

Vanuatu Community-based Climate Resilience Project (VCCRP)

Annex 8: Gender Assessment & Action Plan

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Part 1 VCCRP Gender and Social Inclusion Analysis/Assessment

Introduction

1. The project aims to improve the adaptive capacities of rural communities and recognises that within communities' gender, age and disability influence adaptation capacities and that addressing structural disadvantages is a precondition to adaptation. This analysis considers the ways in which gender, age and disability intersect with climate change and disasters in Vanuatu with a focus on rural communities. The analysis sets out key data and analysis across six domains and includes recommendations for the Project. The core approach is to embed gender equality and social inclusion across the Project activities and operations. The Gender and Social Inclusion Action Plan highlights actions included in the Project wide logical framework.
2. The six domains of analysis are:
 - Law, policy and institutions.
 - Social norms and beliefs.
 - Roles, responsibilities and time use.
 - Decision making, leadership and participation.
 - Access to and control of resources; and
 - Safety, dignity and well-being.
3. The analysis and action plans are based on literature review, key informant interviews with national government officials, and community profiles in North Ambrym, Epi and North West Santo, undertaken through community meetings, surveys and women's focus group discussions.

Methodology

The assessment and action plan was prepared by the feasibility team located in Vanuatu and the GESI adviser based in Australia. The team used a combination of primary and secondary methods:

- Literature review of policy documents, project reports and published research
- Women's focus group discussions and community surveys in 8 communities across three provinces, using standard question guides and in local languages.
- Key informant interviews with national government staff including Ministry of Climate Change, Ministry of Agriculture, Livestock, Fisheries, Forests and Biosecurity; Department of Women's Affairs and Department of Local Authorities.
- Key informant interviews with disability NGOs.

4. Key Findings

- National policies on climate change, agriculture, fisheries and gender equality recognise the importance of gender equality and social inclusion in building community climate and disaster resilience
- Translating these policies into service delivery is hampered by limited expertise in gender mainstreaming at national, provincial and area levels of government. Support is needed for area and province level staff to undertake gender and social inclusion analysis with communities and integrate findings into annual planning, budgeting and reporting systems
- At family level women and men report a high level of shared decision making. Men are seen as heads of households and social norms privilege male decision making in traditional, formal and community settings. At community level NGO's have supported inclusive decision making in Community Disaster and Climate Change Committees (CDCCCs) which has created space and shifted norms around participation of women, people with disability and youth in decision making.
- Under customary law women's entitlement to land and natural resources are mediated through husbands and sons. This has significant implications for economic development, food security and gender-based violence.
- In rural communities while women and men are equally active producers in agriculture and fisheries, the majority of extension and training programs are tailored to the needs and interests of male producers.

- Women and girls work significantly more hours than men, with less time for leisure or rest. In rural Tanna women worked twice as many hours as men. Impacts of climate change such as drought, heavy rains, sea level rise and rough seas all increased women's workloads.
- Service providers need to shift approach to recognise that rural livelihoods are family enterprises, with women making up half of rural producers. Engaging families rather than just male heads of household using the family teams approach is an effective way of reaching women and men, recognising and building on the work of all family members
- Already high levels of gender-based violence are amplified in the aftermath of disasters, due to displacement, breakdowns in services and increased pressure on families with loss of food stores and access to water.

Key Data ¹

- The population of Vanuatu is 272,459 (Male 138, 265/Female 134,194)
- The annual population growth rate is 2.3%, one of the highest rates in the world.
- Vanuatu is one of only two countries in the world where there are no women in Parliament.²
- Vanuatu's HDI score is 0.609 (2019) which put the country in the medium human development category – positioning it at 140 out of 189 countries and territories. Between 2005 and 2019 Vanuatu's HDI increased by 6.1% (Vanuatu Human Development Report). The Gender Development Index which provides the sex-disaggregated data of the three dimensions measured in the HDI was not able to be calculated in 2019 due to a lack of data. Similarly, the Gender Inequality Index for Vanuatu has not been measured.³
- The country has a young population with 39% under 15 years of age, and 26 % aged 15-29. Life expectancy for women is 72.2 years and 69 years for men.
- Three quarters of ni-Vanuatu live in rural areas and rely on agriculture, marine and forest resources.
- 12.7% of the population live below the National Poverty line.⁴ 57% of people below the poverty line live in rural areas and poverty is concentrated amongst female headed households.
- The disability prevalence rate is estimated at 2.6%, with 22% of the population reporting some level of difficulty in functioning⁵. Rates of disability are higher in rural areas and increase with age. There is no difference in disability prevalence between women and men.
- The infant mortality (death < 1 year) is 28/1,000 births⁶ while 28.9% of children under 5 are stunted⁷.
- Early marriage is widespread, 22% of women aged 20 – 24 were first married before 18. 17% of girls in rural areas aged 15-19 have started childbearing.
- The maternal mortality rate is 72/100,000 live births, 8% of deaths of females of reproductive age are maternal deaths⁸.
- 60% of women have experienced sexual or physical violence
- The literacy rate is 88.3% for men, 86.7% for women. 80% of women in rural areas reported being literate compared with 98% of women in urban areas⁹. People with disability are less than half as likely to read or write Bislama or other language compared with people without disability. Women with disability less than half as likely to read or write compared men with disability.¹⁰
- The school enrolment rate of girls as a percentage of that of boys was 95.2 at the primary level and 101.5 at the secondary level (UNICEF 2013). The 2016 Mini Census reported 11% of children aged 6-13 years were not attending school and most of these children were in rural areas.

¹ Data is from the VNSO *Mini Census 2016* (unless specified)

² https://vnso.gov.vu/images/Public_Documents/Census_Surveys/Census/2016/2016_Mini_Census_Main_Report_Vol_1.pdf accessed 15 January 2021

³ World Economic Profile, Global Gender Gap Report, 2021, Insight Report, March 2021, p15 (Accesses 8 November 2021: https://www3.weforum.org/docs/WEF_GGGR_2021.pdf)

⁴ <http://hdr.undp.org/sites/default/files/Country-Profiles/VUT.pdf>

⁵ VNSO, *Household Income and Expenditure Survey 2010*

⁶ International Centre for Evidence in Disability (ICED), *Water, Women and Disability Study Report*, London School of Hygiene & Tropical Medicine 2020

⁷ <https://www.lshtm.ac.uk/research/centres/international-centre-evidence-disability/research>. Accessed 20 Jan 2021. Disability prevalence data for Vanuatu is gradually evolving with different methodologies applied in the 2009 Census, 2013 Demographic Health Survey, 2015 Pilot Survey on Disability and the Vanuatu Education Information Management System. This data is drawn from the most recent research using the Washington Group short set across the population of SANMA and TORBA

⁸ VNSO, VMOH, *Vanuatu Demographic Health Survey 2013*

⁹ https://vnso.gov.vu/images/Special_Report/Vanuatu_Demographic_and_Health_Survey_Report/2013_VDHS_FINAL_Report.pdf accessed 15 January 2021

¹⁰ UNIFC, WHO and World Bank (2020). Joint Child Malnutrition Estimates Expanded Database: Stunting. July 2020 edition. New York.

¹¹ <https://data.unicef.org/topic/nutrition/malnutrition/> Accessed 19 Jan 2021

¹² WHO maternal health by country estimates https://www.who.int/qho/maternal_health/countries/vut.pdf?ua=1 Accessed 19 Jan 2021

¹³ 2009 census

¹⁴ ICED, *Water, Women and Disability Study Report 2020*

- Children with disability are up to 10 times less likely to attend school¹¹ with girls more disadvantaged than boys: In 2013 15% of girls and 28% of boys with disability had ever attended school.¹²
- The majority of people in Vanuatu rely on subsistence income, with little difference in participation rates between rural men 47% and women 44%.
- Women constitute 49.5% of agricultural producers and spend more time than rural men on agricultural production, income generation and household work. Women's incomes are on average lower than men's incomes.¹³
- 40% of women declared unpaid family work as their main employment compared with 20% of men.
- There were no women elected to the Vanuatu National Parliament in 2020, a situation that has persisted for three terms. Since independence in 1980 five women have been elected to Parliament.
- At subnational level a quota system introduced in 2013 has led to increased number of women elected or appointed to municipal and provincial councils.¹⁴
- The World Economic Forum Global Gender Gap Report, 2021 saw Vanuatu as the lowest performer in Asia Pacific region in closing gender gaps. Since 2006 (since WEF started reporting) no progress has been made in closing gender gaps.¹⁵

