



# TUVALU COASTAL ADAPTATION PROJECT (TCAP)

## GENDER STRATEGY AND ACTION PLAN (July 2021)



*Project Nanumea gender consultation workshop, 29<sup>th</sup> of September 2020 (photo credit: Puanita Ewekia)*

## FOREWORD

Gender equality is a fundamental human right. The Tuvalu Coastal Adaptation Project (TCAP) was formulated cognizant of this right. Distinct effort has been made to promote gender equality and increase socio-economic gender empowerment in the project implementation. In the Funding Proposal (FP) Output 3.1 of the project envisaged that “all outer islands strategic plans and annual

budgets integrate island-specific climate risks through existing gender responsive, participatory processes”. This Gender Strategy and Action Plan (GSAP) articulates a succinct roadmap to achieving these critical project outputs to enable greater resilience for men and women in Tuvalu.

Like many Pacific Island countries, gender inequalities are recognized as development challenges in Tuvalu. Current government efforts have gained traction in government commitments to addressing this issue at the international, regional, and national level through conventions, commitments, leadership, policies, plans and strategies. TCAP will contribute to the government’s ongoing efforts to address gender inequalities particularly in coastal adaptation to build community resilience against impacts of climate change.

To play this important role TCAP promotes long term education and training of women in technical areas relevant to coastal adaptation as a long-term goal of the project. More importantly, TCAP stands to transform gender empowerment by elevating the role of women in the monitoring and evaluation of Kaupules using scorecards and participatory videos. This level of gender innovation looks beyond the tokenistic participation of women in development into creating new spaces for strong women leadership in the island council as a way of building resilience through strategic participation of women. TCAP will also extend its focus onto contractors’ workers by introducing codes of conduct for women safety and harassment and promote dialogue and action to help address gender-based issues for project workers. A Grievance Redress Mechanism (GRM) as avenue for aggrieved parties in the project, both men and women, to have their grievances heard and resolved has been developed.

To realize these goals timely implementation is critical. TCAP Project Management Unit (PMU) is responsible for implementing the GSAP to deliver gender equality and empowerment in five target areas: education and training, economic opportunities, decision making and leadership, participation, and monitoring and evaluation.

Through the GSAP the project is committed to ensure that no one is left behind in the pursuit of building resilience against climate change in coastal adaptation in Tuvalu.

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## EXECUTIVE SUMMARY

TCAP stands to generate economic and social benefits for the people of Tuvalu through the implementation of coastal adaptation and protection measures. Some of these benefits include long-term capacity development in coastal adaptation through scholarship, training, and internship programme, and socio-economic empowerment through island-based strategic planning and budgeting support. However, maximum benefit can only be realized if women and girls participate as fully as men and boys in the technical, social, economic, cultural, institutional, and educational activities of the project. This mandates that principles of gender equality are embedded in project outputs, and that supporting tools, practices and mechanisms are employed both in the technical and management areas of the project.

Gender participation is a precondition for holistic and meaningful achievement of project outcomes. Recognizing this precondition, TCAP has been committed from its inception to ensure inclusion and integration of gender into the relevant project outputs and activities. This commitment aligns TCAP gender strategy to the GCF and UNDP gender policies but more important to the Government of Tuvalu goals of its Gender Policy and its National Development Strategy specifically in promoting gender equality, mainstreaming and empowerment for women participation in decision making and leadership.

The TCAP GSAP is an amalgamation of the recommendations that emerge from two gender assessments and analysis: one undertaken at the project formulation phase and another in 2019 in preparing for the development of this GSAP. Whilst a broad spectrum of gender recommendations was highlighted in these assessments, only were selected those that syncs with the project outputs and activities and long-term contribution to gender mainstreaming in the area of coastal adaptation. TCAP also consciously aligned the plan with the project Environmental and Social Impact Assessments (ESIA) conducted in Nanumea, Nanumaga and Funafuti, and the Communication Strategy and Action Plan, both finalized in 2020.

