

Simplified Approval Process

Annex 4: Gender assessment and action plan





Annex 4: Gender Assessment and Action Plan



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1. Introduction

Ecosystems and protected areas upon which communities in the Federated States of Micronesia (FSM), Republic of Palau and the Republic of Marshall Islands (RMI) rely on are a buffer against future climate change impacts as well as for protection from climate change impacts that affect subsistence and community livelihoods currently. Although FSM, Palau and RMI have numerous designated protected areas throughout the three countries, climate change trends are outpacing communities and their ability to adapt and manage these resources. Currently, there are limited financial resources for local communities to effectively address the climate impacts natural assets and ecosystems within these areas and shift towards an adaptive pathway. Additionally, there is limited knowledge sharing among local communities, states and countries managing these protected areas. This hinders the amount of regional cooperation and future scaling-up and replication of effective protected area management and community-led, ecosystem-based adaptation.

Local communities across FSM, Palau and RMI rely heavily on coastal and marine resources. These resources are subject to continual degradation from climate change stressors, including shifting precipitation patterns, sea-level rise, increased typhoon intensity, and ocean warming, acidification and deoxygenation. Communities face key barriers in reducing the negative impacts of climate change on the natural systems upon which they depend including: 1) limited awareness of specific climate change threats and capacity to address these threats; 2) lack of community-level financing to implement localized projects to address these threats; and 3) paucity of resources to engage in regional cooperation and knowledge sharing of ecosystem-based adaptation interventions. This programme aims to address these barriers through three Components:

- Component 1: Enhanced capacity of local entities and communities to deliver EbA adaptation measures
- Component 2: Improved ecosystem services and community resilience through locally-led EbA adaptation measures
- Component 3: Improved knowledge Management, applied learning (KMAL) and regional cooperation on locally led EbA measures.

The following Gender Analysis and Action Plan (GAAP) provides the overall context and framework for mainstreaming gender into the proposed GCF Programme: *Ecosystem-based Adaptation (EbA) for Reducing Community Vulnerability to Climate Change in Northern Pacific Island Development States (SIDS)*. The GAAP has been developed in line with the GCF Gender Policy and the GCF Gender Mainstreaming Guide. This document provides a high-level overview of the gender situation and key gender matters

in the three target countries of the Programme and discusses gender issues that are relevant to the Programme. A Gender Action Plan is also included in this assessment document. As specific projects for funding under the Programme will only be identified in the course of calls for applications during implementation, the document also includes a framework for sub-project level gender assessments and action plans that will be developed as part of the sub-project development and approval process.

2. Methodology

This GAAP was completed through a desk review of the legal and policy framework and publicly available gender data pertinent to this assessment, pertaining to each of the target countries. Consultations with stakeholders, in particular women's groups, was undertaken to solicit feedback on how best to integrate gender considerations into the proposal as well as to better understand gender dimensions on the ground, in particular as they related to the proposed Programme intervention.

There were two types of consultations undertaken for each target country. The first one was aimed at high-level policy makers and stakeholders, while the second one focused on project beneficiaries (local governments, NGOs, CSOs, etc.). Due to COVID-19 restrictions, the latter was conducted through NGOs and targeted community members were invited to join with international experts either joining remotely or receiving meeting notes from those on the ground.

During the stakeholder consultation, the participants in each jurisdiction broke into groups to answer four sets of questions. Working Group 1 determined important stakeholders for the project. Working Group 2 focused on existing Gaps and Institutional arrangements that need to be uncovered and addressed. Working Group 3 focused on identifying possibly co-financing options for the project. Working Group 4 focused on questions regarding gender, risk identification and sustainability mechanisms. Consultations took place in June 2022 with follow-up discussions taking place from August-November of 2022.

The working group on gender, sustainability and risks explored the gender and social inclusion issues, risks and activities associated with this programme. The specific questions asked as well as responses are included in Appendix II of the GAAP and a summary of the consultation outcomes are included in Section 4 of this document.

3. Gender Analysis and Assessment

3.1 Relevant Legal and Policy Framework

Relevant Legal and Policy Framework

The following section details the legal frameworks and regulations related to gender, at the international, regional, and national levels that Palau, FSM and RMI are party to, respectively.

Palau

Palau is one of only seven countries in the world not to be a signatory of the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), however, it has recently passed the Family Protection Act 2013. Customary law has constitutional status in Palau and the application of customary practices influences formal criminal procedures. Palau has no sexual harassment, human trafficking, or sex tourism legislation. The definition of rape is limited to sexual intercourse and spousal rape is still exempt from prosecution. The common law rule requiring proof of physical resistance in order to prove absence of sexual consent is still applied, as is the defence of reasonable belief that a victim was of lawful age of consent.¹

Under the constitution of Palau, women are afforded equality of opportunity with men; recommendations by the association of women's chiefs (Mechesil Belau) are said to be given high consideration in legislative matters.² Palauan women are able to vote and can participate as candidates in the elections for president, the 16 members of the National Congress, and the 13-member Senate. The Palau Constitution and Title 1 of the Palau National Code (PNC) guarantee women equality under the law. Every person shall be equal under the law and shall be entitled to equal protection. The government shall take no action to discriminate against any person on the basis of sex, race, place of origin, language, religion or belief, social status or clan affiliation, except for the preferential treatment of citizens (Palau National Constitution, Section IV.5). The 2012 Palau Family Protection Act provides protection to families from all forms of abuse. In 2013, consultations began on developing a gender policy for Palau. In this context, 'gender' was considered to mean both men and women in balanced roles in society. In 2013, compilation of the proceedings from 20 years of an annual women's conference in Palau will be completed and will contribute towards developing the policy.

¹ UN Women Country Overview - Fiji and Palau. Accessed at: <https://asiapacific.unwomen.org/en/countries/fiji/co/palau>

² Republic of Palau (2019): 2014-2019 Palau National Review of Implementation of the Beijing Declaration-25th Anniversary of the 4th World Conference on Women: [https://asiapacificgender.org/sites/default/files/documents/Palau%20\(English\).pdf](https://asiapacificgender.org/sites/default/files/documents/Palau%20(English).pdf)

Palauan society follows matrilineal traditions, particularly in relation to funerals, marriages and inheritance of land and titles. Nonetheless, gender equality continues to be a major social, economic, and political issue for all citizens of Palau. The Beijing+20 Report identified a number of other challenges to gender equality in Palau.³ These include:

- **the lack of a single government depository for gender information and a lack of gender disaggregated data across government** ^{1 Secretariat of the Pacific Community}
- low levels of enforcement of existing protective legislation on human trafficking, prostitution, and domestic violence
- a dearth of effective protective services including a shelter for women and children
- cultural norms and perceptions women should remain in the background
- limited capacity within the Ministry of Community and Cultural Affairs for the Gender Division to deliver on its mandate
- impact of climate change on the livelihoods and well-being of women and children
- impact of non-communicable diseases on the overall health and well-being of women
- lack of a comprehensive Labour Policy.

Table 1 below lays out relevant global/international, regional and national gender agreements, treaties and legislation in Palau.

Table 1: Palau Gender Legislation

Agreement/Legislation
International/Global
<ul style="list-style-type: none"> • Chapter 24 of Agenda 21 (United Nations Conference on Environment and Development, 1992). • Convention on Biodiversity (1992). • Beijing Declaration and Platform for Action (1995, Fourth World Conference on Women). • the 2015 Paris Agreement of the UN Framework Convention on Climate Change (UNFCCC). • the Agenda 2030 for the Sustainable Development Goals (SDGs). • Sendai Framework for Disaster Risk Reduction 2018 – 2030.

³ Beijing+20 Report: Review of progress in implementing the Beijing Platform of Action in Pacific Island countries and territories (2015).

CRC Report in 2020.
Regional
<ul style="list-style-type: none"> • Pacific Principles of Practice of National Mechanisms for implementation, Reporting and Follow up (NMRIF). • Pacific Leaders' Gender Equality Declaration (2012).
National
<ul style="list-style-type: none"> • The Palau Constitution and Title 1 of the Palau National Code (PNC) guarantees women equality under the law • 2012 – the Palau Family Protection Act provides protection to families from all forms of abuse. • 2013 – consultations began on developing a gender policy for Palau. In this context, 'gender' was considered to mean both men and women in balanced roles in society. • 2013 – compilation of the proceedings from 20 years of an annual women's conference in Palau will be completed and will contribute towards developing the policy. • 2018 – the Palau National Gender Mainstreaming Policy was endorsed in April and is under implementation. The Policy correlates with the Convention on Elimination of all Forms of Discrimination Against Women, focusing on gender sensitive policies applicable to Palau. The Bureau of Aging and Gender under the Ministry of Community and Cultural Affairs is actively engaged with traditional women groups in implementation of the Policy.

Federated States of Micronesia (FSM)

According to the Pacific Women FSM gender situation analysis, the country is in the early stages of implementing a legislative and supporting policy framework to promote gender equality and women's human rights, including commitments made under the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). It has a National Strategic Plan on Gender Development and Human Rights in place and a National Gender Policy. In 2019, FSM states drafted gender-based violence action plans under the national Elimination of Violence Against Women and Girls policy (with support from the United Nations Population Fund - UNFPA). The Pohnpei State Family Protection Act was passed in November 2017 (although has yet to be enacted), and Kosrae State

Family Protection Act was passed in 2014. Chuuk and Yap States have yet to pass family protection legislation.⁴

The National Gender Policy, endorsed in 2018, has six strategic goals, linked with other gender equality commitments including the Sustainable Development Programme (SDP), Convention on the Elimination of All Forms of Discrimination Against Women, Pacific Leaders Gender Equality Declaration and the SDGs:

- Goal 1: Better representation of women in decision-making
- Goal 2: Elimination of gender-based violence
- Goal 3: Equitable education outcomes
- Goal 4: Address barriers facing women in the workforce
- Goal 5: Women have better health care and improved choices over their fertility
- Goal 6: FSM and State Governments mainstream gender

The Policy recognizes climate change and disaster risk reduction as priority cross-cutting issues, noting that adaptation can avoid exacerbating existing gender inequalities and vulnerabilities by planning for population and cultural impacts. The short-term priorities include gender based violence (with the FSM Elimination of Violence against Women (EVAW) policy a key outcome of work to date), women in decision making, women's economic empowerment, sexual and reproductive health and rights, (girl) child protection and gender mainstreaming, with links to other development partner initiatives and programs.

The FSM Gender Stocktake⁵ in 2012 highlighted the following key issues for gender governance and mainstreaming gender into policy and legislative frameworks in FSM:

- Budgets for the national and state programs cover only operational costs, including salary, travel and office supplies, but no funds are allocated for development programs. Most development is through funds secured from development partners and the US Federal Funding system.
- Participation of women at the highest levels of decision making remains very limited in FSM. Women continue to be absent or grossly under-represented at the legislative and executive levels of government.
- Historically FSM is a matrilineal society where ancestral descent and land is passed down through maternal tribal lineage. In the modern age however, this historical lineage cannot be generalized. Currently, each family's land agreements

⁴ Pacific Women FSM Country Plan Summary; Available at: <https://pacificwomen.org/key-pacific-women-resources/fsm-country-plan-summary/https://pacificwomen.org/key-pacific-women-resources/fsm-country-plan-summary/>

⁵ Stocktake of the gender mainstreaming capacity of Pacific Island governments - FSM: Available at: https://www.spc.int/sites/default/files/wordpresscontent/wp-content/uploads/2017/03/web_2-FSM_gender_stocktake.pdf

are different from one family to another⁶. Sub-projects will be required to undertake a gender analysis and E&S screening to ensure these issues are embedded in complete risk analysis and community buy-in from both women and men is secured through multiple entryways for stakeholder consultations through the EDA grant mechanism.

- Other barriers to full participation in public decision making and participation at the higher government level include the lack of opportunity to undertake leadership training and the lack of support for women wanting to move into roles that have traditionally been dominated by men.
- Lack of awareness of the issue of gender equality was highlighted by FSM departments as a major barrier to higher political commitment to gender mainstreaming.
- **Lack of sex disaggregated data to inform policy developments**

Table 2 below summarizes the relevant global/international, regional and national gender agreements, treaties and legislation in FSM.

Table 2: FSM Gender Legislation

Agreement/Legislation
International/Global
<ul style="list-style-type: none"> • Article X of the Federal Programme and Services Agreement between the Government of the Federated States of Micronesia and the Government of the United States where the US Agency for International Development (USAID) is responsible for providing disaster assistance and coordinating the US Government's response to declared disasters in the FSM. • Chapter 24 of Agenda 21 (United Nations Conference on Environment and Development, 1992). • Convention on Biodiversity (1992). • Beijing Declaration and Platform for Action (1995, Fourth World Conference on Women). • the Johannesburg Plan of Implementation of the 2002 World Summit on Sustainable Development. • the 2000 Millennium Declaration. • the 2015 Paris Agreement of the UN Framework Convention on Climate Change (UNFCCC). • the Agenda 2030 for the Sustainable Development Goals (SDGs).

⁶ Discussions with women's groups - see Annex 1

- Sendai Framework for Disaster Risk Reduction 2018 – 2030.
- Ratification of the UN Convention on the Rights of the Child (CRC) in 1993
- UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 2004
- UN Convention on the Rights of Persons with Disabilities (CRPD) in 2016.
- The FSM Government presented its combined Initial & First to Third CEDAW Report in 2018 and the CRC Report in 2020. General observations and recommendations have been tabled to the FSM Government for consideration in follow up actions by the review panel of experts under CEDAW and CRC.
- FSM Government participated in the UN Human Rights Council (HRC) and presented its report and progress in the implementation of human rights obligations and commitments during the 3rd Universal Periodic Review (UPR) process in January 2021.

Regional

- SIDS Accelerated Modalities of Action (S.A.M.O.A.) Pathway (2014).
- Pacific Youth Development framework (2014 – 2024). Key Outcome 4 is on Climate Change.
- In June 2020, the FSM Government endorsed the Pacific Principles of Practice of National Mechanisms for implementation, Reporting and Follow up (NMRIF).
- Pacific Leaders' Gender Equality Declaration (2012).
- Jined Kiped Declaration by the Micronesian Women's Conference in Republic of Marshall Islands (2017).
- Pacific Platform for Action for Gender Equality and Women's Human Rights (2017 – 2030) adopted in Suva, Fiji (2017) during the 13th Triennial Conference of Pacific Women and the 6th Ministers for Women's Meeting.
- Boe Declaration (2018).
- Kainaki II Declaration (2019). Framework of Resilient Development in the Pacific (FRDP).
- Outcomes and Recommendations of the 14h Triennial Conference of Pacific Women and the 7th Pacific Ministers for Women Meeting (May 4, 2021) focused on Women's Economic Empowerment, Gender Based Violence and Gender Responsive Climate Justice

National⁷

- National Strategic Plan on Gender Development and Human Rights in place and a National Gender Policy.
- In 2019, FSM states drafted gender-based violence action plans under the national Elimination of Violence Against Women and Girls policy (with support from UNPF).
- The Pohnpei State Family Protection Act was passed in November 2017 (although has yet to be enacted)
- Kosrae State Family Protection Act was passed in 2014.
- National Gender Policy, endorsed in 2018
- 2012 FSM Gender Stocktake

Republic of the Marshall Islands (RMI)

RMI is matrilineal and, culturally, women have high status. However, while some organizations have promoted women's empowerment in RMI, the progress of legal rights for girls and women has not been significant.

For the past 30 years, RMI has had few female senators. In the country's 2015 elections, three women won seats, taking up nine percent of parliament. In January 2016, Hilda Heine won the presidential election to become the first female president of RMI. Though RMI did ratify the U.N.'s Convention on the Elimination of All Forms of Discrimination Against Women in 2006, RMI has no current legislation on any issues related to domestic violence, human trafficking, sexual harassment or sex tourism. Furthermore, there is no minimum sentence for sexual violence.

Due to the insufficiency of the law, violence against women in this nation is not unusual. A report by Women United Together Marshall Islands has shown that 51 percent of women experience domestic violence, while more than half of the population generally agrees that it is normal to commit violence against women in marital relationships, according to U.N. Women.⁸

Nonetheless, there exist several legal and administrative frameworks to address gender inequality. The National Strategic Development Plan Vision 2018 has specific provisions and considerations for gender, and gender is listed as a key priority area. RMI's National

⁷ Many national-level policies are not actively implemented or ratified at the state level. For example, the State Family Protection Act has only been adopted by Kosrae (as the "Kosrae State Family Protection Act") - it has not yet been passed by Chuuk and Yap

⁸ Status of Women in RMI (Report)

Climate Change Policy Framework highlights the importance of ensuring that infrastructure will be accessible to women (among other vulnerable groups and populations, and the National Water and Sanitation Policy includes a series of gender-specific priorities and strategies.

