
Gender Assessment

FP035: Climate Information Services for Resilient Development Planning in Vanuatu (Van-CIS-RDP)

Vanuatu | SPREP | B.15/07



**GREEN
CLIMATE
FUND**

Annex 5

Gender Analysis and Action Plan

The gender analysis should examine the different roles, rights, needs, and opportunities of women and men, boys and girls and the relations between them in the project's context. The analysis should also be used to identify opportunities and entry points for promoting gender equality and women's economic empowerment in the project.

The information gathered from the gender analysis should be considered in all stages of the project cycle: design, formulation, implementation, and monitoring and evaluation. In each of these stages, the project should keep a 'gender lens' in mind, looking at ways it can:

- *Address any gender inequalities real or potential in the project.*
- *Ensure the needs and realities of women and men are addressed in project activities.*
- *Ensure women and men have equal access to project resources, services, capacity building.*
- *Ensure equal participation by women and men in both the project management arrangements and as beneficiaries, partners and key stakeholders of the project.*
- *Ensure equal voice among women and men in the decision making processes of the project.*
- *Ensure women and men equally benefit from the trainings, services, etc. offered by the project.*
- *Collect and analyze sex-disaggregated data and qualitative information to track the real gender impacts of the project.*
- *Ensure coordination among key development actors to further enhance gender mainstreaming and promote gender equality and/or the empowerment of women.*

What is the context?

- Over the past 20 years, there has been evident progress for women in Vanuatu – as evinced by key indicators (including on literacy, education, child mortality, teenage pregnancy, labor participation, and legal protection from domestic violence)¹,

¹ Captured in the 2009 National Population and Housing Census: Gender Monograph.

- However Vanuatu still (as at 2014) ranks relatively low on the gender inequality scale. It is number 132 out of 187 countries according to the UNDP Human Development Index².
- Vanuatu's report to the Committee on the Elimination of Discrimination against Women (CEDAW) (under the convention, 2014) provides a detailed summary of the status, progress and challenges of women's equality in Vanuatu. However as pointed out in the CEDAW "The limited if not unavailable sex disaggregated data in many of the government's ministries development activities, as a need to carry out gender analysis to review the needs of both men and women, remains an obstacle in the implementation of women's development"
- Work remains to be done to help ensure gender equality in Vanuatu and discrimination against women continues to be reinforced through legislation as well as through wider cultural and religious beliefs and practices³ Issues of representation in decision making, access to resources, active discrimination and gender based violence persist.

What is the legal status of women in the country of intervention?

- The Vanuatu Constitution recognizes the rights and freedoms of all individuals without discrimination on the grounds of sex, race, place of origin, religious and traditional belief, opinions or language.
- This clearly binds the state, and discriminatory laws made by Parliament can be declared unconstitutional by the courts. However In practice, the formal legal system is generally relevant only to the 30 percent of Vanuatu's population who live in the urban and peri urban areas of Port Vila (on the island of Efate) and Luganville (on the northern island of Espiritu Santo). In rural areas, where 70 percent of the population lives, custom law administered primarily by chiefs, who are nearly always men, prevails. Custom law operates in parallel with the formal legal system and is enshrined in the Vanuatu Constitution (box 1.3). Other legislation such as the Criminal Procedure Act also allows for courts to take the kastom system into account, enabling the courts to promote reconciliation through customary processes and to take customary settlement practices into account when determining the sentence⁴.
- Vanuatu is party to numerous international commitments to gender equality including: • the Convention on the Elimination of Discrimination against Women (CEDAW); • the Convention on the Rights of Persons with Disabilities
- However a number of laws propagate gender inequality. For example as stated in the Combined 4th and 5th CEDAW report, discriminatory laws restrict women's rights to property and inheritance (Government of Vanuatu 2012).

² UN DP Human Development Report 2014

³ (Bowman, Cultural, Ellis and Manuel 2009).

⁴ Bowman, Cultural, Ellis and Manuel 2009).

- Further customary law is used to deny women equality, despite Constitutional guarantees against such discrimination. Women were not allowed until recently to speak in nakamals (traditional meeting houses) when important issues affecting the community were discussed. While this has changed in some areas, there are still parts of Vanuatu where women are banned from speaking in nakamals⁵.
- In addition, the island courts (the lowest in the hierarchy of courts), which are community-based and serve the majority of the population, adopt decisions based on customary laws and practices, which are often discriminatory against women.⁶
- A significant achievement over the recent years has been the introduction of the Family Protection Act (FPA) (approved in 2008 and came into effect in 2009), which provides legal protection for victims of violence.

