Gender Action Plan

FP316: Coral Reef Resilience Project (CRRP)

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GREEN CLIMATE FUND

Coral Reef Resilience Project: Gender Action Plan

Overall aim

The overall aim of the Gender Action Plan (GAP) is to ensure gender is intentionally integrated into all aspects of the Coral Reef Resilience Project (CRRP). The GAP covers gender-specific actions against each activity that aim to ensure gender issues, barriers and attitudes are adequately addressed and bring noticeable and meaningful benefits to women and men, especially in marginalized and/or vulnerable groups. Marginalized groups may include, but are not limited to women, youth, people with disability and LGBTQI+ persons.

GEDSI approach

The GAP for the CRRP has been designed to take into account gender equity, disability and social inclusion (GEDSI) which is critical for the success of the project, and has been developed based on the GEDSI Assessment. It aims to ensure that women and men, in all their diversity, have equal opportunities to participate in and benefit from the CRRP. It also ensures that both women and men can participate actively and in an informed manner in the planning and implementation of CRRP activities, with consideration of the gender norms, dynamics and relations within communities, and in culturally sensitive and appropriate ways. To ensure the GAP addresses the needs, concerns and aspirations of local stakeholders, focus group discussions and key informant interviews were conducted in four provinces in the Great Sea Reef (GSR) in Fiji and the findings are included in the GEDSI Assessment.

The actions under the GAP have adopted the language of the Logical Framework developed for CRRP. The GEDSI actions in the GAP relate to the specific activities and sub-activities under the project. Given the complexity of measuring GEDSI, quantitative and qualitative indicators have been developed to monitor the progress of the project and any potential risks, especially to women and other marginalized and/or vulnerable groups. Quantitative measures can support qualitative evaluations by providing a sense of scale for certain occurrences, while qualitative data can enhance the understanding of quantitative metrics. These aspects will require review and updates after specific activities (or interventions) are identified with communities and a village-specific comprehensive risk assessment is completed with all groups in target communities, especially women and other groups who are marginalized and/or vulnerable.

The gender-specific targets have been developed from global and national best practices and taking into consideration the gender norms within communities which can take time to change. Cultural norms do not recognize women as equals in decision-making. Women and marginalized

groups are either not consulted, not represented, underrepresented or uninvolved in decision-making related to marine resources and management. A strategy to promote women in leadership is to set a quota of 30% of the membership of women on boards and committees including community-level development committees. Therefore, the GAP lists that, for example in community consultations, at least 30 percent of participants should be women and other marginalized groups. This is the recommended minimum and the final percentages will depend on the gender roles, responsibilities and relations within individual communities. The targets can be revised and discussed in consultation with the key stakeholders and those responsible to ensure that are context specific to the respective project sites.

Capacity building and strengthening

To efficiently and meaningfully implement the GAP, the Gender Lead in the PMU will conduct a capacity needs assessment at the onset of the project implementation phase to evaluate the level, types and frequency of training and support that will be needed and provided to WWF staff and its implementing partners. This shall include training and regular refresher sessions on GEDSI concepts, GEDSI integration and GEDSI MEL. All staff will be required to have core GEDSI competencies before working on the CRRP. The Gender Lead will be responsible for ensuring all WWF staff and partners recognize and address gender-based violence (GBV) and sexual exploitation, abuse and harassment (SEAH) issues using the preventive structures put in place in the project and in Fiji, including GEDSI mainstreaming strategies as per the GAP, to respond immediately and appropriately, should these events occur during the project life cycle. All actors involved in the project will be trained (as needed) and required to follow WWF's policies and code of conduct, including the SEAH policy. WWF's Environmental and Social Safeguards Framework (ESSF) requires the development of a gender, SEAH/GBV-responsive Grievance Mechanism. The WWF Guidance Note on GBV and SEAH, as part of the ESSF Community Health, Safety and Security standard, will be applied if relevant complaints are filed through the Grievance Mechanism. The Gender Lead will identify and provide training on relevant tools that should be used to ensure all activities are designed, implemented and monitored in a GEDSI-sensitive and responsive way.

Project Management

The project activities will contribute towards the protection of Fiji's GSR to withstand the impacts of climate change and preserve the benefits it provides to communities in the provinces of Ba, Bua, Macuata and Ra. Moreover, the project will support reef productivity by addressing threats to the reefs from overfishing, land degradation and pollution.[1] The **specific objectives** of CRRP are to:

[1] The CRRP was initiated in 2017 through a participatory design, with Fiji as the pilot country. It was launched at COP23 and government entities met regularly to coordinate through the GSR Steering Committee. The accredited entity is WWF US and the implementing partners are the Ministries of Finance, Ministry of Fisheries and Ministry for Local Government. The delivery partner for market based solutions is Fiji Development Bank and the Executing entity is WWF Pacific.

