. Maintain genetic diversity of seeds, and
- vi. Increase investment in rural infrastructure.

3.5 Women in Public Life and Decision-Making

Until recently, women in FSM have been totally absent from the legislative and executive levels of government, and continue to be significantly under-represented in civic affairs today. In 2020, there were three women serving as legislators in the Pohnpei State Legislature, and in Chuuk, there were two State female senators.

In the public service, some women have achieved seniority and are able to influence government policies and programs. Statistics show that of all the major formal work sectors (national and state government, private sector and civil society), it is civil society where women actually earn more on average than men.

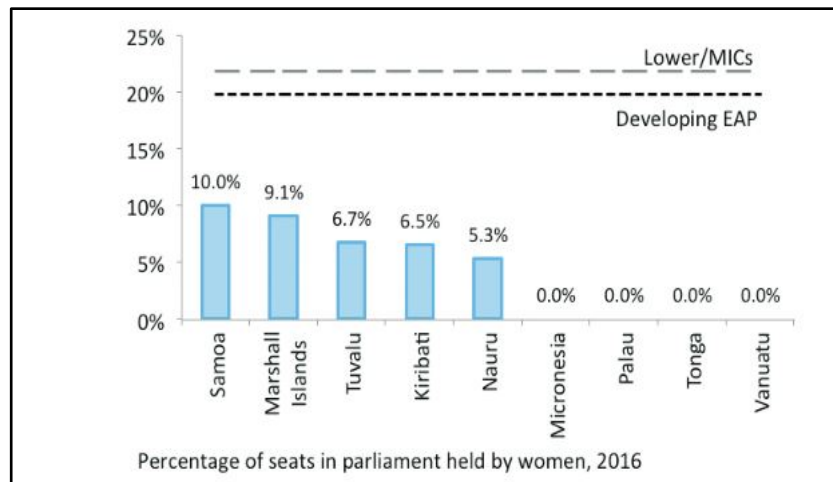
Table 3: Women in Political Leadership Positions in FSM States (2020)



Source: VNR Report, 2020

By way of comparison to other Pacific Island countries, in 2016 FSM was among the Pacific Island Countries (PICS) with the lowest female participation rate at national level.

Table 4: Percentage of Seats in Parliament held by Women in 9 Pacific Countries (2016)



Source: World Bank Gender Statistics database, January 2016

There are no legal barriers to women's representation in government, but there are significant socio-cultural restrictions. Traditionally, matrilineal societies enable women to actively participate in decision-making processes related to family, community and natural resource matters, but for the speaker of the family is male, usually an uncle or brother.

To overcome, their lack of voice in a formal political setting, in recent decades, Chuukese women created an umbrella organization for all women's groups on Chuuk, yielding more power to effect change, the Chuuk Women's Council (CWC)²⁹.

3.6 Violence against Women

In 2014, a National Family Health and Safety Study³⁰ was conducted which revealed a high prevalence of gender-based violence (GBV) in the FSM. This study concluded that the vast majority of women who experienced abuse never went to formal services or authorities, such as health centers or police, for support. GBV counseling, safe houses, and medical treatment can be difficult to access for girls and women in the FSM, particularly in outer islands and in remote areas.

In addition to domestic violence, the FSM also is a site of human trafficking. Responding to the concerns about trafficking, the government issued a national task-force to deal with the situation and offer solutions. The FSM Congress has strengthened prosecutions for human trafficking, although the first successful prosecution was not until 2018.³¹

Recent actions to address violence against women from the 2018 National Women's Conference and the Pacific Women Program include launching GBV counseling services in different regions, opening safe houses for women, training for police officers on domestic violence and gender issues. The FSM Voluntary National Review cites its next steps in addressing GBV as enhancing coordination between

²⁹ Smith, Sara and Falyn Katzman. [The collective power of women's organizations in Chuuk, FSM](#), Global Public Health Journal (April 2020)

³⁰ http://www.fao.org/fileadmin/user_upload/sap/docs/FSM%20Agriculture%20Policy%20DraftSR2Sept2011.pdf

³¹ FSM First Voluntary National Review of e Implementation of 2030 Agenda for Sustainable Development (2019)

agencies, hiring more social workers, training for service providers, creating a GBV statistics registry, and implementing the Pohnpei Family Safety/Protection and the Kosrae Family Safety Acts.³²

To mitigate the risk of GBV the project will partner with UN-Women's **Ending Violence against Women (EVAW) Programme**: This programme provides stakeholders with access to virtual knowledge platforms, tools and evidence-based resources in order to better equip them with the knowledge and evidence to advocate for strengthened EVAW legislation, improved policies and services for violence against women survivors. Social media tools are also made available to support community mobilization aimed at ending violence against women and girls, through campaigns such as the United Nations Secretary General's UNiTE to EVAW and Say NO-UNiTE³³.

UN-Women has representation in FSM through the UN Joint Presence, which has an office in Pohnpei. FSM falls under the umbrella of UN-Women's Fiji Multi-Country Office (MCO). The MCO covers 14 Pacific Island Countries and Territories (PICTs), working to progress gender equality and women's empowerment in the Pacific through four key programmes:

1. Women's Economic Empowerment;
2. Ending Violence Against Women;
3. Advancing Gender Justice in the Pacific;
4. Increasing Community Resilience through Empowerment of Women to Address Climate Change and Natural Hazards Programme

Expertise from UN-Women, through the UN Joint Presence will take part in consultations and support the integration of their tools and community support services to combat GBV into key activities of this project. Further details are provided in the action plan below.

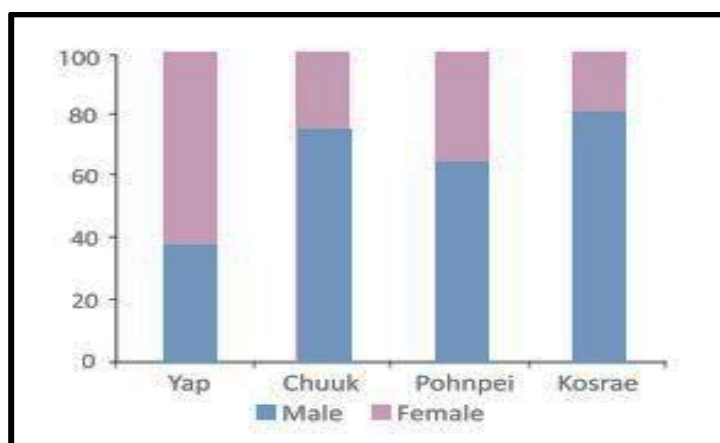
3.7 Women in Agriculture

Agriculture is essential to the way of life in the FSM. Approximately three in five households are engaged in agricultural activities, including forestry and fisheries, as a source of both formal and unpaid employment (subsistence), or in addition to their respective roles in food production. The 2010 Census revealed that 95 percent of FSM households grew crops for consumption, barter, and sale. The upcoming 2020 Census is likely to report similar numbers

³² Ibid.