Most notable and prominent, however, is the national Gender Mainstreaming Policy of the Marshall Islands 2015-2019. Based on a 2010 “Stocktake analysis” on the capacity of the Government of the RMI to mainstream gender, the Policy aims to progress gender equality and the empowerment of women, including in decision-making processes and political participation in local governments (particularly in the outer islands).

Table 3 below summarizes the relevant global/international, regional and national gender agreements, treaties and legislation in RMI.

Table 3: RMI Gender Legislation

Agreement/Legislation
International/Global
<ul style="list-style-type: none"> • Convention on Biodiversity (1992). • Beijing Declaration and Platform for Action (1995, Fourth World Conference on Women). • the Johannesburg Plan of Implementation of the 2002 World Summit on Sustainable Development. • the 2000 Millennium Declaration. • the 2015 Paris Agreement of the UN Framework Convention on Climate Change (UNFCCC). • the Agenda 2030 for the Sustainable Development Goals (SDGs). • Sendai Framework for Disaster Risk Reduction 2018 – 2030. • Ratification of the UN Convention on the Rights of the Child (CRC) in 1993 • UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 2004 • UN Convention on the Rights of Persons with Disabilities (CRPD) in 2016. • CEDAW (2018)
Regional
<ul style="list-style-type: none"> • Pacific Youth Development framework (2014 – 2024). Key Outcome 4 is on Climate Change. • Pacific Leaders’ Gender Equality Declaration (2012).

<ul style="list-style-type: none"> • Jined Kiped Declaration by the Micronesian Women's Conference in Republic of Marshall Islands (2017). • Pacific Platform for Action for Gender Equality and Women's Human Rights (2017 – 2030) adopted in Suva, Fiji (2017) during the 13th Triennial Conference of Pacific Women and the 6th Ministers for Women's Meeting. • Boe Declaration (2018). • Kainaki II Declaration (2019). Framework of Resilient Development in the Pacific (FRDP). • Outcomes and Recommendations of the 14h Triennial Conference of Pacific Women and the 7th Pacific Ministers for Women Meeting (May 4, 2021) focused on Women's Economic Empowerment, Gender Based Violence and Gender Responsive Climate Justice
National
<ul style="list-style-type: none"> • Domestic Violence Prevention and Protection Act of 2011 • Child Rights Protection Act of 2015 • Human Rights Committee Act of 2015 • Rights of Persons with Disability Act of 2015 • Birth, Death and Marriage Registration Act of 2016 • Prohibition of Trafficking in Persons Act of 2017

3.2 Socioeconomic and Gender baseline

Implementing gender-responsive adaptation action requires situating the project's results framework on a thorough and context-driven baseline. A primary step in understanding the baseline is collation of scores and rankings from composite indices. These indices have differing methodologies, and are being employed, as indicative (and not conclusive) measures of current levels of development, gender equality, and poverty and labour force participation.

This baseline, firstly, has compiled scores of three different UNDP composite indices: Human Development Index (HDI), Gender Inequality Index (GII) and Gender Development Index (GDI). **At the outset, this revealed a data gap, as there are no figures for the GDI and GII. Secondly, the extent of the data gap became clearer when the baseline attempted to make references to the World Economic Forum (WEF)'s Global Gender Gap Index (GGGI) and Oxford Poverty and Human**

Development Initiative (OPHI)’s Multidimensional Poverty Index (MPI), where data for the programme countries remain unavailable as well.

The one measure with data available is the HDI, an index which measures and combines three basic dimensions of human development (long and healthy life, knowledge and decent standard of living) and provides an overall socioeconomic landscape of a country. It provides an overview of relative degree of development in a particular country but remains a ‘synthetic indicator’. Recent research has shown the need to supplement the HDI with other indicators associated with economic and social cohesion, sound development strategies, and sustainability in growth models.

Table 4: Quantitative Gender Inequality Indicators

Country	Human Development Index Rank ⁹
Palau	80
FSM	134
RMI	131

Unfortunately, several of the global indices do not have data for the targeted countries in the programme, however, SPC’s National Minimum Development Indicators (NMDI) do provide some data on key gender indicators across nations in the Pacific¹⁰). Table 5 below provides information, where available for Palau, FSM, and RMI as well as other Pacific Island Countries (PICs) a comparison.

Table 5: Overview Comparison of Gender Indicators for Pacific Island Countries

Indicator	Cook Islands	FSM	Fiji	Kiribati	RMI	Nauru	Niue	Palau	Samoa	Solomon Islands	Tonga	Tuvalu	Vanuatu
Women Representation in Parliament	17	0	16	7	9.1	5.3	10	0	10	2	3.6	7	0
HD-GEN-1.1		201	201		201		201	201					
MDG.3.3	2014	6	6	2016	6	2016	6	6	2016	2016	2016	2016	2016
Govt Budget Allocated to	0.3	0	0.1	0.1	0	0.1	0.1	0	2	0.7	0.1	0.7	0.7

⁹ UNDP - United Nations Development Programme (2021). Human Development Reports, ‘Table I: HDI and its Components’.

¹⁰ SPC NMDI Initiative; Available at: <https://pacificdata.org/>

Women's Department (% Recurrent)													
HD-GEN-1.4	2011-12	2004	2014	2014	2015	2010-11	2011-12	2014	2013-14	2014	2014-15	2014	2010
Tertiary Education Completion Rate	13.1	9.1		4	2.3	3	3.3	16.2	13.9	6	17.5	13.7	4.7
HD-GEN-1.7	2016	2013		2015	1999	2013	2001	2015	2013	2015	2016	2016	2013
Female Labor Participation Rate	58.4	36.2	37.4	55.8	35.4	52.7	63	74.3	43.5	71	41.9	35.4	85.7
HD-GEN-1.8	2016	2013	2017	2015	1999	2013	2016	2015	2013	2013	2016	2016	2016
Female-Male Labor Participation Ratio	0.8	0.6	0.5	0.8	0.5	0.7	0.8	0.9	0.6	0.9	0.6	0.5	1
HD-GEN-1.9	2016	2013	2017	2015	1999	2013	2016	2015	2013	2013	2016	2016	2016
Female-Male Employment Ratio	0.8	0.5		0.7		0.6	0.8	0.8	0.6	0.8	0.5	0.5	0.6
HD-GEN-1.10	2016	2013		2015		2013	2016	2015	2013	2013	2016	2016	2016
Women Employed in a Non-Ag Sector	48.8	33.1	34	44.7	36.7	37.4	49.3	48.7	38.5	65.5	46.3	36.4	41.3

HD-GEN-1.11 MDG.3.2	2016	2013	2007	2015	2011	2013	2016	2015	2013	2015	2016	2016	2009
Prevalence of Violence Against Women	33	33	64	68	51			25	65	64	40	45	60
HD-GEN-1.12	2014	2014	2013	2010	2014			2014	2006	2009	2012	2007	2011
Attitudes VAW				76	56.5				55.7	65.8	26.4	71	59.8
HD-GEN-1.13				2010	2007				2009	2015	2012	2007	2013

3.2.1 Violence against women

In the Pacific region, the risk of gender-based violence (GBV) increases with climate-related disasters and changes, as women and girls experience disproportionate changes and disruptions in access to resources and essential services.¹¹ Climate change in the Pacific has been shown to amplify discrimination against women, particularly in the workplace, increase isolation and vulnerability, and reinforce gender inequality by eroding and exposing weaknesses of social protective systems and support networks. As a result, women are at greater risk for experiencing sexual exploitation, abuse and harassment (SEAH) within the workplace in particular.

Overall, the programme has assessed the level of risk pertaining to violence against women and gender-based violence (GBV) during programme implementation to be low. Through small-scale EbA projects and interventions, the programme aims to address and mitigate climate-related changes which put women at greater risk for SEAH and GBV, thereby decreasing the overall risk of GBV and SEAH for women living in the targeted communities. The programme has also established a number of provisions to mitigate any such risks as well as to support survivors of both GBV and SEAH resulting from or related to the programme. These are integrated in the gender action plan (see section below) and outlined here.

¹¹ UNFPA, "Let's Unite Against Gender-Based Violence and Climate Change Crises in the Pacific". Available at: <https://www.preventionweb.net/news/lets-unite-against-gender-based-violence-and-climate-change-crises-pacific>

1. First, the **programme will establish a robust grievance and redress mechanism** that will be managed by MCT as the AE and is in line with MCT's Whistle-blower Protection Policy and Procedure grievance mechanism as well as its sexual harassment policy. The grievance mechanism will allow victims of SEAH and GBV to anonymously report their claim and experiences. The grievance and redress mechanism will include both access to the GCF's independent redress mechanism, as well as one that is specific for the sub-grant mechanism specifically. Its development will be informed and advised by the GESS expert to ensure that there are provisions and procedures in place for diligent accounting for and follow-up regarding GBV and SEAH-specific grievances. More detailed information regarding the programme's grievance mechanism can be found in Annex 12.
2. **To address issues of women's disenfranchisement and empowerment in the workplace (which contributes to SEAH specifically), the programme plans to allocate a specific number of women-only and women-specific training opportunities.** This will help to ensure that they are actively engaged in project implementation and viewed as equals by both the programme implementation team, as well as the target beneficiaries and communities, thereby reducing their risk of experiencing GBV. Training on SEAH will also be provided and included in the operational manual for the project.
3. Finally, MCT has a policy against sexual harassment, which will be utilized throughout project implementation to guide the design and development of the aforementioned interventions, and to establish procedures for addressing instances of GBV and SEAH which are not explicitly covered and addressed by other procedures, policies, or interventions.

Palau

Available data suggests high levels of domestic violence in Palau. The UNFPA-supported Belau Family Health and Safety Study was completed in Palau in 2013 in order to gain a more concrete understanding on the extent of gender-based violence in Palau, however the study experienced difficulties in obtaining data due to reticence on behalf of participants to share information.¹² Still, the study found that:

- 23% of women in Palau have experienced physical violence by a partner in their lifetime
- 10% of women in Palau have experienced sexual violence by a partner.
- 11% of injured women lost consciousness at least once, and 19% reported needing healthcare because of the injuries.
- Women who experience partner violence were more likely to report fair or poorer health (29%) than women who never experienced partner violence (17%).
- Interestingly, the study also looked at economic partner violence, and found that 6% of women in Palau have experienced at least one act of economic abuse by a

¹² UN Women - Palau Country Fact Sheet, 2014.

partner in their lifetime – most often taking away money that women had earned or saved, or being refused money for household expenses.

These types of violence, especially when they are combined, play a significant role in women's health and wellbeing. On a larger scale, when violence against women is widespread, it contributes to prevailing negative attitudes which are harmful to women and prevent women's socio-economic empowerment. Currently there are still several key issues at the government level which inhibit comprehensive action concerning violence against women. These include¹³:

- **the lack of a single government depository for gender information and a lack of gender disaggregated data across government**
- low levels of enforcement of existing protective legislation on human trafficking, prostitution, and domestic violence
- a dearth of effective protective services including a shelter for women and children
- limited capacity within the Ministry of Community and Cultural Affairs for the Gender Division to deliver on its mandate
- impact of climate change on the livelihoods and well-being of women and children
- lack of a comprehensive Labour Policy.

FSM

In October 2014, FSM conducted a National Family Health and Safety Study¹⁴ which highlighted the major issue of violence against women in FSM including the following significant findings:

- Almost one in three ever-partnered women in the FSM (32.8%) have experienced physical and/or sexual violence by a partner at least once in their life and slightly over 18% of ever-partnered women have experienced sexual violence by a partner in their lifetime.
- Nearly one in four ever-partnered women (24.1%) experienced physical and/or sexual violence by a partner in the 12 months preceding the interview.
- Two in five women who ever experienced partner violence (41%) were injured at least once in their lifetime due to the violence.
- More than one in three ever-abused women (35%) never told anyone about the violence. Those who did disclose it mostly confided in family members and friends. 89% of ever-abused women never went to formal services or authorities, such as health centers or police, for support. The most common reason for not seeking support from formal services or authorities was that respondents thought the violence was normal or not serious.

¹³ Findings derived from the The Beijing+20 Report, available at:
https://sustainabledevelopment.un.org/content/documents/13043Cyprus_review_Beijing20.pdf

¹⁴ FSM National Health and Safety Report; Available at:
<https://pacific.unfpa.org/sites/default/files/pub-pdf/FSMFHSSReportweb.pdf>

- Almost 10% of all interviewed women experienced physical violence by a non-partner and the most common perpetrators were parents and other relatives.
- Children of women who experienced partner violence were almost three times more likely to have stopped or dropped out of school than children of women who never experienced partner violence

Some key recommendations for FSM included that national and state level actions are implementing are to:

- Promote a multi-sectoral coordination between the health system and other public agencies (e.g., legislature, judiciary, public safety, social services) and private organizations (e.g., women's groups, NGOs, private health centers) to address VAW in a comprehensive manner
- Create shelters and other social services institutions with health, counseling, and security staff adequately trained to serve abused women and children. Locate those shelters close by a respected local leader to provide further security to abused women and children from the abusers.
- Develop workshops for parents about parent-children relationships, gender roles, and gender equality
- Promote the passing of the Family Protection Act in Pohnpei, Chuuk, and Yap.
- Give funding priority to existing government programs aimed at addressing violence against women, such as the Domestic Violence Unit and the training program for police officers on domestic violence.

RMI

RMI is matrilineal and, culturally, women have high status, although there are high reported rates of intimate partner violence (51%) and physical violence on children (61% for girls and 62% for boys).¹⁵ Approximately 58% of men and 56% of women generally accept that violence against women is a normal part of marital relationships and 36% of RMI women have experienced either physical or sexual violence, with spouses being the most common perpetrator of both. About 22% of all RMI women report experiencing physical violence in the previous 12 months. Among women who have experienced physical violence, 72% reported that a current husband or partner committed physical violence against them, while 21% reported that they had experienced violence by a former husband/partner.¹⁶

RMI currently has no domestic violence, sexual harassment, human trafficking or sex tourism legislation in place, and there are also no minimum sentences or mandatory prosecutions in cases of sexual violence.

¹⁵ Marshall Islands Gender Equality Overview - Key Statistics and Data, 2020.

¹⁶ UN Women - Asia Pacific Factsheet, available at:
<https://asiapacific.unwomen.org/en/countries/fiji/co/republic-of-the-marshall-islands>

3.2.2 Water and WASH

Water availability, access, and security across Palau, FSM and RMI are expected to be impacted by changing climate particularly with alterations to rainfall patterns and salinization of groundwater from storm surge and sea level rise. The causes of water scarcity and reduced water quality are not solely climate-related and also include unsustainable use of water, lack of maintenance of equipment, and pollution of underground water because of activities like livestock production and poor sanitation and waste management. There is often a clear division of labour between men and women in water resources management. These different roles and responsibilities vary, but in general women are tasked with water collection and preparation for both household and cooking use as well as for agricultural activities. Understanding the needs and responsibilities of men and women within their specific context is very important in identifying and addressing climate change impacts on all community members. Women and girls have a larger role relative to men in WASH activities, including in agriculture and domestic labor. Ninety percent of the total population in the Pacific have access to an improved drinking water source, but this rate is significantly lower in rural areas.¹⁷

Women have critical skills and knowledge, which, if used effectively, can contribute to the development of more effective water management plans, policies and programmes. Their contributions to developing effective solutions can help governments and other stakeholders improve the social benefits and economic returns from their investments.

3.2.3 Education

For education, women in FSM have significantly lower educational attainment than men. At the elementary school level 69% of females over 25 years and over in FSM have completed at least elementary school compared to 75% of males, but this differential is more pronounced in Yap and Kosrae where 90.2% and 90.9% of males, respectively have completed elementary school compared to only 68.5% and 78.8% of females, respectively. Overall, about 40% of males have graduated high school compared to just 31% of females, but that differential is also more drastic in Yap and Kosrae where 72.9% and 68.2% of men had graduated high school, respectively compared to 46.1% and 42.1% of women. The proportion of men with bachelor's degrees (5.3%) is also about double the proportion of women with bachelor's degrees (2.8%) at the national level.

Surprisingly, girls and young women in Palau have at times had higher enrollment rates than boys and men, according to a 2008 analysis by UNICEF . For the past nearly two decades, the adjusted ratio of women to men with post-secondary education was 1.11, and the ratio of girls to boys in secondary school and primary school was 1.23 and 0.92, respectively. Palau's 2014 primary completion rate for boys and girls was 96.947 and 94.69 percent, respectively. Although the Pacific Education for All effort lists various

¹⁷ CARE - Rapid Gender Analysis COVID-19 Pacific Region Report, 2020.

concerns of gender equity, low enrollment rates and high dropout rates for many Pacific island countries, many of these metrics do not apply to Palau. RMI is also similar to Palau; there is little gender gap overall with 82% of school-aged girls enrolled, as compared to 80% of school aged boys. In addition, girls are more likely to attend secondary school than boys by more than eight percent.

