



Enhancing Climate Information Systems for Resilient Development in Sierra Leone under the Freetown WASH and Aquatic Environment Revamping Program

Gender Action Plan

12/1/22

Annex 8: Gender Action Plan

The Gender Action Plan (GAP) forms the basis for operationalising the results and recommendations of the Gender Assessment. It contains specific gender-responsive elements to be considered in the Project design and during the implementation of Project activities, in order to maximise the development impact and co-benefits of the GCF investment. It highlights the project activities, the proposed gender mainstreaming actions, indicators and targets, and responsible institutions. The GAP covers Sub-Program 2 which covers three components. (i) Climate Information Services (ii) Establishment of Impact-Based Multi-Hazard Early Warning Systems & Early Action and (iii) CIEWS for investment and financial decisions. The GAP is aligned to the outputs of the results framework. The responsible institutions will ensure that gender is mainstreamed in various activities. The Ministry of Ministry of Social Welfare, Gender and Children's Affairs will be in charge of monitoring gender mainstreaming .

In country medium dive

At the start of project implementation, an in-depth study on gender will be conducted to refine the GAP. The study will (i) identify opportunities to mainstream gender mainstreaming in implementing partner agencies;(ii) Identify existing women's groups and community networks that could support the active engagement of women and other vulnerable groups in community-based interventions (iii) recommend concrete actions to support meaningful participation of women in project activities. The medium dive assessment will strengthen component 2 on establishment of Impact-Based Multi-Hazard Early Warning Systems & Early Action.

Provision of gender expertise across the Project

Throughout the project, gender expertise will be provided. In particular, the project will partner with the baseline program, which has a strong track record in the region on Gender Equality and Social Inclusion. The PIU will be responsible for ensuring this engagement and provision. The Steering Committee will engage gender expertise and include specific discussions on the gender dimension of different activities of the project. The executing agency will also source and engage local gender expertise, in collaboration with the steering committee.

Monitoring, evaluation and reporting

The results-based monitoring and evaluation plan includes gender-specific indicators and associated sex-disaggregated data that will monitor the gender-responsiveness of project implementation – including in achieving the GAP and Environment and Social Action Plan (ESAP) targets and facilitating adaptive management as required. Monitoring will include the collection of lessons learned from gender mainstreaming activities undertaken by the project.

Grievance Redress Mechanism

The project will set up a grievance redress mechanism (GRM), as outlined in Annex 6b. The GRM has been designed to be able to: (i) record, categorise, and prioritise grievances; (ii) resolve grievances in consultation with the complainant and other stakeholders; (iii) inform the aggrieved parties about the solutions; and (iv) forward any unresolved cases to higher authorities for resolution. The GRM will be gender-responsive and readily accessible to affected parties.

Cost implications of the gender action plan

The indicative additional cost for mainstreaming gender into the project is estimated at \$ 450,000

| GCF Project Activities | Gender mainstreaming actions | Indicators and Targets | Timeline | Responsible Institutions | Estimated Budget |
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| Component 1: Climate Information Services This result area will enable the NMHSs to expand their observation networks with robust and well-supported equipment, collecting data from critical sites. Installation and capacity building for weather radar observations will further enhance extreme weather monitoring and early warning systems, and support validation of Numerical Weather Prediction (NWP) forecasts. An improved observation system will benefit Sierra Leone as well as the forecasting capability of the NMHSs | | | | | |
| Output 1.1: Modernised weather, climate and hydrological observation networks | | | | | |
| Activity 1.1.1: <i>Establish Automatic Weather Observing stations, surface and groundwater monitoring stations, and Marine observation Stations</i> | <ul style="list-style-type: none"> • Train both men and women in the operation of the installed automatic weather equipment and the interpretation of the results from the different stations. • Deploy both men and women at the observation and monitoring stations. • Create awareness of climate information • Disseminate information over radio which is listened to by the majority of the people including women. • Disseminate information through social media, sms, community activists and champions • Use locally understood languages to disseminate information since a proportion of women are illiterate. | <ul style="list-style-type: none"> • Proportion of women among the trained staff. At least 40-50% of the trained staff are female. • Percentage of deployed women versus men at the different weather stations. At least 50% of deployed staff should be women. • Number of times information is disseminated on radio. At least 4 times a day, depending on the nature of the potential risk. • Proportion of disseminated messages in the local languages. 70% of the messages should be in the local languages. | Years 2 and 3 | <ul style="list-style-type: none"> • Executing Entity • Meteorological Agency • Ministry of Social Welfare, Gender and Children's Affairs | No additional cost implication |