The main objectives of the GSAP are to:

- (i) integrate gender considerations into TCAPs implementation and management processes in a meaningful way,
- (ii) build on existing national efforts in addressing gender inequalities,
- (iii) expand gender mainstreaming efforts, and
- (iv) inspire new areas of transformative gender actions in women leadership at the council (Kaupule) level.

The GSAP outlines the targets and approaches for achieving women's empowerment and participation as well as timeframe, methods and tools to monitor and evaluate progress of TCAP's investment on outer island resilience.

The five key target areas for gender actions and activities are in:

- Education and training,
- Economic opportunities,
- Decision making and leadership,
- Participation, and
- Monitoring and evaluation.

These target areas set the parameters for ensuring gender responsive project implementation, monitoring, evaluation and reporting. TCAP endeavors to leave no one behind in meeting its coastal

development goals whilst ensuring a gender responsive and inclusive participatory process is adopted and normalized.

## 1. STRATEGIC CONTEXT

The GSAP shall be read along with the gender assessment reports conducted at the start of the project and the gender consultation report compiled in 2019 to inform the development of this GSAP. Detail analysis of national gender issues are presented in these reports. Importantly, these gender assessment reports highlight critical gender challenges in Tuvalu that span the social, economic, institutional, ecological, educational, health, demographics and emotional wellbeing of women and men in Tuvalu. Whilst all the gender recommendations are critical, this GSAP will only focus on gender considerations that relate to the activities of the project in coastal adaptation.

Some of the key gender constraints that inform the strategic framework in this GSAP include:

- Low number of women in leadership and decision making at the island council level,
- Low number of women in technical fields specifically in coastal engineering,
- Limited economic opportunities due to lack of markets and remoteness,
- Increasing gender-based violence (GBV),
- Lack of knowledge and acknowledgement of gender issues,
- Lack of guidelines for combatting workplace harassment,
- Lack of capacities for climate change and resilience at the council level, and
- Limited human resources, knowledge, and awareness to build national capacity for resilience.

The gender interventions in this GSAP include interventions identified in the initial Funding Proposal Gender Assessment and Action Plan. The need for expansion of the original Action Plan emerged from the need to gather a more in-depth understanding of the distinct needs of men and women in coastal resilience and adaptation in Tuvalu and craft targeted approaches by the Project to ensure gender considerations were incorporated within the various aspects of project implementation.. Importantly, these additional gender interventions are also consistent with recent Environment and Social Impact Assessment (ESIA) findings relating to gender.

Tuvalu is a patriarchal society where gender equality is considered a relatively new concept. However dedicated government policies and strategic plans have given much needed attention for systematic gender responses across sectors, although more work remains to be done. Nationally, the government outlines its intentions to address gender inequalities in two critical documents: the Tuvalu National Gender Policy and the National Strategic Plan (2014-2016)<sup>1</sup> and the Te Kakeega III (2016-2020) National Strategy for Sustainable Development<sup>2</sup>. A dedicated Gender Affairs Department was established under the Office of the Prime Minister to oversee implementation of the policy and plan. Government has also heightened gender mainstreaming and gender sensitization as part of its national policy commitments, although implementation is incremental.

While the Constitution and laws provide equal opportunities for men and women, the Tuvalu CEDAW Report, 2012, highlights the cultural barriers women need to overcome when contesting elections for example. The Gender Equality Policy recognizes that gender relations, roles and responsibilities exercise important influences on women's and men's access to and control over decisions, assets and resources, information and knowledge. This policy is consistent and linked with the relevant frameworks, policies and standards of GCF. In accordance with the Gender Policy of the GCF, the TCAP

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<sup>1</sup> Government of Tuvalu, 2016. Te Kakeega III (2016-2020) National Strategy for Sustainable Development. Funafiti. Tuvalu.

<sup>2</sup> Government of Tuvalu, 2014. Tuvalu National Gender Policy and National Strategic Plan (2014-2016). Funafuti, Tuvalu.

gender mainstreaming strategy is aligned with the National Gender policy and the National Framework as well as with the GCF gender policy.

