

Gender Action Plan

FP306: Forest Landscape Restoration for Climate Benefits and Resilience (Fiji FLR)

The Republic of Fiji | Food and Agriculture Organization of the United Nations-FAO | B.45/02/Add.07

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4. Gender Action Plan

The Gender Action Plan (GAP) is based on: the analysis of gender issues, impacts, aspects and opportunities within the context of forestry and land management policy and practices in Fiji; and the Project design and logframe. This GAP also considers the presence, needs and engagement preferences of national and local stakeholders in women's rights and issues in Fiji. The overarching commitment to promote strong gender equality outcomes reflects FAO's Policy on Gender Equality¹⁸, GCF Gender Policy, and the Fiji national policies, plans and strategies. In terms of the project, specific initiatives include:

- Establishing a Gender Working /Reference Group as a consistent mechanism for ad hoc inputs in review processes. This platform will have a 'gender quality assurance' function and be a point for

¹⁸ The goal of FAO's Policy on Gender Equality is to achieve equality between women and men in sustainable agricultural production and rural development for the elimination of hunger and poverty. Progress towards reaching this goal will result from: 1. reducing the gap between rural women and men in access to productive resources and services; 2. ensuring that women and men have the ability to influence programme and policy decision-making and building institutional responsiveness and accountability (voice); and 3. ensuring that rural women and men can take up economic opportunities to improve their individual and household wellbeing (agency).

The following objectives guide FAO's work in advancing equality of voice, agency and access to resources and services between women and men. FAO will work with countries (with whom the major responsibility for achieving the goal and objectives lays), other UN agencies, civil society organizations (CSOs) and bilateral and private sector partners to make progress towards achieving these objectives by 2025: 1. Women participate equally with men as decision-makers in rural institutions and in shaping laws, policies and programmes. 2. Women and men have equal access to and control over decent employment and income, land and other productive resources. 3. Women and men have equal access to goods and services for agricultural development, and to markets. 4. Women's work burden is reduced by 20 percent through improved technologies, services and infrastructure. 5. The share of total agricultural aid committed to projects related to women and gender equality is increased to 30 percent.

dedicated project engagement with outputs requiring reviewing from a gender perspective and/or gender mainstreaming (e.g.) policy revisions, training materials, guidelines, TORs (eg on PPPs) etc. Some activities, including products developed, will require more representation from local and grassroots women. The role of the gender working group is to call on that need so that core members will involve different women from different areas and geographies or expertise depending on need.

- Ensuring adequate human and financial resources to mainstream gender equality, using systemic approaches to integrate gender equality throughout the project cycle and in the implementation of specific gender-responsive activities.
- Contracting a gender specialist on a fulltime basis to coordinate, oversee, review and monitor the gender action plan activities and provide a gender lens to other project documents and activities. (see draft TOR as Annex 3 to this GAP). Engaging with national and regional organisations including womens' organisations under the indigenous affairs agency (*Soqosoqo Vakamarama iTaukei*), womens rights and human rights CSOs and other sector-relevant activities related to gender. For example, to enhance linkages to finance, tourism, agriculture and related policy and work areas affecting women in sustainable land management and forestry in Fiji.

In addition, the following are the key strategic areas for overcoming gender barriers and leveraging opportunities reach, include and empower women in the project (summarized in Table 3).

- **Providing opportunities for improving women's' incomes and economic empowerment** – The project will raise awareness of the barriers and disadvantages women face in the management of forest resources despite their strong reliance on forests and participation in the sector. It will ensure that all Project activities maximize opportunities for employment of women directly and indirectly, both as part of Project management and technical assistance functions, and via contractors, consultants and partners for each output area. The TORs and MoUs of partnership agreements and support to FLR enterprises will also have gender equality design and indicators built into the governance and distribution of benefits. Focus will be on facilitating wider entrepreneurship support to improve sustainability for local¹⁹ businesses in forest-dependent communities or business focused on forest products.
Gender-responsive and inclusive design features are built into the financial mechanisms and SME support, and that pro-active outreach and monitoring will be applied to ensure equitable access. To this end, Component 3 will support FDB/NFIs to embed gender-aware credit procedures and documentation, including selection/appraisal provisions and loan covenant language that promote equitable access and participation by women and underrepresented groups
- **Training and capacity building** – The Project will include gender targets for participation in each type of training, workshop or other learning event, including events related to policy review, guidelines development, partnership developments, carbon economy, sustainable land management, seedling collection, nursery management and so on. Gender targets support women from both urban and rural locations being reached, and so too does the provision for gender-balance in training facilitation teams. Ensuring that people giving the training are not all men is another entry point for employing and professionally developing women. Project will also create professional development learning opportunities for Fijian women through the project's implementation, offering knowledge transfer positions such as internships for students or juniors professionals from relevant disciplines. These targeted Project activities will give women a step up to help develop cadres of professionals in the emerging and fast-changing climate change arena.

¹⁹ Women-led businesses and businesses and co-operatives with strong women membership or employment levels.

- **Including and engaging women** – The Project will embed a ‘women’s voices’ process locally in response to the finding that Fijian women have formal rights but in social contexts and lived reality they may be excluded, silenced or ignored (unless they have certain cultural status or connections, which is not the majority). The Project will maximize consultation opportunities for Fijian women at two levels:
 - First, the Project will create or collaborate with an existing forum, if possible, to serve as a working group or reference group. This forum will comprise members of key women’s organizations, gender specialists from national or local NGOs and/or University of Fiji and relevant ministries, The gender working group will have a Terms of Reference (TOR) to review and advise on the main project outputs/deliverables.
 - Second, the Project will ensure that barriers for integrating women’s needs in community and multi-stakeholder meetings and consultation will be addressed with design details developed during the inception phase. This includes consultation activities, including workshops, seminars, training and partnership or sponsored activities, being:
 - Undertaken in locations, and at days and times convenient to women and where possible, women are remunerated for lost work time or costs for attending.
 - Usually carried out with both men and women, adding extra sessions to address but if needed, carried out as separate activities or exclusively with women, and with the possibility of including their ideas and concerns in phased multi-stakeholder decision making processes.
 - Diverse and marginal women and individuals identified in gender aware stakeholder mapping and proactively included.
- **Promoting communities’ and women's traditional knowledge** – The Project will seek to document and utilize the traditional knowledge and wisdom of women in relevant project activities, in particular in land management partnership activities and implementation plans. The women’s group *Soqosoqo Vakamarama iTaukei* is a critical CSO platform member, and it will be very important to work with them for village women’s involvement. Women’s knowledge will be captured in case studies of lessons and successes to showcase the significant role of women in the forestry sector, in particular in the informal conduct of activities but also in supply chain and management functions.
- **Preventing violence against women (VAW)** – The Project uses FAO training²⁰ and guidance for Project personnel and contractors/consultants, as well as country-specific information and toolkits as awareness raising for sensitization about VAW in the local context. Project SEAH risk management plans are developed (see Section/Annex 2) and include specific requirements (protocols) to support the prevention of VAW associated with any project activities or personnel, as well as supporting reporting and handling of VAW, in line with the National Action Plan. Specific to the project field activities, risks associated with women’s safety when travelling to meetings, carrying out work related to land management and nurseries, and in relation to PPPs that increase women’s status and expose them to domestic or intimate partner violence will be proactively addressed and monitored.
- **Gendered grievance redress** – The Project Grievance Redress Mechanism will include avenues for female complainants to interface with female case officers, and provide guidance for safe as well

²⁰ FAO training materials are available for Achieving Gender Equality in FAO's Work; Prevention of Harassment, Sexual Harassment and Abuse of Authority; and Protection from Sexual Exploitation and Abuse (PSEA).

as anonymous reporting for all, safeguarding women from intimidation, harassment and violence and also for any unexpected or undue impacts from project interventions. The GRM provisions will be reviewed by the Gender Working/ Reference Group and socialized based on their advice, overseen by the Project Gender Specialist. Provisions will be made for special intervention if grievance log patterns reflect gender issues during the Project period.

- **Gendered data and lesson capture** – The project will collect and analyze sector-specific sex-, age- and disability-disaggregated data, including related to participation and content in consultations, training, employment and grievances. Project reporting will include specific sections on Gender Action Plan progress and issues analysis. Gender will be reported in the midterm evaluation and terminal evaluation report, especially to convey how women's actions, decision and feedback increased their participation and in community-based forest enterprises for improved livelihoods.