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| Activity 1.1.2: Establish centralized Meteorological, Climatological and Hydrological (MCH) Database | <ul style="list-style-type: none"> Train both men and women in the analysis, interpretation, quality control, and timely dissemination of the collected data. Ensure that the disseminated information is in languages understood by the public. | <ul style="list-style-type: none"> Proportion of women among the trained staff. At least 40-50% of the trained staff are female. Proportion of disseminated messages in the local languages. 70% of the messages should be in the locally understood languages. | Years 2 and 3 | <ul style="list-style-type: none"> Meteorological Agency Ministry of Water Resources Ministry of Social Welfare, Gender and Children's Affairs | No additional cost implication |
| Output 1.2: Established Guidelines for operationalization of NFCS | | | | | |
| Activity 1.2.1: <i>Preparation of policy documents and Standard Operating Procedures (SOPs) on the National Framework for Climate Services (NFCS) -</i> | <ul style="list-style-type: none"> Include gender-relevant inputs from Consultation Workshops through the analysis of cross-cutting gender impacts from key sectors in a dedicated Gender Session Include women on the formulation team for policy documents and Standard Operation Procedures. Involve women groups and representatives of vulnerable groups e.g., the elderly, at the local levels in the consultation process. Provision for gender-responsive policy elements and legislative frameworks, in alignment with WMO guidelines . | <ul style="list-style-type: none"> Proportion of women on the team. 40-50% of the team are women All relevant gender-responsive legislation identified. Level of participation of gender-responsive institutions e.g. NGOs Level of participation of women groups in the formulation process. Level of consideration of the women's and other marginalized groups' needs. Provision made for capacity building of the personnel in the different sectors. | Year 2 and 3 | <ul style="list-style-type: none"> Meteorological Agency Ministry of Social Welfare, Gender and Children's Affairs | No additional cost implication |
| Activity 1.2.2: <i>Implement the Quality</i> | <ul style="list-style-type: none"> Formulate a technical team comprising both men and | <ul style="list-style-type: none"> Percentage of women on the technical lead team. | Year 1 – year 4 | <ul style="list-style-type: none"> Meteorological Agency | No additional |

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| <i>Management Systems for hydrological and meteorological services</i> | <p>women to lead the process of implementing the QMS.</p> <ul style="list-style-type: none"> • Train staff (both men and women) in the implementation of the QMS. • Receive feedback on the performance of the QMS and proposals for improvement from both men and women. | <ul style="list-style-type: none"> • Proportion of women and men trained. At least 40-50% of the trained staff should be women. • Percentage of women providing feedback on the performance of the QMS. | | <ul style="list-style-type: none"> • Ministry of Health and Sanitation • Ministry of Water Resources • Ministry of Agriculture and Forestry • National Disaster Management Agency • Ministry of Energy • Ministry of Social Welfare, Gender and Children's Affairs | cost implication |
| Output 1.3: Enhanced capacity at National and local levels | | | | | |
| Activity 1.3.1: <i>Enhance the capacity of MDA staff to produce, package and communicate user-targeted services by equipping them with adequate skills through education and training for the following sectors: (i) Agriculture, (ii) Disaster Risk Reduction (DRR) (iii) Water (iv) Health (v) Energy</i> | <ul style="list-style-type: none"> • Continuous trainings for MDA staff (both men and women) in the production of user-targeted services, and the use of ICT equipment and software for preparation and processing of weather and climate information. • Establish and run multi-disciplinary working groups for hazards monitoring, assessment and forecasting. The groups should comprise both male and female members. • Sponsor women and girls to undertake climate science courses. | <ul style="list-style-type: none"> • Number of trainings carried out for MDAs Staff annually. • Percentage of women staff trained in the respective MDAs. At least 40-50% of trainees are women. • Proportion of women in each working group. At least 40% of the members should be women. • Number of women holding technical and management positions | Year 2- Year 4 | <ul style="list-style-type: none"> • Meteorological Agency • Ministry of Health and Sanitation • Ministry of Water Resources • Ministry of Agriculture and Forestry • National DMA • Ministry of Energy • Ministry of Social Welfare, Gender and Children's Affairs | No additional cost implication |