1. Enhance the resilience of communities and their livelihoods to the impacts of climate change in Fiji's GSR through (a) the harmonization of existing policies and regulations which help achieve Fiji's national climate objectives, (b) passage of a new policy mandating the sustainable management of the GSR, (c) creation of seascape and adjacent landscape plans for the GSR, with necessary enforcement mechanisms, to ensure its proper management and protection, and (c) execution ecosystem-based solutions (EbS) and ecosystem-based adaptation (EbA) measures to help reefs continue to withstand anticipated climate changes and provide critical ecosystem services to coastal communities and economies, increase GHG capture, and safeguard coral stocks essential for the future restoration of more vulnerable degraded reefs in the Pacific (adaptation/mitigation);
2. Promote the development of and investment into new reef-safe blue and green enterprises and provide the necessary regulatory capacity development, technical assistance, incubation, and access to finance to shift local incentives toward the development of sustainable business models and reduce dependence on environmentally destructive business practices (adaptation/mitigation); and
3. To ensure that research and learning from the Fiji CRRP is effectively captured and shared across other CRRP countries and coastal ecosystem planning practitioners.

The three main components include the following:

Component 1: EbA and living shoreline solutions to enhance community resilience and reduce threats to the GSR
Component 2: Enabling a paradigm shift toward integrated R2R coastal ecosystem management in Fiji's GSR
Component 3: Strengthening access to finance for reef-positive enterprises

Project Implementation Arrangements

Within the Project Management Unit (PMU) the WWF Gender Lead based in the Fiji Office will lead the implementation and monitoring of the GAP, in close coordination with the Environmental and Social Safeguards Specialist (responsible for the implementation and monitoring of the Environmental and Social Management Framework [ESMF]), and the Monitoring, Evaluation and Learning (MEL) Specialist (responsible for overseeing the MEL framework) for the CRRP. The Policy Specialist will provide input and support. Community Officers will be based in the provinces and oversee the coordination at the provincial level.

The set of gender-specific actions proposed under these three components should be part of the continuous training. As part of the continuous training on gender as a cross-cutting issue, all project actors, partners and relevant stakeholders will be trained on gender concepts and issues in their respective contexts, gender mainstreaming methods and in the implementation and monitoring of the gender action plan (for relevant project staff and partners). This will include knowledge and capacity building on how to recognize and address, within the boundaries of the

project objectives, gender-based violence (GBV) and sexual exploitation, abuse and harassment (SEAH) issues that may arise during project implementation. All actors involved in the project will be trained (as needed) and required to follow WWF's policies and code of conduct, including the SEAH policy. WWF's Environmental and Social Safeguards Framework (ESSF) requires the development of a gender, SEAH/GBV-responsive Grievance Mechanism. The WWF Guidance Note on GBV and SEAH, as part of the ESSF's Community Health, Safety and Security standard, will be applied if relevant complaints are filed through the Grievance Mechanism.

At the four Site Implementation Units, which for the CRRP are the provinces of Ra, Ba, Bua and Macuata, four field staff (Community GEDSI Officers) trained in GEDSI will be responsible for ensuring the implementation of the GAP. This includes GEDSI-specific tools and approaches are used to implement all activities and sub-activities. Field reports and data collection led by field staff should feed into the GAP and wider MEL, and there should be regular (e.g. quarterly meetings) to monitor progress and if additional technical guidance or training is needed. A multi-tier staffing arrangement ensures a cohesive approach across all project activities and offers maximum interaction with local communities and key stakeholders at provincial and sub-national levels.

Budget for GAP Implementation.

The GAP provides guidance on how to mainstream gender equality and social inclusion into the project activities. The GAP will be implemented with the budget allocated for each Project Output, however, there are GEDSI-specific activities that have been identified in the GAP which will require separate and extra budget for implementation and these have been reflected and integrated into the Project budget. The additional funds necessary for the implementation and monitoring of the GAP have been allocated to hire the Gender Lead at the PMU level, as staff from Year 1 to Year 7.

Recommendations from Annex 8a – Situational Analysis, for consideration in the GEDSI Action Plan

1) Identify project communities and collect disability data disaggregated by disability, sex and age to identify population, map out service provision and inform inclusive design, planning and budgeting for project implementation.
2) Identify and develop a disability stakeholder map to inform project design and implementation.
3) Identify a clear referral pathway for partnership and service provision.
4) Establish partnership with Organizations of Persons with Disabilities, women's organizations, youth groups and engage them in activities.
5) Support in the partnership coordination between the project communities and GEDSI key stakeholders and service providers.
6) Through the project, support and encourage communities to have PWD representatives in village committees.
7) Conduct awareness and inclusive leadership training for leaders in the communities

8) Consult the community leaders and understand the traditional leadership models
9) Carry out surveys to understand the cultural dynamics, leadership structures and roles of men, women, and youths in the respective villages.
10) Based on the needs assessment, map out referral pathways for service accessibility

Strategies for GEDSI mainstreaming in the CRRP project aligned with the Recommendations

Note – The definition of "**marginalized groups"** for the CRRP project and as referenced in the GEDSI Action Plan below, may include, but is not limited to women (iTaukei, Indo-Fijian and other groups), youth, elders, people with disability (PWD) and LGBTQI+ persons. Therefore, data collection will be done using the following disaggregation – **Gender, age group, ethnicity (iTaukei, Indo-Fijian, other), disability**.