Gender work and enabling mechanisms that already exist in country include the CEDAW, International Human rights instruments and the SDGs. Tuvalu have in the past years reported under these international instruments and is part of the Regional Pacific Platform for Action (SPC) and the Pacific Leaders Declaration for Gender Equality (2012).

Five key target areas are identified as critical to the projects' contribution to the government's effort in increasing and strengthening gender mainstreaming in national government processes in the coastal adaptation field of work. TCAP aims to invest consistent effort into gender actions during the lifetime of the project. This level of dedication is vital to bring to fruition innovative plans in gender mainstreaming in the country.

These targets support the UNDP's gender policies, essentially in the areas of removing barriers to women's economic empowerment, promoting women's participation and leadership in all forms of decision-making, and strengthening gender-responsive strategies in crisis prevention, preparedness and recovery.

They also align with GCF's Gender Policy as they tackle GCF's key priority area of governance, competencies and capacity building and resource allocation and accessibility. Furthermore, this strategy is the result of a thorough process that, as per the GCF's mainstreaming gender in projects toolkit<sup>1</sup> recommends, commenced with a gender analysis, was followed by a gender assessment. It now presents a gender-responsive results framework which will be implemented and monitored using gender-responsive approaches, gender responsive data collection and will provide reports on gender outcomes.

## 2. STRATEGIC ALIGNMENT

The GSAP is aligned to national policies and strategic development goals. It is also aligned to GCFs gender policy. At the project level the GSAP is also linked and aligned with the Environmental Social Impact Assessments (ESIAs) recently finalized, validated and approved, the project Environment and Social Management Plan (ESMP), Communication Strategy and Action Plan (CSAP) and Stakeholder Engagement Plan (SEP).

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<sup>1</sup> Mainstreaming Gender in Green Climate Fund Projects, a practical manual to support the integration of gender equality in climate change interventions and climate finance, GCF, Aug. 2017



*Figure 1 Project alignment to gender policies and strategies and other project plans*

At the donor level, the GSAP aligns with the GCF gender policy in promoting gender mainstreaming into national instruments, and similarly at the project level with implementation, monitoring and evaluation tools. Fundamentally, at the national level, the alignment with national gender policy and national development and strategic plans strengthens and supports national efforts to strengthen gender mainstreaming, women’s participation, empowerment, leadership, and reduction in domestic violence. At the project level the alignment with ESMP promotes, amongst many things, an inclusive space where women are involved in redressing grievances that might emerge from the project through an established Grievance Redress Mechanism and active participation of women in economic empowerment. Furthermore, the alignment with TCAPs communication strategy promotes diverse stories that include men, women and youths and their participation, empowerment, and resilience building both at the individual and community level for each of the three communities of Nanumea, Nanumaga and Funafuti.

### 3. STRATEGIC GOALS

In alignment with national policies and development plans and strategies, this GSAP aims to position TCAP to deliver successfully on gender considerations perceived as essential to this project via the five pillars shown in Figure 1.



Figure 2 Project approach to gender mainstreaming and gender equity

### 3.1 Education and training

This is a core area of emphasis for the project and it will be rolled out at four different levels.

#### 3.1.1. Strategies to achieve goal:

- At the Government and sectoral area level, equal opportunity will be offered to female staff to participate in training not only on technical matters such as coastal protection but also on gender mainstreaming.
- A strong emphasis will be placed on training UNDP Project staff (current and new positions including island community facilitators) in gender mainstreaming and gender data disaggregation (for studies, assessments, designs and monitoring), with annual trainings or internal clinics, for example:
  - TCAP Funafuti staff to attend the new TCAP SPC training module on gender mainstreaming and monitoring disaggregated data (incorporated into the SPC updated LoA signed early 2021);

