

Adapting Tuna-dependent Pacific Island Communities and Economies to Climate Change

Annex 8: Gender Action Plan

Introduction

Conservation International (CI) as the Accredited Entity and Pacific Community (SPC) as Executing Entity, are supporting the governments of fourteen Pacific Islands Countries (PICs), namely Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Marshall Islands, Niue, Nauru, Palau, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu, to develop a GCF Funding Proposal (FP) for the regional Programme “Adapting Tuna-dependent Pacific Island Communities and Economies to Climate Change”. This Programme is based on the Concept Note that has been endorsed by GCF and supported through a Project Preparation Facility (PPF) grant. This Programme is structured around two Components that aim to improve the climate resilience of the 14 participating countries:

- Component A is aimed at strengthening national programmes to employ fish aggregating devices (FADs) for the sustainable harvest of tuna and associated pelagic fish species. Principal beneficiaries for this set of activities are residents of coastal communities across the participating Pacific Island Countries (PICs). Through the implementation of the activities included here, the programme will:
 - provide technical and logistical support to strengthen National FAD programmes (Activity 1.1);
 - augment national safety-at-sea initiatives (Activity 1.2); and
 - strengthen post-harvest practices and improve market opportunities for FAD-caught fish (Activity 1.3).

Successful implementation of this set of activities leads logically to programme Output 1: the increased access to tuna and other pelagic fish for coastal communities and vulnerable households.

- Component B – Adaptation to reduce risks to Pacific Island economies from climate-driven tuna redistribution: This component includes a set of activities to establish a region-wide Advanced Warning System (AWS) to gather and analyse the data needed to more accurately determine future abundance and distribution of tuna as the fish respond to ocean warming due to climate change. The evidence generated will support the preparation and negotiation of multi-lateral agreements, designed to enable tuna-dependent PICs to maintain their access rights to shifting tuna stocks and the associated economic benefits regardless of the redistribution of the fish.

This Gender Action Plan (GAP) is informed by the Gender Assessment and is designed to support women and men to share in Programme benefits and decision-making equitably and meaningfully. Programme activities will be gender responsive, defined as: “identifying and understanding gender gaps and biases, and then acting on them, developing and implementing actions to overcome challenges and barriers toward improving and achieving gender equality. A stronger term than ‘gender sensitive’, gender responsive has come to mean more than “doing no harm”; it means “to do better.”¹ As described in the Gender Assessment, key strategies for

¹ International Union for the Conservation of Nature

avoiding gender-related risks and promoting gender equality in the Programme will be through capacity building and institutional development, facilitating gender analysis of issues and women's participation, and capturing and reporting on gender outcomes through the Monitoring and Evaluation (M&E) Plan. Noting that each country has different levels of infrastructure, resources, cultural norms and levels of commitment to gender equality goals, the following broad strategies are proposed to address gender disparities and advance equity & equality in the Programme's activities:

- **Awareness raising:** Improve awareness of gender and related gender dimensions on all levels of the Programme to ensure that women and men engage in, and benefit equitably and meaningfully, from the Programme's outputs, outcomes, and activities. This includes raising awareness on gender dimensions in the coastal communities who manage FADs and women's roles in FAD fisheries among national Programme stakeholders.
- **Capacity and skills strengthening:** Support and encourage women's participation in practical decision-making and implementation of programme activities that are meaningful to them. This includes technical capacity building on post-harvest techniques, e.g., processing and marketing, with a focus on women given their primary role in this part of the value chain, as well as capacity building on leadership and management skills and peer mentoring for women in the local fishery sector.
- **Contribute to knowledge sharing:** Link gender equality outcomes to the broader Programme outcomes, indicating how these contribute to the overall Programme success. This may include producing communication materials that highlight lessons learned, good practices, and successes related to gender-responsive FAD deployment. This type of material is useful for the countries, the region, and the broader fishery/FAD community to influence and support greater uptake of gender-responsive considerations in coastal FAD projects.
- **Track and report on efforts:** Mainstream gender in the Monitoring and Evaluation Plan of the Programme through the collection of sex-disaggregated data and information as a basis for evaluating and monitoring gender-related Programme outcomes and its effectiveness and highlighting measures that address gender equality objectives.
- **Address potential gender risks:** Link resources and support services at the national level to reduce and respond to gender-based violence (GBV) and Sexual Exploitation, Abuse, and Harassment (SEAH) project-related risks. Please also note both the EE (SPC) and AE (CI) have The AE (Conservation International) senior staff members trained on investigation of SEAH incidents (training provide by Investigator Qualification Training Scheme), and the AE is prepared to lead the investigation if a SEAH incident escalates to the AE level.
- **Design inclusive activities:** Actively implement gender inclusive approaches to engage FAD fishers and others along the value chain. While women are not well represented as FAD fishers in the region, training and capacity building should still be open and inviting for any women that may be interested in entering the profession. Support awareness on project activities and opportunities and ensure it is accessible and open to women, is therefore important.