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| Activity 1.3.2: <i>Conduct trainings for public and private sector actors to enhance awareness and market products for the delivery of climate services</i> | <ul style="list-style-type: none"> Train the private sector (including men and women) i.e., organisations providing climate change and gender-related services in climate change related impacts and potential interventions. Sector-specific climate training programme and Train the Trainers for Sectors workshop should include dedicated gender awareness, gender-specific needs and gender-responsive actions training. . | <ul style="list-style-type: none"> Percentage of women participating in the trainings from the public and private sectors. At least 40-50% of the participants should be women | Year 2 and 3 | <ul style="list-style-type: none"> Meteorological Agency Ministry of Social Welfare, Gender and Children's Affairs Private sector Government agencies at different levels. | No additional cost implication |
| Activity 1.3.3: <i>Establishment of Communities of Practice</i> | <ul style="list-style-type: none"> Create a Community of Practice (CoP) in operational numerical weather and seasonal prediction and forecasts verification comprising both men and women including other vulnerable groups that are at risk such as the elderly. | <ul style="list-style-type: none"> Percentage of women members on the Communities of Practice forum. At least 40-50% of the members should be women. Participation of other categories of vulnerable groups e.g. the elderly. Each CoP should at least consist of an elderly representative or a person with a disability. | Year 2 to year 3 | <ul style="list-style-type: none"> Meteorological Agency Ministry of Health and Sanitation Ministry of Water Resources Ministry of Agriculture and Forestry National DMA Ministry of Energy Ministry of Social Welfare, Gender and Children's Affairs | No additional cost implication |
| Activity 1.3.4: <i>Community based actions and capacity building</i> | <ul style="list-style-type: none"> Encourage 50-50 disaggregation of men and women participating in workshops. Active participation of women will | <ul style="list-style-type: none"> Number of women staffs trained and whose capacity is built in weather forecasts and prediction and the | Year 1- year 4 | <ul style="list-style-type: none"> Meteorological Agency Ministry of Health and Sanitation | \$ 50,000 |

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| | <p>be encouraged through flexible timing, provision of women-only sessions/focus groups and female trainers, where required, to respect cultural boundaries</p> <ul style="list-style-type: none"> Encourage 50-50 disaggregation of men and women participating in traditional knowledge training and workshops. Active participation of women will be encouraged through flexible timing, provision of women-only sessions/focus groups and female trainers, where required, to respect cultural boundaries. | <p>establishment of Community-Based Actions. At least 40-50% of the members should be women</p> <ul style="list-style-type: none"> Proportion of Community-Based Actions that are gender responsive and sensitive. 100% of the actions should be gender-responsive and sensitive. Ratio of men to women in community leadership/ decision making positions. It should 1:1. | | <ul style="list-style-type: none"> Ministry of Water Resources Ministry of Agriculture and Forestry National Disaster Management Agency Ministry of Energy Ministry of Social Welfare, Gender and Children's Affairs | |
| | Output 1.4: National hydromet programs aligned with Regional and Global observation systems | | | | |
| Activity 1.4.1: <i>Implement WMO Information Systems and Integrated Global Observation Systems</i> | The international collaboration in meteorology i.e. sharing observation, data, products and relevant skills, and enhancing human resources and infrastructure should take into consideration gender aspects. | Gender aspects considered in the implementation of the WMO Information Systems and Integrated Global Observations Systems | Year 2 to Year 3 | <ul style="list-style-type: none"> Meteorological Agency International agencies. | No additional Cost implication |

