
Annual Performance Report

Project/Programme title: The R's (Reduce, Reuse and Recycle) for Climate Resilience Wastewater Systems in Barbados (3R-CReWS) (FP192)

Accredited Entity: Caribbean Community Climate Change Centre (CCCCC)

Date of Report submission: 3 July 2026

Version number V1.0



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RATIONALE

This report layout is designed to support the drafting of a structured report that assesses, evaluates, documents, and communicates the progress on Funding Proposal (FP) implementation and on its associated Funded Activity Agreement (FAA). The layout aims to provide a clear and comprehensive understanding of key objectives, progress, and risks, drawing on project implementation related data provided by Accredited Entities (AEs). Considering the Green Climate Fund's (GCF) evolving strategic direction toward a Risk-Based Approach, the report is intended to:

- Track quantitative and qualitative progress of the project implementation.
- Highlight critical findings and emerging trends.
- Identify risks and propose actionable mitigation strategies.
- Support evidence-based decision-making.
- Promote transparency and accountability.
- Align with strategic and regulatory frameworks.
- Serve as a foundation for AE engagement on project performance

METHODOLOGY

The report's layout mirrors, to the extent possible, the structure of the Funding Proposal (FP) to maintain coherence with the presented information. However, the FP and the Report differ in scope and strategic intent; thus, while the FP serves a functional role in informing the Report, it does not dictate a strictly parallel structure.

A. PROJECT DATA (Prefilled where possible)

Should any information/data prefilled from Section A.1 to Section A.12 be incorrect or require updating, please inform GCF's Project Lead of appropriate corrective action.

A.1. Date of report submission		3 July 2026		
A.2. Project or programme	Project	A.3. Sector	Public	
A.4. Total Financing (GCF + Cofinance)				
	GCF Financing		Mill. USD 39.4	
	Grants		Mill. USD 39.4	
	Co-Financing		Mill. USD 10.6	
	Grants		Mill. USD 10.6	
Total Financing		Mill. USD 50.0		
A.5. Total GCF funding disbursed to this date	NA (draft)			
A.6. Implementation period	From NA to NA			
A.7. ESS Category (Refers to GCF revised <i>Environmental and Social Policy</i> and GCF ESS Standards to assess your FP category.)				Category B
A.8. Executing Entity Information				
Full legal name	Country of registration (or, for intl orgs, country of HQ)	Entity type	Role in project	Focal Point(s) and email(s)
Caribbean Community Climate Change Centre	Belize	Accredited Entity	Executing Entity	thanson@caribbeandclimate.org

A.9. Co-Financier information

Full legal name	Country of registration (or, for intl orgs, country of HQ)	Focal Point(s) and email(s)	Ownership Type	Beneficial Owner(s)
Barbados Water Authority (BWA)	Barbados	Shelley Parris	Statutory Body	Government of Barbados

A.10. Alignment with country NDCs & NAP <i>(NB Only populate if applicable, e.g., if your project/programme specifically contributes to a country's NDC or NAP target/s)</i>				
Country	Date of NDC/ NAP submission	NDC/ NAP objective	Brief description of project's alignment with NDC/ NAP objectives	Percentage of target met with proposed project. Beneficial owner(s)
Barbados	30 August 2025	Barbados' NDC objectives center on significant GHG reductions (45 % by 2035), a 95 % reduction in electricity emissions, clear pathways toward net-zero by 2050	The project is closely aligned with Barbados' 2021 Nationally Determined Contribution (NDC), particularly its priorities on climate resilience, water security, and low-emissions development. It supports the NDC's adaptation objectives by strengthening climate-resilient water and wastewater infrastructure, reducing vulnerability to droughts, floods, and extreme weather events, and protecting coastal and marine ecosystems through improved wastewater management. In parallel, the project contributes to mitigation goals by promoting energy efficiency and the integration of renewable energy within the water sector, thereby reducing greenhouse gas emissions.	5%

A.11. Estimated duration of impact	
A.12 Report to be shared with NDA	Yes ☒ No ☐
3 July 2026	

B. EXECUTIVE SUMMARY

Should any information/data prefilled in Section “B” be incorrect or require updating, please inform GCF’s Project Lead for appropriate corrective action.

B.1. Summary

The project made steady progress across all four components during the reporting period while addressing key implementation challenges. A major milestone was achieved with the completion of the final design for upgrading the Bridgetown Sewage Treatment Plant (BSTP), along with the Environmental and Social Impact Assessment and Management Plan. Operational improvements were also introduced, including a computerized maintenance management system, gas monitoring equipment, and expanded laboratory capacity, which are already enhancing efficiency and strengthening environmental monitoring.

Through EU-funded technical assistance, the Barbados Water Authority (BWA) completed detailed mapping for 9 km of reclaimed water pipelines and finalized the ESIA/ESMP for the expanded sewer network. In parallel, approvals were advanced to shift from decentralized wastewater systems to a centralized sewer connection, offering stronger protection for sensitive groundwater resources.

Under Component 2, a contract was signed for the installation of a 1 MW solar photovoltaic system at the Belle Pumping Station. This hurricane-resistant, grid-tied system will offset increased energy demand from upgraded treatment processes. Draft designs have been completed, and energy efficiency measures, including automated controls and sludge dewatering systems, have been integrated into the BSTP upgrade design.

Component 3 recorded the most significant progress, with the signing of a contract for an operations and maintenance gap assessment and targeted CVQ/NVQ staff training. Standard Operating Procedures and an Operational Manual were developed, alongside a Strategic Plan to support replication of wastewater solutions.

Under Component 4, progress was made in strengthening the policy and institutional framework. Implementation of the gender-sensitive public awareness campaign continued, albeit at a moderated pace to align with KAP and LORTA requirements and to avoid contamination between control and treatment groups. Despite this, outreach efforts remained active.

The project is well positioned for accelerated delivery and impact in 2026.

C. RESULTS AND IMPACTS

C.1. Overall Summary of the Project Progress

(This section provides a narrative report summarizing the overall progress of the implementation status of the funded activity progress during the reporting period. 1,500 words)

Barbados continues to face acute climate vulnerability, characterized by rising temperatures, prolonged dry periods, and severe water scarcity. These conditions are already constraining food security and increasing reliance on costly imports. In response, the project is advancing a climate-resilient, circular water management approach to increase water availability, reduce environmental degradation, and strengthen national resilience.

During the CY2025 reporting period, the project made steady progress across all four components, advancing both climate mitigation and adaptation outcomes while addressing key implementation challenges.

Component 1: Wastewater Reclamation and Reuse

As the largest component, progress was measured but impactful. The final design for upgrading the Bridgetown Sewage Treatment Plant (BSTP) to tertiary treatment was completed along with the Environmental and Social Impact Assessment and Management Plan, and tender documents representing a major milestone. This upgrade is expected to significantly reduce nutrient and contaminant pollution entering groundwater and coastal ecosystems delivering direct benefits to public health, marine biodiversity, and climate resilience. This reporting period also saw operational improvements at the plant with the installation of a computerized maintenance management system, gas monitoring equipment, and the addition of laboratory capacity, which are already enhancing efficiency, strengthening environmental monitoring, and improving responsiveness to climate-related stresses.

Progress under co-financing activities was also significant. Through European Union funded technical assistance, the Barbados Water Authority (BWA) completed detailed mapping for 9 km of reclaimed water pipelines and finalized the ESIA/ESMP for the expanded sewer network. In parallel, key steps were taken to secure financing and approvals to shift from decentralized wastewater systems to a centralized sewer connection—an approach that offers stronger protection for sensitive groundwater resources.

Component 2: Renewable Energy and Energy Efficiency

Progress under this component is advancing both emissions reduction and operational resilience objectives. A contract has been signed for the installation of a 1 MW solar photovoltaic system at the Belle Pumping Station, featuring hurricane-resistant, grid-tied technology to offset the increased energy demand from upgraded treatment processes. Draft system designs have been completed and shared with the BWA. In parallel, energy efficiency measures such as automated controls and sludge dewatering systems have been integrated into the BSTP upgrade design and tender documents. Collectively, these interventions will reduce greenhouse gas emissions, lower operating costs, and strengthen system reliability under climate stressors.

While this activity commenced ahead of schedule, the contract start date was strategically deferred to ensure that all regulatory and permitting requirements are fully clarified prior to execution, thereby minimizing the risk of delays or stop orders. The BWA has also confirmed with the Planning and Development Department that the 1.0 MW PV system under the 3R-CReWS Project falls within the broader land allocation designated for a 10 MW solar development at the site, which also includes the 2.0 MW system under the WSRN-S Project. Based on this arrangement, it is anticipated that a separate Environmental and Social Impact Assessment (ESIA) will not be required for the 3R-CReWS installation.

Component 3: Capacity Building and Operational Strengthening

This component recorded the most significant progress during the reporting period. A contract was signed to undertake an operations and maintenance gap assessment and deliver targeted training to BWA staff that are CVQ/NVQ certified. These activities are critical not only for improving operational effectiveness, but also for strengthening BWA's capacity to implement a preventive maintenance programme and sustain operations beyond the life of the project. Additional specialized training was delivered by the University of the West Indies (UWI) in areas including Gender, Sexual and Gender-Based Violence, and Sexual Exploitation, Abuse and Harassment. The UWI Centre of Biosecurity Studies also provided training in climate–water nexus and biosecurity, benefiting approximately 300 staff members each. The consulting firm eMaint also conducted training on the Computerized Real-Time Management System, with over 30 staff members participating.

Furthermore, Standard Operating Procedures (SOPs) and an Operational Manual for the BSTP were developed, incorporating climate risk, safety, and gender considerations into plant operations. A Strategic Plan was also finalized to support the replication of wastewater treatment solutions along the west coast.

While multiple activities progressed in parallel, a key challenge encountered was the limited availability of BWA technical staff to fully participate in training sessions. This underscores the need for improved scheduling and resource planning in future capacity-building initiatives.

Component 4: Enabling Environment, Governance, and Awareness

Significant progress was made in strengthening the policy and institutional framework for climate-resilient water management. Contracts were signed to support a legislative review and the development of a private sector engagement strategy. Early outputs include a baseline report and roadmap with recommendations to enhance public-private partnerships, strengthen climate-resilient regulations, and promote inclusive access. The Revolving Adaptation Fund Facility (RAFF) was also operationalized, with a management contract signed.

The Knowledge, Attitudes and Practices (KAP) survey received ethical approval, and field surveys were subsequently completed. The final KAP and Needs Assessment Report has been submitted and will inform targeted public awareness and behavior change interventions. Notably, this activity has been selected under the GCF Independent Evaluation Unit's LORTA programme, and the report will serve as a baseline for evaluation.

Implementation of the gender-sensitive public awareness campaign continued, albeit at a moderated pace to align with KAP and LORTA requirements and to avoid contamination between control and treatment groups. Despite this, outreach efforts remained active through workshops, videos, and stakeholder consultations. The project also maintains an active social media presence and leverages BWA's "Water Wednesdays" platform to sustain visibility and engagement.

From a governance perspective, coordination mechanisms remained active, with meetings of the Project Steering Committee and Technical Working Group supporting oversight and decision-making. Interim evaluation activities also commenced during the reporting period and expected to be finalized within the first quarter of 2026.

While delays in ESIA approvals affected the timeline, proactive engagement with regulatory authorities enabled resolution and kept all other project activities on track. Key lessons include the importance of early regulatory engagement, building flexibility into implementation schedules, and strengthening coordination across institutions and stakeholders.

Overall, the project is progressing toward delivering tangible climate benefits, including reduced pollution, lower greenhouse gas emissions, improved water resource management, and strengthened institutional capacity to respond to climate change.

C.2. Performance against the Funding Proposal Logical Framework Indicators

For each of the indicators please report only the 'annual value' for the reporting year; this means reporting solely the values achieved from January 1st, 2025, to December 31st, 2025. The "cumulative value" will automatically be updated by the system by aggregating reported annual values since project FAA effectiveness.

Please ensure that targets are clearly defined and reported using the following categories:

- *Midterm Target: The results to be achieved by the midpoint of implementation.*
- *Final Target: The results to be achieved by the conclusion of project or programme implementation.*
- *Lifetime Target: The total results expected over the entire operational period of the project or programme.*

Note that the baseline, midterm, final and lifetime targets will be prefilled based on your previous Annual Performance Report and/or Funding Proposal. It is imperative that you carefully review, verify and update where relevant.

Should the project be Multicountry, please report the achievement by Country.

Lastly, avoid using commas or periods as thousand separators. Periods should only be used as decimal separators.

For REDD+ Results-Based Payment (RBP) projects, you are only required to report on the progress of activities.

Should any prefilled information/data in the Logical Framework be incorrect or require updating, please inform GCF's Project Lead for appropriate corrective action.

GCF Outcome Level: Standardized Indicators

PMF/IRMF Results Management Framework

No indicators/questions defined.

(PMF) M1 Tonnes of carbon dioxide equivalent (tCO ₂ eq) reduced as a result of GCF-funded projects/programmes (IRMF) Core 1 Greenhouse gas (GHG) emissions reduced, avoided or removed/sequestered						
Provide the total GHG emissions reduced, avoided or removed/sequestered (tCO ₂ eq) as a result of GCF support.						
Unit						Tonnes of CO ₂ -equivalent
Baseline	Target			Previous Year Cumulative Value	Annual value	Cumulative Value (automatically calculated)
	Mid-term	Final target	Lifetime			
0	0	1,635	40,875	0	0	0

(PMF) M1 Tonnes of carbon dioxide equivalent (tCO ₂ eq) reduced as a result of GCF-funded projects/programmes (IRMF) Core 1 Greenhouse gas (GHG) emissions reduced, avoided or removed/sequestered							
Provide the total GHG emissions reduced, avoided or removed/sequestered (tCO ₂ eq) as a result of GCF support, disaggregated by result area.							
Unit							Tonnes of CO ₂ -equivalent
Disaggregation by: Result Areas (Mitigation)	Baseline	Mid-term	Final target	Lifetime	Previous Year Cumulative Value	Annual value	Cumulative Value
Energy Generation and Access	0	0	1	1	0	0	0
Buildings, cities, industries and appliances	0	0	224	5,600	0	0	0

(PMF) M1 Tonnes of carbon dioxide equivalent (tCO ₂ eq) reduced as a result of GCF-funded projects/programmes (IRMF) Core 1 Greenhouse gas (GHG) emissions reduced, avoided or removed/sequestered							
Provide the total GHG emissions reduced, avoided or removed/sequestered (tCO ₂ eq), disaggregated by Country.							
Unit							Tonnes of CO ₂ -equivalent
Disaggregation by: Project Countries	Baseline	Mid-term	Final target	Lifetime	Previous Year Cumulative Value	Annual value	Cumulative Value
Barbados	0	0	1,635	40,875	0	0	0

Energy generation and access

No indicators/questions defined.