³³ <https://asiapacific.unwomen.org/en/countries/fiji/co/federated-states-of-micronesia>

Table 5: Number of men and women working in agriculture in FSM by state



Source: FSM State of Environment Report, 2019³⁴

In terms of gendered division of labour in agroforestry, women play a critical role in food production through subsistence farming to feed their families, as well as growing cash crops for income. There are differences between the kinds of crops traditionally grown by women (i.e., swamp taro, purple taro, tapioca) versus what men plant, as well as differences in the location of where women and men farm, with men tending to work on higher ground. This is significant given that the impacts of climate change (i.e., saltwater inundation, flooding and coastal erosion, soil fertility, vegetables, etc.) are most significant in areas planted close to houses, near streams and coastlines.

The role of traditional knowledge is increasingly recognized in playing an essential part in the conservation of biodiversity. Most climate change adaptation and natural resource management strategies now take into account the importance of traditional knowledge, including that held by women, which can be different than knowledge held by men. The four states of FSM have Historical Preservation Offices and there have been numerous studies to record traditional knowledge. The national and state constitutions also respect the importance of traditional knowledge and culture.

There is currently one woman's group in FSM dedicated to farming, the Kosrae Women in Farming. The group is mostly focused on the fisheries sector. On Kosrae women have traditionally been regular providers of seafood for the family, through their regular netting, handlining and reef gleaning activities. Men's contribution was mainly in catching those species that required fishing beyond the reef in boats, or in diving or spearfishing.³⁵

3.8 Women's groups, businesses, and other vulnerable groups

The FSM Department of Health has utilized its relationships with the women groups in the FSM states by setting up coalitions and committees in which women represent the National Government in off-island meetings or conduct the on-island meetings, and take the necessary information out from the National Government into the local communities

³⁴Federated States of Micronesia State of Environment Report (Apia, Samoa : SPREP, 2019) p. 76

³⁵ [Secretariat of the Pacific Community \(SPC\): An assessment of the role of women in fisheries in Kosrae FSM](#)

There are over 100 women's groups across FSM (listed Appendix 3), most of these are represented by umbrella groups that include one from each of the 4 main islands. Detail on each is provided below.

Women's Groups by State

The Pohnpei State Government donated land and building to the Pohnpei Women Council to provide refuge space for victims of domestic violence and human trafficking. Pohnpei State Social Affairs under the Governor's Office also has the position of Women's Interest Officer that works closely with the Pohnpei Women Council (PWC) as well as the other women's groups in the other States. Pohnpei Women Council is the umbrella for all the 29 women's associations of Pohnpei.

The Kosrae State Government donated land and funding for the construction of a day care centre for working mothers in Kosrae. The President of the Kosrae Women Association (KWA) is given an office space at the Governor's Office and gets information out to the local community women as well as from them out to the other states through that same channel.

The Chuuk Women Council (CWC) is also the umbrella organization for all the different women's organizations in Chuuk. CWC runs a centre that provides capacity building skills to promote Chuukese women in leadership and business and offers education on health and gender issues as well as environment, culture and tradition. CWC works closely with the state government to raise awareness, provides services and training for gender-related issues, and acts as the gender development coordinator at the state level.

The Yap State Government has donated space and matching funds for the construction of a multipurpose centre for the Yap Women's Association. Yap's Women's Interest Officer shares a building space with Yap Youth Office. Those two offices liaise between the state government and the local youth and women's groups.

Women Owned Businesses

In 2013, some women business owners in Chuuk State and Pohnpei State mobilized and formed the Women in Business Network (WIBN). Kosrae State and Yap State have been invited to join the network. There are also women members of the States' Chambers of Commerce.

Vulnerable Peoples

This proposal focuses on the residents of the FSM who depend on agriculture for their economic and social well-being. As women carry more of the domestic responsibilities of the home, including responsibility for the health and well-being of their families, this renders them even more vulnerable to the effects of decreased subsistence proteins and higher dependence on a cash economy with which they have limited participation.

The communities most vulnerable to the health effects of climate change in FSM include: populations at risk of being (or that have already been) displaced, for example residents of low-lying atolls or those living close to coasts, rivers and hillsides; women; those at the extremes of age (children and the elderly); those with pre-existing health problems (co-morbid conditions, the disabled); certain occupations (fishermen, farmers, outdoor workers); the poor and socially disadvantaged; and those that lack access to public information broadcasts and communications (e.g. radio) (FSM Department of Health and Social Affairs, 2011).

There are organized People with Disabilities Organizations/Associations in the FSM states that also communicate with the Department on issues dealing with Disability and the Government: two Disabled People's Organization in the States of Pohnpei and Yap, and a Parents of Special Children network in Chuuk. Kosrae State is currently organizing a Disabled People's Organization. Each State has its own youth groups which sometimes come under the umbrella of the State's Youth Council. When they need to communicate at the international level or government's assistance, they go through the National Youth Office.

The project is targeting the placement of community gardens at elementary schools to ensure youth are incorporated into project activities. The schools are a meeting place for the community and are handicap accessible to allow for better inclusion.

Indigenous Peoples

The indigenous people of the FSM are also the political, social, and cultural leaders of the country – the vast majority of the population is comprised of indigenous peoples. The vast majority of the participants in the consultations conducted during the development of this project proposal were individuals indigenous to the islands where the project activities will take place. The few non-indigenous participants were long-term residents employed by organizations involved in climate change adaptation, conservation and related development and livelihoods projects and activities.

3.9 Initiatives for women and partnership opportunities

The National and State Governments have, since 2010, funded biennial conferences on women to mobilize action on issues across the nation and educate policy makers about gender mainstreaming in national and state policy formulation plans. These conferences bring in women from all the four states to discuss emerging issues in environment, health, economy and business, education, government, culture and religion. Themes covered during the conferences are guided by the progress of the states to implement their development goals as well as the United Nations Millennium Development Goals.

Through a 10-year commitment, Pacific Women Shaping Pacific Development (Pacific Women) connects more than 170 gender equality initiatives supported by Australia and implemented by over 160 partners across 14 Pacific Island countries.

Pacific Women is one of the largest global commitments to gender equality. It partners with governments, local and international non-government organisations (NGOs), private sector, disabled people's organisations, coalitions and others to improve the political, economic and social opportunities of Pacific women and to end violence against women and girls. Its emphasis is on partnerships and locally-driven development.

Through Pacific Women, the Australian Government will spend \$1.4 million over 10 years (2012–2022) on initiatives supporting women and girl's empowerment in FSM.

Country Plans are the mechanism through which Pacific Women outcomes and activities are planned and agreed between DFAT and counterpart governments, following extensive document

review and national consultations. They provide detail on what will be funded and how these funding decisions are made.

The first Pacific Women Country Plan for FSM complements existing local activities that contribute to gender equality and women's empowerment. The Country Plan provides expanded opportunities for women entrepreneurs and supports work that will improve support services to women who have experienced violence.

