Gender Action Plan

FP325: Climate Actions for Building Resilience in Coastal Communities in the Caribbean (CABRIC Caribbean)

The Bahamas, Belize, Grenada, Jamaica and Saint Lucia | Caribbean Community Climate Change Centre (CCCCC) | GCF/B.46/02/Add.18

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Building Resilience. Securing Our Future.

Annex 8b: GCF Gender Action Plan for the Funding Proposal for an Enhanced Direct Access (EDA) Funding Proposal titled, **'Climate Actions for Building Resilience in Coastal Communities in the Caribbean (CABRIC Caribbean)**

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Abbreviations

AE	Accredited Entity
ARA	Assessing Reserve Adequacy
BDB	Bahamas Development Bank
CABRIC	Climate Actions for Building Resilience in Coastal Communities
CANARI	Caribbean Natural Resources Institute
CBD	Convention on Biological Diversity
CCCCC	Caribbean Community Climate Change Centre
CDRFI	Climate And Disaster Risk Insurance
COAST	Caribbean Ocean and Aquaculture Sustainability Facility
CPDC	Caribbean Policy Development Centre
CRAFT	Catalytic Capital for First Private Investment Fund for Adaptation Technologies
CSO	Civil Society Organisation
DBJ	Development Bank of Jamaica
DFC	Development Finance Corporation
ECLAC	United Nations Economic Commission for Latin America and the Caribbean
ESS	Environmental and Social Safeguards
EV	Electric Vehicle
FHP	Flexible Hurricane Protection
FPIC	Free Prior, Informed Consent
GAP	Gender Action Plan
GBV	Gender Based Violence
GCCSAP	Gender and Climate Change Strategy and Action Plan
GCF	Green Climate Fund
GDB	Grenada Development Bank
GDP	Gross Domestic Product
GEF	Global Environment Facility
GII	Gender Inequality Index
GIZ	German Society for International Cooperation
GPI	Gender Parity Index
HDI	Human Development Index
IDB	Inter-American Development Bank
ICAT	Initiative for Climate Action Transparency
ICCA	Indigenous and Community Conserved Areas
IPPF	Indigenous Peoples Planning Framework
LA	Local Authority
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer [or Questioning], Intersex, Asexual, plus
MSME	Micro, Small, and Medium Enterprises
NCD	Non-Communicable Disease
NDC	Nationally Determined Contribution
NEET	Not in Education, Employment or Training
NGO	Non-Governmental Organisation
PAHO	Pan American Health Organization
PWD	Persons with Disabilities

SASAP	Sectoral Adaptation Strategy and Action Plan
SEAH	Sexual Exploitation, Abuse and Harassment
SGP	Small Grants Programme
SIDS	Small Island Developing State
SLDB	Saint Lucia Development Bank
STEM	Science, Technology, Engineering and Mathematics
UNCCD	United Nations Convention to Combat Desertification
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
USD	United State Dollar
WASH	Water Sanitation and Hygiene
WBL	Women Business and the Law

The phrase CSOs, NGOs and LAs is used commonly through this document. Please consider the following organisations to be included in this categorisation:

- Community based Organisations (CBOs)
- Non-governmental organisations (national / regional with national presence)
- Resource user groups e.g. fishers / farmer associations
- Research and academic institutions
- (Where relevant) professional bodies
- Village / town / city / community / district / parish / constituency councils
- Town committees
- Municipal Corporations

1. Gender Action Plan

The Gender Action Plan (GAP) for the CABRIC programme provides a comprehensive framework for integrating gender equality and social inclusion throughout the programme's implementation. Recognizing that the impacts of climate change and gender and social inequality are intricately interwoven within the Caribbean context, this plan outlines specific strategies and actions to ensure women, youth, IPs, tribal peoples, and PWDs can meaningfully participate in and benefit from the programme's planned interventions.

CABRIC represents further support and acknowledgement that the one of the main vulnerability issues plaguing Caribbean SIDS is the limited financial resources available to them. Climate finance has been a difficult arena to enter especially for small organisations and communities and CABRIC seeks to bridge that GAP within The Bahamas, Belize, Grenada, Jamaica, St. Lucia.

As the CCCCC is the accredited entity for the CABRIC programme, the programme design and implementation will be guided by the policies of the CCCCC. One key policy to consider is the Gender Policy and Action Plan 2021-2026 that guides the actions of the Center[1]. The policy outlines 9 guiding principles which are briefly: 1) Human Rights, 2) Respect for Diversity, 3) Gender Equality, 4) Non-Discrimination, 5) Accountability, 6) Country Ownership, 7) Full Participation of Women and Men, 8) Good Governance and 9) International Commitments. These principles aligned with the position and goals of the CABRIC programme.

1.1 Overview of Key Gender Assessment findings

The gender assessment unveiled a complex tapestry of issues working in concert to disempower communities on the frontline of the climate change impacts within the region. It can be seen through the unfulfillment of many critical gender needs of those residing in these coastal communities that in turn limits their ability to implement necessary climate resilience action. The assessment, through both desk review and stakeholder engagement, found that the key gender needs unfulfilled for these communities are (a) access to and control over resources, (b) rights and participation, (c) governance, and (d) leadership and decision-making. These four needs serve as the primary factors in determining the community ability to enact self-sustainability and resilience, particularly for a livelihood security perspective and also in addressing multidimensional vulnerability. It is critical to note that while these needs are major influencers for resilience within this setting, there are additional needs acting as pressures or drivers complementing the major needs. These needs are livelihoods, gender-based education and assets, agency, social organisation, and time.

While communities may lack resources and influence in terms of climate resilience, the organisations serving and supporting them are also in similar positions as they too lack access to resources and the influence to enact the necessary changes. Civil Society Organisations (CSOs), Non-Governmental Organisations (NGOs) and Local Authorities (LAs) are often stretched thin utilising their limited human resources and financial resources in their regular operations and to

[1] CCCCC. 2021. Gender Policy and Action Plan 2021-2026. Retrieved from https://bvearmb.do/bitstream/handle/123456789/4344/Gender-Policy-and-Action-Plan-17-Dec-2021.pdf?sequence=1&isAllowed=y

compensate for gaps, resource leakage and other challenges at the community level. Many operate on a volunteer basis, relying on government subventions, small grants and limited income they can generate through fundraising activities and other economic endeavours. Those that are comprised primarily of volunteers have limited windows for operations as the volunteers have full time or part time employment or other commitments during the day, limiting their capacity to work on proposals and resource mobilization which tends to be human resource as well as time intensive. Even those with dedicated staff are usually operating a small staff number and depending on their activities, their staff spread across numerous activities.

