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# TUVALU COASTAL ADAPTATION PROJECT (TCAP)

## GENDER STRATEGY AND ACTION PLAN



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## FOREWORD

Gender equality is a fundamental human right. The Tuvalu Coastal Adaptation Project (TCAP) was formulated cognisant 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 sensitive, 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 is recognised as development challenges in Tuvalu. Current government efforts has 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 the area of 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. TCAP also extends its focus onto workers safety by introducing codes of conduct and gender harassment guidelines for project workers. TCAP also promotes Grievance Redress Mechanism (GRM) as avenue for aggrieved parties in the project both men and women to have their grievances heard and resolved. These guidelines and practices promote dialogue and action to help address gender based issues. 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.

To realise 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; partnerships and monitoring and evaluation.

Through the GSAP we are 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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(GoT representative)

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(UNDP representative)

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## EXECUTIVE SUMMARY

TCAP stands to generate environmental and social benefits for the people of Tuvalu through the implementation of the project. Some of these benefits include long-term capacity development, socio-economic empowerment capacity building and dedicated scholarship program in coastal adaptation. However, maximum benefit can only be realised if women and girls participate 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 be embedded in project outputs and supporting tools, practices and mechanisms employed both in the technical and management areas of the project.

Gender participation is precondition for holistic and meaningful achievement of project outcomes. Recognising this precondition, TCAP is committed from its inception to ensure integration of gender equality, gender inclusion and empowerment into relevant project outputs and activities. This commitment aligns TCAP gender strategy to GCFs gender policy but more important to gender policy of the GoT in areas of women's participation in decision making, leadership, empowerment and gender mainstreaming.

The TCAP GSAP is an amalgamation of gender recommendations that emerge from two gender assessment and analysis; one undertaken at the project formulation phase and another more recently in preparing for the development of this GSAP. Recommendations from both gender assessments form the basis for development of the GSAP. Whilst a broad spectrum of gender recommendations were highlighted in these assessments, this GSAP selected recommendations that syncs with the project outputs and activities with the awareness of long term contribution to gender mainstreaming in the area of coastal adaptation. The GSAP aligns to the goals of the Gender Policy and National Development Strategy goals of Tuvalu specifically in promoting gender equality, gender mainstreaming and empowerment. TCAP also consciously attempts to align the plan with project Environmental and Social Impact Assessment (ESIA) and Communication Strategy.

The overall objective of the GSAP is to integrate gender considerations into TCAPs implementation and management processes in a meaningful way; building on existing national efforts in addressing gender inequalities; expanding gender mainstreaming efforts; and inspiring new areas of transformative gender actions in women leadership at the council level. The GSAP outlines the targets for ensuring approach for achieving women's empowerment and participation. The GSAP also outline the schedule, methods and tools to monitor and evaluate progress of how TCAPs investment on outer island resilience is empowering Tuvalu women's empowerment and gender equity.

Five key target areas for gender action are in:

- Education and training;
- Economic opportunities;
- Decision making and leadership;
- Partnerships;
- Monitoring and evaluation.

These target areas set the parameters for ensuring gender sensitive project implementation, monitoring and evaluation. TCAP endeavours to leave no one behind in meeting its coastal development goals whilst ensuring a gender sensitive and inclusive participatory process is adopted and normalised.

## 1. STRATEGIC CONTEXT

The GSAP shall be read along with the gender assessment reports conducted at the start of the project and more recently the gender consultation report compiled 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 the area of 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 such as 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 work place harassment
- Lack of capacity for climate change and resilience building at the council level
- Limited human resources, knowledge and awareness to build national capacity for resilience

The gender interventions in this GSAP include interventions identified in the initial GCF Gender Action Plan. The need for expansion of the original GCF Action Plan emerged from new gender constraints being highlighted as barriers to building resilience for gender adaptation, particularly in the execution of the project. These constraints include, but are not limited to: lack of worker safety measures and guidelines for curbing work place harassment; lack of gender mainstreaming and gender trainers with strong climate change adaptation knowledge. These areas have been incorporated into the GSAP in addition to the initial gender considerations. Importantly, the additional gender interventions are also consistent with TCAP 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.