The program also supports Chuuk Women's Council to reach marginalised girls in Chuuk through a curriculum focusing on sexual and mental health, healthy relationships and developing future goals. This activity is part of Pacific Girl, Pacific Women's dedicated regional program to support adolescent girls aged 10–19 years.

In addition to Pacific Women, DFAT makes an important contribution to gender equality in FSM through mainstreaming gender outcomes in the aid program, as well as through political, diplomatic and corporate activities.

Table. *Pacific Women Initiatives in FSM (2017-2022)*³⁶

PROJECT NAME AND PARTNER	DESCRIPTION	BUDGET
Outcome: Economic Empowerment		
Pacific Women Growing Business (The Pacific Community (SPC))	Enabled women to start and scale up their businesses by providing business skills and development opportunities, including by partnering with the College of Micronesia for entrepreneurship and business development training and providing mentoring support from a Business Development Counsellor.	\$154,800 (2017–2019)
Outcome: Ending Violence against Women		
Eliminating Violence Against Women Services (Chuuk Women's Council)	Strengthening services for survivors of gender-based violence and increasing awareness for the prevention of violence against women and children, including opening a crisis centre.	\$481,872 (2019–2022)
Capacity Building Adviser: Gender Based Violence (Consultant)	Providing technical support to pilot the Chuuk Women's Council's gender-based violence primary prevention and psychosocial support services for survivors of violence and strengthening referral pathways, protocols and services for survivors of gender-based violence.	\$376,976 (2019–2022)

³⁶ https://pacificwomen.org/wp-content/uploads/2019/01/FSM-Country-Plan-Summary_Overview-of-all-activities_Aug-2020.pdf

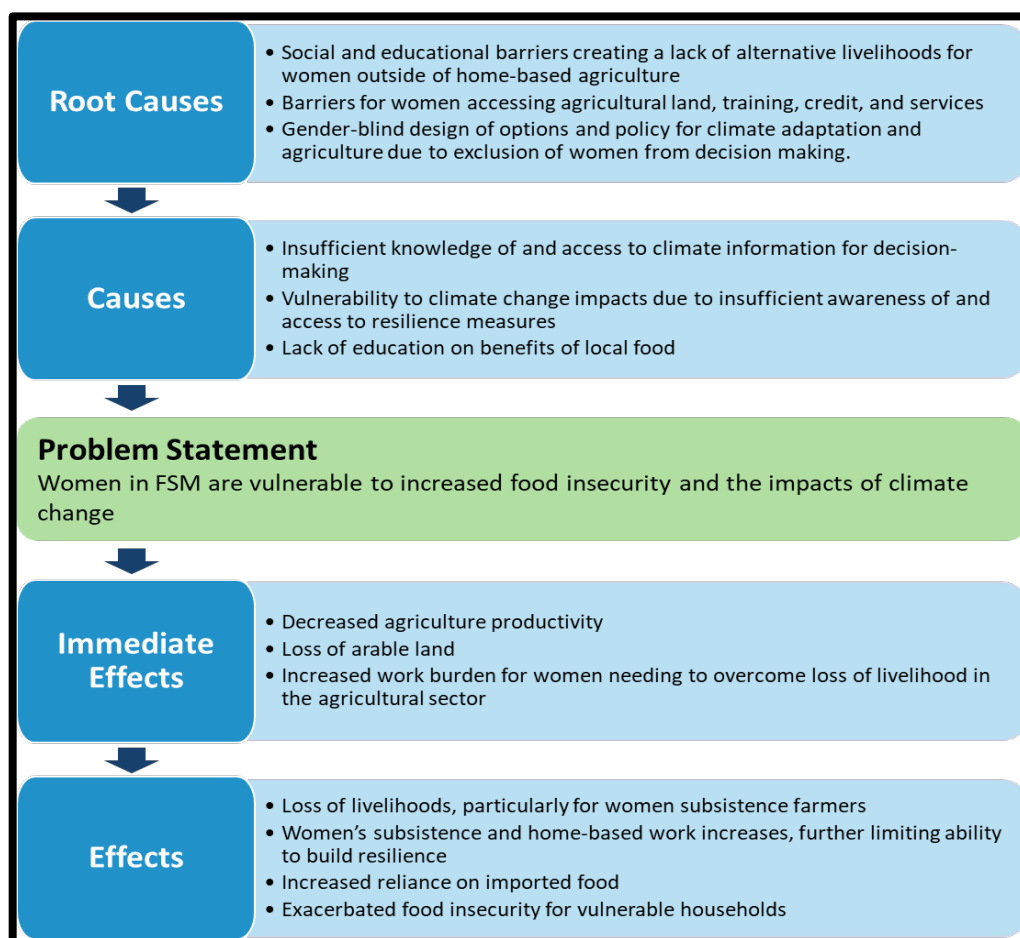
Family Protection Adviser (Government of FSM, Department of Health and Social Affairs)	Providing technical support, training and capacity development to Federated States of Micronesia Government service providers to provide safe and quality essential services to survivors of sexual and family violence.	\$408,398 (2019–2021)
Family Protection Adviser (Government of FSM, Department of Health and Social Affairs)	Worked with FSM government and non-government stakeholders to strengthen referral pathways and services for victims of violence.	\$468,028.00 (2017–2019)
Eliminating Violence against Women in Pohnpei and Chuuk Federated States of Micronesia (Consultant)	Assessed services and gaps in services to end violence against women in Federated States of Micronesia with a focus on Pohnpei State and Chuuk State.	\$88,044 (2017–2018)
Support Pohnpei State's Women's Interest Coordinator attending the Regional Training Programme (Government of FSM, Department of Health and Social Affairs; Fiji Women's Crisis Centre)	Supported Pohnpei State's Women's Interest Coordinator to attend the Fiji Women's Crisis Centre's Regional Training Programme.	\$12,000 (2019)

Given the extent and reach of these programs, the project will leverage the work done through the *Pacific Women* to ensure women's groups are involved in project activities and will utilize local expertise to support the mainstreaming of gender throughout the implementation of the project. Several women's groups across FSM, especially the 4 State-level umbrella groups are well equipped and capacited to support the project and ensure gender is effectively mainstreamed during project implementation. Additional information on their role is included below.

3.10 Problem Tree Analysis

Figure 4 depicts the underlying barriers to food security in the FSM and the impacts on women, families and communities using gender and climate change lenses.

Figure 4: Problem Tree for Gender, Food Security, and Climate Change in FSM



4. Conclusions and Recommendations

Situational Analysis

The National Strategic Development Plan (SDP) 2004–2023 has a strong focus on improving gender equity and social inclusion in the FSM, and outlines specific strategies for women's advancement including: improving social protections (to reduce GBV); providing leadership opportunities and training (to give women voice in civic affairs); enhancing outreach programs (to increase women's knowledge and skills in sustainable livelihoods, climate resilient farming, and health promotion), and by mainstreaming gender-sensitivity and responsiveness throughout government operations. The SDP also stresses the need to expand opportunities and programs for young people (especially those who are out of school and unemployed); strengthen youth organizations, and address the largely unmet socio-economic and political needs of PWD.