The Project will also dedicate resources through the MEL and gender specialist positions to analyze and document lessons learned and case studies of significant or inspiring stories, to highlight and gender responsive and culturally tailored strategies and actions. Training provided by or supported from the Project will include gender material to raise awareness and skills to increase equitable development in the forestry sector. As the project is developing activities and producing outputs, women's forestry activities will be documented and developed as lessons learned and good practice case studies for inclusion as simple training material for the national curriculum and other modules.

Table 3. Gender Action Plan²¹²²²³

Activities	Indicators and Targets	Timeline	Responsibilities	Costs ²⁴
Impact statement: Increased resilience and empowerment of communities, including women and children, to adapt to climate change Outcome statement: Active participation and benefits for Fijian women in land care and forest rehabilitation partnerships				
Outcome 1: Strengthened regulatory framework for climate responsive and integrated landscape management (Ridge to Reef – R2R)				
Output 1.1: Strengthened institutional coordination and multi-sectoral collaboration on applying R2R approaches.				
Establish a multi-stakeholder platform (tentatively called ‘gender working group’) designed to amplify women’s voices and embeds gender and social inclusion considerations in operations, outputs and sustainability. ⁱ	(1.1.1.1) Multistakeholder platform established with a minimum of 7 people with gender expertise (gender focus, champions and specialists from CSOs, government, universities) to provide continuous yet ad hoc support with review processes.	Yr 1 – Yr 6	Project Management Unit (PMU) and Gender Specialist	\$21,000 (three WG meetings per year)
Build gender capacity in the development of Project information tool that includes data disaggregated by gender on climate risks, finance, and projects in Fiji.	(1.1.1.3) 5 gender-disaggregated data fields in the information tool on climate project activities and M and E.	Yr 1 – Yr 7	Project Management Unit (PMU); M&E Specialist with Gender Specialist input	Included in fees for member reviews within WG costs.
Run a multistakeholder workshop on gender in forestry to generate input for gender mainstreaming the Public-Private-Community Partnership guidelines.	(1.1.1.3) Train and employ 2 women in each target district local data collection skills and inputting to develop the information tool.	Yr 1-2	Project Management Unit (PMU); M&E Specialist with Gender Specialist input	Included in project consultant and MEL costs.
	(1.1.2.3) Guidelines for NRM related PPC partnerships that have gender provisions and participation requirements and targets.	Yr 2 and Yr 4	Project Management Unit (PMU) and Gender Specialist	\$10,000 (two side sessions in already planned workshops and consultations, @ \$5000 each
	(1.1.2.3) Gender targets included in the TOR for industry partners or member selection criteria for public-private-community partnerships.			

21 Where feasible and appropriate, all indicators marked will be disaggregated beyond sex to reflect age group, disability status (self-identified, yes/no), and remoteness. Disaggregation will be confirmed at inception through the baseline and will follow data-protection and do-no-harm principles.

22 The term “gender-responsive” refers to the systematic integration of gender considerations into design, implementation, and monitoring so that activities address gender-specific barriers, enable equitable participation, and avoid reinforcing existing inequalities.

23 Gender targets will be reviewed, and/or refined as necessary, informed by the inception baseline.

24 The gender related activities will be guaranteed by the Gender expert, the Social ESS expert and the Gender M&E officer (US\$ 418,755) as per the table 4 of this document.

	Participation records at workshop			for additional gender focus and participants)
Gender mainstream the ecological monitoring framework. Train and engage women in ecological monitoring.	(1.1.3.2) 1 guideline for CB monitoring that is tailored to women's needs and designed to promote women's safety and participation. (1.3.1.4) Gender disaggregated data for ecosystems and forest management available for target districts. (1.3.3.3) 40% of community members trained are women. (1.3.3.3) 50% women trainers/facilitators engaged for training on ecological monitoring. (1.3.3.4) 40% of people engaged in monitoring project activities are women.	Yr 1 Yr 2 and Yr 3 Yr 2 – Yr 6	Project Management Unit (PMU); M&E Specialist with Gender Specialist input PMU and training contractors PMU and training contractors PMU, M&E and Gender personnel	No additional cost
Output 1.2: Key forest policies and land management regulations are updated, reviewed, and developed				
Gender working group to discuss, review and validate community-facing and gendered aspects of the national forestry policy updates (enforcement, environmental assessment etc). Gender mainstreamed policies, plans, and regulations.	(1.2.1.1-4) 1 working group with at least 2 NGOs (1 women's NGO) and 2 gender focal partner from Ministries and/or the Ministry of Women, Children and Social Protection. (1.2.1-3) 100% of updated policies, plans and regulations are reviewed by the project gender specialist and/or gender working group to ensure they do no harm, respond to women's needs and are free of gender bias.		Project Management Unit (PMU) and Gender Specialist	
Support the participation of women and women groups in the validation process of community-facing and gendered aspects of codes of practices governance and guidelines related to forestry investments. Develop gender mainstreamed codes of practices governance and guidelines related to forestry investments, together with reporting templates and field guides.	(1.2.1.1-5) Stakeholder consultations to validate gender and community facing policies, codes, plans, strategies, and guidelines, including with at least 2 local gender experts (i.e. from a women's NGO, university of Fiji, or Ministry of women). (1.2.1.1-5) 100% of updated policies, codes, plans, and strategies are reviewed by the project gender specialist and/or gender working group to ensure they do no harm, respond to women's needs and are free of gender bias.	Yr 1 – Yr 7, meeting 3 times per year Yr 2 (* to be confirmed/aligned with project schedule)	Project Management Unit (PMU) and Gender Specialist	Costs included under 1.1
Develop and disseminate communications	20% (10) of CSO representatives to be gender	Yr 2 – Yr 6	Project Management Unit	No additional costs.

materials for FLR and NBS using gender and culturally tailored approaches that reach and engage women, illiterate people and other vulnerable groups. Promote women's safety through a gender responsive grievance redress mechanism (GRM).	specialists or experienced with bringing a gender lens to projects. Bid docs for Communication Plan to include ability of service provider to develop gender and culturally relevant content. 1 GRM designed for gender sensitive responses to complaints and communication to maximise access by women and other vulnerable individuals. GRM committee to have 20% female representation	Yr 1- Yr 7	(PMU) and Gender Specialist and communications or safeguards personnel Gender WG as reviewers/advisors on GRM draft	
Output 1.3: Climate responsive land use plans at landscape scale developed.				
Include women's voices in participatory processes and decision making to develop gender fair and responsive Landscape Management and Investment Plans.	(1.3.1.6) Land planning and SEA activity and reports include a gender analysis section and identify opportunities for improving gender participation and the equitable distribution of benefits. (1.3.1.3) TOR for CSOs to include gender provisions in staffing of NGO, facilitators, and gender transformative approaches for community engagement and project activities. 30% women in consultations to identify community priorities. 2 out of 5 participants per district (100 representatives from 20 target districts) trained on the design, implementation, and execution of CLMPs are women. Ensure at least 2 local gender experts (i.e. from a women's NGO, university of Fiji, or Ministry of women) in the formal review process of plans and agreements for the CLMPs, through Gender Working / Reference Group.	Yr 2 - Yr 4 (or as aligned with project schedule for this 1.3) (Yr 3 tbc)	Project Management Unit (PMU) and Gender Specialist in coordination with training providers and Gender WG	Costs included under 1.1
Tools and disaggregated data at sub-national level, developed by PMU with NGO partners.	1.3.1.4			
Provide capacity building opportunities for women.	(1.3.2.2) 30% of people trained in sustainable forest management are women.	Yr 2 – Yr 6	Project Management Unit (PMU) and Gender Specialist in coordination with training	No additional costs. \$10,000