1.2 Guiding Principles

In keeping with the overall goal of the CABRIC programme is to empower communities and enhance their climate resilience, the gender action plan will be guided by principles to ensure the CABRIC programme is gender responsive and equitable across the Five countries.

The principles are as follows:

1) Proactive action is key

In keeping with the spirit of proactive climate change action is better than reactionary bandage solutions, the activities of the gender action plan will seek to implement and provide all the necessary measures and capacity building to minimize potential for any adverse incidents occurring under the programme. Through the GAP, systems would be in place to deter harmful behaviour than opposed to resolving issues after they occur. This proactive course of action should inspire confidence in stakeholders and communities about the programme.

2) Co-creation and Participation are the backbone of the GAP

Given the multi-country nature of the programme, the GAP and the programme can only function effectively in each country only by having country stakeholders heavily involved across various stages of the programme design and development. Through their co-creation and participation and the resulting co-ownership, the programme will benefit from the nuance they are able to inject.

3) FPIC

Three out of the Five target countries have indigenous populations, and thus appropriate measures must be taken when engaging with IPs under the programme. However, the principles of FPIC can be extended beyond just engagements with IPs and can serve as respectful mode of engagement for all stakeholders under the programme. The programme seeks to empower the most vulnerable in the climate change conversation and therefore their voices should be uplifted and heard.

4) Diversity and Social Inclusion

The GAP and CABRIC programme acknowledge the various realities of different groups, and the differentiated impacts of climate change they experience. In recognition of this reality, it is understood that engagement and participation with different groups may require differing approaches and levels of effort to ensure they are supported and express their right to participate.

1.3 Roles and Responsibilities

The CABRIC programme entails engagement with various CSOs, NGOs and LAs at different levels in the delivery of its mission. The GAP activities will be done by consultants supporting the GEDSI officer as part of the CABRIC Regional Programme Coordination Unit, they will be supported by

the expertise of NGOs, CSOs & Local Authorities involved in the CABRIC programme. Table 1 outlines the roles and responsibilities for key stakeholders involved in the GAP.

Table 1 - Roles and Responsibilities for the GAP

Stakeholder	Role	Duties
CCCCCC	Oversight and support	Provides oversight over consultant activities under the GAP as well as provide necessary logistical support
CANARI and Grant Administrators	Technical Implementation	Leads on the execution of GAP activities.
CSOs, NGOs and Local Authorities	Support	Supports the teams in the execution of specific activities to provide country context and tailoring
Gender Bureaus/ Departments	Support	To provide country-based support for gender mainstreaming and gender capacity building

1.4 Alignment with main project components

The GAP is strategically designed to integrate with the main CABRIC project's logical framework, ensuring that gender considerations strengthen rather than exist parallel to the project's core objectives.

1.4.1 Outcome 1

The stakeholder engagement analysis identified significant barriers to women's participation in governance structures and decision-making processes across all CABRIC countries. The GAP addresses these barriers through the following specific alignments:

a) Output 1.1

- The GAP **establishes specific requirements** to ensure women-led, women and inclusion-based organizations can access the project pipeline, addressing the finding that women's organizations often lack the institutional credentials required for large-scale grants.
- **Technical assistance** will specifically target women-led and inclusion based 2 CSOs and NGOs, and women within local authorities, to build their capacity for preparing proposals, accessing climate finance, and implementing projects. This directly addresses findings from Grenada, where women entrepreneurs struggle to secure climate finance despite their active involvement in sustainability initiatives and the barriers identified in Jamaica and Belize where women's organizations are perceived as "high-risk" by financial institutions.
    - **Indigenous Peoples led project design workshops** can be integrated into the existing write-shops **in line with targets set for inclusion-based organisations like Indigenous Led Organisations in capacity strengthening exercises.** It specifically addresses the finding that indigenous knowledge systems are undervalued.
- **Capacity building** will specifically address multiple vulnerability factors, responding to findings about the specific challenges faced by women with disabilities, indigenous women, and elderly women.

- Capacity building can ensure supply and demand driven outreach to Indigenous-led organisations and groups securing preparedness for application to calls made for coastal community projects.
- Participatory Climate Risk and Vulnerability Assessments will capture socio-economic and GESDI vulnerabilities that will inform investment areas and eligibility criteria for the CABRIC programme in each country.

- All CSOs, NGOs and Local Authorities receiving training will be equipped with **tools to** undertake gender equality, disability and social inclusion **analysis** in their project areas, ensuring that subprojects identify and respond to gender-specific climate vulnerabilities.

2 Inclusion based organizations are organizations that work to dismantle systemic barriers, empower marginalized populations, and provide equal access to education, economic opportunities, and human rights. These organisations may represent the interest and needs of diverse constituents based on age, sex, disability, race, ethnicity, origin, religion or economic of other status.

This addresses the finding that climate adaptation initiatives often fail to account for women's distinct vulnerabilities.

b) Output 1.2

- The GAP supports the operationalization, establishment and/or where relevant, **development of coastal policy frameworks** that explicitly address equity and inclusion constraints identified in the stakeholder analysis
- **Gender-responsive budgeting training** complements Activity 1.2.2's focus on addressing capacity gaps with policymakers and can be incorporated into existing training plans. It directly addresses the finding that financial decision-making remains concentrated in men's hands.

Output 1.3

- GAP the institutional capacity to implement and manage gender transformative climate resilient livelihood and social projects via activity 1.3.2 in which institutional capacity will be built for project implementation through a community mentorship model. Here, the programme can prioritize specialised training on GEDSI integration, inclusive engagement, as well as ESS implementation.

1.4.2 Outcome 2

The stakeholder analysis documented gendered dimensions of livelihood insecurity, particularly in fisheries and agriculture sectors where women remain in precarious, low-paid positions. GAP addresses these economic disparities through:

c) Output 2.1

- Financial support through the EDA facility can include **provisions for alternative collateral arrangements**, addressing findings that women's limited access to land ownership restricts their ability to secure financing including de-risking their access to funding.
- **Community-based savings and credit groups** represent a practical financial inclusion mechanism that can be implemented relatively quickly without requiring extensive regulatory changes. It can be incorporated into subprojects under Activity 2.1.4 and directly addresses women's limited access to formal financing.
- All subprojects will **incorporate GBV prevention measures**, as well as SEAH measures to address such GBV risks, addressing stakeholder concerns about violence against women when gender norms are challenged through economic empowerment initiatives. **Mental health support networks** can be integrated into social resilience projects under Outcome 2 and addresses the finding about increased mental health burdens, especially for women facing climate impacts. It represents a concrete social protection measure that is often overlooked. Mental health support was also flagged in the Bahamas stakeholder engagement and can be supported through an intersectional approach across the most at-need and at-risk groups.