The FSM government has also affirmed its commitment to equitable and inclusive development outcomes by endorsing numerous human rights conventions, regional agreements, national policies (women, youth and disability), and by mainstreaming GESI in sector policies and plans, including the National Agriculture Policy. However, despite this strong enabling environment, implementation is seriously constrained by a lack of financial and human resource capacity. Numerous reports have emphasized the need to expand outreach services to remote areas, and to build the knowledge and skills

of government and NGO staff, especially in relation to climate change adaptation and disaster risk reduction.

Research has shown that female-led households are, on average, poorer and more reliant on subsistence farming and imports. There is also evidence of increased violence against women following extreme climate events³⁷ as well as disruption to traditional safety nets. Non-communicable diseases are pervasive in the FSM, due in large part to over-consumption of nutrient-deficient imported food. Climate change is having a serious impact on food crops and affecting medium-long term food security. Further, there is growing recognition that climate change affects women, men, children, the elderly and PWD differently, and that customized adaptation and support strategies are required.

Despite the critical role that women play in food production in the FSM, they often face significant barriers in accessing training, supplies, equipment, credit and other services, and have little representation in decision-making forums.

Agricultural production performed by women and girls is generally considered “just part of women’s house work,” which diminishes their contribution and potential and results in a “gender gap” in agricultural productivity.

*“Ensuring effective farmer’s voice
(including female-farmer voices)
should be the real basis of
agricultural development”.*

World Bank, 2018

Project Response

The project design recognizes that when women are empowered in the agriculture sector, their success leads to more-inclusive growth, better nutrition and health, and less poverty – all of which builds resilience and self-reliance. It also recognizes that interventions in agriculture are more likely to improve nutrition when they target women and promote women’s empowerment, for example, through increasing control over income or improving women’s knowledge and skills. As such, the project will actively engage women in their multiple roles as farmers, paid or unpaid agricultural laborers, agricultural and food processors, traders, entrepreneurs, and employees.

The project design also recognizes the need to redress existing GESI constraints in agriculture, and to draw upon the unique knowledge and skills held by women, particularly with regards to traditional practices for farming and food processing, to effectively adapt agroforestry practices for climate resiliency and food security. Further, the project will seek opportunities to foster the inclusion of young people and those living with disabilities so they better understand the impacts of climate change on food security; become more interested and engaged in CSA, including development of innovative and creative green projects that could generate income.

Working with women, and other vulnerable groups, through agroforestry activities, provides an important opportunity and entry point for addressing cross-cutting equity and inclusion issues such as GBV, under-representation in leadership positions, substance abuse etc. For example, project activities that increase women’s ability to engage in public planning and decision-making processes can have spin-off benefits in other areas of her life, including taking on leadership roles, engaging in entrepreneurship, and not allowing victimization through GBV.

³⁷ <https://www.uncelearn.org/sites/default/files/inventory/unwomen700.pdf>

The project also recognizes that, while agroforestry is essential to livelihoods and subsistence, it is much more than an economic and food producing activity to the women, men and children of the FSM. Agriculture provides the means by which customs and tradition are expressed and maintained, and serves as a channel for individual expression and enterprise within the close confines of the extended family and community. Agricultural products such as yam, sakau, breadfruit and taro are also crucial for ceremonial purposes and for maintaining social capital through gifting.

Opportunities

1. Personnel participating in this project will receive specific gender training and be prepared to carry out the activities and face possible problems and setbacks regarding perceived and tangible inequalities. The gender expert hired for the project will provide initial personnel training.
2. Among the project's trainings for beneficiaries will be workshops on gender roles and work traditionally assigned to each gender within the agriculture sector.
3. In addition, in order to help reduce gender gaps in access to land, work, natural resources, and income, the project will promote the participation of women in all possible activities, with special emphasis on facilitating for them to take part in those that have to do with production (so as to promote their economic empowerment especially through Component 3 of the project).
4. In order for women, their opinions, specific needs and experiences to be taken into account before making decisions, women and men should be asked about them separately.
5. The project will develop strategic alliances with institutions that ensure the rights of women. To begin the project is already partnering with the Gender Development Office (GDO) to ensure of the mainstreaming of gender across project activities. The project will also partner with UN-Women to utilize their EVAW tools to ensure any risks of GBV are properly mitigated prior to project implementation. Other alliances include State-level women's groups. As far as possible, it shall map actors and identify local associations – both those that are led by women and those led by both men and women – that can provide an added sustainability to the practices that will be developed within the framework of the project.

Recommendations

As noted in the Funding proposal, climate change and food insecurity affect women and men differently in the FSM, hence different strategies for adaptation and resiliency are required. Given that female-headed households are generally poorer and more reliant on subsistence farming, the project has a specific focus on driving gender-sensitive development for this beneficiary group. The project will also ensure that under-represented and marginalized people are included in planning and reviews processes, and will advocate for their participation in agriculture chain networks, associations and boards.

Given the above context for gender, food security, and climate change in FSM, the following recommendations are provided to help ensure effective gender outcomes in implementing this project:

- Baseline data disaggregated by gender for considerations like access to credit, extension, and training is limited at the moment, so this project has a critical role to play in collecting this information through its stakeholder engagement and coordination with other past projects. Establishing more effective baselines for gender inequality in agriculture and food security will help to better target interventions going forward and support the sustainability of gender-balanced results.

- Women can provide critical inputs to effectively tailoring and applying climate resilient techniques and crop varieties to local community contexts, so it is critical for the project to empower women to contribute their skills and knowledge through direct consultation and forums to ensure their knowledge can be successfully integrated.
- Both the ability to access information and the ways in which information is accessed are likely to be different for women (i.e. access to mobile communication), so in designing dissemination systems for climate information as well as climate resilient agriculture practices, the project will need to ensure that women have an equal pathway to utilizing the available information.
- Similarly, with market access, women are likely to have additional barriers to capitalizing on new markets and opportunities for diversified and improved livelihoods (i.e. transportation, social barriers, etc.) and the project will need to ensure that it is providing focused support to addressing these barriers in the design of its market activities
- There is a critical need to engage both formal and informal women's organizations to build awareness and create buy-in for addressing the issue of climate change in agriculture
- Given the existing issues representation in decision-making both at the government and household/community level, the project will need to proactively work to ensure the full participation of women in decision-making, particularly with regards to program/intervention design

It is further recommended that project design and implementation incorporate the following gender-responsive objectives and actions. Further detail regarding targets, indicators, timelines, responsibility and budget are included in the Action Matrix contained in Section 5.

Impact Statement:

To increase the resilience of women and other vulnerable groups in the FSM by improving food security in the face of climate change.

