

ANNEX 8

Gender Assessment and Gender action plan

Coastal Resilience in the Kingdom of Tonga

March 2024

I. Introduction

The proposed GCF project is designed to support the Government of Tonga's efforts to enhance coastal resilience and provide medium-term vulnerability reduction and adaptation benefits in the Hahake region as well as strengthen the overall adaptation capabilities of the government and the people of Tonga. The direct beneficiaries will be 39,427 people (of which 19,782 are women) who will benefit from activities in vulnerability reduction and/or resilience building activities in Tongatapu. Additionally, 100,179 people (i.e. the entire population of the country) will be the indirect beneficiaries of the project and are expected to benefit from strengthened adaptation capabilities of the government.

This Gender Assessment and Gender Action is prepared as part of the Coastal Resilience Project proposal package. The gender assessment aims to provide an overview of the gender context in the Kingdom of Tonga and highlights the intersectionality between gender equality, climate change, and economy, which may be relevant to the project context. The assessment also identifies gender mainstreaming opportunities within the project context. The Gender Action Plan includes specific gender-mainstreaming activities across the three output areas, as well as the gender equality results that will be achieved through the proposed project.

This gender assessment is based on:

- A desk review of relevant national policy documents, including the Tonga Strategic Development Framework 2015-2025 (TSDF),
- the National Women's Empowerment and Gender Equality Tonga (WEGET) Policy and Strategic Plan of Action 2019-2025
- the Joint National Action Plan 2 on Climate Change Adaptation and Disaster Risk Management (JNAP-2) 2018-2028
- Corporate plans (2020-2023) of all the ministries of the Government of Tonga.
- Community Development Plans of Hahake region, developed by the community in collaboration with the Prime Minister's Office and Mainstreaming of Rural Development Innovation Tonga Trust (MORDI).
- Lessons learned and recommendations from past assessments and studies on gender equality undertaken by the Government of Tonga, UN agencies, development partners, civil society organizations and academic organizations, and information available from programs and projects currently being implemented; and
- Stakeholder consultations (including with Women's Affairs and Gender Equality Division – WAGED, Ministry of Internal Affairs, and Civil Society Organizations)

II. Gender equality and social inclusion in Tonga

The Tongan society revolves around four core cultural values *faka'apa'apa* (respect), *feveitokai'aki* (reciprocity), *'ofa* (love) and *loto fakatokilalo* (humility). Traditionally, women in Tonga have held a high social status due to the *fahu* system. The '*fahu*' or the elder sister (or another chosen sister) holds a place of privilege and plays an important role in family decision-making.¹ At the same time, the traditional role of women revolved around home, family, and extended family, and focused on caring and nurturing.² In modern times, though Tongan women take part in all aspects of the society and exert greater influence in shaping Tongan politics and society, they continue to be limited by antiquated legal frameworks and practices.

¹ Government of the Kingdom of Tonga (2019), '[Gender Equality: Where do we stand?](#)', prepared by the Women's Affairs Division, Ministry of Internal Affairs, for Pacific Community (SPC), Pg 4.

² *ibid*

At present, Tonga is facing a demographic shift due to net migration along with increasing vulnerability to climate change and disaster risks. The annual population growth rate is negative 0.1 percent (-0.1). Nearly quarter of the households (22.1 percent) are headed by women.³ This demographic change makes it imperative for women to be able to engage economically and politically for sustained growth and development of the country.

Added to that, Tonga's vulnerability of the country to climate change and disaster risk is increasing. The overall score of Tonga on the ND-GAIN Index is 41.1 and it ranks 140 out of 185 countries. The lower the score the more vulnerable the country is to climate change and other global challenges, and less readiness to improve resilience. In terms of vulnerability alone, Tonga ranks as the 6th most vulnerable country out of 185 countries measured.⁴ On the 2021 Global Climate Risk Index, Tonga ranks 77th out of 176 countries most affected by extreme weather events for the period 2000-2019.⁵

The disproportionate impact of climate change on women and other vulnerable groups is widely recognized. In Tonga, there is a need to understand and unpack the intersections of gender inequality with a range of other dimensions of vulnerability and resilience that can be amplified by climate change.

The government recognizes the importance of equal political and economic participation of men and women for resilient development and has prioritized achievement of **gender equality by 2025**. Gender and Social Inclusion (GESI) for resilient development is also included as a target in the Joint National Action Plan-2 on Climate Change and Disaster Risk Management (2018-2028). However, gaps remain in translating policy ambition to practical implementation measures to promote overall gender equality and women's well-being in the country.

Changing demography

The population of Tonga is largely homogenous. 98 percent of the population is ethnic Tongans, and the remaining 2 percent is comprised of immigrants from various countries, including China and other Pacific Island Countries.

According to the 2021 census, the number of women in Tonga is higher than the number of men. Women constitute 51.33 percent of the population, and men make up the remaining 48.66 percent of the population. The number of males for every 100 females fell from 99 in 2016 to 95 males in 2021⁶, largely due to emigration. Emigration may also be increasing the dependency ratio of Tonga which is estimated at 74 (meaning for every 100 working-aged persons, there are 74 dependents).⁷ Since the median age of the population is 22 years, and 35 percent of the population is aged less than 15 years old, the child dependency ratio is high at 0.61, while the elderly dependency ratio is only 0.13.⁸ Despite a young population, the annual population growth rate remains negative due to emigration of working age population.

³ Government of Tonga (2021), Census 2021: factsheet <https://tongastats.gov.to/census-2/population-census-3/census-report-and-factsheet/>

⁴ University of Notre Dame, 'Notre Dame Global Adaptation Initiative', country rankings <https://gain.nd.edu/our-work/country-index/rankings/>

⁵ GermanWatch (2021), Global Climate Risk Index 2021: Who suffers most from extreme weather events? Weather-related loss events in 2019 and 2000 to 2019' <https://www.germanwatch.org/en/19777>

⁶ ibid

⁷ Pacific Community (2023), 'Tonga 2021 Household Income and Expenditure Survey Report', Tonga Statistics Department, Government of Tonga

⁸ Government of Tonga (2021), 'Tonga Poverty Assessment Report: Assessing progress towards the reduction of multi-dimensional, extreme and monetary poverty in the Kingdom of Tonga' <https://tongastats.gov.to/statistics/social-statistics/poverty-in-tonga/#:~:text=The%20income%20poverty%20line%20is,in%20a%20low%20income%20household.>

The Tonga Strategic Development Framework II (2015-2025) indicates that emigration has been a “key characteristic of Tongan development for the last four decades”.⁹ Despite lack of reliable data, the Tongan diaspora is estimated to be as large, if not bigger, than the population of Tongans residing in the kingdom.¹⁰

Table 1: Sex Ratio: Males for every 100 females			Table 2: Annual Population Growth		
	2016	2021		2016	2021
Tonga	99	95	Tonga	-0.5	-0.1
Urban	97	93	Urban	-0.9	-1.8
Rural	100	95	Rural	-0.4	0.4
Greater Nuku'alofa	98	93	Greater Nuku'alofa	-0.5	-1.1

Source: Government of Tonga: Census Factsheet 2021

Migration may be shifting gender norms towards less traditional, patriarchal and more gender equal views.¹¹ But at the same time, traditional gender norms are deep rooted across the Pacific. In Tonga, despite seeming shift in gender norms, gender stereotypes remain pervasive and paternalistic social hierarchy continues to be reinforced by both custom and religion.¹²

Tonga and Human Development and Gender Inequality

There are several international indices that have been developed to quantify the concept of gender inequality. The United Nations Development Programme (UNDP) developed the Human Development Index (HDI) as a way to measure achievement in the basic dimensions of human development across countries. In addition, UNDP also uses the Gender Inequality Index (GII), Gender Development Index (GDI) as well as Inequality-adjusted Human Development Index (IHDI) to measure inequality.¹³ The GII is a composite measure that reflects gender-based disadvantages in three dimensions: health (specifically reproductive health), empowerment (specifically access to education and political participation) and labour market. GII shows loss in potential human development due to inequality between female and male achievements in these dimensions.

The GDI measures difference in male and female achievements in three basic dimensions of human development: health, education, and command over economic resources (in other words estimated earned income). GDI is the ratio of female Human Development Index (HDI) to male HDI.¹⁴ Inequality HDI indicates the loss in human development due to inequality. The IHDI value equals the HDI value when there is no inequality across people but falls below the HDI value as inequality arises.¹⁵

Tonga has a GII of 0.631 in 2021 and ranks 160th place out of 170 – which means that Tonga has high level of inequality between men and women. But at the same time, the GDI value for Tonga as of 2021 is 0.965, which shows high equality in Human Development Index achievements between women and men.¹⁶ Overall, Tonga scored 0.745 on the 2022 HDI and ranks 91 out of 191. HDI value for female is 0.728 and for male is 0.754. In other words, Tonga has high human development with little difference

⁹ Government of Tonga (2015), 'Tonga Strategic Development Framework 2015-2025' – A more progressive Tonga: Enhancing our inheritance, https://policy.asiapacificenergy.org/sites/default/files/TSDf_percent20II.pdf Pg 37.

¹⁰ *ibid*

¹¹ Ryan Edwards (2023), 'Migration seems to be shifting gender norms in Tonga', Development Policy Blog, 13th Jan 2023, <https://devpolicy.org/migration-seems-to-be-shifting-gender-norms-in-tonga-20230113/>

¹² UN Women (2022), 'Gender Equality Brief for Tonga' https://asiapacific.unwomen.org/sites/default/files/2022-12/UN_WOMEN_TONGA.pdf

¹³ United Nations Development Programme. Human Development Report. <https://hdr.undp.org/data-center/thematic-composite-indices/gender-inequality-index#/indicies/GII>

¹⁴ UNDP, 'Gender Development Index' <https://www.undp.org/sites/g/files/zskgke326/files/migration/tr/UNDP-TR-EN-HDR-2019-FAQS-GDI.pdf>

¹⁵ UNDP, 'Inequality-adjusted Human Development Index' <https://hdr.undp.org/inequality-adjusted-human-development-index#/indicies/IHDI>

¹⁶ <http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>; <http://hdr.undp.org/en/composite/GDI>

between male and female achievements, with women faring better in life expectancy (73.7 years compared to 68.4 years for men), and in education attainment (mean years of schooling is 11.5 years for women, and 11.2 years for men). However, when issues empowerment and economic participation are considered, gender inequality in Tonga becomes apparent. Gross National Income Per Capita is \$4,842 for women and \$8,845 for men based on 2017 Purchasing Power Parity.¹⁷ Tonga ranks 62 out of 156 on the 2021 IHDI and scores 0.666 on IHDI which is below its 0.754 score on HDI. The human development loss of Tonga is 10.6 percent from HDI to IHDI.