What are the gender norms and values? What are commonly held beliefs, perceptions, and stereotypes relating to gender?

- Women in Vanuatu are key contributors to society and are seen as those who hold families and communities together. Their role in society is closely associated with motherhood, protectors of culture and religious worship. While women are increasingly entering the formal economic sphere in Vanuatu, their potential is hindered by a number of barriers. The root cause of the barriers to women's economic empowerment in Vanuatu lie in the social norms, values and practices that condone and perpetuate discrimination towards women and girls⁷. Despite high level commitments from the government, such as is reflected in the new Vanuatu Gender Policy, there has been slow progress in achieving gender equality in Vanuatu. This lack of progress has been highlighted in CEDAW⁸ reports and recognised by the government in the 2010 MDG Report. There is resistance to change due to prevailing gender norms which grant men control over female behavior, notions of masculinity linked to power and decision making, and an acceptance of violence as a way to resolve conflict⁹.
- Specific aspects of women's low status have also been highlighted by the UN Committee on the Elimination of Discrimination Against Women (in 2007) include:
 - the use of custom fines in cases of rape which either substitute for or lessen the punishment of offenders;
 - the under-representation of women at all levels in public and political life (including Parliament, the judiciary, and appointed decision making bodies, particularly in the education sector);

⁵ Vanuatu's 2009 Universal Periodic Report to the United Nations Human Rights Council

⁶ (UN General Assembly 2009b: 3).

⁷ Molony, T 2014, Desk Review: Women's and girl's empowerment program, Care International in Vanuatu

⁸ Committee on the Elimination of Discrimination against Women <http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=17088&LangID=E>

⁹ Gender Equality Strategy for the Vanuatu TVET Centres http://www.vanuatutvet.org.vu/wp-content/uploads/2015/02/AAID024-TVET-Gender-Equality-Documents-32PG_LR.pdf

- citizenship rights;
- unequal access to higher levels of education; wage gaps and occupational segregation by sex (including low numbers of female teachers in secondary and higher education);
- lack of access to affordable health care for women; high rates of teenage pregnancy; unequal access to property, land and inheritance by women;
- the lower legal age of marriage for women (16 years) compared to men (18 years);
- lack of access to justice, particularly in rural and remote areas;
- the portrayal of women in the media; and
- the persistence of violence against women¹⁰
- Some of the barriers to women’s economic empowerment include:
 - gender norms mean that women’s roles are tied to domestic responsibilities and women are expected to fulfill these in addition to economic activities;
 - more than three quarters of Vanuatu’s population live in rural areas hence a large proportion of people experience limited access to markets, small scale of markets and high costs of transport;
 - limited literacy, numeracy, financial literacy and business skills can hold women back from economic empowerment;
 - male dominance in leadership positions, politics and some occupational fields;
 - limited access to finance; and
 - lack of support from husband/partner or family, for example, a national survey found that 23% of women (almost 1 in 4) had been prevented from accessing or continuing their education, mainly by their parents but also by husbands/partners
- Attitudes and beliefs about women and their roles – perpetuated through institutions “such as churches, chiefs, and political parties through their doctrines, principles, and structures that discriminate against women” – have also been identified as major obstacles for advancing women’s development¹¹.
- Violence against women and girls is a serious and widespread problem in Vanuatu. It stems from multiple factors and certain social and cultural beliefs and practices exacerbate the problem. Approximately 60% of women in Vanuatu have experienced some form of physical and/or sexual

¹⁰ (CEDAW 2007: 4).

¹¹ Vanuatu National Survey on Women's Lives and Family Relationships 2011

violence in their lives, of whom 21% were left with permanent injuries and 68% were subjected to psychological violence by their intimate partners¹²

- A significant achievement over the recent years has been the introduction of the Family Protection Act (FPA) (approved in 2008 and came into effect in 2009), which provides legal protection for victims of violence.

What are the training and education levels among women and men?