Laws, Policy and Institutional Arrangements

5. The Constitution of Vanuatu (1980) states that people have the right to live freely and without discrimination on the grounds of sex, race, place of origin, religious or traditional beliefs, political opinions or language. The Constitution also acknowledges special measures to benefit females, children, young persons and member of under privileged groups and inhabitants of less developed areas. Vanuatu is signatory to key international human rights treaties: Convention on the Elimination and Discrimination Against Women (ratified 1995); the Convention on the Rights of the Child (ratified 1993) and Convention on the Rights of People with Disability (ratified 2008). In 2011 Vanuatu signed the United Nations joint statement on ending acts of violence and related human rights violations based on sexual orientation and gender identity. Vanuatu is also signatory to regional commitments in the Pacific Leaders Gender Equality Declaration and the Pacific Platform for Action on Gender Equality and Women's Human rights (2018-2030).
6. The National Sustainable Development Plan (2016 – 2030) sets out specific policy objectives for gender equality and social inclusion in education (2.1), health (3.1), government planning and budgeting (4.1), protection from violence and discrimination (4.2), and empowering people with disabilities and improving accessibility (4.3, 4.5).¹⁶
7. The country is preparing to launch the second National Gender Equality Policy (NGEP 2020 - 2030). Implementation of the first National Gender Equality Policy (2015 – 2019) delivered gains against strategic objectives of enhancing women's economic status; mainstreaming gender equality into national sectoral policies (and planning to some extent); and advancing efforts to reduce gender-based violence and increase women's participation in leadership and decision making. The new NGEP includes an additional strategic area: Fostering gender-responsive and community-driven solutions to climate and disaster resilience. The addition of this strategic area reflects experience from TC Pam that addressing disaster preparedness and response at community and household level is an effective entry point for shifting social norms about gender and disability.¹⁷
8. Priority actions in the NGEP relevant to building climate and disaster resilience cover job creation and skills development for women in agriculture, fisheries, handicrafts and tourism, including women with disabilities (2.2.2); Enhancing rural women's access to markets, land, credit and financial literacy training (2.2.3); Increasing women's participation in decision making processes and leadership including in emergencies (3.1.3 and 5.3.1) Engaging women with disabilities in leadership and decision making roles (3.1.4); increasing capacity of climate change and disaster governance bodies (CDCCCs, area and

¹¹ ICED, *Water, Women and Disability Study Report 2020*

¹² VNSO, VMoH, VDHS 2013

¹³ FAO, *Country Gender Assessment of Agriculture and the Rural Sector in Vanuatu 2020*

¹⁴ Department of Women's Affairs, *National Gender Equality Policy 2020-2030* (draft)

¹⁵ World Economic Forum, *Global Gender Gap Report, 2021, Insight Report, March 2021*(accessed 8 November 2021: https://www3.weforum.org/docs/WEF_GGGR_2021.pdf)

¹⁶ Government of Vanuatu *National Sustainable Development Plan 2016 to 2030. Vanuatu 2030: The People's Plan*, 2016

¹⁷ Webb J, Damon, C, Savua I, Marango J, Malliliu E, Toto M, Charley JB, Silas M & Silas S, *Does Gender Responsive Disaster Risk Reduction Make a Difference? A comparative study of Category Five Tropical Cyclone Pam in Vanuatu*, CARE International in Vanuatu, Port Vila, 2017

provincial councils) to plan for and respond to needs of vulnerable groups (5.1.2); allocation of budgets for gender analysis and specific gender activities (5.1.3); Funding and supporting women led initiatives that contribute to adaptation (5.3.2); Embedding gender and social inclusion outcomes in tourism and productive sector recovery (5.3.3). Provincial gender action plans have been developed with specific priorities drawn from the NGEF.

9. Vanuatu's National Disability Inclusive Development policy (2018 – 2025) commits to mainstreaming the Rights of Persons with Disabilities to ensure that development efforts meet the particular needs and priorities of persons with disabilities and that targeted disability specific services are made available. The policy also commits to improving data collection, coordination between sectors, enhancing access, raising awareness of the rights of people with disabilities and providing support specifically to women and girls with disabilities.
10. To date the Ministry of Justice and Community Services¹⁸ has lead responsibility for women children and disability. The Ministry's Department for Women's Affairs (DWA), Child Desk and Disability Desk are responsible for policy and program development and supporting mainstreaming into other parts of government, however, are under resourced. Annual budgets only cover staff costs and not programming, and technical expertise to support mainstreaming across government is limited. DWA has 14 staff including one in each province. DWA plays a convening role across the desks including leading the Gender and Protection Cluster at national level, with subgroups on children, disability and leadership. The Cluster is active in both peacetime and response and with the establishment of DWA in provinces efforts to build provincial gender and protection capabilities are a priority.
11. Sectoral policies for climate change and disaster risk reduction (CCDRR Policy)¹⁹; agriculture, fisheries, livestock and forestry²⁰ all include language on gender equality and inclusion. The CCDRR policy specifies participation of women, youth and people with disability in Community Disaster and Climate Change Committees (CDCCCs). The other policies address extension and training services, representation in decision making, as well employment opportunities in departments. In 2017 the Council of Ministers identified five priority ministries for gender-based budgeting: agriculture/fisheries, climate change, lands, education and local authorities.
12. The legal and policy framework provides a solid basis and direction for mainstreaming gender equality and social inclusion in climate and disaster resilience action. The CCDRR, agriculture, fisheries, forestry and livestock policies do not specify *how* departments should go about gender and social inclusion work or set indicators or targets to generate action and accountability. A recent FAO assessment of the enabling environment for gender equality in the Ministry of Agriculture, Livestock, Fisheries, Forests and Biosecurity (MALFFB) found that there is substantial staff interest in understanding more about gender equality and social inclusion and how to translate this into their work. The gap is in financial and human resources to implement gender mainstreaming.²¹ MALFFB has extension officers in all six provinces and is supported by the Vanuatu Agricultural and Research and Technical Centre and the Vanuatu Agricultural College, neither of which have specific programmes targeting women/girls or people with disabilities.²²
13. Support is required for departments to translate policy into practice and accelerate gender-based planning and budgeting as per the Council of Ministers decision in 2017. Technical resources are needed to support departments to undertake gender and social inclusion analysis and integrate findings into annual planning, budgeting and reporting, at national and subnational levels.

Social Norms and Beliefs

14. Social norms and expectations shape the ways in which different groups can access information about climate change and disasters and how they can adapt and respond. In Vanuatu social norms give men control over women's behaviour and privilege male decision making in traditional, formal, community settings. Gender based violence is widespread and continues to be accepted as a way of enforcing expectations and exerting power.^{23, 24} People with disabilities face stigma and isolation underpinned by negative beliefs and shame about disability.

¹⁸ In late 2020 the Government moved to abolish the Ministry of Justice and Community Services and absorb functions into other Ministries, this change is currently being contested.

¹⁹ Vanuatu Government, *Vanuatu Climate Change and Disaster Risk Reduction Policy 2016-2030*. Government of the Republic of Vanuatu, Port Vila, 2015

²⁰ Vanuatu Government *Agriculture Sector Policy 2015 – 2030; National Livestock Policy 2015 -2030, National Fisheries Policy 2016 -2031, National Forest Policy 2013 – 2023*.

²¹ FAO, *Country Gender Assessment of Agriculture and the Rural Sector in Vanuatu 2020*

²² FAO *Country Gender Assessment of Agriculture and the Rural Sector in Vanuatu 2020*

²³ Vanuatu Women's & VNSO, *Vanuatu National Survey on Women's Health and Domestic Violence*, Port Vila, 2011

²⁴ FAO *Country Gender Assessment* pg 56

15. In rural areas, kastom governance is the main form of community organisation and social protection (Vanuatu has no non-contributory formal social welfare programs).²⁵ Kastom is usually patrilineal with male chiefs presiding. While women go to chiefs when facing abuse or family conflict, family and community are prioritised above individuals in decision making. Beliefs and practices vary widely between islands but are widely observed and co-exist with people's strong faith in Christianity. Kastom has changed over time with foreign contact, devaluing the role of women in decision making. According to the NGEF 2020, "Whilst kastom bestowed authority to men with chiefly titles, decisions were shared and agreed to by both spouses within the extended family unit. The role played by women in household decision-making no longer exist or constitute modern notions of kastom."²⁶ Community profiles undertaken in the feasibility stage of this project indicate a more nuanced picture at household level with women reporting more shared decision making.
16. Social norms towards early marriage and childbearing are persistent especially in rural areas. 22% of women aged 20 to 24 years were first married or in union before age 18.²⁷ 17% of girls in rural areas (15-19) have started childbearing compared with 12% in urban areas.²⁸ Opportunities for education, employment, mobility are all the more restricted once childbearing starts. Unmarried women and girls live with their families and move to their husband's home on marriage, to a different community or island, away from social supports. A woman's entitlement to land and other natural resources is through her husband and sons, leaving women vulnerable if she is unmarried, the relationship breaks down or her husband dies, and she has no sons. Women with disability are three times as likely to be widowed or divorced as compared with men with disability and nine times more likely to have never married as compared with women without disability.²⁹ This has direct impact on access to land and resources for women with disability.
17. There are significant taboos associated with menstruation, internalised by women and girls including the belief that menstruating women and girls will kill crops if they touch them, they must not work in gardens, cook food or lift heavy objects. They must also collect their own water for bathing and washing their reusable menstrual products, wash their own menstrual products and use separate toilets and bathing shelters.³⁰
18. People with disability in Vanuatu face significant stigma and isolation due to negative social norms and beliefs. Parents can be ashamed of sending children with disability into public so do not send them to school³¹, particularly where children experience intellectual disability. People with disability are seen only as vulnerable and excluded from community decision making. Government and CSO programs on food security, water security and livelihoods are not targeted to people with disabilities and they are unable to access mainstream opportunities.³² Vanuatu has no non-contributory social welfare programs.

Roles, Responsibilities and Time Use

19. Social norms and expectation underpin roles and responsibilities for women and men and girls and boys. Rural families operate as a family unit to undertake productive work. Women are expected to care for all family members manage food gardens, fishing and water collections for family consumption, host guests, weave mats and handicrafts, sell produce at markets and also provide support to local community and church. Men have greater mobility and are engaged in outside employment and politics, as well as community and church activity. Both women and men are engaged in agriculture in almost equal numbers though they may grow different crops and use different levels of technology.³³ Generally women tend to have "lighter" agricultural roles of weeding, planting and maintaining crops closer to home, while men take on "heavier" roles of clearing and ploughing land including use of machinery. Fishing in deeper water with larger vessels for fish for sale is a predominantly male role, while women engage in coastal gleaning and fishing from canoes for food security. Women also participate in aquaculture and fish processing to generate income.³⁴ Social norms associated with who is a fisher tend to focus on male roles in deeper water, neglecting the role of women who harvest close to shore. This both underestimates the impact of

²⁵ Vanuatu has no non-contributory formal social protection pensions or payments. The Vanuatu National Provident Fund is a contributory fund open to formal and informal workers, however only 10 % of rural women and 18% of rural men have an account FA) pg41.