At the same time, women tend to have higher perception of better life compared to men (91 and 88 percentage, respectively).¹⁸

Poverty¹⁹

Tonga has succeeded in virtually eradicating extreme poverty (SDG1.1.1), which is defined as people living on less than \$1.90 per day. Poverty rates in Tonga have been steadily declining. In terms of monetary poverty (cost of basic needs), 20.6 percent of the population or one in five live below the National Poverty line (which is around \$ 8.69 per day). Food poverty is negligible in the country. Tonga score on Gini Index is 0.271 which shows low levels of consumption inequality.

Poverty in Tonga is also highly spatially autocorrelated – meaning that the prevalence of poverty is geographically clustered and there is a major geographic difference in the extent of poverty across Tonga. Though the prevalence of poverty is higher in other islands of Tonga, 53 percent of the Tonga's poor people live in Tongatapu rural areas. Tongatapu is home to 74 percent of Tonga's population. Within Tongatapu, there is a large difference between rural and urban areas: poverty rate is 13.3 percent in urban areas against 21.1 percent in rural areas.

26 percent of the households are female headed households. At national level, poverty rate is lower for people living in female-headed households (18.3 percent against 21.4 percent for those living in male-headed households). In Tongatapu, female headed households' poverty rate is 14.5 percent, while it is five percent points higher for male-headed households. However, in the outer islands (except Ongo Niua) female headed households have higher rate of poverty. For instance, in rural Vava'u poverty rate of female headed households is 36.4 percent whereas for male headed households it is 24.4 percent.

Young people are more frequently affected by poverty. The highest poverty rates are found among the youngest age groups (0 to 20 years old) with a rate of around 23 percent, while it is less than 20 percent for older people. Therefore, the largest number of poor is among children under 20 years who account for 47 percent of the population and 53 percent of the poor.

Multi-dimensional poverty refers to various deprivations experienced by poor people in their daily life – such as poor health, lack of access to education, etc. Multi-dimensional poverty in Tonga is calculated through a survey developed using the Consensual Approach which identified 29 items (range of things, activities, and services) that are considered or regarded as necessities for life by the population. Of the 29 items 11 were for the adult population, 13 for children, and 5 household-items. The survey allows for classifying the population facing multi-dimensional poverty into four groups: the poor, not poor, the vulnerable due to income (i.e., low income but relatively high living standards), and the vulnerable due to low living standards (i.e., low living standards but high income).

¹⁷ Ibid

¹⁸ Govt of Tonga (2020), 'Tonga MICS 2019: Snapshot of Key Findings' <https://tongastats.gov.to/survey/mics-survey/>

¹⁹ This section includes data from the 2021 Tonga Poverty Assessment Report by the Government of Tonga, except where otherwise indicated.

The prevalence of multi-dimensional poverty has decreased from 27 percent in 2016 to 24 percent in 2022. 41 percent of the population can be classified as multi-dimensionally non-poor. It is also important to note here that 90 percent of households receive remittances.

Table 1: Prevalence of multi-dimensional poverty: Total, Adults and Children 2022

Category	Total Population (%)	Adults (%)	Children (%)
Poor	24	21	28
Vulnerable deprivation	15	15	15
Vulnerable income	20	18	22
Not poor	41	46	35

Overall, women are just slightly more likely than men to be deprived in almost all items. Saving a small amount of money for themselves is the item with the biggest gap between men and women. At the same time, income poverty rates are slightly higher among males than females.

The child deprivation rates show that boys are slightly more likely than girls to be deprived. For example, deprivations of new clothes, books, and enough beds seem to be more prevalent among boys than girls. As for the rest of the items, the differences are small and not significant after considering the survey sampling error.

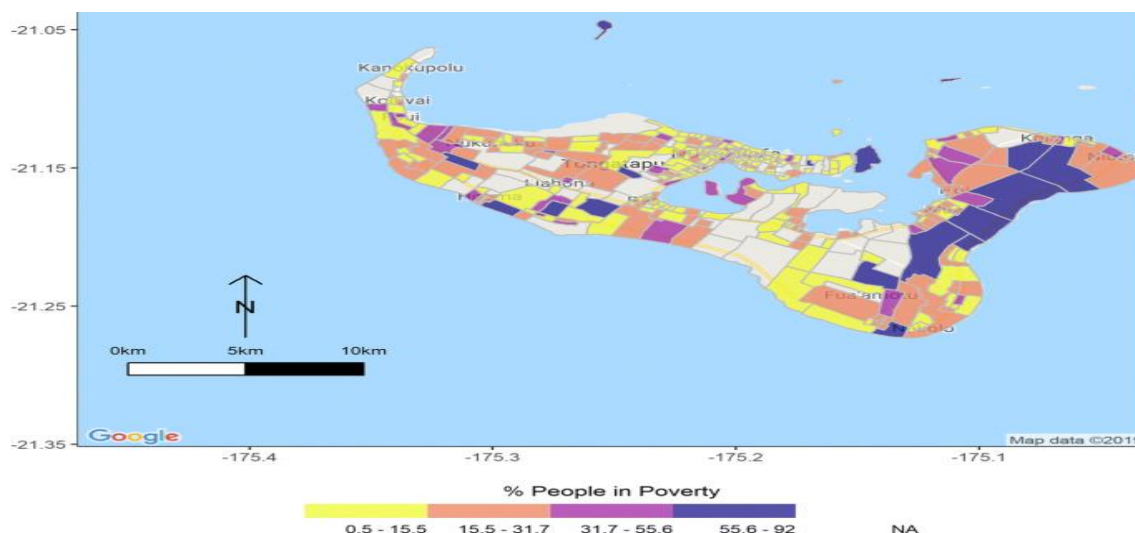


Figure 1: Poverty rate in Tongatapu, consensual method. Block-level estimates, Tongatapu 2016²⁰

Political Participation

Women were granted voting rights following the amendment of the constitution during the reign of Queen Salote Tupou III in 1951. However, women representation in the national legislature is well below the average for Pacific Island Countries. The Tonga National Parliament consists of 28 members of parliament, which includes the speaker, 9 nobles (elected from and only by the 33 hereditary nobles and the noble titles are inherited only by men), 17 elected members, and 1 appointed member.

At present, there are two female MPs (one elected in 2022 by-elections and one appointed) in the Parliament. Women's representation in the Tongan parliament is about 7 percent which is well below the global average of 26 percent.

²⁰ Nájera Catalán, H.E., Fifita, V.K. & Faingaanuku, W.(2019), 'Small-Area Multidimensional Poverty Estimates for Tonga 2016: Drawn from a Hierarchical Bayesian Estimator. *Appl. Spatial Analysis* **13**, 305–328 (2020). <https://doi.org/10.1007/s12061-019-09304-8>

Table 2: Women's political participation

	National Parliament (2022)	Local government (2023)
Women's representation number	2	7
Women's representation percentage	7.6 percent	3.9 percent

There has been little indication of national commitment towards adopting Temporary Special Measures (TSM) or providing incentives to improve women's representation in Parliament. The

Tongan Women's Coalition, a nongovernmental organization, has been advocating for a TSM Bill to reserve seats for women in Parliament and made a submission to cabinet in 2017.

At the sub-national level, women's representation though remains low, is showing signs of improvement. Local government in Tonga consists of 23 district and 156 town officers, who are elected every three years. In 2023, 1 women district officer, and 6 women town officers were elected, which translates to 3.9 percent of seats in local government. This is considerable improvement from the 2016 local elections, where only one-woman district officer and one women town officer were elected (or about 1.1. percent of seats in local government).

However, it is important to note that none of 7 women local government officials elected were from the main Tongatapu island, where 74 percent of the country's population live. More research is needed to unpack the 2023 local election results. But a 2021 survey points to continued negative attitudes towards women's political participation and leadership. 92 percent of those surveyed considered men were more likely to have the 'right' skills and experience for parliament. (see box below on Voter's perception of women as leaders in Tonga).

Decision-making process continue to be firmly male driven. Access to certain spaces (such as kava bara) is restricted for women. These spaces are often where actual decisions are made and restricted access of women to these spaces limits their ability to fully engage in decision-making.

Voter's Perceptions of Women as Leaders in Tonga

- 61 percent of respondents considered that the Tonga family unit, "fāмили" is hierarchical, with men at the top of the hierarchy and therefore at the head of the Tongan family.
- 69 percent of respondents considered that mothers/women should stay at home with children while fathers/man should attend and participate in village (fono) meetings.
- 58 percent considered it appropriate that the father/man should go to work while the working mother/woman should stay home to look after a sick child.
- 80 percent of respondents felt that a woman, staying in her husband's village, could participate in village meetings if she has been involved in village activities.
- 65 percent of respondents considered that it was inappropriate for a mother to advise her husband to allow his daughters to inherit his land.
- 52 percent of respondents considered that it was appropriate for a Tongan mother to be a wage earner while the father remains at home to conduct domestic chores.
- 66 percent believed that fathers and mothers should have equal access to financial income.
- 80 percent recognized the privileged role of "mehekitanga" (father's sister) in the Tongan family.
- 57 percent believed that men should lead in the village while 57 percent believed that both males and females could lead in the workplace.
- 53 percent considered that both men and women could lead in parliament, but both male and female respondents were more likely to consider men as the 'best' leader in this area.
- 52 percent stated that they would vote for a male candidate over a female candidate with exactly the same qualifications.
- 92 percent considered men were more likely to have the right skills and experience for parliament.

