

GENDER ACTION PLAN

Component	Activity/Strategy	Performance/Target Indicators	Timeframe Responsibility
A. Project Implementation overall			2013-2018
Increase Women Project Awareness and Empowered them to Participate during Project Implementation	<ul style="list-style-type: none"> • Development of a community consultation and participation plan at the beginning of the project • Organize separate consultations with women prior to and during project implementation to ensure that they receive sufficient information about the project and create opportunities for them to voice their views, needs and preferences with regard to the project • Ensure appropriate social inclusion in decision-making • As needed, provide training on gender equality to government staff engaged with the project to improve their understanding of gender concerns and increase their capacity to implement the Project's gender action plan • Equal pay will be provided to men and women for work of equal type in accordance with national laws and international treaty obligations, and safe working conditions for both men and women workers will be provided • The PMU will be responsible for monitoring and review of the above set targets for women annually and include progress on quarterly reports 	<ul style="list-style-type: none"> • Developed community & participation plan at the beginning of the project • A representation of at least 40% women on consultation forums • Number of women's groups and representatives consulted during project implementation • Target 20% women representation in all decision making forums • Conduct one staff training and one training for implementing agencies and contractors with at least 20% women participated • Number of women and men involved in project activities • The PMU will be staffed by highly educated staff and consultants with at least 40% are females 	PMU – national M&E, gender and communications specialist and procurement specialist Contractors
B. Specific activities and targets set for individual project components			2013-2018
COMPONENT 1: Capacity Building			
1.1 Scholarships and Professional Training	<ul style="list-style-type: none"> • Establish a Gender network with Women's Division, Langafonua, CSFT, WCC, WC, MFF, MAFFF and other related organisations Network established • Professional trainer to design and develop gender sensitive training modules on training areas identified • Conduct training of trainers with participated women and men from all island groups • Fund provided for post graduate scholarships available for government civil servants and NGO staff 	<ul style="list-style-type: none"> • Establish a network and gender focal points in all relevant organisations. • Produce training packages for all trainers • Train equal number of men and women (50:50) • Number of scholarships granted at least 50% for women 	PMU – national M&E, gender and communications specialist

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1.2. Review existing building codes to incorporate CC and DRM and provide training	<ul style="list-style-type: none"> • Consultation with stakeholders using communication strategies • Appropriate communication strategies such as meetings, focus group discussions, radio talk back, TV and radio programme used 	<ul style="list-style-type: none"> • Use communication strategies to consult all stakeholders with at least 40% women participation 	PMU and legal expert team - national M&E, gender and communications specialist and procurement specialist
1.3 Support with relation to strengthening the vulnerability assessment mechanism for communities	<ul style="list-style-type: none"> • Compile and refer to community plans by National Council of Churches, MORDI and others being identified acceptable • Agree on a standard methodology for CCA and DRM community based assessments • In collaboration with NGOs, develop strategy to proactively identify and address concerns of vulnerable people targeting women in the communities. • The PMU will develop leadership and governance awareness material for dissemination and delivery through women's committees, to enable women and men to be more aware of and active in climate change and disaster risk related discussions and promote women's involvement in planning and governance at community level 	<ul style="list-style-type: none"> • Data base on all project sites compiled, review and updated and when possible, database design to allow analysis of disaggregated data by sex • Integrate gender in the standardized methodology for CCA and DRM community assessments • Strategy developed to address concerns of vulnerable people and women • Materials developed and disseminated through women's committees 	PMU – national M&E, gender and communications specialist
COMPONENT 2: Operation of the Climate Change Trust Fund			
2.1 Operation of the Climate Change Trust Fund (CCTF)	<ul style="list-style-type: none"> • Establish a Project Steering Committee • Utilise the expertise of the JNAP/TWG to screen and process applications • The CCTF will provide community grants (mostly small but some medium grants according to available funds) to implement community climate change risk management measures. Priorities be given to proposal that address women's needs or are developed by women's groups in the communities • Ensuring that selection of the projects to be funded under the Climate Change Fund gives preference to projects that specifically bring improvement of women's livelihoods 	<ul style="list-style-type: none"> • By 2016, 30% women represented in the Project Steering Committee • At least 30% women represented in the JNAP/TWG • At least 30% of the grants be awarded to women's groups • At least 50% of approved projects that specifically bring improvement of women's livelihoods 	MLECCNR, MFNP, MOI and MoIA and PMU – national M&E, gender and communications specialist
COMPONENT 3: Climate proofing infrastructure, monitoring systems and eco-system resilience			

Climate Resilience Sector Project (RRP TON 46351)