Support the representation of women from communities in multistakeholder meetings with customary landowners and facilitate their needs and concerns in decision making processes.	(1.3.2.4) At least 1 local-level multistakeholder meeting where the needs and concerns of women in customary landowner's communities are integrated in decision making for the CLMPs.	Yr 2 (per project schedule for workshop)	providers and Gender WG	(two side sessions in already planned workshops and consultations, @ \$5000 each for additional gender focus and participants)
Transfer of knowledge activities for national and regional cooperation and learning opportunities. This may include developing national curricula with gender and social inclusion topics and lessons, and a cadre of gender aware teachers, trainers, educators etc developed; Provide professional development opportunities for Fijian women to improve their capacity to work in the fields of NBS and carbon finance, and to work in the blue and green carbon sectors	(1.3.3.1) 1 gender equality and social inclusion module (including one case study) integrated in 100% (4) agriculture and forestry related national curricula. (1.3.3.1) Training curricula for teachers and professors to include content on women in agriculture and forestry and a least 1 case study from the project that provides an example of successful gender-responsiveness and/or women's economic empowerment.	Yr 3 and Yr 5 ²⁵	Project Management Unit (PMU) and Gender Specialist with MEL personnel WG to help identify stakeholders, information gaps and review material content.	\$10,000 from existing national consultant budget for Yrs 2,3 4 for Activity 1.3
	TOR for regional and national knowledge transfer program / activities to embed gender awareness, targets and requirements, and to include formal professional learning opportunities for Fijian women. (1.2.3.1-2) Provide internship for 2 Fijian women students or graduates of finance, forestry, or environmental science student to work alongside consultant.	Yr 2 – Yr 7 ²⁶	Project Management Unit (PMU), HR and Gender Specialist with TA/consultant specialists	\$5000 (indicative additional costs for at least 2 interns' travel or operating expenses)
Provide professional development for Fijian women to improve their capacity to work in the blue and green carbon economy sector	(1.2.4.1-2) Provide internship for 2 Fijian women students or graduates of finance, forestry of environmental science student to work alongside consultant.	Yr 2 – Yr 7 ²⁷	Project Management Unit (PMU), HR and Gender Specialist with TA/consultant specialists	\$5000 (indicative additional costs for at least 2 interns' travel or operating expenses)
Outcome 2: Climate resilience of local communities through climate-adaptive forest management increased while contributing to mitigation and food security				

²⁵ These timings are approximate, do be adjusted based on consultation with national authorities regarding curriculum revision windows, and to allow time for analysis and documentation of activities (case study or lessons) arising from Project activities.

²⁶ internship schedule to be developed to align with project schedule for TA/consultants on technical NBS and carbon finance activities

²⁷ internship schedule to be developed to align with project schedule for TA/consultants on technical NBS and carbon finance activities

Output 2.1: Technical and knowledge capacity to produce climate adaptive seedlings established				
Improve understanding of the role of Fijian women in nurseries and develop recommendations for practical solutions to increase women's economic empowerment through nursery businesses.	(2.1.1.1-2) Protocol and guidelines on seed collection, production, management and FLR include images of women working in these areas. ⁱⁱ (2.1.1.3) 30% of training participants are women.	Yr 2 – Yr 6	Project Management Unit (PMU), HR and Gender Specialist with TA/consultant specialists and training providers.	No additional costs
Support women-led community nursery enterprises to improve women's economic empowerment and seedling quality. Benefits for women integrated in FLM guidelines and nursery management. Identify opportunities to support women in existing or new community nursery businesses or other relevant local enterprises, and provide wraparound support for women to grow, scale and/or diversify business activities. Provide horticulture or related training for women in at least 10 districts, to build expertise of women in FLM on a sustainable basis. Develop case-studies of women's contribution in the forestry sector, as input to training materials and communication plans, and to address data gaps.	(2.1.2.2) Train nursery (9) management in gender responsive workplace design and practices for employees and suppliers in the local communities. (2.1.2.2) At least 30% of participants in community training on climate adaptive seedlings are women. (2.1.2.3-4) 5 'Women in forest-related Enterprise' cases (each in a different district) are implemented and evaluated for lessons learned. (2 women from each district) enroll in horticulture or relevant business -related training. Case study template on gender in forestry, capturing initiatives and results for women in nursery, land preparation, planting, and forestry management examples, with criteria established (region, ethnicity, ages, etc).	Yr 2 – Yr 7 Yr 2 – Yr 6 Yr 2 – Yr 6 Yr 2 and Yr 5 /6	Project Management Unit (PMU) and Gender Specialist with TA/consultant specialists and training providers. PMU, Gender Specialists and MEL personnel – possibly with contracted national specialist for casestudy template and documentation (or via WG)	No additional costs \$15,000
Output 2.2: Community- and farmer enterprise-led FLR for afforestation and conservation of High Conservation Value Forests established				
Establish gender-sensitive measures or protocols for measuring and reporting areas of land replanted by women. Develop case-studies of women's contribution in the forestry sector, as input to training materials and communication plans.	(2.2.1.2) Community Training land preparation, seedling transportation and planting has participation quotas for women are set (target 30%). (2.2.1-6) Areas planted by women are measured and reported, to build data sets on women's contribution in forestry and FLM/ SFM. 5 case study reports on women in FLM.	Yr 1 – Yr 2 Yr 2 Yr 4	PMU, Gender Specialists and MEL personnel – possibly with contracted national specialist for casestudy template and documentation (or via WG)	No additional costs (included in previous activities_
Support women to safely participate in	(2.2.2.2) Selection criteria for public-private-	Yr 2 – Yr 7	PMU, Gender Specialists and MEL personnel	No additional costs (included in previous activities)

monitoring ecosystems services and protected areas. Gender mainstream PPP agreements to promote gender equality and equity. women and community-based organizations to carry out monitoring and record data on ecosystems services.	community partnerships or PPP include provisions for women and women's organizations to participate. (Gender responsive performance requirements, employment, and procurement). (2.2.2.2) A multistakeholder workshop on gender in forest/conservation, to generate gendered responsive PPP guidelines. (2.2.2.2) PPP agreements developed with gender provisions and targets and definition of equitable distribution of benefits to women in communities. (2.2.2.3) 30% of ES monitoring to be undertaken by women. (2.2.2.3) Guidelines reviewed and developed that ensure provisions for promoting women's participation in monitoring ecosystems services and protected areas, including mitigation measures for GBV and SEAH risk for women carrying out monitoring activities.	Yr 2 – Yr 6 Yr 2 – Yr 7		
Outcome 3: Strengthened financial mechanisms and private sector involvement in Climate Change related investments for sustainability, food security and scale up				
Output 3.1: Forest ecosystem services certification is accessible to stakeholders				
Include gender specific information and gender disaggregated data in ES PRO guidelines and accommodate gender differences to promote gender-fair access or use of levy or carbon credit funds in community projects.	(3.1.1.1) Training participants on implementing ES PRO procedures to include 30% women in each district. (3.1.1.3) Guidelines and impact assessment of ES PRO application to be gender-responsive and without gender bias.	Yr 2 – Yr 7	Project Management Unit (PMU) and Gender Specialist with MEL personnel and specialist TA/consultant as needed.	No additional costs (included in previous activities)
Provide criteria or indicators to measure the role of women and gender impacts in use of levy or carbon credit funds for FLR interventions.	(3.1.2.1) Training participants on implementing levy/credit funds to include 30% women in each district. (3.1.2.3) Impact assessment of levy (or similar mechanism) collection and usage reports on measures women's awareness of the fund, its uses, and participation in FLR activities where levy / funds have been allocated/accessed.	Yr 2 – Yr 7 (to align with project schedule)	Project Management Unit (PMU) and Gender Specialist with MEL personnel and specialist TA/consultant as needed.	No additional costs (included in previous activities) Impact assessment to be embedded in M&E surveys (prior to MTR and Final Eval)

Output 3.2: Design of improved financial mechanisms supported and made accessible to communities and the private sector				
Promote gender equitable forestry related finance.	Recommend 1 innovative finance instrument or tool for FDB to promote forest ecosystem health with direct co-benefits for women in communities to improve food security and livelihoods. Gender analysis of key financial barriers to finance and opportunities to improve women's access to finance or participation in FLR investments.	Yr 2,3, 5 and 6	Project Management Unit (PMU) and Gender Specialist	No additional costs (included in previous activities)
Gender aware forestry loan facility processes and documents developed. Strengthen the capacity of Fijian women professionals in environment, forestry, and finance sectors.	Offer gender mainstreaming technical support to the FDB for Sustainable Forestry Policy and Strategy (e.g. including gender statements and guidance on requirements for lenders/grantees regarding gender participation and access to benefits). (3.2.2.1) Provide internship for 1 Fijian female finance, forestry, or environmental science student to work alongside project consultant and FDB.	Yr 2, 3, 4 and 6	Project Management Unit (PMU) and Gender Specialist	No additional costs (included in previous activities)
Improved awareness in financial institutions of the impact of climate related technical expertise and finance on women in Fijian communities.	(2.2.3.1) 1 case study on the impact of climate finance on women in forestry to be included in the training programs and guidelines for FDB and IFIs in Fiji.	Yr 2,3, 4 and 6	Project Management Unit (PMU) and Gender Specialist with MEL personnel and specialist TA/consultant as needed. WG for advice/review.	No additional costs (included in previous activities)
Output 3.3: Support the restoration and SFM of commercially logged over natural forests and plantations				
Improve gendered capacity in training on new practices and technologies.	30% of participants in training are women.	Yr 2 to Yr 7	Project Management Unit (PMU) and Gender Specialist, with training providers.	No additional costs (included in previous activities).
Develop guidelines and monitoring tools to ensure women's organisations access the equitable distribution of TA and inputs including tools, seedlings, and other materials.	Guidelines and monitoring tools created with content that promote women's participation and safety and includes gender-disaggregated data and targets for equitable distribution of project goods. Employment opportunities for women?	Yr 2 to Yr 7	Project Management Unit (PMU) and Gender Specialist, with training providers.	No additional costs (included in previous activities).