1.4.3 Outcome 3

The stakeholder analysis highlighted barriers to women and vulnerable groups access to information, including language limitations, literacy levels, and digital exclusion. The GAP addresses these communication challenges through:

a) Output 3.1

- The GAP ensures that **all climate risk data collected and shared through the project will include gender analysis**, enabling better understanding of women's specific vulnerabilities in coastal communities.
- Addressing findings about literacy and language barriers, **knowledge products will be produced in visual, audio, and simplified text formats in local languages** including Creole, Garifuna, and Maya languages where relevant. This directly supports Activities 3.1.2. **Community radio programming** complements Activity 3.2.2's focus on raising awareness about climate change impacts and can leverage existing communication channels. It is particularly appropriate given the finding that radio remains a primary communication tool for older populations and rural communities.
- The GAP includes specific activities to **document women's traditional ecological knowledge in coastal management**, addressing findings that Indigenous knowledge systems remain unrecognized in conservation efforts. In addition to documenting, mechanisms for the sharing of local knowledge across groups and countries will be facilitated and the knowledge produced during the project will be systematically integrated into the project to enhance the quality of implementation, outputs as well as impacts.

b) Output 3.2

- The GAP includes **community-level discussions/engagement** about social inclusion barriers, gender norms and climate adaptation, addressing findings about socio-cultural barriers to women', youth, and indigenous people's groups participation and identifying locally led processes and approaches to climate resilience.
- Additionally, communication activities will deliberately highlight **successful examples of women's leadership in climate adaptation**, helping to transform perceptions about women's capabilities.
- Recognizing findings from Bahamas about men's limited participation in environmental spaces, the GAP includes **specific communication approaches to engage men as partners** in gender-responsive climate action through livelihood and non-livelihood focused activities.

1.5 Approaches for the GAP

1.5.1 Institutional capacity building

Capacity building across implementing CSOs, NGOs and LAs is critical to enhance the enabling environment and ensure effective social and gender inclusion that addresses the vulnerabilities of coastal communities across the countries. Technical capacity building will specifically target women-led, women-focused and inclusion-based[3] CSOs and NGOs to build their capacity for proposal preparation, accessing climate finance, and for implementing projects. tools, training and knowledge materials, capacity building will address the vulnerability factors and specific challenges faced by groups including women, PWDs, and Indigenous Peoples.

Capacity building activities will raise awareness among stakeholders on the differential impacts of climate change and the vulnerabilities of coastal communities, including vulnerable groups, and build their capacity to integrate gender and social inclusion considerations in policies and climate adaptation projects. In addition to addressing climate adaptation in community level engagements, gender norms will also form an integral topic for discussion to address the findings of socio-cultural barriers to women's participation and identify approaches for mitigating and changing negative norms, while promoting the adoption of positive norms and attitudes. Critical to this is highlighting successful examples of women's leadership in climate adaptation to raise awareness of and change perceptions about the capabilities of women.

Relative to knowledge products and knowledge sharing, the GAP includes specific activities to document women's traditional ecological knowledge in coastal management, to address findings that Indigenous knowledge systems remain unrecognised in conservation efforts. Drawing on the findings on marginalised groups and their livelihood vulnerabilities – such as for PWDs – training will enhance the understanding of CSOs, NGOs and LAs on GEDSI climate resilience and its application to planning and policy making, under **Activity 1.2.2.**

Gender-responsive climate finance training is important for addressing findings where women in Grenada face challenges in securing climate finance and that women's organisations in Jamaica and Belize are viewed as "high risk" by financial institutions.

1.5.2 Social inclusion and accessibility

Social inclusion and accessibility in CABRIC are focused on ensuring meaningful participation of IPs, youth and PWDs, inclusive of the specific barriers faced by women within these groups. The project implements comprehensive Free, Prior and Informed Consent (FPIC) protocols where required, and meaningful consultation, especially when project impact IPs. As part of this and learning from the accessibility challenges identified by stakeholders, FPIC protocols as well as the GRM employ local Indigenous languages and culturally appropriate channels to ensure access, understanding and meaningful participation of IPs in countries such as Belize. Moreover, the project will ensure that IP organisations are empowered to respond to grant calls through targted outreach, project preparation support, capacity development

Addressing the findings from the Gender Assessment on engagement barriers (such as literacy and language barriers), communication, training sessions and the use of knowledge products will be done in various formats and languages. This includes visual, audio and simplified text formats in

[3] Inclusion based organizations are organizations that work to dismantle systemic barriers, empower marginalized populations, and provide equal access to education, economic opportunities, and human rights. These organisations may represent the interest and needs of diverse constituents based on age, sex, disability, race, ethnicity, origin, religion or economic of other status.

local languages where relevant, namely Creole, Spanish, Garifuna, and Maya languages. The involvement of local facilitators and translators in training and engagement sessions will also be integral in this regard. To cater to older populations and rural communities, there will be the leveraging of existing radio communication channels. Furthermore, training and communication activities under the GAP will ensure other important inclusive engagement principles, including respectful communication, avoiding stereotypes, and cultural sensitivity, particularly regarding Indigenous and Tribal Peoples. These inclusive training activities will constitute the GESDI information component of the training materials as defined under **Output 1.1.**

The project will also ensure the accessibility of all venues and activities to PWDs. This includes ensuring physically accessible meeting locations, providing appropriate seating arrangements, and arranging transportation support when needed. Online participation options will also be available to accommodate for persons who are unable to attend in person due to mobility challenges or other barriers.

1.5.3 Participation of men and Male allyship

Learning from experiences shared in the Bahamas consultations around men's limited participation in activities in the environmental space and recognising that gender transformation requires the involvement of men, the GAP will facilitate discussions to address concerns about women-focused initiatives. Communication will also entail approaches to engage men as partners and beneficiaries in gender-responsive climate action through livelihood and non-livelihood focused activities. There will also be activities to engage male officials as gender allies to help address patriarchal norms and values in countries such as Belize, where stakeholders shared that women are vulnerable to violence if they become economically empowered by projects. These strategies aim to help men understand that women's empowerment and gender equality strengthen as well as empower entire communities, rather than threatening male opportunities.

1.5.4 IPPF Synergy

The GAP is designed to operate in synergy with other safeguard and inclusion frameworks of the CABRIC programme. A critical complement to the GAP is the CABRIC Indigenous Peoples Planning Framework (IPPF), which provides the protocols, principles, and mechanisms for ensuring that IPs are meaningfully engaged, respected, and empowered throughout project implementation. The CABRIC IPPF outlines several elements that are pertinent to the GAP:

- Intersectional Inclusion: The IPPF recognizes that indigenous women, youth, elderly persons, and persons with disabilities face intersecting vulnerabilities. By embedding Free, FPIC protocols, the IPPF ensures that gender-responsive engagement is not only a principle but a practice. This strengthens the GAP's commitment to diversity and social inclusion by guaranteeing that indigenous women and other marginalized groups are not overlooked in climate resilience planning.