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.

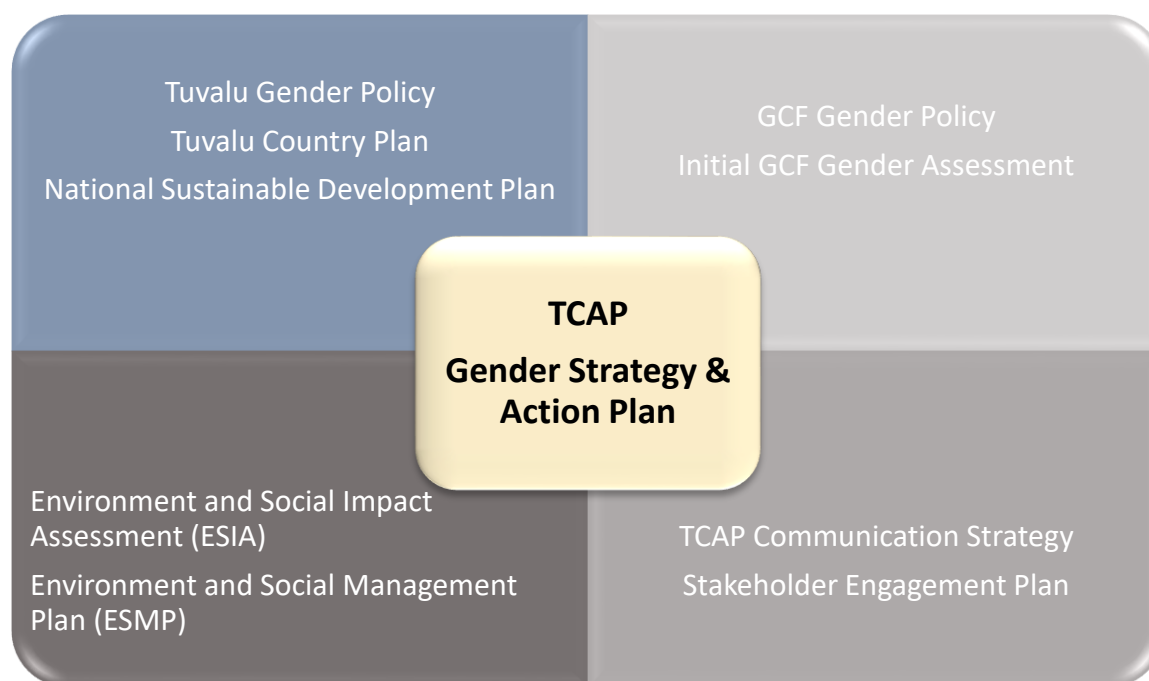
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<sup>1</sup> Government of Tuvalu, 2016. Te Kakeega III (2016-2020) National Strategy for Sustainable Development. Funafiti. Tuvalu.

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

## 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), Environment and Social Management Plan (ESMP), the Communication Strategy and Stakeholder Engagement Plan



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 and leadership and also 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 body of Grievance Redress Mechanism (GRM) and active participation of women in economic empowerment. Also 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.