- Despite gender parity being closely reached in school enrolment rates, women remain underrepresented in tertiary education and are less likely to be awarded government scholarships¹³
- Women represent 40% of the labor force in both public and private sectors compared to 60% for men. More women than men are 'economically inactive', most being full time homemakers caring for children, the elderly, people with disabilities and other family members¹⁴
- The 2015 Gender Profile¹⁵ provides the following data on training and education:
 - Male youth literacy rate, ages 15–24 (2012) (UNESCO Institute of Statistics, 2015): 94.70%
 - Female youth literacy rate, ages 15–24 (2012) (UNESCO Institute of Statistics, 2015): 95.06%
 - Male adult literacy rate, ages 15+ (2012) (UNESCO Institute of Statistics, 2015): 84.87%
 - Female adult literacy rate, ages 15+ (2012) (UNESCO Institute of Statistics, 2015): 81.86%
 - Male adjusted net enrolment rate in primary education (2004) (UNESCO Institute of Statistics, 2015):97.89%
 - Female adjusted net enrolment rate in primary education (2004) (UNESCO Institute of Statistics, 2015):97.35%
 - Male gross enrolment ratio in secondary education (2010) (UNESCO Institute of Statistics, 2015):59.59%
 - Female gross enrolment ratio in secondary education (2010) (UNESCO Institute of Statistics, 2015):59.47%
 - Male gross enrolment ratio in tertiary education (2004) (UNESCO Institute of Statistics, 2015): 5.94%
 - Female gross enrolment ratio in tertiary education (2004) (UNESCO Institute of Statistics, 2015): 3.50%
 - Graduates from tertiary education who are female (2003) (UNESCO Institute of Statistics, 2015): 36.2%
 - Teachers in primary education who are female (2010) (UNESCO Institute of Statistics, 2015): 53.9%
 - Teachers in secondary education who are female (2002) (UNESCO Institute of Statistics, 2015): 35.6%

¹² (Vanuatu Women's Centre 2011).

¹³ (Vanuatu National Statistics Office 2011).

¹⁴ (Vanuatu National Statistics Office 2011).

¹⁵ (CoL CC BY SA 2015)

Who
does
what?

What is the division of labor among women and men?

- In general it is typically expected that men engage in the formal labor force, while women focus on in-formal, domestic orientated, labor, though the proportion of women in waged employment has substantially increased over the years (as mentioned above).
- More women than men (49% and 41% respectively) are involved in the subsistence economy¹⁶ which makes them more susceptible to poverty, climate change, disasters and other livelihood stresses.

What is the situation of women and men in the specific sector of intervention?

The role and status of women are important considerations in terms of the design and delivery of tailored climate information services for both men and women within the five target sectors.

AGRICULTURE

- Agriculture is the mainstay for food security and the main source of income for women. The 2007 agricultural census found that 31% of paid workers in the agricultural sector were female, compared with 69% of men, but women only received 22% of the total remuneration. Only 17% of women employed in the agricultural sector are managers or executives, compared with 35% of men¹⁷
- That said, more women than men (49% and 41% respectively) are involved in the subsistence economy¹⁸ which makes them more susceptible to poverty, climate change, disasters and other livelihood stresses. This is also significant given the significance of the semi-subsistence economy accounting for around 65% (average) of household income in Vanuatu.
- Although subsistence farming is not considered in national accounting, the small scale of these agriculture products represents an important source of income for women and enables their families to survive. For men, on the other hand, research suggests that a greater share of income goes to personal recreation.
- As reflected in the Cyclone Pam Post disaster Needs Assessment, the agriculture sector is highly vulnerable to climate pressures, including cyclone, but also drought, more intense rainfall and temperature increase.

¹⁶ (Vanuatu National Statistics Office 2011),

¹⁷ (VNSO 2008).

¹⁸ (VNSO 2011)

FISHERIES

- Subsistence and commercial fisheries and harvest of coastal resources are a mainstay of food security throughout Vanuatu. The fisheries sector (including aquaculture) involves 15,758 households¹⁹
- Nearly all households in coastal villages (32% of all households in Vanuatu) are involved in coastal fishing activities at different levels of intensity. About 6% of households in the country are engaged in fishing activities for sale purposes.
- Significant proportions of women in rural areas of Vanuatu are involved in coastal fishing, to supplement household nutrition. Supplementary catch enables additional income to their households.
-

TOURISM

- Tourism is a significant contributor to Vanuatu's GDP. Tourism expenditure as a percentage of GDP increased from 26% in 2002 to 33% in 2010. This translates to up to 4,000 direct jobs²⁰.
- Tourism activities strongly contribute to the observed growth in GDP for the construction sector as well as for the primary sector (for example livestock, fish, fruits and vegetables).
- There is limited information on women engaged in tourism. Although it is assumed that the percentage of women employed in this sector is higher than the national average for all sectors of 40%, however less than a third of women in the formal sector are in managerial or supervisory roles.
- Women are mostly employed as housekeepers and waitresses, while men tend to hold managerial posts. It is commonly observed that in coping with post-disaster stress, the tourism sector often maintains managerial and ground staff such as gardeners while laying off housekeepers. Thus women's economic opportunities will probably suffer significantly as a result as women will most likely be the first to lose their jobs from within the tourism sector.