Outcome 1: Establish an enabling environment for adaptive action and investment

- Strengthen representation of women in institutional decision-making and coordination
- Ensure gender-responsive and -inclusive agriculture and climate change policy
- Ensure gender-balanced representation in the establishment and ongoing management of State-level farmer's associations
- Ensure gender-responsive and gender-balanced capacity building and training
- Ensure weather and climate information is equitably available and accessible for both women and men in household decision-making

Outcome 2: Enhance the food security of vulnerable households by introducing climate-smart agriculture practices

- Leverage both men and women farmers knowledge of inputs and production systems to better develop CSA practices and seeds

- ii. Ensure equal access to demonstration gardens and seed banks and nurseries for men and women
- iii. Ensure gender-balanced representation in management committees for seed banks, and nurseries
- iv. Ensure support services are trained to meet the differentiated needs of men and women farmers
- v. Ensure effective ownership of the issue of CSA for both men and women farmers
- vi. Ensure gender-balanced capacity building, awareness building, and training

Outcome 3: Strengthened climate-resilient value-chains and market linkages across agriculture sector

- i. Ensure market development effectively takes into account differentiated access and availability for men and women farmers, particularly with regards to social barriers for access
- ii. Empower communities, particularly through women's groups to promote local consumption of food
- iii. Ensure food processing and preservation techniques are reflective of time, capacity, and technological constraints of household farmers particularly for women

Benefits to women of project

- (a) Increasing women's leadership and decision making in the agriculture sector

This project through its focus on female headed households, its emphasis on ensuring women are part of the project leadership, and its commitment to cultivating women's leadership in running and managing State-level farmer's associations **will contribute to increasing women's leadership and decision making in the agriculture sector.**

- (b) Increasing economic opportunities for women

The project will actively contribute to increased economic opportunities for women, particularly through Outcome 3: Strengthened climate-resilient value-chains and market linkages across agriculture sector. Specific business models will be developed to expand current women owned businesses ability to sell or buy agriculture goods. In addition, women trained with food processing techniques will be able to sell their goods in local farmer's markets that will be established through the project. These activities will allow the project **to contribute to increasing economic opportunities for women and increasing their current livelihoods.**

- (c) Reducing violence against women

While the project is not actively targeting GBV, the project will proactively utilize UN-Women's [Guide to Support the Implementation of the Global Women's Safety Framework](#) to integrate into personnel onboarding for the project as well as through the development of specific training modules to include for agriculture extension agents. Training will include, raising awareness of personnel and consultant on the topic, presenting strategies to prevent sexual harassment, familiarizing staff/consultants with equal opportunity policies, and detailing grievance mechanism

procedures and how women's safety is considered in procurement or recruitment processes. Through the explicit integration and partnership with UN-Women the project **will contribute to a better understanding of violence against women and equip personnel working on the project with ways to reduce GBV.**

Implementation of GAP

As mentioned above, the project will partner with UN-Women through the UN Joint Presence office in Pohnpei to integrate UN-Women's **Ending Violence against Women (EVAW) Programme**. The project will also partner closely with FSM's GDO. The GDO will dedicate a full time staff member to the project implementation and will take the lead in conducting trainings, review materials to ensure gender mainstreaming, and liaise with State-level gender officers to participate in State-level workshops, trainings etc. The GDO will be supported by the Project Management Unit (PMU), which will be responsible for ensuring the GAP is implemented and will report to the Project Steering Committee (PSC) on progress made. The project will also be supported by a gender expert, who will provide support on a part-time basis.

Finally, the project will work directly with the 4 State umbrella woman's groups to ensure women's groups and women owned businesses are consulted and incorporated into all relevant activities. A focal point for each State-level woman's group will be assigned to the project for the full duration of the project. See GAP below for further details.

Access for Women to Grievance Mechanism

The project grievance mechanism is outlined in Annex 12 ESAP. To ensure that women have equal access to the grievance mechanism the project will undertake the following:

1. Provide all female beneficiaries (farmers, households, women's groups) with a clear process for providing comment and raising grievances;
2. Disseminate grievance mechanism avenues through trusted female leaders (teachers, heads of NGOs, heads of women's groups) to all 140 local communities targeted
3. Ensure women have the opportunity to raise comments/concerns anonymously through the establishment of focal points for the project within the 4 State-level umbrella women's groups

5. Gender Action Plan

During the first 6 months of project implementation the project will convene a stakeholder consultation led by the GDO and recruited gender expert for the project. The stakeholder consultation will include women leaders, key women's groups including the Kosrae Women in Farming and Chuuk Women's Council (CWC), and researchers. Based on the consultations as well as additional research on baselines the GAP will be verified and adjusted during the first year of implementation.

Objective	Action/Activity	Baseline and Targets	Timeline & Responsibility	Budget
Impact Statement: <i>To increase the resilience of women and other vulnerable groups in the FSM by improving food security in the face of climate change</i>				
Outcome 1: Establish an enabling environment for adaptive action and investment				
<u>Strengthened representation for women in institutional decision-making and coordination</u> <i>(Output 1.1)</i>	<ul style="list-style-type: none"> Consult with women leaders, researchers, and organizations to facilitate inclusion into agricultural policy development Recruit women champions and empower them to serve in the national coordinating mechanism 	<ul style="list-style-type: none"> Baseline: 0 consultations held to facilitate inclusion into agricultural policy development Target: 1 consultation held each year to facilitate inclusion into agricultural policy Baseline: 0 men and 0 women involved in coordination mechanism Target: 5 men and 5 women involved in coordination mechanism 	Years 1-5 PMU Gender expert (10 days) GDO State Umbrella Gender Groups ³⁸	5,000 for additional year 1 consultation (Annual consultations will be included as part of the budget of ongoing consultations under output 1.1)
<u>Ensure gender responsive and</u>	<ul style="list-style-type: none"> Training curriculum for climate risk in the agricultural sector includes the 	<ul style="list-style-type: none"> Baseline: 0 training curricula mainstreaming gender 	Year 1 PMU GDO	Support from Gender

³⁸ Chuuk Women Council; Kosrae Women Association; Pohnpei Women Council; Yap Women Association

Objective	Action/Activity	Baseline and Targets	Timeline & Responsibility	Budget
<u>inclusive agriculture and climate change policy</u> <i>(Output 1.3)</i>	differentiated vulnerabilities of men and women to climate change and food insecurity <ul style="list-style-type: none"> Training on GBV for all officials, staff and consultants involved in project 	Target: 1 training curriculum mainstreaming gender <ul style="list-style-type: none"> Baseline: 0 officials, staff and consultants trained on GBV Target: 40 officials, staff and consultants trained Women: 20 Men: 20	UN Joint Presence ³⁹	Development Office
<u>Ensure gender-balanced representation in the establishment and ongoing management of State-level Farmer's Association</u> <i>(Output 1.4)</i>	<ul style="list-style-type: none"> Recruit local women to serve as part of association committees and management 	Baseline: 0 local women serve as part of State-level association management committees Target: 8 local women serve as part of State-level associations management committees Women: 8 Men: 8	Years 1-3, PMU Gender expert (20 days) GDO State Umbrella Gender Groups	USD 7,000 (part of establishment of State-level association and gender consultant expertise)
<u>Ensure gender-responsive and gender-balanced capacity building and training</u>	<ul style="list-style-type: none"> Ensure men and women leaders recruited for State-level agriculture associations are trained on gender mainstreaming and GBV 	Baseline: 0 men and women leaders recruited for State-level agriculture associations are trained on gender mainstreaming and GBV	Year 1 PMU Gender expert (10 days)	USD 5,000 (part of training budget gender consultant expertise)