Scope of the Gender Action Plan: This Gender Action Plan is designed to set out regional priorities and actions to which the national programmes will align and contribute, recognizing the need for national-level tailoring and variety based on context. It is recommended

that national-level workplans be designed in a gender responsive manner to guide country-specific activities and ensure alignment with and reporting to, the regional GAP. For example, once the exact locations for FAD deployments are selected and adjacent communities identifies, more detailed and appropriate timeline for consultations and development of site-specific qualitative indicators will be considered for that specific community. The regional GAP is managed and reported on by the PMU (SPC).

Roles and Responsibilities: At the EE level (within the PMU), this GAP is overseen by two SPC Gender & Environmental and Social Safeguards(Inclusion) officers (GESI Officers) who will provide backstopping, training, support, and coordination for National Fisheries Agencies by training one programme staff in Gender & Environmental and Social Safeguards to act as the GESI focal points to the programme (National GESI FPs). The national GESI focal point role will be assigned to one of three full-time programme staff appointed by the Fisheries Ministries/Departments at the start of implementation included in the overall programme budget (1 programme coordinator, 2 FAD Officers). The GESI Officers are a full-time position and considered core programme and PMU staff. While the PMU GESI Officers are ultimately responsible for implementing the GAP, national GESI FPs are responsible for the national-level tailoring and supporting implementation of the GAP, including the implementation of specific gender considerations for the country-level Programme activities and reporting to the EE GESI Officers on GAP activities and results.

Timeline: The GAP lists “ongoing and in alignment with timelines of project activities to which these contribute” in the timeline column below, given the highly integrated nature of the activities and recognizing that timelines will likely adjust. It is expected that the GESI officers will be well integrated on the PMU and be able to ensure specific GAP activities are implemented at the right time.

Impact Statement		Support climate adaptation through promoting greater gender equality and equity in FAD Fishing supply chains across programme countries.			
Outcomes:		<ul style="list-style-type: none"> Increased capacity of women in the FAD tuna fishery value chain focusing on post-harvest tuna processing and marketing. Increased awareness of gender roles and gender dimensions in the coastal fishery communities managing and operating FADs. Increased leadership and influence of women in FAD tuna fishery value chain decision-making. 			
Programme Activity	Gender Activities	Performance Indicators with Targets and Baselines	Timelines	Responsibility	Budget – estimate for each country’s GAP activities \$USD
Output 1: Increased national capacity to access tuna and other pelagic fish for coastal communities					
1.1: Provide technical and logistical support, including equipment, to strengthen National FAD programmes	1. Investigation and documentation of gender roles (including risk of, and response to, GBV/SEAH) within localized FAD fishery value chains is integrated into the workplans for scaling up of national FAD programmes.	1. # of workplans that include tailored gender considerations in the national FAD programmes. Baseline = 0 Target = 14	Ongoing and in alignment with timelines of project activities to which these	SPC GESI officers to coordinate and support; national GESI officers to support workplan design, delivery training,	Refer to Budget Summary Table below or full programme budget

Impact Statement	Support climate adaptation through promoting greater gender equality and equity in FAD Fishing supply chains across programme countries.				
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Programme Activity	Gender Activities	Performance Indicators with Targets and Baselines	Timelines	Responsibility	Budget – estimate for each country's GAP activities \$USD
	2. Design and deliver capacity building and awareness raising on gender dimensions (including GBV & SEAH) of FAD fishery value chain, and women's roles within the fishery, to augment the skills of national staff who implement FAD programmes and PMU staff. 3. Ensure the consultative stakeholder engagement strategy for national fisheries agencies and communities to identify FAD sites is gender responsive and includes relevant qualitative indicators. 4. Design skills strengthening for small-scale FAD fishers in a gender-inclusive way that engages and encourages women's participation. 5. Integrate gender considerations into national natural disaster response mechanisms.	2. # of staff (national FAD programmes & PMU) who have received training. Baseline = 0 Target = 50% women 3. # of FAD consultative stakeholder engagement strategies that are gender responsive. Baseline = 0 Target = 14 4. Percentage of women participants attending FAD skills strengthening training sessions. (regional aggregate) Baseline = 0 Target = (>30% women)² 5. # of disaster response plans that are gender responsive. Baseline = 0 Target = 14	contribute.	and input to National FAD Programme consultation strategy.	

² Target to be revised after first year of implementation based on experience; target should be realistic yet ambitious.