- o UNDP CO office specialist(s) to add gender support and training (online or face to face as soon as travel restrictions are lifted);
  - o UNDP CO office to provide links and information on availability for gender online training;
  - o UNDP CO office to provide contacts and information on available gender training through other UNDP projects (face to face in Tuvalu or online when available);
  - o TCAP Funafuti staff to attend workshops by GoT Department of Gender which currently supported by DFAT.
- ToR for TCAP M&E officer to include monitoring and reporting gender activities:
  - o Ensure that all activities which contain a gender component are implemented as per the project gender strategy,
  - o When necessary, provide information on TCAP gender strategy to implementing partners,
  - o Participate in all gender-related training session,
  - o In collaboration with the Capacity Development Officer, contribute in upskilling project staff on gender mainstreaming,
  - o Keep abreast and document all gender related information and activities relevant to the project.
  - o Contribute to all reports as required, in particular to the quarterly reports and Annual Performance Report.
- ToRs of each UNDP TCAP Funafuti staff will include a gender focus, as per their specific areas of responsibility (see above).
- Equal opportunity for female students to pursue higher education abroad in coastal development through a minimum of 6 scholarships for male and female students
- As highlighted in the initial Project Document, an emphasis will also be placed on school children, boys, and girls, so that awareness on coastal protection can start at an early age. This will support predominantly female teachers to acquire and pass relevant knowledge to children at a young age, providing young girls and boys with educational opportunities.
- Finally to achieve the goals and the works undertaken in output 2 (coastal adaptation measures) and output 3 (Islands Strategic Planning), the project will also provide on the job technical training for technical officers (male and female) in design, implementation, and maintenance (project management, environmental controls, monitoring and community engagement) of coastal protection measures.

### 3.1.2 Measures of success:

- Equal participation and completion of studies for males and females in coastal development training to achieve relevant higher degrees
- Equal number of male and female technical officers are trained on the job in dynamic coastal processes and design of coastal protection measures
- Number of men and women who have applied knowledge gained to support community planning in coastal protection

## 3.2. Economic opportunities

Aligned with the country's gender policy, SDGs and project management tools such as the ESMP, the GSAP responds to economic inequalities by ensuring that males and females benefit equally from economic opportunities that arise from TCAP and particularly construction of coastal adaptation measures in the three project sites of Nanumea, Nanumaga and Funafuti.

### 3.2.1 Strategies to achieve goal:

- Provide income generating opportunities for scholars (male and female) and support for professional networking outside of the country
- Equal opportunities created for men and women's participation in the TCAP
- Support worker safety through a strong gender focus in the project safeguards and the GRM
- Ensure fair and equal treatment of unskilled and skilled labour in the workplace
- Contractors to seek local services provided by women.

### 3.2.2 Measures of success:

- Equal percentage of male and female scholars trained, sponsored (scholarship) and employed at TCAP
- Livelihood support takes heed of men and women impacted by the coastal development
- Development of safeguards, safety induction and a grievance redress mechanism
- Women provide labour force and services to contractor

## 3.3. Decision making and leadership

Aligned with the country's gender policy and national development plans, the GSAP supports efforts to increase women's participation, empowerment, and inclusion in leadership roles.

### 3.3.1 Strategies to achieve goal:

- Promote inclusion of women in all decision-making processes
- Increase the technical skills of women in monitoring and evaluation of island councils using scorecards and participatory videos to support decision making process
- Promote women's and men's involvement and equal participation in the decision making at the island council level

### 3.3.2 Measures of success:

- Increase in the participation of women participation in the island council level
- Women skills in use of scorecards and participatory video use enhanced

## 3.4. Monitoring of coastal adaptation investment

Aligned with the country's gender policy and national development plans, the GSAP supports women's training, employment, and leadership in monitoring of coastal adaptation investments.

### 3.4.1 Strategies to achieve goal:

The project will train and employ women to monitor its coastal adaptation investments at island level, empowering them to act as monitoring agents for future investments.

### 3.4.2 Measures of success:

Monitoring reports showing equal proportion of men and women involved in monitoring activities.

### 3.5. Participation

Aligned with the country's gender policy and national development plans the GSAP supports efforts to increase women's participation, empowerment, and inclusion in leadership. The project has also developed a Stakeholder Engagement Plan which provides further details.