Source: Ungatea Fonua Kata, Vanessa Lolohea (2021), 'Voters' Perceptions of Women as Leaders in Tonga', Balance of Power Program (DFAT), accessed via <https://www.toksavapacificgender.net/research-paper/voters-perceptions-of-women-as-leaders-in-tonga/>

As part of local governance, in addition to district and town officers, some villages have established councils to discuss priority issues and assist the district and town officers. The gender composition of these councils is not known.

The Community Development Plan (CDP) process has been instrumental in expanding women's participation in decision making. The CDP identified village women's practical priorities but women's strategic needs, such as the inclusion of women's concerns in village development committees, were not explored.²¹ Community Development Committees in Tonga are responsible for community level decision making related to local development. There are community development committees with female chairs in some villages. In other villages, women can only influence the women's committee and subcommittees such as women's agriculture committees. More community awareness is required to enhance knowledge and skills of women. The exact number and structure of these community development committees is not available.

There have been several programme – supported by development partners, regional networks, and also local civil society groups – to support women's political participation. One such group is the FI-E-FI-A'a Fafine Tonga (FFFT) network to support and empower women and girls, which organized training of female candidates,²² and a post-election panel in December 2021 to discuss female candidates' experiences and identify barriers for women's participation. Local civil society groups also signed a Memorandum of Understanding affirming solidarity in supporting government commitments to gender equality, and the participation and empowerment of women and girls in Tonga.²³

In terms of women in leadership role, women make up 24 percent of CEOs and commissioners and 49 percent of the total employees of Public Service Commission-governed ministries.²⁴ In the private sector, 2021 analysis of women's representation on the boards of 19 organizations in Tonga, women were found to hold 19 percent of Director, 17 percent of Deputy Chair, and 10 percent of Board Chair positions. Women were more highly represented as Directors on the boards of private sector organizations (23 percent) than state-owned enterprises (18 percent).²⁵

Tonga recognizes the need for enhancing women's political participation and leadership. The National Women's Empowerment and Gender Equality Tonga (WEGET) Policy and Strategic Action Plan (2019-2025) includes "Increased women's leadership and equitable political representation" as one of the five priority outcomes. The WEGET policy acknowledges the need for amending legislation and leadership training to encourage women's political participation at all levels. Under this outcome, the action plan includes various activities to increase women's representation in parliament and in elected local government offices, and increased participation of women in decision-making in all spheres. Some of the activities include encouraging CSOs, faith-based organizations and youth groups to make women's leadership role visible; providing capacity building support to women candidates and elected representatives, as well as building media's capacity to analyze gender issues among others.²⁶

²¹ Government of the Kingdom of Tonga (2019), 'National Women's Empowerment and Gender Equality Tonga Policy and Strategic Action Plan', prepared by the Women's Affairs Division, Ministry of Internal Affairs, for Pacific Community (SPC), https://hrsd.spc.int/sites/default/files/2021-07/WEDGET_STRATEGIC_PLAN_OF_ACTION_2019_2025_Final.pdf

²² Lepolo Taunisila and Sonia Palmieri (2022), 'Women's Candidate Training in the COVID Era: The 2021 Tonga Election' Australia National University, Department of Women's Affairs, In brief 2022/5, DOI: 10.25911/1QPG-DX55

²³ Pacific Data Hub (2022), 'Launch of the new FI-E-FI-A'a Fafine Tonga (FFFT) network to support and empower women'

²⁴ The Pacific Private Sector Development initiative- PSDI (2021). 'Leadership Matters: Benchmarking women in business leadership in the Pacific', <https://www.pacificpsdi.org/assets/Uploads/PSDI-LeadershipMatters-Web3.pdf>

²⁵ UN Women (2022), 'Gender Equality Brief for Tonga' https://asiapacific.unwomen.org/sites/default/files/2022-12/UN_WOMEN_TONGA.pdf

²⁶ Government of the Kingdom of Tonga (2019), 'National Women's Empowerment and Gender Equality Tonga Policy and Strategic Action Plan', https://hrsd.spc.int/sites/default/files/2021-07/WEDGET_STRATEGIC_PLAN_OF_ACTION_2019_2025_Final.pdf

Education

Though Tonga has high literacy rates at 99.4 percent, the overall performance of the country on education indicators need to improve.

The Government of Tonga recognizes right to education of every child between the ages of 4 and 18 years. The Education Act of 1974, and of 2013 (revised in 2020) enshrines the right of every child to receive quality education, and access to educational and vocational information and guidance.²⁷ The act also promotes equitable access and participation in technical and vocation education and training (TVET) for girls and marginalized groups (including students with disabilities).

Percentage of government expenditure on education stands at 11.9 percent (2020), and roughly about 6.6 percent of the GDP.²⁸ Primary school attendance is close to universal. The Gross Enrollment Ration (GER) was 112 percent for girls and 117 percent for boys in 2020²⁹ (GER can be over 100 percent as it includes students who may be older or younger than the official age group). However, GER and completion rates start to fall as students move to lower secondary and upper secondary.

The GER for secondary education was 95.6 percent for girls and 81.3 percent for boys in 2020. The lower secondary completion rate was 93.2 percent for girls and 90.7 percent for boys. 64.8 percent of girls and 61.3 percent of boys aged 7 to 14 years could demonstrate foundational reading skills, while 53.7 percent of girls and 51.3 percent of boys could demonstrate foundational numeracy skills.³⁰

In upper secondary, the 2019 Multiple Indicators Cluster Survey recorded a Net Attendance Rates of just 64 percent (74 percent for girls and 55 percent for boys). Approximately a third of children were out of school at upper secondary level, with significantly higher rates among boys (41.1 percent) than girls (23.6 percent). The upper secondary completion rate was 44 percent (49 percent for girls and 38 percent for boys).³¹

The table below shows Tonga's education sector performance on different parity indices. A parity index value less than 1 indicates disparity in favour of the advantaged group (i.e. boys, richest, urban) and a value higher than 1 indicates disparity in favour of the disadvantaged group (i.e. girls, poorest, rural).

It is important to note here that higher education for young women does not translate into better employment outcomes due to gender barriers in labour markets, pervasive stereotypes regarding suitable occupations for men and women, and the expectation placed on women to engage in unpaid domestic and care work.³²

Table 3: Education sector and parity indices (2019 MICS)

SDG indicator	MICS indicator	Definition & notes	Value		
			Primary	Lower Secondary	Upper Secondary
4.5.1	LN 11a	Gender Parity Indices (girls/boys)	1.00	1.09	1.34
4.5.1	LN 11b	Wealth Parity Indices (poorest/richest)	0.98	0.88	0.66
4.5.1	LN 11c	Area Parity Indices (rural/urban)	0.98	0.95	0.93

²⁷ Government of Tonga (2020), Education Act – 2020 Revised Edition

https://ago.gov.to/cms/images/LEGISLATION/PRINCIPAL/2013/2013-0023/EducationAct_3.pdf?zoom_highlight=early+childhood+education#search=%22early%20childhood%20education%22

²⁸ UNESCO (2023), 'SDG 4 country profile: Tonga' <https://uis.unesco.org/sites/default/files/country-profile/Tonga.pdf>

²⁹ UN Women (2022), 'Gender Equality Brief for Tonga' https://asiapacific.unwomen.org/sites/default/files/2022-12/UN_WOMEN_TONGA.pdf

³⁰ ibid

³¹ Ibid, see also, Govt of Tonga (2020), 'Tonga MICS 2019: Snapshot of Key Findings' <https://tongastats.gov.to/survey/mics-survey/>

³² UN Women (2022), 'Gender Equality Brief for Tonga' https://asiapacific.unwomen.org/sites/default/files/2022-12/UN_WOMEN_TONGA.pdf

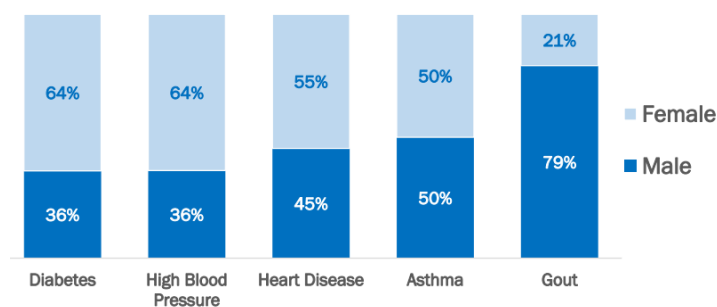
The state of education in the country was further affected by the pandemic and a series of natural disasters in recent years. Over 32,000 Tongan school children lost over approximately 510 hours each of in-person learning.³³ The marginalized and vulnerable groups were more affected by learning losses.

The learning loss negatively affects the social readiness of the country to mitigate and adapt to climate change. Tonga has one of the lowest scores on 2021 ND-GAIN index for social readiness (0.297), with education score at a mere 0.121. due to low rates of enrollment in tertiary education.³⁴ The country recognizes the need to improve education sector performance, and in 2023 organized the first national dialogue on ‘transforming education’.

Health, including sexual and reproductive health.

Compared to other countries in the Western Pacific region, Tonga has relatively advanced progress on

Figure 2: Distribution of top 5 NCDs by Sex, Census (2021)



key health indicators. The life expectancy at birth in Tonga was 75 years for women and 69 years for men in 2019.³⁵ However, gaps exist in non-communicable diseases (NCDs) prevention and control. There is a high prevalence of NCDs, especially diabetes and cardiovascular disease among women. Figure 2 shows sex disaggregated distribution of the top five NCDs. However, when it comes to

mortality, 20.2 percent of female mortality and 29.5 percent of male mortality was attributed to cardiovascular disease, cancer, diabetes, and chronic respiratory disease in 2019.³⁶ 74 percent of the Tongan adult population was considered obese, and women (aged 25-59) and adults from higher quintiles were more likely to be obese.³⁷

On sexual and reproductive health, Tonga performs well in reproductive, maternal, newborn and child health (RMNCH), except in family planning and immunization.³⁸ The total fertility rate (TFR) in Tonga is 3.2, and the TFR among poorest quintile is higher (3.7) compared to richest quintile (2.0). Tonga has met SDG indicator 3.2.1 is on under 5 mortality rates. The target is less than 25 deaths for every 1000 live births by 2030, and Tonga under 5 mortality rate is 11.4 per 1000 live birth (2019). However, the country's faces significant challenges to meet maternal mortality rate target (less than 70 per 100,000 live births). There was a considerable uptick in the maternal mortality rates between 2018 and 2020.³⁹ The reasons for this are unclear, as skilled attendance at birth is 100 percent in urban areas, and 98 percent in rural areas. Institutional delivery is as high as 98 percent.⁴⁰ A more detailed analysis is required to understand the uptick in maternal mortality rates.