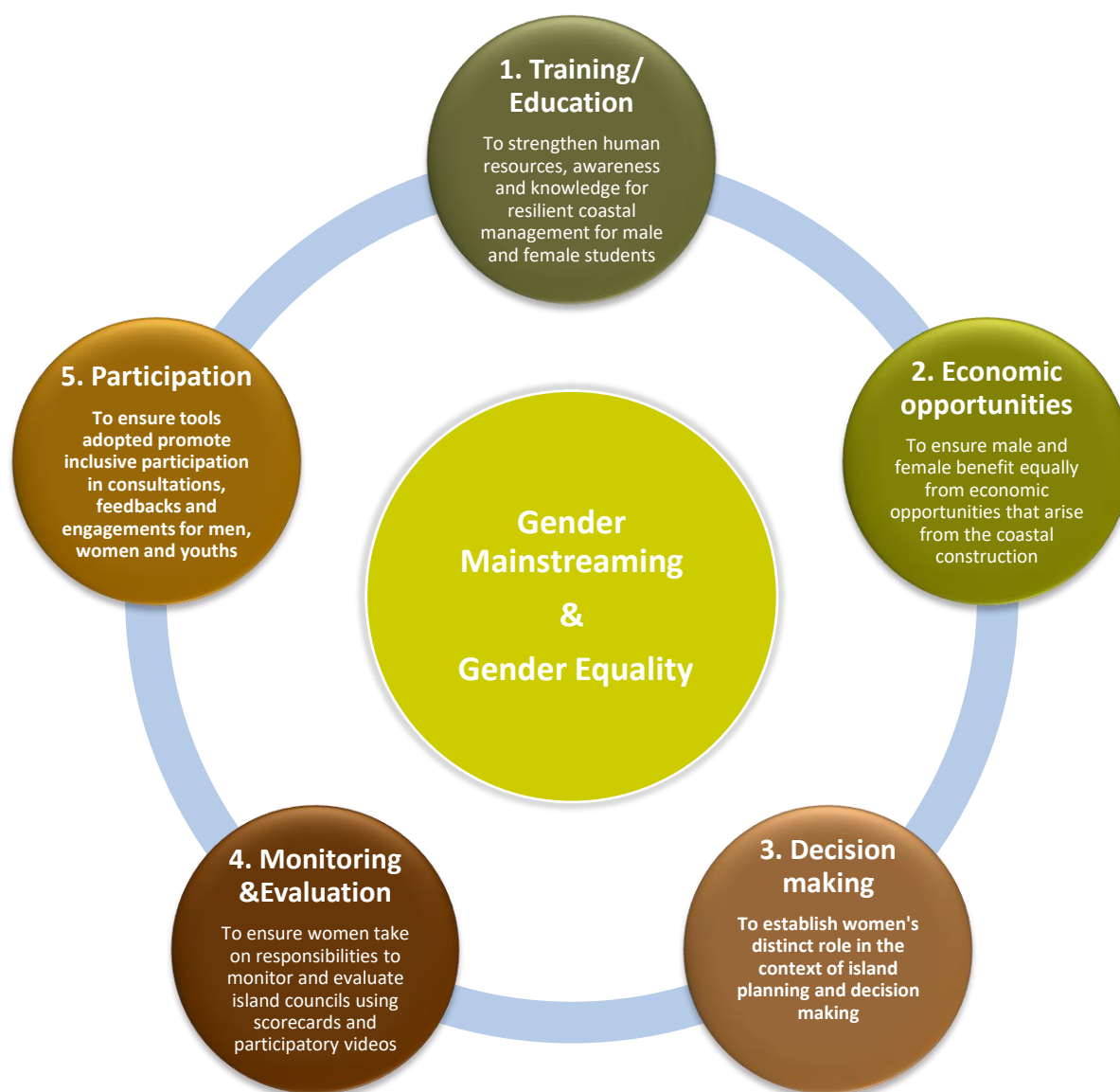


Figure 1 Project approach to gender mainstreaming and gender equity

#### 3.1 Education and Training

Aligned with the country's gender policy and the projects commitment to gender mainstreaming into its practices and operation, the GSAP supports gender equality in promoting equal benefit for male and female students to pursue higher education abroad in coastal development. This goal will be achieved by training 12 students, of whom 6 will be females and 6 will be males.

#### 3.1.1 Strategies to achieve goal:

- Promote gender equality for coastal development training by offering equal opportunity scholarship for male and female students
- 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
- Promote capacity building for men and women to support their roles in community

#### 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 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 in the three project sites of Nanumea, Nanumaga and Funanfuti.

#### 3.2.1 Strategies to achieve goal:

- Provide income generating opportunities for scholars (50:50) and support professional networking outside of the country
- Support livelihood options for families affected by environmental change due to coastal development
- Support worker safety by developing gender harassment guidelines
- Ensure fair and equal treatment of unskilled and skilled labour in the work place
- Contractors to seek local services, with procurement to include weighting for services provided by women.