(IRMF) Supplementary 1.4 Renewable energy generated				
Provide the total renewable energy generation (MWh) produced.				
Unit				Megawatt-hour
Baseline	Target		Previous Year Cumulative Value	Annual value
	Mid-term	Final target		
0	0	1,314	0	0

(PMF) 6.3 MWs of low emission energy capacity installed, generated and/or rehabilitated as a result of GCF support (IRMF) Supplementary 1.3 Installed renewable energy capacity				
Provide the total installed renewable energy generation capacity (MW).				
Unit				Megawatt
Baseline	Target		Previous Year Cumulative Value	Annual value
	Mid-term	Final target		
0	0	1	0	0



(PMF) 6.3 MWs of low emission energy capacity installed, generated and/or rehabilitated as a result of GCF support (IRMF) Supplementary 1.3 Installed renewable energy capacity						
Provide the total installed renewable energy generation capacity (MW), disaggregated by technology.						
Unit						Megawatt
Disaggregation by: Renewable energy technology	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Direct Solar	0	0	1	0	0	0

No indicators/questions defined.

(PMF) M7.1 Energy intensity/improved efficiency of buildings, cities, industries and appliances as a result of Fund support (IRMF) Supplementary 1.1 Annual energy savings						
Provide the total energy savings (MWh) disaggregated by Country.						
Unit						Megawatt-hour
Disaggregation by: Project Countries	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Barbados	0	0	328	0	0	0

(PMF) M7.1 Energy intensity/improved efficiency of buildings, cities, industries and appliances as a result of Fund support (IRMF) Supplementary 1.1 Annual energy savings						
Provide the total energy savings (MWh) disaggregated by intervention type.						
Unit						Megawatt-hour
Disaggregation by: Intervention Type	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Building Efficiency	0	0	328	0	0	0

(PMF) A1 and A2 Total number of direct and indirect beneficiaries (IRMF) Core 2 Direct and indirect beneficiaries reached Provide the total number of direct beneficiaries (female/male) cumulatively receiving adaptation benefits from GCF-supported interventions, disaggregated by result area.
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Unit						No. of Beneficiaries
Disaggregation by: Result Areas (Adaptation)	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Livelihoods of people and communities	0	20,000	93,300	689	2,969	3,658
Health and well-being, and food and water security	0	120	280	16	36	52
Infrastructure and built environment	0	550	42,880	0	18	18

(PMF) A1 and A2 Total number of direct and indirect beneficiaries (IRMF) Core 2 Direct and indirect beneficiaries reached						
Provide the total number of direct beneficiaries (female/male) cumulatively receiving adaptation benefits from GCF-supported interventions, disaggregated by Gender.						
Unit						No. of Beneficiaries
Disaggregation by: Gender	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Male	0	10,045	66,748	352	1,522	1,874
Female	0	10,455	66,472	337	1,574	1,911

(PMF) A1 and A2 Total number of direct and indirect beneficiaries (IRMF) Core 2 Direct and indirect beneficiaries reached						
Provide the total number of direct beneficiaries (female/male) cumulatively receiving adaptation benefits from GCF-supported interventions, disaggregated by Country.						
Unit						No. of Beneficiaries
Disaggregation by: Project Countries	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Barbados	0	20,500	136,220	689	3,096	3,785

(PMF) A1 and A2 Total number of direct and indirect beneficiaries (IRMF) Core 2 Direct and indirect beneficiaries reached						
Provide the total number of indirect beneficiaries (female/male) cumulatively receiving adaptation benefits from GCF-supported interventions, disaggregated by result area.						
Unit						No. of Beneficiaries
Disaggregation by: Result Areas (Adaptation)	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Livelihoods of people and communities	0	16,500	141,601	63,129	58,944	122,073
Health and well-being, and food and water security	0	0	116,000	31,605	26,725	58,330
Infrastructure and built environment	0	0	129,249	30,544	47,718	78,262

(PMF) A1 and A2 Total number of direct and indirect beneficiaries (IRMF) Core 2 Direct and indirect beneficiaries reached						
Provide the total number of indirect beneficiaries (female/male) cumulatively receiving adaptation benefits from GCF-supported interventions, disaggregated by Gender.						
Unit						No. of Beneficiaries
Disaggregation by: Gender	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Male	0	8,085	69,384	31,165	39,818	70,983

Female	0	8,415	72,217	32,079	93,569	125,648
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(PMF) A1 and A2 Total number of direct and indirect beneficiaries (IRMF) Core 2 Direct and indirect beneficiaries reached						
Provide the total number of indirect beneficiaries (female/male) cumulatively receiving adaptation benefits from GCF-supported interventions, disaggregated by Country.						
Unit						No. of Beneficiaries
Disaggregation by: Project Countries	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Barbados	0	16,500	141,601	63,244	133,387	196,631

Livelihoods of people and communities

No indicators/questions defined.

(IRMF) Supplementary 2.5 Beneficiaries (female/male) adopting innovations that strengthen climate change resilience						
Provide the total number of direct beneficiaries (female/male) using new or improved climate adaptation technologies or innovations, disaggregated by gender.						
Unit						No. of Beneficiaries
Disaggregation by: Gender	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Male	0	275	21,121	0	0	0
Female	0	275	21,759	0	0	0

Health and well-being, and food & water security

No indicators/questions defined.

(PMF) A2.3 Number of males and females with year round access to reliable and safe water supply despite climate shocks and stresses (IRMF) Supplementary 2.3 Beneficiaries (female/male) with more climate-resilient water security						
Provide the total number of direct beneficiaries (female/male) with improved access to and adoption of climate-resilient and reliable water supply in climate-stressed areas, disaggregated by gender.						
Unit						No. of Beneficiaries
Disaggregation by: Gender	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Male	0	72	168	0	18	18
Female	0	48	112	0	29	29

(PMF) A2.3 Number of males and females with year round access to reliable and safe water supply despite climate shocks and stresses (IRMF) Supplementary 2.3 Beneficiaries (female/male) with more climate-resilient water security						
Provide the total number of direct beneficiaries (female/male) with improved access to and adoption of climate-resilient and reliable water supply in climate-stressed areas, disaggregated by country.						
Unit						Enter unit
Disaggregation by: Project Countries	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Barbados	0	120	280	0	47	47

Optional Co-Benefit Indicators

No indicators/questions defined.

Total number of direct and indirect jobs (measured in full-time equivalents, female/male) created or maintained					
Provide the total number of direct jobs (measured in full-time equivalents, female/male) created or maintained.					
Unit					No. of Full-time equivalent jobs
Baseline	Target		Previous Year Cumulative Value	Annual value	Cumulative Value (automatically calculated)
	Mid-term	Final target			
0	20	74	0	20	20

Total number of direct and indirect jobs (measured in full-time equivalents, female/male) created or maintained					
Provide the total number of indirect jobs (measured in full-time equivalents, female/male) created or maintained.					
Unit					No. of Full-time equivalent jobs
Baseline	Target		Previous Year Cumulative Value	Annual value	Cumulative Value (automatically calculated)
	Mid-term	Final target			
0	20	60	0	20	20

Total number of institutions or decision-makers, including local actors, using climate information products or services in decision-making in climate-sensitive sectors						
Provide the total number of institutions or decision-makers, including local actors.						
Unit						No. of Actors
Disaggregation by: Decision-making entity type	Baseline	Mid-term	Final target	Previous Year Cumulative Value	Annual value	Cumulative Value
Institutions	0	20	20	0	24	24

Total number of established or strengthened institutional frameworks, policies, plans and coordination mechanisms to support climate-resilient and low-emission development					
Provide the total number of established or strengthened institutional frameworks, policies, plans and coordination mechanisms.					
Unit					No. of Items
Baseline	Target		Previous Year Cumulative Value	Annual value	Cumulative Value (automatically calculated)
	Mid-term	Final target			
0	2	3	0	2	2

Total number of decision-making positions actively held by women in climate-related governance					
Provide the total number of decision-making positions actively held by women in climate-related governance.					
Unit					No. of Positions
Baseline	Target		Previous Year Cumulative Value	Annual value	Cumulative Value (automatically calculated)
	Mid-term	Final target			
0	0	10	0	10	10

Project Specific Indicators							
Indicator	Unit	Baseline	Target		Previous Year Cumulative Value	Annual value	Cumulative Value (automatically calculated)
			Mid-term	Final target			
# of plans completed for the replication of the brackish water RO treatment plant along the west coast corridor	Plans	0	1	1	0	1	1

# of private businesses (by ownership Male/Female) and individuals (by sex) adapting wastewater technologies for enhanced treatment and/or use of wastewater	No. of Entities	68	68	88	68	0	68
Number of persons aware about wastewater reuse and technologies	No. of Persons	0	1,000	10,000	689	154	843
# of decentralized treatment plants operational	No. of Items	0	2	2	0	0	0
# of decision-support tools and equipment implemented to mitigate potential climate change risks (Disaggregate by type - CMMS, flow meters, laboratory)	No. of Items	0	1	1	0	1	1
# of decision-support tools and equipment implemented to mitigate potential climate change risks (Disaggregate by type - CMMS, flow meters, laboratory)	No. of Items	0	0	10	0	8	8
# of decision-support tools and equipment implemented to mitigate potential climate change risks (Disaggregate by type - CMMS, flow meters, laboratory)	No. of Items	1	1	1	0	0	0
# of EE technologies implemented (disaggregate by type - sludge dewatering, automated controls)	Technologies	0	0	1	0	0	0
# of direct beneficiaries (Disaggregated by type and sex). Type: farmers (by	No. of Farmers	0	0	155	0	0	0

sex), households (by sex of HH head)							
# of persons benefitting from education and training activities (Disaggregated by sex)	No. of Persons	0	1,590	3,400	665	642	1,307
# of project updates available on the dedicated 3R-CReWS project webpage	No. of Items	0	150	300	23	4	27
# of project updates available on the dedicated social media accounts	No. of Items	0	1,500	5,000	565	178	743
# of roadmaps/action plans, with recommended actions, completed (Disaggregate by type: legislative review, master plan)	Plans	0	2	2	1	1	2
# of customized trainings developed/adopted	No. of knowledge-sharing events/platforms	0	6	12	2	1	3
# of documents updated/developed (disaggregate by type - SOPs, operational manual, risk management framework)	No. of Knowledge Products/Resources	0	3	3	0	2	2
# of persons trained (disaggregated by sex)	No. of Persons	0	254	400	179	405	584
# of stakeholder engagement tools/mechanisms developed. (Disaggregate by type: engagement strategy/action plan, incentive programme, RAFF)	No. of Coordination Mechanisms	0	1	1	0	0	0
# of STPs that can treat water to tertiary water quality standard	No. of Items	0	0	1	0	0	0
Number of persons (by sex)	No. of Persons	0	0	62	0	0	0

involved in the use of reclaimed water							
Level of effectiveness of the re-education and public education programme	Index/Score/Level	0	1	1	0	0	0
Energy intensity of the BSTP (energy consumption/total water treated per year)	Percentage	0	0	20	0	0	0
# of MV of PV installed	Megawatt	0	0	1	0	0	0
Quality of the reclaimed water	Milligrams per litre	0	0	450	0	0	0
Volume of treated wastewater (reclaimed water) utilized for aquifer recharge and/or agricultural irrigation per year	Cubic metres	0	0	2,250,000	0	0	0
% of persons trained are directly involved (utilizing knowledge from training) in the implementation, maintenance, operations and management of the BSTP	Percentage	0	20	80	0	61	61
Km of pipeline installed for transporting tertiary treated wastewater	Kilometres	0	3	9	0	0	0
Volume (m3) tertiary treated waste water made available per day	Cubic metres	0	0	5,000	0	0	0
Level of H2S emissions	Index/Score/Level	0	0.16	0.02	0.92	0.16	1.08
Amount of wastewater discharged into marine environment	Cubic metres	0	2,250,000	205,000	2,250,000	2,250,000	4,500,000
% of the total ground water resources extracted and used for agricultural	Percentage	0	16	10	0	17	17
Number of persons (by sex), involved in the production reclaimed water	No. of Persons	0	8	5	8	0	8

Activities				
Activity Name	Implementation Progress (%)	Utilised GCF Budget	Allocated GCF Budget	% (Automatically calculated)
Activity 1.1.1: Design, procure and convert/upgrade the existing conventional activated sludge (CAS) biological treatment process at the Bridgetown Sewage Treatment Plant to tertiary filtration and disinfection for achieving national reclaimed water-quality standards.	47	3,217,708.35	25,672,660	12
Activity 1.2.1: Install reverse osmosis (RO) membrane filtration systems to reduce the total dissolved solids concentration of the reclaimed water produced at BSTP	52	0	2,530,000	0
Activity 1.3.1: Implement a sewer monitoring programme that will include the installation of flow measurement and rain-gauging equipment at the Bridgetown Sewage Treatment Plants to identify and address sources of inflow and infiltration to the sewer. Mechanisms that identify and reduce or mitigate vulnerabilities in the wastewater collection systems will also be developed.	60	57,952.54	264,500	21
Activity 1.3.2: Establish on-site laboratory facilities and personnel at the BSTP to generate influent and effluent water quality data to inform operations control strategies that optimize operations and reduce energy consumption and GHG emissions.	59	2,768.22	221,375	1
Activity 1.3.3: Implement a Computerized Real-time Management System (CMMS) at the BSTP to inform decision making and climate resilient building	59	172,604.58	517,500	33
Activity 2.1.1: Install a grid-tied Photovoltaic (PV) Renewable Energy Systems to offset increased power consumption associated with the centralized treatment plant process upgrades using Category 3 hurricane resistant solar panels	55	1,429,240	1,732,000	82
Activity 2.1.3: Install sludge dewatering equipment to reduce the overall GHG and CO2 emissions associated with the biosolids.	37	0	1,010,000	0
Activity 3.1.1: Develop and provide specialized and customized training to support the operations and maintenance of wastewater collection and	30	300,123.81	707,056	42

Activities				
Activity Name	Implementation Progress (%)	Utilised GCF Budget	Allocated GCF Budget	% (Automatically calculated)
treatment facilities including photovoltaic equipment				
Activity 3.1.2: Update SOPs and Operational Manual with operational duties and responsibilities documentation that addresses the requirements of the upgrades, preventative maintenance, operator safety, and environmental monitoring, including specific risks posed by to climate change and gender and social inclusion considerations adaptation and preventative maintenance.	94	206,985	287,000	72
Activity 3.1.3 This risk management framework will be developed in consultation with all departments to identify the risk register, existing controls and further actions needed and opportunities for improvement. The latter will be implemented by BWA during the course of the project and assessed at the end of the project as a gauge of the level of sustainability built into the BWA's operations	0	0	145,000	0
Activity 3.2.1: Investigate and develop a strategic plan for the installation of RO water treatment facilities along the west coast corridor.	92	484,509.5	486,000	99
Activity 4.1.1: Undertake a legislative review to promote the Proclamation of the Planning and Development Act, Wastewater Reuse Bill and other related legislations for enhancing wastewater effluent quality, treatment options and re-use requirements and applications.	75	135,258.1	149,000	90
Activity 4.2.1: Develop a strategy and action plan to engage the private sector in the provision and adoption of wastewater treatment technology and the utilization of wastewater byproducts	50	112,448.98	142,000	79
Activity 4.2.2: Undertake a review and identify recommendations for a gender sensitive and socially inclusive incentive programme to encourage conservation, recycle, re-use.	20	31,021.11	153,000	20
Activity 4.3.1: Re-educate communities, teachers, students, farmers and businesses about the impact of climate change on water resources and their impact on water quality and quantity	55	341,505.73	383,000	89
Activity 4.3.2: Develop and implement a Gender Sensitive Public Awareness Campaign for community and visitors (tourists) through workshops, videos, community town hall meetings, site tours (demonstration of the plant	66	299,462	375,000	79