3.2.4 Economy and Livelihoods

Economically and socially, the Pacific is a very vulnerable part of the world. Many Pacific countries are dependent on tourism and in Palau for instance, the tourism industry represents around 40% of the GDP. Women have a disadvantage economically, as they have less time to engage in paid labour as a result of their domestic duties. Additionally, women's economic empowerment is curtailed by social norms which limit women's control over economic resources and decision making over household financial resources.

Women's engagement in decision making and leadership is low across the Pacific from household through to national levels. At the household and community level, women typically have limited influence in decision making about expenditure and resource use. At the community level this is partially attributed to traditional governance structures which specifically exclude women, especially women with disabilities, combined with complex social norms which fail to value women's contributions.

3.2.5 Land Tenure

Matriliny, formerly well-documented and fairly prominent across the Pacific, has nearly disappeared in many parts of the Pacific. The modern emphasis on commercial agriculture, extractive and other commercial activities has often marginalized women, sometimes robbing them of their roots, status and authority. Governments, mirroring church and colonial administrations, have, for the most part, disregarded women's attachment to, and dependence on, land.¹⁸

Today, the Pacific region generally has complex land tenure policies and customs due to the region's history of foreign administration. That said, the gender aspects of land tenure across the three target countries differs significantly. For example, in FSM the situation for women varies significantly with women in Chuuk owning all lineage resources (land and sea) whereas in Pohnpei inheritance is predominantly to men in the family. Remaining matrilineal areas have not been well studied in terms of women's relationship to, and roles with respect to, land. 3 The last publication dedicated specifically to women and land was published 20 years ago.⁴

¹⁸ Land and Women, the Matrilineal Factor (2008). Pacific Islands Forum Secretariat. Accessed at: <https://rmicourts.org/wp-content/uploads/PIFS-Land-and-Women.pdf>

There is therefore a lack of updated and detailed information on women's roles with respect to land in general and on matrilineal land in particular. The table below provides information on land tenure by country.

Table 6. Land Tenure Laws and Implications for Programme

Country/State	Land Tenure Laws/Customs	Implications for Programme
Palau	<p>There constitution of the Republic of Palau (1981) sets out several provisions which provide stipulations for the enforcement and protection of land tenure rights. These include:</p> <ul style="list-style-type: none"> • Article IV, Sec. 5: Every person shall be equal under the law and shall be entitled to equal protection.. • Art. VI: The national government shall take positive action to attain these national objectives and implement these national policies...[including the] protection of the safety and security of persons and property. • Art. XIII: Only citizens of Palau and corporations wholly owned by citizens of Palau may acquire title to land or waters in Palau. <p>Traditionally, women in Palau can become a part of the village council leadership, with powers to select and remove male titleholders. Women have decision-making authority, and control of property and wealth is historically</p>	<p>While fishing is a male dominated industry in Palau, gleaning is female-dominated, and has largely been a female industry for thousands of years.¹⁹ The majority of gleaners are reliant on nearshore coastal resources that can be accessed without a motorboat. As such, women face further vulnerability to food insecurity and loss of income from increasing unsustainable coastal development and land reclamation.²⁰ Consequently, women need to be actively sought out and engaged in the fisheries sector in order to ensure their representation and participation in the Programme.</p> <p>Notably, women have been identified as the predominant users of forest and agriculture resources, despite evidence which indicates that the overall population of Palauans</p>

¹⁹ Gender and Natural Resources Report: Palau (2020).

<file:///C:/Users/emily/Downloads/2021GenderNaturalResourcesPalau.pdf>

²⁰ Ibid.

	matrilineal, where money is received by women on behalf of clans.	participating in agriculture and foraging in declining.
FSM	<p>Women have rights to own land and property just the same way as men do, and being a woman doesn't disenfranchise her from owning her own land, property or business. Historically, FSM is a matrilineal society where ancestral descent and land is passed down through maternal tribal lineage. In the modern age however, this historical lineage cannot be generalized. Currently, each family's land agreements are differing from one family to another.²¹</p> <p>Furthermore, the 2016 FSM Agricultural Census reported that just over 90% of households recorded in the Agriculture census had access to land they used for agriculture. Across FSM the householder was male in 80% of households. Yap had the highest proportion of female householders with access to land for agricultural activities (26%), followed by Pohnpei (21%), Chuuk (18%), and Kosrae (17%).²²</p>	<p>Unequal access to and ownership of lands has the potential to impact women's food security in particular.</p> <p>Women are the traditional landowners and are responsible for agriculture, however men make decisions about land use, which may limit women's ability to actively participate in the design of EbA activities through the SGF. Customary laws vary by State and therefore each sub-project must ensure women have access to any natural resources targeted as part of the interventions.</p>

²¹ SPREP for Palau.

²² Agricultural Census for the Republic of the Marshall Islands, 2016.

<p>RMI</p>	<p>Land tenure in RMI is traditionally matrilineal. Marshallese land tenure – as a system that is fundamentally matrilineal and collective – remains very much a relevant part of culture as lived experience for people. As part of a study by Kristinia Stege (2008) she states “The men and women who took part in this study referred to the following phrase time and again: an <i>kōrā aelōñ kein</i> (these islands belong to the women). Land in the Marshall Islands has been and continues to be a source of strength and power for its women.²³</p> <p>Contemporary land tenure in the Marshall Islands defies simple description. Social and economic changes, particularly in the last quarter century, have challenged the resiliency and flexibility of traditional tenets of the system. Roles and responsibilities in relation to land, including those of women, are changing in a variety of ways. The landowners on the rural atoll of Namdrik demonstrate established consensus regarding the primacy of matrilineal rights within the land tenure system (versus the more urbanized Majuro) Although disputes over titles and boundaries occur, they rarely end up in the courts.²⁴ Women are taking an ever more public role vis-à-vis land in today’s society. Women chose to</p>	<p>Given that women are taking an ever more public role regarding land in RMI and that women chose to fulfil the duties of lineage head themselves rather than defer the responsibility to a male relative there is an opportunity through the SGF under this project to support Marshallese women with a critical power base in a modern political environment dominated by men²⁶.</p>
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²³ <https://rmicourts.org/wp-content/uploads/PIFS-Land-and-Women.pdf>

²⁴ IBID.

²⁶ IBID.

	<p>fulfil the duties of lineage head themselves rather than defer the responsibility to a male relative. Land provides Marshallese women with a critical power base in a modern political environment dominated by men. At the family and community level, women participate directly in land-related decisions. The continuing challenge is translating this empowerment at the local level into representation and a voice in land development issues on the national stage²⁵.</p>	
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From the stakeholder discussions (see Appendix II for further details), participants were asked *Are there differences between women and men regarding access to and control over natural resources or land tenure and ownership structures ? If yes, in what ways?* Responses by country/State include the following:

- Palau: Women have decision-making authority, and control of property
- RMI: Traditionally matrilineal
- FSM: (i) Chuuk: women own all lineage resources (land and sea); (ii) Kosrae Women have access to resources, but no control. Men have both control and access to resources. Other than ownership and authority rights, men have more time to access these resources while women don't have enough time since they are more occupied with taking care of households; (iii) Inheritance of land is predominantly to men in the family. In general, when women get married they will go with their husband to his families' land. However, this is not to say that women do not have access to land; (iv) Yap: Natural resource in Yap is patriarchal in ownership but matriarchal in tenureship

Recommendations regarding land tenurship and ownership

As a result of the gender considerations with regard to land tenure and ownership, it is important for the following provisions and procedures to be in place:

- Women should be included in decision making towards land-based resources development and management, including the assessment of proposals for EbA activities;

²⁵ IBID.

- Sub-projects should be required to undertake a gender analysis and E&S screening to ensure these issues are embedded and if there are any sub-grants targeting private land that pose questions about land tenure will be excluded from funding (see Annex 12 for more details on the E&S risk screening); and
- Community buy-in from both women and men must be secured through multiple entryways for stakeholder consultations through the EDA grant mechanism.

3.2.6 Ecosystem-based Adaptation (EbA)

Climate change and the biodiversity crisis are driving demand for actions that build the long-term resilience of societies, ecosystems, and economies.²⁷ Underpinning both crises are persistent social and gender inequalities, which increase vulnerability to risks and reduce the options available to people to sustain their livelihoods and wellbeing. Ecosystem-based adaptation (EbA) uses natural systems to build the resilience of ecosystems, as well as the communities that depend on them. Specifically, in the Pacific region, the degradation and poor governance of ecosystems can reduce the efficacy and impact of policies and regulations pertaining to food security, climate change, sustainable development, land use planning, and more. With proper implementation, EbA approaches can improve land management and increase livelihoods options while empowering communities, protecting and restoring terrestrial and marine resources. EbA also has the potential to foster the inclusion and consideration of cultural heritage, traditional knowledge and indigenous communities in the planning of sustainability and climate change strategies and interventions. The revival of cultural heritage and knowledge as a result of promoting and fostering EbA interventions is invaluable to the overall sustainability of the program and ecosystems, as well as securing buy-in from the local community.²⁸ **Specific gender-based data for the three target countries has not been systematically tracked and is not available, however, an overview of the benefits offered by key EbA-focused projects that have been implemented in the Pacific region to date are detailed below.**

Coastal and marine ecosystems and the services they provide are the basis for Pacific resilience in terms of livelihoods and economic growth, food security, and cultural identity. For example, in terms of food security, many inhabitants of protected areas (PAs) live in rural areas along island coasts, where there is an abundance of protein-rich marine food and fertile lowlands suitable for agriculture or within small coastal cities and towns. The health of marine systems is vital to many subsistence and artisanal fishing communities and is a primary source of livelihood and protein for a majority of the population living in

²⁷ GIZ - “Toward Gender-Responsive EbA”, available at: <https://www.adaptationcommunity.net/wp-content/uploads/2021/07/Toward-gender-responsive-EbA.pdf>

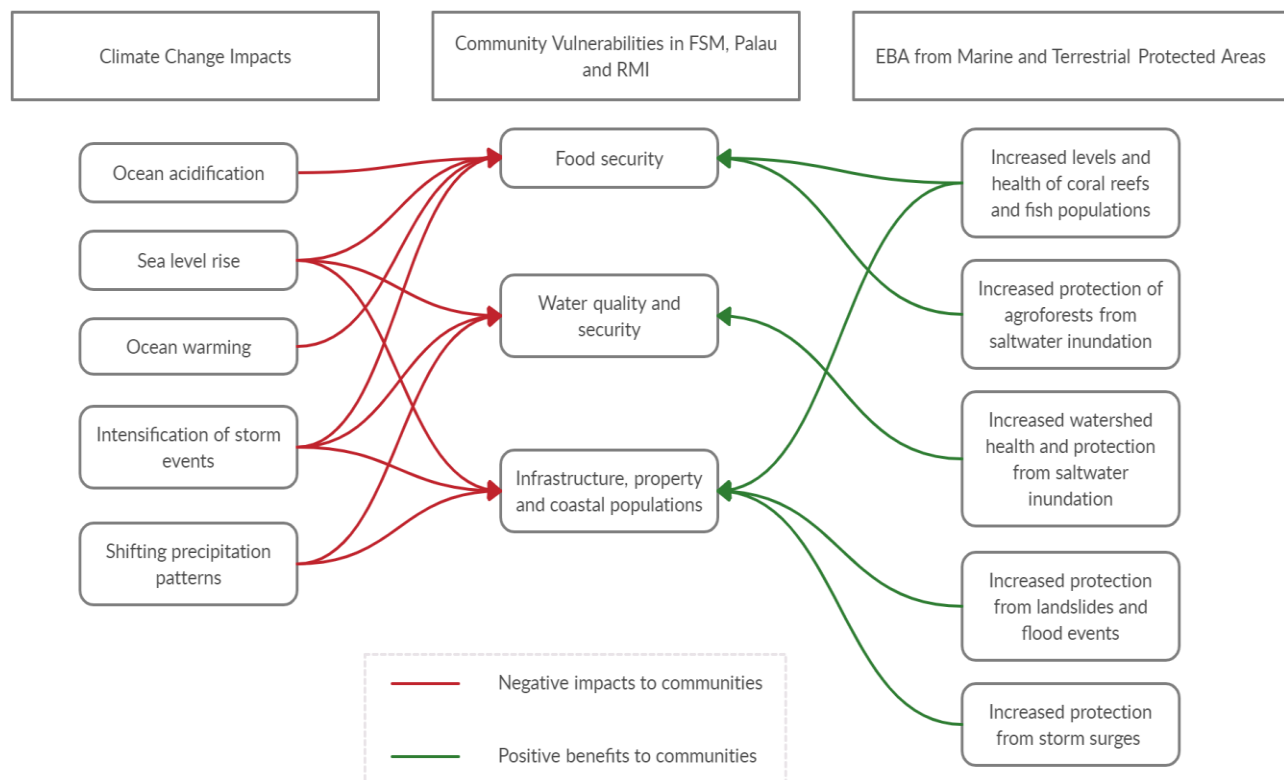
²⁸ “Analysis of Ecosystem-Based Adaptations in Pacific Island Countries”. Available at: <https://www.usp.ac.fj/pace-sd/wp-content/uploads/sites/80/2022/07/An-analysis-of-ecosystem-based-adaptations.pdf>

coastal rural communities both men and women. In the Pacific Islands, data shows that the consumption of fish protein is almost 1.5 times the global average. As such, the fisheries and pisciculture play a critical role in the economic, social and cultural fabric of those communities (Source: Annex 2 Pre-feasibility Study)

A key strategy for mitigating fisheries losses due to climate change impacts is to ensure other threats to coral reefs are reduced to a minimum while simultaneously increasing the incentives for sustainable fishing so that over-fishing alongside coral reef decline does not completely destroy the fisheries sector. It is therefore essential to sustain healthy functioning coastal and marine ecosystems for as long as possible as a strategy for supporting and sustaining the resilience of Pacific SIDS in the face of increasing and compounding climate change impacts.

A summary of climate impacts and associated effects, and how both marine and terrestrial protected areas provide key climate resilience services through EbA to communities in the Northern Pacific. Additionally, Figure 1 below provides a visual representation of how protected areas result in resilience to climate change impacts.²⁹

Figure 1: Climate change impacts and EbA options for marine and terrestrial PAs



Source: Developed during Concept Note Stage utilizing analysis from *Analysis of Ecosystem-Based Adaptations in Pacific Island Countries*

²⁹ Ibid.

Differentiated Roles of Men and Women in the Pacific

Though gender considerations are recognized as important to the success of EbA, for gender to be successfully mainstreamed, EbA initiatives need to systematically take a gender-responsive approach and go beyond sensitivity to actively address gender inequalities. Gender norms influence **the roles and responsibilities that people take on in their households and communities**.³⁰ These differences can be observed across a range of ecosystem services:

- **Water Sector:** With respect to water, the World Health Organization (WHO) and UNICEF reported in 2017 that women and girls are responsible for collecting water in eight out of ten households that did not have water at their premises.³¹
- **Fisheries Sector:** In the fisheries sector, analysis by the Food and Agriculture Organization of the United Nations (FAO) found that men comprise approximately 85% of the harvesting workforce, while women undertake 90% of the processing work.³²
- **Forest Sector:** Sunderland et. al.(2014) in *Challenging perceptions about men, women, and forest product use: A global comparative study* assessed gender differences in use of forest products found that there are typical roles played by women and men, a common assertion in the literature on gender and forestry, although these vary across regions.³³
- **Valuing of Ecosystem Services:** There is also emerging evidence that gendered roles lead to differences in the value given to different ecosystem services. For example, Martín-López et al., (2012) found that women placed more value on regulating services such as air purification and water regulation, while men prioritized provisioning services such as agriculture.³⁴

While additional research is needed in these areas especially within the context of the Pacific, these examples help to illustrate the ways in which roles may be assigned along gender lines, keeping in mind that these dynamics are context specific, and that other

³⁰ IBID.