³⁹ Representing UN-Women in FSM

Objective	Action/Activity	Baseline and Targets	Timeline & Responsibility	Budget
<i>(Outputs 1.3, 1.4, 1.5)</i>		<p>Target: 40 men and women leaders recruited for State-level agriculture associations are trained on gender mainstreaming and GBV</p> <p>Women: 20 Men: 20</p>	UN Joint Presence	
<p><u>Ensure weather and climate information is equitably available and accessible for both women and men in household decision-making</u></p> <p><i>(Output 1.5)</i></p>	<ul style="list-style-type: none"> Dissemination of information is targeted to both female and male farmers 	<p>Baseline: 1000 HHs receiving updated accessible information</p> <p>Women-headed HHs: 200</p> <p>Target: 15,767 HHs receiving updated accessible information⁴⁰</p> <p>Women-headed HHs: 3,153</p> <p>Tailor the climate information and translate in local language. Disseminate the climate information products via appropriate communication channels with consideration of the gender dimension.</p>	<p>Years 3-5 PMU GDO</p> <p>State Umbrella Gender Groups DECEM</p>	No additional budget

⁴⁰ This is total number of HHs targeted for the project; 20% of target are female headed HHs

Objective	Action/Activity	Baseline and Targets	Timeline & Responsibility	Budget
Outcome 2: Enhance the food security of vulnerable households by introducing climate-smart agriculture practices				
<u>Leverage both men and women farmers knowledge of inputs and production systems to better develop CSA practices and seeds</u> (Output 2.1)	<ul style="list-style-type: none"> Consult with men and women farmers to develop package of CSA practices 	Baseline: 0 consultations on CSA agriculture practices Target: 40 consultations on CSA practices Women: 20 Men: 20 (target at least 10 per Sate; 40 total;)	Year 2 PMU COM-FSM GDO	No additional budget
<u>Promote and establish traditional and climate resilient agroforestry systems appropriate for different island systems and to the climate conditions being faced for both women and men</u> (Output 2.1)	<ul style="list-style-type: none"> Number of female and male farmers leveraging CSA packages (including number and type of climate resilient seed varieties, technologies, and practices) 	Baseline: 3,412 farmers leveraging CSA packages Women: 682 Men: 2,730 Target: 61,425 famers utilizing CSA techniques (90% of target population) Women: 18,428(30% of farmers are women) Men: 42,997 Provide technical assistance for the adoption of the integrated packages of CSA	Year 4, 5 PMU COM-FSM GDO	No additional budget
<u>Ensure equal access to demonstration gardens</u>	<ul style="list-style-type: none"> Demonstration gardens developed at elementary schools to provide access 	Baseline: 0 demonstration gardens at elementary schools	Years 2-5 PMU COM-FSM	No additional budget

Objective	Action/Activity	Baseline and Targets	Timeline & Responsibility	Budget
<u>and seed banks and nurseries for men and women</u> (Outputs 2.1, 2.5)	to women, youth, and other community members	Target: 140 demonstration gardens established	State Umbrella Gender Groups	
<u>Ensure support services are trained to meet the differentiated needs of men and women farmers</u> (Output 2.3)	<ul style="list-style-type: none"> All extension agents are trained to meet the differentiated needs of men and women farmers 	Baseline: 0 extension agents trained to meet the differentiated needs of men and women farmers Target: 12 extension agents are trained to meet the differentiated needs of men and women farmers	Years 2-5 PMU GDO	USD 5,000 (part of training budget)
<u>Ensure effective ownership of the issue of CSA for both men and women farmers</u> (Outputs 2.1, 2.4)	<ul style="list-style-type: none"> Establish women-led nurseries and seed banks 	Baseline: 3 nurseries currently established Women-led: 0 Male-led: 3 Target: 16 nurseries and seed banks established (4 per State) Women-led: 8 Men-led: 8	Years 3-5, PMU COM-FSM State Umbrella Gender Groups	No additional budget
<u>Ensure gender-balanced capacity building, awareness building, and training</u> (Outputs 2.1, 2.2 2.3, 2.4 2.5)	<ul style="list-style-type: none"> Ensure gender-balanced representation in project trainings on use of CSA practices and nursery management 	Baseline: 0 persons trained on use of CSA practices and nursery management Target: 2000 trained on use of CSA practices and nursery management Women: 1000 Men: 1000	Years 2-5 PMU State Umbrella Gender Groups GDO	USD 10,000 (part of training budget)

Objective	Action/Activity	Baseline and Targets	Timeline & Responsibility	Budget
Outcome 3: Strengthened climate-resilient value-chains and market linkages across agriculture sector				
<u>Ensure market development effectively takes into account differentiated access and availability for men and women farmers, particularly with regards to social barriers for access</u> <i>(Output 3.1)</i>	<ul style="list-style-type: none"> Participation of men and women in local agriculture markets Increased income from men and women farmers 	<ul style="list-style-type: none"> Baseline: 13,600 farmer's participating in local agriculture markets Women: 2,700 Men: 10,880 Target: 47,250 (70% of targeted farmers participating) Women: 14,175 Men: 33,075 Baseline: to be established in year 1 of project Target: 5-10% income increase from baseline for women and men farmers 	Years 3-5 PMU COM-FSM State Umbrella Gender Groups GDO	USD 5,000 (part of consultancy budget)
<u>Empower communities, particularly through women's groups to promote local consumption of food</u> <i>(Outputs 3.1, 3.2 3.3)</i>	<ul style="list-style-type: none"> Provide trainings and outreach to local community groups and households 	Baseline: 0 men and women trained on consumption of local foods Target 500 men and women trained on consumption of local food Women: 250 Men: 250	Years 3-5 PMU State Umbrella Gender Groups GDO	No additional budget
			Total	USD 32,000