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| Activity 1.4.2: <i>Collaboration and study tours with regional organisations</i> | <ul style="list-style-type: none"> Conduct study tours with regional organizations to promote the participation of Sierra Leone in the Regional Climate Outlook Forum (RCOF). Participants of the study tours should comprise both men and women. | <ul style="list-style-type: none"> Proportion of women participating in the regional tours. | Year 1 to Year 2 | <ul style="list-style-type: none"> Meteorological Agency Ministry of Health and Sanitation Ministry of Water Resources Ministry of Agriculture and Forestry National Disaster Management Agency Ministry of Energy Ministry of Social Welfare, Gender and Children's Affairs | No additional Cost implication |
| Component 2: Establishment of Impact-Based Multi-Hazard Early Warning Systems & Early Action | | | | | |
| Output 2.1: Multi-Hazard Early Warning Systems established and operational | | | | | |
| Activity 2.1.1: <i>Delivering improved impact-based risk information services</i> | <ul style="list-style-type: none"> The project will promote a gender-responsive approach to delivering impact-based forecasts and climate information products. A range of stakeholders for community and gender resilience have been identified (including women's groups, , etc.). Development and implementation of an SMS and SHS information portal. Monitoring and user assessment of services | <ul style="list-style-type: none"> Percentage of women trainees. At least 40-50% should be women. Proportion of dialogues with only women and other vulnerable groups. At least 3 of the dialogues should be with women and other vulnerable groups e.g. the elderly, the disabled etc. Proportion of women empowered to make | Year 1 to Year 4 | <ul style="list-style-type: none"> Executing Entity Meteorological Agency National Disaster Management Agency Ministry of Social Welfare, Gender and Children's Affairs | \$ 50,000 |

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| | <p>provided by SHMS institutions & organisations.</p> <ul style="list-style-type: none"> • Training in media relations to improve hydrometeorological data users' experiences. Trainees should include both men and women. • Organisation of six dialogues in communities vulnerable to climate risk. • The dialogues should be inclusive of women and other vulnerable groups | <p>decisions using climate information.</p> | | | |
| <p>Activity 2.1.2: <i>Establishing community based Early Warning Systems</i></p> | <ul style="list-style-type: none"> • In-depth study on gender and community stakeholders in partnership with the Social at the start of the implementation period. This will include assessment of access to and control over resources; women's roles in various sectors; and opportunities, challenges and barriers for women-headed households and other vulnerable groups. • Early warning communications strategies and SOPs will include responsive actions to address the specific needs of women, youth, elderly people and other vulnerable groups. • Develop communication guidance and | <ul style="list-style-type: none"> • Proportion of Community-based Action teams comprising of women and other vulnerable groups consulted and engaged. • At least 30% of the community-based teams should be purely for women and vulnerable groups. • Percentage of women and other vulnerable groups participating in the consultations and engagements on early warning information. At least 40-50% of the participants should be women or other vulnerable groups. • Percentage of women and vulnerable groups | <p>Year 1 to Year 4</p> | <ul style="list-style-type: none"> • Executing Entity • Meteorological Agency • Ministry of Health and Sanitation • Ministry of Water Resources • Ministry of Agriculture and Forestry • National Disaster Management Agency • Ministry of Energy • Ministry of Social Welfare, Gender and Children's Affairs | <p>\$ 50,000</p> |

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| | <p>Communication Action Response Plans. Participants should involve both men and women.</p> <ul style="list-style-type: none"> Facilitation of seasonal Participatory Scenario Planning. Participants should include women groups and other vulnerable groups. The Information, Education and Communications (IEC) materials will be developed in multiple local languages. Both men and women should participate in formulating the relevant IEC materials. Conduct CBATs in coordination with the NDMA to promote Disaster Risk Reduction awareness and behavior change. | <p>participating in the development of CARPs. At least 40-50% of participants should be women/vulnerable groups.</p> <ul style="list-style-type: none"> Percentage of women and vulnerable groups participating in Seasonal Participatory Planning. At least 40-50% of the participants should be women or vulnerable groups. Local languages used in the IEC materials. At least 70% of the messages should be in the locally understood languages by the users. Gender sensitive IEC materials Equal gender access to climate and early warning information. | | | |
| Activity 2.1.3: <i>Support the Meteorological Agency of Sierra Leone in designing an extreme weather early warning system (EWS) for different sections of the coast</i> | <ul style="list-style-type: none"> Consultation and engagement with communities on tailored EWS information through Community-Based Action Teams. Engagements should include women, and other vulnerable groups. Development of communication guidance | <ul style="list-style-type: none"> Proportion of Community-Based Action Teams comprising of women and other vulnerable groups consulted and engaged. At least 30% of the community-based teams should be purely for | Year 2- Year 5 | <ul style="list-style-type: none"> National Disaster Management Agency Sierra Leone Red Cross Society. Ministry of Social Welfare, Gender and Children's Affairs. | \$ 50,000 |