1) Activity 2.1.2 (GEDSI analysis and baseline); Activity 2.1.4 (GEDSI analysis for fisheries); Activity 2.2.1 (disaggregated evidence collection); Activity 3.1.1 (gender assessment). Data disaggregation by sex, age, disability and ethnicity is required and included throughout multiple indicators in the GEDSI Action Plan. Mapping of services is required at the onset of project, as part of a GEDSI baseline assessment and SEAH mapping services exercise.
2) Throughout the Action Plan there is engagement with the Ministry of Women's Affairs, disability groups, women's organisations, Indigenous organisations and community stakeholders (Activities 2.1.1, 2.1.2, 1.3.2). As part of the GEDSI baseline assessment at the onset of project, an information gathering and mapping of disability support services will be conducted.
3) As part of the GEDSI baseline assessment and mapping exercises at the onset of project, referral pathways and support services for SEAH victims, disability support services and other women-related support will be identified. The GEDSI Action Plan describes general partnerships under LLAF, PMU coordination and engagement with ministries and organisations.
4) Activities 2.1.1, 2.1.2, 2.1.4, 3.2.1 and LLAF activities require engagement with women's organisations, disability groups, MWCSP and community organisations. The GEDSI baseline assessment and mapping exercise for SEAH, disability and women support services will help identify various referral and support services, so that subsequent partnerships can be developed or strengthened over the course of the project implementation.
5) PMU Gender Lead, Community Officers, stakeholder engagement mechanisms, institutional coordination and multi-stakeholder working groups (Outputs 2.1 and 3.2) are embedded throughout the Action Plan and demonstrate the coordination responsibilities held by various entities over the project life cycle.

6) Activities 2.1.1 and 2.1.4 promote representation of women and marginalized groups (including people with disabilities) on advisory boards, working groups and management committees. Representation of people with disabilities will be encouraged in all project activities, especially on village committees and other community-level governance entities.
7) Cross-cutting capacity building; Activities 2.1.3 and numerous community training activities include GEDSI, leadership, human rights and inclusive participation. Inclusive leadership training for community leaders will be addressed in project-wide GEDSI capacity building opportunities.
8) Activities 2.1.2 and 2.1.4 integrate traditional ecological knowledge, Talanoa approaches, Indigenous management systems and consultation with community leaders. Traditional leadership and Indigenous governance systems are incorporated throughout project activities that engagement and consultations with communities relating to NBS and EbA.
9) Activity 2.1.2 (GEDSI analysis); fisheries GEDSI analysis; market assessment; baseline studies; disaggregated data collection, are several ways the project will be able to identify the different cultural dynamics and leadership structures at play in the different provinces and the various roles women, men and youth play relating to NRM, climate change adaptation, etc.The capacity needs assessments, GEDSI baseline assessment and mapping of referral pathways and support services that will be undertaken at the onset of project will provide the necessary information to better understand how these services will partner with and support project implementation.

GEDSI Action Plan:

Output	Activities	GEDSI-Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
		Project cross-cutting and recurrent GEDSI-specific capacity building and training activities: **Onset of project** – Capacity needs assessment on gender, disability, social inclusion concepts and issues of GBV/SEAH is conducted among staff, partners, and relevant stakeholders, to establish a GEDSI training and capacity building plan for the project.	**P**MU Gender Lead and Community Officers	**Indicator:** Capacity building and training plan is developed for staff, partners and stakeholders from needs assessment findings**.** **Indicator:** Initial capacity building and training is provided to all staff, partners and relevant stakeholders (Y1-Y2 of project). **(initial training; yearly refresher training after that or more frequently as needed)** **Target:** 100% of project staff, partners and relevant stakeholders receive initial training.	Y1-Y2 and beyond as needed	Budget to cover for these capacity building and training activities is associated with the following Avtivities – 1.1.1, 1.1.2, 1.2.1 in Year 1; Activities

		During project implementation: Capacity building and training sessions are conducted with all staff, partners and relevant stakeholders on GEDSI concepts, policies, requirements mainstreaming strategies, inclusion of vulnerable groups (women, youth, PWD, elders, others) and SEAH awareness and prevention in the project **(initial training; yearly refresher training after that or more frequently as needed)**.				2.1.1, 2.1.4, 2.2.1; Activity 3.2.1.
		Consultations, training and monitoring of SEAH-related activities: - GEDSI baseline assessment and SEAH-specific mapping of support and referral services; - Development and monitoring of SEAH-responsive GRM (activities included in the ESMF)**;** PMU Gender Specialist responsibility to support ESS Specialist in addressing and responding to project-related SEAH grievances (also included in ESS budget) - Training and capacity building on the awareness and prevention of SEAH; .	**P**MU Gender Lead, other PMU staff and Community Officers	**Indicator**: A GEDSI baseline assessment and SEAH-specific mapping of support and referral services is conducted at the onset of project. **Indicator:** A Gender and SEAH-responsive project-level GRM is developed within the first 6 months of **project** **Indicator:** Ensure training and capacity building on SEAH is conducted in year 1 and as needed during project life cycle. **Target**: In Y1 of project, all staff and partners are trained on how to recognize and prevent SEAH in their work and how to report SEAH complaints; refresher training are conducted yearly and more frequently as needed.	Y1 onward	Budget to cover for these capacity building and training activities is associated with the following Avtivities – 1.1.1, 1.1.2, 1.2.1 in Year 1; Activities 2.1.1, 2.1.4, 2.2.1; Activity 3.2.1.