- Knowledge Integration: Traditional Ecological Knowledge held by indigenous communities is a vital resource for climate adaptation. The IPPF establishes mechanisms for documenting, protecting, and integrating this knowledge into project design. The GAP builds on this by ensuring that women's ecological knowledge, often undervalued, is systematically recognized and incorporated into adaptation strategies. This alignment ensures that gender-responsive climate action is enriched by Indigenous perspectives.

- Safeguards and Protection: The IPPF sets out clear safeguards to prevent adverse impacts on indigenous lands, resources, and cultural heritage. These safeguards are essential for the GAP, particularly in addressing risks of gender-based violence (GBV) and sexual

exploitation, abuse, and harassment (SEAH) in contexts where indigenous women may be disproportionately affected. The integration of IPPF safeguards into GAP activities ensures that gender equality measures are culturally sensitive and protective of community rights.

- Capacity Building and Empowerment: Both the GAP and IPPF emphasize institutional strengthening and capacity building. The IPPF ensures that indigenous governance systems and community organizations are respected and supported, while the GAP focuses on building the capacity of women-led and women-focused CSOs and NGOs, and Local Authorities. Together, they create a dual pathway for empowerment, supporting indigenous institutions while ensuring women within those communities have equal access to resources, leadership opportunities, and climate finance.
- Synergy in Monitoring and Learning: The IPPF establishes culturally appropriate monitoring, evaluation, and learning mechanisms that respect indigenous sovereignty. The GAP complements this by ensuring that gender-sensitive data is collected and analyzed across project activities. This synergy allows for adaptive management that is both gender-responsive and culturally grounded, ensuring accountability to diverse stakeholders.

1.5.5 Sexual Exploitation, Abuse and Harassment (SEAH) Safeguards and Gender-Sensitive Grievance Mechanisms

All project contracts, including those with staff, consultants, and third-party service providers, will explicitly mandate strict adherence to a zero-tolerance policy and take measures to prevent and address harassment, intimidation, and/or exploitation, especially in regard to women against Sexual Exploitation, Abuse, and Harassment (SEAH) and Gender-Based Violence (GBV).[4] In alignment with the Green Climate Fund (GCF) Policy on Prohibited Practices, this prohibits any conduct that constitutes SEAH and requires all contracted parties to protect beneficiaries and communities from such harms. Non-compliance with this policy represents a fundamental breach of contract and will result in immediate disciplinary action, up to and including contract termination and legal referral. Furthermore, specialists and contracted workers must actively adhere to the project's Code of Conduct and participate in SEAH awareness-raising activities as specified in the GAAP and ESMF.

c) Baseline context

Even though SEAH and GBV risks are considered low due to the CABRIC programme avoiding the typical structural drivers that elevate SEAH risks, project-related SEAH and GBV risks might occur. First, the nature of the interventions places project staff, contractors, and consultants in positions of power during close engagement with vulnerable beneficiaries. Secondly, this risk is compounded by the severe contextual vulnerabilities created by recent extreme weather events, particularly Hurricanes Beryl. Post-disaster environments lead to widespread displacement and economic stress. This desperation can drive vulnerable individuals, particularly women and youth, into coercive or transactional relationships for essential aid, recovery materials, or loans.

While the above are particularly true for project beneficiaries, project staff can also be affected by the underlying conditions and is vulnerable to sexual gain or sexual harassment, especially when exposed in remote areas they may suffer from harassment and verbal sexual abuse.

To mitigate these risks, under Performance Standard 2, a healthy and safe work environment will be provided for project staff and workers. The GEDSI specialist will ensure that all communities

[4] This SEAH Risk Assessment will be in accordance with Performance Standard 2

are informed about the GRM systems outlined in this document and the GAP. This system, which uses an understandable and transparent process that provides timely feedback, has been designed with multiple levels to be survivor-centric and responsive to the unique and specific needs and risks for women in the five target countries. Throughout all levels and steps of the GRM process, confidentiality and respondent protection will have the utmost priority, and it does not impede access to other judicial or administrative remedies that might be available under the law. In line with this approach, the following principles will be systematically applied through all steps and actions:

The rights, needs, and wishes of the survivor (or victim) is the foremost priority of everyone involved with the project. The survivor has a right to:

- be treated with dignity and respect instead of being exposed to victim-blaming attitudes.
- choose the course of action in dealing with the violence instead of feeling powerless.
- privacy and confidentiality instead of exposure.
- non-discrimination instead of discrimination based on gender, age, race/ethnicity, ability, sexual orientation, HIV status or any other characteristic.
- receive comprehensive information to help her or him make their own decision instead of being told what to do.

The safety of the survivor shall always be ensured. Potential risks to the survivor will be identified and action take to ensure the survivor's safety and to prevent further harm including ensuring that the alleged perpetrator does not have contact with the survivor. If the survivor is an employee of the programme, reasonable adjustments may be made to the survivor's work schedule and work environment to ensure their safety.

- All actions should reflect the choices of the survivor.
- All information related to the case must be kept confidential and identities protected. Only those who have a role in the response to an allegation should receive case-level information, and then only for a clearly stated purpose and with the survivor's consent. This applies to any documentation, or reports related to the case. Identities will not be revealed unless explicit written consent is provided by the survivor.
- The survivor must provide informed consent to progress with each stage of the complaints process. Survivors may withdraw their consent at any time during the process.

Outside of potential discrimination against women, the project will integrate SEAH training to all affiliated staff, contractors, and training consultants. Also, it will include specific SEAH zero-tolerance procurement mechanisms across all project contracts and SEAH awareness raising modules targeted to beneficiary communities across all project outcomes. This will include information about potential SEAH risks, the project's Code of Conduct, available GRM, as well as specific SEAH prevention and attention.

A Code of Conduct prohibiting SEAH will be developed and will also explicitly state that the project will not employ forced labor (including indentured or bonded labor) and will not employ trafficked persons. Additionally, explicitly prohibit the employment of children in any manner that is economically exploitative, hazardous, or harmful to their development This should be signed by all project staff at the same time the work contract is signed. The Code of Conduct must be made available in languages the staff understand.