Adolescent Birth rate SDG 3.7.2 indicator is under target. 3.7: By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes. As of 2019,

³³ UNICEF (2022), "let's re-imagine education: Tonga boosts efforts to ensure all its children are able to access quality education", <https://www.unicef.org/pacificislands/press-releases/lets-re-imagine-education-tonga-boosts-efforts-ensure-all-its-children-are-able>

³⁴ University of Notre Dame, 'Notre Dame Global Adaptation Initiative' Tonga country Profile <https://gain.nd.edu/our-work/country-index/rankings/>

³⁵ WHO, Tonga: Country Profile, <https://www.who.int/countries/ton>

³⁶ UN Women (2022), 'Gender Equality Brief for Tonga' https://asiapacific.unwomen.org/sites/default/files/2022-12/UN_WOMEN_TONGA.pdf

³⁷ Tonga statistics department (2022), 'Tonga 2021 Household Income and Expenditure Survey Report'

³⁸ WHO (2018), 'UHC and SDG Country Profile 2018: Tonga' <https://iris.who.int/bitstream/handle/10665/272327/WPR-2018-DHS-024-ton-eng.pdf?isAllowed=y&sequence=1>

³⁹ SDG Index, 'Tonga' <https://dashboards.sdgindex.org/profiles/tonga/indicators>

⁴⁰ Govt of Tonga (2020), 'Tonga MICS 2019: Snapshot of Key Findings' <https://tongastats.gov.to/survey/mics-survey/>

adolescent birth rate is 30 per 1000 women aged 15-19. The proportion of women aged 20-24 years giving birth before age 18 in Eua division is 17 percent compared to national three percent.⁴¹

Abortion is illegal in Tonga. More importance needs to be given to reducing adolescent fertility and addressing the multiple factors underlying sexual and reproductive health and the social and economic well-being of adolescents. Preventing births very early in a woman's life is an important measure to improve maternal health and reduce infant mortality.⁴² 22.5 percent of women aged 15-49 had unmet needs for family planning.

Among 15–49-year-olds, 10.8 percent of women reported having a sexually transmitted infection (STI) or symptoms of an STI in the previous 12 months. Many sources on sexual and reproductive health and adolescent pregnancy across the Pacific note that the local culture regards sexuality as taboo. There is much cultural stigma and shame surrounding sex. This stigma prevents the communication of all topics connected to sex. This prevents adolescents and vulnerable groups such as women and disabled people from acquiring knowledge about sex and sexuality, as well as limiting access to services and knowledge of sexual and reproductive health.⁴³

Climate change induced changes to rainfall patterns, and growing intensity of disasters in the country is not only affecting people's lives and livelihoods but also impacting people's health. Tonga is experiencing increased incidences of vector borne diseases such as dengue fever. Access to safe drinking water is also compromised due to various disasters, sea-level rise and saltwater intrusion, particularly in low-lying areas with shallow and thin groundwater levels. Vulnerability of health care facilities is also rising due to increasing disaster risks. Without adequate measures to protect health care facilities, provision of health services may be affected in the face of sudden onset extreme weather events. Women and vulnerable groups may be at risk of not receiving adequate health care in the future.

Economic participation

The economy of Tonga is highly dependent on climate sensitive sectors such agriculture, fisheries and tourism and a limited resource base that is sensitive to external shocks. Pandemic and series of disasters led to contraction of economy by 3 percent in 2021, real GDP is estimated to have expanded by 2.6 percent in 2023 and is expected to grow further in 2024. Remittances as a share of GDP in Tonga is 37.7 percent. Tonga's public debt-to-GDP ratio is projected to rise and remain above the 70 percent debt-distress benchmark starting in FY2033. This mainly reflects significant development spending needs over the long term to achieve its climate resilience and Sustainable Development Goals.⁴⁴

The economy faces significant labour shortages due to labour participation in seasonal workers programs in Australia and New Zealand.

The agriculture sector's share of GDP is 16.32 percent in 2021. The 2021 Household Income and Expenditure Survey shows that around 80 percent of households were participating in primary activities: 63 percent participated in agricultural activities, 10 percent in fisheries, 64 percent in livestock. Another 37 participated in handicraft/home-processed food production.⁴⁵ There are significant gender differences in the types of primary activities engaged by individuals. 98 percent of females engaged in primary activities reported doing handicraft work, and whereas cropping is exclusively undertaken by males.⁴⁶

⁴¹ Govt of Tonga (2020), 'Tonga MICS 2019: Snapshot of Key Findings' <https://tongastats.gov.to/survey/mics-survey/>

⁴² ibid

⁴³ UN Women (2022), 'Gender Equality Brief for Tonga' https://asiapacific.unwomen.org/sites/default/files/2022-12/UN_WOMEN_TONGA.pdf

⁴⁴ IMF (2023), 'Tonga: Staff concluding statement of the 2023 Article IV mission' <https://www.imf.org/en/News/Articles/2023/08/04/tonga-staff-concluding-statement-of-the-2023-article-iv-mission>

⁴⁵ Tonga statistics department (2022), 'Tonga 2021 Household Income and Expenditure Survey Report'

⁴⁶ ibid

Table 4: Economic participation in Tonga⁴⁷

	Women	Men
Labour force participation rate (15+)	38.4 %	56.2 %
Youth labour force participation rate (15-24)	20.9 %	28.1%
Unemployment rate Age 15+	3.6%	2.6%
Youth unemployment rate (15-24)	13%	5.7%
Youth not in education, employment or training (15-24)	31.5%	29%
Informal employment rate (15+)	75.2%	71.7%

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Labour force participation rate (see table 6) for women is lower than men. Overall, women are less likely to be active labour force participants. The rate of unemployment (people not working but who are looking for jobs) is very low (3 percent) and similar among men and women. According to the 2018 Labour Force Survey (latest to be conducted in 2023), of the women who participate in formal economy, most are employed in the manufacturing sector (40.9 percent of female and 4.4 percent of male employment), the administrative and support services sector (11.1 percent of female employment and 7.3 percent of male employment) and the education sector (10.9 percent of female employment and 4.5 percent of male employment). Men were most commonly employed in the agriculture, forestry and fishing sector (33.8 percent of male employment and 1.9 percent of female employment) and the construction sector (15 percent of male employment and 0.3 percent of female employment).⁵⁰

Access to resources

90 percent of the households in Tonga receive remittance, which accounts for 37.7 percent of the GDP. In Tonga, around 60 percent of household income come from work, meaning cash from employer or business (33.8 percent), sale from rural activities such as agriculture, fishing, livestock, handicraft (22.1 percent) and subsistence from the latter activities (4.8 percent). Interpersonal solidarities (gifts and remittances) represent important source of income (30 percent) as the shares of cash gifts received or remittances and gifts in kind are respectively 15.3 percent and 14.5 percent.

Income sources vary considerably across localities. Income from employment comprises a much higher share of income in Tongatapu (42.9 percent and 34.4 percent respectively in urban and rural areas) while it varies from 24 percent to 28 percent in outer islands. For the latter, income comes mainly from rural activities (agriculture, fishing, livestock and handicraft) which provide with cash money as well as means of subsistence. Cumulatively, cash and subsistence from these activities account for 38 percent to 45 percent of income in outer islands.

The above context demonstrates the importance of access to land to engage income generating activities (other than formal employment and handicrafts production). However, by tradition and by law, land rights are guaranteed only to men. Tongan men are guaranteed land rights to an *'api kolo*

⁴⁷ UN Women (2022), 'Gender Equality Brief for Tonga' https://asiapacific.unwomen.org/sites/default/files/2022-12/UN_WOMEN_TONGA.pdf

⁴⁸ Tonga statistics department (2022), 'Tonga 2021 Household Income and Expenditure Survey Report'

⁴⁹ ibid

⁵⁰ UN Women (2022), 'Gender Equality Brief for Tonga' https://asiapacific.unwomen.org/sites/default/files/2022-12/UN_WOMEN_TONGA.pdf

(town allotment) and an *'api 'uta* (tax or country allotment). In Tonga, inheritance passes through the male successors, and women are excluded from land ownership, with the exception of when there are no males in the ancestry. The only access to land that women have is temporary and is limited by social constraints. In Tonga, women are part of the traditional *fahu system* where the brother is obligated to take care of his sister and her children.