³¹ World Health Organization & UNICEF (2017). Progress on drinking water, sanitation and hygiene: 2017 update and SDG baselines. <https://washdata.org/report/jmp-2017-report-final>

³² Food and Agriculture Organization of the United Nations (FAO). (2016a). State of the world fisheries and aquaculture 2016: Contributing to food security and nutrition for all. www.fao.org/3/a-i5555e.pdf

³³ Sunderland, T., Achdiawan, R., Angelsen, A., Babigumira, R., Ickowitz, A., Paumgarten, F., Reyes-García, V., & Shively, G. (2014). Challenging perceptions about men, women, and forest product use: A global comparative study. World Development, <https://doi.org/10.1016/j.worlddev.2014.03.003>

³⁴ Martín-López, B., Iniesta-Arandia, I., García-Llorente, M., Palomo, I., Casado-Arzuaga, I., García Del Amo, D. ... C. Montes. (2012). Uncovering ecosystem service bundles through social preferences. <https://doi.org/10.1371/journal.pone.0038970>

factors such as age, socio-economic status, disabilities, sexual orientation etc. that also influence the roles people play.³⁵

Integrating gender considerations in ecosystem-based initiatives should increase the effectiveness and sustainability of interventions. The IPCC Special Report on Climate Change and Land (2019) asserts that recognizing gender differences and enabling women to realize their land rights and apply their knowledge in decision making would support sustainable land management and integrated adaptation actions.³⁶

All of this suggests that integrating gender considerations in EbA actions can yield benefits that reach beyond progress toward gender equality, in terms of more inclusive governance and better management of resources. These considerations have been integrated into the overall design of the current programme as outlined below in Section 4.

3.2.7 Traditional Knowledge

The following section is based on a study *Raising the voices of Pacific Island women to inform climate adaptation policies* (2018) conducted by The Nature Conservancy (TNC) in collaboration with MCT and funded by the German government (BMUB).³⁷

Much of the research on traditional knowledge and climate change has focused on the value of local weather and environmental change observations to complement large-scale climate projections, and shifting from the colonial view of traditional communities as “passive victims” of climate change to recognizing their active role in leading adaptation efforts. Prevailing biases in environmental policies can marginalize traditional knowledge and reinforce the preeminence of science and western views of development, which do not adequately account for different perceptions of what success looks like for different stakeholders in terms of sustainable development.

To address these research gaps and explore how these issues are playing out in the Pacific, results from a workshop in Palau in 2017 are presented here. The workshop brought together women from Pacific island nations to discuss how they are being affected by and responding to climate change. The paper explores their role in climate

³⁵ Fortnam, M., Brown, K., Chaigneau, T., Crona, B., Daw, T.M., Goncalves, D., Hicks, C., Revmatas, M., Sandbrook, C., & Schule-Herbruggen, B. (2019). The gendered nature of ecosystem services. *Ecological Economics*.
<https://doi.org/10.1016/j.ecolecon.2018.12.018>

³⁶ IPCC, 2019: Climate Change and Land: an IPCC special report on climate change, desertification, land degradation, sustainable land management, food security, and greenhouse gas fluxes in terrestrial ecosystems: <https://www.ipcc.ch/srccl/>

³⁷ <https://doi.org/10.1016/j.marpol.2018.03.011>

adaptation activities, constraints to their adaptation, and their recommendations for developing adaptation policies and projects that better represent their diversity of voices, needs, and priorities, rooted in their cultural contexts. It addresses a key data gap noted in the Pacific by providing qualitative data on climate change impacts and adaptation from Pacific Island women; and highlights the intersections between indigenous peoples, traditional knowledge, and gender as it relates to climate vulnerability and adaptation.

The Nature Conservancy conducted a workshop from March 29–31st, 2017 in Palau, bringing together nineteen women from seven Pacific Island nations (Marshall Islands, Palau, Yap, Kosrae, Chuuk, Pohnpei, and Papua New Guinea). The Nature Conservancy is an international conservation NGO that has been working with local partners to lead conservation projects in the region for over 20 years. Women were selected using non-probability sampling techniques, including purposive sampling and snowball sampling.

MCT and TNC staff from Micronesia and Melanesia identified women who are leading conservation, development, and climate adaptation efforts in their communities. These local leaders were then asked to identify women in their communities based on selection criteria. Participants were selected to ensure geographic representation and differences in ethnicity (e.g., Marshallese, Palauan, Yapese, Kosraeans, Chuukese, Pohnpeians, Manus, etc.), socioeconomic status (landowners and non-land owners), education (ranging from no high school education to college graduates) and age (early 20s to mid-70s). Participants included subsistence farmers, participants of local women's groups, farming associations, and government, traditional and community leaders, and staff of local conservation and development NGOs, including those leading climate adaptation activities.

Workshop participants highlighted **the importance of supporting traditional practices** to cope with increases in erosion, drought, flooding, and changes in crop yields due to climate change in the Pacific. The Secretary from Palau Resource Institute stated that

“Traditional ways are returning because of climate change... Palau's way of dealing with the issue of climate change has helped us... we go back to nature and culture to figure out how we deal with the situation...what my Grandmother used to do when there was not much rain was she would tell us, just cut the grass and leave them where they are, they need to cover the ground [to keep it moist].”

A woman from Yap shared:

“climate change is not something new to us, it's always been there and we have ways to fight climate change, like with sea-level rise, there are traditional techniques that we could use.”

In the Marshalls, such techniques include planting local trees traditionally used to prevent coastal erosion (e.g., mangroves, Pandanus). In Kosrae and Chuuk, women are relying

on traditional practices for managing drought including drying and fermenting breadfruit to support food security. Increased heat stress on plants is leading to women revitalizing traditional gardening practices, such as in Kosrae, laying palm leaves over the soil to keep it cool, and in Yap, covering young taro plants, transferring young shoots to shady areas, and mulching around taro patches. During droughts in Pohnpei, women's knowledge of the location of traditional wells enabled them to find potable water and build new shallow wells. A Chuukese woman said: “only older women know where the traditional wells are located,” highlighting their important contribution to climate adaptation.

Workshop participants also reinforced the importance of women's roles in maintaining traditional knowledge (e.g., “we are keepers and nurturers of knowledge”) and expressed fears about traditional knowledge being lost.

Others shared that women joining the workforce is resulting in a loss of traditional knowledge (e.g., in Palau, many women now work and are no longer cultivating their taro patches and are losing knowledge of how to plant and cultivate taro). A Marshallese woman noted that they are trying to retain traditional knowledge and practices to cope with climate change:

“the Marshallese, like other Pacific islands, have traditionally been an oral tradition culture...we have to make sure we're documenting this knowledge and sharing and passing it on to the next generation...one of the objectives of my organization [local women's group] is to preserve our traditional knowledge and skills to save our environment.”

Another key finding was the relationship between political representation and traditional leadership and the implications of different metrics for empowerment. For example, one woman from Pohnpei shared that women have a lot to contribute to policymaking, but must seek the blessings of their traditional leaders. A woman from a conservation organization in Pohnpei warned that western metrics for empowerment can devalue the roles women play in their cultural setting,

“There is a lot of western imposition in the international space and you can actually devalue the roles women have played in their cultural settings when they did have a lot of power. We would like to see policies revived or written that recognize traditional women leadership roles...the minute you say, for example, 4 women must occupy seats of Congress, you automatically say their traditional leadership roles are no longer valued because Congress is the one that trumps all of it.”

The women also discussed how women in the Pacific can be very influential through their traditional roles, and while significant, their influence may be behind the scenes. A woman working for a development NGO in Pohnpei said,

"I believe in the equal opportunities and equal rights, freedom of speech ... however maintaining the custom, the culture, and the respect that each person has in his or her own culture and country."

A young woman from Yap said, "we don't have to get into high positions to have the public hear our voice, but it's us being in action that really counts." A woman from Palau said, "when it's your culture and when it's your traditions, you know what to do... but when you try to assimilate someone's culture and their ways, it's difficult because your people may not accept that. So I think it's better that we stick with our own culture, try to enhance and strengthen the roles of the women."

Such statements highlight the importance of traditions and valuing traditional forms of leadership, in addition to recognizing the diversity of perspectives surrounding women's empowerment and engagement in decision-making.

Engaging women from across the Pacific to share guidance for improving climate adaptation policies and projects by better addressing the needs of women is an important first step. The research undertaken by TNC through discussions with women leaders in Palau, FSM, and RMI addresses key research gaps **including the lack of empirical data on the gender impacts of climate change**, the importance of traditional knowledge in climate change adaptation, and the lack of adaptation research that incorporates perspectives of local women. The research also helps to address the current biases in climate change policies and projects which prioritize western measures of gender equity (e.g., number of women in government) and scientific knowledge over traditional knowledge. It brings to light the need for broader engagement from non-western cultures to develop and shape policies to support gender equity and climate adaptation that also recognize women's traditional leadership roles.

Their recommendations also highlight the diversity of perspectives surrounding women's empowerment and engagement in decision-making and reinforce the importance of considering multiple ways of achieving influence that are rooted in one's cultural values and traditional roles. This need is reinforced by feminist scholars who highlight the dangers of assuming non-Western women can, and should, follow the same path to empowerment as Western women.³⁸ The input from Pacific Island women provides guidance for enhancing women's engagement and leadership in adaptation planning, and highlights the importance of securing their access to resources, such as land, climate financing, and technologies, essential for gender equality, women's empowerment and resilience to climate change.

These considerations will be incorporated into the programme by ensuring gender differences in adaptation needs and capacities are recognized through mandatory

³⁸ C. Hughes, R.L. Cohen *Feminism Counts: Quantitative Methods and Researching Gender* Routledge, London. U.K (2012) (92 pp)

consultations undertaken for each sub-project and channeling access to finance and other benefits through women and women's groups.

4. Gender mainstreaming considerations

4.1 Summary Stakeholder Consultations

Consultations specific to this programme took place across Palau, FSM, and RMI with seven distinct meeting sites. Out of a total of 112 participants over the seven jurisdictions, 54 were female and 58 were male. The gender balance of the total participants was 48% female and 52% male.

There were 64 total government participants that included national level governments, state level, and municipal level participation across the three countries. This accounted for 57% of the participants. There were 48 non-government participants ranging from conservation NGOs to community-based organizations and international NGOs. NGOs represented 43% of participants.

The groups consulted mentioned the importance of including all levels of government, traditional leaders, and landowners/community members when discussing potential sub-grants that will impact the communities. Collective understanding of the problems, solutions and actions will only work using an inclusive approach of all of these stakeholders. Leaving one out of the discussions can cause roadblocks for any grant mechanism.

Stakeholders were also asked about which groups/organizations could coordinate, implement and provide technical assessments for EbA measures as well as provide a supporting role in ensuring that these sections are represented during the community awareness interventions, organizations identified include: Kosrae Conservation and Safety Organization; Yap community Action Program (YapCAP); Palau Conservation Society; Pohnpei Conservation Society; Chuuk Conservation Society; Marshall Islands Conservation Society

Other CSOs and NGOs, that were cited as relevant are non-profit organizations supporting communities through climate change adaptation projects, resource management projects, awareness programs and capacity building these include: Municipal Government Officers; Natural Resource Managers; Resource Management Committee; Community Leaders; and gender representatives such as: Mechesil Belau (Paulu traditional women's group, composed of traditional women leaders from each state); Jibron Ae Female Entrepreneurs (RMI NGO, established in January 2021 to support and advance all women in business and aspiring entrepreneurs in the RMI); FSM

Women's Association (national FSM); Chuuk Women's Council; Pohnpei Women's Council; Kosrae Women's Association; and Yap Women's Association (YWA). These groups can be sub-project beneficiaries who play implementation and coordination support roles at the community level. They can also participate in EbA interventions, assist with the coordination mechanisms, as well as contribute to MEL and Knowledge Management activities. Appendix II includes additional organizations listed by stakeholders as potential participants in implementation activities for the programme.

The following are direct quotes from the consultations, whereby participants noted a need for quotas, the lack of access and control by women to resources, and :

"No matter who is leading a particular project, the Team Leader should ensure that there is a gender balance in all aspects of the project implementation. Projects should be family oriented and ensure that women play a central role." – Pohnpei State Participants

"Women have access to resources, but no control. Men have both control and access to resources. Other than ownership and authority rights [by women], men have more time to access these resources while women don't have enough time since they are more occupied with taking care of households." – Kosrae State Participants

"Provide equal opportunities for marginalized groups to have access to the same benefits;" "Equal quota for both genders, access to farming lease for women, access to aquaculture lease" – Palau Participants

"Based on where you sit within the traditional hierarchy structure - access is more around who you are and what family you belong to, or political party, or church." – RMI Participants.

Through these consultations several key areas were highlighted for the proposal to integrate into the overall design of the programme these include:

1. Generating spaces for economic empowerment and strengthening of women's technical capacities to implement EbA;
2. Increasing the negotiating power of women at home and in the community space;
3. Strengthening the role of women as decision-makers;
4. Including a quota for number of women engaged throughout implementation; and
5. Funds invested should consider the needs of women and that really contribute to improving resilience.

The complete list of questions and responses to the consultations as well as the participant lists are included in Appendix II of the GAAP. Further information on the overall stakeholder engagement process as well as the programme's engagement plan is in

Annex 7: Stakeholder Engagement Plan and Summary of Consultations of the full proposal.

4.2 Building blocks for a gender-responsive approach

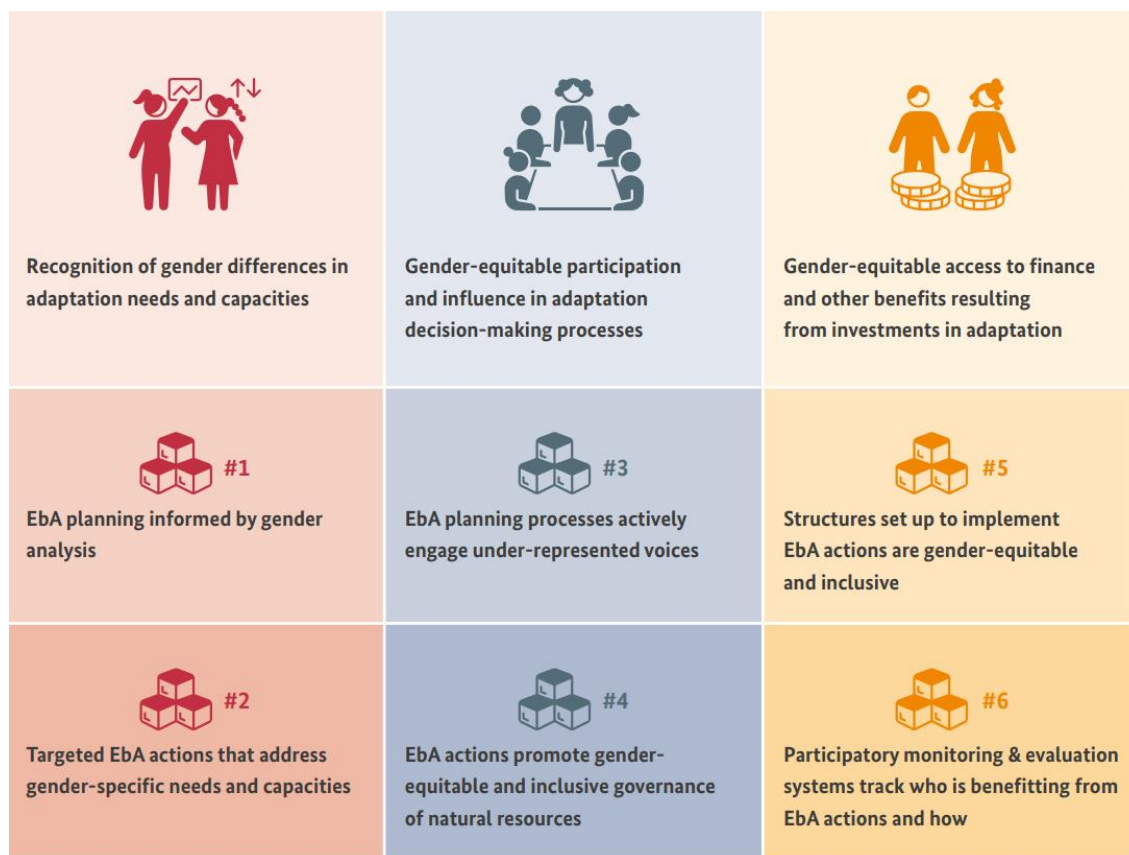
The Programme will provide a funding mechanism through a Small Grants Facility to implement local adaptation projects within protected areas and natural habitats through NGOs and local authorities. To ensure that the sub-grants are gender-responsive, the Programme will implement a framework detailed in the publication *Toward Gender-Responsive Ecosystem-Based Adaptation: Why it's needed and how to get there*.