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| | <p>and Communication Action Response Plans (CARPs).</p> <ul style="list-style-type: none"> • Participants should involve both men and women. • Conduct seasonal scenario Planning. • Participants should include women groups and other vulnerable groups. • Information, Education and Communications (IEC) materials will be developed in multiple local languages • Conduct CBATs in coordination with the NDMA to promote Disaster Risk Reduction awareness and behaviour change. • The NDMA in collaboration with the IFRC and SLRCS will establish an Emergency operations Centre to facilitate receipt, analysis and dissemination of the early warning information. • Train both men and women in the operation of the centres; receipt, analysis and dissemination of early warning information. | <p>women and vulnerable groups.</p> <ul style="list-style-type: none"> • Percentage of women and other vulnerable groups participating in the consultations and engagements on early warning information. At least 40-50% of the participants should be women or other vulnerable groups. • Percentage of women and vulnerable groups (40-50%) participating in the development of CARPs. • Percentage of women groups and vulnerable groups (at least 40-50%), participating in Seasonal Participatory Planning and in engagements disaster risk reduction awareness. • Proportion of Community-Based Action Teams comprising of women and other vulnerable groups (at least 30%) consulted and engaged. • Proportion of NDMA and SLRCS staff that are women. At least 40-50% women. | | | |

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| | | <ul style="list-style-type: none"> Percentage of women operating the centres, receiving, analyzing and disseminating early warning information. | | | |
| Output 2.2 Anticipatory Action/Forecast-based Action established and operational | | | | | |
| Activity 2.2.1: <i>Procure risk mapping equipment and software for the preparation and processing of weather and climate information for the DRR</i> | <ul style="list-style-type: none"> Procure risk mapping equipment and software Develop guidelines for streamlining meteorological and hydrological information generation. Women should participate in the development of the guidelines. Conduct risk modeling to assess the potential impact of climate-related hazards and accompanying losses - including lives, livelihoods, properties, and cost implications. | <ul style="list-style-type: none"> Percentage of women participating in the development of guidelines for streamlining meteorological and hydrological information generation. Percentage of women participating in conducting risk modeling. | <ul style="list-style-type: none"> | <ul style="list-style-type: none"> Executing Agency Meteorological Agency Ministry of Health and Sanitation Ministry of Water Resources Ministry of Agriculture and Forestry National Disaster Management Agency Ministry of Energy Ministry of Social Welfare, Gender and Children's Affairs | No additional cost implications |
| Activity 2.2.2: <i>Flood hazard assessment and mapping for Improved Urban Resilience in Freetown</i> | <ul style="list-style-type: none"> Establish flood risk maps and thresholds for rainfall events likely to cause flooding through a collaborative effort. City-wide study on flood risk management and drainage conducted and integrated into city development plans. | <ul style="list-style-type: none"> Percentage of women involved in the city-wide study on flood risk management. At least 40-50% of the team should be women. Identified risks disaggregated by gender and other vulnerable groups. | Year 1- Year 4 | <ul style="list-style-type: none"> Freetown City Council National Disaster Management Agency Ministry of Social Welfare, Gender and Children's Affairs | No additional cost implication |

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| | <ul style="list-style-type: none"> The study should involve consultation with different stakeholders including women and other vulnerable groups. The capacities of women, the elderly, PwDs assessed to determine appropriate communication channels. Combine city development plans with existing drainage systems with overlaid climate data to enable Freetown City Council to make more informed decisions on expansion areas and how to prioritize investments to strengthen the drainage network. Both men and women should be part of the decision-making teams. | <ul style="list-style-type: none"> All gathered data should be disaggregated by gender and other vulnerable groups if possible. Percentage of women in decision-making positions in Freetown City council | | | |
| Activity 2.2.3: <i>Creation of Sierra Leone Climate Fund to facilitate activation of forecast-based action (FbA)</i> | Incorporate gender considerations into the financial policies and fund for climate services. The financial policies should stipulate allocation of funding for gender mainstreaming into climate services | Type of vulnerable groups including women, elderly, PwDs etc. prioritized for Forecast-based Action and financing. All vulnerable groups at risk identified and prioritized for FbA and financing. | Year 3 and Year 4 | <ul style="list-style-type: none"> Executing Agency National Disaster Management Agency Ministry of Finance <p>NGOs Ministry of Social Welfare, Gender and Children's Affairs</p> | No additional cost implication |
| Component 3: CIEWS for investment and financial decisions | | | | | |
| Output 3.1 Climate-resilient ecosystem-based infrastructure | | | | | |
| Activity 3.1.1: <i>Climate services for enhanced</i> | <ul style="list-style-type: none"> Identify the direct and indirect ecosystem services | <ul style="list-style-type: none"> Identified direct and indirect benefits of | Year 1 to Year 4 | <ul style="list-style-type: none"> Executing Entity | \$ 50,000 |