Appendix 1: 2019-2020 Stakeholder Lists

Chuuk State FAP Workshop Attendance

	Name	Title	Organization	Email	28-Oct	29-Oct	31-Oct
1	Kantito Kanas	Chief	Chuuk AG	kanaskantito@yahoo.com	x	x	x
2	Joakim Wassan	Technician	Chuuk AG	Joakim Wassan	x	x	
3	Brad Mori	Deputy Director	Chuuk EPA	brad_mori@hotmail.com	x	x	x
4	Marcellus Akapito	Executive Director	CCS	markapito@gmail.com	x	x	x
5	Clarice Graham	Finance Officer	CCS	clarice.etop@gmail.com	x	x	
6	Curtis Graham	Director	DMR	abcpenia@gmail.com	x	x	x
7	Maryrose Nakayama	Project Manager	CWC	nakayama.cwc@gmail.com	x	x	
8	Wisney Nakayama	Member of Chuuk State Legislator	Government	wisneynakayama@gmail.com	x		
9	Snyther Biza	GIS officer	FSM DECEM	sbiza78@gmail.com	x	x	
10	Marlyter Silbanuz	PM	FSM R&D	mslbanuz@fsmrd.fm	x	x	
11	Roseo Marquez	MC/Grants Officer	MCT	sgo@ourmicroneisa.org	x	x	x
12	Tamara Greenstone-Alefaio	Conservation Program Manager	MCT	conservation@ourmicronesia.org	x	x	
13	Beverly Fred	Chuuk State PAN Coordinator	DMR	fanesu03@gmail.com	x		x
14	Roseo Marquez	MC/Grants Officer	MCT	sgo@ourmicroneisa.org	x	x	
15	Justin Fritz	Chuuk C4Life Coordinator	MCT	fritzjustin5@gmail.com	x	x	x
16	Kris Kanemeto	Chuuk State Ridge to Reef Coordinator	DMR	krizk66@gmail.com		x	
17	Tamara Greenstone-Alefaio	Conservation Program Manager	MCT	conservation@ourmicronesia.org	x	x	x

18	Boyd Mackenzie	Chuuk State Weather Service	NOAA	boyd.mackenzie@noaa.gov	x	x	
----	----------------	-----------------------------	------	--	---	---	--

Kosrae State FAP Workshop Attendance

	Name	Title	Organization	Email	10-Dec	11-Dec	12-Dec	13-Dec
1	Blair Charley	KIRMA	Director	charleyblair@gmail.com	x	x	x	x
2	Marlyter Silbanuz	PM	FSM R&D	mslbanuz@fsmrd.fm	x	x	x	x
3	Roseo Marquez	MC/Grants Officer	MCT	sgo@ourmicroneisa.org	x	x	x	x
4	Tamara Greenstone-Alefaio	Conservation Program Manager	MCT	conservation@ourmicroneisia.org	x	x	x	x
5	Snyther Biza	GIS officer	FSM DECEM	sbiza78@gmail.com	x	x	x	x
6	Faith Siba	FSM IWR R2R Project Manager	DECEM/KCSO	faithsiba@gmail.com	x	x	x	x
7	Maxson Nithian	State Forester	Kosrae	kosraeforestry@gmail.com	x			
8	Hiroki Tanaka	Environmental Educator	KIRMA	hiroki.tanaka031220@gmail.com	x	x	x	x
9	Iliziva Lonno	Assistant Forester	KIRMA	ilizivamyfred@gmail.com	x	x	x	
10	Onniel Nena	Environmental Educator	KCSO	onnena12@gmail.com	x	x	x	
11	Likiak Melander	Administrator	DT&I	likiakmelander@gmail.com	x			
12	Erica Waguk	Education Assistant	KIRMA	erwagugga@gmail.com	x	x	x	x
13	Sam Isaac	Fisheries	DREA	sam.isac00@gmail.com	x	x		
14	Larry Alik	UBR		-	x	x		
15	Marston Luckymis	R2R Project Coordinator	KIRMA	mluckymis@gmail.com	x		x	x
16	Leonard Sigrah	IS Coordinator	KIRMA	lsigrah2016@gmail.com	x	x	x	x
17	Gibson Jone		KUB	gibjo5013@gmail.com	x	x	x	
18	Julie Kun		KUB	julie.nuk@hotmail.com	x	x		
19	Austin Albert	Archaeological Survey Aid	KHPO/KIRMA	siklava@gmail.com	x	x	x	
20	Kenye Livae	President	WIFK	klivae@hotmail.com	x	x	x	x

21	Swenson Thomson	Archaeological Survey Aid	KHPO/KIRMA	swanthom@gmail.com	x			
22	Ezekiel Nena	Agriculture Extension	DREA	eislander622@yahoo.com	x		x	
23	Jason Livae	Member	UMG	-				

Yap State FAP Workshop Attendance

	Name	Title	Organization	Email	
1	Francis Ruegorong	Tech	DAF	ydafwildlife@gmail.com	x
2	Marlyter Silbanuz	PM	FSM R&D	mslbanuz@fsmrd.fm	x
3	Valentino Orhaitil	Technician	DAF	yapucf@gmail.com	x
4	Christina Fillmed	Executive Director	Yap EPA	epayap@mail.fm	x
5	Martina Fichog	Nursery	DAF		x
6	Raphaela Tinngin	Coordinator of Volunteers	DAF	raphaelatinngin@gmail.com	x
7	Tamdad Sulog	Chief	DAF	agricultureyap@mail.fm	x
8	Cyril Yinnifel	member	COP	cyinnifel@gmail.com	x
9	Snyther Biza	GIS officer	FSM DECEM	sbiza78@gmail.com	x
10	Michelle Chugen	Grant Manager	YSHPO	mchugen@yapstategov.org	x
11	Antonia R. Defan	Grant Accountant	DAF	aruerus@yahoo.com	x
12	Ernie Y Guswel	Invasive Tehnician	DAF		x
13	Berna Gorong	Conservation Planner	TNC	berna.gorong@tnc.org	x
14	Roseo Marquez	MC/Grants Officer	MCT	sgo@ourmicroneisa.org	x
15	Liz Terk	Director of Conservation Science and Planning	TNC	eterk@tnc.org	x
16	Rachael Nash	Independent contractor		nash.rachael@gmail.com	x
17	Tamara Greenstone-Alefaio	Conservation Program Manager	MCT	conservation@ourmicronesia.org	x
18	Andrew Yinnifel	Invasive Species Spray Tech	DAF		x
19	Joseph Tutuw	Invasive Species Tech	DAF		x
20	Pius Liyagel	Forestry	DAF		x
21	Ezekial Kefathlee	Coordinator-Watershed	TRCT	ekenfathlee@gmail.com	
22	Debra Laan	State Coordinator	R2R	debra.laan@gmail.com	
23	Barth Yarofaishie	Nursery tech	DAF	barthyarofaishi@gmail.com	
24	Sabino Sauchomal	Executive Director	Yap CAP	yapcap@mail.fm	