“A gender-responsive approach to EbA is one that actively promotes gender equality, by acknowledging gender differences and tackling discriminatory policies, practices, and norms.”³⁹ Recent work on integrating gender considerations in adaptation has identified three key elements of a gender responsive approach – these include:

- Recognition of gender differences in adaptation needs and capacities
- Gender-equitable participation and influence in adaptation decision-making process
- Gender-equitable access to finance and other benefits resulting from investments in adaptation

Under each of these elements are specific actions or “building-blocks” that can be taken to ensure EbA interventions are gender responsive. This starts with (1) informing EbA interventions with a gender analysis and then (2) specifying targeted EbA actions that address gender-specific needs and capacities. Once gender differences and needs are outlined it is important to ensure gender-equitable participation and inclusion in the decision-making process which can be done through (3) actively engaging under-represented voices in the EbA planning process and (4) ensuring that EbA actions promote equitable and inclusive governance of natural resources. The third element is providing gender-equitable access to the benefits that results from the project interventions, which leads to the last two building-blocks (5) setting-up structures for the project interventions that are gender-equitable and inclusive and (6) including participatory monitoring and evaluation to track who is benefiting from the EbA activities and how (see figure 2 below).

³⁹ GIZ - “Toward Gender-Responsive EbA”, available at: <https://www.adaptationcommunity.net/wp-content/uploads/2021/07/Toward-gender-responsive-EbA.pdf>



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Figure 2. Building Blocks for a Gender-Responsive Approach (From: Toward Gender-Responsive EbA)

For the small grants program, each of the grant applications will include selection criteria designed around the above outlined building blocks to ensure that: (i) gender differences in terms of needs and capacities have been accounted for and incorporated into the grant design; (ii) gender-equitable participation will be encouraged and actively fostered, especially regarding decision-making; and (iii) both the grants program and the outcomes/benefits of each grant – including financial – are inclusive to both men and women.

Appendix I includes the screening template for sub-grants that aligns with GCF and MCT's gender-mainstreaming requirements and takes on the above gender-responsive EbA approach. In addition to the gender screening, sub-grants will undergo an E&S screening (see Annex 12 of the full proposal) which includes questions related to gender-risks. Any sub-project that is considered moderately or highly risky will not be funded.

⁴⁰ GIZ - "Toward Gender-Responsive EbA", available at: <https://www.adaptationcommunity.net/wp-content/uploads/2021/07/Toward-gender-responsive-EbA.pdf>

4.3 Gender Mainstreaming considerations for sub-grants

An overarching problem tree for the programme has been developed below – the overall goal of the programme’s GAAP is to ensure that gender-specific contexts are considered and that gender-specific risks are addressed and mitigated to do this the programme will ensure that women are targeted to receive benefits of any sub-grant, including instituting quotas and specifically channeling finance to women’s groups (see figure 3 below).



Figure 3: Overarching Problem Tree for Programme

As indicated in Section 3 some of the root causes of gender inequalities across the three countries include:

- Socio-cultural barriers that create a lack of socioeconomic development and livelihood opportunities for women, and can sometimes limit them to household duties
- Women face significant barriers accessing credit, technology and other support services
- Lack of technical opportunities in a variety of sectors (energy, water, agriculture)
- Women are often excluded from formal decision-making roles and positions

This programme offers women the opportunity through the SGF sub-grants to channel finance directly to women. Each sub-grant will need to be tailored to the specific contexts of the chosen sites as well as the NGOs or local authorities that will implement the sub-grants. Extensive literature and research on the nexus of gender and resource and climate management has shown that it is crucial to recognize that women and men may have divergent understandings of the use and management of natural resources or traditional knowledge about biodiversity, ecosystems, and climate. As such, women and men have differing needs and unique risks and considerations in regard to climate vulnerabilities and needs and will be consulted as part of the SGF.

With that in mind, there are several gender considerations and dimensions with respect to key priority areas for EbA identified in Pacific Island States (see pre-feasibility study for more details on the priority areas identified through stakeholder engagement process as well as climate vulnerability assessment). Table 7 outlines key gender dimensions and considerations within the identified priority areas.

Table 7: Key Gender Dimensions/Considerations for EbA Priority Areas

EbA Opportunities	Key Gender Dimensions	Potential solutions
1. Mangrove conservation and restoration to improve coastal community resilience	Mangroves are vital to life in the Pacific. Not only do they provide a structural home to an ecosystem teeming with biodiversity, but those tree roots partly submerged in ocean water create a unique habitat for all kinds of marine life that many communities use as their primary source of income. Mangrove areas in some Pacific Islands are high relative to their land areas (12% of FSM and 10% of Palau), and they provide significant social, economic, and	Acknowledging the different roles women and men have in any targeted coastal community will be essential to any sub-project. It allows for their differentiated inputs and impacts and promotes specific responses women and men could, and should, undertake. Providing opportunities for women to use their own knowledge to support conservation and improve coastal community resilience, for example, in the Marshalls, such techniques include

	<p>cultural benefits for the people of the Pacific Islands⁴¹. While men in the Pacific are usually out fishing traditionally women in the Pacific are the ones who collect resources from mangrove ecosystems⁴²</p>	<p>planting local trees traditionally used to prevent coastal erosion (e.g., mangroves, Pandanus).⁴³</p>
<p>2. Sustainable forest and agro-forest management for climate-resilient agriculture.</p>	<p>Characteristics of agroforestry systems strengthen the resilience to reduce impacts to drought events and extreme rainfall, reducing losses and damage to crops. Agroforestry was identified by both male and female stakeholders as a crucial supporting activity for sustainable forestry for Palau, FSM and RMI.</p> <p>In the Pacific region, decision-making over land use is gendered, as are perceptions about environmental and ecosystem services. Both aspects have strong implications for understanding landscape multi-functionality. Women often make substantial contributions to labor in agroforestry systems, particularly in respect of maintenance, but often only realize a fraction of the socio-economic benefits</p>	<p>Successful agroforestry and sustainable forestry initiatives will need to consider the gendered ways in which women are engaged and exploited within this sector and work to mitigate these – particularly when reviewing small grants applications.</p> <p>Examples of what sub-projects may target include participatory, community-based approaches that ensure women's and men's voices are considered equally and aim to improve women's social and economic empowerment. Some sub-projects may support women through sustainable livelihoods and financial leadership training which provides them with alternative livelihoods and income opportunities in and around mangroves. For example, where women have received training on the advantages of cultivating mangrove plants, the resulting increases in fish stocks have provided an additional income opportunity. Moreover, their newly acquired financial skills have ensured higher business success⁴⁴.</p>

⁴¹ <https://www.iucn.org/regions/oceania/our-work/deploying-nature-based-solutions/water-and-wetlands/completed-projects/pacific-mangroves-initiative>

See also: <https://unesdoc.unesco.org/ark:/48223/pf0000375049.locale=en>

⁴² Mangubhai et al., 2017 - <https://www.sciencedirect.com/science/article/pii/S2212041619301822>

⁴³ <https://doi.org/10.1016/j.marpol.2018.03.011>

⁴⁴ <https://www.iucn.org/news/forests/201707/gender-equity-key-mangrove-restoration>

<p>3. Watershed Management and soil conservation measures.</p>	<p>Watersheds provide many important water-related functions and services to a wide range of stakeholders who are directly or indirectly affected by changes in the quantity and quality of water available. Watershed management incorporates the improvement of three main elements:⁴⁵</p> <ul style="list-style-type: none"> • Natural resources management • Local development management by local governments • Management of externalities inherent in every catchment (for example erosion from hill farming) • Implementation of activities identified within community PAs plans 	<p>Watershed management is of particular importance in the Pacific region due to the crucial way that water and land-based ecosystems constantly interact.</p> <p>A gender perspective on water resource management is important at the household level because not only do men and women differ in the ways they use and manage the resources, they are also differently affected by degradation of resources. For example, in the Pacific women are often the primary users of water for agriculture, livestock as well as health and sanitation. Understanding gender roles can be valuable in planning water interventions which are based on the knowledge of how and why people make the choices that they do in the water use in order to meet their needs.</p>
<p>4. Introducing buffer zones to help facilitate the management/enforcement of PAs</p>	<p>Although buffer zones are widely viewed as an essential component to conservation strategies in the Pacific region, they have historically been noted for their poor implementation, resulting in limitations as to their effectiveness.</p> <p>This is problematic where local populations exist within or close to protected area boundaries. These people are often compelled to exploit protected area resources to survive. Theoretically, socioeconomic activities and projects directed at buffer areas can decrease pressure on protected areas and provide opportunities for local populations to</p>	<p>It is critical in any discussion on managing and enforcing PAs across the 3 target countries that social dialogue and collective agreements on protected area management objectives and strategies are made. For all sub-projects extensive consultations must take place prior to the submission of any proposal.</p>

⁴⁵ Improving Watershed Management Programs. Accessed at: https://www.researchgate.net/publication/292385435_Improving_watershed_management_programs/ink/574f65dc08ae10b2ec055f62/download

	become active in their management. This is particularly important for women to ensure that they have continued access to the ecosystems and environments upon which they rely for their livelihoods.	
5. Ecosystem based Fisheries Management	In the Pacific, women play a significant role specifically regarding inshore fishing activities such as reef gleaning for invertebrates, the preparation of food gathered during fishing activities for sale and other post-harvest activities along the fisheries value chain, including marketing. ⁴⁶ Reports note that women are responsible for a significant amount of inshore fisheries' catches mainly for subsistence purposes to ensure food security. And yet, gender equality considerations are lacking in coastal fisheries management plans and other coastal fisheries governance instruments. ⁴⁷	<p>A holistic view and active efforts are needed to highlight the interdependency of gender and social inclusion and the sustainable management of marine resources for improved livelihoods and poverty reduction, and to ensure that more women are promoted and included in visible decision-making roles for fisheries management.</p> <p>Additionally, in the Pacific, community-based decision-making and control of fisheries resources is typically undertaken through traditional governance institutions mostly comprising of men, with women's voices rarely present in community decision making settings. As a result, women are continually marginalized through traditional gender roles in low-paid and unskilled roles, where violence is sometimes sanctioned.⁴⁸ Though this is slowly changing to include more women in the decision-making process and prevent gender-based violence</p>
6.Coastal wetland conservation and restoration and 7. Coral	Women are directly involved in many livelihoods activities within coastal wetland ecosystems. Additionally, due to social, cultural, and gender-based constraints and barriers, women's dependency on wetland	Within coral reef-dependent communities, gender—in concert with other identities—shapes vulnerabilities, access to coral reef resources, agency and opportunities to participate in and shape management. Women and men

⁴⁶ Gender & Fisheries Desk Review, 2019. Accessed at: https://www.peump.dev/sites/default/files/2020-08/Final%20Draft%20Gender%20Fisheries%20Review%20of%20Literature-Reviewed_Oct19.pdf

⁴⁷ Ibid.

⁴⁸ Ibid.

<p>Reef conservation and Restoration</p>	<p>resources tends to be greater, and any disruptions or degradation to those resources can have acute consequences. For example, degradation of wetlands can impact water access and availability, which carries gender-based implications for women and girls, who are often more dependent on such ecosystems than men.⁴⁹ As such, it is integral for women to be part of the decision-making process for wetland conservation and management.</p> <p>Coral reefs provide critical ecosystem services that support both income and subsistence, and are also often deeply connected to people's identities, lifestyle and social norms. Vulnerability to these changes is not uniform; coral reef dependent communities—and households and individuals within these communities—have different sensitivity, exposure, adaptive capacity and thus vulnerability to the impacts of climate change on coral reefs.⁵⁰</p>	<p>tend to use tropical seascapes—including reefs—differently; in many places women glean for invertebrates in the intertidal zone and inshore reefs, while men fish for deeper water species. Women also tend to be more involved in processing, selling and trading of fish, while fishing itself broadly tends to be considered men's work.⁵¹</p> <p>Supporting equitable resilience in coral reef communities requires examining how coral reef ecosystem services are likely to change. It also implies countering the inequitable impacts these changes will have on people and ensuring that interventions are holistic and incorporate local governance systems and knowledge.⁵²</p>
<p>8.Seagrass conservation and Restoration</p>	<p><u>Seagrass</u> ecosystems exist throughout Pacific Island Countries and Territories (PICTs). They contribute to reduced flooding and erosion in coastal areas and settlements, and offer livelihoods opportunities for communities – particularly women and girls through the harvesting of commercial fish</p>	<p>Seagrass conservation and restoration can have significant benefits to mitigate climate-related risks, they also offer the opportunity to help security livelihoods opportunities for women in particular.</p>

⁴⁹ Guidance on Mainstreaming Gender Under the RASAR Declaration on Wetlands, 2021. Accessed at: <https://s3.eu-west-2.amazonaws.com/igc-production/tfwKTei-fbsRKHFRrQAUXFbodObco2N.pdf>

⁵⁰ https://careclimatechange.org/wp-content/uploads/2021/06/Literature-Review_Gender-Equality-and-Coral-Reefs_-15-June-2021-FINAL.pdf

⁵¹ Ibid.

⁵² Ibid.

	species which are both accessible and culturally traditional. As such, the restoration of seagrass ecosystems through harvesting and transplanting seagrass plants to bolster and develop new beds are highly important.	
9. Beach conservation and restoration	Beaches acts as a large physical buffer between the land and sea, and integral components of coastal protection. While they do not directly contribute to women's socio-economic autonomy or empowerment, they play an integral role in the prevention of coastal erosion. Generally speaking, across the Pacific region accelerated coastal erosion has contributed to the development of stricter laws pertaining to land tenure and ownership. ⁵³ .	Since women often experienced discrimination or are not afforded equal protection in respect of such laws and due to customary laws and practices, they are increasingly limited in their ability to make gardens on the land or fish in the sea, and have also noted that the soil and ecosystems in which they work are increasingly degraded and infertile due to overuse. Though this is a complex issue which requires a multi-faceted approach, the restoration of beaches may help to rehabilitate the ecosystems and environments in which women are currently permitted and able to work, helping to secure a more sustainable livelihood for themselves

Co-benefits

By taking a gender-responsive approach and ensuring each sub-project integrates a gender action plan, the overall programme can contribute significant results toward the following:

- (i) increased food and water security for women and other vulnerable groups based on the interventions funded through each sub-project;
- (ii) gained leadership and voice through the targeting of women's groups, women-only trainings, and staffing of women across key leadership roles in the PMU programme Board, and Regional Grants Committee.

⁵³ Raising the Voices of Pacific Women to Inform Climate Change Adaptation Activities, 2018. Available at:

<https://reader.elsevier.com/reader/sd/pii/S0308597X18300344?token=5B8E487CD4E63ADEB402C731617185F7C95180C0A82E26290209FADAC57CFC5C57DD1ECFD5B0D7CBB1C7F9AF5238D933&originRegion=eu-west-1&originCreation=20221219123213>

- (iii) improved skills development for women through trainings to access the SGF which will include training to target women and women's groups (activities 1.1.3 and 1.1.4); and
- (iv) improved livelihoods and income generated through specific sub-project outcomes. EbA measures financed through the SGF.

5. Recommendations

As noted above climate change and the associated affects related to food and water security, livelihoods, coastal resilience, etc. affect women and men differently in the Paulu, FSM, and RMI hence different strategies for adaptation and resiliency are required. Given that female-headed households are generally poorer and more reliant on subsistence farming, women glean for invertebrates in the intertidal zone and inshore reefs, while men fish for deeper water species. Women also tend to be more involved in processing, selling and trading of fish, while fishing itself broadly tends to be considered men's work the project has a specific focus on driving gender-sensitive development for this beneficiary group. The programme will need to make a proactive effort to ensure that under-represented and marginalized people are included in planning and review processes.

Opportunities and Challenges

- The challenge of little knowledge around gender dimension in EbA, offers the opportunity for the programme to ensure training of personnel participating in this programme. This gender training can be prepared to carry out the activities to avoid and mitigate the possible problems and setbacks regarding perceived and tangible inequalities. The gender expert hired for the project can be tasked to provide initial personnel training.
- Among the programme's training components for beneficiaries (Component 1) the WriteShops and EbA training should include gender roles and teasing out gender dimensions in each of the sectors targeted by the SGF.
- In addition, in order to help reduce gender gaps in access to land, work, natural resources, and income, the programme can promote the participation of women in all possible activities, with special emphasis on facilitating for them to take part in those that have to do with production (so as to promote their economic empowerment especially through Component 2 of the programme – the SGF).
- In order for women, their opinions, specific needs and experiences to be taken into account before making decisions, women and men should be asked about them separately.
- The programme can also develop strategic alliances with institutions that ensure the rights of women. To begin the programme will integrate expertise from gender experts in the government through the Bureau of Domestic Affairs (BOD) in Palau, FSM's Social Affairs Department (the National Gender Coordinator), and RMI's Ministry of Internal Affairs Gender Office. As far as possible, the programme shall map actors and identify local associations – both those that are led by women and

those led by both men and women – that can provide an added sustainability to the practices that will be developed within the framework of the programme.