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| ecosystem-based disaster risk reduction (Eco-DRR) | <p>benefiting the different gender and other vulnerable groups.</p> <ul style="list-style-type: none"> Determine the existing community-based management systems. Determine representation by women and other vulnerable groups e.g. PwDs, the elderly etc. Identify the coastal areas that are most at risk to natural hazards that require using healthy mangroves as buffers to protect people's lives and properties around the country's west coast. Single out the areas that are used and beneficial to the women and other vulnerable groups. Sensitize the populations on the requirements for sustainable mangrove forest use beyond fulfilling short-term needs. Women and vulnerable groups should be part of the targeted stakeholders. Design a national guidance for community-based mangrove management system and rules for areas access and use. | <p>ecosystem services disaggregated by gender and other vulnerable groups.</p> <ul style="list-style-type: none"> All benefits are to be disaggregated. Percentage of women and other vulnerable groups in the community-based management systems. At least 50% representation. Identified most at-risk areas with mapped out /zoned areas that are most beneficial to women and other vulnerable groups. Number of sensitizations targeting women and or other vulnerable groups. At least 30% of awareness should target women only and vulnerable groups. Percentage of female participants. The target is at least 40-0%. Percentage of women on the team responsible for the development of the guidelines. At least 40-50% of the members should be women. | | <ul style="list-style-type: none"> Ministry of Environment (Forestry Division) Environmental Protection Agency (EPA) National Protected Areas Authority (NPAA). Coastal Chiefdom Natural Resources Management Network (CCNRMN) Local Councils Ministry of Social Welfare, Gender and Children's Affairs | |

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| | <ul style="list-style-type: none"> Involve both men and women in the design of the national guidance. | <ul style="list-style-type: none"> Number of women groups and other vulnerable groups consulted in the process. | | | |
| Activity 3.1.2: <i>Conservation and restoration of degraded critical habitats such as mangroves, wetlands</i> | <ul style="list-style-type: none"> Support community management groups to target conservation of 1,000 ha and restoration of 500 ha of mangrove forests, linked to mangrove nurseries. Training of men and women on the importance of conservation and restoration of critical habitats and the conservation and restoration processes. | <ul style="list-style-type: none"> Number of women groups mobilised to be part of the community management groups. At least 4 out of 10 groups should be women's groups. Percentage of women in the community management groups. At least 40-50% are women. Percentage of women trained. At least 40-50% of the trainees are women. | Year 1-4 | <ul style="list-style-type: none"> Ministry of Environment (Forestry Division) Environmental Protection Agency (EPA) NPAA, Coastal Chiefdom Natural Resources Management Network (CCNRMN) Local Councils Ministry of Social Welfare, Gender and Children's Affairs | \$ 50,000 |
| Activity 3.1.3: <i>Climate services for climate-resilient infrastructure and user-resilience</i> | <ul style="list-style-type: none"> Engage women in the development of resilience frameworks, early warning messages, etc. Involve women in the design and financing of climate-resilient infrastructure in sectors such as aviation, transport, agriculture, water, health and disaster management. Train both women in the analysis and interpretation of climate information that will | <ul style="list-style-type: none"> Percentage of women consulted. At least 40-50% of the consulted people are women. Proportion of women involved in decision-making processes. At least 40-50% should be women. Proportion of women trained in the analysis and interpretation of climate change | <ul style="list-style-type: none"> | <ul style="list-style-type: none"> Executing Entity Meteorological Agency Ministry of Health and Sanitation Ministry of Water Resources Ministry of Agriculture and Forestry National Disaster Management Agency Ministry of Energy | \$ 50,000 |