Component 1. EbA and living shoreline solutions to enhance community resilience and reduce threats to the GSR						
Outcome 1: The resilience of reef-reliant communities in Fiji's GSR is enhanced through EbA and NbS solutions.						
Output 1.1: Reef-reliant communities and provincial governments engaged in the implementation of EbA interventions.	**Activity 1.1.1:** Restore coastal mangroves to reduce flooding risk and increase sediment capture	(a) Ensure there are opportunities for women and other marginalized groups to contribute their Indigenous and/or local knowledge during field validations and the setting of baselines for EbA interventions, and to bring noticeable and meaningful benefits to these groups. (b) Ensure women and other marginalized groups have the opportunity to increase their local technical knowledge and capacities for EbA interventions. (c) Ensure awareness is raised among all project staff and stakeholders about women's time burden and that support is provided to improve this aspect to increase women's active engagement in project activities.	Community Officers; Supported by the PMU Gender Lead, and all PMU staff	(a) **Indicator:** Indigenous and/or local knowledge held by women and other marginalized groups supports field validations and the setting of baselines. **Target:** Validation activities and baselines reflect the knowledge and information provided by women and other marginalized groups. (b) **Indicator:** Proportion of women and men who receive support to increase their local technical knowledge and capacities for EbA interventions. **Target:** At least 30% of the total participants that receive support to increase their local technical knowledge and capacity are women and other marginalized groups. c) **Indicator**: Number of awareness raising and stakeholder engagement sessions conducted to find solutions to reduce women's time burden for their active engagement in the project. **Target**: At least one awareness raising session per community is conducted with women and men, to identify solutions to reduce women's time burden while increasing their active engagement in the project.	Y1-Y2	Activities covered by output budget; Extra budget allocated to support meetings and engagement on awareness raising and developing solutions to women's time burden for their active engagement in the project.

Output 1.2: Living shorelines constructed and operational.	**Activity 1.2.1:** Design and construction living shorelines to reduce coastal flooding	(a) Ensure women and other marginalized groups have the opportunity to identify priority areas for mangrove restoration and contribute their traditional ecological knowledge. a) Consider community roles in the site preparation, planting, monitoring and maintenance of restoration sites. Ensure there is equal opportunity for women and other marginalized groups to participate in mangrove restoration activities. **Conversely, the work or burden of restoration should not just be the responsibility of women and youth (Also related to GEDSI-specific activity 1.1.1 c, on time burden)**. b) Ensure that at least one person from the restoration methodology planning or evaluation team has the necessary training to carry out a local GEDSI assessment or give ongoing advice on GEDSI issues. c) Through a participatory process, develop and implement a monitoring program focused on reducing deforestation and monitoring community restoration efforts.	Community GEDSI Officers Community Engagement Officers Supported by the GEDSI and SEAH Specialist	(a) **Indicator:** Traditional ecological knowledge of women and other groups informs priority areas for restoration. **Target:** Traditional knowledge documented and informs culturally appropriate, gender-responsive and socially inclusive restoration efforts. (b) **Indicator:** Number of women and men participating in mangrove restoration. **Target:** At least 30% of women and other marginalized groups have participated in mangrove restoration. (c) **Indicator:** Number of women and men trained on implementing EbA and GI solutions at national and sub-national level. **Target:** At least 30% of the total participants trained are women. (d) **Indicator:** Number of women, men and other marginalized groups receive training and engage in the monitoring program. **Target:** At least 30% of the total participants who receive training and engage in the monitoring program are women.	Y2-Y3	Activities covered by the output budget;

Output 1.3: Locally Led Adaptation initiatives are supported and implemented to enhance climate resilience of reef-reliant communities in the GSR.	**Activity 1.3.1:** Operationalize the LLAF	(a) The Fund Management Unit (FMU) will be operating within the Project PMU, for locally led adaptation projects. The FMU will be responsible to develop an operations framework including an Operating Manual for grant-making. Ensure the GEDSI-related staff in the Project provide their support in the development of a GEDSI-responsive Operating Manual, for consideration of GEDSI dimensions to ensure equitable and accessible grant-making for the most marginalized groups affected by Project. The LLAF should follow an inter-cultural, inter-generational and gender-based approach to directly address prevailing conditions of vulnerability in communities (b) The Technical Advisory Board (TAB) of the LLAF, which will be tasked to support approval of eligible grants proposals from CBOs, will be formed at the start of the Project and should comprise of at least one representative expert in the field of GEDSI.	Staff from the FMU; PMU Gender Lead, Community Officers, Other members of the PMU as relevant	(a) **Indicator:** Operating Manual is developed with the support of GEDSI staff from the Project and reviewed to ensure GEDSI dimensions are included at all levels where relevant. **Target:** The Operating Manual is GEDSI-responsive at all levels including in the institutional structures of the FMU. b) **Indicator:** The TAB includes an expert representative in the field of GEDSI. **Target:** At least one expert representative in the field of GEDSI is part of the TAB.	Y1-Y7	Activities covered by Output
	Activity 1.3.2: Source and select LLAF projects	a) Communication channels and approaches developed by LLAF, with the support of the Ministry of iTaukei Affairs, to advertise the establishment of the LLAF and the availability of grants for CC adaptation projects, will ensure	The FMU staff; PMU Gender Lead, Community Officers, Other members of the PMU as relevant;	**a) Indicator:** Communication channels and approaches are made GEDSI-responsive with the support of the FMU, PMU, Ministry of iTaukei Affairs. **Target:** 100% of communication channels and approaches are made GEDSI-	Y2-Y7	Activities covered by Output budge