The Regional project coordinating Unit (RPCU) of the project will also appoint a focal person to ensure compliance with SEAH requirements as well as carrying out regular monitoring of health, working conditions, and hours of work of the project staff. This will include; (i) Tracking whether reporting mechanisms are being used – looking at where reports are coming from/not coming from, and seeking to identify patterns; (ii) Asking workers and community members if they are aware of and trust reporting mechanisms, understand their rights and what constitutes SEAH; (iii) Checking whether workers demonstrate knowledge and understanding of the policy and code of

conduct – and can locate them; (iv) Checking whether community members have knowledge of what behaviours to expect from project/program workers and which are prohibited; and (v) Checking mitigation measures are consistently being implemented – e.g., undertake spot checks to see if contracts include clauses, use basic records to track whether SEAH training is being delivered, check reporting mechanisms are functioning, use monitoring visits to check whether awareness-raising materials are clearly visible and engaged with as well as monitoring for indicators of involuntary or compulsory labor.

Regarding the dedicated SEAH channel (GRM) will operate alongside and work independently from the standard four-step process as highlighted in the Grievance Handling Process section above. Individuals who wish to submit a SEAH-related grievance will be encouraged to use a dedicated project phone number or email address different from the general GRM contact. See the SEAH submission channel below:

SEAH Submission Channels

Affected persons may submit grievances through the following channels:

- **Email**: Direct submission to the **GESI Officer at CCCCC.**
- **Phone Hotline**: A toll-free number for immediate concerns regarding SEAH (this will be different to the general GRM contact).
- **In-person Submission**: In-person grievances to be relayed to the **GESI Officer at CCCCC.**

Given the range of potential grievances and levels of seriousness of allegations, a survivor-centred protocol will be established hence why a one-size-fits-all model will not considered suitable:

a) **Referral pathways:** The survivor must be offered access to medical care and support within 24-72 hours.
b) **Consent of the survivor** must be sought before sharing any information with investigators, project management or the GCF Secretariat. The survivor can choose to withdraw from the process at any time.
c) **An immediate risk assessment** is to be conducted to determine if the survivor is in physical danger or at risk of retaliation from the perpetrator.
d) **Investigation:** Using non-judgemental language, interviews are conducted **once** by the GESI Officer. This is to avoid re-traumatisation.
e) If the allegation is substantiated, the protocol then triggers **administrative actions** such as termination of employment (for the perpetrator) or recovery of funds.

Any SEAH related grievances will be taken will the utmost empathy and sensitivity. In all cases, the GESI Officer will be bound by tightly confidentiality requirements.

To ensure consistency, the SEAH channel will be aligned with the SEAH Code of Conduct, housed within the GRM as the central reporting mechanism.

1.6 Gender Action Plan Activities

Table 2 outlines the activities for GAP designed to ensure that the CABRIC programme is gender responsive as possible. The base CABRIC programme already has GEDSI activities to support GEDSI integration in the overall programme. However, based on the findings of the gender assessment, there are some key areas for improvement that the GAP seeks to address.

It is worth reiterating the role of the GEDSI Specialist within the Regional Programme Coordination Unit, working in close coordination with the Community Liaison Officers (CLOs) would be legally and operationally responsible for tracking the financial allocations on grant facility. The Specialist would ensure that financial allocations actively support the Gender Action Plan (GAP) by embedding gender-responsive budgeting directly into the facility's "Call for Proposals" and funding criteria. During the evaluation phase, they appraise sub-grant proposals to verify that applicants have dedicated traceable funds for gender mainstreaming, women's empowerment initiatives, and inclusive stakeholder engagement. Furthermore, the Specialist tracks ongoing disbursement targets to confirm that the required percentage of grant financing successfully reaches vulnerable groups and women-led enterprises, provides necessary capacity-building training to sub-grantees on managing gender-specific budget lines, and ultimately aggregates this financial data into consolidated M&E reports for the CCCCC and GCF Secretariat.

Table 2 - Gender Action Plan activities for the CABRIC programme

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
Outcome 1: Strengthened institutional and operational capacity for GEDSI integrated climate responsive planning							
Output 1.1 GESDI is integrated in climate investment assessments and planning							
Project Activities							
1.1.1 Advance GEDSI Informed programming	1.1.1.1. Ensure the pCRVAs integrate GEDSI analysis and embed inclusive engagements	**Indicator 1.1.1.1.(a):** % of pCRVA reports demonstrating inclusive engagement and GEDSI Analysis	Overcome structural barriers for women accessing climate project resources	PCRVAs	Primary: CANARI Secondary: RPCU GEDSI Specialist	Yr 1	*Included in total project budget*

[5] Since gender is deliberately interwoven in CABRIC's designs with clear targets, the project's budget was built with integration and inclusion costs already embedded.

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
		Target 1.1.1.1.(a): 100%					
1.1.2 Ensure all climate investment programmes reflect clear GEDSI targets	1.1.2.1. Develop Climate Investment programmes that integrate GEDSI with clear indicative targets and investment areas that benefit women, indigenous people, youth and marginalized groups	**Indicator 1.1.2.1.(a):** % of GESDI integrated Climate Investment Programmes **Target 1.1.2.1(a):** 100%	Overcome structural barriers for women accessing climate project resources	Climate Investment Programmes	Primary: CANARI Secondary: RPCU GEDSI Specialist	Yr 1	*Included in total project budget*
1.1.3 Foster Institutional autonomy to manage climate finance	1.1.3.1. Ensure capacity development, financial management and knowledge sharing for women led organisations and other inclusion-based organisations	**Indicator 1.1.3.1.(a):** # of sessions that host knowledge sharing sessions for women's organisations (incorporating translation services if language barriers are present) **Target 1.1.3.1.(a):** 2	Enhanced institutional autonomy of women-led, IP led and inclusion focused organisations to independently manage climate finance in alignment with international standards	Post-training evaluations.	Primary: CANARI Secondary: RPCU GEDSI Specialist	Years 1-5	*Included in total project budget*

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
		Indicator 1.1.3.1.(b): % of women-led, indigenous led and other inclusion based CSOs that participate in tailored capacity development exercises in 1.1.1 of the CABRIC project. **Target 1.1.3.1.(b):** At least 40%					
	1.1.3.2. Foster demonstrated leadership and confidence by women administrators in applying financial protocols, mitigating fiduciary risks, and handling project co-financing.	**Indicator 1.1.3.2.(a):** % of trained women administrators express high confidence in managing co-financing and fiduciary risk **Target 1.1.3.2.(a):** At least 40%	Demonstrated leadership and confidence by women administrators in financial and project management roles	Focus group discussions KIIs with organizational leadership Adoption of new internal financial policies	Primary: CANARI Secondary: RPCU GESDI Specialist	Years 2-4	*Included in total project budget*
1.1.4 Undertake phased outreach, onboarding, and periodic calls for registration and expressions of	1.1.4.1. Hold decentralized entry-point workshops for Local Actors, ensuring that women led and inclusion based organisations are actively recruited.	**Indicator 1.1.4.1.(a):** % of participating LAs that are women-led **Target 1.1.4.1.(a):** 40%[7]	Stakeholders are trained on gender-responsive project development design to set up sub-grants	Attendance / registration records	Primary: CANARI Secondary: Community	Year 1	*Included under Activity 1.1.2 budget* [8]

[7] Indicator calculated based on gender assessment's findings in which women-led organizations face structural challenges in securing influence within the leadership space.
[8] Care-economy support will be embedded in this which covers on-site childcare provision (or equivalent stipend where on-site provision is impractical), age-appropriate educational and engagement materials for accompanying children, and where required travel and subsistence support for participants travelling with dependents. See Annex 4 Budget.