The difficulties that women face in the contemporary world, in terms of land ownership, could be considered as obstacles if they wish to pursue business opportunities. The second Royal Land Commission of Inquiry (2008-2012) recommended reforms that would allow women rights to town allotments for housing.⁵¹ The commission did not propose any changes to rural allotments. Lack of access to land impedes women's economic empowerment and also impacts their access to credit and financial services. The lack of land rights for women in Tonga may prevent women from accessing financial services, as they do not have land to use as collateral for bank loans. The Tonga Development Bank has introduced loan products with low interest rates and financial support services to support women's microenterprises. Previous entrepreneurial training programmes delivered by Tonga Skills and the Ministry of Labour and Commerce have included business and financial literacy training for women.⁵²

Gender and connectivity

Digital connectivity is critical aspect of modern life – as it opens up access to socio-economic opportunities. In Tonga, 53 percent of women and 47 percent of men own a mobile phone, and 53.8 percent of women, and 46.2 percent of men use mobile data.⁵³ However, these figures are well below Tonga's target of universal internet access by 2025. Tonga also lacks sex or gender disaggregated data and gender analysis, regarding many of the ways in which these new technologies are intersecting with gender relations, and cultural transformations, are underway. The country also wants to translate mobile use to actual qualifications in ICT technology and engineering, innovation, research and development, including energy, and climate change.⁵⁴

Women with Disabilities

Percentage of the population with disability is 6.4 percent (male 5.7 percent; female 7 percent).⁵⁵ Gender disaggregated data for disability is sparse. The 2018 Tonga Disability Survey shows that disability prevalence is 2.2 percent among children aged 2-4, 2.0 percent among children aged 5-17 and 11.4 percent among population aged 18+. Out of the total population with disabilities, Tongatapu rural recorded the highest prevalence rate of 47.1 percent; Tongatapu urban at 21.3 percent; Vava'u at 13.4 percent; Ha'apai at 10.9 percent; 'Eua at 6.4 percent and Ongo Niua at 0.7 percent. A substantial proportion of those with a disability occurring early in life (about 12 percent) were the result of preventable diseases and medical conditions, which can be read as a gap in post-natal, pre-natal and early childhood health services.⁵⁶

People with disability are one of the most marginalized and vulnerable groups in Tongan society, often facing stigma, exclusion and discrimination, and lack voice and influence over community and national resources.⁵⁷

⁵¹ Government of the Kingdom of Tonga (2019), '[Gender Equality: Where do we stand?](#)'

⁵² UN Women (2022), 'Gender Equality Brief for Tonga' https://asiapacific.unwomen.org/sites/default/files/2022-12/UN_WOMEN_TONGA.pdf

⁵³ Government of Tonga (2021), Census 2021: factsheet <https://tongastats.gov.to/census-2/population-census-3/census-report-and-factsheet/>

⁵⁴ Government of Tonga (2023), 'National Statement by Lord Vaea, Minister for Internal Affairs of the Kingdom of Tonga' CSW 67, <https://www.forumsec.org/2023/03/10/35252/>

⁵⁵ Tonga Statistics Department (2022) 'Tonga 2021 Census of Population and Housing' Volume 1: Basic Tables, https://tongastats.gov.to/download/272/census-report-and-factsheet/7646/census-2021-preliminary-results_dec-2021-2.pdf

⁵⁶ Tonga Statistics Department (2018), '[2018 Tonga Disability Report](#)'

⁵⁷ RNZ (2023), '[Disabled face discrimination in Tonga according to survey](#)'. Article by Finau Fonua, 6 Jan 2023

Households with persons with disability had higher average and median expenditure than households without persons with disability. In terms of access to education, 94 percent of persons with disabilities have ever attended school in comparison to 100 percent of persons without disabilities. Connectivity wise, 91 percent of people without disability used a mobile phone against 75 percent for people with a disability. Related to livelihood, 59 percent of people with disability undertook handicrafts as their main activities. 60 percent of people with disabilities reported doing household/family duties as their most prevalent activity, compared to 42 percent of females, 32 percent of all the population aged 15+ years.⁵⁸

It is likely that persons with disabilities are more engaged in household/family duties due to lack of access to other spaces. A high proportion of people with disability, notably women, find it very difficult to go out in public places, including participating in the election, and shopping, implying that much needs to be done to make public places, facilities for compulsory events like voting and commercial precincts accessible to people with disability.⁵⁹

The 2018 survey also notes that a higher proportion of persons without disabilities able to participate in Government decision-making with 94.2 percent compared to 68.4 for those with disabilities, indicating that Government decision making could be more inclusive. There are no significant differences between men and women with functional disability and participation rates, and the disparities between those with and without functional difficulties are stark. However, it is interesting to note women with disability find it difficult to participate in household decision making than women with no functional disability.⁶⁰

Given the above context, the project recognizes the need for ensuring participation of people (especially women) with disabilities in setting the transformative adaptation agenda and in coastal resilience activities.

Gender Based Violence⁶¹

Gender Based Violence (GBV) is a major issue across the Pacific. The 2019 Multiple Indicator Cluster Survey (MICS) provides latest data on some forms of GBV in Tonga, especially domestic violence.

Data shows that more women than men justify domestic violence. About 2-in-5 women and 1-in-5 men aged 15-49 years justified husbands beating their wives for specific reasons, such as, going out without telling husband; neglecting children; arguing with husband; refuses sex with husband or burns the food. More women in rural areas (43 percent) justified wife beating than women in urban areas (20 percent).

Close to 3-in-10 ever married woman aged 15-49 years has in their lifetime experienced emotional, physical or sexual violence at the hands of their current or most recent husband/partner, and 2-in-10 in the last 12 months preceding the 2019 MICS survey. One-in-20 women aged 15-49 years have ever experienced sexual violence and one-in-50 during the last 12 months (preceding the 2019 MICS survey). Of those women aged 15-49 years who have experienced any physical or sexual violence, only 18 percentage sought help to stop violence, and 60 percentage never sought help or told anyone about the violence faced.

1 percent of the women aged 15-49 indicated that experienced non-partner sexual violence in the 12 months preceding the 2019 survey, and 3 percent indicated having experienced non-partner sexual violence in their lifetime (SDG 5.2.2.). The 2009 National Study on Domestic Violence against Women

⁵⁸ Tonga statistics department (2022), '[Tonga 2021 Household Income and Expenditure Survey Report](#)'

⁵⁹ Tonga Statistics Department (2018), '[2018 Tonga Disability Report](#)'

⁶⁰ ibid

⁶¹ This section includes data from Govt of Tonga (2020), 'Tonga MICS 2019: Snapshot of Key Findings' <https://tongastats.gov.to/survey/mics-survey/>, except where otherwise indicated.

in Tonga found that women in Tonga experience violence by non-partners (especially fathers and teachers) three times more often than by partners.⁶²

The non-partner and intimate partner violence at home could be an explanation for 22 percent of women in urban areas and 13 percent of women in rural areas not feeling safe at home.

Feeling of safety (SDG 16.1.4) 97 percent of boys and 81 percent of girls ages 15 to 19 feel safe walking alone in their neighborhood after dark. When ages 15 to 49 are considered 78 percent of women in urban areas and 87 percent of women in rural areas feel safe, compared to 97 percent and 99 percent of men in urban and rural areas respectively. At home too, 78 percent of women in urban areas, 79 percent of women in rural areas feel safe, as opposed to 99 percent of men and 98 percent in urban and rural areas respectively.

13 percent of adolescent girls, and 4 percent of boys ages 15 to 19 who ever felt discriminated or harassed based on their gender. The figure for adults 15 to 49, is 5 percent of women in urban, 13 percent in rural area, compared to 2 percent and 3 percent for men in urban and rural areas respectively.

More mothers/female caretakers believe that a child needs physical punishment in order to educate them properly compared to male caretakers (37 and 28 percentage, respectively).

A 2017 government survey highlighted that cyber bullying and crime are growing and should be seen as new form of gender-based violence.⁶³ Tonga plans to develop a law to curb cybercrime.

The impact of violence on health, socio-economic development of women is very high as it prevents women from having an equal opportunity to participate in their society. The government of Tonga, development partners, CSO/NGOs as well as faith-based organizations are responding to address GBV and also provide needed services to GBV survivors. The Tonga Women and Children's Crisis Centre (WCCC), founded in 2009, provides counselling services, refuge and advocacy for women and children survivors/victims. The Family Protection Act 2013 (FPA) provides the legal framework for women to seek protection, security and justice from domestic violence, with financial resources for implementation of the FPA and the No Drop policy by the police.⁶⁴

Gender, Climate Change and Disaster Risk

Tonga's Climate Change Policy recognizes the different impacts of climate change on men and women. JNAP-2 (2018-2028) recognizes, in line with the WEGET policy, that considerations of gender, disability and vulnerability must be placed at the center of all planning and climate change, disaster preparedness and response activities. JNAP-2 target 17 is on achieving gender equality and social inclusion (GESI) for resilient development.

Globally women and children are 14 times more likely to die from natural disasters than men. In the 2009 Tonga Tsunami, 70 percent of those who died were women. In 2022 Tsunami triggered by the Hunga-Tonga-Hunga-Ha'apai volcano eruption, of the four fatalities, 3 were women (in other words 75 percent of the fatalities were women). 80 percent of the population was affected by tropical cyclone Gita (2018), which destroyed 800 houses and damaged an additional 4000 houses. However, in accessing relief measures, significantly more women (7124) than men (1410) accessed shelter relief and non-food items.⁶⁵ This data can be interpreted in different ways – a) that more women are

⁶² Government of the Kingdom of Tonga (2019), '[Gender Equality: Where do we stand?](#)'

⁶³ Government of Tonga (2023), 'National Statement by Lord Vaea, Minister for Internal Affairs of the Kingdom of Tonga' CSW 67, <https://www.forumsec.org/2023/03/10/35252/>

⁶⁴ Government of the Kingdom of Tonga (2019), '[Gender Equality: Where do we stand?](#)'

⁶⁵ *ibid*

vulnerable than men b) traditional and cultural attitudes allow for women to readily access relief instead of men.

Economically, women are more vulnerable as nearly 75 percent are engaged in informal sector, including handicraft work. Climate change and disaster risks are likely to adversely impact subsistence farming and access to natural resources (such as weaving materials) used for handicrafts. Women also face increased risk of GBV post-disaster. Women participate in much smaller numbers in formal and informal decision-making spaces on disaster risk management and climate change adaption, and, as a consequence, are often less likely to receive critical information on emergency preparedness or to participate in decision-making bodies that finalize relocation plans and locations of evacuation centers. Disaster preparedness committees are largely made up of men resulting in decisions and discussions that fail to take into account the specific needs of women and other marginalized groups.⁶⁶

Concerted efforts are required to improve women's capacity and access to decision making spaces. Response and preparedness measures will have to respond to specific needs of women.