		consideration of GEDSI dimensions and the needs of women, women-led organizations and other marginalized groups for accessibility to knowledge and information on this opportunity. b) Training and capacity building workshops will be developed to inform about CC adaptation issues and all requirements for LLAF applications, taking into consideration GEDSI dimensions (level of knowledge, skills and needs of all groups in the affected communities), to ensure the trainings and the associated materials/tool kits are accessible and useful to the most marginalized groups, including women, women's associations and groups, Indigenous Peoples, etc. **(Consider conducting a needs assessment survey to ensure all required information is available to develop the training materials and workshops considering all GEDSI dimensions).** c) Ensure women's organizations and other marginalized communities have the opportunity to receive training and submit proposals or are included in proposals (e.g. local NGOs proposals) on their priorities. d) Ensure women's organizations and other marginalized	Ministry of iTaukei Affairs	responsive. **b) Indicator:** Training materials and capacity building workshops are developed taking into consideration the needs and skill levels of all groups, to ensure equitable access to the LLAF opportunities, including the most marginalized groups. **Target**: 100% of training materials, tool kits and capacity building workshops are developed considering all GEDSI dimensions. **c) Indicator**: Proportion of women's organizations and other marginalized communities who receive training and who submit proposals. **Target:** At least 50% of the total participants that participate in training and submit or are included in proposals are women's organizations and other marginalized communities. d) **Indicator:** All women's organizations and marginalized groups who receive		

		communities have ongoing project implementation and monitoring support. e) Ensure monitoring frameworks are simple, use Indigenous approaches, and tailored to communities needs and capacity.		grants receive training and mentoring support to enable them to successfully implement and monitor their projects. **Target:** All women and marginalized groups who receive grants are able to use the monitoring framework and find it valuable for their project. e) **Indicator:** All women's organizations and marginalized groups who receive grants are able to contribute to the design of the monitoring framework, and it improves the effectiveness of their project. **Target:** All women's organizations and marginalized groups who receive grants are able to use the monitoring framework and find it valuable for their project.		

Output	Activities	GEDSI-Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
Component 2: Enabling a paradigm shift toward integrated Ridge to Reef (R2R) coastal ecosystem management in Fiji's GSR						
Outcome 2: An enabling environment and R2R ecosystem planning frameworks are conducive to the effective management and implementation of EbA, NbS, and living shorelines interventions within the GSR.						
Output 2.1: New management arrangements to reduce climate change vulnerability developed for the GSR.	**Activity 2.1.1**: Develop a GSR Management Unit and the required operational procedures for implementing a 10-year Ridge to Reef (R2R) Land and Marine Use Management Plan	(a) Ensure the Ministry of Women, Children and Social Protection (MWCSP) as well as experts from women and disability groups, are informed about and can engage for their inputs in the development of the Management Plan and operational procedures.	Project Leader PMU Gender Lead ESS Specialist Stakeholder Specialist Community Officers	(a) **Indicator:** Information is disseminated to representatives from the MWCSP, women and disability groups for their inputs on the GSR Management Plan and operational procedures. **Target:** Operational procedures are developed in a GEDSI-responsive way. Women acting as institutional representatives and from women and	Y1-Y7	Activities covered by output budget; Allocate extra budget to account for extra training needed as per activity c)

		(b) Recommendation for the GSR PMU led by the Ministry of Environment should be multidisciplinary and include a GEDSI expert and at least one representative from MWCSP to ensure the implementation of the plan is GEDSI-responsive. (c) Women and other marginalized groups are adequately represented on community advisory boards that have been set up to provide inputs and are involved in the decision-making processes, and these inform the GSR PMU. **This will likely require capacity-building and strengthening activities to ensure they have the skills and confidence to play their roles on the advisory boards**. (d) Operating agreements with communities, provincial governments, and national agencies to have clearly defined roles and responsibilities for women and other marginalized		disability groups are informed about and provide their inputs in the development of the operational procedures. (b) **Indicator:** Local GEDSI expert position and/or a representative from MWCSP is on the GSR PMU. Sex-disaggregated information related with the composition of the GSR PMU should be collected. **Target:** GSR PMU formed and is multidisciplinary, includes a local GEDSI Expert position and a representative from MWCSP, and is functional by Y2. (c) **Indicator:** GSR PMU in place which includes a GEDSI expert position and has representatives from marginalized groups on leadership, governance, and decision-making. At a minimum, sex- and ethnicity-disaggregated information related to the composition of the GSR PMU should be collected. **Target:** 100% of women and other marginalized groups holding positions on community advisory boards have the knowledge, skills, and confidence to actively participate in community advisory councils. (d) **Indicator:** Operating agreements have clear roles for women and other marginalized groups in the management, enforcement and monitoring of the GSR. **Indicator:** Operating agreements		for women and other marginalized groups.