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
interest of local actors.[6]		**Indicator 1.1.4.1.(b):** % of women participants per workshop **Target 1.1.4.1.(b):** 40% of women participants[9]	that promote gender equality		Liaison Officers (CLOs)		
Output 1.2 Climate resilience and GEDSI mainstreamed national climate resilient coastal policy frameworks							
1.2.1: Conduct a participatory gender-responsive and socially inclusive gap assessment of national coastal policies	1.2.1.1. Produce a gender-responsive and socially inclusive climate-resilient coastal policy framework informed by participatory analysis of differentiated climate risks, barriers to inclusion, institutional gaps, and pathways for implementation, monitoring, and accountability	**Indicator 1.2.1.1.(a):** # of national coastal policies and institutional frameworks reviewed for gender responsiveness **Target 1.2.1.1.(a):** 1 comprehensive gap assessment report finalized	Gender-differentiated climate risks, institutional gaps, and socio-economic barriers faced by women in coastal zones are formally identified and documented to inform national policy	Final baseline gap assessment report approved by the Project Management Unit (PMU) Stakeholder consultation attendance sheets	Primary: RPCU Programme Coordinator Secondary: RPCU GEDSI Specialist	Year 1	*Included under Activity 1.2.1 budget*

[6] Ensure women's participation in training and capacity building activities, considering the needs of women, such as language accessibility, literacy levels, and cultural sensitivities.
[9] Indicator calculated based on gender assessment's findings as women face systemic barriers to training and engagement due to entrenched gender norms, institutional biases, and econo; mic structures that reinforce male dominance. Additionally, women's role as caregivers also represent structural constraints that limit their access to training opportunities.

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
		Indicator 1.2.1.1.(b): % of women from vulnerable coastal communities consulted **Target 1.2.1.1.(b):** At least 40% female representation among stakeholders consulted					
1.2.2: Co-design gender-responsive and socially inclusive coastal resilience frameworks and implementation roadmaps	1.2.2.1. Produce a gender-responsive and socially inclusive climate-resilient coastal policy framework informed by participatory analysis of differentiated climate risks, barriers to inclusion, institutional gaps, and pathways for implementation, monitoring, and accountability	**Indicator 1.2.2.1.(a):** # of policy frameworks and roadmaps integrated with specific gender actions and resource allocations **Target 1.2.2.1.(a):** 1 gender-responsive coastal policy framework endorsed **Indicator 1.2.2.1.(b):** % of women leadership roles within the co-design committees/working groups **Target 1.2.2.1.(b):** At least 40% women's active representation on the core drafting committee	Coastal policy frameworks and implementation roadmaps explicitly mainstream gender equity, secure targeted budget allocations, and establish clear accountability structures for women's coastal resilience	Copy of the formally endorsed Policy Framework and Implementation Roadmap Committee member rosters	Primary: RPCU Programme Coordinator Secondary: RPCU GEDSI Specialist	Year 1	*Included under Activity 1.2.1 budget*

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
1.2.3 Build institutional and technical capacity for GEDSI-integrated coastal resilience policy implementation	1.2.3.1. Design and deliver training on climate data interpretation, GEDSI analysis, and coastal vulnerability assessment for policymakers and technical staff (Including but not limited to use of tools to develop EDA-project related concept notes, proposals (Regional Clearing House Lidar information, downscale climate data) and tools to assess climate change impacts and risks: CCoral Weather Generator, Tropical Storm Model/Simple Model for Advection of Storms and Hurricanes, Caribbean Drought Assessment Tool.	**Indicator 1.2.3.1.(a):** % of female policymakers and technical staff participating in the training **Target 1.2.3.1.(a):** 40% of women participants **Indicator 1.2.3.1.(b):** % of training modules designed that integrate GEDSI methodologies **Target 1.2.3.1.(b):** 100% of modules are GEDSI-focused	Policy makers and technical staff have developed a greater understanding of GEDSI mainstreaming for coastal resilience and have increased capacity to integrate gender considerations into their local planning and sub-grant development	Attendance registration records Training materials	Primary: RPCU Programme Coordinator Secondary: RPCU GEDSI Specialist	Year 1	*Included under Activity 1.2.2 budget* [10]
Output 1.3 Institutional capacity to implement and adaptively manage gender transformative climate resilient livelihood and social projects increased							
1.3.1 Build institutional capacity for project	1.3.1.1. Ensure that community-owned Data Systems and M&E Training Programmes that utilize a Mentorship Framework are inclusive of women, youth and indigenous People.	**Indicator 1.3.1.1.(a):** % of women owned, women focused or Inclusion based CSOs. engaged in M&E training **Target 1.3.1.1.(a):** 40%	Implementation of M&E have highlighted effective documentation of lessons learned to support ongoing gender	Training Manuals M&E Reports Project Proposals	Primary: CANARI Secondary: RPCU GESDI Specialist	Year 1	*Included under Activity 1.3.2*

[10] Care-economy support will be embedded in this which covers on-site childcare provision (or equivalent stipend where on-site provision is impractical), age-appropriate educational and engagement materials for accompanying children, and where required travel and subsistence support for participants travelling with dependents. See Annex 4 Budget.