#### 3.5.1 Strategies to achieve goal:

- Ensure that project feasibility studies, environment and social impact assessments, consultations are gender responsive and inclusive
- Ensure participatory design sessions takes place in appropriate time, location, and context where men, women, youths, and vulnerable groups can participate and engage
- Promote gender balance assessments, meetings, and consultations where women are given the space to voice their views and concerns without fear.

#### 3.5.2 Measures of success:

- Assessment and consultation tools incorporate gender considerations
- Consultations reports and analysis are gender inclusive.

## 4. STRATEGIC GENDER FRAMEWORK

The strategic gender framework is a plan that responds to the "next steps" as identified in the GCF initial Gender Action Plan of Tuvalu Coastal Adaptation Project which states "the plan will lay out the operational process for ensuring the approach to women's empowerment and achieving targets". The Plan outlines schedule, indicators, targets and means to monitor performance on how the projects investment on building outer island resilience is strengthening Tuvalu's women.

The Gender Action Plan is presented in the Table 1 below.

Table 1 TCAP GENDER ACTION PLAN: 2021-2023

Project outputs	Project Activities	Gender barriers addressed / Baseline	Intended gender outcome	Gender activities	Implementing partners	Indicators/Targets/Data Source	Schedule / Budget
<b>Output 1</b> Strengthening of institutions, human resources, awareness, and knowledge for resilient coastal management	1.1 Technical capacity, knowledge and awareness of the government strengthened for coastal monitoring and maintenance of coastal protection infrastructure	Limited capacity of women in technical matters	Capacity building	1.1.1 Gender balance in coastal protection training for GoT staff	SPC	Number of women who participated in the SPC technical training  All women in relevant positions participated in the training  Training attendance list	2022  \$680,000 as part of SPC LoA budget & workplan
		Limited progress in operationalising gender mainstreaming at sectoral level for resilient coastal monitoring	Gender mainstreaming	1.1.2 GoT sector-based training for climate change and gender mainstreaming	SPC	Number of GoT staff and CSO members trained in Gender mainstreaming Up-skilling of project staff in gender mainstreaming  5 GoT Departments (DoE, CCD, DLG, DLS and PWD) trained in gender mainstreaming  Training attendance list	(upon release of Covid 19 travel restrictions)
		Limited awareness on value of gender disaggregated data recording	Gender disaggregated data recording	1.1.3 Training for TCAP and partners on use & understanding of gender differentiated data	UNDP CO/SPC/DoG	Number of project staff trained in GCF gender requirements, in gender disaggregated data recording, and applying it to project gender monitoring  All operational staff trained  APR	Partly completed  Annual clinics \$20,000 (also part of SPC LoA)  Continued support from CO Office.
		Limited training opportunities for women in the outer islands	Capacity building	1.1.4 Selection of island level coastal monitoring workers include women and youth	DLS/CCD/SPC	% of women trained in monitoring of coastal adaptation investments  50% of people trained in monitoring of coastal adaptation investments are females  Monitoring reports	Start 2022  \$20,000 (also part of SPC LoA)

	1.2 Long term national human resource capacity and awareness enhanced for sustainable coastal protection	Lack of human capacity in technical fields	Women capacity building and economic empowerment	1.2.1 Provision of scholarship for both women and men	MYES/HRM	% of female applicants % of female students  50% scholarship recipients who successfully completed their studies are female  Application forms and database Diploma and grades	Current to Q4 2023  \$770,000, as part of scholarship budget
		Limited awareness of boys and girls on coastal protection and CCA	Strong gender agency  Gender balance in children's awareness on coastal protection and CCA	1.2.2 Awareness raising of young boys and girls on coastal protection and CCA through women teachers in primary schools	MYES, CCD	Number of primary schoolteachers attend workshops on CCA in the project target islands Number of school children involved in coastal protection and climate change awareness activities in the project target islands  At least 5 teachers in Nanumea, 5 in Nanumaga and 10 in Funafuti attend CCA awareness workshops At least 3 primary schools in project target areas  CCA awareness raising reports	current until 2024  \$45,000