		groups related to management, enforcement, and monitoring of the GSR. (e) Utilize a gender-responsive and inclusive approach for communication and dissemination of information on the GSR and the management plan.		have a strong 'do no harm' approach, and appropriate grievance mechanisms are in place by Y 5. **Target:** The roles and responsibilities for women and other marginalized groups, and grievance mechanisms are clearly articulated in the operating agreements in Y1. (e) **Indicator:** 100% of communications and informational materials are GEDSI-responsive to reach to all stakeholders, including women and marginalized groups. **Target:** 100% of communications and informational materials include GEDSI and the specific needs of different groups.		
	Activity 2.1.2: Develop a 10-year Ridge to Reef (R2R) Land and Marine Use Management Plan for the GSR	(a) Conduct a GEDSI analysis, to set baselines for current land and seascape use, inform the consultative process, guide the GEDSI-sensitive design of the GSR Management Plan, and ensure equitable benefits for Indigenous peoples and local communities, as well as other relevant stakeholders. [GEDSI analysis to inform Activity 2.1.4] (b) Integrate traditional ecological knowledge held by women (and men), and traditional management systems used by iTaukei communities, into the GSR Management Plan. **This activity will need to support various meetings**	PMU Gender Lead Community Officers	(a) **Indicator:** All GEDSI data collected, analyzed and reported are disaggregated by sex, age, disability and ethnicity, at a minimum. **Target:** Disaggregated data informs the baselines, consultations, and design of the GSR Management Plan. (b) **Indicator:** Traditional ecological knowledge, especially that held by women, and management systems are valued and documented. **Target:** Traditional ecological knowledge, especially that held by women, and management systems are integrated	Y1-Y2 Baseline Y5, Y8, Y10 – Assess particpation and inclusion in development of the Management Plan and engagement in key decision-making roles	Activities covered by the output budget; Allocation of extra budget is necessary to ensure active participation of women in meetings/ workshops to share traditional knowledge.

		and workshops to bring together women and men to share their traditional knowledge, where planning will take into consideration childcare (if needed), food and travel costs, etc. to ensure active participation by women. **(c)** Consult with women and other marginalized groups to co-design the GSR Management Plan. **This will require staff with knowledge and skills in '*talanoa*' style GEDSI-sensitive facilitation, and conversant in different languages (i.e. English, iTaukei, Hindi).** (d) Ensure the management strategies, interventions and/or activities in the Management Plan are GEDSI-responsive, and do not lead to increased vulnerability of women or other marginalized groups.		into the GSR Management Plan. (c) **Indicator:** Number of iTaukei and Indo-Fijian (i.e., Indigenous People and local communities) women and men (including marginalized groups) participating in gender-responsive and inclusive consultations and meetings. **Target:** At least 30% of the total participants during workshops or consultations are women. **Target:** At least 60% of women and men from the iTaukei communities with land-sea tenure rights are included in the consultations on the development of the GSR Management Plan. [*60% is the minimum target set up by the Ministry of iTaukei Affairs for consultation with Indigenous groups*] **Target:** At least 50% of Indo-Fijian women and men, especially those reliant on natural resources are included in the consultations on the development of the GSR Management Plan. (d) **Indicator:** The GSR Management plan has GEDSI-specific considerations to ensure benefits (and costs) are equitable. For example, if fisheries quotas are established, the role and dependence of women and other marginalized groups should be considered. Climate resilient strategies should address the needs of all groups, especially those that are marginalized and more vulnerable to the impacts of climate		

		(e) Ensure gender experts (e.g. Ministry for Women, Children and Social Protection [MWCSP]) are included in the consultation.		change. **Target**: The GSR Management (including gender-disaggregated data) integrates the gender and social dimensions. **Target**: Number of women and men participating in the development of the management plan and in key decision-making roles **Target:** Gender-responsive indicators in the MEL section of the GSR Management Plan inform adaptive management. (e) **Indicator:** Number of times MWCSP and other gender experts attend the consultations. **Target:** MWCSP and other relevant gender experts attend the consultations and ensure the design and implementation of the GSR Management Plan is GEDSI-responsive.		
	Activity 2.1.3: Support for national and divisional staff, as well as community leaders/representatives, to implement the 10-year Ridge-to-Reef (R2R) Land and Marine Use Management Plan, EbA and living shoreline interventions.	(a) Training modules for government staff/decision makers and local communities respectively on operational procedures for implementing the GSR Management Plan, as well as an introduction to watershed management, that includes GEDSI (and broader human rights) principles, approaches, and best practices, tailored to the Fiji context. (b) Training of national and sub-national government technical staff on the implementation, monitoring, operations, and	Project Leader PMU Gender Lead Community Officers	(a) **Indicator:** All training modules are GEDSI sensitive and responsive. **Target:** Training modules are available and being used by Y2. (b) **Indicator:** Number of women and men participating in all the training programs.	Y1-Y7	Activities covered by output budget;

		maintenance of ecosystems in the GSR will be inclusive, providing opportunities for female and male staff at different levels to join. The project will ensure there is equal opportunity for women to access and attend training. (c) Training of local community leaders/representatives in watershed management and the implementation, monitoring, operations, and maintenance of ecosystems in the GSR. **The project will ensure there is equal opportunity for women and other marginalized groups to access and attend training, which may include provision of childcare services as needed, food and travel costs, accessible times/ venues according to target group needs, etc.)** (d) Establish community-based watch and ward systems to protect the GSR's ecosystems and provide equal opportunity for women and other marginalized groups to attend. The systems developed must ensure the safety of women and to protect their rights to live free of violence, including GBV and SEAH.		**Target:** At least 30% of the total participants during training are women. (c) **Indicator:** Number of women and men participating in all the training programs. **Target:** At least 30% of the total participants during training are women (d) **Indicator:** Number of women and men participating in community-based watch and ward systems. **Target:** Women are provided equal opportunity to participate in community-based watch and ward systems, should they wish.		
	Activity 2.1.4: Develop and implement fisheries	(a) Working groups responsible for developing	PMU Gender Lead	(a) **Indicator**: Working groups are formed and are functional.	Y1-Y7	Activities covered by