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3.1 Evacuation roads	<ul style="list-style-type: none"> Women, children and elderly benefiting from construction of evacuation roads identified by Ministry of Infrastructure 	<ul style="list-style-type: none"> Numbers of beneficiaries including women, children and elderly benefiting from these roads as stated in the 2011 Census 	PMU and MOI PIU: national M&E, gender and communications specialist and procurement specialist
3.2 Climate proofing of schools	<ul style="list-style-type: none"> PTAs both women and men have equal participation and involvement in engagement and monitoring process of the climate proofing of schools identified by Ministry of Education and Training 	<ul style="list-style-type: none"> PTAs should have at least 30% women involved in decision making and monitoring of the activities Number of females in PTAs and students that will benefit from the activities as stated in the schools' yearly rolls 	PMU – national M&E, gender and communications specialist and procurement specialist
3.3 Hahake coastal protection	<ul style="list-style-type: none"> Both women and men benefit equally and have equal participation and involvement in engagement and monitoring process 	<ul style="list-style-type: none"> At least 30% women represented in general meetings and decision making 	PMU and MOI PIU: national M&E, gender and communications specialist and procurement specialist
3.4 Establishment of new Specific Management Areas	<ul style="list-style-type: none"> Design and deliver programs with technical assistance from Fisheries Department Women's groups and community associations are consulted and encouraged to participate in decision making, design and deliver of programs SMA process will also have a gender disaggregated livelihood enhancement component 	<ul style="list-style-type: none"> Facilitate the equal participation of women and men in consultation meetings and training Gender inclusive media and support materials are developed in conjunction with women and men At least 50% of projects/ activities developed that specifically benefit women 	PMU: national M&E, gender and communications specialist fisheries and community development specialist
3.5 Mangroves project	<ul style="list-style-type: none"> Finalise a full mangrove inventory of Tonga as a baseline for the identification and quantification of value of mangroves for coastal protection/ecosystem services Identify lessons learnt to strengthen capacity to support for mangrove rehabilitation and management in Tonga Identify opportunities for further engagement of women in mangrove planting activities Trial mangrove planting to support field demonstrations to support use of mangroves as natural infrastructure 	<ul style="list-style-type: none"> Gather studies and reports as baseline information By 2016, at least 50% women participate at general meetings, trial demonstrations, providing feedback and suggestions for improvement Ensure involvement of about 30% women in decision-making in any process related to site selection for mangrove replanting 	PMU and MAFFF PIU: national M&E, gender and communications specialist

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COMPONENT 4. Project Management Unit			2013-2019
1.4 Establishing a Program Management Unit (PMU) to manage SPCR activities	<ul style="list-style-type: none"> • Fund provided to establish PMU office with recruitment process of international and national staff as indicated in the PPTA • Gender awareness programme will be developed and conducted if and when required in order to raise gender awareness amongst all stakeholders • Conduct workshops with the project staff to ensure they are able to detect, intercept, respond to and prevent (or refer cases) of sexual harassment, gender based violence and other problems that may emerge during project implementation • Ensuring meaningful representation in all governing bodies (from community/ village committees to Working Group and Steering Committees) 	<ul style="list-style-type: none"> • Recruitment of PMU International and National Consultants with at least 30% are female • Develop a community awareness and education program to include men and women • Conduct 4 workshops in all island group prior to implementation of activities with at least 30% represented At least 20% women representation in relevant governing bodies 	<p>MFNP, MLECCNR, MoI and MAFF</p> <p>PMU – national M&E, gender and communications specialist in collaboration with the Office of Women's Affairs</p>

CCA & DRM = climate change adaptation and disaster risk management, CCTF = Climate Change Trust Fund, CSFT = Civil Society Forum of Tonga, JNAP/TWG = Joint National Action Plan Technical Working Group, MAFFF = Ministry of Agriculture, Forestry, Food and Fisheries; MoET = Ministry of Education and Training; MFNP = Ministry of Finance and National Planning; MoH = Ministry of Health; MoIA = Ministry of Internal Affairs, Sports and Youth; MoI = Ministry of Infrastructure; MLECCNR = Ministry of Lands, Environment, Climate Change and Natural Resources, M & E = monitoring and evaluation, MORDI = Mainstreaming of Rural Development Innovation Tonga Trust, NGOs = non government organizations, PMU = Project Management Unit, PIU = Project Implementation Unit, PTAs = Parents Teachers Association, SMA = Special Marine Management Areas, WCC = World Council of Churches , WC = Womens Crises Centre
Source: Asian Development Bank