²⁶ NGEF 2020 – 2030 pg 5

²⁷ VNSO and SPC, *Vanuatu Demographic and Health Survey* 2013 p 85

²⁸ VNSO, VMoH VDHS 2013

²⁹ ICED, *Water, Women and Disability Study Report* 2020

³⁰ ICED, *Water, Women and Disability Study Report* 2020

³¹ VNSO, UNICEF Children, *Women and Men with Disabilities in Vanuatu: What do the data say?* 2014

³² ICED, *Water, Women and Disability Study Report* 2020

³³ FAO *Country Gender Assessment* p1

³⁴ FAO *Country Gender Assessment* p11

fishing pressure along the coast and undervalues the contributions of women.³⁵ Few fisheries programs benefit women or transformed gender relations, and inclusive approaches are hampered by limited knowledge and capacity of fisheries managers and institutional cultures.³⁶

20. People with disabilities are equally likely to take part in productive activities as people without disability but are less likely to be employed outside the home due to barriers to education, training and employment.³⁷ Information on specific roles of people with disability in agriculture or fisheries in Vanuatu is not available.
21. Overall women and girls work significantly more hours than men, with less time for leisure or rest. FAO rural case studies of time use in Tanna showed women worked twice as many hours as men.³⁸ When faced with this data men in the community were surprised and many indicated a willingness to take on more work so there is better balance in families. Climate changes including drought, heavy rains, rough seas and sea level rise increase women's workloads in a number of ways: reducing productivity of household gardens; reducing productivity of materials for handicraft production; increasing time and distance for water collection and reducing opportunity for gleaning and fishing. Communities in North Ambryn, Epi and West Santo all experience three or more months water shortages, requiring greater travel to collect drinking water and increasing incidence of water borne diseases. After disasters (and during the pandemic)³⁹ women's care burden increases substantially with closure of kindergartens and schools, loss of homes and gardens and water sources.
22. Labour migration is an increasingly important feature of rural livelihoods as the need for cash grows. Most labour migrants are men, moving to urban centres or Australia and New Zealand for seasonal agricultural or other low or semi-skilled work. Women from rural areas participate in migration to urban areas to work in domestic roles in extended family or kinship groups. Migration generates substantial remittances that are used for family and productive purposes such as school fees, health care, improving housing and water supply, purchasing boats and machinery. Migration also creates pressure on families with increased work burdens on women left to care for children, elderly and family members with disability. Women have greater autonomy and financial decision-making power while male partners are away, and relationship tensions increase both during separation and on return.
23. Women and girls' roles and workloads restrict access to training and extension initiatives that could assist with adaptation strategies such as livelihood diversification. When family incomes are under pressure the needs of girls and family members with disability are the first to be compromised with reduced spending on rehabilitation and healthcare, withdrawal of girls from school and early marriage. While primary and secondary school participation rates have improved, on marriage girls and women's ability to participate in further education and training is restricted.
24. Agricultural extension services and enterprise development training at local level tends to be targeted to male heads of household, with men's work valued over women's work. Service providers need to shift approach to recognise that rural livelihoods are family enterprises, with women making up half of rural producers. Engaging families rather than just male heads of household is an effective way of reaching women and men, recognising and building on the work of all family members.⁴⁰ The family farm teams approach combines technical extension/training with modules to identify family goals, roles, how work burdens can be shared, and improving decision making and communication.⁴¹ The approach has been pioneered by CARE Australia in PNG and is being used with success across Melanesia. The family farm teams approach can also address the increased risks of gender-based violence that women can face when they increase their incomes.⁴² Building on women's existing roles including targeting capacity support to women in markets and in women's church groups are also entry points.

³⁵ Thomas et al, *Why they must be counted: Significant contributions of Fijian women fishers to food and security and livelihoods* Ocean and Coastal Management 205 (2021) 105571

³⁶ Mangubhai, S., Lawless, S., 2021. *Exploring gender inclusion in small-scale fisheries management in Melanesia*. Marine Policy 123, 104287. <https://doi.org/10.1016/j.marpol.2020.104287>.

³⁷ VNSO, UNICEF *Children, Women and Men with Disabilities in Vanuatu* 2014

³⁸ FAO *Country Gender Assessment* p 47

³⁹ Care International in Vanuatu, *Rapid Gender Analysis COVID-19 Vanuatu* 2019

⁴⁰ FAO, *Country Gender Assessment*

⁴¹ Pamphilon B., Mikhailovich K., "Bringing together learnings from two worlds: Lessons from a gender-inclusive community education approach with smallholder farmers in Papua New Guinea", *Australian Journal of Adult Education* 57/2 July 2017; Family Farm Teams, Transformative Agriculture and Enterprise Development Program <https://tadep-png.com/project/family-farm-teams/>

⁴² Eaves R. Kouro G., Steven S. and Subalik I. "Do No Harm Research: PNG" 2018 ANU; Eaves R. Lusby S., Araia T., Maeni M., Martin R. "Do No Harm Research: Solomon Islands" 2018 ANU.

Decision Making, leadership and participation

25. Decision making is male dominated in Vanuatu. Since independence in 1980 only five women have been elected to Vanuatu's national parliament, and there are no women in Parliament in 2021, While women have competed in election none have been successful in the last three elections. At subnational level a quota system introduced in 2013 has led to increases in the number of women elected or appointed to Municipal and Provincial councils where women now make up about one third of members. While there are no women mayors there are some women in deputy mayor roles. In the public sector women are better represented in leadership. Two of seven director generals are women (notably in in the MCC and MJCS) and 8/43 directors were women in 2019.⁴³ At the international level women have led Vanuatu delegations to the UNFCCC COP (2017 and 2019) and women's representation in delegations has been 30-50% since 2017.
26. Social norms about masculinity and leadership are slowly changing. At community level while male chiefs head the kastom governance structure, community committees for climate and disasters, water and village development provide a framework for women, people with disability and youth to participate and take on leadership roles particularly when supported by NGOs. Activities to build confidence and skills of women, people with disability and youth have increased community acceptance of their leadership capabilities.
27. The Vanuatu Gender and protection cluster was established in 2014 and has built a strong network of government, international and national NGO partners focused on disaster management, as well as disaster risk reduction and climate action. The national cluster is chaired by DWA with NGO support, and includes subcommittees on children, leadership and disability. The cluster has been an important venue for building skills, awareness and systematic tools for more inclusive disaster preparedness and response. Challenges faced by the Cluster include securing financing from government for program implementation, influencing mainstreaming in other clusters and building provincial cluster mechanisms. There is a risk that action on gender and protection is left only to the gender and protection cluster or DWA, rather than embedded into the operations of all clusters, provincial and municipal emergency operations.
28. Women have low levels of representation in the formal private sector but are active in small and medium enterprises based on agriculture, handicrafts and food production. Market associations and loans and savings cooperatives have large numbers of women members including in leadership roles. These provide an important entry point for business skills development (eg UN Women Markets for Change, VANWODs financial literacy and savings and loans groups) but have not yet been targeted for climate adaptation and resilience building. While women in most communities are excluded from kastom leadership roles they do play an active part in church communities including leadership of women's groups and youth groups.
29. At the household level men are seen as the head of household. In the FAO Tanna case study women reported many decisions are made by women and men together, but that men are the final decision makers. In Women's Focus Groups in North Ambryn and Epi, North West Santo women reported that most decision making was shared between women and men. Project interventions using a family approach are important to reinforce existing shared decision making, instead of privileging male decision making.
30. People with disability report isolation and stigma, as well lack of accessibility as barriers that prevent participation in community events and committees. Examples include CDCCC meetings being held in "open" settings that people with disabilities cannot access, or fear shame and ridicule.⁴⁴ In some cases teachers take on the role of representing people with disability instead of communities supporting people with disability themselves to have voice. NGO and CSO activism by Vanuatu Disability Promotion and Advocacy Association, Vanuatu Society for People with Disability and Rainbow Theatre (Won Smal Bag) and the Vanuatu Civil Society Disability Network is challenging this exclusion. After TC Harold there was recognition by government and donors that data systems needed to improve to better support people with disabilities in disasters.⁴⁵ The Vanuatu Skills Partnership is also demonstrating change employing seven people with disability as trainers, and 42% of industry trainers in the productive sectors are women.⁴⁶

⁴³ Vanuatu Government, *NGEP 2020 – 2030 (draft)*

⁴⁴ UNDP, USAID *Building the Resilience of Persons with Disabilities to Cope with Climate Change in the Asia Pacific Region, Vanuatu Country Report 2019*

⁴⁵ A new program to improve province and area level disability data through the Ministry of health information management system is being designed with support from; SPC.