Given the overall assessment in Section 3 as well as stakeholder input/feedback outlined in Section 4 the following recommendations are provided to help ensure effective gender responsive outcomes, particularly for the sub-grant component of the programme:

1. **Baseline Data Collection:** As outlined in Sections 3 and 4 the unavailability of data makes it difficult to determine what types of interventions will be best suited for particular communities. According to the UNFCCC’s June 2022 report exploring “Dimensions and Examples of the Gender-Differentiated Impacts of Climate Change”, sex-disaggregated data remain the most common means of assessing the gender-differentiated impacts of climate change. As such, baseline data from sub-grants should be disaggregated by gender for each of the target communities within each target country. Collection of this data will help track progress at the community level. This will help to track impacts and ensure that efforts pertaining to replication and scaling of results from the grant mechanism are gender-responsive (relevant activities integrated into the Gender Action Plan (GAP – table 8 below): 3.1.1.1, 3.1.1.2, 3.2.1.1, 3.2.1.2)
2. **Establish an Evidence Base for EbA and Gender:** Integrating gender-specific indicators and targets related to EbA activities will all help to contribute to a more robust archive of data and evidence regarding the relationship between EbA and gender. Down the line, this will help to demonstrate the value of gender-responsive approaches to EbA, which will help to ensure that such approaches are incorporated into future projects/programmes , initiatives, policies, etc. This can be done through the systematic collection of sex-disaggregated data from sub-grants as well as through the inclusion of gender-responsive indicators in sub-grant M&E frameworks. (relevant activities integrated into the Gender Action Plan (GAP – table 8 below): 3.1.1.1, 3.1.1.2, 3.2.1.1, 3.2.1.2)
3. **Integration of Gender-Responsive Activities into Sub-Grant Design:** Modules for gender-responsive small grant design, localized strategies for inclusive priority setting, and the inclusion of sub-grant screening to ensure gender considerations are integrated into proposals will be important. Women can provide critical inputs to effectively tailor sub-grant interventions so it is critical for the sub-grants to actively promote and facilitate the integration of women’s knowledge skills through direct consultation and forums to ensure their knowledge can be successfully integrated.(relevant activities integrated into the Gender Action Plan (GAP – table 8 below): 1.1.2.1, 1.1.2.2, 1.1.3.3.)

4. **Targeted Training for Grant Development:** Because women's professional engagement and decision-making power is limited across all three target countries, the programme should offer targeted training sessions to allow women and other marginalized and disenfranchised groups the opportunity to prepare, so they might have a better chance of writing a successful grant proposal. The programme should provide women-only training to ensure participation and target specific areas of potential limitation or need for women based on the information provided in this GAAP, and the baseline data collected (see above). (relevant activity integrated into the Gender Action Plan (GAP – table 8 below): 1.2.1.1)
5. **Gender Expertise for Screening and Review of Grants:** The sub-grants will need to intentionally ensure that strong gender expertise is included as part of the overall programme. This includes budgeting for a gender expert to support the overall programme as well as the sub-grant process. Gender-awareness and particularly an eye for identifying key gender challenges and opportunities will be critical to build into sub-grant governance and review structures. (relevant activities integrated into the Gender Action Plan (GAP – table 8 below): Indicators under Output for Project Management – Strengthen the technical and institutional capacities of the programme team on the gender dimension)
6. **Consultations with Women's Groups and NGOs serving women and other marginalized groups:** There is a critical need to engage both formal and informal women's organizations to build awareness and create buy-in for addressing the issue of climate change across local authorities. These organizations will be critical partners in the design and implementation of sub-projects. relevant activities integrated into the Gender Action Plan (GAP – table 8 below): 1.1.1.1, 1.1.1.2, 1.1.3.3, 2.2.2.1)
7. **Provide Opportunities to Fund Traditional Knowledge:** As outlined in section 3.2.7 there are opportunities within the menu of EbA interventions that can be funded through the SGF to provide funding for traditional solutions to the current problems that have been exacerbated by climate as outlined In RMI, planting local trees traditionally used to prevent coastal erosion (e.g., mangroves, Pandanus). (Relevant activity integrated into the Gender Action Plan (GAP – table 8 below) is activity 3.2.1.3)

6. Gender Action Plan (GAP)

To ensure the recommendations and findings of the gender assessment and consultation process are fully integrated into the project design, a Gender Action Plan (GAP) has been developed. The GAP: (i) outlines how gender considerations will be integrated into the overall governance and implementation arrangements of the programme; (ii) details the process for ensuring gender considerations are fully integrated into the small grants facility (SGF); and (iii) provides a detailed action plan with targets and indicative budget figures.

6.1 Implementing roles and responsibilities for gender mainstreaming

The various entities involved in the EDA programme including the Small Grants Facility (SGF) are all responsible for ensuring gender mainstreaming and the effective execution of the gender action plan, but each have unique and complementary roles and responsibilities as summarized below:

Accredited Entity: MCT (Micronesia Conservation Trust) will act as the Accredited Entity (AE) to the programme. MCT will ensure all reporting, monitoring and evaluation include provisions to track progress against the GAP. MCT has its own gender policy and gender guidelines as well as gender expertise on staff, who will be assigned to support the reporting, M&E etc. to track and monitor progress. MCT's Deputy Director is responsible for ensuring that any grievances related to the gender issues, SEAH, and GBV are investigated and handled in a manner that is survivor-centered and gender-responsive and can address SEAH-specific complaints.

As shown in figure 4 below, the EDA facility will leverage pre-existing organizations in each of the three countries, validated through previous stakeholder consultations, and will have two levels of Functions: (i) An Oversight function: The Program Board and (ii) A Decision-making function: The Grants Committee.

These functions are separated to ensure that there is no conflict of interest among those who are entrusted with the oversight function and those who make the sub-grant funding decisions. The program will also have a Management Mechanism that will include a **Regional Coordination Unit (PMU)**, a **Technical advisory body** and a **Redress Mechanism**.

Inception Report, Mid-term Review and Terminal Evaluation reports integrate gender and (v) reviewing the final programme report package during an end-of-project review meeting to discuss lesson learned as they relate to gender outcomes. The PB will be supported by the GESS officer and can access gender expertise from government – as per the stakeholder consultation process this will be the Bureau of Domestic Affairs (BOD) in Palau, FSM's Social Affairs Department (the National Gender Coordinator), and RMI's Ministry of Internal Affairs Gender Office.

Regional Grants Committee (Grants Committee) which will serve as the decision-making body and will be the ultimate responsible party for selecting the sub-projects. The Grants Committee will be composed by the Executing Entities of the programme that will serve as the financial vehicles to provide finance to selected sub-projects at the local level. The Grants Committee will meet twice a year in order to review Expressions of Interests, the roster of entities and to conduct a final selection of the sub-projects. As part of this role, the Grants Committee will be responsible for screening whether the proposal has sufficiently incorporated gender elements

Executing Entities at the country level, the SGF will build its design on established financial vehicles which will provide finance to sub-projects at the local level. These EEs will be: MCT in FSM, The PAN Fund in Palau, and the MIMRA in RMI. These EEs are established legal entities in each country. MCT in its role as AE, and in response to clause per clause 10.02 of the AMA, has conducted Capacity Assessments of the EEs. Capacity Assessments are available to the GCF. MCT will retain the overall responsibility and oversight for the programme in the three countries.

The EEs will work under the guidance of the RPCU to conduct the initial screening of the Expressions of Interest (EOI) for sub-projects, ensuring these fall within the appropriate thematic areas and that there is no duplication with other ongoing support in-country. **An external GESS expert will be hired to support E&S safeguard and gender screening** and will provide training to the executing entities. At the country level, each financial vehicle will use their existing committees for the pre-approval of the selected sub-projects. Detail on each of the funding vehicles is elaborated on in the Full Funding proposal.

Regional Programme Coordination Unit (RPCU). The RPCU will be hosted at MCT's headquarters in Pohnpei FSM and will run the day-to-day operations of the EDA programme, including: designing and implementing the annual work-plan and budget; defining, prioritising and implementing the programme activities, putting out the call for proposals, supporting the initial screening, to determine project eligibility of the Expressions of Interest (EOI) and preparing the presentation of the eligible projects to the Grants Committee for final approval. The concept papers will be screened by the RPCU to determine project eligibility and at this time the RPCU will undertake a gender integration check to determine if at the EOI stage the sub-project proponents have identified gender differences in terms of needs and capacities to incorporate into the

project design. Support to the RPCU will be provided by a GESS expert who will also provide training to the RPCU staff.

GESS Expert: A technical specialist in gender and ESS will be appointed to support the RPCU on the evaluation, identification, and integration of specific gender and ESS considerations into the programme as a whole, but particularly the SGF during the review of the sub-projects EOIs as well as the proposals. The GESS expert will also be responsible for designing training curricula and administering training (activities 1.1.3 and 1.1.4)

External Technical Advisory Body: The EDA Facility will have an external technical advisory body composed of the Colleges of each country, including the College of Micronesia-FSM, College of the Marshall Islands (CMI) and Palau Community College (PCC). At least one person from the advisory body will have gender and E&S experience to support gender mainstreaming. They will have a dual role of supporting the RPCU in assessment and advice, including validating and refining the gender screening tool at the start of programme implementation as well as reporting on lessons learned related to gender integration in programme implementation.

6.2 Small Grants Facility (SGF)- gender integration at the different SGF stages

The Small Grants Facility will follow a four stage project cycle (see figure 5). Gender considerations/mainstreaming will be fully integrated into all four of the project cycle stages as indicated below.

Stage 4: Implementation, Monitoring and Reporting: The GESS expert will provide support to the RPCU to monitor any gender aspects and ESS risks identified at the sub-project design phase. Each sub-project will include a gender action plan with specific indicators. The GESS expert will roll-up all sub-projects from each country to provide an integrated gender action plan for each country (based on the awarded sub-projects). These country-level action plans will be completed once the sub-grants have been awarded and will be reported on to the GCF, in addition to the overarching programme GAP contained in table 9 below. The GESS expert will be responsible for ensuring that all trainings for female-led and women's organizations take place within the appropriate parameters.

At the sub-project level, a knowledge management, applied learning framework (KMAL) will also be established during activity 3.1.1. "Review available data collected by MCT on ongoing and recently closed sub-projects and establish a KMAL strategy." All grantees will have to comply with the KMAL protocol established to evaluate the success of the proposed projects and take stock of lessons learned, including those related to gender. The sub-projects will have a set of measurable and qualitative indicators and baselines as part of separate Gender Action Plans (GAPs) for each sub-project. The KMAL plan will be submitted at the full proposal stage and will be developed in consensus with relevant local actors, in particular communities, who represent the frontline in restoration and EbA adaptive efforts. The sub-grants KMAL system will be in accordance with the EDA's Gender Policy and Environmental and Social Safeguards Policy of the EDA Program.

The Gender Action Plan (GAP) at the programme-level forms the basis for operationalizing the results and recommendations of the gender assessment presented in the above sections. It contains specific gender-responsive elements that have been integrated into the overall programme design and lays out activities to undertake during the implementation of programme to maximize the development impact and co-benefits of the GCF investment.

The GAP is closely aligned to the outputs of the programme's logical framework and proposed activities. The GAP complements the Environment and Social Safeguards Report (Annex 12), which identifies the programme to be categorized as Risk Category C. This does present certain gender-related risks and the programme has initiated mitigation of these by conducting the Gender Assessment and developing the Action Plan. Please note that individual sub-grants will require specific gender action plans as well.

SEAH and GBV

While the risk of increased gender based violence (GBV) and sexual exploitation, abuse and harassment (SEAH) is low, the programme will strictly adhere to MCT's zero tolerance policy for sexual harassment, all project personnel, contractors, and contracts for any hired consultants will include provisions on SEAH as well as training to deal and mitigate GBV and SEAH issues. The programme will also include a robust grievance and redress mechanism that will be managed by MCT as the AE and is in line with MCT's Whistle-blower Protection Policy and Procedure (see Annex 12 and the Operations Manual for details). The GRM will be available through several channels, both formally through the programme website or email as well as informally through suggestion boxes that will be made available at the project sites. Women will be able to anonymously issue a complaint through this system which has been widely used across the Pacific for projects to gather any complaints, suggestions or grievances,

To address issues of women's disenfranchisement and empowerment in the workplace (which contributes to SEAH specifically), the programme will allocate women-only and women-specific training opportunities as well as include mandatory training for SEAH (see below). This will help to ensure that women are actively engaged in project implementation and viewed as equals by both the programme implementation team, as well as the target beneficiaries and communities, thereby reducing their risk of experiencing GBV and SEAH.

Table 8: Gender Action Plan

Gender Action (related sub-grant log-frame activities)	Gender-Responsive Indicators	Baseline	Targets	Expected Results	Timeline	Responsible Parties and Means of Verification (MoV)	Allocated Budget (USD)
Impact Statement: Improved resilience of women with regards to climate change within the target communities by providing tailored capacity building and training for women to increase their access to climate finance for priority adaptation sub-grants, as well as the generation and use of gender-specific and gender-disaggregated data.							

Output 1.1: Increased capacity of identified entities (eligible for grants) to design and implement EbA sub-projects ⁵⁴							
1.1.1 Selection criteria for SGF roster of eligible entities includes gender markers (Activity 1.1.1)	1.1.1.1 # of women's organizations or women-led organizations identified to include in SGF roster and/or to participate in small grant design 1.1.1.2 # of women's groups and organizations that target women or other vulnerable groups screened for selection	0	1.1.1.1 At least 2 women's or women-led organizations identified for each target country 1.1.1.2 At least 5 women's groups and 1 per country (or organizations that serve/target women and other vulnerable groups screened per country) ⁵⁵	1.1.1.1 Women's voices will be actively heard in the design and decision-making process for small grants 1.1.1.2 A diverse group of organizations selected, prioritizing women's-focused organizations	Year 1	GESS Expert RPCU MCT	GESS Expert: USD 99,900 (included under Component 1)
1.1.2 Development of training module on E&S safeguards (ESS) and gender mainstreaming (Proposal Activity 1.1.3: Training of Trainers (ToT); Activity 1.1.4: WriteShops)	1.1.2.1 # of training modules incorporated into ToT 1.1.2.2 WriteShops include ESS and gender module	0	1.1.2.1 One module on ESS risks and gender mainstreaming developed 1.1.2.2 Developed module delivered as part of the WriteShops/ToT	Ensure small grants integrate gender concepts into proposals and entities understand how to assess E&S risks	Year 1, Year 2	GESS Expert RPCU MCT	GESS Expert (budget as above)
1.1.3 WriteShops/ Training of	1.1.3.1 % of WriteShop participants	None	1.1.3.1 50% of training participants are women	Potential grantees have a greater	Year 1 Year 2	GESS Expert RPCU MCT	Incorporated into costs of

⁵⁴ Regarding trainings under Output 1.1, to cater to women's availability and needs, the project will develop flexible scheduling and offer opportunities for remote participation to mitigate women's constraints within their households, schedules, and domestic workloads.

⁵⁵ Due to the size of the organization, individual chapters of the same organization (such as the various chapters of Women United Together, RMI) may be considered in lieu of entirely separate organizations.