Impact Statement		Support climate adaptation through promoting greater gender equality and equity in FAD Fishing supply chains across programme countries.			
Outcomes:		<ul style="list-style-type: none"> Increased capacity of women in the FAD tuna fishery value chain focusing on post-harvest tuna processing and marketing. Increased awareness of gender roles and gender dimensions in the coastal fishery communities managing and operating FADs. Increased leadership and influence of women in FAD tuna fishery value chain decision-making. 			
Programme Activity	Gender Activities	Performance Indicators with Targets and Baselines	Timelines	Responsibility	Budget – estimate for each country's GAP activities \$USD
1.2: Augment national safety-at-sea initiatives.	<ol style="list-style-type: none"> Ensure needs analysis for improved vessel safety for SS FAD fishers includes input from women fishers (as available). Ensure training on boat safety equipment is inclusive and inviting of women fishers. 	<ol style="list-style-type: none"> # of needs analyses that have sought/included feedback from women fishers. Baseline = 0 Target = 14 % of women participants attending training on boat safety. Baseline = 0 Target = (>5% women)³ 	Ongoing and in alignment with timelines of project activities to which these contribute.	SPC GESI officers to coordinate and support national GESI FPs.	Refer to Budget Summary Table
1.3: Strengthen post-harvest practices and improve market opportunities for FAD-caught fish in countries with active transshipping.	<ol style="list-style-type: none"> Targeted training courses for women in coastal communities to improve preservation and hygiene of FAD-caught fish, including bottling and canning of fish, and marketing opportunities. Provide support to improve hygienic and safe working conditions for sellers of fish, especially women. This includes GBV/SEAH awareness training, including referral services. 	<ol style="list-style-type: none"> % of participants in training courses that are women. Baseline = 0 Target = (60% women)⁴ (same as 1) # of national FAD projects include provision of equipment for FAD caught fish preservation that is gender equitable. Baseline = 0 	Ongoing and in alignment with timelines of project activities to which these contribute.	SPC GESI officers to coordinate and support national GESI FPs.	Refer to Budget Summary Table

³ Target based on fact that pelagic fishing is very heavily male dominated. Target to be revised after first year of implementation based on experience; target should be realistic yet ambitious.

⁴ Target to be revised after first year of implementation based on experience; target should be realistic yet ambitious.

Impact Statement		Support climate adaptation through promoting greater gender equality and equity in FAD Fishing supply chains across programme countries.			
Outcomes:		<ul style="list-style-type: none"> Increased capacity of women in the FAD tuna fishery value chain focusing on post-harvest tuna processing and marketing. Increased awareness of gender roles and gender dimensions in the coastal fishery communities managing and operating FADs. Increased leadership and influence of women in FAD tuna fishery value chain decision-making. 			
Programme Activity	Gender Activities	Performance Indicators with Targets and Baselines	Timelines	Responsibility	Budget – estimate for each country's GAP activities \$USD
	3. Facilities are gender equitable for FAD caught fish preservation. 4. Communication campaigns are designed to be gender informed, recognizing the roles that women and men play in HH food preparation and decision-making.	Target = 100% 4. # of communications campaigns that raise awareness of gender roles in small scale tuna fishery. Baseline = 0 Target = 14			
Output 2: Increased supply of bycatch and tuna from industrial fishing operations for urban / peri-urban communities					
2.1 Implement strategies to deliver more transhipped and unloaded bycatch and tuna to urban/peri-urban communities.	Not gender specific, no activities and indicators needed for Output 2.1. Please refer to M&E table.				
2.2: Strengthen/develop post-harvest practices and improve market opportunities to distribute bycatch and tuna from transshipping and unloading operations to urban/peri-urban communities.	1. Develop or update post-harvest handling national regulations for fish sellers that provide a quality standard equal to FAD fish selling, e.g., support improved hygienic and safe working conditions for sellers of fish, especially women and fish market outlet designs consider specific needs of women fish sellers. 2. Targeted training courses for women in urban communities to	1. Post-harvest handling workplans and policies include gender responsive facilities, e.g, fresh water, shade, access to bathrooms. Baseline = 0 Target = 100%⁵ 2. # of participants (participant sex disaggregated) in post-	Ongoing and in alignment with timelines of project activities to which these contribute.	SPC GESI officers to coordinate and support national GESI FPs.	Refer to Budget Summary Table

⁵ Applicable to countries that do not have existing post-harvest handling regulations.