In addition, the elderly, youth and people with disabilities are also vulnerable to climate change and disasters. Elderly are physically more susceptible to risks of injury and death from natural disasters. As the proportion of people over the age of 60 in Tonga is expected to steadily increase to 13 percent by 2050, special measures are required to reduce their vulnerability. As mentioned in the section above on disabilities, climate change and disaster risk reduction measures will have to be designed to ensure participation as well as respond to the specific needs of people with disabilities.

Gender and coastal resilience (with a focus on Hahake)

As elaborated in the funding proposal, Tonga faces significant climate change risks and is particularly vulnerable to sea-level rise (SLR), increasing temperatures, and increased frequency of storms and tropical cyclones. The largest island Tongatapu, for example, where 74% of the population reside, faces significant frequent flooding risks, as well as permanent losses from SLR – under a 0.5m SLR scenario are expected to be 6 percent, and under a 1.0m SLR scenario to be 25 percent⁶⁷ - in the absence of future adaptation measures.

The Hahake peninsula area, where the coastal protection works will be constructed through the Tonga Coastal Resilience Project, is particularly vulnerable to SLR and flooding. As indicated in the Funding Proposal, the area has extremely low lying ground that is less than 1m above sea level and is exposed to wave overtopping and marine flooding. In the recent 2022 tsunami, 1.2m tsunami struck Nuku'alofa and Nukuleka and Manuka (Kolongo) on Tongatapu⁶⁸. The proposed coastal protection works will be in two sections: Nukuleka in the west (2300m) and Kolonga in the northeast (2025m). Other parts of the shoreline in the Hahake peninsula area have had revetment work in 2018-19. The Kolonga section is particularly vulnerable as it is a narrow strip of land that prevents marine water ingress into the extensive freshwater swamp landward, which is used for cultivating swamp taro and tree crops, and is a main source of drinking water. The road along the shoreline (especially Kolonga section) is used by the western low-lying villages as an escape route for tsunami and cyclone alerts.

Related to gender and coastal resilience, it can be viewed in three broad areas – inclusion and participation in decision making processes related to coastal resilience (including infrastructure development), livelihood, and early warning and disaster risk reduction.

- Engagement in decision-making processes: Coastal resiliency involves reducing ecological and social economic risks of climate change and hazards. The two types of decision-making

⁶⁶ ibid

⁶⁷ ADB, *Multi-Hazard Disaster Risk Assessment, Tongatapu*, Risk Assessment Summary Report (Asian Development Bank (ADB), 2021).

⁶⁸ Funding proposal Tonga Coastal Resilience Project. Submission to GCF March 2024. Quoting BoM, 'National Tsunami Bulletin', *Bureau of Meteorology (Australia)*, 2022 <<http://www.bom.gov.au/tsunami/national.shtml#nationalBulletin0>> [accessed 18 September 2023].

processes in Tonga that promote community-based resilience are the CDPs and district plans, and the Special Management Areas (SMAs). While the CDP process has provided an avenue for women's participation, overall women's engagement remains limited (see section on political participation). Added to that, CDPs (and by extension the district and island plans) are also limited in scope in incorporating climate risks and promoting long-term adaptation planning. Local communities, particularly women, understanding of long-term risks is limited which prevents an informed engagement on long-term risks and potential solutions. Enhancing women's knowledge and awareness of climate change risks and creating spaces for women to develop local climate solutions is necessary for enhancing women's climate change resilience.

Kolonga and Nukuleka also are declared Special Management Areas (SMAs). SMAs are part of a community-based fishery programme in Tonga, where designated communities are granted legal rights to manage their coastal fishery resources.⁶⁹ Within each SMA is at least one fish habitat reserve (FHR) or no-take area is placed for the conservation and replenishment of marine species, no-one including the community are allowed to fish or harvest from the FHR.

The SMA programme is gender-responsive and promotes inclusion of women in the SMA management, use and conservation. Community councils that govern SMAs are made up of both men (60 percent) and women (40 percent).⁷⁰ However, gaps remain in full engagement of women in SMA. In a response to survey question on the inclusion, recognition, and support for women' knowledge and engagement in fisheries management – more men than women found the inclusion and recognition of women's role as being supported by SMA management, decision-making and leadership. Women believed that less change in the area of equal engagement of women in SMA has occurred compared to men. Women accounted for only 35 percent of those trained on fisheries management and alternative fishing activities. The insights from the findings from the survey on the SMA programme on women's engagement in decision making could be useful for strengthening women's participation. However, more analysis is required to identify the different roles of men and women in the SMA management and how meaningful engagement of women can be promoted to enhance coastal resilience.

Beyond community level engagement, spaces for broader national-level engagement on long-term adaptation planning that takes a critical look at the various risks and solutions are not present. Even the National Infrastructure Investment Plan (2021-2030) does not elaborate on enhancing women's participation in infrastructure development (including climate resilience infrastructure development), beyond initial community consultation. A core priority project identified in the infrastructure investment plan was to build a women's center for handicraft processing.

- **Livelihood:** As indicated in the sections on economic participation, and access to resources, women's economic participation is lower than men. In coastal areas as well, significantly more men than women are engaged in reef fishing and other types of fishing and gleaning for shells and invertebrates for household consumption. Women are mostly engaged in harvesting sea grass and other materials for making handicrafts.⁷¹ Unlike in other islands, women in the main Tongatapu island have more opportunities to participate in the formal economy (see section on economic participation). Nevertheless, coastal areas provide vital raw materials for household consumption and for manufacturing of traditional goods.

⁶⁹ ibid

⁷⁰ ibid

⁷¹ Pacific Community -SPC (2022), 'Household Survey of Special Management Area Communities in Tonga: Assessment for the monitoring and evaluation of the SMA programme', Tonga Ministry of Fisheries, and Vava'u Environmental Protection Association (VEPA)

Additionally, as mentioned above, the freshwater swamp on the landward side on the Kolonga section is a key agricultural area and a drinking water source. Protecting the swamp through coastal protection works will ensure continued food security of the population in that area, at least short-term till long-term adaptation measures can be identified and supported.

- Disaster risk reduction: Women are disproportionately affected by disasters. In Tonga, though men and women receive early-warning information almost on par, women continue to be affected more which reduces their resilience to disaster risks. Gender-based violence is prevalent, particularly following a disaster.⁷² More than 9 in 10 women experienced mental health issues because of disasters.⁷³ Infrastructure and road damage, especially in rural areas, impacts women more by limiting their mobility and increasing their vulnerability.

The coastal protection wo, especially in the Kolonga section will protect an important evacuation route and will help in reducing women's vulnerability during disaster. **III. Mechanisms to promote gender equality in Tonga – Legal and administrative frameworks.**

Tonga is not one of the signatory countries to the Convention on the Elimination of all Forms of discrimination against Women (CEDAW), as that would require amending the land ownership system, which restricts women's rights to own land. However, commitments have been made to a number of international and regional gender equality conventions. These include the following:

- Beijing Platform for Action of Women (Sep 1995);
- Millennium Development Goals (Sep 2005);
- Commonwealth Plan of Action for Gender Equality (1995);
- United Nations General Assembly Special Sessions (UNGASS) on the Implementation of the Outcomes of the World Summit for Social Development (May 2000); and on the Implementation of the Outcomes of the International Conference on Population and Development (ICPD+5) (Hague, February 1999);
- Declaration and Program of Action of the UN World Summit for Social Development, Copenhagen, Denmark, (March 1995);
- UN International Conference on Population and Development, Cairo, Egypt, (1994);
- The Pacific Platform for Action on Women and Development (1994);
- The Pacific Plan and various Pacific Islands Forum Communiqués, and
- Pacific Islands Forum Leaders' Declaration on Gender Equality (2012)
- SPC Pacific Platform for Action on Gender Equality and Women's Human Rights (2018-2030)

Despite existence of some laws discriminate against women, notably those related to land ownership and the distribution of property and wealth during divorce, Tonga is committed to promoting gender equality. Tonga pledged its commitment to the UN Sustainable Development Goals (SDGs), including achievement of SDG 5 on gender equality and women's empowerment.

Nationally, the Tonga Strategic Development Framework II (2015-2025) aims to promote a more progressive Tonga supporting a higher quality of life for all through inclusive and sustainable growth and development. TSDFII (2015-2025) includes seven national outcomes, and 29 organizational outcomes grouped into five pillars. National Outcome 3 focuses on 'inclusive, sustainable and empowering human development with gender equality'.

⁷² UNDRR(2022), 'Disaster Risk Reduction in the Kingdom of Tonga: Status Report'

<https://www.undrr.org/media/83687/download?startDownload=true>

⁷³ UN Women (2022), 'Gender and environment Survey Report 2022: Kingdom of Tonga

<https://data.unwomen.org/sites/default/files/documents/Publications/2023/Tonga-gender-env-survey.pdf>

The revised Gender National Women's Empowerment and Gender Equality Tonga (WEGET) Policy and Strategic Plan of Action 2019-2025 overall objective is to support achievement of the national outcome 3. The policy has five priority outcomes:

1. Enabling environment for mainstreaming gender across government policies, programmes and services, corporate budgeting and monitoring and evaluation
2. Families and communities prosper from gender equality.
3. Equitable access to economic assets and employment
4. Increased women's leadership and equitable political representation
5. Create equal conditions to respond to natural disasters, environmental challenges and climate change.

People with disabilities and vulnerable groups are integral to the five (5) priority outcomes.

The Women's Affairs and Gender Equality Division (WAGED) within the Ministry of Internal Affairs has the overall mandate for implementing WEGET policy and supporting other line ministries to mainstream gender. In addition to the policy, the department also produced the [Gender Mainstreaming Handbook](#) (2019), and a status report on gender equality in Tonga titled, '[Gender Equality: Where do we stand?](#)' (2019). The handbook provides sector guidance to line ministries and identifies 6 entry points for mainstream gender. Additional capacity development support may be required for different ministries and departments to fully utilize the handbook and mainstream gender. In the 2019 performance audit by the Office of the Auditor General on [Tonga's Preparedness for Implementation of Sustainable Development Goals](#), recognized gender as a cross-cutting issues and the role of Ministry of Internal Affairs (where WAGED is located) role in mainstreaming gender, along with MEIDECC role in mainstreaming climate change. The audit report called for performance audit of gender and climate change, and addressing any gaps identified.