Pohnpei FAP Workshop

Date

					8-Jan	9- Ja n	10- Ja n
Name	Title	Organization	Email				
1 Regina Moya Santiago	Assistant Coordinator	U&CF	xiexanmoya@gmail.com	x			
2 Joab	Project Manager	MCT	livihoods@ourmi.cronesia.org	x	x	x	
		Cooperative					
3 Jackson Phillip	CRE-COM FSM-Coordinator	Research Extension	jphillip1127@gmail.com	x			x
4 Kanio Torres Bryan	Agriculture Agent	CRE-COM-FSM	kaniotorres95@gmail.com	x	x	x	
5 Wichep Francisca	Agriculture Agent	CRE-COM-FSM	bw.pnicre@gmail.com	x	x	x	
6 Obispo	Terrestrial Program Manager	CSP	fransohl@gmail.com	x	x	x	
7 Mark Kostka	Chief of Agriculture	R&D Pohnpei	mkostka1771@gmail.com	x	x	x	
8 Smithy Clark	Mayor of Pingelap	Pingelap Government	ail.com	x	x	x	
		COM Land					
9 Engly Ioanis Konrad	Administrative Assistant	Grant program	microneisa.fsm@yahoo.com	x	x		
10 Englberger Tobias	consultant	self	ppmicroneisa@mail.fm	x	x	x	
11 Tamerlan Eugene	Extension Agent CRE	CRE-COM-FSM	tobias@comfsm.fm	x	x	x	
12 Eperiam Pelson	State Forester	NRM	eeperiam@yahoo.com	x	x	x	
13 Moses	Specialist	OFA	ofa.state.gov@gmail.com	x			
14 Clay Hedson Winfred	fisheries specialist	OFA	ail.com	x			
15 Mudong	SEM Coordinator	MCT	ofa.state.gov@gmail.com	x			
16 Jorg Anson	Coordinator	EPA-R2R	ail.com	x			
	Director,						
17 Liz Terk	Conservation Science and Planning	TNC	eterk@tnc.org	x			
	Environment		bradsoram@gmail.com				
18 Brad Soram	Specialist	EPA	bradsoram@gmail.com	x	x	x	
Stephen	Senior Policy and	USAID	sboland@pacificclimate.org				
19 Boland	Finance Advisor	Climate Ready	mateready.org	x			

20	Patterson Shed	Regional Coordinator	USAID Climate Ready	<a href="mailto:pshed@pacificclim
ateready.org">pshed@pacificclim ateready.org sbiza75@gmail.co	x		
21	Snyther Biza Saimon	GIS	FSM Decem	<a href="mailto:m
saimonlihpai@roc">m saimonlihpai@roc	x		x
22	Lihpai Marlyter	PNI NRM Chief	FSM Decem	ketmail.com marlyterpohnpei	x		x
23	Silbanuz Tamara		FSM R&D	@gmail.com	x		x
24	Greenstone- Alefaio	MCT Conservation Program Manager	MCT	<a href="mailto:conservation@our
micronesia.org">conservation@our micronesia.org sgo@ourmicronesi	x	x	x
25	Roseo Marquez	MCT MC	MCT	a.org director@ourmicr	x	x	x
26	Willian Kostka	Exectutive Director	MCT	onesia.org pnistatepan@gmai	x		x
27	Douglas Kusto	R&D PAN	PAN	l.com alanberts84@gmai	x	x	x
28	Rosaleen Alanzo	Secretary MMG	MMG	l.com	x		x
29	Welbert Perez	MMG Police	MMG		x	x	x
30	Lucille Apis- Overhoff	Volunteer independent		<a href="mailto:lu.overhoff@gmail
.co">lu.overhoff@gmail .co nash.rachael@gm	x	x	x
31	Rachael Nash Marciano	contractor	self	ail.com ramsimar18@gma	x	x	x
32	Imar	FSM SAPS?	FSM R&D	il.com justinlemuel415@		x	x
33	Justin Lemuel Senard		CSP	gmail.com		x	x
34	Leopold Rodasio	Mayor Conservation	Nukuoro	rodasio.samuel@u		x	x
35	Samuel Angel	Director	USDA NRCS	sda.gov angejonathan@g		x	x
36	Jonathan Eugene	educator	CSP	mail.com eujoseph925@gm		x	x
37	Joseph Gyrone	Director	CSP	ail.com		x	x
38	Samuel	Agriculture Agent II	CRE-COM- FSM	gs.pnicre@gmail.c om bejayobispo81@g		x	
39	Bejay Obispo	Terrestrial	CSP	mail.com		x	
40	Kohsak Keller	Extension Agent CRE	CRE-COM- FSM	kjr.pnicre@gmail.c om		x	

Appendix 3: List of Women's Groups in FSM

Pohnpei State listing for the women's organizations:

- Lien Madolenihmw (PMLM)
- Lien Mand Women in Action
- DSOW(Development Skills of Women)
- OBC (Otohi Birthday Cluh)
- UCWA(U Council of Women in Action)
- Mwohdenleng
- Mothers and Daughters
- Lien Mercedes en Pohnpei
- Lien Alem en Pohnpei
- EMPWA (Enipein Marine Park Women Association)
- Lien Kitti (Municipal)
- Lien Onohnleng (Municipal)
- Lien Pikeniap Sokehs (Municipal)
- Lien Nanwel (Municipal)
- Lien Palikir (Municipal)
- Lien Nanpil (Municipal)
- TSP(Takaieu, Seinwar, Paliais)
- Lien Nanpil (Municipal)
- Lien Education
- Lien Kempahn Roson Mwahu
- Pohnpei Ladies Club
- Lien Kolonia Town
- Lien Pingelap
- Lielehle Pohnsapw
- Lien Pouhnpei Tikpeieng
- Lihn Mwokilloa
- Lien nan Rohi Pehleng
- Lien Kapingamarangi
- Lien Pwihn #4 en Wein U
- Lien Senyapein

Chuuk State listing for the women's organizations:

- Weno Chuuk Nursing
- Fin Penia
SPC
TTF
- Nien Fairotiw
- Saponong Ministry
- LMC
- TTF
- Tunnuk Yout
- Club 20 Women
- Holy Family Women

- Fin Piis Paneu
- Nama Women Association
- UNA
- A&D
- Kinamwe patapat
- UFO
- Nai me pwi
- Siis fonuengin
- Fin Eni
- 10 PP
- Fin Nepwon
- Fanip Women
- Ieei Romanum
- Aroset Base W. Association
- Nien Tirow
- Wonei Women's Freestyle
- Li Ew's Fin Fonoton
- Fin Naka
- Uman Sapota Handicraft
- PYCA
- Fin Parem
- Ephrata Church Finanisi
- Fin Pwene Malaio
- Nisengitam Assoc.
- Nien Foup
- Udot Nukunufou
- Lien Fana
- Niekewe Wichap
- Fin Sapore
- Oneisomw Women Assoc.
- Saponong Women Association

Kosrae State listing for the women's organizations:

- Walung Women Organization (Municipal)
- Utwe Women Org. (Municipal)
- Malem Women Org. (Municipal)
- Lelu Women Org. (Municipal)
- Kosrae Women in Farming
- Walung Women Christian Association
- Utwe Women Christian Association
- Malem Women Christian Association
- Lelu Women Christian Association
- Tafunsak Women Christian Association
- Filipina Association - Kosrae
- Kosrae Handicraft Club
- Kosrae Seventh Day Adventist Women Mission

Yap State listing for the women's organizations:

- Tamil Women Association
- Neighboring Islands Women Association
- Dulkan Women Group
- Okaw Women Association
- Tenfar Community Group
- Kaday Women Association
- Ngolog Women's Group
- Yap Women's Ministry
- Luwech Women Group
- Lingir Women's Group