

Gender and Social Inclusion Action Plan (DRAFT)

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

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
Impact Statement: To benefit women, children and other vulnerable populations by constructing climate resilient investments in coastal protection, establishing the ICZM system, and developing disaster warning systems.				
Outcome Statement: Reduced risks to coastal hazards and the effects of climate change, and increased coverage of disaster warning messages to 3,000 women.				
Output(s) Statement: Component 1: Establishment of Integrated Coastal Zone Management (ICZM): Establishment of ICZM plan and monitoring plan Component 2: Implementation of coastal conservation/protection measures against coastal disasters: Implementation of coastal protection measures Component 3: Development of disaster warning and information dissemination: Improved disaster warning and information dissemination system for population at risk in target islands, Component 4: Development of basic data collection and sharing system related to climate change: Establishment of collection and sharing system				
Activities	Indicators and Targets	Timeline	Responsibilities	Costs
Overall				
(i) Establish a gender-sensitive grievance redress mechanism	- Baseline: no gender-sensitive grievance redress mechanism - A gender sensitive grievance redress mechanism will be established.	- By the 3 rd year of the project	Laamu and Addu Atoll Council, each island councils, PMU (Social Environmental and Gender Officer), ME, JICA	The costs will be budgeted in the PMU's cost and JICA's co-financed project.
Component 1: Establishment of Integrated Coastal Zone Management (ICZM)				
(i) Organize stakeholder consultations in each target island to explain the importance of the component for the community and the Maldives	- Baseline: no consultation is held. - At least once in a year per target island consultations will be held	- Every year	Laamu Atoll Council, each island councils, PMU (Social Environmental and Gender Officer), JICA	The costs will be budgeted in the JICA's co-financed project. (appx. 15 times x USD 1,000 = USD 15,000)
	- Baseline: 0%	- Every year		

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
	<ul style="list-style-type: none"> - 40% of participants are women in target island participate in the stakeholder consultations - Baseline: 0% - 25% of women in target island participate in the stakeholder consultations 	<ul style="list-style-type: none"> - Every year 		
(ii) Develop capacity building trainings plan for communities on ICZM system	<ul style="list-style-type: none"> - No specific overall capacity building training plan - Overall capacity building training plan 	<ul style="list-style-type: none"> - By 2nd year 	PMU (Social Environmental and Gender Officer), JICA	The costs will be budgeted in JICA's co-financed project. (appx. 1 L.S x USD 10,000 = USD 10,000)
(iii) Conduct orientation and training on community-based monitoring of the constructed measures	<ul style="list-style-type: none"> - Baseline: no consultation is held. - At least once in a year per target island trainings will be held 	<ul style="list-style-type: none"> - Every year 	Laamu Atoll Council, each island councils, PMU (Social Environmental and Gender Officer), JICA	The costs will be budgeted in JICA's co-financed project. (appx. 5 L.S x USD 10,000 = USD 50,000)
	<ul style="list-style-type: none"> - Baseline: 0% - 40% of participants are women in target island participate in the trainings 	<ul style="list-style-type: none"> - Every year 		
	<ul style="list-style-type: none"> - Baseline: 0% - 25% of women in target island participate in the trainings 	<ul style="list-style-type: none"> - Every year 		
	<ul style="list-style-type: none"> - Baseline: 0% - 50% of participated women reporting on improved ability to implement ICZM 	<ul style="list-style-type: none"> - By the end of the project 		

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Activities	Indicators and Targets	Timeline	Responsibilities	Costs
	requirement			
Component 2: Implementation of coastal conservation/protection measures to coastal disasters				
(i) Gender balanced employment materialized by liaising with the local Island Councils, Women’s Development Committees and PMU to help inform women of the availability of jobs (direct and indirect) during construction	- Baseline: no consultation is held. - At least once in a month the liaison with concerned parties will be held at each island	- Every year	Laamu and Addu Atoll Councils, each island councils, Women Development Committees of each island, Contractor	The costs are budgeted in the costs for PMU. (appx. 5 times x USD 1,000 = USD 5,000)
	- Baseline: 0% - At least 30% labors are women during the construction with the condition of “equal pay for equal work performed”	- By the 3 rd year of the project		
(ii) Organize stakeholder consultations in each target island to explain the importance of the component for the community and the Maldives	- At least once in a year per target island consultations will be held	- Every year	Laamu and Addu Atoll Councils, each island councils, Women Development Committees of each island, PMU (Social Environmental and Gender Officer)	The costs are budgeted in the costs for PMU. (appx. 15 times x USD 1,000 = USD 15,000)
	- Baseline: 0% - 40% of participants are women in target island participate in the stakeholder consultations	- By the 3 rd year of the project		
	- Baseline: 0% - 25% of women in target island participate in the stakeholder consultations	- By the end of the project		
Component 3: Development of disaster warning and information dissemination				
(i) Organize stakeholder consultations in each target island to explain the importance of the component for the community and the Maldives	- Baseline: no consultation is held. - At least once in a year per target island consultations will be held	- By the 3 rd year of the project	Public Service Media (PSM), Laamu and Addu Atoll Councils, each island councils, Women Development Committees of each island, PMU (Social	The costs will be budgeted in the JICA’s co-financed project. (appx. 10 times x

Activities	Indicators and Targets	Timeline	Responsibilities	Costs
	<ul style="list-style-type: none"> - Baseline: 0% - 40% of participants are women in target island participate in the stakeholder consultations 	- By the 3 rd year of the project	Environmental and Gender Officer), JICA	USD 1,000 = USD 10,000)
	<ul style="list-style-type: none"> - Baseline: 0% - 25% of women in target island participate in the stakeholder consultations 	- By the end of the project		
(ii) Develop system for disaster warning and information dissemination	<ul style="list-style-type: none"> - Baseline: 0% - At least 50% of women receive public education and publicity on appropriate evacuation actions 	- By the end of the project	National Disaster Management Centre (NDMA), Maldives Meteorological Service (MMS), Public Service Media (PSM), PMU (Social Environmental and Gender Officer), JICA	
(iii) Establish operational system for disaster warning and information dissemination (Laamu Atolls)	<ul style="list-style-type: none"> - Baseline: 0% - At least 50% of women receive disaster warning and information in each island (as trial basis) 	- By the end of the project	National Disaster Management Centre (NDMA), Maldives Meteorological Service (MMS), Public Service Media (PSM), Laamu Atoll Council, each island councils, PMU (Social Environmental and Gender Officer), JICA	
Component 4: Development of basic data collection and sharing system to climate change				
(i) Development of soft and hard measures on monitoring system for coast, coral reef, and land use through the trainings on wave measurement (approximately 16 times) and coast monitoring system (approximately 15 times)	<ul style="list-style-type: none"> - Baseline: 0% - At least 25% of participants/ trainees are female who receive capacity development 	- By the end of the project	ME, Maldives Land and Survey Authority (MLSA), MNPI, Maldives Meteorological Service (MMS), PMU (Social Environmental and Gender Officer), JICA	The costs will be budgeted in JICA's co-financed project. (appx. 1 L.S x USD 10,000 = USD 10,000)