Project outputs	Project Activities	Gender barriers addressed / Baseline	Intended gender outcome	Gender activities	Implementing partners	Indicators/Targets/Data Source	Schedule
<b>Output 2-</b> Vulnerability of key coastal infrastructure including homes, schools, hospitals, and other assets is reduced against wave induced damages in Funafuti, Nanumea and Nanumea	<b>2.1</b> Coastal protection design, site specific assessment, Environmental and Social Impact Assessments, undertaken in all islands in a participatory manner	Limited participation of women in technical matters	Gender equality and equity Knowledge about gender-differentiated impact of coastal protection	<b>2.1.1</b> Gender balance in assessment teams / facilitators	SPC	% of women in assessment team  50% women in assessment teams  Assessment reports	Completed
		Limited participation of women in decision making processes		<b>2.1.2</b> Participatory processes and guidelines include appropriate timing, location, and context for men and women participation	SPC	% of women in assessment consultation meetings  50% women in assessment consultation meetings  Assessments consultation reports	Completed
	<b>2.2</b> Coastal protection measures implemented	Limited jobs for unskilled labour in Funafuti and other islands	Gender equality in employment	<b>2.2.1a</b> Recruitment of unskilled labour on project sites be gender responsive and both men and women treated fairly	Civil contractor	Number of unskilled works employed and nature of employment  6 unskilled workers employed by the TCAP contractor are female field workers and service providers  Contractor's report	2022  (to be delivered under civil contractor contract)
		Limited economic opportunities for women in the outer islands	Economic empowerment	<b>2.2.1b</b> Selection of island level coastal monitoring workers include women and youth	DLS/CCD	% of women engaged in monitoring of coastal adaptation investments  50% of people engaged in monitoring of coastal adaptation investments are females  Monitoring reports	2022  TBA

		Limited gender awareness	Gender empowerment	<b>2.2.2</b> Final technical report includes gender differentiated impact and results shared at a regional and national level	TBA	The final technical report is reporting on project gender differentiated impacts  Results shared at national and regional level  Final report	Q4 2023 \$30,000
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Project outputs	Project Activities	Gender barriers addressed / Baseline	Intended gender outcome	Gender activities	Implementing partners	Indicators/Targets/Data Source	Schedule
<b>Output 3-</b> A sustainable financing mechanism established for long-term adaptation efforts integrate island-specific climate risks through existing gender responsive, participatory processes	3.1 All Islands Strategic Plans (ISP) integrate island-specific climate risks through existing gender responsive, participatory processes	Women's inclusion in Kaupule has not much impact on ISPs	Women leadership in decision making  Women's distinct role in the context of island decision making	3.1.1 Monitor women's participation in ISP planning processes	DLG	% of women in ISP development and planning sessions  50 % of ISP development and planning session participants are women  Record of participation and lessons learned	Partially completed  \$200,000 (as part of ISP support ICs' contracts)
		Limited participation from women and youths	Strong gender agency	3.1.2 Team supporting ISP development includes a woman	DLG	Presence of a woman in ISP support team  At least one woman in ISP development support team  ISP development reports	
		Limited capacity of marginalized groups to meaningfully participate in ISPs.	Strong gender agency	3.1.3 Training of trainers (ToT) for Kaupules, women, youths and marginalised groups to integrate climate change risks into ISPs	DLG	% of women in the ToT  50% of trainers are women  Training attendance list	Q3 2021  \$200,000
		Limited representation of women at local governance level	Gender inclusive and participatory mechanisms of decision making at local level	3.1.4 Analysis of women's leadership in island level governance and identification / recommendations of methods to increase / establish women's leadership	DLG	Number and role of women in each Kaupules  Increase in gender equality at island level governance  Final report	Q2 2021  (under ISP officer's contract)