Activities				
Activity Name	Implementation Progress (%)	Utilised GCF Budget	Allocated GCF Budget	% (Automatically calculated)
technology and by-product reuse) and consultations.				
Activity 4.3.3: Develop a 3R-CReWS Project Web Page, which is dedicated to transparent measures of reporting, knowledge products, identify/host a link to the Redress Mechanism and provide update to all stakeholders on the project activities.	34	81,752	159,785	51

C.2.1. Subprojects							
Where applicable, include information on sub-projects. For projects and programmes approved until B.31, the logical framework should focus on the mitigation and adaptation Performance Measurement Frameworks (PMF). For projects and programmes approved from B.32 onwards, the logical framework should reflect the Integrated Results Management Framework (IRMF).							
Title	Currency	GCF Funds	Co-Financing	Country	GHG Emissions Reduced	Direct Beneficiaries	Indirect Beneficiaries
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
C.3. Compliance with FAA covenants				Yes ☒ No ☐			
CCCCC is in compliance with the relevant covenants under the FAA and the subsidiary agreement. In accordance with Clause 8.03 of the FAA, CCCCC submitted the interim evaluation report to both the Secretariat and the Independent Evaluation Unit. Further, pursuant to Clause 10.2(n), CCCCC submitted the Operations Manual for the Fund's review and no-objection.							
C.4. Funded Activity Implementation Arrangements in the Following Year				Yes ☐ No ☒			
There has been no change in the implementation arrangements for the project, and CCCCC continues to work closely with the BWA in its implementation. However, a request for a no-cost extension will be submitted to the GCF once bids for the BSTP upgrade have been received and the implementation timelines are clearer.							

D. RISKS ASSESSMENT AND MANAGEMENT

D.1. Risk and mitigation measures

As stated in the Board-approved "Risk Appetite Statement," a cornerstone of the GCF's Risk Framework is proactive risk management. This includes risk identification, assessment, monitoring, reporting and appropriate mitigation to minimize and respond to risks, both directly and through partners implementing GCF's projects and programmes.

Risk Management Matrix

A risk is the probability of an event to adversely affect the achievement of the project Impact (its objectives, outcomes, and results). "Inherent risk" refers to the level of risk present before any of the mitigating measures are applied. "Residual risk" represents the level of risk after mitigating measures have been implemented.

Please update the project risk matrix by reviewing and revising information for all previously identified risks, and adding any new risks identified during implementation by selecting the adequate Risk Area in the drop-down menu. For each risk, ensure you provide a clear risk description, outline the potential negative consequences, specify the mitigating measures in place, and complete the severity scoring as required.

For the Integrity Risk Area, an annual reporting (and more frequent and prompt reporting if stated in the legal agreements with the GCF) is required for each of its 3 Risk Sub-areas, as GCF has zero tolerance for Prohibited Practices, for SEAH in Fund-related Activities, and for working with parties and engaging in activities subject to sanctions imposed by the United Nations Security Council. The AE reporting obligations under GCF's policies and in the legal agreement(s) with the GCF include but are not limited to requiring AEs to take action to identify, mitigate and promptly disclose to the GCF any real or perceived Conflict of Interest, any alleged or suspected Prohibited Practice, promptly notify the Fund of any material risks or other indications of money laundering and/or financing of terrorism in relation to the Project and promptly take remedial steps in consultation with the GCF.

The AE shall also provide updates on the risks and mitigating measures under the other Risk Areas when changes to already identified risks or new risks have been identified.

Risk scoring:

For likelihood, please rate on a scale from 1 to 5: 1. Unlikely, 2. Possible, 3. Likely, 4. Almost certain, 5. Certain

For impact, please rate on a scale from 1 to 5: 1. Close to none, 2. Low, 3. Medium, 4. High, 5. Catastrophic

The severity of each risk is automatically computed based on the likelihood and impact of the risk.

Risk 1	Natural Disaster		
Risk Origin	External Factors		
Risk Area	Natural hazard		
Risk Sub-area	N/A		
Description	Natural Disaster represent a material risk to timely and effective implementation of the 3R-CReWS Project, given Barbados' location within the Atlantic hurricane belt. The country is particularly exposed during the hurricane season, with the highest risk period typically between July and November. Barbados is also highly vulnerable to El Niño-related impacts, including drought, water stress, and extreme heat, which can further affect operations and stakeholder engagement. These conditions underscore the importance of flexible planning, contingency measures, and climate-resilient implementation arrangements.		
Consequences	Tropical storms and hurricanes can disrupt field activities, delay procurement, shipments and construction. Furthermore, it can have impact on the stakeholder engagements.		
Inherent Risk	Likelihood	Impact	Severity
	2 - Possible	4 - High	8 - Medium High
Mitigation Measure(s)	To mitigate this risk, the Project would front-load critical activities outside the peak hurricane period, particularly consultations, site visits, procurement processes, and any works vulnerable to weather-related disruption. Implementation planning would also incorporate seasonal scheduling, contingency timelines, and flexible procurement and contracting arrangements to accommodate potential delays. Where feasible, virtual engagement modalities would be used to maintain stakeholder coordination during disruptions.		
Residual Risk	Likelihood	Impact	Severity
	2 - Possible	3 - Medium	6 - Medium
Current Residual Risk	Likelihood	Impact	Severity
	2 - Possible	3 - Medium	6 - Medium

Comments	FLOODS AND HURRICANES		
Risk 2	Delays in ESIA Approval		
Risk Origin	Project Related		
Risk Area	Environmental and Social		
Risk Sub-area	Environmental and Social Safeguards		
Description	Delays in obtaining the required regulatory approvals on the ESIA and to proceed with construction for the upgrade of the BSTP plant could affect the timely implementation of the Project. The approval process may involve multiple agencies and technical reviews related to planning permission, environmental compliance, public health, utility coordination, and construction standards.		
Consequences	The delay in obtaining approval could result in further delay to start of works and have knock-on effects on procurement, contractor mobilization, and overall project scheduling. This risk may also contribute to cost escalation if delays are prolonged.		
Inherent Risk	Likelihood 2 - Possible	Impact 4 - High	Severity 8 - Medium High
Mitigation Measure(s)	Early engagement with the relevant authorities, timely submission of complete documentation, and close follow-up throughout the review process will be important to minimize this risk.		
Residual Risk	Likelihood 2 - Possible	Impact 3 - Medium	Severity 6 - Medium
Current Residual Risk	Likelihood 2 - Possible	Impact 3 - Medium	Severity 6 - Medium
Comments	Approval was granted to proceed with public consultation on March 18, 2026. Public Consultation was held on April 29, 2026 and report was submitted to PDD on May 12, 2026. Subsequent approval was provided by PDD on May 18, 2026.		
Risk 3	Increase in costs- manufacture cost, freights, and customs duties		
Risk Origin	External Factors		
Risk Area	Macro-economics		
Risk Sub-area	N/A		
Description	Financial risk may arise from increases in equipment, material, and overall construction input costs driven by higher manufacturing prices, rising freight charges, and increased customs duties associated with tariffs and ongoing global conflicts. These pressures can be particularly acute for small island states such as Barbados, which depend heavily on imported goods and are more vulnerable to shipping disruptions, limited carrier options, and longer supply lead times.		
Consequences	The project could face budget pressure, procurement delays, and possible scope adjustments if market conditions deteriorate further during implementation.		
Inherent Risk	Likelihood 3 - Likely	Impact 3 - Medium	Severity 9 - Medium High
Mitigation Measure(s)	To mitigate this risk, the Project will apply early and proactive procurement planning, including advance market assessments, timely tendering, and close monitoring of price trends for key equipment and materials. Where feasible, procurement packages and technical specifications will be structured to promote competitive bidding and allow flexibility in sourcing. The Project will also maintain close coordination with suppliers and relevant government authorities to anticipate shipping or customs-related constraints and reduce clearance delays.		
Residual Risk	Likelihood 2 - Possible	Impact 3 - Medium	Severity 6 - Medium
Current Residual Risk	Likelihood 2 - Possible	Impact 3 - Medium	Severity 6 - Medium
Comments	N/A		
Risk 4	Delay in Implementation of co-finance activities		
Risk Origin	Project Related		
Risk Area	Design and Implementation		
Risk Sub-area	N/A		
Description	The implementation of co-finance activities is at risk of delay because, as of the end of 2025, the BWA had not yet drawn down the resources from CDF required for execution		

	of the 9 km pipeline to convey reclaimed water from the upgraded BSTP. In addition, BWA submitted a request to the CCCCC to revise one co-finance activity from decentralized plants to a sewerage network; however, the official no-objection from the NDA remains outstanding pending Cabinet approval. These delays may affect the timely delivery of critical infrastructure, slow overall project implementation, and create knock-on effects for project milestones, disbursement schedules, and the achievement of intended outcomes.		
Consequences	This delay severely affects the project sequencing and reduces the project's ability to deliver expected environmental and service benefits within the planned timeframe. It may also increase implementation risk, create uncertainty around partner commitments, and potentially lead to cost escalations if decisions are further prolonged.		
Inherent Risk	Likelihood 3 - Likely	Impact 3 - Medium	Severity 9 - Medium High
Mitigation Measure(s)	As a mitigation measure, the CCCCC assisted the BWA in securing EU Technical assistance to complete the mapping of the 9km pipeline and the necessary environmental studies. As a mitigation measure to the change request, preliminary discussions have already commenced with the GCF, and clarification was received that the proposed change in co-finance activity would not constitute a major change. This provides a basis for advancing the request once the required national approvals are secured. Continued follow-up with BWA, the NDA, and relevant Cabinet processes will be critical to expedite approval, unlock the pending co-finance resources, and prevent further implementation slippage		
Residual Risk	Likelihood 3 - Likely	Impact 3 - Medium	Severity 9 - Medium High
Current Residual Risk	Likelihood 3 - Likely	Impact 3 - Medium	Severity 9 - Medium High
Comments	N/A		
Risk 5	General Elections		
Risk Origin	External Factors		
Risk Area	Political		
Risk Sub-area	N/A		
Description	The holding of General Elections in Barbados may result in changes in leadership and management within key institutions, including the Barbados Water Authority (BWA) and the National Designated Authority (NDA). Such transitions can affect continuity in project oversight, decision-making, and institutional coordination, particularly where new officials require time to become familiar with the project, its commitments, and pending actions.		
Consequences	Changes in management at the BWA and in the NDA may lead to delays in approvals, slower decision-making, and temporary disruptions in coordination across implementing partners and government agencies. This could affect the timely progression of project activities, including procurement, implementation of co-finance actions, reporting, and the securing of necessary clearances or endorsements. In some cases, shifting priorities under new leadership may also create uncertainty regarding the pace and sequencing of planned activities.		
Inherent Risk	Likelihood 2 - Possible	Impact 2 - Low	Severity 4 - Medium
Mitigation Measure(s)	To mitigate this risk, the project should maintain strong institutional documentation and ensure that all key decisions, commitments, and pending actions are clearly recorded and regularly communicated. Continued engagement with technical and administrative focal points within the BWA, NDA, and other relevant agencies will help preserve continuity during any leadership transition. Regular briefings should also be prepared for incoming officials to facilitate a smooth handover and reinforce understanding of the project's objectives, obligations, and timelines. Where possible, proactive engagement before and after the election period should be maintained to minimize disruption and sustain momentum in implementation.		
Residual Risk	Likelihood 2 - Possible	Impact 2 - Low	Severity 4 - Medium
Current Residual Risk	Likelihood 2 - Possible	Impact 2 - Low	Severity 4 - Medium
Comments	N/A		

Risk 6	Technical and Operational		
Risk Origin	Project Related		
Risk Area	Design and Implementation		
Risk Sub-area	N/A		
Description	Wastewater treatment is a crucial public service that needs to be available at all times. The introduction of new infrastructural facilities for the treatment of wastewater carries risks associated with interruptions during construction, starting up the new procedures and staff experience.		
Consequences	If these risks materialize, they could lead to temporary service interruptions, reduced treatment performance, operational inefficiencies, or non-compliance with required environmental and public health standards. Delays or difficulties during construction and start-up may also affect project timelines, increase operational costs, and place additional pressure on existing facilities and staff. Inadequate staff readiness or unfamiliarity with new procedures could further contribute to equipment misuse, slower response times, and extended stabilization periods for the new systems.		
Inherent Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Mitigation Measure(s)	BWA staff are very familiar with the current facilities at the WTPs that will see facility upgrades. They will be engaged in the planning of the installation works from the beginning and be fully consulted and engaged during the implementation of the works. The suppliers of the new facilities will be required to install and start operation of all facilities, fine-tune installations over an initial operating period, as well as training of BWA staff.		
Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Current Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Comments	N/A		
Risk 7	Governance		
Risk Origin	Project Related		
Risk Area	Environmental and Social		
Risk Sub-area	Gender & SEAH		
Description	Inadequate incorporation of gender, and environmental and social safeguard (ESS) considerations into the implementation of the proposed activities as well as its management.		
Consequences	Inadequate attention to ESS and gender issues could also undermine community support and limit the project's ability to deliver intended benefits fairly and responsibly.		
Inherent Risk	Likelihood	Impact	Severity
	2 - Possible	2 - Low	4 - Medium
Mitigation Measure(s)	To mitigate this risk, gender and ESS requirements are systematically mainstreamed into project planning, implementation, monitoring, and reporting processes. Clear roles and responsibilities are assigned to ensure accountability for compliance, and relevant staff and implementing partners receive regular training and guidance on gender integration and safeguard obligations.		
Residual Risk	Likelihood	Impact	Severity
	2 - Possible	2 - Low	4 - Medium
Current Residual Risk	Likelihood	Impact	Severity
	2 - Possible	2 - Low	4 - Medium
Comments	N/A		
Risk 8	Prohibited Practices		
Risk Origin	Project Related		
Risk Area	Integrity		
Risk Sub-area	Sanctions		
Description	Procurement process may be compromised by application of sanctioned entities to tenders		
Consequences	Dissatisfaction of country and high risk to project implementation.		
Inherent Risk	Likelihood	Impact	Severity