⁴⁶ Pacific Women Shaping Pacific Development, *Vanuatu Snapshot 2020*

Access to and Control of Resources

31. 97% of land in Vanuatu is under customary ownership which is largely patrilineal. Men have control over land, marine and forest resources, while women have access or use rights to natural resources in line with existing divisions of labour. There can be restrictions on women's access when menstruating or during pregnancy.⁴⁷ On marriage women move to their husband's community or island and access to resources is through him. Women with disability are less likely to marry and so face double exclusion to resources. Widows and female headed households also face exclusion or marginal access to natural resources.
32. Women in rural areas earn income through marketing crops and fish, processing copra, cooking food and handicrafts. Fewer than one in five women have a bank account, though village loans and savings schemes are widespread and an important way for women to increase access to finance. Without land as collateral women struggle to access larger loans.⁴⁸ Women's focus group discussions identified a priority for financial literacy training.
33. Small and medium enterprise development provides an opportunity to diversify livelihoods and also integrate climate and disaster resilience into existing enterprises such as handicrafts. It is important that enterprise development is linked to markets with sound value chain analysis. This requires climate change and DRR delivery partners to work with market development programs.⁴⁹
34. People with disability have low access to assistive devices and rehabilitation services, less than 20% have ever heard of assistive devices or rehabilitation services. Of those just over half of the people who needed services had received them.⁵⁰
35. Access to and control of agricultural and marine machinery is gendered in many countries, including Vanuatu, with women having less access than men to tools, machinery such as grass cutters, food processing (dryers and grinders) motorbikes, trucks or generators. Technology such as solar energy systems, fridges, lighting, drying and processing machines, improved cookstoves contribute to adaptive capacity. It will be important to ensure these technologies are available to women as well as men, and that women and people with disability have opportunities to train in maintenance and management of new technologies.
36. Women's role in household food production is an area to target. Childhood nutrition data in Vanuatu shows a quarter of children are stunted and Women's Focus Groups identified changing rainfall as impacting on the variety of foods they can grow and families can eat, with a drop in leafy greens and vegetables. There is increased reliance on imported, less nutritious food which has negative health implications however this food is also attractive as it reduces women's time burden. Similarly traditional food preservation techniques can be important disaster preparedness measures, however there is a cost in women's work burden. Adaptive technology that also reduces women's unpaid care workloads is more likely to be taken up.
37. Access to mobile phones is a significant asset in Vanuatu with mobile networks improving communications and putting communication into the hands of individuals. Most households have a mobile phone, though data on who owns and uses the phone within the household is not available. A recent initiative – Women Wetem Weta – has established a mobile SMS network translating weather and health warnings from VMGD and MoH in Port Vila and sending to women network leaders in rural areas using low bandwidth SMS and social media to maximise reach. These women are then responsible for sharing information with their community through meetings, forwarding SMS and visits including to people with disabilities in their community. To start the initiative rural women leaders were given phones and data credit as they did not have these resources themselves. The initiative effectively uses technology and builds on women's social roles, while empowering them with critical information. This initiative is not operational in all project areas.

Gender-Based Violence

38. Vanuatu has a high prevalence of gender-based violence (GBV), in particular violence against women and girls. In 2011, research showed that 60% of women have experienced some form of physical and/or

⁴⁷ ICED *Water, Women and Disability Study Report 2020*; and Braaf, *Initial Gender and Social Inclusion Assessment for Vanuatu GCF Consortium*, 2017

⁴⁸ Bowman, Cutura, Ellis and Manuel *Women in Vanuatu Analyzing Challenges to Economic Participation*, 2009 World Bank

⁴⁹ Talanoa Consulting, *Women's Resilience to disaster and climate change in the Pacific: Needs and Gaps Analysis 2019*

⁵⁰ ICED, *Water, Women and Disability Study Report 2020*.

sexual violence.⁵¹ Violence is seen as an acceptable way of controlling behaviour and enforcing expectations on women and children. In rural settings, social norms and kastom decision making by village chiefs can place community harmony above the safety of individual women and children. While the Family Protection Act was passed by parliament in 2008 services for victims of gender-based violence are limited with little available in rural areas and low usage of protection orders. In a 2015 study 74% of women in Malekula had never heard of a domestic violence protection order, compared with 38% of chiefs, and only 6% of had used one.⁵² In 2020, a free telephone hotline service was established to provide assistance to victims to domestic violence and counselling for women and girls.⁵³

39. Sexual and physical violence is also high against women and girls with disabilities, both physical and mental. Family members are often afraid to leave women and girls with disabilities alone in the home for fear of sexual abuse by male community members.⁵⁴
40. In the aftermath of disasters GBV is amplified. Where families lose homes and are displaced, lack of safe housing, lighting, water and sanitation facilities increases risk of gender-based violence. Breakdowns in health and GBV support services, transport routes and policing prevent women and girls from seeking assistance. Loss of food crops and stores have been identified as contributing to increased gender-based violence when women are unable to feed their families or earn income. Climate change and disaster impacts on water sources and agriculture mean women and girls need to travel further to farm and collect water, creating increased risks to women and girls of sexual assault and harassment. Flooding and storm surges block transport routes preventing pregnant and lactating women from accessing essential health services, high risk home births were reported after TC Harold as women were unable to reach health facilities.⁵⁵ There is ever-growing evidence that climate-induced disasters exacerbate early child marriages and forced unions. Although there are many factors that contribute to child marriage, such as poverty and social norms that value community cohesion over the best interests of girls, there is growing evidence that families also resort to marrying off their daughters as a direct response to the effects of shocks to household income, property and livestock as a result of floods, cyclones and droughts etc.⁵⁶ Additionally, disasters often lead to the closures of schools, and girls not in school is a major risk factor for child marriage. As child marriage increases, poverty deepens and hence the vulnerability of communities to climate change increases.
41. Child protection concerns have also been reported following TC Harold and with COVID19.⁵⁷ Both girls and boys are not able to attend school and families are not able to home school. They have been required to work including carrying water loads beyond their capacity, and there are reports of verbal and physical abuse.
42. Gender and protection assessments following TC Harold (and with COVID19)⁵⁸ identified common priorities for action including:
- Increasing GBV support services and policing,
 - ensuring chiefs and service providers have an understanding of GBV risks after disasters
 - improving access to child, maternal and sexual and reproductive health services
 - putting child protection measures in place
 - psychological first aid
 - improving women's leadership role in CDCCC, provincial emergency operations, women, church and youth groups.
43. Research following TC Pam⁵⁹ showed the effects of the disaster are amplified for people with disability – they were 2.5 times more likely to have been injured (men twice as much as women), few had assistive devices and some were lost in TC Pam. Adults with disability also had less access to DRR efforts, with women more excluded than men. Women with disability also had less access to response and recovery

⁵¹ Vanuatu Women's Centre, 2011 *The Vanuatu National Survey on Women's Lives and Family Relationships* Port Vila, Vanuatu.

⁵² Policing and Justice Sector Support Program Vanuatu, 2016, *Conflict Management and Access to Justice in Rural Vanuatu*

⁵³ VBTC <https://www.vbtc.vu/en/domestic-violence-victims-to-access-new-free-phone-help-line> accessed 19 January 2020

⁵⁴ Braaf, 2017

⁵⁵ Vanuatu National Disaster Management Office, *TC Harold Detailed Sectoral Assessment* June 2020

⁵⁶ McLeod, C; Barr, H; and Rall, K (n.d.,) "Does climate change increase the risk of child marriage? A look at what we know – and what we don't – with lessons from Bangladesh and Mozambique," *Columbia Journal of Gender and Law* (accessed online 5 Nov 2021)

⁵⁷ Vanuatu National Disaster Management Office, *TC Harold Detailed Sectoral Assessment* June 2020

⁵⁸ Vanuatu National Disaster Management Office, *TC Harold Detailed Sectoral Assessment* June 2020

⁵⁹ CBM-Nossal Institute *Disability Inclusion in Disaster Risk Reduction: Experiences of people with disabilities in Vanuatu during and after TC Pam* 2017

efforts compared with men with disability. While access to services was poor for entire communities, access to disability services was worst, and both adults and children with disability reported lower wellbeing than people without disability. Gender and protection assessments after TC Harold⁶⁰ found that people with disabilities lost access to already limited services and were solely reliant on family support. Family resources and time were under pressure and basic needs of people with disabilities were not met.

44. Throughout Vanuatu few facilities are accessible. Evacuation centres, particularly in rural areas are not accessible (e.g. buildings have stairs) and do not have water and sanitation facilities. Even if some evacuation centres are accessible (as is the case in Port Vila) people with disabilities prefer to avoid these as they risk facing discrimination and abuse.⁶¹ While awareness of disaster risks faced by people with disabilities is increasing action has failed to adequately consult with people with disabilities. During the Ambae volcano eruption people with disabilities were prioritised for relocation but were moved to the evacuation centre but without assistive devices and carers. Inclusion of people with disabilities in planning decisions is critical - at community level there has been some progress with NGO engagement to support participation of people with disabilities in CDCCCs. This has helped to build confidence of people with disability and shifted community attitudes and behaviour.

Community Profiles: Gender and Social Inclusion Focus

45. Profiles of eight communities are presented here, based on community meetings and women's focus group discussions which identify gender-based differences. Data on people with disabilities, children and the elderly was not specifically addressed in the consultations and so profiles are limited in considering intersecting issues.

North Ambrym Area Council, Malampa

46. There are slightly more women (55%) than men in each community of 250 – 350 people and an estimated 55% are aged 0-25 years. 3-5% have a lot of difficulties in functioning across one or more of six areas. All communities have active chiefs who organise community work. All have village development councils and plans, CDCCCs, as well as women's groups, church and youth groups. One community has a water committee, and some have a health committee, market committee and savings group. All have CDCCCs, with women in varying numbers, there are no people with disabilities on CDCCCs. Women are members of some committees but do not chair committees. The main income sources are kava, livestock, fish and local produce sales. Women also earn money through baking. For all communities the Area council and administrator was seen as working well with them, but they had little contact with provincial or national departments.