WATER

- In Vanuatu, both ground and surface water are used for domestic purposes. In urban areas the main water source is shallow aquifers whereas in rural areas various sources are used such as bores, wells, springs, rivers and rainwater catchments

¹⁹ VNSO 2008)

²⁰ Data are from Reserve Bank of Vanuatu, 2012.

- The proportion of households using shared pipe as main source for drinking and washing in rural areas is 25%. Other sources of water supply include village tank, household tank, river or lake, private pipe and other sources such as well etc.²¹ Women (and children) are often responsible for the collection of water for household use²²
- Urban water supplies are provided by UNELCO (a private company) in Port Vila and Public Works in Luganville, Isangel and Lakatoro. All rural supplies are donor-funded and designed and delivered by either the drilling section or rural water supply (within DGMWR). Rural water supplies are operated and managed by the local community.
- Gender roles in terms of water collection can become the basis of inequality, particularly, in post-disaster situations, Because Tropical Cyclone Pam has damaged and contaminated sources of drinking water, women and children must dedicate greater time and effort than men to obtaining water from more distant locations. Data collected by WASH Cluster shows that 58% of all water collection in the affected provinces is done by women and children. This increased workload reduces the time they can allocate to income generation and education. It also exposes them to hazards such as violence or disease.²³

INFRASTRUCTURE

- It is estimated that Female Headed House Holds make up 20% of the national households.
- For the purposes of this project, gender issues intersect with infrastructure and the use of Climate Information Services primarily in terms of the domestic housing stock.
- Traditional housing (43%) is constructed from local materials such as thatch, natangura (woven palm fronds), woven cane, or other naturally available material. Key features include a concrete or crushed coral gravel floor; lightweight timber frame with local material wall cladding; roof sheeting made from locally grown material, sometimes with chicken wire covering the thatch (predominantly outer island and peri-urban).
- Semipermanent housing (30%) is incrementally constructed from traditional materials that are replaced or supplemented over time with salvaged or second hand materials. Key features include concrete or crushed coral rock floor, inadequately designed timber-framed walls; natangura grass or corrugated galvanized iron (CGI) roof on non-engineered roof members (predominantly informal settlements or rural communities).
- Permanent housing (27%) comprises single- and double-story structures that were likely designed to be comparatively durable. Key features include engineered concrete or timber framed floor; concrete block or

²¹ (VNSO, 2009)

²² <http://adra.org.nz/vanuatu-wash/>

²³ Vanuatu Post Disaster Needs Assessment

	<p><i>What is the participation between women and men in the formal/informal economy?</i></p> <ul style="list-style-type: none"> • In 2011, 61 per cent of women were in the labour force They represent just 33 % of workers in the formal sector with most women being self-employed in microenterprises or in semi-subsistence agriculture (in which 49% of ni-Vanuatu women are engaged) ²⁴ • Males over 15 who are active in the labour force (United Nations Statistical Commission, 2010): 88% • Females over 15 who are active in the labour force (United Nations Statistical Commission, 2010): 80% • Although women's participation in the formal economy has increased to around 36%, women still face many challenges accessing equal opportunities to paid employment in the non-agricultural sector. <p><i>Who manages the household? Who takes responsibility for the care of children and the elderly?</i></p> <ul style="list-style-type: none"> • More women than men are economically inactive (in the formal sense) with most being full-time homemakers caring for children, the elderly, people with disabilities, and other family members. There is a very strong cultural expectation that women tend to household domestic matters. At the same time women are becoming more active in economic activities (such as selling produce at markets) which can produce a conflict and tension between traditional and more contemporary roles and pressures ²⁵ • There are more female headed single parent households with children, grandchildren or extended family members compared to men ²⁶. • It is estimated that FHHs make up 20% of the national households. • Traditionally women are responsible for domestic works and small-scale income-generation activities, while men engage in community and family decision making and sell cash crops and livestock for income.
Who has what?	<p><i>Do women and men have equal access to resources including finance, technologies, information, and services (at national, sectoral and local level)? Who has control over these resources? Do women and men equally benefit from these resources? Do women and men have equal access to education, technical knowledge, and/or skill upgrading?</i></p> <ul style="list-style-type: none"> • In Vanuatu, there is no legal barrier for women to receive bank loans, mortgages and other financial credit however, due to prevailing gender roles and stereotypes women have limited access to resources, in particular capital, financial services and markets. Further few own land that they can use