	1 - Unlikely	3 - Medium	3 - Low
Mitigation Measure(s)	Procurement of goods and services for the project will be undertaken by CCCCC. CCCCC has in place a procurement system that complies with international standards. In particular, CCCCC will not contract any party who is on the United Nation sanctions list. Barbados is a participant in FATF and its regional body CFATF.		
Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Current Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Comments	N/A		
Risk 9	Forex		
Risk Origin	Project Related		
Risk Area	Financial		
Risk Sub-area	N/A		
Description	Currency fluctuations may impact the budget of the project.		
Consequences	Currency fluctuations may increase the cost of goods, services, and contracts denominated in foreign currency, which could reduce the purchasing power of the project budget and create financing gaps. This may lead to budget overruns, the need to reallocate resources, delays in procurement or implementation, and possible scaling back of planned activities if additional funds are not secured.		
Inherent Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Mitigation Measure(s)	All international services will be procured in USD, hence there are no forex risks. The Barbadian Dollar is pegged to the USD at a rate of 1USD = 2BBD and has been stable for at least 10 years – domestically procured services are therefore also free of currency exchange risk. Procurement of goods for the facility upgrades at the WTPs, however, will be internationally tendered and may be subject to price fluctuations when specified in a currency other than USD. The tender documents will require bidders to quote the goods in USD as well as local currency, if relevant, such that factoring of currency fluctuations are visible to both parties.		
Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Current Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Comments	N/A		
Risk 10	AML/CFT		
Risk Origin	Project Related		
Risk Area	Integrity		
Risk Sub-area	Money Laundering (ML) & Terrorist Financing (TF)		
Description	The CCCCC is committed to full compliance with international standards, the Money Laundering and Terrorism (Prevention) Act, Chapter 104 of Belize and any other applicable legislation in the territories of its Members. This commitment is set forth in this Policy which defines the guiding principles for adequate prevention and control.		
Consequences	Failure to comply with applicable anti-money laundering, counter-terrorism financing, and related legal requirements could expose the CCCCC to legal, regulatory, financial, and reputational risks.		
Inherent Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Mitigation Measure(s)	The CCCCC identifies, seeks out and accepts funding ONLY from established reputable and legitimate sources, which themselves have pledged strict compliance with the standard international legal framework governing prevention of ML and TF. The institution upholds the Rule of Law to ensure that its work and that of its partners and beneficiaries is free from criminal interference and that resources are used for the intended purpose. The CCCCC does not associate with terrorist organizations nor		

	distribute or allocate funds to partners who support, carryout or advocate terrorist activity. The CCCCC is committed to ensuring that the risk of its business machinery being exploited for the purpose of money laundering and of our donor funds being diverted to terrorist activity is abated.		
Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Current Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Comments	N/A		
Risk 11	Fraud, Bribery & Corruption and Collusion		
Risk Origin	Project Related		
Risk Area	Integrity		
Risk Sub-area	Fraud / Bribery & Corruption / Collusion and any other prohibited practice		
Description	Risk of fraud, bribery/corruption, collusion, abuse, obstruction, retaliation against reporters/witnesses, money laundering, terrorist financing, or other prohibited practices in FP192 procurement and implementation.		
Consequences	The consequence would be compromised value for money, poor-quality or non-compliant works/services, delays to wastewater treatment upgrades and reclaimed-water infrastructure, reputational damage, weakened public trust, and reduced climate-resilience outcomes. At the GCF level, consequences can also include rejection/disqualification of proposals, reprimand, suspension or cancellation of undisbursed funds, debarment, conditional non-debarment, restitution of improperly used or diverted funds, disciplinary action for personnel, and referral of suspected unlawful conduct to competent authorities.		
Inherent Risk	Likelihood	Impact	Severity
	1 - Unlikely	4 - High	4 - Medium
Mitigation Measure(s)	CCCCC sole administration of GCF funds; separate project bank account; procurement under CCCCC international-standard procedures; subsidiary-agreement compliance by BWA; code of conduct for staff/bidders/vendors; exclusion of sanctioned entities; supporting-document checks before payment; quarterly reporting; annual independent audits; record retention; whistleblower/IIU reporting; AML/CFT due diligence; and explicit anti-fraud/conflict-of-interest controls in FP192's risk management framework		
Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	4 - High	4 - Medium
Current Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	4 - High	4 - Medium
Comments	N/A		
Risk 12	Conflict of Interest		
Risk Origin	Project Related		
Risk Area	Integrity		
Risk Sub-area	Conflict of interest		
Description	a situation where a party, or its staff involved in project decision-making, has interests that could improperly influence, or be perceived to influence, official duties, contractual obligations, procurement, supervision, payment approval, or reporting.		
Consequences	If a conflict of interest is not disclosed or managed, CCCCC could face biased procurement or implementation decisions, unfair vendor selection, weak contract oversight, inflated costs, acceptance of poor-quality works or services, delayed delivery, reputational damage, complaints from stakeholders, and reduced achievement of project outputs. Counterparties are required to disclose real or perceived conflicts of interest and take action to deter, mitigate, and correct them. Failure to do so can lead to investigation, disciplinary or administrative action, and where proceeds are improperly used, refund or restitution may be sought.		
Inherent Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Mitigation Measure(s)	Mitigation should include: (1) mandatory disclosure of any real, potential, or perceived conflict of interest by CCCCC, BWA, PSC members, project staff, evaluators, and consultants; (2) recusal of conflicted individuals from procurement, payment approval, supervision, or decision-making; (3) use of the legally binding subsidiary agreement		

	between CCCCC and BWA to enforce compliance with GCF/AMA/FAA requirements on implementation, procurement, accounting, and reporting; (4) procurement under CCCCC procedures and procurement plan, with a Code of Conduct applying to staff, bidders, and vendors; (5) segregation of duties for procurement, technical evaluation, payment initiation, and payment approval; (6) reliance on signed supporting documents before payment; (7) PSC oversight, grievance redress, periodic reporting, and annual independent audit; and (8) prompt reporting of suspected wrongdoing to the GCF Independent Integrity Unit.		
Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Current Residual Risk	Likelihood	Impact	Severity
	1 - Unlikely	3 - Medium	3 - Low
Comments	N/A		

D.2. Report risk incidents

If any risk (previously identified or not) has materialized, please capture it here as a risk incident.

(this section is confidential)

E. FINANCIAL INFORMATION

E.1. GCF financing

In addition to the financial report in the annex, update the table with relevant GCF financial data for each country and instrument, including amounts and allocation percentages.

Country	Instrument	Currency (as per FAA)	Committed Amount	Disbursed Amount	Expenditure (reporting year)	Cumulative Expenditure	Mitigation	Adaptation
Barbados	Grants	USD	4,455,837.39	6,000,000	1,899,110.87	3,593,049.13	0%	100%
Total		USD	4,455,837.39	6,000,000	1,899,110.87	3,593,049.13	N/A	N/A

E.2. Co-financing

Please populate the table with relevant Co-financing data for each Co-financier and instrument, including amounts and allocation percentages.

Co-financier	Instrument	Currency (as per FAA)	Committed Amount	Disbursed Amount	Expenditure (reporting year)	Cumulative Expenditure	Mitigation	Adaptation
Barbados Water Authority	In-kind	USD	0	0	242,175.35	777,581.82	0%	100%
Total		USD	0	0	242,175.35	777,581.82	N/A	N/A

E.3. Additional Finance Mobilised Beyond Approved Co-financing

Report the realised (cumulative value) and/or expected volume (Final Target) of private/public finance leveraged as a result of GCF involvement in the investment, in addition to and beyond any co-financing originally committed at approval. This datapoint shall be reported separately from official co-financing figures and is intended to capture the catalytic effect of GCF investments and support institutional learning.

GCF Policy: <https://www.greenclimate.fund/sites/default/files/document/policy-cofinancing.pdf>

No additional finance mobilized information provided.

File Name: APR 3RCReWS_2025.xlsx

F. ENVIRONMENTAL & SOCIAL SAFEGUARDS, GENDER, and INDIGENOUS PEOPLES

This section provides an update against the ESS standards agreed as part of the Environmental and Social Action Plan (ESAP) and Environmental and Social Management Framework (ESMF), as well as Environmental and Social Management System (ESMS), Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Indigenous Peoples Plan (IPP), Indigenous Peoples Plan Framework (IPPF), Resettlement Action Plan (RAP), Resettlement Policy Framework (RPF) when applicable.

F.1. progress on key challenges and updates regarding Environmental and Social Safeguards

Key Environmental and Social Changes

Have there been any changes in the key environmental and social risks and impacts? If you tick 'Yes,' please provide further information.

Yes ☒ No ☐

Environmental and Social Safeguarding Updates

Have there been any change/update on environmental and social safeguarding? you tick 'Yes,' please provide further information.

Yes ☒ No ☐

The TORs for the ESIA/ESMP for the upgrade of the BSTP were provided by the Planning and Development Division (PDD) of the Government of Barbados and issued on 27th March 2025. The ESIA/ESMP commenced in April 2025, and Final ESIA/ESMP was submitted to Planning Development Department on December 23, 2025.

A Preliminary ESIA/ESMP Report for the Construction of Two Decentralized Wastewater Water Treatment Plants /Treatment Systems for Belle Vue, Belle Tenantry and Belle Gap developments was concluded in May 2025. This preliminary Report recommended the replacement of the two proposed decentralized Water Treatment Plants /Treatment Systems with an integrated Wastewater Collection Systems connecting these developments to the existing Bridgetown Sewerage System, serviced by the BSTP.

F.2. Compliance with laws and regulations applicable to ESS. Gender and Indigenous Peoples.

Have there been any changes or updates regarding compliance with applicable laws and regulations of the country, as well as the relevant conditions or covenants under the FAA?

Yes ☐ No ☒

Compliance with Barbados' environmental, planning, water resources, and building regulations has been assessed under the GCF Environmental and Social Policy. The BSTP ESIA confirm alignment with the Environmental Protection Act, Planning and Development Act and EIA Regulations, Water Resources Management Act, and the Barbados National Building Code. However, these requirements were not triggered during the 2025 APR period because the project remained in the design and preparatory stage, with no construction activities and ESIA approval still pending. Full applicability and enforcement of these regulatory requirements are expected during the 2026 reporting period after completion of the national EIA process.

F.3. ESS standards implementation progress

Does this reporting period include any ESS standards-related activities or updates?

Yes ☒ No ☐

If you tick 'Yes', please provide further information to report on the progress made in complying with the requirements of the relevant ESS standards that were triggered during the approval of the funding proposal and during the reporting period, if any; and the GCF Indigenous Peoples Policy, if relevant, describing achievement and specifying details outlined in the tables below.

Activities implemented during the reporting period, including monitoring

1. Development of the ESIA/ESMP for the upgrades to the BSTP [Struktur/Dahlem] 2. Air Quality Baseline Assessment and Monitoring Plan - started April 2025 [Struktur/Dahlem] 3. BSTP Environmental & Social Impact Assessment and Env. & Soc. Management Plan (ESIA/ESMP) started April 2025 [by Struktur/Dahlem] 4. Design of the Layout of a 9 Km Long Reclaimed Water Pipeline and the Realization of an ESIA/ESMP for the Construction of Two Decentralised Water Treatment Plants and Treatment Systems in the Locations of Zone A of Barbados [by DEM, EU-FIIAP - co-financing] 5. Design & Layout for 9Km Pipeline & ESIA/ESMP for Wastewater Collection Systems Belle Vue, Belle Tenantry and Belle Gap [by DEM, EU-FIIAP] 6. ESIA/ESMP for 9 Km Reclaimed Water Pipeline & Aquifer Recharge Wells (ongoing) [BWA Project Management Office] 8. Monthly reporting of BSTP Air Quality (H2S) & Water Quality commenced in August 2025 [BSTP Laboratory Technician]

Outputs during the reporting period

1. ESIA/ESMP for Upgrade to the BSTP 2. Air Quality Baseline Assessment and Monitoring Plan 3. BSTP Environmental & Social Impact Statement and Env. & Soc. Management Plan (Dec 2025) Final Mapping Report for 9km Reclaimed Water Pipeline - draft (December 2025) by [submitted DEM, EU-FIIAP] 3b. Preliminary ESIA/ESMP for the Construction of Two Decentralised Water Treatment Plants and Treatment Systems in the Locations of Zone A of Barbados (May 2025) [submitted by DEM, EU-FIIAP] 6. Monthly Reports on Air Quality for January 2025 - December 2025 submitted to 5Cs PMO by Laboratory Technician 4. Design & Layout for 9Km Pipeline & ESIA/ESMP for Wastewater Collection Systems Belle Vue, Belle Tenantry and Belle Gap [by DEM, EU-FIIAP] 5. ESIA/ESMP for 9 Km Reclaimed Water Pipeline & Aquifer Recharge Wells (ongoing) [BWA Project Management Office] 6. Monthly reporting of BSTP Air Quality (H2S) & Water Quality commenced in August 2025 [BSTP Laboratory Technician]

Key environmental, social and gender issues, risks and impacts addressed during implementation

During 2025 implementation, the project addressed interconnected environmental, social and gender issues associated with improving climate-resilient water services and the upcoming related infrastructure. Key environmental issues included chronic water scarcity, high water losses, pollution risks to groundwater and the marine environment, and construction-related impacts such as dust, noise, traffic disruption, waste generation, spills, and occupational health and safety concerns. Emerging climate risks, including flooding, extreme heat, hurricanes and seasonal disruption, were also considered in the design and scheduling of major works, particularly the Bridgetown Sewage Treatment Plant upgrade, the reclaimed water pipeline, and the Belle Pumping Station solar PV installation. These risks were managed through environmental and social safeguards screening, ESIA/ESMP measures, contractor supervision, phased works, monitoring, and climate-resilient design features

Any pending key environmental, social and gender issues needing accredited entity's actions and GCF attention

None at the moment.

Remarks/Notes

The ESIA has been granted PDD Approval on May 18, 2026 and given the green light to proceed with the construction.