	Gender-disaggregated data for measuring equitable distribution of goods at mid and end of project.			
Support capacity building for women in agroforestry. Support the inclusion and economic empowerment of women in agroforestry training.	(3.3.3.2) At least 30% of professionals trained in agroforestry models are women, including women who head households and own and/or manage fields are to be identified, prioritised and actively invited to training opportunities. (3.3.3.2) Training materials for CSO to include practical actions and approaches to reach, include and empower women in agroforestry projects. 600 farmers (200 women) from priority areas communities trained in agroforestry models and supported to implement new knowledge. Training to include content about the value and challenges of women in agroforestry and 1 case study highlighting good practices for gender and social inclusion. Engage at least 2 local gender experts (i.e. from a women's NGO, university of Fiji, or Ministry of women) to support and deliver training for MOAW and CSO and communities in agroforestry models, including modules to maximise women's' participation and benefits. ⁱⁱⁱ	Yr 1 to Yr 6	Project Management Unit (PMU) and Gender Specialist, with TA, WG members and training providers as needed.	No additional costs (included in previous activities).

¹ The multi-stakeholder platform could be a working group, reference group, a forum, a platform, a reference group that provides ad hoc but ongoing and formal support for engaging women's CSOs, gender focal points, and gender experts to support gender mainstreaming of key activities and deliverables.

¹ This target entails ensuring that materials, booklets, and training content use images with women involved in the activities, not only men. This is important because learning content, like all texts, can reinforce hierarchies (e.g. with men as managers and women as labourers). Imagery is important as it co-creates realities, reinforcing, or challenging, established norms and assumptions about women's roles in work and society.

¹ These 2 gender experts could be contracted as reviewers, or the review could be passed through the Gender working/reference group.

Table 4. Project costs of relevant staff.

Costs description	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	USD total costs
ESS safeguard specialist (1 Social Expert)	\$30,075.00	\$30,150.00	\$ 30,225.00	\$ 30,300.00	\$ 24,047.00	\$ 25,375.00	\$ 26,735.00	\$ 196,907.00
Gender Specialist	\$15,038.00	\$30,150.00	\$ 30,225.00	\$ 30,300.00	\$ 30,375.00	\$ 30,450.00	\$ 15,263.00	\$ 181,801.00
Gender M&E Officer	\$ -	\$ 6,633.00	\$ 6,650.00	\$ 6,666.00	\$ 6,683.00	\$ 6,699.00	\$ 6,716.00	\$ 40,047.00
TOTAL	\$45,113.00	\$66,933.00	\$67,100.00	\$67,266.00	\$61,105.00	\$62,524.00	\$48,714.00	\$418,755.00

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ANNEX 1 - Sectoral Development - Gendered Aspects.

The Project spans policies and/or strategies in several key economic sectors gender equality and women's empowerment. Tourism, forestry, agriculture and fisheries are key sectors that the FAO project intersects with, showing considerable potential impacts and opportunity to increase gender benefits as part of the Project outcomes.

- **Tourism**

Tourism is a key driver of economic activity in Fiji, contributing an estimated 26% of gross domestic product (GDP) and 36.5% of total employment with women comprising 42% of the tourism workforce (PSDI 2021). The Ministry of Tourism and Civil Aviation (MTCA) is developing the National Sustainable Tourism Framework (NSTF) to replace the Fijian Tourism 2021 plan. The NSTF development involved Public-Private Dialogues (PPDs) with key stakeholders in the tourism industry.

One PPD discussed inclusivity in tourism, covering topics like gender equality, women-friendly policies, flexible work, childcare, sexual harassment, child-safe tourism, women's leadership, and government and private sector initiatives in these areas. The Tourism Fiji Corporate Plan 2022-2024 primarily focuses on promoting Fiji as a tourism destination. It commits to recognizing and supporting communities and entrepreneurs in tourism, with an emphasis on women and women-led businesses. It also aims to promote inclusive employment policies and increase women's representation at management and board levels. However, there is no clear implementation strategy, budget allocation, or timeframe outlined for these gender commitments.

The Ministry of Industry, Trade and Tourism (MITT) Strategic Plan for 2018-2023 pledges to empower women and low-income earners through micro, small, and medium enterprises (MSMEs) and cooperatives. It includes strategies to encourage women, youth, and people with disabilities to participate in these businesses, with a KPI targeting an annual 35% increase in their representation in management positions. Additionally, it aims to create livelihoods for women, youth, communities, and clusters through sustainable community-based projects. However, other parts of the MITT Strategic Plan are not gender-responsive, lacking sex-disaggregated data, dedicated budget lines, or timeframes for actions targeting women and youth. The plan covers various areas, including production, international market access, tourism development, consumer protection, workforce development, and financial support services, without specific gender considerations.

- **Agriculture, forestry, and fisheries**

According to the World Bank (n.d), in 2022 the agriculture, forestry, and fisheries sector was 12.6% of GDP. The sector represents 3.3% of Fijians in paid employment (Fiji Bureau of Statistics 2019), with a significant number involved through the informal economy. In Fiji, responsibility for this sector is spread across three ministries—the Ministry of Agriculture and Waterways, the Ministry of Forestry, and the Ministry of Fisheries.

- **Agriculture**

Agriculture is a key economic sector in Fiji with over 70,000 households and over 300,000 household members (51.7% men and 48.3% women) indicating agriculture is their main economic activity (Government of Fiji, Ministry of Agriculture and Waterways 2020). The Ministry of Agriculture and Waterways (MoA) has a series of plans and policies that outline its priorities including data and analysis on the role of women in agriculture. The Strategic Development Plan (SDP) for 2019-2023, includes a priority to "increase farmer household income for sustainable livelihoods." This priority aligns with national and international goals on gender equality and women's empowerment. Key performance indicators (KPIs) include metrics related to the involvement of women and youth in MoA projects and cluster groups, as

well as the employment of women as qualified extension advisors and researchers. Youth participation is also highlighted as a KPI in the strategic priority to “establish and improve commercial agriculture.” However, the SDP lacks dedicated budget lines for activities aimed at increasing the participation of women and youth, and it does not include a situation analysis with sex- or age-disaggregated data. The 2020 Fiji Agricultural Census (FAC) provides comprehensive data on various agricultural activities, disaggregated by sex, age, and geographic location. It includes a Gender Analysis Report focused on women’s crop cultivation and livestock raising issues. The FAC data helps establish baselines for the SDP and allows for adjustments to KPIs and targets. Building on the FAC findings and the Gender Analysis Report, the MoA has developed a Policy for Gender in Agriculture 2022-2027, aligning with the National Gender Policy (NGP), Transformative Gender Mainstreaming Institutional Capacity Development Initiative (ICD), and the Sustainable Development Goals (SDGs). This gender policy covers various agricultural activities of both women and men and emphasizes tools and strategies for change, including gender-disaggregated data, gender analysis, gender-inclusive programs, and gender-responsive planning and budgeting.

The policy objectives include promoting equality of access to economic resources, information, technology, training, and representation and/or participation in decision-making. It also focuses on effective gender mainstreaming in agriculture ministries by enhancing their capacity. The policy has an M&E framework with indicators linked to SDG targets, baselines, and means of verification. Additionally, Plans of Action have been developed for the Ministries of Agriculture, Forestry, and Fisheries, connecting specific actions with objectives, outcomes, and targets.

- **Forestry**

The Ministry of Forestry Strategic Development Plan 2017-2030 (SDP) is closely aligned with Fiji’s National Development Plan, Green Growth Framework and its work on REDD+, all of which prioritize gender equality, as well as Fiji’s commitments to the United Nations Framework Convention on Climate Change (UNFCCC) and the SDGs.