Ranon community

47. This community has a market house but limited access to banking. Women do not have access to microloans, but have, with men attended financial literacy training. The community has poor access to the health clinic, high seas can prevent access to the area health centre, a priority concern for women. The community has good access to water close to homes with supply managed by a water committee with 4 women and 4 men members. There is a high level of concern about increasing drought events, cyclones and volcanic ashfalls. Women identified contamination of water, water borne illness, food crop productivity and road access to health care as key challenges associated with climate change and disasters. The community faces food security challenges due to cyclones, overuse and degradation of land. There is good connection to the Digicel network and handheld radios, and most but not all households have a mobile phone. The CDCCC has 1 female/9 male members and has had some training on DRR and climate change where women and youth participated however awareness of risks and adaption opportunities is low. The main DRR action taken has been to build stronger homes. Some people have access to safe shelter during cyclones, though these do not have private washroom facilities or emergency supplies. The main external assistance has been food relief and to the school, the community has no funding for CCDRR work. Women in the community are active in the VDC in roles of secretary and treasurer, school and youth organisations and some are confident to participate actively in community meetings. They generally feel respected by men. Additional to family agriculture/fishing they earn money from kava and baking. Women have mobile phones and direct access to information about weather and

⁶⁰ Vanuatu National Disaster Management Office, *TC Harold Detailed Sectoral Assessment* June 2020

⁶¹ UNDP, USAID *Building the Resilience of Persons with Disabilities to Cope with Climate Change in the Asia Pacific Region, Vanuatu Country Report* 2019

disaster warning from VMGD. Following disasters women noted an increase in overall conflict in the community but were unsure about family violence. Women go to the chief's council for support if they face problems. Decision making about large household purchases and women visiting the health centre are shared by men and women while women are able to decide themselves about small purchases. They are also able to decide themselves about visiting relatives or friends outside the community.

48. Priorities identified in Women's Focus Group: training on food security and sewing to diversify incomes.

Magam Community

49. Cyclones, drought, and volcanic ash are key concerns identified in this community. Cyclones have damaged buildings and cut road access preventing them from transporting goods to market. There are water shortages for 3-4 months a year and water has to be collected from 1km away, there is no water committee. Women are on the village council (3 women, 5 men), kindergarten committee and CDCCC, where they are active according to the community consultation. However in the women's focus group women noted feeling afraid to share ideas and speak freely in community meetings with men discouraging women when they return to their families. There are no people with disabilities on the CDCCC. One woman has unsuccessfully stood for election at provincial or national level.

50. There are 7 concrete buildings used as cyclone shelters, but do not have private toilet facilities for women and men. After disaster events women noted the level of conflict and family violence is about the same, and for support women report being able to go to the chief, police and church leaders. About half the women have access to microloans and have attended financial literacy training. There are no community funds for CCDRR action. Most women have access to a mobile phone, there is good access to the Vodafone network and they get warnings and weather information from VMGD through social media. Women are able to decide themselves to visit the health centre (there is no health facility in the community) and make small household purchases, while large purchases and visits to family outside the community are decided by women and men together. Women earn money through baking bread and donuts.

51. Priorities identified in Women's Focus Group: assistance with food security and financial literacy.

Fonmur/Nazareth Community

52. Cyclones, drought, and volcanic ash are key concerns identified by women, damaging gardens and water systems and creating food and water shortages. Water borne diseases and flu are challenges associated with cyclones. Drought damages gardens and causes a shortage of drinking water for 4 months of the year with water springs 1km away. There is no water committee in the community. Heavy rain erodes soil and volcanic ash affects gardens and water sources. Damage to roads and buildings from cyclones are also significant challenges. Levels of conflict and family violence are about the same before and after disasters, and women go to the Chief to seek support for abuse. Most women in the community are able to speak at public meetings and women are office bearers in the CDCCC, there are no people with disabilities on the CDCCC. The community does have a disaster/evacuation and CC/DRR plan with support from Care. The school is used as shelter for some people though these were damaged in TCH. The community does not have funds for CCDRR activities. A small number of women have mobile phones and receive information from Facebook or the internet about weather and disasters. There is good access to the Vodafone network. Decisions about visiting the health centre, small and large household purchases, visiting outside the community are made by women and men together. Less than half of the women have access to microloans

53. Priorities identified in Women's Focus Group: agriculture training

Varsu Area Council, Epi Island, Shefa Province

54. In this area council the three communities consulted range from 280 – 333 people, with 55% women, and 55% aged 0-25 years. 3-5.7% have a lot of difficulties in functioning across one or more of six areas. All communities have active chiefs who organise community work. All have village development councils and 2 have development plans. All communities have women's groups, church groups, youth groups and water, health and market committees. Two communities have micro-finance or savings groups, and women have access to loans in one community. The main income sources are kava, handicrafts, peanut and copra sales. There are no functional CDCCCs, evacuation or climate adaptation plans or access to

funds for CCDRR activities. One community rated their relationship with provincial authorities to be very good, the other two rated the relationship as OK. They had little or no interaction with national ministries.

Nikaura community

55. This community has been affected cyclones, heavy rains and flooding and associated landslides as well as drought. Women identified fear of sea level rise preventing pregnant women from road travel to hospital, as well as impacts on income generation. In heavy rains older women cannot go to gardens, and it is also hard for children to travel. Women have observed an increase in pests and diseases in vegetable gardens and changes in seasons for planting. There are water shortages throughout the year, and water collection is insufficient for both village supply and upland gardens. Sediment affects water which is collected by container 2km from homes. Bush toilets are close to houses which creates hygiene problems during floods.
56. Some women are able to speak and share ideas in community meetings, and there are some women in leadership roles such as the Treasurer of the village council. Women feel men show them respect. Women earn money from selling agricultural produce, cooked food, weaving and handicrafts, fishing, and sale of livestock. There is a women's building where meetings, activities and marketing takes place, however the market house is small and lacks shelter during rain.
57. There have been projects in the last five years on violence against women. After cyclones and floods women noted violence in home and conflict in the community goes down. Women can go to the nassara and chief for support regarding abuse and domestic problems. Women are able to make their own decision to seek health care and make small purchased, while decisions about expensive items varies between households.
58. Priorities identified in Women's Focus Group: Financial management, income generating activities, value adding opportunities for export of products , improving health access for women (cancer and other women's health checks), food preservation for disaster, food security training, DRR training to cope with all disasters.

Mate Wan Community

59. This community is affected by cyclones, flooding, drought and volcanic activity. There are extremely rough seas and storm surges make roads impassable. Heavy rains damage food gardens and make it difficult for children to go to school. Food gardens are also affected with women reporting a lack of vegetables and fruits. Women also identified illness, income security, food security, water security as risks associated with climate change with water shortages 3months/year. They also noted a lack of facilities, training and poor infrastructure (roads and wharf) as challenges. Some women are able to speak and share ideas at community meetings and there is a women's church group. There are no women in the village council or other committees. Women earn money from weaving/handicrafts and sale of agricultural produce and cooked food. Women go to the chief, church and family for support regarding abuse or domestic conflict and note that both domestic violence and community conflict reduce after disasters. While some women have mobile phones none receive climate, weather or disaster information. Women are able to decide themselves about visiting people outside the community and men and women decide together about household purchases.
60. Priorities identified in Women's Focus Group: Training in DRR, personal finance, Climate Change Adaptation & mitigation, Food Security and nutrition.

Ngala(lopevi) community

61. This community is affected by cyclone, drought, rough seas and volcanic ash fall. Roads and schools have been destroyed and during flooding roads and paths are impassable. Women identify population growth straining resources, inadequate access to health facilities and water as major problems. Water collection is by bucket 300m away, with sediment affecting water sources. Bush toilets are close to houses which creates hygiene problems during floods. Lack of water storage is leading to low vegetable production and impact on nutrition and food security. Women are also concerned about loss of housing during disaster events.
62. Some women are able to speak and share ideas at community meetings, and there is a women and girls church group and handicrafts group. The village council has 3 men and 3 women and a woman chairs the school committee. Women earn money through weaving and handicrafts, sale of cooked food,

agricultural produce and livestock. Challenges include lack of health services, poor water storage and low greens and vegetable consumption. Women are able to go chiefs regarding abuse or domestic problems, and they report less domestic violence and community conflict after disasters. Women are able to decide on large household purchases themselves, while decisions about a woman going to a health centre, small purchases and visiting family outside the community are shared between women and men. Some women have mobile phones but face communication problems due to limited access to phone networks. Women have not received information about climate and weather forecasts or disaster warnings.

63. Priorities identified in Women's Focus Group: DRR training, food safety training, value-added production training, first aid training, financial literacy training, health and nutritional training, improve communication phone networks.

64. North West Santo Area Council, Santo Island, Sanma Province

65. The two communities consulted in this area council varied significantly: Olpoe is a large community of 410 people (55% male), while Penaoru has 74 people (55% female). 55% of the population in both communities is aged 0-25years. In Olpoe 1% of the community have a lot of difficulties in functioning across one or more of six areas, while the rate in Penaoru is over 5%. Both communities have active chiefly leadership, but no community disaster or climate change committee, plans or funding. Copra is the main source of income, followed by cacao.

Olpoe community

66. Drought is the main risk faced in this community, affecting kava and food crops. Women report feeling afraid to speak and share views in community meetings. Women are involved in a range of committees including church, cooperative (2 women/3 men), boat committee (2 women, 3 men) and violence against women committee, but are not represented in the village council. Women earn income from sale of agricultural products, handicrafts, fishing and livestock, as well as copra and cacao.