F.4. Sub-projects information

Have any subprojects been implemented?		Yes ☐ No ☒
N/A	N/A	

F.5. Implementation of the stakeholder engagement plan

Were any actions undertaken to increase engagement of relevant stakeholders in the project, particularly regarding environmental, social, and gender elements?	Yes ☒ No ☐
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Activities implemented during the reporting period
The attached stakeholder engagement schedule shows that activities implemented during the reporting period spanned governance, technical coordination, capacity building, and public outreach. These included quarterly presentations to the BWA Board, monthly PMO check-in meetings with management, gender sensitivity training and operational updates for BWA employees, Water Wednesday outreach, school visits, PSAs, ESIA-related consultations, and legislative review engagements. Activities were delivered through both virtual and in-person formats at venues such as the BWA Board Room, BWA HQ, the UWI Training Centre, and media platforms including CBC TV 8, Instagram, and YouTube, reflecting a broad and structured engagement approach. During the reporting period, 65 outreach activities were planned and executed under the Public Education and Awareness Campaign as part of the Stakeholder Engagement Plan. Four technical consultations were also held with beneficiary and co-implementor Barbados Water Authority staff at the Bridgetown and South Coast Sewage Treatment Plants. These discussions generated feedback on issues, best practices, stakeholder preferences, and possible solutions, particularly through exchanges with FICHTNER and DAHLEM on the Standard Operating Procedures and plant design, respectively. In addition, three community consultations, 10 school programmes, eight sensitization sessions, 30 training sessions, and 10 workshops were conducted. These activities took place across six parishes and engaged stakeholders from all demographics and socioeconomic backgrounds, including participants ages four and older. Collectively, they supported broad-based awareness raising, technical input, and inclusive stakeholder participation under the project.
Dates and venues of engagement activities
As per Stakeholder Engagement plan, the date and venue of activities held can be found on the table via the following link: https://bit.ly/4vdf9Qj
Sex-disaggregated data on stakeholder engagement participants (male + female = total)
By the end of 2025, the project had reached tens of thousands of beneficiaries, with its greatest gains driven by the KAP survey, other surveys, and digital outreach. While face-to-face activities remained important, they were generally lower in volume but higher in quality, underscoring the need to balance scale with meaningful engagement, especially under the SEP and GAP. 2025 was the project's strongest engagement year, supported by extensive training programmes, school and community workshops, and broad outreach efforts. Gender balance remained strong overall, with near parity in event participation, while female reach exceeded male reach across most digital content, including social media where women accounted for 65.65% of reach compared with 34.35% for men. The project also strengthened inclusion by engaging special needs institutions, vulnerable groups, faith-based organizations, and parish-based communities. Structured activities reached 654 direct beneficiaries (333 male, 321 female), while sensitization and community outreach reached 153 indirect beneficiaries (80 male, 73 female). This distinction between engagement and awareness is important for tracking performance under both the SEP and GAP. Overall, 2023–2024 laid the groundwork, while 2025 transformed that foundation into scaled national impact. Sex-disaggregated data is available here: https://bit.ly/4vj0PG0
Information shared with stakeholders
During the reporting period, stakeholders were provided with technical, operational, and public education information through a range of structured engagements recorded in the Stakeholder Engagement Schedule. Technical information was shared through consultations with BWA staff on SOP and Operational Manual updates, as well as discussions on the proposed BSTP plant upgrades and design consultations. Governance and project implementation updates were also shared through quarterly presentations to the BWA Board and monthly PMO check-in meetings. Community consultations and the KAP study facilitated the sharing and collection of information related to reclaimed water use, including for firefighting and agriculture, while also generating stakeholder feedback to inform baselines, training curricula, and educational materials. School programmes, sensitization sessions, trainings, and workshops disseminated information on water reuse, water scarcity, wastewater treatment, the 3R-CReWS Project, and related sector benefits. These activities were designed to be age-appropriate, gender-inclusive, and accessible, including outreach to special needs institutions and diverse stakeholder groups. Public-facing information was disseminated through Water Wednesday outreach activities, school visits and education programmes, and ESIA- and stakeholder-related consultations.
Outputs including issues raised and addressed during the reporting period



Remarks/Notes

Due to some observed inconsistencies in approaches, a gender responsive SE protocol was developed and is being implemented. This ensures that across the project, particularly by consultants and contractors that SE is being undertaken consistently in a gender responsive manner, with clarity on what that means and what is expected. This is additionally being consistently shared in comments on project reports and documents that feature significant SE components particularly those related to ESS activities such as ESIA and ESMPs. Moreover, due to at least one incident (reported but not via the GRM), safeguarding guidelines were also created and promoted.

Are there any planned ESS activities for the next reporting period or lessons learned to share from this period?

Yes ☒ No ☐

(1) Comprehensive Environmental & Social Safeguards (ESS) Implementation Plan for 2026, including construction phase ESMP with specific mitigation measures for BSTP upgrades: (2) Public Consultation for BSTP ESIA/ESMP (scheduled for April 2026) (2) ESS Monitoring Template (3) Stakeholder engagement calendar with community-specific activities; (4) Capacity building program for BWA operational staff and emergency response procedures. (5) continue SEAH and GBV training for staff and consultants (6) Occupancy Survey Report (PV System) (7) ESS and GRM Training (8) KAP Study - Training & Education materials for Farmers, Schools, Businesses and Communities Table 1: Combined Stakeholder Engagement and Capacity Building Activity Schedule (Leisa Perch) - ask Tracey how to include (9) Townhalls - Project Education & Awareness

There are no indigenous people in Barbados so there are no specific engagements, stories or good practices to report on this area. In the context of local communities, the project continues to explore, seek and engage with targeted communities within Barbados including the LGBTQIA+ community, no good practices have emerged as yet but more time and people power will be needed to engage simultaneously and separately in 2026 and 2027.

Please indicate whether the project can confirm the following statement:

☒ The accredited entity confirms the statement above at project-level, AE-level, and GCF-level grievance mechanisms.

☐ The accredited entity does not confirm the statement above

Yes ☐ No ☒

No formal grievances were received during the reporting period through the Project's Grievance Redress Mechanism (GRM) or any other recognized reporting channel. However, a consultant's report referenced an SGBV-related incident raised in the context of training. This matter was reviewed internally, but no formal complaint or incident report was submitted, and no supporting documentation was provided to enable further assessment under the GRM. Because of confidentiality, survivor-centred, and non-retaliation requirements under CCCCC's Environmental and Social Safeguards framework, specific details could not be disclosed. Relevant parties were informed of and encouraged to use available reporting channels, but no formal submission followed. In line with SEAH/SGBV good practice, reporting remains voluntary and cannot be compelled. Despite the absence of a formal complaint, the issue was treated seriously. The Project responded by strengthening safeguarding provisions in the GRM, issuing enhanced guidance to consultants and implementing teams, planning targeted GRM/confidential reporting training for 2026, increasing SEAH/SGBV risk awareness in training activities, and engaging BWA teams to improve institutional readiness. The GRM was also enhanced in 2025, with updated procedures, a dedicated complaint form, and wider public awareness efforts.

F.8. Implementation of activities and actions agreed in the Gender Action Plan

In 2025, the GAP tracked activities across 7 outputs, emphasizing governance and compliance (Outputs 1, 5, 7), as well as highlighting training, participation, and incentives (Outputs 2, 3, 4, 6). In this year, there was movement across all 7 outputs, an improvement on 2024 reporting. Areas with strong advancements were linked to governance and compliance systems: GRM development, legislative review inputs, and gender-responsive data guidelines consistently advanced. Training and sensitization activities achieved partial success, with over 256 persons trained in SGBV. However, more specific gender participation initiatives, including the STEM internship program and vocational qualifications (were advanced with key documentation but not actually implemented due to coordination needed with BWA and other entities). Farmer incentive programmes and workshops for women-owned businesses were postponed until 2026, pending the results of the KAP survey and other data collection activities linked to ESIs for project activities. Progress achieved indicates a general trend of institutional strengthening as a foundation for the implementation of direct gender equity programming. This divergence implies a need for greater alignment in 2026 between institutional advances and on the ground impact. Notwithstanding, advances reflect consistent effort on the intersections between the GAP and the SEP, ESS and SEAH Plans.

Are there GAP implementation activities or progress to report for this period?

Yes ☒ No ☐

Summary on Activities and Actions agreed in the Gender Action Plan (max. 200 words)

Provide a progress report on the gender action plan developed during project preparation stage for the reporting period. This will primarily be a report on activities undertaken and results achieved because of completion of an activity. Further, it should also indicate if the project is on track to achieving the intended outcome(s). The reporting should be done for activities, targets and indicators already set in the action plan including on vulnerable groups (youth, poor, female heads of households, etc.) as would have been identified in the gender analysis and action plan. If activities or targets are not achieved as per plan, reasons should be provided, and recourse action should be proposed. Please include reporting on any changes or deviations. Include a Report on implementation challenges and lessons learnt and how these will inform on-going actions and what action will be taken by when to address the challenges faced. Incorporate both quantitative data and qualitative reports on the performance of such actions, and on progress on actions identified.

GAP Activity	
Hire a Gender Expert to conduct a Gender Gap Assessment, including consultations with key stakeholders as part of the Review of Wastewater Reuse Bill, Planning and Development Act, and other related legislations for enhancing wastewater effluent quality. treatment options and re-use requirements and applications.	
Indicator	
Legislative review notes include gender specific gaps and recommendations. (Yes/No)	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
This activity got off the ground in 2025 and at least 2 deliverables have been completed. A gender expert is part of the core team and stakeholder consultations begun, including with gender stakeholders. Baseline assessment and	

stakeholder mapping reports were completed as well as inception report. These were also reviewed by the Project Gender, Social and GRM Specialist to include gender specific gaps. A Roadmap for legislative updates as well as enhanced governance have also been completed.

Cumulative progress update (Entire period)

This activity is approximately 40% advanced and further deliverables are pending in 2026.

Budget	6,000
Currency	USD
Timeline (Planned completion of activity)	30 September 2026

Responsibility

- the BWA Board
- 3R-CReWS PSC
- Project Manager
- Project Gender, Social and GRM Specialist

Remarks/Notes

This activity is expected to be completed in 2026 and will also inform and be informed by other concurrent contracts including the Private Sector Strategy and Action Plan. This is currently on track and no mitigation actions are needed. Remaining action relates to the role of the Specialist in other activities of the Legislative Review contract.

GAP Activity

1.2 Ensure findings of gap assessment are captured in overarching legislative review.

Indicator

Legislative review notes include gender specific gaps and recommendations

Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1

Annual progress update (Reporting Period)

Deliverables produced to-date have included explicit gender considerations including gaps related to legislation as well as governance arrangements.

Cumulative progress update (Entire period)

This activity has been essentially completed with review notes identify gaps and also making recommendations for reform and or strategies including updated governance arrangements. The Roadmap finalized at the end of 2025 reflects gap assessment findings.

Budget	6,000
Currency	USD

Timeline (Planned completion of activity)	31 December 2025
Responsibility	
-The BWA Board -3R- CReWS PSC - Project Gender, Social and GRM Gender Specialist	
Remarks/Notes	
The gap assessment has been completed.	
GAP Activity	
1.3 Ensure that water and sanitation master plan promotes gender sensitive actions as it relates to the water and wastewater sector.	
Indicator	
Number of specific actions targeting gender equality and inclusion of vulnerable people in Water and Sanitation Master Plan (3) Number of groups representing vulnerable populations consulted in development of Water and Sanitation Action Plan	
Rating of Indicator	AMBER (needs attention to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
Request made again in December 2025 to review the revised Master Plan. This request has not yet been fulfilled.	
Cumulative progress update (Entire period)	
At least one review of the initial draft completed but review of the final document is still pending.	
Budget	5,000
Currency	USD
Timeline (Planned completion of activity)	31 May 2026
Responsibility	
-The BWA Board -3R- CReWS PSC - Project Gender, Social and GRM Specialist	
Remarks/Notes	
Specific targets included 1 water and sanitation master plan completed and Number of Women's Groups, consulted in development of Water and Sanitation Action Plan .(10). Specialist has been unable to verify that the second target has been met.	

GAP Activity	
1.4. Ensure update to Standard Operating Procedures (SOP) and Operational Manuals of the BWA address the requirements of gender and SGBV.	
Indicator	
Number of BWA SOPs and manuals developed to include gender needs of wastewater section.	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	3
Annual progress update (Reporting Period)	
Contract with Fichtner was signed and initiated in 2025 with the team including a specific gender specialist. Inception meetings, stakeholder engagements and draft SOPs were produced in 2025 and submitted for review. At least two of these SOPs have an explicit gender focus - 1 on GBV and another requested to focus on PSEAH. Gender considerations were also flagged for the confined space SOP which had not considered the GBV related safety issues of a confined space environment. The OWB contract for BTSP operational strengthening was also initiated and the inception meeting for Operational and Maintenance Gap Assessment held and a draft of the gap assessment provided for review. The project Gender, Social and GRM specialist provided specific comments and also shared key documents with the team to ensure alignment with other 3RCReWS activities. Revision of stakeholder engagement reports completed and baseline assessment report for SOPs also reviewed.	
Cumulative progress update (Entire period)	
This activity is on track and good progress is being made. The Operational Manual was drafted but not yet reviewed at the end of 2025 (review pending Q1 2026). This activity is expected to be finalized in 2026 with no barriers limiting or hindering implementation. 30% progress on the SOPs and 20% on the OWB Operational Strengthening by end 2025.	
Budget	10,000
Currency	USD
Timeline (Planned completion of activity)	31 December 2026
Responsibility	
-3R- CReWS PSC - Project Manager - Project Gender, Social and GRM Specialist -BWA Wastewater Manager	
Remarks/Notes	
The execution of this activity has also benefited from work by OWB on capacity of the BSTP team and specific technical trainings as well as a capacity assessment. Linkages between the Fichtner and OWB contracts have been strengthened bringing additional benefits which will be further elaborated in the 2026 APR. When gender commitments were linked directly to legislative and infrastructure processes, the outcomes were more sustainable and embedded in institutional practice. At the same time, dependencies created delays. Reliance on external contracts such as the Master Plan slowed delivery and left gender-sensitive aspects of activities less than fully implemented.	

GAP Activity	
2.1 Roll out UWI/BWA Gender Sensitivity Training programme for existing BWA employees.	
Indicator	
Number (disaggregated by sex) of BWA staff members participating in the UWI/BWA Gender Sensitivity Trainingprogram (300)	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	300
Annual progress update (Reporting Period)	
This activity was initiated and concluded in 2025 successfully. 2 of the 3 reports were submitted by 2025 with final reporting lagging behind actually completion of the training. Feedback provided on all reports particularly to enhance impact and data. 265 persons overall were trained mostly from BWA and across various departments as well as other government agencies and NGOs. GRM related documentations also provided to be integrated into training materials (https://www.dropbox.com/scl/fi/5trprzvt6sgj21a07667w/3RCREWS_EnhancedGRMSummary.pdf?rlkey=43jb2obb4qhvpaspbaylxb&dl=0). The course material is available for deployment and the theatrical representation is a good practice to build on. A reported incidence of SEAH during the training spurred the development and quick deployment of safeguarding guidelines and internal review and also tested some of the key principles for GBV/SEAH reporting and the use of the GRM as a formal report was not made. The incident reinforces the need for continued engagement, enhanced safeguarding for contractors/trainers and expanded promotion and awareness of the GRM and confirms findings in the gender assessment for the project.	
Cumulative progress update (Entire period)	
100% completion of this activity was achieved in 2025 with participation beyond BWA to include other Ministries. Equitable participation by both men and women was also achieved.	
Budget	45,000
Currency	USD
Timeline (Planned completion of activity)	31 December 2025
Responsibility	
BWA Human Resource Department - Project Gender, Social and GRM Specialist -Project Manager	
Remarks/Notes	
SGBV training engagement revealed important psychosocial needs among staff and participants, highlighting the need for trauma-sensitive training design and delivery. At the same time, delays in Women in STEM internships and vocational activities exposed persistent equity gaps and systemic barriers limiting women's and marginalized groups' participation in technical and decision-making roles. While staff uptake of training was strong, showing individual readiness, organizational progress on gender equity commitments remains slow and limited. Additional gender support, together with work under the SOPs, Operational Strengthening and the GRM, offers a valuable opportunity to reinforce and build on this foundation.	