	3.2 capacity of Kaupules, Falekaupules and community members strengthened for monitoring coastal adaptation investments	Presently no monitoring mechanism	Gender equity and gender empowerment	3.2.1 Training of trainers (ToT) for Kaupules, women, youths and marginalised groups to use tools to monitor and assess the performance of island councils	DLG	% of women in the “scorecards” ToT 50% of trainers are women Training attendance list	Q3 2021  (as part of 3.1.3 budget)
					DLG	% of women in the “participatory video” ToT 50% of trainers are women Training attendance list	2022  \$100,000
				3.2.2 Training of Kaupule members on using tools such as community scorecards and participatory video to monitor and assess the performance of island councils in project target islands	DLG	Number of women trained in participatory scorecard and video methods  1 training in scorecards and participatory video conducted in each project site involving at least 2 women per project site  Training attendance list	2022 TBA
		Limited responsibilities for women at local governance	Gender equity and gender empowerment	3.2.3 Women will take on responsibilities to use tools such as community scorecards and participatory video to monitor and assess the performance of island councils	DLG	Number of women participating in and monitoring ISP activities  50 % of ISP activities monitoring and evaluation participants are women  Record of participation and lessons learned	2022 TBA

## 5. STRATEGIC PROJECT ENABLING ENVIRONMENT

### 5.1 Approach

The TCAP project employs three modes of implementation that includes civil contracts, individual contracts, and direct project implementation. The goals of the GSAP will be achieved through all three modes of implementation. All three modes of implementation are promoted in a way that is based on government approved processes and procedures that may benefit government policy learning.

### 5.2 Strategic consultations

Although a lot of effort has been put into gender discourse nationally, more work needs to be done. The collaborative nature of the project lends itself to multi-stakeholder engagement at multiple levels so strategic consultations and collaboration may benefit gender mainstreaming across sectors. TCAP contributes to gender mainstreaming in government planning processes, such as in the development of the Island Strategic Plans (ISPs) benefiting from gender responsive participatory processes and from a national planning tool (LoCAL mechanism), and making it a practical and sustainable entry points for the TCAP gender mainstreaming in particular, and the activity-based interventions in general.

### 5.3 Grievance redress mechanism

The TCAP will established a gender responsive grievance redress mechanism (GRM) in which women are represented in its committee. This mechanism is consistent with the recommendations in the ESIA's (see Stakeholder Engagement Plan, Appendix 2 GRM for further details).

## 6. GENDER ACTION PLAN IMPLEMENTATION AND OPERATION

The GSAP is implemented over the project tenure (2017-2024). The following measures are used to support and ensure timely implementation of the GSAP:

### 6.1 Roles and responsibilities

The TCAP PMU provides the resource mobilisation support for implementation and ensure timely monitoring and evaluation of the GSAP. It also ensures the GSAP is incorporated into relevant annual work plan and overall multi-year work plan for the period until 2024. Where TORs will be amended, all PMU staff will have a gender focus as part of their TORs and all shall be responsible to provide support for monitoring and evaluation and reporting against the GSAP indicators as per their areas of responsibilities.

The Project Manager and Deputy Project Manager are responsible for reporting the GSAP to UNDP and Government of Tuvalu as and when required. The managers are also responsible for ensuring that civil contract Terms of Reference clearly articulate relevant gender consideration and identify gender outcomes that must be monitored and reported against in a timely manner.

### 6.2 Capacity building

All forms of training, workshops, forums, and events promoted by the project target equal gender participation and engagement, with a strong focus on project staff, using annual trainings or internal clinics.

### 6.3 Communication

Significant change stories that emerge from the project are gender responsive and include the voices of both men and women. Such stories are promoted by the project through a variety of media (see more details in the TCAP Communication Strategy and Communication Plan).

### 6.4 Partnerships

The TCAP PMU promote strong collaboration and partnership with government departments and non-government organisations such as TANGO, TNCW and schools (through women teachers) in implementing the GSAP and promote gender sensitization by way of raising gender awareness (see more details in the TCAP Stakeholder Engagement Plan).

### 6.5 Monitoring and evaluation

Project activities, outcomes, and performances are shared in Annual Performance Reports under the relevant three outputs, activities, and gender sections of the report. Gender indicators are inserted into the overall M&E framework of the Project.

### 6.6 Finance and human resources

TCAP PMU has made planned adequate project resources, both financial and human, to implement the GSAP.