	management plans in 20 Qoliqolis in the GSR	recommendations should have adequate representation of women, children's advocacy and other marginalized groups. iTaukei and Indo-Fijians engaged in subsistence and/or commercial fisheries should be represented on the working groups. Women should be consulted for the inshore areas where they are heavily involved in fishing and gleaning activities. **(Budget is provided for building and supporting coalitions to raise awareness about critical issues affecting women's rights, issues and for dialogue and collaboration on initiatives aimed at promoting gender equity.** **(b) A GEDSI analysis should be done of fisheries within the 20 priority *qoliqoli* areas. The results of the analysis should inform consultation, baseline surveys, and the co-design of the fisheries management plans (FMPs) for the Qoliqoli areas.** (c) Ensure consultations are GEDSI-responsive, ensuring equitable access to both iTaukei and Indo-Fijian women and men engaged in formal or informal fisheries.	WWF Gender Team Local NGOs such as Save the Children Fund and Adventist Development and Relief Agency Fiji (ADRA Fiji) Community Officers	Documentation of the composition of working groups, with particular attention to the number of gender and ethnicity represented. **Target:** Working groups responsible for developing recommendations, have adequate representation of women, children's advocacy and other marginalized groups, and are effectively overseeing the implementation of FMPs by Y3. (b) **Indicator:** All data collected, analyzed and reported for the GEDSI analysis are disaggregated by sex, age, disability and ethnicity, at a minimum. **Target:** 100% of FMPs are GEDSI-responsive, and reflect the recommendations from the GEDSI analysis, outcomes from consultations and consensus processes. (c) **Indicator:** Number of iTaukei and Indo-Fijian women and men (including marginalized groups) participating in gender-responsive and inclusive consultations and meetings. **Target:** At least 30% of the total participants in the consultations and design of the FMPs are women. (d) **Indicator:** Qoliqoli FMPs have GEDSI-specific considerations to ensure benefits (and costs) are equitable. For example, if fisheries quotas are established, the role and dependence of women and other		output budget; Extra budget may be allocated to ensure GEDSI-specific activities a), b), d) and f) have sufficient funds for implementation, including advocacy work.

		(d) Final FMPs (and implementation arrangements) should reflect the priorities, needs and inputs of the diversity of actors/players in the formal and informal fisheries. Particular attention should be paid to the engagement and needs of women, different ethnic groups, and marginalized groups in the sector. Management plans should be available in multiple languages (i.e. English, iTaukei, Hindi). (e) Ensure there is equal opportunity for women and other marginalized groups to be involved in governance, decision-making and the implementation of strategies, interventions and activities under the FMPs. (f) Ensure there is sufficient training, mentoring and support for women and other marginalized groups to be involved in governance, decision-making and the implementation of strategies, interventions and activities under the FMPs.		marginalized groups should be considered. GEDSI considerations and dimensions are integrated into the FMPs. **Target:** 100% of management strategies, interventions and activities in Qoliqoli FMPs are gender-responsive. (e) **Indicator:** Number of women and other marginalized groups on management committees and involved in the implementation of the FMPs. **Target:** At least 30% of people on management committees and involved in the implementation of the FMPs are women and representatives from marginalized groups. (f) **Indicator:** Number of women and other marginalized groups provided training, mentorship and support, to ensure they have the knowledge, skills and confidence to participate in working groups. **Target:** 100% of women and other marginalized groups involved in management committees and the implementation of the FMPs receive training, mentorship and support.		
Output 2.2: Evidence base to support the adoption of EbA and NBS interventions	**Activity 2.2.1:** Develop an evidence-based case of the climate change adaptation benefits of EbA and living shorelines in Fiji	(a) Ensure women's and other marginalized groups' perspectives on the benefits of the EbA and GI are considered, taking into account other social	PMU Gender Lead	(a) **Indicator:** All data collected, analyzed and reported are disaggregated by sex, age, disability and ethnicity, at a minimum. **Target:** All disaggregated data informs the		Activities covered by output budget

by the Government of Fiji.		characteristics as well such as age, disability, ethnicity, etc. (b) Utilize a gender-responsive and inclusive approach for the communication and dissemination of the evidence report.		adoption of EbA and green infrastructure interventions. (b) **Indicator:** Communications and informational materials, including the evidence report, are GEDSI-responsive to reach to all stakeholders, including women and marginalized groups. **Target:** 100% of communications and written materials include GEDSI and the specific needs of different groups.		
Output 2.3: Updated procedures for implementing EbA and NbS in Fiji.	**Activity 2.3.1:** Update the National Adaptation (NAP), Provincial Adaptation Plans in Ba, Ra, Bua, and Macuata, the National Biodiversity Strategy and Action Plan (NBSAP) to integrate the GSR as a priority seascape and landscape for implementing EbA and living shoreline interventions in Fiji	(a) Ensure the GSR Management Plan contributes to and does not conflict with national policies, including the National Gender Policy, and Fiji National Action Plan to Prevent Violence Against All Women and Girls (2023-2028). (b) Ensure draft recommendations for amendments to the NAP, NBSAP, Provincial plans, and community plans are GEDSI sensitive and responsive.	Team Leader PMU Gender Lead	(a) **Indicator:** The GSR Management plan is aligned to existing national policies, including Fiji's National Gender Policy. **Target:** The GSR Management plan contributes explicitly to Fiji's National Gender Policy. (b) **Indicator:** Recommendations for amendments specifically consider and integrate GEDSI. **Target:** NAP, NBSAP, Provincial plans, and community plans are GEDSI sensitive and responsive.	Y1-Y5	Activities covered by output budget