GAP Activity	
2.2 Develop online self-paced mandatory SGBV training for all BWA employees	
Indicator	
# Of SGBV Trainings Developed and % of BWA employees by sex who have taken SGBV training	
Rating of Indicator	AMBER (needs attention to be met)
Baseline	0
Target, including sex-disaggregation where applicable	2
Annual progress update (Reporting Period)	
This activity is expected to be developed from the in person training carried out under Activity 2.1. Training material and facilitation materials are available as are lessons learned in the final report (submitted in 2026 not 2025). Additional engagement is needed with BWA and IGDS as well as the Project Team to make a final decision on this.	
Cumulative progress update (Entire period)	
Key material exists as does lessons learned from the 2025 in-person training under GAP Activity 2.1. Planned online training for contractors and BWA staff will further	
Budget	45,000
Currency	USD
Timeline (Planned completion of activity)	31 December 2026
Responsibility	
BWA Human Resource Department - Project Gender, Social and GRM Specialist -Project Manager	
Remarks/Notes	
Good progress has been made and this activity is being supported/supplemented by other activities under GAP Output 5 (GRM) and Output 7 (Mandatory training for BWA staff).Key meetings with responsible parties in 2026 with determine a final decision on next steps.	
GAP Activity	
2.3 Conduct training for BWA staff on the updated SOPs and OM that include gender considerations.	
Indicator	
# Of operators (disaggregated by sex) exposed to the training on the SOPs and OM	
Rating of Indicator	GREEN (on track to be met)
Baseline	0

Target, including sex-disaggregation where applicable	70
Annual progress update (Reporting Period)	
This activity is linked to Activity 1.4 and is informed by the progress made there in the development of the SOPs. Engagement with internal as well as external stakeholders and information sharing with the OWB supports good progress on this activity. In addition to reviewing and commenting on the draft SOPs, the Gender, Social and GRM Specialist has shared the safeguarding guidelines for trainers as well as SE protocol developed for the project and the gender sensitive data guidelines to support planning and reporting to inform/support GAP implementation as well as reporting.	
Cumulative progress update (Entire period)	
Overall progress at end 2025 is 10%	
Budget	45,000
Currency	USD
Timeline (Planned completion of activity)	30 September 2026
Responsibility	
BWA Human Resource Department - Project Gender, Social and GRM Specialist -Project Manager	
Remarks/Notes	
This activity continues to be synchronized with s the BTSP upgrades for maximum impact but the BTSP team and BWA are engaged and informing the design and content of the SOPs and training through the OWB operational strengthening and under this activity are planned for 2026.	
GAP Activity	
3.1 Develop in collaboration with relevant training institutions Women in STEM Internship Programmes at Wastewater division.	
Indicator	
# of Women in STEM Internship Programme developed (1)	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
Additional engagement with training institutions was carried out to support the implementation under Activity 3.2.	
Cumulative progress update (Entire period)	

The activity has been completed as of 2024 in terms of programme design and is pending full implementation during 2026 and 2027 to use the resources to support internships.	
Budget	10,000
Currency	USD
Timeline (Planned completion of activity)	31 December 2024
Responsibility	
-Project Manager -BWA HR Department -BWA Wastewater Department - Project Gender, Social and GRM Specialist	
Remarks/Notes	
Fuller engagement with BWA PMO and BSTP is ongoing in 2025 and also planned for 2026 to accelerate full implementation of the approved programme under Activity 3.2.	
GAP Activity	
3.2 Implement in collaboration with relevant training institutions a Women in STEM Internship Programme at Wastewater division, including the recommendations from interns on potential measures to increase participation of women in STEM and to increase equality for women in waste water management.	
Indicator	
# of female interns participating in Women in STEM internship programme, # of reports including recommendations for improvement of gender within wastewater sector and # of recommendations implemented	
Rating of Indicator	AMBER (needs attention to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
Engagement with BWA is ongoing to coordinate with other internships and to finalize arrangements with training institutions. PPT developed to support internal and external sensitization (	
Cumulative progress update (Entire period)	
Some progress has been achieved but full implementation is still pending. Movement on this relies more on BWA actors and institutional uptake than other action as well as timely reporting also by BWA teams.	
Budget	10,000
Currency	USD
Timeline (Planned completion of activity)	31 December 2027

Responsibility	
-Project Manager -BWA HR Department -BWA Wastewater Department - Project Gender, Social and GRM Specialist	
Remarks/Notes	
Dependencies on external collaboration can slow delivery of gender-sensitive programmes. Efforts in 2026 will seek to accelerate this with planned engagements and joint workplanning activities. The establishment of a Gender Focal Point at BWA is also expected to support acceleration and TORs were developed and shared in 2025 accordingly.	
GAP Activity	
3.3 Ensure equal participation of men and women in Ratio of Males and females participating in Caribbean Vocational Qualification (CVQ)/ National Vocational Qualification (NVQ) courses offered under the Project.	
Indicator	
Ratio of Males and females participating in CVQ/NVQ programmes offered from 3RCREWS	
Rating of Indicator	AMBER (needs attention to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
Limited progress on this as attention was focused on GRM outreach. This activity aligns with the OWB Operational Strengthening contracts and efforts are being made to ensure they complement each other. Engagements still pending with institutions and BWA to initiate fully and implement strategy.	
Cumulative progress update (Entire period)	
Achievement to-date estimated at 15% as the strategy continues to provide critical discussions with BWA and also to inform other activities and to develop a robust but manageable internal training schedule.	
Budget	20,000
Currency	USD
Timeline (Planned completion of activity)	30 September 2026
Responsibility	
-Project Manager -BWA HR Department -BWA Wastewater Department - Project Gender, Social and GRM Specialist	
Remarks/Notes	
Planned discussions with BWA and BTSP to accelerate on this activity and potentially link to internship programme.	

GAP Activity	
3.4 BWA female staff to participate in public education campaigns encouraging girls and young women to aspire to leadership and technical roles in the wastewater sector.	
Indicator	
# of targeted outreach by BWA female managers, technicians and engineers to spaces with girls and youngwomen including schools	
Rating of Indicator	AMBER (needs attention to be met)
Baseline	0
Target, including sex-disaggregation where applicable	5
Annual progress update (Reporting Period)	
The target for this is for at least 5 events. Progress on this activity was limited in 2025 due to the need for a clear strategy, training and preparation and a specific focus on STEM for this activity. Activities carried out under GAP Activity 1.4 as well as under Output 7 bolster the capacity of female staff to undertake this expected role. Limited discussions on qualifying activities; no rollout or formal campaigns occurred in 2025.	
Cumulative progress update (Entire period)	
This activity is still at 10% . Though discussions continued including the December 2025 annual technical review meeting, a clear consensus on approach to this is still pending finalization.	
Budget	5,000
Currency	USD
Timeline (Planned completion of activity)	30 September 2027
Responsibility	
-BWA Public Relations Department -Project Gender, Social and GRM Specialist - Project Manager	
Remarks/Notes	
Preparation for this public engagement is being facilitated through other outreach activities and will pivot to more targeted engagement focused on gender and STEM. Moreover, Additionally this activity should also be informed by the OWB Operational activities as well as aligned with the work that will engage BTSP staff more directly.	
GAP Activity	
4.1 Convene gender informed stakeholder consultations to inform and solicit input from community members (heads of households, small farmers, small business owners and vulnerable populations) into the design, implementation and monitoring phases of the Project,	
Indicator	

# of consultations held with community members (heads of households, small farmers, small business owners and vulnerable populations) who offer inputs and receive information on the project from design to M&E	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1200
Annual progress update (Reporting Period)	
This activity progressed in 2025, mainly through the ESIA for the BSTP and 9KM but also greatly through the KAP survey and the land and occupancy survey, both of which involved direct engagement with households, farmers, and business owners. While not exclusively gender-focused, both activities applied a gender-informed approach. The KAP survey was the largest effort, reaching 29,933 respondents islandwide and reporting a female majority among participants. In 2025, engagement with the LGBTQIA+ community also continued through one meeting with a non-binary representative and several follow-up email exchanges. In total, 77 direct engagement activities reached 2,085 people, 51% of whom were female. These included three activities with children and young people at institutions serving learners with disabilities or special educational needs, benefiting 30 participants (23 male, 7 female). Two community consultations were also held, involving 15 participants (9 male, 6 female). To strengthen implementation, a stakeholder engagement protocol was developed, institutionalized, and shared with the team and consultants, alongside gender-specific data collection guidelines and training materials. Disability-inclusive engagement remained an important social inclusion area that continued to be monitored.	
Cumulative progress update (Entire period)	
By the end of 2025 progress reached an estimated 45% and with activities relating to the KAP, broader outreach and the land occupancy survey as well as ESIA's creating a solid foundation for more targeted engagement in 2026 and 2027. This engagement was also deemed to be more critical closer to the implementation of and during the physical works of the project.	
Budget	40,000
Currency	USD
Timeline (Planned completion of activity)	30 September 2027
Responsibility	
-BWA Public Relations Department -Project Manager -Project Gender, Social and GRM Specialist - PSC - BWA Wastewater Division	
Remarks/Notes	
While there was a significant expansion of outreach activities in 2025, not all of these qualify as engagement and meet the specific needs of this Activity. Under this component of the GAP a distinction is made between broad engagement through outreach and more targeted gender focused engagement. Further extrapolation of information and targeting as well as reporting and more targeted approaches are part of the mitigation strategy to improve outputs and impact from this activity. More time may need to be allocated for GAP implementation to meet the accelerated pace expected in 2026.	

GAP Activity	
4.2 Develop communication strategy that is informed by Gender sensitive KAP Survey. KAP Survey must therefore ensure that results are easily disaggregated by sex and that analysis of knowledge, attitudes and practice is gender responsive.	
Indicator	
% of women and men administered KAP instruments, KAP study reveals gender difference in analysis, #of persons benefiting from education activities.	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
Though the gender strategy was not completed or drafted in 2025, key elements were defined through the process of developing and designing the survey. Strategy development can also advance in 2026 with the completion of the survey field work/data collection in 2025. Activities in support of this critical process included inputs/feedback on KAP study design and methodology, comments on revised KAP questionnaire, KAP assessment feedback and participation in progress and update meetings. KAP survey outreach provide a solid foundation and sample frame for strategy design with 29,933 persons engaged more than half of whom were female.	
Cumulative progress update (Entire period)	
Progress overall by the end of 2025 is estimated to be 25%, another 15% advance on top of 2024 with the completion of the KAP survey field work serving as a critical milestone. Inputs throughout 2025 also ensured that the gender analysis and thus the gender strategy would be achievable once the survey was complete and the report prepared. This progress sets a strong foundation for gender sensitive analysis of the KAP data and findings, development of the strategy and consultation around the strategy before robust implementation. 1 of 3 target indicators have been met that support the overall impact indicator i.e. % of women and men administered KAP instruments (51%, 49% respectively) - in fact this target was exceeded.	
Budget	324,000
Currency	USD
Timeline (Planned completion of activity)	30 September 2026
Responsibility	
- Project Manager - Project Gender, Social and GRM Specialist - BWA Public Relations Department - 3R-CReWs PSC	
Remarks/Notes	
The other 2 indicators should be advanced and completed in 2026. No further mitigation actions needed.	

GAP Activity	
4.3. The 3R-CReWS Project webpage will report on project results disaggregated by sex where possible. Webpage will include communication messaging including of gendered impacts of climate change on water supply and messaging encouraging use of reclaimed water targeting female farmers, heads of households and small business owners.	
Indicator	
-% of applicable project results based on Project Log frame disaggregated by sex on Project website. -Number of stories communicating gendered impact of climate change on water supply and access -Number of Communication messages encouraging use of reclaimed water targeting female farmers, heads of households, small business owners and small business owners (4)	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	4
Annual progress update (Reporting Period)	
In 2025, more targeted gender messaging emerged including outputs such as informercials on the GRM (https://www.dropbox.com/scl/fi/wov3godgb0d657ogvp5k0/Informercial-5-final-draft.mp4?rlkey=n0jblads8f9s0ltgxcvy22lt&dl=0), specific videos on the GAP and related activities including the SGBV training, specific gender inputs into animations to support outreach and sensitization (https://www.dropbox.com/scl/fi/tzuoiects7ghrxsuqv2zf/Email-exchange-on-Gender-focused-Animated-Informercial.pdf?rlkey=1w5bdhag1qeov6nptsrkcoiva&dl=0) as well as the enhancement of the website with GRM related materials including the enhanced guidelines for GBV/SEAH (https://www.dropbox.com/scl/fi/qm6hv5g3j86nnsift8yki/3RCReWS_EnhancedGRM_PostersFlowProcess_rev.pdf?rlkey=x2co65zeaoykkdnfuxkewaoo9&dl=0).	
Cumulative progress update (Entire period)	
By the end of 2025, progress overall for this activity reached 25% implementation with a good foundation set for more stories and input with a gender focus in 2026 and 2027. The website is now established as a key component of GRM implementation as well as awareness raising for the GRM linked to social media campaigns also speaking more broadly to project objectives.	
Budget	50,000
Currency	USD
Timeline (Planned completion of activity)	31 December 2026
Responsibility	
-BWA Public Relations Department -Project Gender, Social and GRM Specialist -Project Manager	
Remarks/Notes	
This activity is expected to accelerate significantly in 2026 with several stories published and more outreach with a gender focus and with specific target audiences. The timing for this intense phase is aligned and must be aligned with the more intensive action on physical works and transformations towards the greater availability of reclaimed water and its availability for use by various target beneficiaries.	