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
implementation through a community mentorship model		**Indicator 1.3.1.1.(b):** Percentage of Women, youth, indigenous people engaged as community monitors **Target 1.3.1.1.(b):**50%	mainstreaming efforts.	Attendance records	Grant Administrators		
1.3.2 Build institutional capacity for project implementation through a community mentorship model	1.3.2.1. Provide specialised training on GEDSI integration on GEDSI situations including baseline information as well as Environmental and Social Safeguards implementation for active project teams	**Indicator 1.3.2.1.(a):** # of specialized GEDSI & ESS training sessions conducted (including showcasing country specific GRM guidelines and implementation) **Target 1.3.2.1.(a):** At least 2 GEDSI and ESS training sessions held **Indicator 1.3.2.1.(b):** % of community women participants in the specialized training sessions **Target 1.3.2.1.(b):** 40% of community women participants[11]	To support gender mainstreaming and gender-responsive sub-grant design and project implementation, targeted and tailored for government officials (LAs)	Training Reports Agenda Attendance / registration records Training materials	Primary: CANARI Secondary: RPCU GESDI Specialist Grant Administrators	Year 1	*Included under Activity 1.3.2*

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
1.3.3 Institutionalise GEDSI Role in Project governance across all activities	1.3.3.1. Hire a full-time Gender Equity, Diversity and Social Inclusion (GEDSI) specialist with relevant experience in gender mainstreaming to work across all project Components. The specialist will occasionally participate in PSC as technical advisor.	**Indicator 1.3.3.1.(a):** # of GEDSI specialist hired for the project's activities **Target 1.3.3.1.(a):** 3	GEDSI considerations are mainstreamed across all project activities	1.3.3.1 APR	Primary: CCCCC	Y1-6	*Included in total project budget*
	1.3.3.2. Include in the project's Steering Committee GEDSI expertise to ensure gender expertise and women's representation in decision making bodies of the project.[12]	**Indicator 1.3.3.2.(a):** #of Gender Focal Points including as part of the PSC. **Target 1.3.3.2.(a):** At least 2 standing members		1.3.3.2 PSC attendance records			

[12] The AE is to formalize the GEDSI oversight in the project steering committee between GEDSI and national ESS focal points to make their roles and responsibilities more clear

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
1.3.4 Operationalize measures to prevent and mitigate SEAH, GBV, human trafficking and child exploitation	1.3.4.1. Develop a Code of Conduct, including specifically the prohibition of SEAH and forced labour,socialized with all project related stakeholders (affiliated staff, contractors, training consultants, model farmers) and implemented across activities.	**Indicator 1.3.4.1.(a):** # of project's code of conduct for the project staff and beneficiaries designed, socialized, and implemented across activities. **Target 1.3.4.1.(a):** 1	SEAH, GBV, human trafficking and child exploitation prevention and mitigation are mainstreamed across all project activities	Annual Performance Reports	Primary: CCCCC and all Grant Administrators Secondary: RPCU GEDSI Specialist	Y1-6	*Included under the GEDSI budget* *Included under the GRM budget*
	1.3.4.2. Conduct project related trainings on SEAH, SGBV, human trafficking and child exploitation	**Indicator 1.3.4.2.(a):** % of project-related trainings and capacity-building activities that include SEAH, GBV, human trafficking and child exploitation **Target 1.3.4.2.(a):** 100%		Training Reports			
	1.3.4.3. Ensure that zero tolerance clauses for SEAH are integrated in all granting instruments and contracts	**Indicator 1.3.4.3.(a):** % of project procurement instruments and grant agreements that integrate zero-tolerance SEAH clauses **Target 1.3.4.3.(a):** 100%		Grant Agreements			
	1.3.4.4. Refine a programme-level GRM with consultation with key stakeholders and socialized with all relevant	**Indicator 1.3.4.4.(a):** # of GRM in place and socialized		GRM Manual			

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
	stakeholders, including specific confidential and anonymous channels for SEAH and child (and human) exploitation.	**Target 1.3.4.54(a):** 1					
Outcome 2. Improved social and livelihood climate resilience through addressing multidimensional vulnerability to climate risks in coastal communities							
Output 2.1 Grants are provided to priority climate resilient livelihood and socially inclusive health & climate information projects							
2.1.1: Ensure that women led and Inclusion based organisations are made aware of periodic calls for proposals and are facilitated to make submissions from the pipeline[13]	2.1.1.1. Communicate calls for proposals and distribute application packages with supply driven focus on women led and inclusion based organisations.	**Indicator 2.1.1.1.(a):** % of communication materials produced in local/indigenous languages that explicitly explain how to access the GRM **Target 2.1.1.1.(a):** 100% of community-facing materials are in local languages for the specific groups who are targeted	CSOs, NGOs and LAs are able to incorporate GRM and provide opportunities for effective knowledge capture and sharing with regards to GRM.	Communication Materials	Primary: Community Liaison Officers Secondary: RPCU GEDSI Specialist	Year 2-5	*Included in project budget*

[13] Co-develop CABRIC country specific GRMs with CSOs, NGOs & LAs integrating local languages, popular communication media and specific channels for SEAH attention and prevention.

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
2.1.2 Institute specific targets to overcome structural barriers to access project resources across all activities	2.1.2.1. Earmark grant resources going to women led and inclusion-based organisations in each country	**Indicator 2.1.2.1.(a):** % of the total Component 2 grant facility, be awarded to legally registered women-led or women's or inclusion-based organisations for capacity building on financial inclusion (financial illiteracy) **Target 2.1.2.1.(a):** At least 40% **Indicator 2.1.2.1.(b):** the percentage of awards allocated to Large Grants (USD 300,000–500,000) captured by women-led organisations or inclusion-based organisations. **Target 2.1.2.1.(a):** At least 30%	Increased financial inclusion and capital access for women-led entities Enhanced financial literacy among women's grassroots groups. Grant facility application and award database	Grant Administrator Reports Financial disbursement logs	Primary: Grant Administrators Secondary: Regional Programme Coordination Unit	Years 2-5	*Included in project budget*
Outcome 3. Enhanced regional knowledge equity and transparent sharing of community-led climate risk information and adaptation lessons							
Output 3.1 Strengthened ecosystems for sharing GEDSI-integrated climate risk data and community-led solutions							

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
3.1.1: Establish inclusive virtual regional CABRIC problem solving circles:	3.1.1.1 Feature in virtual regional CABRIC problem solving circles, challenges and solutions faced with meaningful gender integration and social inclusion	**Indicator 3.1.1.1.(a):** # of circles per year with agenda item on gender and inclusion **Target 3.1.1.1.(a):** 1 per year	Gender-inclusive knowledge has been shared, and capacity will have been built ensuring that women are featured as leaders and experts.	Problem Circle Agendas	Primary: National Coordinators Secondary: RPCU Gender Specialist	Year 4 & 5	*Included under Activity 3.1.3 budget* [14]
3.1.2: Facilitate Peer-to-Peer Learning and Institutional Networks [15]	3.1.2.1. Ensure that women and inclusion based organisation representatives are featured in annual Regional Knowledge to Action conference	**Indicator 3.1.2.1.(a):** % of female speakers, panellists, and moderators featured in plenary and technical sessions **Target 3.1.2.1.(a):** 50% of moderators and speakers represent women and inclusion based organisations **Indicator 3.1.2.1.(b):** % of female participants attending the conference **Target 3.1.2.1.(b):** 40% of women attendees	Gender-inclusive knowledge shared, and capacity will have been built ensuring that women are featured as leaders and experts.	Conference Agenda (including a list of speakers) Attendance / registration records Post conference survey	Primary: National Coordinators Secondary: RPCU Gender Specialist RPCU MEL Specialist RPCU Communications Specialist.	Year 4&5	*Included under Activity 3.1.3 budget* [16]

[14] Care-economy support will be embedded in this which covers on-site childcare provision (or equivalent stipend where on-site provision is impractical), age-appropriate educational and engagement materials for accompanying children, and where required travel and subsistence support for participants travelling with dependents. See Annex 4 Budget.