#### 3.2.2 Measures of success:

- Equal percentage of male and female scholars employed in TCAP
- Livelihood support takes heed of men and women impacted by the coastal development
- Development of worker safety and gender harassment guideline to safe guard against Gender Based Violence (GBV)
- Development of grievance redress mechanism
- Women provide services to contractors, such as food, beverage and accommodation to incoming workers to the islands

### 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
- Equal opportunities created for men and women's participation in the TCAP

### 3.4. Monitoring and Evaluation:

Aligned with the country's gender policy and national development plans, the GSAP supports women's participation and leadership in monitoring and evaluation to foster strong coastal adaptation.

#### 3.4.1 Strategies to achieve goal

- To create value for to use scorecards and participatory video to undertake monitoring and evaluation amongst more women

#### 3.4.2 Measures of success

- Increased participation and leadership in the island council
- Enhanced capacity in the use of scorecards and also participatory video

### 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.

#### 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 be engaged
- Gender balance assessments are promoted

#### 3.5.2 Measures of success

- Assessment and consultation tools incorporate gender considerations in them
- Women are given the space to voice their views and concerns without fear
- Participation is guided by code of conduct signed by all workers to show commitment to eliminating GBV in project contracts.

## 4. STRATEGIC GENDER FRAMEWORK

The strategic gender framework is a plan that responds to the “next steps” as identified in the GCF Gender Action Plan - FP015: 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” as presented in the GCF Gender Action Plan. The Plan outlines a schedule, methods and tools to monitor and evaluate progress on how the projects investment on building outer island resilience is strengthening Tuvalu’s women empowerment and gender equity.

The Gender Action Plan is presented in Table 1.

Table 1 TCAP GENDER ACTION PLAN: 2020-2024

<b>Project Title</b>	<b>TUVALU COASTAL ADAPTATION PROJECT (TCAP)</b>							
<b>Gender Marker</b>	<b>2</b>							
<b>GAP tenure</b>	<b>2020 - 2024</b>							
<b>Related output (as in FAA)</b>	<b>Project Activity</b>	<b>Gender barriers addressed</b>	<b>Intended gender outcome</b>	<b>Gender activities</b>	<b>Implementing partners</b>	<b>Indicators (to be included in M&amp;E)</b>	<b>Impl. Schedule</b>	<b>Budget (USD)</b>
<b>Output 1</b> Strengthening of institutions, human resources, awareness and knowledge for resilient coastal management	<b>1.1</b> Technical capacity, knowledge and awareness of the government strengthened for coastal monitoring and maintenance of coastal protection infrastructure	Limited capacity for gender mainstreaming in sectors that TCAP will work with	Gender mainstreaming	<b>1.1.1</b> Government staff trained on gender mainstreaming work	TCAP, GOT, UNDP, Gender Unit, Community Affairs, DRD	4 Government Focal Point staff trained in gender mainstreaming work and are able to conduct at least 1 gender awareness 2020	Q3/Q4 2020	12,500
		Limited progress in operationalising gender mainstreaming at sectoral level for resilient coastal monitoring	Gender mainstreaming	<b>1.1.2</b> Sector based training for climate change and gender mainstreaming	TCAP, GOT, UNDP	<b>3</b> Government Departments (PWD, DRD, Climate Change) trained in gender mainstreaming  3 staff of TANGO and TNCW trained in gender mainstreaming	Q3/Q4 2020	Included under 1.1.1
		Limited awareness on value of gender disaggregated data recording	Gender disaggregated data recording	<b>1.1.3</b> Training for TCAP and partners on use and understanding of	TCAP, UNDP	<b>10</b> Project staff trained in GFC gender requirements and gender disaggregated data recording and	Q4 2020	2,500