Output	Activities	GEDSI-Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
Component 3. Strengthening access to finance for reef-positive enterprises						
Outcome 3. Businesses that reduce threats to the GSR have improved access to commercial capital						

Output 3.1: Business development support providers and relevant national and provincial institutions have enhanced capacity to support reef-positive businesses the GSR.	**Activity 3.1.1:** Improve capacity of Business Development Services (BDS) providers in Fiji to support reef-positive businesses	(a) Undertake a gender assessment and inclusive growth as part of the market assessment of identification and mapping of projects and businesses to attract investors. (b) Criteria are developed to ensure women-led businesses have equitable access to financing opportunities offered by the project during the selection process. **Consider providing need-based capacity strengthening sessions to women-led businesses to better enable their access to financing opportunities.**	PMU Gender Lead With support from the Team Leader and the PMU	(a) **Indicator:** All data collected, analyzed and reported for the baselines are disaggregated by sex, age, disability and ethnicity, at a minimum. **Target:** The market assessment takes into consideration gender dimensions and women-led businesses to ensure an equitable process in the identification and mapping of projects and businesses. (b) **Indicator: W**omen-led businesses are selected as potential business cases to attract investors. **Target:** At least 30% of businesses selected are women-led.	Y1-Y7	Activities covered by output budget; Supplement budget is allocated to provide necessary capacity building to women-led businesses for better access to financing opportunities (part of the budget allocated in Activity 3.2.2).
	Activity 3.1.2: Supporting national and provincial government institutions in fostering reef-positive enterprises	(a) Ensure national and provincial government institutions are sensitized and their capacity are strengthened on the importance of GEDSI dimensions in the support to reef-positive enterprises, including support to women-led and Indigenous-led enterprises. (b) Ensure mentorship, networking opportunities and financial incentives/capacity	PMU Gender Lead Supported by Team Leader and PMU	(a) **Indicator**: Government institutions at all levels receive training and awareness raising on GEDSI dimensions into support of reef-positive enterprises. **Target**: At least 80% of government institutions involved in support to reef-positive institutions are sensitized and trained. a**) Indicator:** Partnerships formed with organizations that certify business as reef-positive and women-led. **Target:** 30% of MOUs and partnerships signed are women-led.	Y1-Y7	Activities covered by output budget

		building program that prioritize women in reef-positive business		(b) **Indicator:** Report of the mentorship, networking and capacity building programs have women-led business as a priority. **Target:** 30% of mentorship, networking opportunities and financial incentives/capacity building programs are women-led.		
Output 3.2: Coordination between reef-positive enterprises, business development support providers, financial institutions and government is strengthened, improving enterprise visibility to capital providers.	**Activity 3.2.1:** Enable effective coordination between enterprises, community organizations, BDS providers, financial institutions and government	a) Include women's entrepreneur groups in the institutional mechanism and multistakeholder working groups. b) Ensure women and marginalized groups have access to capacity-building workshops and stakeholder engagement forums focused on bankable projects/green financing. Ensure women are considered when carrying out these activities.	PMU, Gender Lead, Government departments (MWCSP, Ministry of Commerce Trade Tourism and Transport), Banks South Pacific Business Development, Women Entrepreneurs Business Council	(a) **Indicator:** Number of members of the institutional mechanism are representatives from women entrepreneur groups. **Target:** At least 30% of women's entrepreneur groups are included in the institutional mechanism. (b) **Indicator**: The number of women and men that have access to capacity-building workshops. **Target:** At least 30% of the total participants at the capacity-building workshops are women**.**	Y1-Y7	Activities covered by output budget
	Activity 3.2.2: Develop resources and deliver capacity-building programs in support of reef-positive enterprises	(a) Integrate gender-sensitive and inclusive growth modules in the shared resource and capacity building programs and communication strategy. (b) Collect and analyze the participation of women and	PMU Gender Lead Support from Team Leader Support from other relevant members of the PMU	(a) **Indicator:** The modules, capacity building program and communication strategy are gender-responsive. **Target:** Equitable participation, representation and benefit sharing of women and men in all aspects of training modules and the communication strategy. (b) **Indicator**: Targets monitored and tracked in the capacity-building	Y2-Y4	Activities covered by output budget

		underrepresented groups attending the capacity building programs. Track monitor and report on the progress. (c) Monitor and track the number of women entrepreneurs who receive BDS support including the level of satisfaction on the services.		program. **Target:** Women-led businesses make up at least 30% of the capacity-building program. (c) **Indicator:** Survey results of the women-led entrepreneurs are reported with a high level of satisfaction. **Target**: Consistent high level of satisfaction of capacity building programs recorded from women-led entrepreneurs		