67. There are water shortages for 5 months a year, with a 4km walk for water and few improved toilets. Women identify flooding and heavy rain as harming crops and contaminating water supply. They are concerned about river and coastal erosion and sea level rise. Rough seas also prevent travel to access services. Most women have mobile phones and have received information about climate and weather forecasts and disaster warning. The community has a good relationship with the area administrator and the Director of Department of Women's Affairs recently visited the community. Women decide themselves about small and large household purchases and visiting outside the community, while men and women decide together about visiting health care.

68. Priorities identified in Women's Focus Group: Food security training & activities, personal finance trainings on how to manage income

Penaoru community

69. This community faces drought, fire and storms causing river flooding which has destroyed houses, fruit and cash crops. They experience water shortages throughout the year and have few improved toilets. Illnesses such as red eye, malaria and dengue are a concern. Poor weather and rough seas blocks access to markets and services. Children are cut off from school due to storm surges and women are unable to access food gardens during heavy rains. Women have to travel to Luganville to give birth if they have already had 5 children, however transport is difficult.

70. Some women are able to speak freely at community meetings, and women are active in aid (health)post, water, environment and church committees. They earn money from weaving/handicrafts, livestock as well as sale of copra, cocoa and agricultural products in Luganville. They have received small business management training. While a small number of women have mobiles phones there is no network access in the community and radio Vanuatu is available at night only. Women are concerned that they cannot receive cyclone and tsunami warnings because of the lack of a phone network. Women decide themselves about small and large household purchases and visiting outside the community, while men and women decide together about visiting health care. The community rates the relationship with area administration as poor.

71. Priorities identified in Women's Focus Group: Weaving, savings & loan programs, first aid training, DRR training, Income generating activities, training to women selling produce at markets:

value-adding production training. Nutritional training. Leadership training. Cervical cancer awareness & other health and hygiene training.

Project specific conclusions and recommendations

72. It is important that the project benefits women, people with disability and youth, as well as men, and that power dynamics currently undermining community resilience are transformed. Project interventions should support women, people with disability and youth to access climate information, and resources and skills to adapt livelihoods. To support lasting change the project must also address underlying social norms and behaviours associated with work roles and workload, leadership and violence, including child marriage and forced unions. This means going beyond equitable participation and individual self-improvement activities for women, people with disability and youth to also lift women's voice and agency and transform power dynamics at household, community, area and province levels that serve to reinforce inequality.

73. A "twin track" approach to disability inclusion is needed – working directly with people with disability and DPOs, and also mainstreaming disability inclusion into the wider community and government systems. Vanuatu Society of Disabled People and Vanuatu Skills Partnership are key partners for building skills and training; while Vanuatu Disabled People's Association (Santo) and Rainbow Theatre are important advocacy organisations.

Household and Community level

74. At the household and community level the following approaches should be prioritised:

- Family teams – work at household level and engage male and female heads of household in planning and implementation of adaption actions to ensure that women's and men's roles in agriculture and fisheries are accounted for. This approach also creates opportunities to address social norms about unpaid work and sharing workloads more equally. Modules address family goal setting and finances; planning family farm (or other enterprise); feeding the family and nutrition; and communication and decision making in the family. Working at this level will also enable identification of family members with disability, to link with disability inclusive skills/training, as well as participation in CDCCCs.
- Ensure project supported infrastructure is accessible and reduces risks of gender-based violence. Emergency shelters should be prioritised for accessibility and wash facilities. Infrastructure projects should include women in management and leadership positions, and create opportunities for skills training of women, youth and people with disability and opportunities for work at equal pay with men. Codes of conduct, awareness raising, complaints mechanisms and survivor-centred response should be available on any GBV issues raised through building processes.
- CDCCC
 - Train all CDCCC on disability inclusive DRR
 - Identify and support people with disability in the community to be represented on the CDCCC and participate in activities run through the CDCCC.
 - Ensure women and youth are represented on the CDCCC, including 50% target for women's representation.
 - Provide targeted training and coaching support to women and people with disability to build confidence to engage actively in CDCCs.
 - Provide training to CDCCC members on women's empowerment and GBV (e.g. roles, norms and values that determine what men and women do, how men and women prepare for, react to and recover from disasters and the impacts of gender inequality, discrimination, GBV and child marriage and forced unions) and disability.
 - Emergency planning at community level should clearly identify people at highest risk and target support to ensuring their safety.
 - CDCCC should be able to undertake rapid needs assessments clearly identifying needs of women, children, elderly and people with disabilities.
- Work with chiefs, church and other male champions to raise awareness on the impacts of societal inequality on poverty and climate change and change attitudes and beliefs around gender roles and responsibilities and negative attitudes about the capabilities of women, youth and people with disability in the community.

- Support the participation of women and girls and persons with disabilities by subsidising transport costs and providing childcare arrangements at meetings, workshops and other project-related activities.
- Create extension and training programmes are tailored to the needs of women (as well as men) to address the current gap and bias towards men's needs.
- Include anti-child marriage efforts into awareness raising activities and adaptation planning processes.
- Target adaptation activities to women through existing women's groups eg market groups and church groups, and support women led adaptation initiatives eg in aquaculture, agriculture, value adding/diversification and ecotourism.
- Provide climate and weather information in multiple formats (written, graphic, audio – visual) and mediums (eg mobile phone sms, social media, radio, community meeting, home visits)

Area level

75. Area administration and area councils are critical for service delivery and accountability to communities. Recommendations at this level:

- Train area administration staff on how to collect and assess gender and disability-disaggregated data and integrate gender equality, disability inclusion and child protection into adaptation plans, budgets, and monitoring. This should include ongoing mentoring to support area staff to implement commitments.
- Build facilitation skills in the family teams approach for MALFFB extension staff and NGO partners.
- Support MALFFB to improve gender balance in field/extension staff, to improve engagement with women in communities. Priorities identified by women include food security, diversification and value adding and financial literacy. Training should include provision for childcare and catering; and be timed when women are most likely to be available. Technology training will need to have specific approaches to engaging women and girls and people with disabilities.
- Support MALFFB to partner with disabled people's organisations and Vanuatu Skills Partnership to design and deliver trainings so people with disability can participate. This should include providing transport, accessible venues, interpreter and caregiver support.
- Maintain up to date data on people with disability in the area council, and their specific needs so these can be rapidly addressed in disasters.
- Support two-way communications systems between area administration and CDCCCs, for early warning of disaster events and seasonal climate forecasts, and also for communities to submit rapid assessments after a disaster. Systems need to be established to ensure assessments are transmitted from area to provincial or national operations centres to trigger timely responses, including with information on people with disabilities.
- Area councils:
 - Support capacity building for women, people with disability and youth to participate in area councils as active, confident members.
 - Provide transport, accessible venues and accommodation; interpreter and caregiver support; childcare and catering; and time meetings when women are most likely to be available.

Province level

76. Improving linkages and coordination between the provincial and area levels are important for gender and social inclusion particularly as government staff from the Department for Women's Affairs (DWA) and NGOs and disabled people's organisations are at provincial level. Priorities here would be:

- Support implementation of provincial gender action plans for training Provincial disaster committees in gender and protection; establishing women led adaptation initiatives; and supporting representation and leadership by women; and providing livelihoods training to people with disabilities.
- Building DWA staff capacity at province level to coordinate across government and NGOs, including the gender and protection cluster, as well as support mainstreaming of gender and social inclusion into province and area operations for MALFFB and MoCC.

- Allocate funding to enable provincial Department for Women staff to travel to, and work with, area administration on gender focused adaptation activities including GESI training for CDCCCs, women's leadership development and women led adaptation initiatives
- Improve two way communication links and protocols to ensure that Early Warning Systems (EWS) reach area and community level, and information (including rapid needs assessment) from communities goes up to province and national level for timely response.
- Maintain accurate data about people with disability to enable service delivery and disaster preparedness and response is a priority.
- Many NGOs and other organisations eg VSDP, VDPA, VSP/TVETs and VANWODS have provincial operations, with established relationships with provincial, area and community leaders. VCCRPP should engage these organisations as project partners as they have a track record and critical relationships in each province.

Project operations

77. It is important to promote the value that gender equality and social inclusion is core to project effectiveness – if we care about community resilience then everyone's needs are important, and everyone's contributions need to be recognised. This should be articulated by project leadership and through project communications.
78. Mainstreaming targets should be set across the project operations to drive accountability:
- 50% female staff
 - targets for women in leadership positions
 - targets for recruitment, training and promotion of people with disability.
 - All project staff should be trained in gender equality and social inclusion
 - Findings from this report should be disseminated to SC staff and partners
 - Position descriptions for technical staff should include their ability to understand and address the needs of diverse groups
 - Employ at least one full time GESI technical adviser and additional technical support on disability inclusion, with experience in analysis, planning and monitoring. The advisers must be able to mentor and train government counterparts at MoCC, MALFFB and province DWA staff and have budget to travel to province and area level.
 - Project communications should be designed to challenge social norms. For example, by using appropriate language; and showing women of all ages and people with disability in active leadership roles.
 - MEAL activities should track changes in knowledge, attitudes, perceptions and behaviours related to gender equality, preferably at outcome level.
 - Regular review of GESI Action Plan, and adaptations made to Action Plan and project implementation as needed.
79. Implementation arrangements should engage partners with a track record of working with communities in each particular province. Expertise in gender equality and disability inclusion may need to be centralised through organisations such as VDPA (disability inclusion) and Care (family teams); Vanuatu Women's Centre for support on gender-based violence, working with men and boys, relationship building; Save the Children and World Vision on school based DRR.
80. Referral pathways and relationships should be established with other organisations to deal with specific issues eg VANWODS access to finance, savings and loans groups and enterprise skills development; Vanuatu Women's Centre for GBV services; Area and provincial health services, especially for access to reproductive and sexual health services.