				gender differentiated data		apply in project GAP monitoring		
		Lack of human capacity in technical fields	Women empowerment	<b>1.1.4</b> Technical hands-on training for women and men in the coastal adaptation construction	TCAP, GOT, UNDP	12 technical staff (50% women) exposed to monitoring, design work and ESIA processes	Q2/Q4 2021 (for BTB in both N&N)	To be delivered under Civil contract
	<b>1.2</b> Long term national human resource capacity and awareness enhanced for sustainable coastal protection	Lack of human capacity in technical fields	Women economic empowerment	<b>1.2.1</b> Provision of scholarship for both women and men	TCAP, GOT, UNDP	7 students (50% are females) are scholarship recipients who successfully completed their studies	Q1 2020 to Q4 2024	770,000
		Technical fields are male dominated	Women economic empowerment	<b>1.2.2</b> Income opportunity for graduate scholars (50:50) in TCAP/MCA and support to build professional networks externally	TCAP, GOT, UNDP	50% of employment opportunities for graduate scholars with TCAP are awarded to women  Increase in number of professional networks formed externally as a result of the project interactions	Q3/Q4 2020 – Q2 2024	528,000
		Lack of human and financial capacity for full-time gender officer in technical	Strong gender agency	<b>1.2.3</b> Government officers (41:59) upskilled in coastal adaptation and strengthen	TCAP, GOT, UNDP	12 staff upskilled (41% women) are women		To be delivered under civil contract

		fields		professional networks				
		Limited capacity with government staff	Strong gender agency	1.2.4 Gender awareness raising of young children through women teachers in primary schools	TCAP, GOT, UNDP	Number of children with sound understanding of gender differences and practices		To be delivered under SPC contract
<b>Output 2-</b> Vulnerability of key coastal infrastructure is reduced against wave induced damages in Funafuti, Nanumea and Nanumea- Priority area- This output prioritizes gender balance and participation	<b>2.1</b> Coastal protection design, site specific assessment, Environmental and Social Impact Assessments, undertaken in all islands in a participatory manner	Risk of harassment and domestic violence	Gender equality, gender equity	<b>2.1.1a</b> Develop code of conduct, gender harassment guidelines and grievance redress mechanism (GRM)  <b>2.1.1b</b> Recruitment of workers be gender inclusive  <b>2.1.1c</b> Gender balance in national and international experts, consultants and contractors  <b>2.1.1d</b> Participatory processes and guidelines include appropriate timing, location, and context for	TCAP, GOT, UNDP	GRM operational  All workers receive gender harassment awareness  Database of recruitment shows gender balance in recruitment  Environmental and social impact assessment consultation processes have clear methods for participation of women and men	Q2-Q4 2021  Q1-Q3 2022	To be delivered in civil contract

				men and women participation				
		Risk of social impacts from reclamation work	Gender sensitive adaptation for resilience building	<b>2.1.2</b> Livelihood support for men and women affected by environmental changes as a result of the coastal adaptation investment	TCAP, GOT, UNDP	Monitoring of gender impacts as per the ESIA mitigation plan	Q3/Q4 2022  To be done in liaison with Kaupule	5,000
	<b>2.2</b> Coastal protection measures implemented	Limited jobs for unskilled labour in Funafuti and other three sites	Gender equality in employment	<b>2.2.1</b> Recruitment of unskilled labour on project sites be gender sensitive and both men and women treated fairly	TCAP, GOT, UNDP	6 unskilled workers employed in the TCAP are female who provide catering, beverage and accommodation during construction	Q1/2 2021-Q42022	To be delivered under civil contract
		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	TCAP, GOT, UNDP	Produce a final technical report, checked and approved for reporting of gender differentiated impacts (from the project)  Sharing of result at national and regional level	Q2 2024	Terminal report  30,000
<b>Output 3-</b> Strengthening Island councils through ISP. Prioritizes gender-responsive implementation	<b>3.1</b> All Islands Strategic Plans (ISP) integrate island-specific climate risks through existing gender sensitive, participatory	Women's inclusion in Kaupule has not much impact on ISP	Women leadership in decision making	<b>3.1.1</b> Women participate in ISP planning processes	TCAP, GOT, UNDP	50 % of ISP development and planning session participants are women	Q1 2020 to Q2 2024	N/A