The SDP is structured in terms of six priority areas, one of which, stewardship, has several outcomes that involve women and youth. An outcome to support commercial development and businesses related to the forestry sector includes, as a key performance indicator (KPI), a 2% increase in the number of businesses owned by women and youth in the sector by 2030. An outcome to foster awareness and social responsibility includes gender equality issues, with a KPI to develop a Gender Balance Guideline.

However, the SDP does not include a situation analysis or other disaggregated data; and there is no timeframe or budget.

- **Fisheries**

In 2018, the Fiji Women in Fisheries Network released the National Stocktake of the Institutional and Enabling Mechanisms that Support Gender in Fisheries in Fiji. The report identified a number of gaps, including the lack of centralization of sex-disaggregated data in the sector, and made a series of recommendations to increase women’s participation in fisheries including diversification of women’s activities and strengthening engagement of gender focal officers. There is some data and analysis of the role of women within the fisheries sector. The Ministry of Fisheries annual report includes sex disaggregated data on the percentage of men and women in various types of fishing.

ANNEX 2: Enabling environment for gender-inclusive labour and business in Fiji

The following is a list of employment and labor-related laws, policies and regulations related to women at

work and in business in Fiji:

- **Non-discrimination in employment**

Employment Relations Act (ERA) and National Policy on Sexual Harassment in the Workplace. The 2007 Employment Relations Act (ERA) prohibits discrimination in employment [Section 74]; it applies equally to people working in the public and private sectors. The “prohibited grounds for discrimination whether direct or indirect are actual or supposed personal characteristics or circumstances, including ethnic origin, color, place of origin, gender, sexual orientation, birth, primary language, economic status, age, disability, HIV/AIDS status, social class, marital status (including living in a relationship in the nature of marriage), employment status, family status, opinion, religion or belief” [Section 75].

- **Equal remuneration for work of equal value**

The ERA guarantees equal remuneration for work of equal value: “An employer must not refuse or omit to offer or afford a person the same rates of remuneration as are made available for persons of the same or substantially similar qualifications employed in the same or substantially similar circumstances on work of that description for any reason including the gender of that person” [Section 78].

- **Paid maternity leave**

The ERA provides that a female employee who has been employed for at least 150 days in the 9 months prior to the expected date of delivery is entitled to paid maternity leave, contingent on providing a medical certificate specifying the expected date of delivery. The Employment Relations (Budget Amendment) Act, 2018 expanded paid maternity leave from 84 days to 98 days. She is entitled to 100% of her regular pay for her first three births and half her regular pay for the fourth and subsequent births [Section 101(1-2)]. Further, a woman who returns to her employment after maternity leave must be appointed to the same or equivalent position held prior to the maternity leave without any loss of salary, wages, benefits, and seniority, or may be appointed to a higher position [Section 101(7)].

- **Paid paternity leave**

The ERA established that a male employee is entitled to paid paternity leave if his spouse or de facto partner is entitled to maternity leave or would be entitled if she were employed. The Employment Relations (Budget Amendment) Act, 2018 established paid paternity leave at 5 days, however Employment Relations (Budget Amendment) Act, 2022 reduced paid paternity leave “within the COVID-19 period” from 5 days to 2. This was further reduced to 1 day in 2022 where it remains. To date, there are no plans to reinstate the full 5-day entitlement.

As set out in the ERA, paternity leave is contingent on the employee having more than 3 months of continuous service with the same employer, him being a primary caregiver for his child, and his providing a medical certificate specifying the expected date of delivery. The leave can be taken any time during the 3 months prior to or following the birth of the child, in a lump sum or in shorter periods as agreed with the employer. He is entitled to 100% of his regular pay for the first three births and half his regular pay for the fourth and subsequent births.

- **Paid family care leave**

The ERA provides that any employee is entitled to annual paid family care leave to provide care or support to a member of his or her immediate family, subject to having been in continuous employment with the same employer for more than 3 months. The leave cannot be accumulated and any unused leave lapses in

the following year. The Employment Relations (Budget Amendment) Act, 2018 established paid family leave at 5 days per year, however Employment Relations (Budget Amendment) Act, 2022 as with paid paternity leave, this was reduced “within the COVID-19 period” with no plans to reinstate the full entitlement.

- **Sexual harassment in the workplace**

Sexual harassment in employment and the workplace is covered in the ERA (Section 76) and in the 2009 Human Rights and Anti-Discrimination Commission Act [Section 19(2)]. Civil remedies for sexual harassment in the workplace are available under the ERA [Sections 110(1)(b) and 230] and the Human Rights and Anti-Discrimination Act [Section 50]. In 2007, the government adopted the National Policy on Sexual Harassment in the Workplace, pursuant to provisions of the ERA [Section 76(3)]. The national policy provides a definition of sexual harassment and a non-exhaustive list of what constitutes sexual harassment; it requires that every employer have an internal written policy and grievance procedure on sexual harassment; and it sets out the statutory rights of a victim of sexual harassment to bring a complaint or grievance under the Human Rights Act 1999, Crimes Act, and/or the personal grievance procedure under the ERA [Sections 109-114].

The Ministry of Employment e-government website (www.employment.gov.fj) provides phone numbers, email addresses, and a contact form that can be used to contact government officials. The Government of Fiji was also the second country to ratify the ILO Convention 190 on violence and harassment in the workplace, as noted previously (see Section 2.i, above). Despite this, there is limited evidence of reporting and prosecution of cases of sexual harassment although, private corporations and sports leagues are increasingly instituting and enforcing policies to curtail workplace harassment (Government of Fiji, Ministry of Women, Children and Poverty Alleviation 2023).

- **Women in Business in Fiji**

The government has adopted 1–2 key improvements regarding accessibility of business registration for women entrepreneurs. The Government of Fiji has implemented procedures and online systems to facilitate the acquisition of a national identification card, which is free and links to various personal data (Kumar 2020). This card serves as a crucial requirement for business registration. Business registration, according to the 2015 Companies Act, mandates individuals to register a business name, and the process involves providing various documents, including a national ID card or alternative photo ID, Tax Identification Number (TIN) card/letter, and business name registration certificate. The cost for business name registration is F\$10 (VEP) for individuals and F\$100 (VEP) for firms, while registering a private company costs F\$45 (VEP).

Online business registration is facilitated through the digitalFIJI website, providing access to the Registrar of Companies Office, and the Ministry of Commerce, Trade, Tourism and Transport’s bizFIJI portal offers comprehensive information for both male and female sole traders, e-commerce businesses, and home-based businesses. Additionally, the process of obtaining a TIN, which is essential for business operations, can be done through the Fiji Revenue and Customs Service (FRCS) or the bizFIJI portal.

However, there are limitations in the system’s accessibility to women. Information is primarily available in English, and there are no evident outreach efforts targeting women. Additionally, there is a lack of sex- and age disaggregated data on participation in outreach and training sessions. Furthermore, the Registrar of Companies Office does not publish reports or provide sex-disaggregated data on business registrations.

- **Micro, Small, and Medium Enterprise Fiji – Policy Framework**

MSME policy and/or strategy in 2020, the government adopted the Micro, Small, and Medium Enterprise Fiji – Policy Framework that established MSME Fiji as a “central coordinating agency to support MSME development”.

MSME Fiji is “responsible to formulate, implement and enhance new and existing policies and strategies for the development of MSMEs”. However, to date, the government does not have a standalone MSME policy or strategy, although one is under development.

The MSME Fiji Policy Framework defines types of enterprises in terms of the value of annual turnover, namely micro (F\$0–F\$50,000), small (F\$50,000–F\$300,000) and medium (F\$300,000–F\$1,250,000). Through the bizFIJI portal, MSME Fiji provides a range of information and services for MSMEs including information on different types of businesses (e.g., sole trader, company, etc.); information and templates for a business plan and a cash flow statement; information on the Fijian Made program and how to apply; and contact information for MSME Fiji and other resources outside Suva.