Trainers (ToT) capacity training	<p>who are women</p> <p>1.1.3.2 % of WriteShop participants who post-training understand gender mainstreaming for climate resiliency and EbA</p> <p>1.1.3.3 Female-led organizations have the capacity to access EDA resources to develop and implement effective projects tailored to the ecosystem contexts through the training outputs</p>		<p>1.1.3.2 At least 80% of workshop participants demonstrate understanding of gender mainstreaming for climate resilience post-training</p> <p>1.1.3.3 At least 9 (3 per country) female-led organization have built capacity to develop and implement effective projects tailored to the ecosystem contexts through the training outputs</p>	<p>understanding of the impacts and importance of gender regarding design, planning and implementation of climate resilience measures and EbA</p> <p>Women-led groups or women-led proposals are successfully awarded sub-grants and can access the SGF resources</p>			capacity training
Output 1.2: Increased awareness and participation of communities in sub-project design							
1.2.1. Provide women's focused organizations with separate awareness session to allow for full participation workshops (Activity 1.2.1)	1.2.1.1 # of separate women's awareness sessions held	0	1.2.1.1 At least 1 awareness session per country tailored specifically for women and/or women focused organizations (3 total)	Allow for full participation of women in workshops	Year 1	GESS Expert RPCU MCT	Incorporated into costs for awareness sessions under Activity 1.2.2 as well as Output 2.1

			1.2.1.2 Increased participation of women in decision-making related to sub-grants ⁵⁶				
Output 2.1: Established SGFs, per country, are operationalized to fund locally-led EbA sub-projects,							
2.1.1 Gender Responsive design and ESS risk identification and management incorporated into guidelines and procedures of the SGF (Activity 2.1.1)	2.1.1.1 Guideline developed incorporates gender-responsive sub-grant design and localized strategies for gender mainstreaming, gender criteria, and implementation	None	2.1.1.1 One guideline/procedure that includes gender-responsive sub-grant design and localized strategies for gender mainstreaming, gender criteria, and implementation incorporated into sub-grant development training. 2.1.1.2 Demonstration of adequate gender integration at the sub-grant level	Key gender components incorporated into program design	Year 1	GESS Expert External Technical Advisory Board RPCU Sub-grantees MCT	Incorporated into costs of 2.1., GESS officer screening of sub-grants (USD 59,400 included under Component 2)
Output 2.2 Priority EbA adaptation measure are funded through identified entities							

⁵⁶ Qualitatively measured through stakeholder minutes from sub-grant consultations as well as quantitatively in terms of the number of women's groups or women-led sub-grants submitted through the SGF

2.2.1 Screen sub-projects for alignment level of ESS risk, gender integration and the engagement of local communities and marginalised groups (Activities 2.2.2 and 2.2.4)	2.2.1.1 Screening templates validated and revised 2.2.1.2 % of sub-projects screened for ESS risk, gender integration and the engagement of local communities and marginalised groups	Drafts included as part of GAAP (Appendix I)	2.2.1.1 Gender and ESS screening templates approved by Grants Committee 2.2.1.2 100% of EOIs screened for gender integration, ESS risk and engagement of local communities/marginalised groups	Ensure that small grants incorporate gender considerations into design, are low-risk and fully engage local communities and marginalised groups	Ongoing once SGF launched	GESS Expert External Technical Advisory Board Grants Committee PCU MCT	GESS Officer USD 59,400 (included under Component 2)
Activity 2.2.2 Sub-projects awarded to women's organizations (Activity 2.2.4)	2.2.2.1 # of women's organizations and/or women-led organizations selected	0	2.2.2.1 At least 3 women's organizations and/or women-led organizations from each Country (9 total) are awarded sub-grants	Women-led projects provide leadership opportunity and all funding received directly provides benefits	Ongoing once SGF launched	GESS Expert Grants Committee RPCU MCT	Incorporated into small project selection (activity 2.2.4)
Component 3: Improved knowledge management, applied learning (KMAL) and regional cooperation on locally-led EbA measures							
Output 3.1 – Enhanced KM and data sharing protocols for dissemination of lessons learned and best practices on EbA adaptation measures							

3.1.1 Data collected for KM platform incorporates gender-related and gender-disaggregated data for sub-projects (activity 3.1.3)	3.1.1.1 Collection of baseline data for sub-projects 3.1.1.2 Gender-related data incorporated into KM platform 3.1.1.3 Gender Action Plans established for each country based on individual sub-grant action Plan	None	3.1.1.1 Baseline data collected and gender disaggregation for all data (where possible) 3.1.1.2 KM platform includes gender-related data 3.1.1.3 One overarching GAP for each Palau, FSM, and RMI ⁵⁷	Continuous learning and improvement due to the repository of annual gender-related and gender-disaggregated data	Ongoing	GESS Expert MEL Officer RPCU Sub-grantees MCT	Incorporated into KM platform development (activity 3.1.3)
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⁵⁷ Indicative indicators from the sub-grants that could potentially be rolled-up and reported on in each country GAP (this will depend on final sub-grant selection for which provisions are in place to collect gender related data and report on the collected indicators) include but are not limited to: (i) total amount of finance accessed by women; (ii) number/percentage of women and men with increased resilience to climate change (e.g., access to improved watershed health, increased food security, increased knowledge and strengthened networks on climate change issues etc.); and (iii) time saved in collecting and carrying water and forest products due to EBA activities.

3.1.2. Design KMAL protocol to include collection and reporting on gender-related and gender-disaggregated data for all sub-projects (Activity 3.1.1)	3.2.1.1 KMAL protocol designed to incorporate gender-related and gender-disaggregated data collection/reporting on sub-projects 3.2.1.2 % of data collected that is gender specific 3.2.1.3 Case study developed on the Indigenous and Traditional knowledge utilized in sub-projects	None	3.2.1.1 KMAL protocol incorporates gender 3.2.1.2 At least 5% of data collected is gender-specific 3.2.1.3 A least 1 case study incorporated into KMAL on the use of traditional knowledge in sub-projects	Continuous learning and improvement due to the repository of annual gender-related and gender-disaggregated data	Ongoing	GESS Expert MEL Officer RPCU MCT	Incorporated into costs of output 3.1 (activities 3.1.1 and 3.1.2)
Project Management: Strengthen the technical and institutional capacities of the programme team on the gender dimension							
Technical and institutional capacities of the project team on the gender dimension are increased	Recruit a gender and environmental and social expert	None	A gender specialist recruited as soon as possible, at project inception	GESS Officer will be a key position to ensure gender mainstreaming undertaken across all programme activities	Year 1	MCT RPCU	Total budget for GESS Officer USD 159,300
Strengthen the capacities of the Project team and stakeholders	NA	None	At least 10 persons (disaggregated by sex) trained on the	Entire project team, executing entities, and	Year 1 and ongoing	MCT RPCU GESS Support from	GESS Officer budget plus training

(Programme Board, Grant Committee, EEs) on the gender concept and the gender dimension in EbA (including facilitation skills to engage women, youth, and elderly)			gender-sensitive approaches and gender-responsive EbA Scores increase at least 30% from pre to post test	oversight bodies will be trained in gender dimensions related to EbA		Advisory Body	budget under activities 1.1.3 and 1.2.1
Programme staff and key stakeholders all trained in SEAH	# of persons trained in	None	All team members, contactors, oversight committees (Programme Board, Grants Committee), and Financial Vehicles -EEs complete a SEAH training (at least 10 persons trained)	SEAH training for all personnel associated with programme	Year 1 and ongoing	MCT RPCU GESS Support from Advisory Body	GESS Officer budget plus training budget under activities 1.1.3 and 1.2.1
Total							USD 159,300



Appendix I. Gender sub-grant Screening tool

The sub-grant selection criteria specific to gender will be reviewed, verified and refined by the External Technical Advisory Body during the initial set-up of the SGF but an initial framework based on a simplified version of the GIZ Gender-responsive EBA manual (see section 4 above) combined with the GCF gender mainstreaming guide and MCT's own gender policy has been developed.

Given the nature of the sub-grant and limited capacity of the NGOs and communities across the three target counties in gender mainstreaming, sub-grant gender criteria will need to effectively balance the need for detail to ensure effective gender balanced outcomes that are meeting differentiated needs for men and women with the need for simple, approachable frameworks for potential proponents that can't initially detail specific gender aspects of the sub-grant will require focused sub-grant support.

Ultimately the GESS expert and Grants Officer will work closely with the selected groups to develop the sub-project gender action plan and MCT will ensure that they are aligned with the GCF Gender Policy Requirements.

The projects will be required to: (i) look at gender differences in terms of ensuring needs and capacities have been accounted for and incorporated into the grant design; (ii) gender-equitable participation will be encouraged and actively fostered, especially regarding decision-making; and (iii) both the grants program and the outcomes/benefits of each grant – including financial – are inclusive to both men and women.

Table 1: Sub-project Gender Assessment

Guiding Questions	Response
1. What are the main sources of livelihood and income for men and women? If survey data is available it should be included otherwise qualitative descriptions are helpful.	

2. With regards to the specific EbA area what are the key vulnerabilities being addressed by the project? How do these differ for men and women?	
3. Based on initial stakeholder engagement, what are the needs and priorities related to the envisioned activities? Are men's and women's needs/priorities different?	
4. How are women and men expected to benefit from project activities?	
5. What specifically will the project do to ensure that women and men have equal opportunity to benefit from the project activities?	
6. Are project outcomes/results gender disaggregated? If so, describe the specific indicators and how they will be monitored.	

Table 2. Gender Assessment Screening Tool

Question	Response	Actions to take	Revisions needed
Gender Considerations			
Are women/gender focused groups, NGOs/CSO's or gender units in partner organizations consulted in the project/programme development?			

Are women/gender focused groups, NGOs/CSO's or gender units in partner organizations involved in project implementation? Included as beneficiaries?			
Does the project include strategies to reach out to the underrepresented sex that would benefit from the project/programme?			
Does the project ensure that gender-specific obstacles to participation are identified and solutions designed, so that both women and men can access and participate in project activities in an equal manner?			
Are outcomes, outputs and activities designed to meet the different needs and priorities of women and men, boys and girls?			
Does the results framework include gender responsive indicators, targets and a baseline to monitor gender equality and women's empowerment results?			

Appendix II- Women's Group Consultations Summary

COMMUNITY STAKEHOLDER WORKSHOP: MCT PPF EDA PROJECT

Ecosystem-Based Adaptations for Reducing Vulnerability to Climate Change in Northern Pacific Small Island Vulnerable States (SIDS)

Working Group 4 –Gender, Sustainability & Risks

Main issue to determine: What are the gender and social inclusion issues, risks and activities associated with this project?

Q1: The proposed programme aims to 'increase NGO and local authority's technical capabilities to address relevant climate change threats'. Are there specific women's groups who should be part of the implementation that need to be consulted further during the programme preparation phase? (if possible, please provide contact names and email)	
Palau	A: MOS/BDA, Mechesil belau,
RMI	Ministry of Internal Affairs - Gender Office WUTMI Churches - women's groups - faith based organizations Jibron Ae Female Entrepreneurs
FSM	A: FSM Women's Association, the SDG/Human Rights Working Group, FSM Social Affairs, The National Gender Coordinator and possibly the India Grant Coordinator.
Chuuk	The last worksheet was done in the large group because we lost some people and the participants thought it would be easier and faster to do it this way. A: Chuuk Women's Council (Contact: corkbenito@gmail.com – Mrs. Courtney Stinnett Benito) B: Oneisomw Women's Association (contact: 930 – 1946 – Ms. Evelyn Paul) C: Island PRIDE (Contact: wyaap.yolanda@gmail.com – Mrs. Yolanda Joab Mori)

Kosrae	A: None
Pohnpei	A:Pohnpei Women's Council, Nett Indigenous Women's Group, Lien Wehi Association, Peidei Women's Group Sokehs, Nanwel Women's Group, all other local women's groups in Pohnpei.
Yap	A: Yap Women's Association (YWA) – Maria Laaw, President Neighboring Islands Women's Association (NIWA) – Anna Itimai, President Gender Support Office (GSO) – Paula Mitmow, Gender Support Officer
Q2: Are there differences between women and men regarding access to and control over natural resources or land tenure and ownership structures etc? If yes, in what ways?	
Palau	A: Yes- ownership, management and implementation
RMI	Yes, do desk review Refer to World Bank Atoll Study, Land Tenure System in the RMI paper by the late Amata Kabua (RMI Courts Website, and Tina Stege's paper.
FSM	NA
Chuuk	A: Yes, women own all lineage resources (land and sea)
Kosrae	A: Yes. Women have access to resources, but no control. Men have both control and access to resources. Other than ownership and authority rights, men have more time to access these resources while women don't have enough time since they are more occupied with taking care of households.
Pohnpei	A:Inheritance of land is predominantly to men in the family. In general, when women get

	married they will go with their husband to his families' land. However, this is not to say that women do not have access to land.
Yap	A: Natural resource in Yap in patriarchal in ownership but matriarchal in tenureship
Q3: In terms of fisheries, agriculture, agroforestry, animal husbandry, aquaculture, and tourism, what are the roles that men and women typically play? What are the challenges and opportunities their designated roles bring?	
Palau	<p>A: Men: Fisheries, Animal Husbandry, agroforestry, aquaculture, tourism.</p> <p>A: Women: Agriculture, Gleaning for inverts, agroforestry, aquaculture, tourism</p> <p>A: Access to markets and high cost of engaging because of inflation rates and cost of labor, child care, access to capital financing,</p>
RMI	<p>In most islands, the main leadership hierarchy resides on Majuro, but projects are implemented in the outer islands - monitoring of such projects become a challenge:</p> <p>opportunity - projects would lure islanders back.</p> <p>It varies and depends on context. Delegation of authority of leadership in Majuro.</p> <p>Habitability for what people want.</p>
FSM	NA
Chuuk	<p>A: Men are often the gatherers and face physical labor, women are the preparers of the resource and can deal with management whereas men deal with the laborious work.</p> <p>B: Women roles: handicraft, clam fishing</p> <p>Men roles: fisheries, agriculture/farming, agroforestry, etc.</p>
Kosrae	Men are responsible to lead the developing, maintaining, and harvesting of resources through

	<p>fisheries, agriculture, agro-forestry, animal husbandry, aquaculture, and tourism.</p> <p>Women on the other end play more of a supporting role through minor equipment and supply maintenance, collecting and cleaning harvests.</p>
Pohnpei	<p>A: It depends on what kind of specific activity is being undertaken, per the traditional roles and methods for fishing (e.g., coastal fisheries, men and women share equal opportunity). For agriculture, it also depends on traditional roles - but more and more the opportunities are equal for men and women.</p>
Yap	<p>A: Land cultivation is usually women centric whereas marine harvesting is male centric, primarily fishes and other vertebrates. Women on the other hand can harvest marine invertebrates.</p> <p>Knowledge retention of gender roles is consistent among each gender groups.</p>
<p>Q4: What measures /activities need to be introduced into each SGF project to ensure that women and men equally benefit from the project? For example, increased fish stock, improved water quality, improved coastal management? <u>Please explain your answer.</u></p>	
Palau	<p>A: Equal quota for both genders, Access to farming lease for women, access to aquaculture lease,</p>
RMI	<p>Artisanal Fishery</p> <p>Equal participation for design and implementation of project design, implementation to have all included.</p>

FSM	A: Implement quotas to ensure women and men equally benefit from the project. Follow the National Gender Policy and the PWD policy.
Chuuk	A: Improved water quality B: improved coastal management Both men and women will equally benefit from these two activities because they will be able to access water. Also, women do clam fishing and other coastal fisheries, which can be said also for men.
Kosrae	A: Ensure equal or reasonable access to resources. B. Promote development of sustainable value added products
Pohnpei	A: No matter who is leading a particular project, the Team Leader should ensure that there is a gender balance in all aspects of the project implementation. Projects should be family oriented and ensure that women play a central role.
Yap	A: Incorporating certain activities that play on each gender's strengths Women: agriculture Men: Fisheries, coastal & land management
Q5: Are there any barriers and opportunities based on gender, age, disabilities in relation to mobility as well as in access to services (for example: ability to travel, ability to access resources such as water or partake in farming/fishing)?	
Palau	A: see answer to question 4. Provide equal opportunities for marginalized groups to have access to the same benefits.
RMI	Yes, lack of docks impact sea travel Transportation, communication Look at gender responsive budget report.

	Based on where you sit within the traditional hierarchy structure - access is more around who you are and what family you belong to, or political party, or church.
FSM	NA
Chuuk	A: There are barriers, especially when you talk about people with disabilities and travelling. Also, there are barriers to access to resources for both people with disabilities and women, as mentioned above there are some fishing activities like spearfishing that both women and the disabled cannot access.
Kosrae	A: Yes
Pohnpei	A: Lack of income and economic hardship would be the main cross-cutting issue in this regard. People with disabilities are supported, but not necessarily encouraged to participate in outside the home activities. Traditional taboos related to fishing also affect access.
Yap	Barriers: - Limitation for logistics in the outer islands. - Different groups have different levels of accessibility to resources i.e. Yapese cast system Note: One group doesn't perceive any barriers in relation to mobility and access to services. Individuals who may have physical limitations often are cared for by capable individuals who can access on their behalf. Opportunity: targeting awareness and messaging to youth groups; build them into young ambassadors

Q6: What is the nature and extent of women run businesses, cooperatives and women's groups? Are there examples of any of these groups, cooperatives, businesses working within and around protected areas? Or: within the targeted sectors, (i.e. agriculture, fisheries, agroforestry)? Or: benefiting/utilizing natural resources as a source of livelihood?	
Palau	A: Women CBOs are very active, resourceful, organized.
RMI	Not sure. Would reach out to Jibron Ae + Kora Fund, OCIT, and the Amimono Association.
FSM	NA
Chuuk	<p>A: In Fefen, the women of Ununo made virgin coconut oil and also breadfruit chips and sold them.</p> <p>B: At the moment, although some women do have businesses, they are not working within or around protected areas.</p>
Kosrae	A: A good number of businesses on the island are owned by women. However, they have no involvement in PA works.
Pohnpei	A: There is an upward trend in women run businesses, cooperatives and groups taking part in socio-economic activities. SMK has Community Conservation Officers that are women, similar to all other municipalities around the island. All the PAs have women who are involved in these roles.
Yap	A: The existence of YWA and NIWA functions as an umbrella organization in Yap for all other women groups at the community/village level and their activities focus within or around the vicinity of PAs.