, women in decision making and M&E.	processes							
		Limited participation from women and youths	Strong gender agency	<b>3.1.2</b> ISP officer recruited is a woman to ensure strong engagement of women in developing climate change adaptation plans	TCAP, GOT, UNDP	16 ISPs with inputs from women, men, youths and vulnerable sectors of the communities approved, financed and executed	Q2 2020 to Q4 2022	To be delivered under ISP IC Contract
		Trainings have limited impact because they are one-off most of the time	Strong gender agency	<b>3.1.3</b> Training of trainers (ToT) for Kaupules, women, youths and marginalised groups to integrate climate change risks into ISP	TCAP, GOT, UNDP, Gender Unit, TNCW, TANGO	50% of trainers are women. Trainers to be able to conduct at least one ToT for community group	Q2-2020 to Q4 2022	To be delivered under ISP IC Contract
		Limited gender mainstreaming in ISP processes	Gender inclusive and participatory mechanisms	<b>3.1.4</b> Relevant ISP processes and methodologies are gender sensitive and highly participatory	TCAP, GOT, UNDP	All ISP processes and methodologies are gender sensitive and participatory and meet gender inclusive and social inclusion (GESI) criteria	Q2 2020 to Q2 2024	Supported under ISP dev budget
	<b>3.2</b> capacity of Kaupules, Falekaupules and community members strengthened for monitoring	High urban drift due to limited work opportunities in the islands and unemployment high	Gender equity	<b>3.2.1</b> Women and men benefit equitably from coastal adaptation investments through	TCAP, GOT, UNDP	50% women engaged in monitoring of coastal adaptation investment are able to improve their economic status and livelihood		

	coastal adaptation investments			participation in monitoring				
		Minimal impact with trainings in the past	Gender equity and gender empowerment	<b>3.2.2</b> Training of women, youths and men on scorecards and participatory video for monitoring of coastal investments	TCAP, GOT, UNDP	50% of trainees in scorecards and participatory video are women participants who are able to pass on knowledge to at least one other woman.	Q2-Q3 2021	To be delivered under civil contract
		Need for gender awareness for decision makers	Gender equality and social inclusion	<b>3.2.3</b> GESI and women leadership training for island councils	TCAP, GOT, UNDP	Increase participation and engagement of women in island council	Q3 2021 & Q2 2023	Supported by ISP dev budget

## 5. STRATEGIC PROJECT ENABLING ENVIRONMENT

### 5.1 Approach

The TCAP project employs three modes of implementation that includes; civil contracts, individual contracts and also 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) that benefit from gender sensitive participatory processes and the fact that the ISP may become a national planning tool, makes the activity-based interventions areas useful entry points for gender mainstreaming.

### 5.3 Grievance redress mechanism

The TCAP to ensure a gender responsive grievance redress mechanism (GRM) is established and that women are represented in the organisation or body. This mechanism is consistent with recommendation in the ESIA.

## 6. GENDER ACTION PLAN IMPLEMENTATION AND OPERATION

The GSAP will be implemented over the project tenure (2020-2024). The following measures are used to support and ensure timely implementation of the GAP:

### 6.1 Roles and responsibilities

The TCAP PMU shall provide the resource mobilisation support for implementation and ensure timely monitoring and evaluation of the GAP. They will also ensure the GAP is incorporated into relevant annual work plan and overall multi-year work plan for TCAP for the period 2020-2024. A gender specialist or gender focal point shall be responsible to provide support for monitoring and evaluation and reporting against the GAP indicators.

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

### 6.2 Capacity building

All forms of training, workshops, forums and events promoted by the project shall target equal gender participation and engagement.

### 6.3 Communication

Significant change stories that emerge from the project will be gender sensitive and include the voices of both men and women. Such stories will be promoted by the project through a variety of media.

### 6.4 Partnerships

The TCAP PMU shall promote strong collaboration and partnership with government and non-government organisations such as TANGO, TNCW and schools (through women teachers) in implementing the GAP and promote gender sensitization by way of raising gender awareness.

### 6.5 Monitoring and evaluation

Timely updates to be shared in Annual Progress Reports under relevant Outputs and gender section of the report. The Annual Reports will be made available to interested parties.

### 6.6 Finance and human resources

TCAP PMU shall make adequate project resources, both financial and human resources, are available to implement the GAP.