²⁴ UNDP (2013) Human Development Report

²⁵ Bowman et al 2009: <https://openknowledge.worldbank.org/bitstream/handle/10986/2624/484580PUB0Wome101Official0Use0Only1.pdf?sequence=1&isAllowed=y>

²⁶ VNSO 2011

	<p>as collateral for larger loans. Moreover, the absence of a credit reference system means that their repayment histories are not readily accessible and transferable, impeding their access to formal financing²⁷. This is particularly the case for rural women²⁸. This is also underpinned by the lack of access to financial services tailored to the micro-economic and informal activities predominated by women.</p> <ul style="list-style-type: none"> • Further, the opportunity for women to set up businesses is limited as they lack access to capital, financial services and markets (Bowman, Cultural, Ellis and Manuel 2009). This is particularly the case for rural women (World Bank 2013). • The Pacific Leaders Gender Equality Declaration (2012 - 2016) concludes “that availability of funds for women to begin their project” and “increasing opportunities for Women in senior levels of management” are the major challenges in terms of women’s economic empowerment in Vanuatu. Further it states that “Participation of women in small/ medium businesses through avenues such as NGOs/CSOs like the VNCW(Vanuatu National Council of Women) and VANWODS has increased” • Nevertheless women are generally disadvantaged in terms of access to resources, including based on decision making rights over land, and ambiguity between customary and formal law as well as capacity issues including levels of education.
<p>Who decides?</p>	<p><i>Who participates in the decision making in the household, the public sector, and corporate sector? Are the bargaining positions of women and men different? Are women involved in making economic decisions? Is there an equal participation of women and men in the political sphere? Who has political influence?</i></p> <ul style="list-style-type: none"> • Women remain largely excluded from decision-making processes at different levels. Vanuatu has one of the lowest rates of women in parliament in the world, reflecting the entrenched traditional view that leadership is for men • Since independence in 1980, only 5 women have been elected into national parliament (World Bank 2013).The current (2016) parliament has no female representatives. • The traditional customary structures that are present within all communities are led by male chiefs who hold significant decision-making authority over their community and often make decisions about the use of productive resources. Women do not generally take part in decision-making process in the public sphere. • Women represent just 3% of total senior/executive government positions. More often than not, women are excluded from decision making and are absent from leadership positions²⁹. • There is a policy of reserved seats for Women in Municipal Councils, though uptake is still low.

²⁷ Bowman, Cultural, Ellis and Manuel 2009).

²⁸ (World Bank 2013).

²⁹ (Morgan 2013).

Who
benefits?

Where are the opportunities or entry points to ensure equal participation and benefits? Does the project address the different needs and priorities of women and men? Will the services and technologies provided by the project be available and accessible to both women and men? Does the project recognize the distinct vulnerabilities of women and men and develop specific response strategies for each target group?

Against the detailed context provided in the Gender Analysis above, a Gender Action Plan for the project has been developed. There are several ways in which the project will have direct and indirect benefits for both men and women through delivery of CIS through the 5 target sectors. In delivering these the project through its design and implementation can support Vanuatu progress towards it's (and SPREP and GCF's) gender equality and women's empowerment objectives in a number of direct, and indirect ways.

For example:

In the Agriculture Sector:

- ✓ Women, in particular, will benefit from access to more timely weather forecasts, on which they can enhance management of household / market garden enterprise and activities. The project will look to link with the UN Women's Markets for Change project and other women's agriculture focused groups/cooperatives.
- ✓ Women, in particular, will benefit from enhanced access to information and advice via the Community Climate Centers via access to tailored information to support their agricultural activities
- ✓ Women, in particular, will benefit from accelerated introduction of new climate resilient practices and cultivars, for which the project will support through provision of CIS for agricultural research and policy advisers
- ✓ Women will be empowered through the recognition and support for the important role played in supporting household and market based agriculture production

In the Water Sector

- ✓ Women, in particular will benefit, through support for water infrastructure planning and management which will ensure greater and more reliable access to water sources. For example simple early warning systems can be employed based on access to CIS, to help ration and use water wisely, helping avoid periods without immediate access to water (for example in household water tanks) when water will be fetched from farther afield.