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| | <ul style="list-style-type: none"> influence the design of the infrastructure. Train women groups in the conservation of mangroves, and wetlands. Ensure access of both women and men to climate-resilient water and sanitation infrastructure Involve men and women in the design and interpretation of e-messages that support the resilience of infrastructure against the impacts of climate change. Disseminate user-friendly messages in local languages for effective use to reduce to risk of climate change impacts. | <ul style="list-style-type: none"> information. At least 40-50% should be women. Number women community groups (4 out of 10 women) trained in the preservation and conservation of natural climate resilient infrastructure. Level of access of women to climate resilient infrastructure Percentage of women (40-50% women) involved in the design and interpretation of e-messages.. Proportion of messages (at least 70%) disseminated in the local languages for local use. | | <ul style="list-style-type: none"> Ministry of Environment EPA NPAA Coastal Chiefdom Natural Resources Management Network Ministry of Social Welfare, Gender and Children's Affairs | |
| Activity 3.1.4: <i>Preparation of state of the coastal and marine environment report and atlas</i> | <ul style="list-style-type: none"> Support the preparation of one coastal and marine environment report and atlas. Involve women technical personnel from the relevant departments or MDAs in the preparation of the report. Consult and engage extensively with both men and women. | <ul style="list-style-type: none"> Number of women on the technical team for preparation of the coastal and environmental report and atlas. Percentage of women (at least 40-50%) consulted during the preparation of the coastal and environmental report and atlas. | Year 2 to Year 3 | <ul style="list-style-type: none"> Executing Entity Ministry of Environment EPA National Protected Areas Authority Ministry of Social Welfare, Gender and Children's Affairs | No additional cost implication |
| Output 3.2 Operational Weather, Climate and Hydrological Forecasting system established | | | | | |
| Activity 3.2.1: <i>E-infrastructure for</i> | <ul style="list-style-type: none"> Establish an e-infrastructure for weather and seasonal | <ul style="list-style-type: none"> Percentage of women trained in the use, | • | <ul style="list-style-type: none"> Meteorological Agency | No additional |

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| <i>weather and seasonal forecasting with support system including ICT infrastructure – Hardware (high performance computing system-cluster), software, server, portal, a dedicated and secure internet capacity to relevant MDAs for data dissemination for the following sectors: (i) Agriculture, (ii) Disaster Risk Reduction (DRR) (iii) Water (iv) Health (v) Energy (vi) Transport</i> | <p>forecasting, data, and information management.</p> <ul style="list-style-type: none"> • Build an effective support system with innovative information and communications technology infrastructure for data transmission, storage, processing, quality control, and visualization. • Train both men and women in the use, operation and maintenance of the e-infrastructure. Periodic refresher courses should be planned for. | <p>operation and maintenance of the e-infrastructure for weather and seasonal forecasting, data and information management. At least 40-50% of women trained.</p> | | <ul style="list-style-type: none"> • Ministry of Health and Sanitation • Ministry of Water Resources • Ministry of Agriculture and Forestry • National Disaster Management Agency • Ministry of Energy • Ministry of Social Welfare, Gender and Children's Affairs | cost implication |
| Activity 3.2.2: <i>Installing solar systems for sustainable and uninterrupted power supply for the enhanced hydromet services</i> | <ul style="list-style-type: none"> • Train both men and women in the operation and maintenance of the installed solar systems. Periodic refresher courses should be planned. | <ul style="list-style-type: none"> • Percentage of women trained in the operation and maintenance of the installed solar systems. At least 40-50% of women trained. | Year 2 and 3 | <ul style="list-style-type: none"> • Meteorological Agency • Ministry of Social Welfare, Gender and Children's Affairs | No additional cost implication |