GAP Activity	
5.1 Update the Wastewater Division Complaints Management System to ensure complaints system is capable of capturing SGBV complaints, publicized(including on Project webpage), accessible for directly impacted communities and has mechanism for external referral, including the CCCCC GRM.	
Indicator	
- Existence of mechanism for reporting on SGBV as part of Wastewater Management Division Complaints Management System. - % of stakeholder engagement, community events that publicizes the SEAH /SGBV complaints process. - Complaints system accessible on project webpage. - CCCCC GRM Publicized as source for receiving SGBV related complaints.	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
2025 was a period of consolidation with tweaks to the finalized and updated enhanced guidelines finalized and integrated into the STEM internship programme as well as enhancement of materials and engagement readiness based on the completion of relevant procedures under Activity 5.2. Of the four targets 3 of 4 were significantly advanced while one remained pending. Completed: (1) Existence of mechanism for reporting on SGBV as part of Wastewater Management Division Complaints Management System (Yes), (2) Complaints system accessible on project webpage (Yes) and (3) GRM Publicized as source for receiving SGBV related complaints(Yes) - the role of the CCCCC GRM reflected in the enhanced guidelines document. Sensitization materials were prepared (https://www.dropbox.com/scl/fi/r7fe2a4qitu12ofnlo9xh/SensitizationPPT_3RCReWS_EnhancedGRMforGBVSEAH.pptx?rlkey=nwbvtauf5sexmbwy624qii4pn&dl=0). Engagement for BWA training was initiated to take place in December 2025 (https://www.dropbox.com/scl/fi/a8xra4mo4bnfza0gj1to8/Email-to-BWA-on-training-for-enhanced-GRM-and-Data-Guidelines.pdf?rlkey=sutzpx95keaidceh5y9oxo3q2&dl=0) but training postponed to 2026 due to unavailability of BWA staff.	
Cumulative progress update (Entire period)	
Overall progress reached 40% in 2025 with more pending investments pending on internal (BWA including BTSP staff) as well as external engagement - at the community level. With the finalization of the procedure, flow processes and other guidance, the foundation is set for the achievement of all targets. Recommendations made in APR 2024 have and are being actioned and increased commitment and collaboration with BWA is visible. This activity was also enhanced by other activities including the SGBV course and including of GRM content), the development of the safeguarding guidelines as well as ongoing work on SOPs including on GBV/SEAH and the inclusion of GBV/SEAH considerations in ESIA/ESMP reports as well as in the OWB Assessment.	
Budget	6,000
Currency	USD
Timeline (Planned completion of activity)	31 December 2026
Responsibility	
- BWA Human Resource Department - Project Gender, Social and GRM Specialist	
Remarks/Notes	

This activity is on target based on dates identified in the 2024 APR. Despite coordination and engagement related delays, enhanced efforts being made through engagement with HR as well as links to outreach programming particularly around the GRM. The development of posters and flow processes was an important milestone for this activity and more detailed guidance is expected in Q1 2026 along with more training.

GAP Activity

5.2 Develop and implement complaints procedure for addressing SEAH/SGBV complaints in wastewater sector.

Indicator

of SEAH/SGBV complaints procedures developed (1)

Rating of Indicator

GREEN (on track to be met)

Baseline

0

Target, including sex-disaggregation where applicable

1

Annual progress update (Reporting Period)

This activity was already fully achieved in 2024. Still, activities continue to reinforce the output under Activity 5.1. The enhanced GRM guidelines for GBV/SEAH were further tweaked to account for linkages to the CCCCC GRM and to enhance accessibility. Conversations with BWA continued and work also on internal reporting channels.

Cumulative progress update (Entire period)

Activity already completed.

Budget

7,000

Currency

USD

Timeline (Planned completion of activity)

31 December 2024

Responsibility

- BWA Human Resource Department
- Project Gender, Social and GRM Specialist

Remarks/Notes

No further action required.

GAP Activity

6.1 Update RAFF charter to include wastewater treatment and reuse options to promote gender equality.

Indicator

Review of charter includes assessment of needs of male and female business and households.

Rating of Indicator

AMBER (needs attention to be met)

Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
No significant progress was made on this activity due to continued delays in access to updates and draft instruments related to the RAFF but also further advances on other activities under Output 6 that could also inform the RAFF Charter. Initial thinking in 2024 continued in 2025, informed by based on research and good practices identified as part of Activity 6.2.	
Cumulative progress update (Entire period)	
Progress advanced slightly from 2% to 5% and will require additional efforts in 2026 in line with work on the BTSP upgrades. The key indicator (Review of charter includes assessment of needs of male and female business and households (Yes/No)) remains unmet.	
Budget	5,000
Currency	USD
Timeline (Planned completion of activity)	30 September 2027
Responsibility	
- Project Manager, - Project Gender, Social and GRM Specialist - 3R-CReWS PSC - BWA Board of Directors	
Remarks/Notes	
Continued delays related to the RAFF and its operationalization limit advances on this including revision, recommendations and a follow-up strategy. This is expected to by Q2 2026 and still be achieved on time.	
GAP Activity	
6.2 Develop recommendations for incentive programme provide opportunities that will benefit female headed households and socioeconomically deprived households.	
Indicator	
Existence of report providing recommendations for a gender sensitive incentive programme to benefit and socio-economically disadvantaged households (Yes/No)	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	

This activity made strong progress in 2025 through research into global good practices and their relevance for Barbados. Multiple papers were reviewed, and by December 2025 the research and recommendations were shared with BWA along with DRAFT Terms of Reference.

Cumulative progress update (Entire period)

This is expected to be achieved by the end of 2026

Budget	5,000
Currency	USD
Timeline (Planned completion of activity)	31 December 2026

Responsibility

- Project Manager,
- Project Gender, Social and GRM Specialist,
- 3R-CReWS PSC
- BWA Board of Directors

Remarks/Notes

No further action needed on this activity but more expected to continue under other activities under Output 6 and in other aspects of the project.

GAP Activity

6.3 Undertake re-education programs targeting farmers particularly women, to enhance capabilities and leadership for the adoption of wastewater treatment technologies and reuse options in two communities

Indicator

- Number of sessions targeting farmers especially female small farmers - Ratio of female to male farmers participating in re-education programme - % of small scale female farmers participating in the reeducation programs that adopt wastewater treatment.

Rating of Indicator	AMBER (needs attention to be met)
Baseline	0
Target, including sex-disaggregation where applicable	8

Annual progress update (Reporting Period)

Some progress made on this activity in 2025 mostly focused on targeted efforts through the KAP and other outreach/engagement activities with farmers and BADMC that inform the approach/strategy to realize the outputs and impacts. Meetings were conducted with the Ministry of Agriculture on some of the risks identified in the ESIA and also there were consultations with farmers, one of which was attended by the Gender, Social and GRM Specialist, that involved at least one female farmer.

Cumulative progress update (Entire period)

Progress advanced from 3% to 20% in 2025 but more work remains to be done to design and then implement the proposed sessions linked to the KAP and beyond.

Budget	324,000
Currency	USD
Timeline (Planned completion of activity)	30 September 2025
Responsibility	
- Project Manager, - Project Gender, Social and GRM Specialist, - 3R-CReWS PSC - BWA Board of Directors	
Remarks/Notes	
The re-education component of this activity could only be initiated once the KAP was completed and the report produced. Analysis of the report in 2026 will facilitate extraction of specific insights to inform the design of farmer specific re-education and outreach to female farmers in this context.	
GAP Activity	
6.4 Small scale female farmers who participate in re-education programs receive subsidies to adopt wastewater treatment technologies and reuse options in two communities.	
Indicator	
% of small-scale female farmers who participate in reeducation programs receiving subsidies to adopt wastewater treatment technologies and reuse options in two communities.	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	50
Annual progress update (Reporting Period)	
This activity is dependent on the re-education programme having started or significantly advanced. It is currently too early to initiate this given that the KAP report is still being reviewed.	
Cumulative progress update (Entire period)	
Progress has not advanced beyond the 5% achieved in 2024 as this activity waits for the KAP survey to be completed and then inform this activity.	
Budget	324,000
Currency	USD
Timeline (Planned completion of activity)	30 September 2026
Responsibility	
- Project Manager, - Project Gender, Social and GRM Specialist,	

- 3R-CReWS PSC - BWA Board of Directors	
Remarks/Notes	
N/A	
GAP Activity	
6.5 Male and Female headed households in Two communities in Zone A provided with connections to decentralized wastewater treatment systems.	
Indicator	
# Of Households with connections to wastewater treatment system	
Rating of Indicator	AMBER (needs attention to be met)
Baseline	0
Target, including sex-disaggregation where applicable	225
Annual progress update (Reporting Period)	
This activity has not yet started. It requires substantive upgrades to BTSP or advances. Those activities have not yet started.	
Cumulative progress update (Entire period)	
Progress remains at 0%. This indicator has not yet been met: # Of Households with connections to waste water treatment system (Disaggregated by sex of head of households). (225) (115 FHH, 110 MHH).	
Budget	1,140,000
Currency	USD
Timeline (Planned completion of activity)	31 December 2026
Responsibility	
- Project Manager, - Project Gender, Social and GRM Specialist, - 3R-CReWS PSC - BWA Board of Directors	
Remarks/Notes	
This activity will be accelerated once the work on the BSTP pipeline and other works start and advance.	
GAP Activity	
6.6 Workshop held to encourage small, and women owned businesses to leverage the mechanisms available (incentives and RAFF) for access to wastewater services.	

Indicator	
% of small and women owned businesses participating in workshop on leveraging the mechanisms available(incentives and RAFF) for access to wastewater services. -% of small and women owned businesses attending workshop that use information to access incentives/RAFF in order to access wastewater services	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	30
Annual progress update (Reporting Period)	
Limited direct progress has been made on this activity as it is planned for 2026. However, the KAP data and the research on incentives create an initial foundation for the design and implementation to come.	
Cumulative progress update (Entire period)	
No progress has been made on this in a significant way although the KAP results and the research on incentives is expected to inform the design and implementation of the workshop. Estimated progress estimated at 5%.	
Budget	18,000
Currency	USD
Timeline (Planned completion of activity)	31 December 2026
Responsibility	
- Project Manager, - Project Gender, Social and GRM Specialist - 3R-CReWS PSC - BWA Board of Directors	
Remarks/Notes	
This activity is on schedule and no further mitigation action is needed except to ensure some information on the RAFF is available to support the workshop objectives. Additionally, the consultancy on incentives should be advanced enough to also inform the proceedings.	
GAP Activity	
7.1 Ensure contractors, BWA staff and project staff interacting with community signs code of conduct to be developed under this project.	
Indicator	
-Existence of CoC that prohibits SEAH/SGBV - % of Staff, consultants working in communities who have signed COC	
Rating of Indicator	AMBER (needs attention to be met)
Baseline	0

Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
The draft CoC was discussed with the CCCCC Gender and Social Specialist and Legal Specialist and put on hold given some developments with the CCCCC CoC. Activities limited on this to focus first on GRM, its finalization and outreach to ensure that the CoC is anchored in a broader framework. Due to delayed feedback from BWA, this was not finalized and finalization is expected in 2026.	
Cumulative progress update (Entire period)	
One of two indicators have been met (Existence of the CoC). With the advanced work on the GRM Enhanced guidelines and other guidelines (Safeguarding for example) as well as the SGBV training, a significant foundation is in place to finalize and operationalize the CoC. Progress at the end of 2025 is estimated to be 75% including training, sensitization for BWA staff as well as beneficiaries and signature of key staff and contractors.	
Budget	0
Currency	USD
Timeline (Planned completion of activity)	30 September 2026
Responsibility	
- BWA HR Department - BWA Procurement Department - Project Gender, Social and GRM Specialist - 3R-CReWS PSC	
Remarks/Notes	
Urgent follow-up with BWA needed to finalize and operationalize the CoC including BWA HR. Not only signatures are needed but both sensitization and training will be important as will outreach to the community so they understand expectations for BWA staff, contractors and themselves.	
GAP Activity	
7.2 Select a gender balance Project Team	
Indicator	
- Ratio of Male to Female Project Team - % of men on project team in female dominated roles - % of women on project team in male dominated roles	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
The project team has gone through some changes but the project team remains generally balanced with the new NPC also being male. Females continue to play substantive roles i.e. the PM but also do fill relatively traditional roles i.e. Gender Specialist, PR and Admin roles. Of the three indicators: Ratio of Male to Female Project Team (1:1), % of men	

on project team in female dominated roles (20%) and % of women on project team in male dominated roles (20%), one has been generally met with the other 2 will require additional efforts.	
Cumulative progress update (Entire period)	
Progress continues to be steady with no significant changes in the core project team and with females playing technical but still at some level, also somewhat tradition roles. Progress at the end of 2025 is estimated at 50%.	
Budget	0
Currency	USD
Timeline (Planned completion of activity)	30 September 2027
Responsibility	
- BWA HR Department - CCCCC	
Remarks/Notes	
This target is on track and no more action needed that regular monitoring and seeking opportunities to involve and hire women in more non traditional roles and the same for men.	
GAP Activity	
7.3 Develop a gender balance PSC.	
Indicator	
Ratio of Male to Female on PSC (1:1)	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
The membership and gender balance of the PSC has remained as it was in 2024, with almost parity between males and females. There were no changes to the representatives for institutions in the PSC in 2025. The key indicator for this activity (Ratio of Male to Female on PSC (1:1)), has been largely met 95/100).	
Cumulative progress update (Entire period)	
Progress has been sustained at 95% considering the project still has 2 more years of implementation.	
Budget	0
Currency	USD
Timeline (Planned completion of activity)	31 December 2027
Responsibility	

- CCCCC
- BWA Board of Directors

Remarks/Notes

PSC membership and participation continue to be monitored on a meeting-by-meeting as well as annual basis to ensure consistent compliance with this requirement. The related data for participation is maintained in the project beneficiary/stakeholder tracker.

GAP Activity

7.4 Ensure representation of Bureau of Gender Affairs on PSC.

Indicator

Existence of representative of the Bureau of Gender Affairs on PSC

Rating of Indicator

GREEN (on track to be met)

Baseline

0

Target, including sex-disaggregation where applicable

1

Annual progress update (Reporting Period)

The target for this activity was achieved at the outset of the project and has been sustained during FY 2025. There are no expected changes in this regard. Emerging from the activities and analysis in 2025, ramped up engagement with the Bureau on the GAP more directly has been recommended

Cumulative progress update (Entire period)

Progress remains at 100% and has not changed. Most of the review and monitoring of this has been sustained by the CCCCC.

Budget

10,000

Currency

USD

Timeline (Planned completion of activity)

30 September 2027

Responsibility

- CCCCC
- BWA Board of Directors

Remarks/Notes

There are no actions to be taken on this activity although efforts are underway to engage more with BGA on the GAP. More engagement with BWA on this activity is desirable.

GAP Activity	
7.5 Recruit and retain a Social and Gender Specialist for the Project. The specialist will be responsible for stakeholder related activities to ensure gender mainstreaming, update of the complaints system, gender mainstreaming in all components of the project and reporting on gender progress.	
Indicator	
# of qualified Gender Specialist working on the project.	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	1
Annual progress update (Reporting Period)	
Progress on this activity has been sustained with the continued presence and input of the Specialist across many activities in 2025. The contract for the Specialist was further extended for another 2 years. In 2025 at least three new activities reached 100% completion including the enhanced GRM for GBV/SEAH, development of specific guidance documents, review of survey instruments, direct engagement with more consultants in the inception phase of the work, participation in technical review of RFP submissions, the completion of the SGBV training and the presentation of a report on incentive options to support FHH and low-income HH. More details on 2025 can be found in the attached Draft Annual Report. 8 main areas of activities took focus in 2025 and delivered across Outputs 1, 2, 4, 5, 6 and 7. More than 20+ technical reports and outputs were reviewed including the MTR Draft and Final Report.	
Cumulative progress update (Entire period)	
100% achieved and sustained. The Specialist, while working on average 6 days a month, has actively participated in project activities including SE, awareness building of the GAP, inputs into technical activities like the KAP and ESIA/ESMP report reviews and development of outputs to support and better guide the project. 3 more activities out of 30 reached 100% implementation. There has been some level of activity across 80% of GAP activities especially Outputs 1, 4 and 6 compared to the previous year .	
Budget	192,000
Currency	USD
Timeline (Planned completion of activity)	30 September 2027
Responsibility	
- BWA Human Resource Department - CCCCC	
Remarks/Notes	
This activity continues to make steady progress although the 6 day limit can be challenging during periods of peak project activity. Time continues to be used as effectively as possible (and days managed) to ensure continued engagement, input and surveillance of the GAP.	
GAP Activity	
7.6 Present annually to PSC, report on Progress of implementation of GAP.	