[15] Ensure the engagement of women in the knowledge sharing and communication space, applying a gender-responsive approach and utilizing gender-sensitive outreach strategies

[16] Care-economy support will be embedded in this which covers on-site childcare provision (or equivalent stipend where on-site provision is impractical), age-appropriate educational and engagement materials for accompanying children, and where required travel and subsistence support for participants travelling with dependents. See Annex 4 Budget.

Gender Activity	Action	Indicators and Targets	Expected Results	Means of Verification	Responsible Parties	Timelines	Cost ([5]USD)
3.1.3 Establish local Communities of Practice	3.1.3.1 Ensure that women-led, women and inclusion-based organisation representatives are represented in Communities of Practice	**Indicator 3.1.3.1:** % of women-led, inclusion based and women organisations who are members of the communities of practice **Target 3.1.3.1:** 40%	Diverse membership representing different sectors, disciplines, and lived experiences.	COP membership lists COP Agendas	National Project Coordinators	Years 3 and 4	*Included under Activity 3.1.3 budget* [17]
	3.1.3.2 Include in community of practice agendas clear objectives and expected outcomes for GEDSI discussions	**Indicator 3.1.3.2** # of COP agendas with GEDSI as a standing agenda item Target 3.1.3.2# 5					
Output 3.2: Empowered community agency and inclusive awareness of climate-resilient and gender-transformative responses							
3.2.2: Implement community-level awareness and engagement campaigns.	3.2.2.1. Mobilize social media for community-driven advocacy	**Indicators 3.2.2.1.(a):** # of social media campaigns conducted **Target 3.2.2.1.(a):** 5 social media campaigns (1 per country) carried out	The campaigns will have highlighted the distinct needs and strategic interests of women and men, particularly in coastal communities and marginalized groups, concerning subprojects.	Campaign Plans Communication Plans	Primary: National Coordinators Secondary: RPCU Communications Specialist RPCU Gender Specialist	Year 1	*Included under Activity 3.2.2 budget*

[17] Care-economy support will be embedded in this which covers on-site childcare provision (or equivalent stipend where on-site provision is impractical), age-appropriate educational and engagement materials for accompanying children, and where required travel and subsistence support for participants travelling with dependents. See Annex 4 Budget.

1.7 Monitoring, Evaluation, and Learning

The gender-sensitive monitoring and evaluation framework implements comprehensive mechanisms to capture both quantifiable and qualitative changes in gender equality and social inclusion across project components. This system recognizes that quantitative indicators must be complemented by qualitative assessments to provide meaningful impact measurement.

Under this project, monitoring and evaluation of gender impacts and results will be done under the various strategies and activities elaborated on in this document. This is important for tracking the progress, performance and effectiveness of CABRIC to ensure that the project fulfils its objectives as it relates to gender analysis and to assess the state of gender, climate change and coastal resilience across the Five participating countries.

Monitoring for GEDSI will utilise key gender-sensitive indicators such as:

- Differential access to land for women and youth
- Barriers to participation in decision-making processes for agriculture and fisheries and management of relevant resources
- Access to credit and financial services to support entry and enhance productivity in the sectors
- Limited representation in agricultural institutions, women are often underrepresented in agricultural research, extension services, and policy-making bodies.
- The percentage of women participating in various engagement activities;
- The percentage of Indigenous Peoples participating in project activities;
- The satisfaction of women with the engagement process (measured through surveys and feedback sessions);
- Stakeholder engagement- Involving women, men and marginalized groups to assess:
    - The number of gender-specific issues raised and addressed during stakeholder consultations; and
    - Women's representation in decision-making bodies involved in the project.[18]
    - Women's perceived increase in self-respect and confidence
    - Men's perceptions of these changes
    - Targeted groups awareness of available technologies, extension and financial services
- Monitoring and evaluation of the GRM by actively seeking feedback to identify areas that require improvement to enhance the gender responsiveness and effectiveness of the GRM.[19]

1.8 Gender-sensitive data for adaptive management

Potential Considerations

The success of gender mainstreaming relies on a responsive management system that quickly identifies both challenges and opportunities during implementation. Regular monitoring enables the project to make informed adjustments that strengthen impact and ensure activities remain relevant to women's needs.

[18] Adapted from Draft Annex J – Stakeholder Engagement Plan.

[19] Ibid.

When conducting Monitoring and Evaluation (M&E) for a multi-country GAP, several key considerations must be considered to ensure consistency, comparability and effectiveness across diverse contexts. For instance, cultural and social norms must be considered. Gender roles and challenges vary by country, affecting how GAP activities are implemented and received. Three of the five countries (Belize and Jamaica) comprised of indigenous groups and therefore culturally responsive indicators must be considered. Considering Indigenous gender roles and norms and traditional knowledge and practices ensures that indicators reflect how gender roles are understood in the indigenous communities rather than imposing external definitions.

The strength of adaptive management lies in its ability to respond comprehensively to such findings. Also, engaging indigenous leadership such as elders, leaders and women's groups in designing, implementing and evaluating programmes. The use of indigenous languages should also be considered where possible when conducting data collection and reporting to ensure inclusivity and address multiple barriers simultaneously.

Given the multi country context of this project, the legal and policy frameworks of each country was examined as each country may have different gender policies, labour laws and human rights protections that impact GAP execution. The stakeholder engagement included working with local organizations and civil society respective of each country to ensure culturally relevant approaches.

Financial interventions particularly benefit from careful monitoring and quick response. Women's groups struggle to access climate finance and meet the rigid eligibility criteria imposed by international and national funding bodies. Understanding these realities allows for meaningful adjustments perhaps investment in women-led coastal enterprises, climate resilience and gender sensitive blue economy initiatives that ensures financial interventions that help women adapt to climate change. Also, increasing women's participation in savings groups, cooperatives or microfinance programs.