| GCF Project Activities | Gender mainstreaming actions | Indicators and Targets | Timeline | Responsible Institutions | Estimated Budget |
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| Activity 3.2.3: <i>Enhance O&M through Cost-recovery mechanism through private sector engagement</i> | <ul style="list-style-type: none"> Gender considerations must be considered in the cost-recovery mechanism because there is inequitable access to resources by women, men and other vulnerable groups. Create awareness among different user groups including women about the cost recovery approach and the proposed fees. Determine willingness to pay for the services among the different users including women. | <ul style="list-style-type: none"> Gender considerations considered in the cost-recovery mechanism. Proportion of awareness campaigns targeting women user groups. At least 40% of the awareness campaigns should target women. Proportion of women consulted regarding the payment of tariff fees for the services. At least 50% of women groups and users consulted. | <ul style="list-style-type: none"> | <ul style="list-style-type: none"> Executing Entity Meteorological Agency Ministry of Health and Sanitation Ministry of Water Resources Ministry of Agriculture and Forestry National DMA Ministry of Energy Ministry of Social Welfare, Gender and Children's Affairs | \$ 50,000 |
| Component 4 Co-ordinated Project Management and Implementation across all climate information service units in Sierra Leone | | | | | |
| Output 4.1: A Project Management Technical Assistance is in place and Project Supervision Achieved. | | | | | |
| Activity 4.1.1: <i>Recruitment of Technical Assistants, Preparation of the Operational manual and Project Supervision</i> | <ul style="list-style-type: none"> Encourage, where possible, 50-50 gender disaggregation in technical personnel hired towards enhancing national observation and monitoring networks The supervision and project completion missions should comprise both men and women. The midterm review report should disaggregate information by gender. | <ul style="list-style-type: none"> Percentage of the recruited staff who are women. At least 50% of the recruited personnel should be women. At least 50% of the supervision team should be women. Information disaggregated by gender in the mid-term review report. A gender-responsive operational manual is in place. | Year 1 and 2 | <ul style="list-style-type: none"> Meteorological Agency Ministry of Social Welfare, Gender and Children's Affairs | \$ 50,000 |

| GCF Project Activities | Gender mainstreaming actions | Indicators and Targets | Timeline | Responsible Institutions | Estimated Budget |
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| | <ul style="list-style-type: none"> The operational manual should be gender responsive. | <ul style="list-style-type: none"> At least 30% of the key management positions should be held by women. Evidence of women views taken into consideration in decision making | | | |
| Output 4.2 Monitoring, Evaluation and Learning system is established. | | | | | |
| Activity 4.2.1: <i>Monitoring, Evaluation and Learning System</i> | <ul style="list-style-type: none"> The project will encourage 50-50 disaggregation of men and women participating in learning, mentoring and training activities. Expert technical advisory will be provided on best practice climate information services, including gender responsive implementation. The performance indicators will be disaggregated by gender and vulnerable groups. The evaluation outcomes should be disaggregated by gender and by other vulnerable groups. Consultations and engagements during monitoring and evaluation should involve men, women, women groups, women NGOs etc. | <ul style="list-style-type: none"> Monitoring performance indicators disaggregated by gender and other vulnerable groups. Evaluation outcomes disaggregated by gender and other vulnerable groups. Proportion of women per type of actor who are women and vulnerable. At least 50% of the actors should be women. Percentage of women engaged / /consulted during M & E. At least 50% of the actors should be women. All monitoring and evaluation reports should be gender responsive. All monitoring and evaluation tools should be gender responsive. | Year 1-4 | <ul style="list-style-type: none"> Meteorological Agency Ministry of Health and Sanitation Ministry of Water Resources Ministry of Agriculture and Forestry National Disaster Management Agency Ministry of Energy NGOs Private sector Ministry of Social Welfare, Gender and Children's Affairs | No additional cost implication |

| GCF Project Activities | Gender mainstreaming actions | Indicators and Targets | Timeline | Responsible Institutions | Estimated Budget |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| | <ul style="list-style-type: none"> • M & E evaluation reports should articulate the findings on gender. • The monitoring and evaluation tools should be gender-responsive | <ul style="list-style-type: none"> • Number of women involved in monitoring and evaluation | | | |
| Activity 4.2.2: <i>Impact evaluation</i> | <ul style="list-style-type: none"> • The impacts of climate information services should be disaggregated by gender and by other vulnerable groups. • Consultations and engagements during impact evaluation should involve men, women, women groups, women NGOs etc. | <ul style="list-style-type: none"> • Impacts of the climate information services disaggregated by gender and other vulnerable groups. • Number of women involved in impact evaluation | Year 4 | <ul style="list-style-type: none"> • Meteorological Agency • Ministry of Health and Sanitation • Ministry of Water Resources • Ministry of Agriculture and Forestry • National Disaster Management Agency • Ministry of Energy • Donor agencies • NGOs • Private sector • Ministry of Social Welfare, Gender and Children's Affairs | No additional cost implication |