Part 2 VCCRP Gender and Social Inclusion Action Plan

Component 1: Government, civil society and communities are strengthened to support local resilience to climate change impacts, including by providing access to climate information and early warnings				
Project Activities	Indicator & Targets	Timeline	Responsibilities	Cost
Output 1.1: Community-based climate change adaptation and disaster risk reduction mechanisms are strengthened				
Activity 1.1.1 Establish CDCCCs (where necessary) and build their capacity, including strengthening social inclusion and gender-balance	<ul style="list-style-type: none"> Gender balance in CDCCCs in target communities (50% F, 50% M) (Baseline 0%) Gender balance in leadership of CDCCCs (50% F, 50% M) (Baseline: 0%) At least one person with disability is on CDCCC in target communities (Baseline: 0) At least two youth on CDCCCs in target communities (1 F, 1 M on each CDCCC totalling 282 F and 282 M) (Baseline: 0) Women, people with disability and youth on CDCCC report being confident to share their views and be respected 	Year 1-4	DoCC DLA PMU Team Leader GESI Advisor	\$101,614 (Activity 1.1.1.2, budget assumptions A2, A5 & A6)
Activity 1.1.2 Increase CDCCC member capacity to identify climate change and disaster risks at the local level	<ul style="list-style-type: none"> 100% of men, women and youth trained in leadership, including targeted training for women in leadership and children/youth engagement, ensuring that all CDCCC members respect women's decision-making roles (282 workshops total) (Baseline: 0%) 100% CDCCC members trained in gender-based risks of climate-induced hazards; gender-sensitive data collection and analysis (disaggregated by sex, age and ability) (Baseline: 0%) 	Year 1-6	DoCC DLA SC Vanuatu PMU Team Leader GESI Advisor	\$38,566 (Activities 1.1.2.1-1.1.2.2, budget assumptions A12-14)

	<ul style="list-style-type: none"> 95% targeted CDCCC members with increased understanding of the implications of climate change (Baseline: Approx. 15% nation-wide [<25% female]) 			
Output 1.2: Communities have increased understanding of climate change impacts and are supported to develop inclusive local adaptation plans				
<p>Activity 1.2.1 Community awareness raising on climate change risks to food systems, livelihoods and disaster risk via targeted IEC materials and information sessions managed by Area Council Climate Change Officers and CDCCCs</p>	<ul style="list-style-type: none"> Equal participation in community awareness raising sessions (50% F, 50% M) (32 workshops total) (Baseline: 0%) 50% Area Council Climate Change Officers engaged under the project are women (Baseline: 0%) IEC materials highlight key concerns as identified by women, men, girls and boys 5% of participants are people with disability (Baseline: 0%) 95% targeted women, men, children and youth with increased understanding of the implications of climate change (Baseline: Approx. 15% nation-wide [<25% female]) 	Year 1-6	DoCC DLA SC Vanuatu PMU Team Leader GESI Advisor	\$197,080 (Activities 1.2.1.1-1.2.1.5, budget assumptions A22-27)
<p>Activity 1.2.2 Identify key local issues that drive climate vulnerability and use this to develop local adaptation plans and measure program impact</p>	<ul style="list-style-type: none"> Equal number of male and female participants in community consultations, including separate women and youth consultations (50% F; 50% M) (Baseline: 0%) 5% of participants in community consultations are people with a disability (Baseline: 0%) All consultation reports identify distinct issues for women, men, young people and people with disabilities 	Year 1-6	DLA PMU Team Leader GESI Advisor	\$189,383 (Activities 1.2.2.1-1.2.2.4, budget assumptions A33-38)
<p>Activity 1.2.3 Development of inclusive Community Adaptation Plans and</p>	<ul style="list-style-type: none"> 100% Community Adaptation Plans include the perspectives, needs and capacities of women, men, girls and boys and people with disability 	Year 1-6	DLA DoCC PMU Team Leader	\$211,925 (Activities 1.2.3.1-1.2.3.3, budget assumptions A44-48)

<p>identification of key resilience building actions (selected from adaptation package menu)</p>	<p>(Baseline: 0%)</p> <ul style="list-style-type: none"> 100% of community adaptation packages respond to all of the needs identified in the Adaptation Plans and includes activities specifically focused on the needs of women, children, youth and persons with disabilities (Baseline: 0%) 		<p>GESI Advisor</p>	
<p>Output 1.3: Communities have increased access to climate information services and early warning systems and the skills to utilise them as adaptation tools</p>				
<p>Activity 1.3.1 Develop and distribute CIS IEC products to support community adaptation awareness raising and adaptation planning processes</p>	<ul style="list-style-type: none"> All CIS communications (660 messages) are delivered in formats accessible to people with disability (Baseline: 0) 50% CIS communications (330 messages) are targeted at women (Baseline: 0) 50% CIS communications (330 messages) are targeted at women (Baseline: 0) 29,210 people target community members with increased understanding of application of CIS to agriculture/fisheries (8,763 F, 20,447 M – 30% female as fishers skew male) (Baseline: 720-1,380 people nation-wide [<25% female]) 	<p>Year 1-6</p>	<p>DoCC NDMO PMU Team Leader GESI Advisor</p>	<p>\$44,442 (Activity 1.3.1.3-1.3.1.5, budget assumptions A54, A60,)</p>
<p>Activity 1.3.2 Build capacity of Area Council Climate Change Officers and CDCCCs to effectively utilize CIS in community planning processes</p>	<ul style="list-style-type: none"> Training materials include a strong focus on gender and disability Equal numbers of men and women in Area Councils and CDCCCs trained in the use of CIS resources (50% F, 50% M) (44 workshops) (Baseline: 0) Equal number of male and female participants in community consultations, including separate women and youth consultations (50% F; 50% M) (Baseline: 0%) 	<p>Year 1-4</p>	<p>DoCC PMU Team Leader GESI Advisor</p>	<p>\$172,532 (Activities 1.3.2.1-1.3.2.3, budget assumptions A67-A72)</p>

Component 2: Scalable, locally appropriate actions are implemented to meet community adaptation needs to create climate-resilient, sustainable development pathways				
Project Activities	Indicator & Targets	Timeline	Who is responsible	cost
<i>Output 2.1: Local natural resources are more resilient to climate change impacts through implementation of nature-based solutions</i>				
<p>Activity 2.1.1 Support adaptations that strengthen or rehabilitate coastal protection barriers, reduce risk of flood/landslides and improve water-security through nature-based solutions</p>	<ul style="list-style-type: none"> Assessment of men's and women's roles in natural resource management and findings incorporated into adaptation plans and activities, including efforts to address the skewed division of labour towards women 50% of participants in activities are women (Baseline: 0%) 5% of participants in activities are people with disability (Baseline: 0%) Women and men have equitable access to project-provided resources to implement nature-based solutions (Baseline: 0) 	Year 1-6	DoA DoWR DLA PMU Team Leader GESI Advisor	\$1,43,461 (Activities 2.1.1.1-2.1.1.6, budget assumptions B1-7)
<p>Activity 2.1.2 Introduce/scale up improved agriculture methods to minimize erosion and reduce impact of pests and diseases</p>	<ul style="list-style-type: none"> 50% participants in education and training sessions are women (7,822 F) (130 workshops per year) (Baseline: 0) 50% of scaled-up/introduced methods support women's agricultural roles and support ways of addressing skewed division of labour (Baseline: 0) At least 5% of participants in education and training are people with disability (Baseline: 0) Women and men have equitable access to project-provided resources to implement nature-based solutions (Baseline: 0) Women are 50% of participants in development of demonstration sites (Baseline: 0) 	Year 1-6	DoA DoWR DLA PMU Team Leader GESI Advisor	\$369,536 (Activities 2.1.2.1-2.1.2.4, budget assumptions B14-19)

<p>Activity 2.1.3 Support communities to protect and rehabilitate habitats that support fisheries, particularly degraded coral reefs, seagrass meadows and mangroves</p>	<ul style="list-style-type: none"> • 50% participants in education and training sessions are women (43 workshops per year) (Baseline: 0%) • Women and men have equal voice in decisions on priority areas and targets for action • 50% participants in rehabilitation action and invasive species management and women (Baseline: 0) 	<p>Year 1-6</p>	<p>DoA DoWR DLA PMU Team Leader GESI Advisor</p>	<p>\$175,304 (Activities 2.1.3.1-2.1.3.5, budget assumptions B26-32)</p>
<p>Output 2.2: Climate-resilient agriculture for food security and livelihood development</p>				
<p>Activity 2.2.1 Support adaptations to traditional farming methods to increase climate-resilience and increase food security</p>	<ul style="list-style-type: none"> • Stocktake of existing and traditional agricultural practices outlines women and men's roles, needs and challenges and identifies strategies to address the skewed division of labour • 50% participants in education and training sessions are women (15,600 F) (28 workshops per year) (Baseline: 0%) • Women are 50% of participants in development of demonstration sites (Baseline: 0) 	<p>Year 1-6</p>	<p>DoA DoWA DLA PMU Team Leader GESI Advisor</p>	<p>\$744,679 (Activities 2.2.1.1-2.2.1.4, budget assumptions B38-43)</p>
<p>Activity 2.2.2 Introduce/scale up adoption of climate-resilient native food and cash crop varieties</p>	<ul style="list-style-type: none"> • Women and men have equitable access to project-provided resources to implement climate-resilient agriculture initiatives • 50% farmers implementing climate resilient agriculture techniques are women (11,700 F) (Baseline: 0) • Women and men benefit equally from increased household food security 	<p>Year 2-6</p>	<p>DoA DoWA PMU Team Leader GESI Advisor</p>	<p>\$635,887 (Activities 2.2.2.1-2.2.2.3, budget assumptions B50-53)</p>
<p>Activity 2.2.3 Establish/scale-up community-, school- and home-based kitchen gardens for enhanced nutrition utilising climate-resilient crops</p>	<ul style="list-style-type: none"> • At least 50% participants in education and training sessions are women (141 workshops per year) (Baseline: 0%) • 5% of participants in education and training sessions are people with disability (Baseline: 0%) • Women and men have equitable access to project-provided resources to implement climate-resilient food security initiatives 	<p>Year 1-4</p>	<p>DoA DoWA PMU Team Leader GESI Advisor</p>	<p>\$439,090 (Activities 2.2.3.1-2.2.3.3, budget assumptions B60-65)</p>