ANNEX 3 – Sexual Exploitation and Harassment (SEAH) Risk Matrix

SEAH Risk Screening Checklist²⁸

Ensuring basic risk mitigation measures are in place ahead of stakeholder engagement	Responsibility	Comments	Link	Source	Comments
Does the AE have a SEAH Policy (or SEAH provisions in another policy)?	AE	Yes. FAO has zero tolerance to SEAH as harassment in all forms is contrary to the United Nations Charter, the FAO Staff Regulations and Rules and the Standards of Conduct for the International Civil Service. In line with Article 1 of the FAO Staff Regulations, the Director-General will ensure high standards of conduct by staff members at all times. This Policy on Harassment, Sexual Harassment and Abuse of Authority is consistent with the principles and values of the UN system concerning the prevention of harassment and abuse of authority. FAO staff is strongly encouraged to ensure that every possible occasion be taken to reiterate to staff and partners, FAO's anti-harassment	https://www.fao.org/3/br629e/br629e.pdf https://www.un.org/womenwatch/osagi/UN_system_policies/(FAO)Policy_on_the_prevention_of_harassment.p		FAO PSEA Framework Standards of Conduct in the International Civil Service Incorporated in 2003 in FAO rules under Manual Section 304 Appendix A FAO applies zero-tolerance towards Sexual Harassment and Sexual Exploitation and Abuse. The relevant FAO policies that address SEAH are Policy on Sexual Harassment Policy on the Prevention of Harassment, Sexual Harassment and Abuse of Authority Protection from Sexual Exploitation and Sexual Abuse (PSEA)

²⁸ To help monitor the effectiveness of these measures over time, the GAP will include a limited number of practical and feasible monitoring provisions. These will cover: (i) periodic assessment of beneficiary and community awareness of SEAH reporting channels; (ii) completion and regular updating of the mapping of service providers and referral pathways, in coordination with the relevant national institutions; and (iii) basic tracking of whether SEAH grievance-handling arrangements remain functional, accessible, and operational throughout implementation.

		policy and zero tolerance for SEAH. Country offices also have a responsibility to distribute 'No Excuse' cards (available in various languages) which include a concise and portable statement of the UN rules and prohibitions related to SEAH and provide contact details for reporting allegations. These are distributed to all deployed personnel, affiliated staff, implementing partners and contractors.	df		Whistleblower Protection Policy
If the AE has contracted out stakeholder consultations, does that entity have a SEAH Policy (or are they contractually bound to apply the AE's)?	AE/Consultant	Stakeholder consultations were not outsourced.			The FAO policy on sexual exploitation and sexual abuse (PSEA) relevant policies are also binding to person of any contractual status with FAO. As per contracts with external entities, PSEAH measures also apply, in accordance with relevant contractual clauses in agreements. FAO Implementing Partners are now required to sign to confirm that they understand that any SEAH activities committed by their staff in the course of implementing FAO contracts will be automatic grounds for termination and confirm that they have internal reporting procedures etc. UN Agencies, including FAO are now required to undertake an assessment of capacity of implementing partners before entering into partnerships in line with the United Nations Protocol on Allegations of Sexual Exploitation And Abuse Involving Implementing Partners. This can also be done through PSEAH networks at the country level.

Does the AE have an employee Code of Conduct?	AE	Yes, FAO disposes of a personnel code of ethical conduct (2021) that provide clear indication about PSEA and Prevention of Sexual Harassment, Abuse of Authority and Harassment.	https://www.fao.org/3/cb4863en/cb4863en.pdf	FAO	FAO has an established Code of Conduct for its employees FAO Code of Ethical Conduct
If the AE has contracted out stakeholder consultations, does that entity have an employee Code of Conduct (or are they contractually bound to apply the AE's)?	AE/Consultant	Stakeholder consultations were not outsourced			For this project, stakeholder consultations were not outsourced. However, as indicated above, in case a contract/LoA is signed with an implementing partner, FAO is required to undertake an assessment of capacity of implementing partners before entering into partnerships in line with the UNITED NATIONS PROTOCOL ON ALLEGATIONS OF SEXUAL EXPLOITATION AND ABUSE INVOLVING IMPLEMENTING PARTNERS During the assessment proof of evidence of the organization code of conduct is required.
Have AE employees and consultants conducting stakeholder consultations been trained on preventing SEAH and the Code of Conduct?	AE/Consultant	PSEA and training on Harassment, Sexual Harassment and Abuse of Authority training is among the mandatory trainings for all FAO employee	https://www.fao.org/3/nd482en/nd482en.pdf	FAO	PSEA training is among the mandatory trainings for all FAO personnel of all categories. Below is the list of mandatory trainings on SEAH and Ethical Code that all FAO employees must complete at the start of their employment. Prevention of Sexual Exploitation and Abuse (PSEA) (Mandatory) Prevention of Harassment, Sexual Harassment and Abuse of Authority (Mandatory) United Nations Course on Working Together Harmoniously (Mandatory)

					Ethics and Integrity at the United Nations (Mandatory) FAO Whistleblower Protection Policy (Mandatory) In addition, at Country level the following applies: - FAO Action Plan for the Prevention of SEA and SH/SEA Risk assessment - Training, awareness sessions for staff and IPs on standards code of conducts, PSEA, AAP etc. - Community based complaints mechanisms set up part of FAO interventions - Awareness sessions of FAO beneficiaries on their rights and entitlements, including PSEA. - Communication materials in languages, formats that are easily understood, accessible, gender sensitive and culturally appropriate developed for FAO beneficiaries. - PSEA & Awareness sessions for FAO PSEA Focal points and staff at regional level etc.
Does the AE have a grievance mechanism in place in case of	AE	Yes, FAO has a GM in place for early SEAH complaints. FAO has a specific channel for SEA, which goes directly to the Office of the Inspector General. There is a 24h/ 7 days hotline for contacting (comment by ESM)	https://www.fao.org/environmental-social-standards/en/	FAO	SEAH complaints can be lodged through FAO's Office of the Inspector General by email, phone or online using Ethics Point The FAO encourages and facilitates the use of local

early SEAH complaints from stakeholder engagement?					PSEAH networks wherever available to guide implementation of PSEAH activities
Does the AE have a specialist on staff who can undertake the more advanced assessment in Stage 4 as well as deal with early SEAH complaints if they arise; and if not, does the AE require budget and /or assistance with this?	AE	FAO confirms that sufficient technical resources and capacities to ensure compliance with GCF requirements regarding SEAH are available (see also the FAO Annual Report on Corporate Policy, Processes and Measures on the Prevention of Harassment, Sexual Harassment and Sexual Exploitation and Abuse,)	https://www.fao.org/3/nk304en/nk304en.pdf	FAO	FAO has PSEA specialists at global level that can support country-level PSEA Focal Points to undertake risk assessments.
Contextual Level (and Baseline Conditions)	Reference	Comments			

Does the country have laws prohibiting sexual harassment / stalking generally?	National /State law (Gender Assessment)	Yes, the Fijian Employment Relations Act (ERA) 2007 addresses harassment in employment and the workplace (Section 76) and it is included in the 2009 Human Rights and Anti-Discrimination Commission Act [Section 19(2)]. Several laws set out the statutory rights of a victim of sexual harassment to bring a complaint or grievance under the Human Rights Act 1999, Crimes Act, and/or the personal grievance procedure under the ERA [Sections 109-114].			https://webapps.ilo.org/dyn/travail/docs/820/Employment%20Relations%20Promulgation%202007.pdf
Do labor laws prohibit sexual harassment in the workplace?	National /State law (Gender Assessment)	Yes, the Fiji ERA (2007) Sexual harassment in employment and the workplace is covered in the ERA (Section 76) and in the 2009 Human Rights and Anti-Discrimination Commission Act [Section 19(2)]. Civil remedies for sexual harassment in the workplace are available under the ERA [Sections 110(1)(b) and 230] and the Human Rights and Anti-Discrimination Act [Section 50]. In 2007, the government adopted the National Policy on Sexual Harassment in the Workplace, pursuant to provisions of the ERA [Section 76(3)]. The national policy provides a definition of sexual harassment and a non-exhaustive list of what constitutes sexual harassment; it requires that every employer have an internal written policy and grievance procedure on sexual harassment; and it sets out the statutory rights of a victim of sexual harassment to bring		ADB /PSDI, ILO	Despite progress in policies, laws and regulations, reporting and prosecution of cases of sexual harassment can be weak. There is change in evidence that private corporations and sports leagues are increasingly instituting and enforcing policies to curtail workplace harassment (Government of Fiji, Ministry of Women, Children and Poverty Alleviation 2023). Source: https://www.pacificpsdi.org/publications/read/unlocking-potential-a-gender-inclusive-private-sector-framework-for-the-pacific-report-and-country-assessments