Q7: What factors are likely to negatively affect the programme's sustainability (the likelihood that the benefits from the programme interventions will extend beyond the project implementation lifetime)? Are there any key constraints to the sustainability of interventions? Are there any previous experiences of this type that have been sustainable over time that would be relevant for this project?	
Palau	<p>A: Covid like incidents, lack of leadership to sustainably maintain the programmes through implementation, 1 time project with no sustainability plan, competing local and national priorities, change in leaderships and change in priorities within states, lack of leadership capacity, political challenges,</p>
RMI	<p>Sustainability must integrate into existing plans and needs, not stand alone to be successful, and politics can negatively affect, not following traditional structures as well.</p> <p>Change in Administration at the national and local level / shift in leadership.</p> <p>Land tenure system.</p> <p>Stand alone projects can be problematic</p>
FSM	<p>A. Limitations on funding, political will, staff turnover (change in administration = change in priorities), increased climate impacts that negate the programs sustainability, inability to improve livelihoods of the community members -to generate sustainable participation.</p>
Chuuk	<p>A: The lack of funding and capacity at the state and community level</p> <p>B: Lack of community/resource managers support and buy in</p> <p>C: Different priorities at the different levels</p>
Kosrae	<p>A: Change in leadership may be a risk in sustaining PA projects.</p> <p>B. Stakeholder support might change overtime due to redirection of priorities</p>
Pohnpei	<p>A:Lack of inclusivity. If incentives for income generation are not part of the project it will likely</p>

	<p>not be as sustainable. Lack of connectivity of similar projects in different communities, in order</p> <p>to share lessons learned and best practices and worst practices. Lack of commitment to sustain</p> <p>the project by communities. Collaboration amongst partners at state and ngo level is important</p> <p>to achieve sustainability.</p>
Yap	<p>A: Inadequate information sharing about the project rationale is vital for sustainability. Some key</p> <p>constraints are staff turnover, limited monitoring & maintenance plan after project closure, no</p> <p>clear roles & responsibilities and handover of project assets at the end of project cycle, and may</p> <p>be funding that may not be able to account for unforeseen circumstances.</p>
<p>Q8: What would be your suggestions for a clear exit strategy for when the GCF funding ends? What could be an adequate strategy to phase out assistance provided by the programme in a sustainable way?</p>	
Palau	<p>A: Integrate the program to state and national governments, develop a sustainable mechanism,</p> <p>institutionalize and financed,</p>
RMI	<p>*** Question not answered on question sheet ****</p>
FSM	<p>FSM GEF Small grants program could provide additional funds for projects, ensuring alternative income activities are providing enough support to community members; increased capacity and business and financial management training is included as part of the program.</p>
Chuuk	<p>A: Ensuring that alternative livelihood measures are in place</p> <p>B: Ensuring the State/Municipal/Community takes ownership of project</p> <p>C: Ensuring partnership is in place between the three different levels</p>
Kosrae	<p>A: Utilize project funds to develop ecotourism activities to run the project beyond project funds</p>

	B. Create training programs through this project to create and sustain needed skills
Pohnpei	A: All of the elements identified in Q7 above. And the MCT Endowment Fund, the creation of sustainable jobs, and the implementation of the PAN.
Yap	A: Identify sustainable mechanisms 6 months ahead of project end date and allocate all resources & funding to areas/offices/NGOs that will ensure continuation of project efforts when the project ends.
Q9: Do you identify any risks (political, operational, social or environmental) that might arise from the implementation of this project and how can these be mitigated?	
Palau	A: Political due to upcoming election, provide responsibility to who they know and not someone who is capable, project timeline extension due to different state priorities and limited man power, community event and state elections, typhoon
RMI	Social tension on finance management. Ordinances in place, capacity building.
FSM	A. Limitations on funding, political will, staff turnover (change in administration = change in priorities), increased climate impacts that negate the programs sustainability, inability to improve livelihoods of the community members -to generate sustainable participation.
Chuuk	A: Conflicting priorities B: Political support C: Capacity and Technical support - Ensure priorities are set and supported - Endorsed MOUs with the state and state agencies for long term support. - Offer capacity building training where it is needed

Kosrae	A: PAs might reduce access to resources-to address these, develop strategies that would pour out resources into areas that are not protected. Additionally, create sustainable harvesting practices.
Pohnpei	A: Loss of project effectiveness due to operational and political elements interfering in the utilisation of funds. Change in political leadership.
Yap	A: Political and operational risks might arise but can be mitigated through a manner similar to collective bargaining; engaging leaders and identifying champions.
Q10: How can the project ensure that the implementation of the grants will not cause any environmental or social impacts? Do you have any example of due diligence/screening process that could be tailored into this project?	
Palau	A: Follow the GEF 6 Process that works
RMI	SGF would have established a process - an area that needs strengthening. M&E Reimaanlok - but the 3rd component of M&E is weak. This project can support existing management plans regarding M&E and funding. SGP CMAC/PAN Micronesia Challenge
FSM	A: Require an Environmental Impact Assessment be done for each project in the program. Do a social safeguards form and have oversight to ensure that the environment and social impacts are as the study shows and not greater. Implement activities to ensure protection of the environment and social safeguards.

Chuuk	<p>A: Environmental Impact Assessments (EIA)</p> <p>B: Existing reports from previous projects</p> <p>C: Baseline assessment of sites</p> <p>D: Review priorities at State, Municipal and community level</p>
Kosrae	<p>A: Continue awareness and collaboration on importance of PAs</p> <p>B. Adherence to Management plans</p> <p>None</p>
Pohnpei	A: Follow MCTs due diligence process already in place.
Yap	A: Independent evaluator to assess environmental and social impacts of project activities.
<p>Q11: How can the project design (and subsequently, during implementation) be affected by COVID-19? How can COVID-19 impact be mitigated on the project, in your opinion?</p>	
Palau	<p>A: Follow Covid19 safety protocols/ Preventive measures, get vaccinated, conduct gatherings outdoors, minimize interactions with people.</p>
RMI	<p>Not just by COVID-19. We need to consider all emergency outbreaks that would affect implementation such as dengue fever.</p> <p>Empower individuals to run the project in the islands.</p> <p>Need flexibility, local staff, and empowerment of staff to avoid bottlenecks.</p>
FSM	Each FSM state will open its borders on August 1 st . We will eventually get COVID-19 in the FSM and each state will implement guidelines on public health. Those guidelines will need to be followed during implementation of the project.
Chuuk	A: So many of the planned activities have been hindered with the restrictions and travel ban put

	<p>in place by COVID – 19.</p> <p>B: Virtual training and meetings are not recommended</p> <p>C: One way to mitigate this is hiring a local consultant, some projects have done it and it works.</p> <p>D: Hire local staff on the ground to monitor and ensure implementation is done.</p>
Kosrae	<p>A: Travel restrictions</p> <p>B. Inflation</p> <p>C. Loss of human resources.</p>
Pohnpei	<p>A: Use local resources (people and networks) to implement the project. Coordinate regionally.</p>
Yap	<p>A: COVID19 may have little to no effect because the project can be implemented by local actors,</p> <p>however, have an alternate plan for every activity for any unforeseen circumstances.</p>
Q12: Are there any other comments you would like to make?	
Palau	*** No comments ****
RMI	*** No comments ****
FSM	None
Chuuk	<p>A: Thank you for including us in the workshop (Kuop and Oneisomw)</p> <p>B: Are there specific sites at the State level? If yes, where are the sites?</p> <p>C: How long is the project going to be?</p> <p>D: When do we find out the results of the full proposal?</p>
Kosrae	<p>A: How can this project assist in problems with water circulation. One of the Marine Protected</p> <p>areas of Kosrae are located in an area where the flow of water has been blocked. Quality of water has</p>

	<p>destroyed biodiversity in this area.</p> <p>Stakeholders need to have more participation and decision from planning, designing, to implementation.</p>
Pohnpei	<p>A: Please share all of the compiled responses with the Pohnpei participants. Also, there was no session to look at the Activities under each of the Components. How can we address these and provide input?</p>
Yap	<p>A:Missing key people in the workshop.</p>

● ***Palau List of Participants***

	Name SURNAME	Organization (full form, no acronyms)
1.	Steven Victor	Ministry of Agriculture, Fisheries & the Environment
2.	Anu GUPTA	Ministry of Agriculture, Fisheries & the Environment
3.	Ms. Kiblas SOALADAOB	Ministry of Human Resources, Culture & Tourism- Bureau of Culture
4.	Mr. Jerome TEMENGIL	Palau Protected Areas Network- Ngaraard State
5.	Ms. Jennifer NGIRAIWET	Palau Protected Areas Network- Ngardmau State
6.	Ms. Lossi SAMSEL	Palau Protected Areas Network- Aimeliik State
7.	Ms. Umai BASILIUS	Palau Conservation Society
8.	Ms. Dilsils KANAI	Environmental Quality Protected Board
9.	Zina RINGANG	Palau Conservation Society
10	Carol EMAUROIS	Ngaraard State
11.	Ina MATIAS	Sonsorol State
12.	Geraldine RENGIL	Palau International Coral Reef Center

13.	Brengyei KATOSANG	Protected Areas Network Fund
14.	Leonard BASILIUS	Palau Community Action Agency
15.	Regis EMESIOCHEL	Palau Protected Areas Network Fund
16.	Everdil RACHEBEL	Palau Protected Areas Network Fund
17.	Maylo ASANUMA	Palau Protected Areas Network Fund
18.	Sylvia TMODRANG	Division of Emergency Health (DEH)
19.	Sholeh HANSER	Belau National Museum
20.	Dearlynn REBLUDD	Melekeok Conservation Network
21.	Yvonne UEDA	The Nature Conservancy
22.	Oreng NGEMAES	Ministry of Finance
24.	Micki ETPISON	Ministry of Finance
25.	Ritter UDUI	Ministry of Health and Human Services
26.	Katsumi ABIA	Ngeremlengui State
27.	Kevin MESEBELUU	RARE

● ***RMI List of Participants***

	Name SURNAME	Organization (full form, no acronyms)
1.	Warwick Harris	Climate Change Directorate
2.	Helene Jacot Des Combes	Climate Change and Disaster Risk Management Advisor, Climate Change Directorate and the Office of the Chief Secretary
3.	Aliti Koroï	University of South Pacific - Majuro Campus
4.	Galbert Robert and Rodwin Billy	Marshall Islands Council of NGO's
5.	Brooke Takala	RMIEPA

6.	Lani Milne	Climate Change Directorate
7.	Dolores deBrum-Kattil	Marshall Islands Conservation Society
8.	Kristen Maddison	Climate Change Directorate

● ***FSM National Government Participants***

#	Name SURNAME	Organization (full form, no acronyms)
1.	Lucille Apis-Overhoff	FSM National Government
2.	Belinda Hadley	FSM National Government
3.	Caroline Werthog	FSM National Government
4.	Jorg Anson	Environmental Protection Agency (Invasive Species)
5.	Rasalinda Yatilman	Ridge to Reef
6.	Natasha Nakasone	Department of Environment, Climate and Emergency Management
7.	Tracy Ardos	Resources & Development /Green Climate Fund- Food Security
8.	Luan Gilmete	Resources & Development/Green Climate Fund - Food Security
9.	Jo Lynne Mori	Micronesia Conservation Trust
10.	Mark Kostka	Resources & Development / Project Management Unit - Green Climate Fund
11.	Patrick Blank	Micronesian Productions

● ***Chuuk State Participants***

	Name SURNAME	Organization (full form, no acronyms)
1.	Skenson U. Erwin	Chuuk State ODA
2.	Brad Mori	Chuuk State Environmental Protection Agency
3.	Jared M. Marar	Chuuk State Environmental Protection Agency

4.	Krisos Victus	Chuuk State Department of Marine Resources
5.	Enjoy Rain	Chuuk State Department of Marine Resources
6.	Clarice Etop-Graham	Chuuk Conservation Society
7.	Curtis Graham	Society for Historic Investigation and Preservation (SHIP) /Helping Ourselves: Outreach Programs in Sports (HOOPS)
8.	Evely Paul	Oneisomw
9.	Detsy Santos	Kuop Marine Protected Areas
10	Vincent Rikat	Ridge to Reef /Soponoch Community
.		
11	Regino Orichy	Ridge to Reef /Soponoch Community
.		
12	Taitvin Urien	Ridge to Reef/ Kuop
.		
13	Kriskitina Kanemoto	Ridge to Reef Coordinator / PCS focal point
.		

● ***Kosrae State Participants***

	Name SURNAME	Organization (full form, no acronyms)
1.	Rhine William	Lelu Resource Management Committee
2.	Kenye Sighrah Timothy	Dept. of Resources and Economic Affairs
3.	Gerson A. Jackson	Dept. of Resources and Economic Affairs
4.	Tara Tara	Malem Resource Management Coordinator
5.	Quartus Esau	Department of Education
6.	Osamu Nedlic	Department of Transportation and Infrastructure
7.	Lanson Alik	Yela Valley Ka Forest

8.	Roxanne Charley	Dept. of Resources and Economic Affairs
9.	Likiak Melander	Utwé Municipal Government
10.	Dr. Tulensru Waguk	Utwé Biosphere Reserve
11.	Senolyn D. Joe	Dept. of Finance and Administration
12.	Maiya Mike	Dept. Finance and Administration
13.	Julie Kun	Kosrae Visitors Bureau
14.	Genevieve Masao	Dept. Resources and Economic Affairs
15.	Canston Segal	UTWE Municipal Government

● ***Pohnpei State Participants***

	Name SURNAME	Organization (full form, no acronyms)
1.	Christina Elnei	Pohnpei State Government/ Department of Finance & Administration
2.	Shirley Ligoehr	Pohnpei State Government/ Governor's Office
3.	Hubert Yamada	Pohnpei State Government / Resource & Development
4.	Eugene Joseph	Conservation Society of Pohnpei
5.	Saimon Lipahi	Pohnpei State Government - Natural Resource Management
6.	Mark Johnny	Sokehs Menin Katengensed
7.	Wilson Panuel	Kitti Municipal Government
8.	Yami Pretrick	International Office of Migration
9.	Predus Primo	Marine Protected Areas - Dehpehk/Takaieu
10 .	Henry Edmund	Marine Protected Areas - Sapwitik
11 .	Jimmy Route	Conservation Society of Pohnpei

12 .	Emelio Eperiam	Wahun Kepin Soamwei
13 .	Holden Pelep	Kitti Municipal Government
14 .	Patterson Shed	US AID Climate Ready
15 .	Angel Jonathan	Conservation Society of Pohnpei
16 .	Olivier Wotel	Palikir Consulting Services

● ***Yap State Participants***

	Name SURNAME	Organization (full form, no acronyms)
1.	Leelkan Southwick	Office of Planning & Budget / GCF State Focal Point
2.	Victor Bamog	Yap State Office of Planning and Budget
3.	Tazmin Falan	Yap Protected Area Network
4.	Bertha M. Reyuw	Micronesia Conservation Trust
5.	Sabino Sauchomal	Yap Community Action Program
6.	Christina Fillmed	Environmental Protection Agency
7.	Jordan Mautaman	Environmental Protection Agency
8.	Arlynn Chugen	Resources & Development
9.	James Yinug	Resources & Development - Marine Resources Management Division
10.	Tamdad Sulog	Resources & Development– Division of Agricultural & Forestry /Ngulu Marine Protected Area
11.	Andy Tafleichig	Yap Community Action Program
12.	Janice Rutnan	Tamil Resources Conservation Trust

13.	Jerry Tharngan	Tamil Resources Conservation Trust
14.	James Lukan	Nimpal Channel Marine Conservation Area
15.	Magmay Magmay	Welay Forest Stewardship
16.	Elijah Tarofalmal	Ridge 2 Reef
17.	John Pecalpal	Ngulu Marine Protected Area
18.	Caroline Dabugsiy	Welay Forest Stewardship
19.	Anthony Yalon	Marine Resources Management Division, Resources & Development
21.	Aloysius Lubumow	Tamil Resources Conservation Trust
22.	Joelyne Pitmag	Yap Environmental Protection Agency
23.	Alexander Yowblaw	Resources & Development
24.	Debra Laan	Yap State Focal Point for Palikir Consulting Services
25.	Joe C. Tun	Riken Marine Protected Area
26.	Henry Liyareng	Ngulu Marine Protected Area