	<ul style="list-style-type: none"> 50% participants in development of kitchen gardens in schools and communities are women (87 plots per year in years 3-5, total 261 plots) (Baseline: 0%) 			
Output 2.3: Climate-resilient fisheries for food security and livelihood development				
Activity 2.3.1 Build community capacity on coastal resource management and monitoring that supports sustainable fisheries	<ul style="list-style-type: none"> 50% of participants in training are women (Baseline: 0%) (28 workshops per year) 5% of participants in training are people with disability (Baseline: 0%) 50% of community 'champions' are women (202 F) (Baseline: 0%) 	Year 1-6	DoF DoWA PMU Team Leader GESI Advisor	\$255,726 (Activities 2.3.1.1-2.3.1.3, budget assumptions B72-77)
Activity 2.3.2 Support communities to adopt primary community-based fisheries management to reduce climate change impacts	<ul style="list-style-type: none"> 30% of participants in leadership training are women (2,700 F) (fishers in Vanuatu are predominately men) (28 workshops per year) (Baseline: 0%) 30% of targeted fishers diversifying resources are women (2,040 F) fishers in Vanuatu are predominately men) (Baseline: 0%) 	Year 1-6	DoF DoWA PMU Team Leader GESI Advisor	\$242,985 (Activities 2.3.2.1-2.3.2.4, budget assumptions B78-82)
Output 2.4: Women-led climate-resilient food processing and preservation established to support food security and diversification of livelihoods options				
Activity 2.4.1 Introduce or scale up women-led local solutions for food processing and preservation	<ul style="list-style-type: none"> 100% of technology owned and managed by women-led producer groups (Baseline: 0%) Support 30 youth entrepreneurs (100% women) to operate and/or maintain perseveration technologies 	Year 2-6	DLA DoWA PMU Team Leader GESI Advisor	\$2,578,623 (Activities 2.4.1.1-2.4.1.3, budget assumptions B89-94)
Activity 2.4.2 Support women to diversify into new agricultural/food commodities and value-add products that deliver greater income generating opportunities	<ul style="list-style-type: none"> At least 90 women-led income diversification initiatives implemented, with at least 30 led by young women, including skills development for value-add products (28 workshops per year) (Baseline: 0) Women and men benefit equally from increased household incomes generated from project support 	Year 2-6	DLA DoWA PMU Team Leader GESI Advisor	\$1,850,130 (Activities 2.4.2.1-2.4.2.2, budget assumptions B101-105)

Activity 2.4.3 Support women-led enterprises to access private partnership options to access new (distant) markets for value-add products	<ul style="list-style-type: none"> 90 women-led producer groups established and operational (Baseline: 0) 6 women-led partnerships with private sector entities established (assumes 1 per province) (Baseline: 0) 	Year 1-6	DLA DoWA PMU Team Leader GESI Advisor	\$325,420 (Activities 2.4.3.1-2.4.3.2, budget assumptions B1127-117)
Component 3: Institutional adaptive capacity is enhanced by building adaptive governance systems at the local level and enhancing local-provincial-national linkages				
Output 3.1: Adaptive local governance systems strengthened through sub-national planning				
Project Activities	Project tasks	Deliverables		
Activity 3.1.1 Support Area Council and Province officials to incorporate climate risk analysis and financing strategies into Area Council development plans and budgets	<ul style="list-style-type: none"> Consolidation of community analysis provides gender and disability disaggregated information (Baseline: not currently disaggregated) Area Council training on the integration of climate change risks and adaptation actions into planning and budgeting processes includes tools on how to analyse plans from a gender and disability perspective and are gender balanced At least 60% of targeted Area Councils operationalise gender-responsive budgeting practices (Baseline: 0%) 100% of Area Council and Province officials receive training in gender-based risks of climate-induced hazards; gender-sensitive data collection and analysis (disaggregated by sex, age and ability) (6 workshops per year) (Baseline: 0) 	Year 1-6	DLA DwoA PMU Team Leader GESI Advisor	\$123,914 (Activities 3.1.1.3/3.1.1.6, budget assumptions C3/4)
Activity 3.1.2 Build the capacity of local authorities to support operations of the CDCCCs and ongoing inclusive local adaptation planning processes	<ul style="list-style-type: none"> Training to build capacity of Area Councils to support the ongoing operations of CDCCCs to include both women and men and seek gender balance (6 workshops per year) 	Year 1-6	DoCC DLA PMU Team Leader GESI Advisor	\$522,330 (Activity 3.1.2.2, budget assumptions C11)
Activity 3.1.3 Support NDMO to design and establish a gender and shock-	<ul style="list-style-type: none"> Design of the shock responsive social protection system responds to the needs of women and people with disability 	Year 1-4	NDMO PMU Team Leader GESI Advisor	Match funding Australian DFAT

responsive social protection system designed for the needs of the most vulnerable households.	(Baseline: no social protection system)			
Output 3.2: Enhanced local-provincial-national linkages				
<p>Activity 3.2.1 Capture lessons learned, emerging themes and best practices at the community level to ensure sub-national and national planning processes are informed by local needs and that local actions support national objectives</p>	<ul style="list-style-type: none"> • 10 (of 30) annual knowledge management products focus specifically on progress on gender equality, disability inclusion and youth participation and GESI issues mainstreamed into all other knowledge products (Baseline: 0 products) • At least 50% of participants in annual national, regional and/or international forums are women (Baseline: 0%) (4 workshops per year) • At least 30% of participants in annual national, regional and/or international forums are youth (Baseline: 0%) • At least 5% of participants in annual national, regional and/or international forums are people with disability (Baseline: 0%) • At least 30% of annual national, regional and/or international forums focus specifically on climate change and GESI-related issues (5 forums) (Baseline: 0%) 	Year 1-6	DLA PMU M&E Specialist GESI Advisor	\$230,173, (Activities 3.2.1.1-3.2.1.3, budget assumptions C26-C31)
<p>Activity 3.2.2 Support local authorities in monitoring and evaluation of national CCDRR policies at the local level and increasing dialogue between stakeholders at all levels</p>	<ul style="list-style-type: none"> • Community level data includes indicators to report on Provincial Gender Action Plans, including: <ul style="list-style-type: none"> • Participation of Women, youth and people with disability • Leadership by women, youth and people with disability • Women led adaptation initiatives • Youth led adaptation initiatives • Skills development for people with disabilities <p>(Baseline: data not captured)</p>	Year 1-6	DLA PMU M&E Specialist GESI Advisor	\$57,401 (Activities 3.2.2.1-3.2.2.2, budget assumptions C36-C39)

	<ul style="list-style-type: none"> At least 50% of participants in annual dialogues are women (1 workshop per year) (Baseline: 0%) At least 30% of participants in annual dialogues are youth (Baseline: 0%) At least 5% of participants in annual dialogues are people with disability (Baseline: 0%) 			
Project Operations: Mainstream gender and social inclusion across project operations				
Project Staff demographics	<ul style="list-style-type: none"> 50% of project staff are women 5% of project staff are people with disability 50% of project leadership positions are held by women 	Throughout project	PMU Team Leader Recruitment officer	No additional cost
Project staff capacity	<ul style="list-style-type: none"> All staff receive training in gender equality and social inclusion within year 1 Position descriptions for Technical Staff include their ability to understand and address the needs of women, people with disability and youth Full time GESI Advisor in Project 	Year 1	PMU Team Leader GESI Adviser	Training time and budget
Support to Government	<ul style="list-style-type: none"> GESI Advisor to train and coach staff in MoCC, Department of Women’s Affairs (province level), and other key partners on mainstreaming GESI into plans, budgets and monitoring Funding to enable province DWA and MALFFB staff to travel to communities for adaptation activity implementation and monitoring 	Throughout project	PMU Team Leader GESI Adviser	Training time and budget

Project Communications	<ul style="list-style-type: none"> • Findings of this GESI assessment be disseminated to project staff, government and partners in Year 1 of implementation • Project communications represent women, youth and people with disability in positive, empowered roles and use appropriate language and deliver in accessible formats. • The project will publicise the grievance redress mechanism through means that ensure the process is accessible to both women and men. When making decisions about the locations and modalities to receive grievances the project will ensure accessibility to all affected stakeholders, in particular girls and women and that it responds effectively to SEAH in a survivor-centred and gender-responsive manner 		Communication Manager GESI Adviser	PMU time
Community level considerations	<ul style="list-style-type: none"> • Women’s time and care work will be considered in decisions on timing and location for all community level activities. Childcare facilities will be provided where required during project activities (i.e. at workshops) and will be communicated to participants prior to commencement of activities • Shifting gender norms is a key component of Save the Children’s approach to programming. Behaviour change communications (utilizing resources from other SC projects in Vanuatu) will be utilized in community engagement and training 	Year 1	PMU Team Leader GESI Adviser	