		a complaint or grievance under the Human Rights Act 1999, Crimes Act, and/or the personal grievance procedure under the ERA [Sections 109-114]. The Ministry of Employment website (www.employment.gov.fj) provides phone numbers, email addresses, and a contact form that can be used to contact government officials. The Government of Fiji was also the second country to ratify the ILO Convention 190 on violence and harassment in the workplace.			https://webapps.ilo.org/dyn/travail/docs/820/Employment%20Relations%20Promulgation%202007.pdf
Does the country have laws prohibiting intimate partner violence (IPV)?	National /State law (Gender Assessment)	Yes. The Domestic Violence Act (DMV)(no 33 of 2009), supported by Fiji's domestic violence protection order system, was designed to ensure easy application and access to legal protection from domestic violence. Breach of a protection order results in a criminal offense. The DMV Act enables GBV victims to obtain a Domestic Violence Restraining Order (DVRO); the Crimes Decree that defines sexual offences, including expanding the definition of rape; and the Criminal Procedure Decree that establishes that no corroboration is required in sexual offence cases and no evidence of past sexual history is permissible that enables GBV victims to obtain a Domestic Violence Restraining Order (DVRO); the Crimes Decree that defines sexual offences, including expanding the definition of rape; and the Criminal Procedure Decree that establishes that	https://pacific.unfpa.org/sites/default/files/pub-pdf/VAWCclinicalGuideline_02122015.pdf	UNFPA	

		no corroboration is required in sexual offence cases and no evidence of past sexual history is permissible			
What is the prevalence of GBV in the country?	National statistics (Gender Assessment)	GBV takes many forms in the Pacific. Fiji alone has reported that 72 percent of Fijian women experience one or more types of violence in their lifetime from husbands or intimate partners, with 800 cases of GBV reported in 2018 and 834 in 2019 (Fiji Women's Crisis Centre, 2020) The lifetime prevalence of physical and sexual violence amongst women in Fiji is 71%, regardless of perpetrator. In Fiji, intimate partners are the most common perpetrators of GBV (ADB, 2016). The FWCC survey found that 64% of women who have been in an intimate relationship had experienced physical or sexual violence from their partner in their lifetime. One-quarter of women were currently experiencing physical or sexual violence from intimate partner. The prevalence of extreme physical violence (e.g., choking, burning, threatened use or actual use of a weapon) was strikingly high at 44%. The prevalence of intimate partner violence, including extreme violence, is higher in rural areas and amongst iTaukei women. Sexual and physical violence from non-partners is less common in Fiji, but still prevalent; around one-third of women and girls have experienced	From FWCC's database for cases of GBV that they receive, including attempted suicide, cited in https://www.wiher.org/wp-content/uploads/2021/08/USAID-RISE-Gender-and-Environment-Analysis-Fiji.pdf (Marstel-Day and WIHER 2021, 'Gender-Based Violence and REDD+ In Fiji: Tackling Resource Conflict and Addressing Gender-based Risk in the Environment Gender and Environment Analysis, USAID RISE Challenge Activity Grant	WB and GoF	Control from partners is another common form of GBV, with 69% of women indicating that their partner had used at least one method of control. Around four in ten women are required to seek permission from their partner to seek health services, and just over half of women (57%) must always alert their husbands to their whereabouts. Levels of control of women's mobility are even higher in rural areas. Community sanctioned violence also appears to be acceptable in Fijian society, where 43% of women believe that husbands are justified to use physical violence against their wives in at least one of seven given situations

		physical or sexual violence from someone other than a partner since age 15 (FWCC, 2013). In cases of non-partner physical and sexual violence, the perpetrator is most often known to the survivor. Non-partner perpetrators of physical and sexual violence are most often male family members, teachers, and female family members.	#2020-Catalyst-GA001, pp. 28-29)		
What is the legal age a person can marry?	National law	According to the Fiji Department of Justice, any persons who have attained the age of 18, and are intending to get married under the provision of the Marriage Act CAP 50 Section 14, can apply for notice of intention to marry.	https://www.justice.gov.fj/births-death-marriages/marriage-services/#:~:text=Any%20persons%20who%20have%20attained,%2C%20or%20outside%20the%20registry.	GoF	There is conflicting information on the legal age of marriage in Fiji: Some sources say that valid marriages ages in Fiji are 16 years and above for female and 18 years and above for male
Despite any laws, what is the prevalence of child marriage in the country?	National statistics	Fiji Bureau of Statistics (FBoS) 2022 data shows that about 9 per cent of women aged between 20 and 29 were married off when they were under the age of 18. Girlsnotbrides database states that 4% of women in Fiji aged 20-24 years were married before the age of 18; 0.2% before the age of 15; and for men aged 20-24, and 2% were married before the age of 18. The year of these statistics is not provided.	https://www.girlsnotbrides.org/learning-resources/child-marriage-atlas/regions-and-countries/fiji/		

What is the income level of the country?	World Bank ranking (H, HM, M, LM, L)	Fiji is an upper middle-income country	https://data.worldbank.org/country/fiji https://thedocs.worldbank.org/en/doc/c6aceb75bed03729ef4ff9404dd7f125-0500012021/related/mpo-fiji.pdf	WB	
Where does the country rank on global gender indices?	UNwomen database Reports / Other	In 2023, global gender gap index for Fiji was 0.65 index. Though Fiji global gender gap index fluctuated substantially in recent years, it tended to increase through 2012 - 2023 period ending at 0.65 index in 2023 (UNWomen); Men and women have a 38%-point gap in labor force participation (2022 – World Bank)	https://data.unwomen.org/country/fiji	UNW	Data has not been identified for: Global Gender Gap Educational Attainment Subindex: Global Gender Gap Health and Survival Subindex: Global Gender Gap Political Empowerment Subindex: Gender Gap Economic Participation and Opportunity Subindex:

Is there a national action plan on GBV and/or sexual harassment?	UNFPA/ National government	Yes. The National Action to Prevent Violence Against All Women and Girls 2023-2028 has five key strategies to comprehensively address violence.	https://sites.google.com/view/fijinap/home	GoF / UNFOA	The five strategies of the Plan are: i) Transformative public education and social norm change ii) Strengthening of equal and respectful relationships iii) Survivor-centered services for survivors of violence iv) Coordinated legal protection for survivors of violence v) Fostering a gender equal society.
Does the country have specialized services for survivors of GBV (at both the national and local level) including women's shelters, adequate medical facilities and facilities which provide psycho-social support?	WHO/ NGOs	The NAP includes a strategy on survivor-centered services. The Fiji Women's Crisis Centre (FWCC) and the Ministry of Health and Medical Services has produced a clinical guideline for "Responding to Intimate Partner Violence and Sexual Violence against Women and Girls".	https://pacific.unfpa.org/sites/default/files/pub-pdf/VAWCclinicalGuideline_02122015.pdf	GoF / UNFOA	FWCC is a key provider of support with trained counsellors, 24-hour hotline, emergency assistance and coordination with the government through Department of Social Welfare, Police and the Military. FWCC receives extensive financial support from Australian government.
Is the country currently experiencing war, internal conflict or	National / Media	Fiji is not currently experiencing war, internal conflict, or humanitarian disaster. Climate disasters such as cyclones and hurricanes are frequent threats.	https://www.smarttraveller.gov.au/destinations/pacific/fiji	DFAT	

humanitarian disaster?					
Project Level Risks	Responsibility	Comments			
Are women concentrated in lower paid roles and mostly line-managed and supervised by men?	AE	Yes. According to the data, women in Fiji earn less than half of the income that men do or only about 40%. A 2021 study found that women's representation on SOE Boards grew from 5% in 2015 to 21% in 2020 but declined to 12% in 2021, significantly below the NDP target (PSDI 2021b). Among 50 organizations including SOEs, publicly listed companies and other private organizations, gender parity on boards was 12%. 27% of boards had no female members and 51% had fewer than 30% female membership (PSDI 2021b). A 2023 report by the Fiji Women's Rights Movement (2023) found that the women's participation on state boards and commissions had decreased between 2020 and 2023. The most recent round of appointments to the boards of state-owned enterprises has seen an increase in the representation of women from 21% to 30% (Government of Fiji, Ministry of Public Enterprise n.d.).	https://www.ilo.org ; http://www.fwrmm.org.fj/images/fwrmm2017/publications/analysis/Giving-Women-A-Fair-Go-.pdf	ILO; GoF	Fiji, women spend 2.9 times as much time on unpaid domestic and care work than men. The data, expressed as a proportion of time in a day, measure the average time an individual spends on household provision of services for own consumption. In 2016, women in Fiji spent 15.2% of their day and men spent 5.2% of their day on unpaid work. (Data from 2013-2019).
Are piece-rate systems or other performance-	AE	No information available; may be applicable in some sectors and relevant for plantation or nursery businesses – to be researched further for this project			As regards seed collection, seedlings and saplings, a piece rate system may be utilized in current practices, so needs to be investigated to ensure the power dynamics, payment laws and their application

related pay structures used where individuals are in control of how much other workers get paid?					are understood. Information on this will be included in project products (guidelines and training materials), to prevent or address potential for exploitative practices, including against women who are engaged in the nursery-related activities.
Will project workers have control over life-changing resources such as the allocation of compensation for displacement or access to basic or highly sought-after resources?	AE	Project workers will not be displaced. Opportunities to access resources which may be life-changing if well invested may arise through project activities such as PPP development and roles for communities, including women, through the Community Land Management Plans (CLMP) and associated agreements to be facilitated by the Project.			
Will security personnel be used? Will they be armed?	AE	No, the project will not employ armed security personnel.			
Will there be an influx of male workers into the project area (as opposed to only using local	AE	The project will promote opportunities for local communities and community-based enterprises in 20 districts; there will be no influx of male workers anticipated with this Project.			