- ✓ The impacts of cyclones on water supply and storage systems will be supported, and result in a lesser burden on communities in the collection of fresh water during post-disaster periods, where women and children are often required to fetch water for cooking, washing and drinking.
- ✓ Women will benefit from accessing tailored climate information to allow them to control the usage of water, particularly during the shortage of water/in an El Nino event

In the Fisheries Sector

- ✓ Enhancing climate information to the fisheries sector will assist women in rural areas improve their catch, improve their diet and improve their income.
- ✓ Use of CIS in the aquaculture sector will also support further diversification of livelihoods, particularly for women

In the Infrastructure Sector

- ✓ In Port Vila, for example, almost all vendors in the market are women, and they depended on good infrastructure to transport their goods to the market. Climatic impact on infrastructure can hamper the transportation of agricultural goods from one point to the next, does have an adverse impact on women.
- ✓ The usage of climate data on infrastructure will improve its design, and indirectly assist men, women and children improve their livelihood.

In the Tourism Sector

- ✓ Women, in particular will benefit from a more resilient tourism sector better able to prepare for, respond to and recover from the quick and long onset impacts of climate change, to provide employment opportunities and job security less vulnerable to the indirect impacts of climate change
- ✓ Small scale tourism are starting to take shape in rural areas (bungalows in provincial areas), and most of them are family owned, where women are heavily involved. Women plan their own gardens which are then supplied to the restaurants of these bungalows. El Nino periods have a direct impact on the ability of these bungalows to make money Severe weather events can also restrict the travel of tourists to outer islands
Having a tailor made service will assist women improve their output

To ensure these and other benefits above are realized and the project itself adopts gender sensitive approaches, several 'entry points' through which the different needs and priorities of women and men can be identified and addressed and services and products tailored and made accessible have been identified. Details are provided in the Gender Action Plan (below) and in summary these include:

Project recruitment (employment)

The project will create a number of employment positions within the executing entity (Project Management Unit) and across the five target sectors (sector coordinators).

Design and delivery of consultation and training

The project has an emphasis on enhancing the capacity of different (community, government, household) groups to access and apply Climate Information and Services. Through the various consultation and training processes, differences in gender based vulnerabilities and needs will be identified and highlighted. Through the training associated with the project (for example the citizen science activity) the project will look to actively engage women. Women's groups and NGOs will be actively sought for input into relevant consultation and training programs.

Design and delivery of project (CIS) products and services (and other activities)

The specific project products and services delivered by the project will be sensitive to the identified (and promoted) needs of both men and women. The needs of women in the agriculture sector (who occupy a high proportion of subsistence / micro economy based production in Vanuatu) will be targeted.

Project governance and monitoring.

The project ensure that the governance arrangements including representation on the National (VMGD) Project Committee incorporate consideration of relevant gender issues. It is proposed that this will be done by facilitating inclusion of a Vanuatu Department of Women's Affairs representative, and ensure at least 30% representation on the National (VMGD) Project Committee, with a target of 50%.

In doing so the project will adopt the following project specific gender related objectives:

1. **Increased understanding (across the 5 target sectors) of how climate change can impact both men and women differently**
2. **Address the climate vulnerabilities of both men and women through the delivery of tailored Climate Information Services which address the specific vulnerabilities of both men and women across the 5 Sectors.**
3. **Promote women's empowerment and contribute to efforts which overcome prevailing stereotypes which entrench gender based inequalities.**

Details of specific strategies and actions are tabled in the attached Gender Action Plan (below). Through delivery of the Gender Action Plan the project aligns with and will deliver on the following strategic priority areas of the Vanuatu Gender Action Plan:

Vanuatu Gender Policy priorities with which this project aligns and contributes:

- ✓ **SA2: Enhancing Women's Economic Empowerment**
 - Strategy 2.1 Ensure equal employment opportunities for men and women
INDICATOR: Increased percentage of women employed in wage employment within private and public sectors
- ✓ **SA3 Promoting Women's Leadership and Equal Political Participation**
 - Strategy: 3.5 Promote women's representation on national taskforces and working committees
INDICATOR: at least 30% of members of government taskforces and working committees are women
- ✓ **SA4 Building a Foundation for Gender Mainstreaming**
 - INDICATORS: a) Climate change and disaster risk reduction policies, projects and governance mechanisms such as NAB are gender responsive
b) Gender analysis is carried out and sex and age disaggregated data collected for all government policies, programs, projects and budgets.