Impact Statement	Support climate adaptation through promoting greater gender equality and equity in FAD Fishing supply chains across programme countries.				
Outcomes:	<ul style="list-style-type: none"> Increased capacity of women in the FAD tuna fishery value chain focusing on post-harvest tuna processing and marketing. Increased awareness of gender roles and gender dimensions in the coastal fishery communities managing and operating FADs. Increased leadership and influence of women in FAD tuna fishery value chain decision-making. 				
Programme Activity	Gender Activities	Performance Indicators with Targets and Baselines	Timelines	Responsibility	Budget – estimate for each country’s GAP activities \$USD
	improve preservation and hygiene of FAD-caught fish, including marketing opportunities.	harvest handling training and GBV/SEAH awareness training. Baseline = 0 Target = 100%			
Output 3: Improved forecasts and projections for climate-driven tuna redistribution which facilitate effective adaptations for all stakeholders					
3.1: Develop and deliver an Advanced Warning System (AWS) for climate-driven tuna redistribution.	Not gender specific, no activities and indicators needed for Output 3.1. Please refer to M&E table.				
3.2: Assess and socialise the impact of tuna biomass redistribution identified by the AWS on national economies at all levels.	Not gender specific, no activities and indicators needed for Output 3.2. Please refer to M&E table.				
3.3: Provide AWS-related training to national institutions to negotiate in regional and international forums to address socio-economic losses due to the impacts of climate change on tuna.	1. Training for staff on negotiation capabilities is designed/delivered with gender considerations in mind.	1. % of participants (sex-disaggregated) skilled in high-level negotiation procedures. Baseline = 0 Target = (>40% women)⁶	Ongoing and in alignment with timelines of project activities to which these contribute.	SPC GESI officers to coordinate and support national GESI FPs.	none

⁶ Target to be revised after first year of implementation based on experience; target should be realistic yet ambitious.

Impact Statement	Support climate adaptation through promoting greater gender equality and equity in FAD Fishing supply chains across programme countries.				
Outcomes:	<ul style="list-style-type: none"> Increased capacity of women in the FAD tuna fishery value chain focusing on post-harvest tuna processing and marketing. Increased awareness of gender roles and gender dimensions in the coastal fishery communities managing and operating FADs. Increased leadership and influence of women in FAD tuna fishery value chain decision-making. 				
Programme Activity	Gender Activities	Performance Indicators with Targets and Baselines	Timelines	Responsibility	Budget – estimate for each country's GAP activities \$USD
GAP specific operational activities					
4. Programme is delivered in a gender-responsive manner.	<ol style="list-style-type: none"> Annual assessment of Gender Action Plan implementation, i.e., activities, indicators, and targets, whereby the Programme has contributed to gender equality. 1a. PMU GESI Officers supported by GESI focal points conduct a representative # of gender-disaggregated focus groups⁷ with women and men project participants to assess changes in empowerment which contribute to the annual assessment of GAP implementation. Ensure regional and national-level AGRMs are designed in a gender sensitive manner and able to process gender-related grievances. Skills/experience are gender equitable in salary in selection of new hires across the Programme. 	<ol style="list-style-type: none"> Report/communication material annually that describes the project's gender approach, outcomes, and lessons learned. 1a. Baseline will be collected in first year⁸; target is increase of at least 10% in each domain of power per year. 	Annually, in line with programme reporting.	SPC GESI officers to coordinate and support national GESI FPs.	Captured within budget for salary, trainings and travel of SPC GESI officers.

⁷ Methodology for the focus groups will be co-designed by the SPC GESI specialist & national GESI focal points, tailored to the context of each country project, but following similar structure and topics. The methodology will be informed by the [Abbreviated Women's Empowerment in Fisheries Index](#) which measures the empowerment, agency and inclusion of women in fisheries context.

⁸ Specific indicators to be tracked annually will be identified during the baseline year.

Budget Summary for GAP

Budget	Actions	Costs USD
Staff		
Full time salary for 2 SPC Gender and Social Inclusion (GESI) Officers Travel budget for GESI Officers <ul style="list-style-type: none"> 28 trips (14 countries, 2 visits each over 5 years) 	GESI Officers annual salary & travel	Staff time: \$1.56 million Consultants: \$340,000 Travel: \$145,751
Trainings		
Quarterly training for first year, i.e., 4 trainings (different target audiences) Annual training in each country for 4 years	Delivery of gender sensitisation and awareness training (Corresponds with GAP Activity 1.1.2 above)	Included in the programme travel/training budget
Annual training for each country for 5 years	Post harvest handling of fish training, with a gender-sensitive approach that accounts for issues of childcare, location/transportation, time of day, and other specific challenges that may prevent women from attending.	Included in the budget for programme meetings & workshops
Annual training for each country for 5 years	Hygienic and safe working conditions for women and men inclusive of GBV/SEAH awareness training (including referral services), with a gender-sensitive approach that accounts for issues of childcare, location/transportation, time of day, and other specific challenges that may prevent women from attending.	Included in the budget for programme meetings & workshops
Annual training for each country	Boat safety training including first aid (>15% female attendees), with a gender-sensitive approach that accounts for issues of childcare, location/transportation, time of day, and other specific challenges that may prevent women from attending.	Included in the budget for programme meetings & workshops

Budget	Actions	Costs USD
GAP specific operational activities		
Training with Fisheries Ministries	AGRM meetings are held annually for any grievances brought up by the community.	Included in the budget for programme travel, meetings & workshops