labor)?					
Are local communities poor and lacking basic resources?	AE	Although the poverty rate is higher in rural areas, local communities, by large, do not lack basic resources.			
Will migrant workers be employed by the project, especially those who may not speak the local language? Will they be employed on a temporary or daily basis?	AE	Hiring of workers will be made following the laws and regulations of the Republic of Fiji and workers will need to abide with the FAO code of conduct and FAO policies. The project does not expect to have migrant workers.			
Will project workers all have formal contracts?		Yes, hiring of workers will be made following the laws and regulations (Fiji ERA 2007). These regulate contracts, wages, all the other aspects related to labor. In all cases, workers will need to abide with the FAO code of conduct and FAO policies.			

Will goods frequently be transported over long distances, especially through poor and/or remote communities?	AE	The project will generally not require transport of good and materials over medium distances, but it will source local materials (seeds, agricultural inputs) from some participating poor and/or remote communities.			
Are worksites or project activities based in remote locations? Will worksites be spread out, with isolated spaces?	AE	Worksites may be in remote areas of the country.			
Will project workers live in the community or in worker housing? If in worker housing, is it mixed sex?	AE	Workers will come from local communities and be housed at home.			

Will workers be required to travel long and potentially unsafe distances, and at times of day when transport options may be limited?	AE	Workers will be selected from communities.			
Will the project operate in highly pressurised work environments, with tight seasonal deadlines?	AE	The project may involve some seasonal deadlines but it will not be in highly pressurized work environments.			
Is the project located within a male-dominated sector where female workers will be employed?	AE	All paid work in Fiji is dominated by males however there are laws in place to ensure equal opportunity and equal pay for women. Project employment will be open and accessible to all without any gender restriction (gender targets will be set in GAP).			

Have communities, especially low income/ vulnerable communities, voluntarily raised concerns in relation to SEAH/GBV during consultations?	AE	Communities have not raised any raised concerns in relation to SEAH/GBV during consultations.			
Have any changes been made to project design or adaptive management undertaken due to concerns of stakeholders and communities? (If yes, work through this checklist again)	AE	No, stakeholders have not raised concerns.			

ANNEX 3: Terms of Reference (TOR) for Project Gender and Social Inclusion (GESI) Specialist

Fiji: Forest Landscape Restoration for Climate Benefits and Resilience Project (Green Climate Fund, GCF)

Objective and purpose of Assignment

Fiji forests, which cover 60 percent of total land area, provide critical ecosystem services for the climate resilience of the country and its people. Climate change is threatening these ecosystems and millions of livelihoods they support. On the other hand, deforestation and forest degradation have been widespread mainly due to agriculture expansion and infrastructure development. These compounded impacts negatively affect ecosystems - from ridge to reef – and dependent communities while putting forests at danger of losing their sink capacity and threatening Fiji's path to sustainable development and zero net emissions as envisioned in the Low Emissions Development Strategy.

Working in partnership with the Fiji Development Bank, the GCF's Fiji Coral Reef Resilience Project", and Global Environment Facility (GEF) the project aims to restore the productive capacity and ecosystem quality of Fiji's forest landscapes, improve climate resilience of vulnerable local communities and improve storage and carbon sequestration. It will do so through addressing gaps in land use planning and creating the necessary regulatory frameworks to enable customary stewards of the land to implement Forest Landscape Restoration (FLR) at scale, supported by innovative financial mechanisms.

The project will substantially contribute to the GCF strategic plan 2024-2027 and will target 80,737 ha of forest landscape to be under low carbon and climate resilient practices. GHGs sequestered will reach an estimated 6 mln tCO₂eq over 20 years. Furthermore, the project represents an opportunity to increase collaboration among AEs (e.g. FAO and WWF) and DAEs (e.g. FDB), to support SIDS that are particularly vulnerable to the adverse effects of climate change and catalysing innovation in climate adaptation, de-risking high impact adaptation projects, and aligning finance with sustainable development.

Gender and social inclusion mainstreaming and targeting is central to the project, which aims to increase climate resilience of 196,877 most vulnerable people in Viti Levu and Vanua Levu islands (~21 percent of Fiji population) and indirectly benefit 149,715 people (~28 percent of the population) (USP targets 1-2-4-5-9-10). Contracting a full time Gender specialist is part of this commitment and will provide technical and operational support in project processes and activities to increase participation of women and effort to assure the equitable distribution of project benefits.

Scope of Work

FAO will engage an experienced Gender Specialist to lead on implementing the gender action plan and ensure there is alignment and cooperation between the project's gender mainstreaming needs and project stakeholders, including partners and civil society organizations (CSOs).

The Role

The position provides gender and social inclusion (GESI) guidance and overview to the project in line with Green Climate Fund and FAO's gender strategy and policies to:

- Deliver the gender action plan through day-to-day management of GESI related activity design and implementation.

- Support project staff and consultants (ie. Project manager, MEL, safeguards etc..) mainstream gender in their deliverables as needed.
- Write and/or contribute to project outputs including training materials, reports to the donor, communications materials (i.e. social media posts, case studies) etc.
- Identify opportunities to maximise gender mainstreaming within the Project context, with stakeholders connect directly and indirectly to project activities.
- Use qualitative and quantitative methods to monitor, evaluate and communicate project impact on women, youth, people with disabilities and other marginal and disadvantaged social group.
- Lead and/or collaborate in conducting public consultations, workshops and training as required. Able to present gender data and directives to diverse audiences, as needed and on a regular basis.
- Work closely with the gender working group to provide support and streamlining of gender mainstreaming project deliverables and activities.

Qualifications and skills

- Postgraduate qualifications in gender studies, international development, social development, anthropology, climate science, forestry, natural resource management or related discipline that developed capacities to mainstream and enhancing women's and disadvantaged community involvement in climate adaptation, enterprise development or social forestry.
- Minimum 7-years work experience in the design and management of high-level advisory international development programs focussed on GESI.
- Minimum 7-years work experience providing gender equality, community development, and social inclusion support throughout the program cycle.
- Experience working in Pacific Island countries.
- Excellent communication and engagement skills with a wide range of stakeholders from diverse background and disciplines.
- Demonstrated analytic and research skills with solid technical understanding of GESI principles and practice.
- The ability to write brief case studies and other materials for communications and learning.
- Excellent verbal and written communication skills in English (and Fijian/regional languages is desirable).
- Demonstrated experience in briefing and working closely with government officials and CSOs in a donor context.
- Previous experience working with communities in Fiji, and with Global Climate Fund projects and multilateral agencies is considered an advantage.

Qualified female candidates and candidates from diverse backgrounds are encouraged to apply.

ⁱ The multi-stakeholder platform could be a working group, a forum, a platform, a reference group that provides ad hoc but ongoing and formal support for engaging women's CSOs, gender focals, and gender experts to support gender mainstreaming of key activities and deliverables.

ⁱⁱ This target entails ensuring that materials, booklets, and training content use images with women involved in the activities, not only men. This is important because learning content, like all texts, can reinforce hierarchies

(e.g. with men as managers and women as labourers). Imagery is important as it co-creates realities, reinforcing, or challenging, established norms and assumptions about women's roles in work and society.

iii These 2 gender experts could be contracted as reviewers, or the review could be passed through the Gender working/reference group.