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# Gender Action Plan

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## **SAP020: Climate resilient food security for farming households across the Federated States of Micronesia (FSM)**

Federated States of Micronesia | MCT | B.28/02

24 March 2021



**GREEN  
CLIMATE  
FUND**

# 1. Gender Action Plan

During the first 6 months of project implementation the project will convene a stakeholder consultation led by the GDO and recruited gender expert for the project. The stakeholder consultation will include women leaders, key women’s groups including the Kosrae Women in Farming and Chuuk Women’s Council (CWC), and researchers. Based on the consultations baselines, indicators and targets will be verified and adjusted with the input and recommendations of the consultations.

Objective	Action/Activity	Indicators and Targets	Timeline & Responsibility	Budget
<b>Impact Statement: <i>To increase the resilience of women and other vulnerable groups in the FSM by improving food security in the face of climate change</i></b>				
<b>Outcome 1: Establish an enabling environment for adaptive action and investment</b>				
<u>Strengthened representation for women in institutional decision-making and coordination</u>  (Output 1.1)	<ul style="list-style-type: none"> <li>Consult with women leaders, researchers, and organizations to facilitate inclusion into agricultural policy development</li> <li>Recruit women champions and empower them to serve in the national coordinating mechanism</li> </ul>	<ul style="list-style-type: none"> <li>Number of consultations held with women leaders, researchers, and organizations to facilitate inclusion into agricultural policy development (at least 1 each year; 2 within the first year of implementation with the first setting the baseline for refinement of the action plan).</li> <li>Number of men and women involved in coordination mechanism (10 members total – 5 women/5 men)</li> </ul>	Ongoing/PMU	5,000 for additional year 1 consultation  (annual consultations will be included as part of the budget of ongoing consultations under output 1.1)
<u>Ensure gender responsive and inclusive agriculture and climate change policy</u>  (Output 1.3)	<ul style="list-style-type: none"> <li>Consult with the Gender Development Office and other gender focal points to identify gaps in gender mainstreaming within National and State agriculture policy and programs and identify the differentiated vulnerabilities and needs of men and women with regards to climate change and the agriculture sector</li> </ul>	<ul style="list-style-type: none"> <li>Number of consultations held with gender focal points and the GDO (at least quarterly through project implementation – 20 formal consultations)</li> <li>Number of men and women trained on climate risk awareness and particularly the differentiated impacts for men and women (20-40 trained)</li> </ul>	Ongoing/PMU Gender Development Office	Support from Gender Development Office

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	<ul style="list-style-type: none"> <li>Equally involve men and women in the development of training curriculum for climate risk in the agricultural sector and ensure the training curriculum includes the differentiated vulnerabilities of men and women to climate change and food insecurity</li> <li>Integrate gender-specific considerations, risks and vulnerabilities to climate change into State level agriculture policy and recommendations</li> </ul>	<ul style="list-style-type: none"> <li>government officials; 10-20 women/10-20 men)</li> <li>Presence of gender specific elements in State-level policy including capacity/budget to ensure their implementation</li> </ul>		
<p><u>Ensure gender-balanced representation in the establishment and ongoing management of State-level Farmer's Association</u></p> <p><i>(Output 1.4)</i></p>	<ul style="list-style-type: none"> <li>Consult with GDO, women's organizations, and women farmers to identify the structural needs for farmer associations to be able to effectively integrate women's perspectives and needs into association design and function</li> <li>Recruit local women to serve as part of association committees and management</li> <li>Ensure balanced representation in State-level farmer's associations, and particularly establish provisions in association management frameworks to ensure sustained representation</li> </ul>	<ul style="list-style-type: none"> <li>Number of consultations held with women farmers (at least 2 per year, 10 formal consultations)</li> <li>Number of female farmers recruited to serve as part of State-level agriculture associations leadership and management (at least 50% of management women; 10 female farmers)</li> </ul>	<p>Years 1-2, PMU GDO</p>	<p>No additional budget</p>
<p><u>Ensure gender-responsive and gender-balanced capacity building and training</u></p> <p><i>(Outputs 1.3, 1.4, 1.5)</i></p>	<ul style="list-style-type: none"> <li>Consult with GDO, women's organizations, and women farmers to identify differentiated needs in trainings and ensure representation</li> <li>Ensure training material effectively includes gender mainstreaming</li> </ul>	<ul style="list-style-type: none"> <li>Inclusion of gender mainstreaming elements and gender differentiated considerations into trainings</li> <li>Number of women and men trained on leadership and management, use of climate information, and climate</li> </ul>	<p>Years 2-3</p>	<p>USD 5,000 (part of training budget gender consultant expertise)</p>