However, with COVID19, implementation of the above initiatives had stalled. In addition, the WEGET policy also identifies a weak enabling environment for gender mainstreaming in the country. WEGET policy refers to UNDP's [Tonga Climate Finance and Risk Governance Assessment](#) conducted in 2016, which found that only 6 percent of the projects assessed had targeted action to advance gender equality, and 17 percent of projects assessed mainstreamed gender and have a component on gender analysis to inform at least one gender responsive activity. However, the majority of the projects (44 percent) were gender blind, and 22 percent projects had limited gender elements.⁷⁴

The assessment found that departments and agencies involved in infrastructure or technical activities were significantly more likely to have projects that were gender blind or insufficiently gender sensitive, than those by ministries involved in the provision of human services. Infrastructure projects are not usually intended to target specific social vulnerabilities but do have the capacity to impact upon local community and social dynamics inadvertently or indirectly, sometimes significantly – a key finding for this project implementation. This observation demonstrates the need to build gender and social inclusion mainstreaming into whole-of-government processes and to ensure that agencies have appropriate and accessible technical expertise to call upon.⁷⁵ Inability to mainstream gender could affect Tonga's position to meet gender and social inclusion requirements of the main climate funds, not to ensure that vulnerable groups are adequately supported to prepare for, survive and recover from the impacts of disasters and climate change.⁷⁶

⁷⁴ UNDP (2016), Tonga Climate Finance and Risk Governance Assessment <https://www.undp.org/pacific/publications/tonga-climate-financing-and-risk-governance-assessment>

⁷⁵ ibid

⁷⁶ ibid

Other factors that have impacted the weak enabling environment for gender mainstreaming included constant changes to the accountable ministers and delays in recruitment of CEOs. Additionally, lack of gender budgets in corporate plans; understaffing and under resourcing of WEGAD; lack of institutionalized data collection especially disaggregated data by relevant ministries; lack of public sector awareness and capacity to mainstream gender impacts the overall ability of the government to empower women and promote gender equality in the country.⁷⁷

Despite challenges, the government is committed to promoting gender equality and there is buy-in from key ministries to mainstream gender. Specifically, the Joint National Action Plan on Climate Change and Disaster Risk (2018-2028) recognizes the importance of integrating gender and vulnerability considerations in all planning, and climate change, disaster preparedness and response activities. JNAP-2 target 17 is on achieving gender equality and social inclusion (GESI) for resilient development.

IV. Gender Analysis and Recommendations

The gender assessment and analysis undertaken during the design of this project led to including gender considerations across project outputs and activities and will serve as the basis for gender-responsive implementation of the project. The assessment and analysis will require continuous updates and revision throughout the lifetime of the project to ensure that project does not negatively affect local social dynamics but contributes to enhancing coastal resilience of local communities, including the marginalized and socially vulnerable groups.

During the project design phase, consultations were held with a diverse range of stakeholders and partners – including MEIDECC, Ministry of Internal Affairs (Women’s Affairs and Gender Equality Division), Ministry of Lands and Natural Resources (MLNR), Prime Minister’s office (Department of Local Governments), Ministry of Finance, etc., In addition, there were discussions with development partners such as ADB, EU, SPREP and NGOs such as the Civil Society for Tonga (CSFT), the Mainstreaming of Rural Development Innovation (MORDI), and the Vava’u Environmental Protection Association (VEPA). The analysis also drew on data from different assessment and survey conducted by the Government of Tonga – such as 2019 Multiple Indicator Cluster Survey, 2018 National Disability Survey etc., as well as policy directives provided by the WEGET Policy, the Tonga Strategic Development Framework II (TSDF), Joint National Action Plan on Climate Change and Disaster Risk (2018-2028), and National Climate Change Policy.

The gender analysis, through stakeholder engagement and consultations, enabled the following:

- Acknowledgement of the need for expanding public spaces for equitable engagement of men, women, youth etc., in setting the transformative agenda for adaptation.
- Identification of project activities that reinforce women’s, men’s and youth’s empowerment in social, institutional, and economic landscape particularly in the context of coastal vulnerability reduction, ecosystem restoration and resilience building,
- Initial awareness raising among women’s groups, youth groups, church groups and other vulnerable groups about the project,
- Eliciting women’s and other vulnerable groups’ concerns about coastal erosion and flood related risks; and
- Identifying specific roles and responsibilities that can be played by women and other vulnerable groups during the project implementation and verifying their commitment for their support.
- Ensuring that gender analysis (differentiated impact on men and women) is integrated into all capacity development activities.

⁷⁷ Government of Tonga (2019), ‘National Women’s Empowerment and Gender Equality Tonga Policy and Strategic Plan of Action 2019–2025’ https://hrsd.spc.int/sites/default/files/2021-07/WEDGET_STRATEGIC_PLAN_OF_ACTION_2019_2025_Final.pdf

- Ensuring the grievances mechanism is accessible to all groups of society.

This gender assessment and stakeholder consultations have identified the following areas as particularly important dimensions to be reflected in the implementation strategy of the project:

Gender Analysis

- The different needs in responding to extreme weather events faced by women and men, as well as other vulnerable groups;
- Analysis of the gendered-based division of labour which can be reflected in the engagement of women, men and youth in project activities;
- Reflecting women's access to, and control over, environmental resources and the goods and services that they provide into the design of ecosystem restoration and monitoring activities;
- The need to collect sex and age disaggregated data during the project implementation so that gender- and age-responsive decisions can be supported;

Voice and participation

- Ensure equitable participation of women, men, youth and elderly people at community-level adaptation actions;
- Create opportunities for women to voice their views on transformative agenda for adaptation, and in planning, monitoring and implementation of climate and risk informed Community Development Plans (CDPs) (component 1).
- Ensure the participation of women's groups, youth groups and church groups in community mobilization;
- Create opportunities for participation of vulnerable and people with disabilities in all project consultations and activities.
- Adjusting advocacy and awareness raising approach to different population groups; for sensitive topics, women-only, men-only, or youth-only meetings may be needed and organizing consultations at specific times of the day may be advised for ensuring women's participation;
- Include all stakeholders involved in the project to develop awareness raising / training aimed at drawing attention to the implication of climate resilience adaptation and gender equality;
- Undertake community discussions and dialogue in relation to gender and social inclusion in climate and disaster resilience.
- Organize design workshops (targeting women and people with disabilities) to develop transformative adaptation solutions.

V. Implementation arrangements for the Gender Action Plan

UNDP – as the Accredited Entity – will be responsible for the overall implementation of the Gender Action Plan (GAP), in close collaboration with the responsible parties – the Department of Climate Change under the Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change and Communications (MEIDECC), the Ministry of Lands and Natural Resources (MLNR) and Ministry of Infrastructure (Mol).

Ministry of Internal Affairs (MIA) which is also part of the Joint National Action Plan for Climate Change- 2 or JNAP -2 (2018-2028) Task Force is another key partner in the implementation of the project, and the GAP. Especially, the Women's Affairs Division, and the Department of Local Government, both within the MIA will provide coordination support for mainstreaming gender across all three output areas.

The Project Management Unit (PMU) for the project will be based in Tonga and an International Gender Specialist will be part of the PMU. Gender technical expertise and assistance (including from civil society organizations) will be sought to supplement the available skill set and experience of the PMU in implementing the GAP. Areas where expertise of CSOs will be sought (indicative) are highlighted in the GAP below.

The GAP also acknowledges existing gender capacity gaps in the country. Though gender inclusivity is one of the guiding principles of JNAP-2, and Gender equality and social inclusion (GESI) for resilient development is one of the 22 targets of JNAP-2, MEIDECC which serves as the secretariat for the JNAP-2 and the main responsible partner of the project, does not have dedicated gender experts. The Women's Affairs Division does not have the technical expertise on gender and climate change and enhancing resilience. Therefore, as part of the implementation of the GAP, the PMU (especially the Gender Specialist) will sensitize responsible parties and partners on the GAP and organize capacity development training on gender responsive climate resilience.

Gender Action Plan

Impact	Gender responsive and participatory adaptation solutions enhances immediate and medium-term resilience, and long-term transformative adaptation capacities of women and girls in Tonga .							
Outcome	Improved capacities and participatory spaces for women and girls promote gender-responsive transformative adaption solutions.							
Project outputs	Gender Targets and Activities	Baseline	Timeline	Budget	Responsibility	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk mitigating measures
Output 1: Knowledge, capacity and engagement for incorporating climate risks into long-term adaptation planning strengthened and supported through multi-sectoral, multi-stakeholder engagement and dialogue platform	1.1.1. The engagement plan and guidelines for bottom-up national engagement process will include specific guidance on engaging women, girls and other vulnerable groups. Target: one gender responsive stakeholder engagement plan	0	Year 2-6	10,000 (for consultant to assist the drafting of the stakeholder engagement plan)	UNDP, MEIDECC	Gender responsive stakeholder engagement plan (final document)	Low risk level. however, capacities to translate the policy ambition of gender and social inclusion (JNAP target 17) into plans may be limited among government ministries.	The project will build on JNAP's commitment to promote gender and social inclusion and hire an expert to support development of a gender responsive stakeholder engagement plan
	1.1.2. National awareness campaign will include specific campaigns and workshops targeting women and girls to co-create solutions.	0	Year 2- 6	500,000 (100,000x 5 years for campaigns and workshops)	UNDP, MEIDECC, NGOs/ CSOs	Sex disaggregated data of national awareness campaign and workshop attendees in semi-annual	Community stakeholder may not see women's participation as a priority and discourage	The project will work with women leaders, women officials, and women's organizations to raise awareness, and organize consultations.