Indicator	
# of Reports on Gender Progress of Project presented to PSC (5)	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	5
Annual progress update (Reporting Period)	
Engagement with the PSC in 2025 was more indirect and through the PM as compared to the year before. No major issues have been raised by the PSC in their oversight role in the context of the GAP..	
Cumulative progress update (Entire period)	
At the end of 2025, progress reached 60% (a steady 20% annual implementation impact. The extension of the Specialist for another 2 years is indicative of the results achieved and the continuity this would also bring to the project and reporting to the PSC.	
Budget	10,000
Currency	USD
Timeline (Planned completion of activity)	31 December 2027
Responsibility	
-Project Manager -CCCCC -Project Gender, Social and GRM Specialist	
Remarks/Notes	
No further action needed on this activity as it is on track.	
GAP Activity	
7.7 Table annually, a discussion on the Progress of GAP Implementation as an agenda item of the PSC	
Indicator	
# of discussion on Gender report held at Project PSC (5)	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	5
Annual progress update (Reporting Period)	

The Specialist prepares monthly reports and for FY 2025 also prepared an Annual report that can be used to report to and inform the PSC on the progress of the GAP. These documents are used by the PM for the purpose of updating the PSC on progress in the implementation of the GAP.

Cumulative progress update (Entire period)

By end of FY 2025, this activity has progressed to 60% completion, on target for an annual achievement of 20% progress for each year of project implementation.

Budget	0
Currency	USD
Timeline (Planned completion of activity)	30 September 2027

Responsibility

-Project Manager
-CCCCC
-Project Gender, Social and GRM Specialist

Remarks/Notes

This activity is on target and no mitigation actions are needed.

GAP Activity

7.8 Ensure mandatory participation of Project staff in Gender Sensitivity and SEAH/SGBV Training sessions

Indicator

% Project staff participating in gender sensitivity training % of Project staff participating in SEAH/SGBV training

Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	100

Annual progress update (Reporting Period)

In 2025, as part of GAP activity 2.1, 265 BWA staff and other stakeholders were trained on SGBV as well as SEAH, additionally SGBV/SEAH as well as GRM related context was including in Biosecurity Awareness activities. There were 30 events in all for both Biosecurity and SGBV and a 46.3% participation by women was achieved. Moreover, materials for sensitivity training on both GBV and SEAH were prepared in 2025 for activities planned in 2026 that target the project team as well as BWA HQ and BSTP staff. Workshops registered the highest female participation (76.2 %), reflecting the predominance of single-sex girls' groups (4-H Brownies, Blossoms) in the workshop portfolio. BWA consultations, conversely, had the lowest female share (21.7 %), consistent with the male-dominated composition of plant-operator and engineering-consultation audiences. Training and school programmes were broadly balanced (46.3 and 46.6 % female respectively), and sensitisation sessions were female-majority (54.5 %).

Cumulative progress update (Entire period)

Although achieved in FY 2024, subsequent years and activities are critical for reinforcement and for regular engagement. These efforts are part of a regular ongoing engagement to strengthen capacities and to mitigate clear risks. Ongoing occasional incidents reinforce the need for regular (twice annually) sensitization and or training.

Moreover, the scaled up strategy that underpins progress also includes GBV/SEAH integration into the SOP and Operational Manual, the COC and its roll out as well as the OWB Assessment and institutional planning design and implementation. Sex-disaggregated participation varies markedly by modality.

The imbalance in BWA consultations warrants flagging in gender reporting. While it reflects the existing sex composition of the utility's technical workforce rather than a project-attributable exclusion, it suggests that future stakeholder consultation design may need to pair plant-operator sessions with deliberate outreach to female-majority professional cohorts (e.g., utility administration, customer-service, community-liaison staff) to achieve more balanced institutional engagement. One of the two indicators was met in 2025 and the other indicator partially met.

Budget	0
Currency	USD
Timeline (Planned completion of activity)	30 September 2027
Responsibility	
- BWA Human Resource Department - Project Manager -CCCCC - Project Gender, Social and GRM Specialist	
Remarks/Notes	
Scheduled training for BWA staff and the project team on the Enhanced GRM guidelines for GBV/SEAH in Q1 2026, supported by necessary engagement with the community which is necessary to support adhere and compliance with the objectives of this training. Achieving 100% training for BWA staff as training needs to be staggered to avoid effects on operations including plant operations, customer services and repairs - balancing these needs continues to be a need in focus in 2026 and 2027.	

GAP Activity	
7.9 Collect, store, and retrieve data disaggregated by sex and other vulnerability indicators for planning and decision making throughout the Project cycle, including during stakeholder engagement.	
Indicator	
% of applicable data collected, stored and is disaggregated by sex and other vulnerability	
Rating of Indicator	GREEN (on track to be met)
Baseline	0
Target, including sex-disaggregation where applicable	100
Annual progress update (Reporting Period)	
This activity is back on track in 2025 with significant progress made in key areas including an in-depth assessment of project data collection and review of key instruments and the production of data collection guidelines linked with an SE protocol as well as the enhanced guidelines to enhance overall gender-focused collection, storage, analysis and reporting. Additionally, due to improved capture of information on schools and stakeholder institutions, it is possible to disaggregate by ability/disability of special needs. Additionally, deeper analysis of data produced under one of the ESIA's revealed key insights that enhance the availability of qualitative information for decision-making. Out of the 2 indicators for this activity - 1 has been achieved (Baseline Report) and one is still ongoing although the fundamentals were in place by end 2025.	

Cumulative progress update (Entire period)	
From FY 2024 to end FY 2025, excellent progress was made by the finalization of the data Review and its submission, specific recommendations being made for improvement of data collection strategies and approaches, the development and institutionalization of specific gender responsive data guidelines as well as the development of specific data-related training materials. Progress at the end of 2025 was 70%.	
Budget	0
Currency	USD
Timeline (Planned completion of activity)	30 September 2026
Responsibility	
- BWA Wastewater Division - Project Manager - Project Gender Social and GRM Specialist - PSC	
Remarks/Notes	
The planned training, sensitization activities of 2026 will be critical to sustaining the momentum generated in 2025 and overall sustainability in terms of gender sensitive data collection. Moreover, planned updates in 2026 will significantly advance progress on the other indicator for this activity. ☐ The divergence between governance advances and stalled participation initiatives underscores the need for integrated planning that balances organizational strengthening with equity outcomes.	
F.9. Gender Action Plan implementation review	
Is the gender expert for the project/programme engaged to support the implementation of the gender action plan? If engaged previously, please advise if the gender expert has been retained by the project/programme, including plans to engage another expert if a previously engaged expert has left the project/programme.	Yes ☒ No ☐
<i>Yes the gender expert is in place. Her 2023 contract for 2 years (from 2023-2025) has been extended for another 2 years until November 2027. There are currently no indications that this would change but there are TORs in place in case the currently engaged consultant is no longer available. She currently works six days a month on average, focusing on specific GAP related activities including SE and also supporting review of key project documents including ESIA and ESMP reports.</i>	
Has the implementation of gender action plan/s being implemented according to Funding Activity Agreements and GCF's Updated Gender Policy? Please ensure that the budget is included in the reporting above if it was indicated in the approved or updated gender action plan.	Yes ☒ No ☐
<i>Yes a budget is available to support the GAP with some elements having explicit budgets in the GAP and others integrated into the overall budget. The major allocation is for the contract of the Gender, Social and GRM Specialist (the Gender Expert), a total of USD 83K for 2 years.</i>	
Are the planned activities, targets, indicators, timelines, etc. on track during the reporting period?	Yes ☒ No ☐

<i>Yes activities were generally on track during the reporting period except for SE due to the ongoing implementation of the KAP survey in 2025, following on from the planning process conducted in 2024. Even with that constraint, SE activities accelerated in preparation for the extensive activities</i>	
Were there any revisions of the approved GAP during the reporting period? Please submit the updated GAP in Annex section of this APR and ensure that the updated GAP has details on each change.	Yes ☐ No ☒
<i>No revisions were made to the GAP in 2025 but the GAP may be updated in 2026 when the KAP survey results emerge to ensure the remaining implementation is in line with those findings. Moreover, the GAP has been supplemented by additional documents including the enhanced GBV/SEAH guidelines for the GRM, a Stakeholder Engagement protocol and gender responsive data guidelines which can be treated as Annexes to the GAP.</i>	
Are the reported results on track to contribute to meeting the sex-disaggregated targets for the direct beneficiaries in the funding proposal, if applicable?	Yes ☒ No ☐
<i>The results are on track and aligned with actual project progress and the stage at which project activities have reached. Sex disaggregation of targets continues to be feasible for direct beneficiaries but direct benefits from the project are not as yet realized so reporting on this is currently limited. In addition to sex disaggregation, the project will also seek to report on targets and beneficiary participation by age, stakeholder type and location, given that there are multiple locations where project impact is expected to occur and generate benefits directly and indirectly to beneficiaries. The result of the KAP survey pending in 2026 are expected to enhance efforts to meet those targets particularly under GAP Output 4 as well as the broader objectives of the GAP.</i>	
Has the project/programme experienced any implementation challenges that affect gender-related activities? If yes, please include lessons learnt and how they are informing ongoing actions.	Yes ☒ No ☐
<i>The programme has experienced challenges in 2025. The lack of a Gender Focal Point at the BWA (an issue being addressed from multiple angles) continues to be a constraint in terms of direct and more substantive engagement on the GAP. Several activities remained unimplemented, including Women in STEM internships, vocational qualifications, farmer subsidies, and workshops for women-owned businesses due to coordination requirements with BWA and other entities. Workshops for women-owned businesses were deemed to be more relevant as actual physical activities were closer to starting and are expected to be initiated in March 2026.</i>	
Were there any best practices identified, or case studies prepared on benefits/activities undertaken as agents of action by women and the female heads of households during the reporting period? Please share any case studies in the text boxes or in the Annex section of the APR.	Yes ☐ No ☒
<i>No formal case studies were identified or prepared on beneficiaries or on women and vulnerable groups acting as agents of change. The project remains at an early stage of implementation, and it is expected that clearer examples, lessons learned, and documentable case studies will emerge during the 2026 reporting periods as activities progress. However, several good practices were identified: Regular ESS and Gender Training: Periodic training on Environmental and Social Safeguards (ESS) and Gender for BWA and BTSP staff is proving valuable and is increasingly recognized as a good practice. It is recommended that this training be conducted annually rather than every other year. Ongoing Sensitization Sessions: In addition to the main two-day training sessions, smaller and more frequent sensitization sessions on SGBV, GBV, and SEAH are emerging as an effective practice. These sessions help reinforce staff awareness and understanding on a continuous basis. Responsive Development of Safeguarding Guidelines: The project's timely response to concerns and incidents related to SGBV has also emerged as a good practice. This includes the rapid development and rollout of safeguarding guidelines, as well as more targeted gender-responsive guidance for technical contractors, particularly those with limited experience in gender mainstreaming in wastewater management</i>	
Provide planned activities on gender elements for the next reporting period	

Monitoring has been ad hoc but occurs at least quarterly, informed by monthly reports from the Gender, Social, and GRM specialist. In December 2025, a detailed Gender Action Plan review was conducted with a small team, including the BWA Project Office and was strengthened by the 2025 Annual Report, which highlighted progress, challenges, and scale-up opportunities. In 2026, monitoring is expected to become more formal, with quarterly activity/output summaries and mini assessments against targets. For the next reporting period, priorities include expanding stakeholder engagement with groups such as farmers, LGBTQIA+ persons, and business owners; using survey and KAP findings to strengthen stakeholder engagement and communications; and continuing gender, safeguards, GBV/SEAH, SEP, and GRM inputs into consultant, contractor, and technical processes. Other key actions include finalizing the project Code of Conduct and related training, revising monitoring tools, strengthening GRM awareness and channel-specific processes, conducting gender analysis of KAP data, and delivering ESS, gender, safeguarding, and data-guidelines training. Priority 2026 SE actions focus on integrating gender into legislation, SOPs, and manuals; Women in STEM internships and outreach; gender-informed consultations and communications; farmer and

G. ANNEXES (UPLOADED)
Annex 1: GHG emission reduction calculation methodology (for projects reporting GHG emission reductions) and details on the calculations of the annual and cumulative value.
File Name: Air Quality Baseline Assessment Report.pdf File Name: BSTP H2S Emissions Summary Analysis (2025) (1).xlsx
Annex 2: Communication and visibility material
File Name: 20250926_3RCReWS_GRMexpanded.pdf File Name: 3RCREWS_EnhancedGRMSummary.pdf File Name: C.1_Layout_FV.pdf File Name: C.2_PPE_Poster_FV.pdf File Name: C.3_CS_FV.pdf File Name: C.4_Benefits_FV.pdf File Name: D.1 - Introduction to new BSTP.v1.pptx File Name: D.2 - Nitrogen removal.v1.pptx File Name: Reclaimed Water.pdf File Name: Upgrade to the BSTP Poster.pdf File Name: Water Cycle Poster_ School kids.pdf
Annex 3: List of grievances received
No annexes provided.
Annex 4: Procurement information
File Name: FP192Procurement_Contracts Awarded.xlsx
Annex 5: Updated implementation timetable for the Funded Activity for the following year
File Name: Activte Implementation Plan_2026.xlsx
Annex 6: Updated Gender Assessment and/or Action Plan

No annexes provided.

Additional Annexes (if applicable)

File Name: Enhanced CoC for the 3R-CReWS project_2025.docx

File Name: 3RCREWS_EnhancedGRMSummary.pdf

File Name: SensitiizationPPT_3RCReWS_EnhancedGRMforGBVSEAH.pptx

File Name: 3RCREWS_AnnualReportDRAFTFeb132026.docx

File Name: 20260112_3RCReWS_GRM_revised.pdf

File Name: 3RCReWS_GRMIntegratingGBVSEAH_revMarch52025revclean.docx

File Name: Enhancing Data Collection in the 3RCReWS project_October 2025.docx

File Name: Recommendation for a Gender Focal Point at BWA for the further implementation of the 3RCReWS GAP.docx

File Name: Safeguarding Guidelines for Facilitators_July2025revclean.docx

File Name: Incentives Review document _June 2025.docx

File Name: 3RCREWS Non-Financial Incentives Research10-12-2025.docx

File Name: Wastewater Reuse incentives for FHH.docx

File Name: Wastewater Reuse Incentives for Disadvantaged Households in Barbados.docx