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	particularly in leadership and decision-making for the State-level agriculture associations	risk awareness building (at least 10 trained per state; 40 total; 20 women/20 men)		
<u>Ensure weather and climate information is equitably available and accessible for both women and men in household decision-making</u> <i>(Output 1.5)</i>	<ul style="list-style-type: none"> <li>Dissemination of information is targeted to both female and male farmers</li> </ul>	<ul style="list-style-type: none"> <li>Number of farmers receiving updated accessible information (target all farming households receive information 15,767; 20% of HH female headed)</li> </ul>	Year 1-3, PMU, GDO	No additional budget
<b>Outcome 2: Enhance the food security of vulnerable households by introducing climate-smart agriculture practices</b>				
<u>Leverage both men and women farmers knowledge of inputs and production systems to better develop climate-smart agriculture practices and seeds</u> <i>(Output 2.1)</i>	<ul style="list-style-type: none"> <li>Consult with men and women farmers to develop package of climate-smart agriculture practices</li> </ul>	<ul style="list-style-type: none"> <li>Number of men and women who participated in consultations on climate-smart agriculture practices (target at least 10 per Sate; 40 total; 20 women/20 men)</li> </ul>	Years 2-4, PMU, COM	No additional budget
<u>Ensure equal access to demonstration gardens and seed banks and nurseries for men and women</u> <i>(Outputs 2.1, 2.5)</i>	<ul style="list-style-type: none"> <li>Demonstration gardens developed at elementary schools to provide access to women, youth, and other community members</li> <li>Consult with GDO, women's organizations, and women farmers to identify specific considerations for the</li> </ul>	<ul style="list-style-type: none"> <li>Number of community gardens developed (140 gardens)</li> <li>Number of consultations with GDO, women's organizations, and women farmers to ensure proper placement of gardens, seed banks, nurseries (at</li> </ul>	Years 1-5, PMU, COM	No additional budget

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	placement and operating structure of the gardens, seed banks, and nurseries, particularly considering proximity to community, transportation, operating hours, etc.	least 4 in years 1 and 2 per State; 16 total)		
<u>Ensure gender-balanced representation in management committees for watersheds, seed banks, and nurseries</u> (Output 2.2, 2.5)	<ul style="list-style-type: none"> <li>Recruit women champions and male allies from intervention communities to serve on management committees</li> <li>Establish provisions in the charters/management framework for these committees to include gender balanced representation</li> </ul>	<ul style="list-style-type: none"> <li>Number of women recruited to serve on management committees (at least 2 per State, 8 total)</li> <li>Existence of provisions for inclusive representation in management committees</li> </ul>	Years 2-5, PMU, COM	No additional budget
<u>Ensure support services are trained to meet the differentiated needs of men and women farmers</u> (Output 2.3)	<ul style="list-style-type: none"> <li>Consult with GDO, women's organizations, and women farmers to identify specific needs of women farmers, particularly with regards to land rights access, access to capital, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Training includes at least 1 module on specific needs of women</li> </ul>	Years 2-5, PMU, COM	USD 5,000 (part of training budget gender consultant expertise)
<u>Ensure effective ownership of the issue of climate-smart agriculture for both men and women farmers</u> (Outputs 2.1, 2.4)	<ul style="list-style-type: none"> <li>Mobilize individual farmers and organizations like women's associations to champion climate-smart agriculture</li> </ul>	<ul style="list-style-type: none"> <li>Number of men and women mobilized to support and advocate for climate-smart agriculture (100 total trained; 50 women/50 men)</li> </ul>	Years 2-5, PMU, COM	No additional budget
<u>Ensure gender-balanced capacity building, awareness building, and training</u> (Outputs 2.1, 2.2 2.3, 2.4 2.5)	<ul style="list-style-type: none"> <li>Ensure gender-balanced representation in project trainings on use of climate-smart agriculture practices, nursery management, and watershed management</li> </ul>	<ul style="list-style-type: none"> <li>Number of women and men trained on use of climate-smart agriculture practices, nursery management, and watershed management (at least 1000 total trained; 500 women/ 500 men)</li> </ul>	Years 2-5, PMU, COM	USD 5,000 (part of training budget gender consultant expertise)

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<b>Outcome 3: Strengthened climate-resilient value-chains and market linkages across agriculture sector</b>				
<u>Ensure market development effectively takes into account differentiated access and availability for men and women farmers, particularly with regards to social barriers for access</u> <i>(Output 3.1)</i>	<ul style="list-style-type: none"> <li>Participation of men and women in local agriculture markets</li> <li>Increased income form men and women farmers</li> </ul>	<ul style="list-style-type: none"> <li>Number of men and women participating in local agriculture markets (goal at end of project is 70% of famers participating; 30% of farmers participating women)</li> <li>Increased income for men and women farmers (baseline to be established in year 1 of project; increase income target of 5-10%)</li> </ul>	Years 3-5, PMU	USD 5,000 (part of consultancy budget)
<u>Empower communities, particularly through women's groups to promote local consumption of food</u> <i>(Outputs 3.1, 3.3)</i>	<ul style="list-style-type: none"> <li>Provide trainings and outreach to local community groups and households</li> </ul>	<ul style="list-style-type: none"> <li>Number of men and women trained (at least 500 total; 250 women/250 men)</li> <li>Number of men and women adopting and actively promoting increased consumption of local foods (at least 500 total; 250 women/250 men)</li> </ul>	Years 3-5, PMU	No additional budget
<u>Ensure food processing and preservation techniques are reflective of time, capacity, and technological constraints of household farmers particularly for women</u> <i>(Output 3.2)</i>	<ul style="list-style-type: none"> <li>Provide trainings to local community groups and households</li> </ul>	<ul style="list-style-type: none"> <li>Number of men and women leveraging food processing and preservation techniques (at least 500 total trained; 250 women/250 men)</li> </ul>	Years 3-5, PMU	No additional budget
			<b>Total</b>	USD 25,000