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Project outputs	Gender Targets and Activities	Baseline	Timeline	Budget	Responsibility	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk mitigating measures
	<p>Target: at least 3 campaign activities (women-led talk shows, or women's forum or media advertisements targeting women and their role in shaping national adaption strategies)</p> <p>3 design thinking workshops held for women/women leaders/ women organizations targeting at least 75 women</p>	0				GAP progress reports	women's participation	The project will also raise awareness of men and male leaders on the importance and effectiveness of gender equality and women's participation in decision making through targeted messaging.
	<p>1.1.3. Terms of reference for national adaptation planning engagement platform will be gender-responsive.</p> <p>Target: 1 gender-responsive ToR developed</p>	0	Year 2	-	UNDP, MEIDECC, Women's Affairs Division (Ministry of Internal Affairs)	Gender responsive ToR (final document)		No issue anticipated. The project will support Women's Affairs Division role in the National Adaptation Planning engagement platform

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Project outputs	Gender Targets and Activities	Baseline	Timeline	Budget	Responsibility	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk mitigating measures
	1.1.4. participation of women's affair division supported as per the ToR for the national adaption planning engagement platform Target: 1 meeting (as per the ToR) attended	0	Year 2-6	-	UNDP, Women's Affairs Division (Ministry of Internal Affairs), Women's organizations	Meeting attendee lists, GAP semi annual progress reports		No issue anticipated but any discrepancies will be reported
	1.1.5. gender-responsive policy options to incorporate climate resilience and land use principles into national frameworks Target: 1 gender-responsive guidance note, and 1 gender sensitive land use policy developed	0	Year 3-6	20,000 (for consultants)	UNDP, MEIDECC, Women's Affairs Division (Ministry of Internal Affairs), Women's organizations	Guidance note and policy document (final document)	Land use is a politically and culturally sensitive issue. Gender differentiated access to land needs to be considered in developing a gender sensitive land use policy. National actors, and community stakeholders may be reluctant to	Commitment for promoting gender equality and social inclusion is expressed in the JNAP. MEIDECC and Department of Climate change is keen on supporting gender-sensitive land use policy. The project team will build on the commitment of government, and raise

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Project outputs	Gender Targets and Activities	Baseline	Timeline	Budget	Responsibility	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk mitigating measures
							develop a gender-sensitive land-use policy	awareness on the importance of gender-sensitive land-use for long-term adaptation through the national awareness campaign (1.1.2). capacity development trainings (output 2) will also highlight the importance of gender mainstreaming and developing gender-responsive policies.
	1.2.1. Gender-responsive guidelines developed for participatory village and district spatial plans, and	0	Year 3-5	10,000 (for consultant) 10,000 (for 1 village level, and 1	UNDP, MEIDECC, Ministry of Lands, NGOs/CSOs,	1 guideline (final document), and sex disaggregated data of participants	Community stakeholder may discourage women's participation as gender is	The project team will sensitize and raise awareness on the importance of women's

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Project outputs	Gender Targets and Activities	Baseline	Timeline	Budget	Responsibility	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk mitigating measures
	<p>target 50 percent of female participation</p> <p>Target: 1 gender-responsive spatial planning guidelines developed</p> <p>50 percent of men and women engaged in 1 village level and at least 30 percent of men and women of the district engaged in 1 district level participatory spatial planning</p>			district level participatory process)	Women's Affairs Division	included in the semi-annual GAP progress report	not considered a priority in spatial planning due to traditional gender norms related to land access	<p>participation in defining the spatial plans for long-term adaptation.</p> <p>The project team may involve key stakeholders such as NGOs/CSOs and Women's Affair Division to lead community awareness campaigns</p>
	<p>1.3.1 Updated gender-and climate-responsive CDP guidelines developed.</p> <p>Target: 1 gender-responsive CDP guideline</p>	0	Year 3-5	10,000 (for consultant)	UNDP, MEIDECC, Women's Affairs Division, Department of Local Governments	1 gender-responsive CDP guideline (final document)		No issue anticipated as previous CDPs were developed through participatory process that involved women in local communities,

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Project outputs	Gender Targets and Activities	Baseline	Timeline	Budget	Responsibility	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk mitigating measures
								but any discrepancy will be reported
	<p>1.3.2 Develop gender-responsive capacity building package on the new gender and climate-responsive CDP guideline.</p> <p>Target: 1 gender-responsive capacity development package</p>	0	Year 2-6	10,000 (for gender consultant or women's organization to work with the consultant developing the overall capacity development package)	UNDP, Department of Local Government, Women's Affairs Division	Final capacity development package (training materials, guidelines and other documents)		No issue anticipated but any discrepancy will be reported
	<p>1.3.3. support equitable participation of decision makers and officials (men and women) in the capacity development trainings*</p> <p>Target: Equitable participation of men and women decision makers*</p> <p>*see note below</p>	0	Year 2-6	-	UNDP	Sex disaggregated data of training attendees included in the semi-annual GAP report		No issue anticipated but any discrepancy will be reported

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	<p>1.3.4 Voices of and women's specific issues highlighted in the national event on climate responsive CDPs</p> <p>Target: 1 session on women and climate and gender responsive CDPs held at the national event</p>	0	Year 6-7	15,000	UNDP	Meeting agenda, Presentations and other media materials from the event highlighting women's voice and issues		No issue anticipated but any discrepancy will be reported
Output 2 Mechanisms for collecting and analyzing data and information for better-informed climate risk monitoring and coastal adaptation planning	<p>2.1.1 Develop and implement gender-responsive capacity development strategy and plan for coastal data management and use. **</p> <p>Target: 1 gender responsive capacity development strategy and plan</p>	0	Year 1-3	10,000	UNDP	Final strategy and plan documents		No issue anticipated but any discrepancy will be reported

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Outcome	Improved capacities and participatory spaces for women and girls promote gender-responsive transformative adaption solutions.							
Project outputs	Gender Targets and Activities	Baseline	Timeline	Budget	Responsibility	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk mitigating measures
	2.1.2 develop knowledge materials on climate risks and impact on women living in coastal areas. Target: 1 knowledge product	0	Year 3-6	10,000 (for consultant)	UNDP	Final Knowledge product		No issue anticipated but any discrepancy will be reported
	2.1.3. Support inclusion of gender and disability considerations as part of the multi-stakeholder coordination and collaboration on coastal adaptation. Target: 1 guidance on integrating gender considerations developed for the coordination body/committee	0	year 4	10,000 (for consultant)	UNDP	Final guidance note		No issue anticipated but any discrepancy will be reported
	2.2.1. Integrate gender considerations in the assessment on trade offs between	0	Year 3-6	10,000 (for consultant)	UNDP	Final assessment		No issue anticipated but any discrepancy will be reported

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Project outputs	Gender Targets and Activities	Baseline	Timeline	Budget	Responsibility	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk mitigating measures
	adaptation solution and current land-use considering food-security, water security and livelihoods of women. Target: gender-responsive assessment developed							
5Output 3: Vulnerabilities of coastal communities in Hahake to climate hazards reduced through coastal protection measures	3.1.1 50 percent of participation of women in the consultations and/or awareness workshops held on the design of the coastal protection measure. Target: 50 percent of women in Hakake engaged in the design of the coastal protection measure.	0	Year 2-6	10,000 (for consultations)	UNDP, MEIDECC, Ministry of Lands	Sex disaggregated attendees list included in the semi-annual report of the GAP		No issue anticipated on women's participation related to coastal protection measures, but any discrepancy will be reported
	3.1.2 (a) Requirements for contractors to hire at least 20 percent	0	Year 2-6	Contractor's budget	Contractor	Sex disaggregated pay sheet		No issue anticipated but any discrepancy will be reported

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Project outputs	Gender Targets and Activities	Baseline	Timeline	Budget	Responsibility	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk mitigating measures
	women in both technical and non-technical work and ensure equal pay for equal work. Target: 20 percent of work force are women							
	3.1.2 (b) Provide safety gear, and women-friendly toilet and sanitation facilities. Target: all workers (men and women) have safety and protection gear and access to proper toilet and sanitation facilities	0	Year 2-6	Contractor's budget	Contractor	Site visits and inspection reports		No issue anticipated but any discrepancy will be reported
	3.1.2 (c) Establish grievance redressal mechanisms accessible to all (women, men, youth, elderly, people with disability) to voice complaints during the	0	Year 2-6	Contractor's budget (at construction site) 10,000 UNDP (for grievance	Contract UNDP	GAP progress report highlighting complaints received	Potential reluctance to report grievances, especially if Sexual exploitation,	UNDP will stipulate contractors, as part of the contract, to follow UNDP policies on SES, prevention of

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Project outputs	Gender Targets and Activities	Baseline	Timeline	Budget	Responsibility	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk mitigating measures
	<p>design and construction phase as part of the ESMF implementation strategy. (also linked to 1.1.2, and 1.2.1)</p> <p>Target: Two grievance redressal mechanisms established (one at construction site, and one for UNDP activities as indicted in the ESMF)</p>			redressal related to 1.1.2, and 1.2.1)			abuse, and/or harassment	<p>SEAH and the project ESMF.</p> <p>The project will share information on its zero-tolerance policy against SEAH, and on how to report grievance, including dedicated phone numbers, on UNDP website, on partner websites (MEIDECC) and social media as well as at the project locations.</p>
	3.2.2 Highlight any gender-specific lessons learned in the final report and share lessons at	0	Year 7	25,000 For consultant	UNDP	Final lessons learned report, and gender specific lessons also highlighted in the semi-		No issue anticipated.

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Project outputs	Gender Targets and Activities	Baseline	Timeline	Budget	Responsibility	Means of Verifying the achievement of targets	Potential risk and barriers in the delivery of targets	Risk mitigating measures
	international/regional conference. Target: gender-specific lessons learned identified and included in the report					annual, and final GAP reports		
				670,000				
	*Note on activity 1.3.3. Given the high number of women officials in the government of Tonga, rather than indicating 30 or 50 percent of participants should be women, the focus should on the participation of relevant decision makers in capacity development trainings to strengthen their capacity to mainstream gender and gender-responsive decision making.							
	**Note on activity 2.1.1. Use of LiDAR and satellite imagery is technical and there is no scope for mainstreaming gender. However, in the analysis of potential impact of climate change risks, it is important to mainstream gender to understand gender specific impacts.							