



# Gender and the Pacific Adaptation to Climate Change (PACC) programme: Assessment and Action Plan



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Climate Change (PACC) programme:  
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# EXECUTIVE SUMMARY

The Pacific Adaptation to Climate Change (PACC) programme is the largest climate change adaptation initiative in the Pacific region, with activities in 14 countries and territories. PACC has three main areas of activity: practical demonstrations of adaptation measures; driving the mainstreaming of climate risks into national development planning and activities; and sharing knowledge in order to build adaptive capacity. The programme focuses on three key climate-sensitive development sectors: coastal zone management, food security and food production, and water resources management. The PACC programme began in 2009 and is scheduled to end in December 2014.

As the first major climate change adaptation programme in the Pacific, PACC has led the way in developing and designing adaptation projects, using a 'learning by doing' approach. Many lessons have been learned and better practices developed as the programme has progressed. One of these is the importance of integrating gender into climate change adaptation activities. Gender was mostly overlooked during the initial stages of the programme, but significant efforts have since been made to address this shortcoming and integrate gender across programme activities.

This report summarises two key documents produced by PACC as part of the drive to address gender. The first, a Gender Assessment of the programme, was carried out in 2012 to assess the level and degree that the programme addressed gender. The Gender Action Plan, which covers 2013–2014, was developed soon afterwards to address the recommendations arising from the Assessment. Activities in the Plan are currently underway, and will be reported in further PACC publications.

## GENDER ASSESSMENT

The Assessment involved an extensive literature review, a desk study of project documentation, consultations with key national and regional stakeholders, interviews and surveys with national coordinators, and in-country consultations and site visits in Fiji, Federated States of Micronesia, Nauru, Palau and Tonga.

The Assessment found an overall lack of attention to gender across the programme. For example, PACC design and planning documents did not explicitly identify women, men, or other specific groups either as particularly vulnerable to climate change, or as beneficiaries. Project designs did not take into consideration gender roles and gender-differentiated resource uses; there was the assumption that 'people, communities, stakeholders' meant men and women, youth, and everyone in the target community. The Assessment also noted a lack of sex-disaggregated data and reporting of gender-sensitive information.

Some of the PACC climate change mainstreaming outputs demonstrated a good understanding of gender, and detailed strategies to achieve results for differentiated gender needs. However, in most cases integrating a gender perspective into policies was still a work in progress. Overall, PACC mainstreaming outputs did not refer to national gender policy and legislation, or gender equality commitments at national or regional levels.

The Assessment made the following recommendations:

1. Prioritise gender mainstreaming in all project planning and documentation, supported by the necessary technical expertise and resources;
2. Significantly increase attention to social science;
3. Collect sex-disaggregated data and undertake gender analysis to identify gender-differentiated benefits and impacts of the adaptation measures;
4. Undertake research and develop case studies to identify the gender and culture dimensions of climate change;
5. Develop a PACC Gender Action Plan (along with country gender action plans and gender scorecards where feasible);
6. Integrate gender into national and regional (including community level) project log frames and work plans;
7. Develop strategies to address gender imbalances in project structures and gender-based inequalities related to participation and decision-making at all levels;

8. Strengthen partnerships with National Women's Ministries/Departments and women's NGOs and CBOs, and regularly engage with gender focal points;
9. Develop climate change knowledge and capacity (particularly technical knowledge and skills) among both women and men;
10. Support capacity building in gender and climate change;
11. Undertake effective communication for development in climate change to support strategic gender-aware objectives;
12. Integrate gender into project monitoring and evaluation processes;
13. Collect and disseminate lessons learned and good practices regarding the gender dimensions of climate change mainstreaming and adaptation;
14. Disseminate resource material and information about gender and climate change;
15. Explore national and regional partnerships, and strengthen collaboration and coordination to address the gender dimensions of climate change;
16. Undertake advocacy for gender and climate change at all levels.

## GENDER ACTION PLAN

The PACC Gender Action Plan was developed as a direct response to the Gender Assessment, to support implementation of the Assessment's recommendations. The Gender Action Plan covers the period from January 2013 through to December 2014. The Plan is being applied as an integral part of project work planning, implementation, monitoring and evaluation. Through its implementation, it is envisaged that by the end of 2014 the PACC programme will have made substantial contributions to the understanding and application of gender-sensitive climate change mainstreaming and adaptation at local, national and regional levels.

The PACC Gender Action Plan has the following objectives:

- National stakeholders and regional partners understand the gender dimensions of climate change mainstreaming and adaptation;
- Women and men (and different age groups)<sup>1</sup>, particularly at community level, are meaningfully involved in climate change mainstreaming and adaptation;
- Adaptation measures in selected pilot communities, and all replication and up-scaling activities, address gender-specific vulnerabilities and result in gender-specific benefits for both women and men;
- Women and men at local and national levels acquire technical knowledge and skills to be able to plan for and respond to climate change risks;
- Women and men in the pilot sites obtain the necessary information and climate data to become active agents in climate change adaptation;
- Women and men are equally represented in PACC project governance structures at all levels and have equal opportunities to participate in decision-making about the project;
- Effective partnerships are established with relevant institutions and organisations at national and regional levels to address the gender dimensions of climate change;
- Project management and accountability systems effectively plan, monitor and evaluate gender mainstreaming and gender equality results.

Progress and results will be reported in PACC documents and publications, including lessons learned, good practices, and ongoing challenges to mainstreaming gender into climate change at national and regional levels. A key output is the 'PACC and Gender' synthesis report, which is due for publication in the second half of 2014, and will summarise PACC experiences with gender.

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<sup>1</sup> Where there is reference to women and men, this should also be taken to include different age groups.

## KEY CONCEPTS AND DEFINITIONS

**Gender** refers to the socially constructed roles, responsibilities, behaviours, activities, relationships, attributes and identities that a given society considers appropriate for men and women. These roles are changeable over time, between places and within places.

**Gender analysis** is the process of considering the impact that a project, programme or policy may have on women/girls and men/boys, and on the economic and social relationships between them. Key issues for analysis include: the gender division of labour; access to and control over resources and the distribution of benefits; social, economic and environmental factors which influence all of the above; and decision-making capacity. Incorporating a gender perspective involves applying gender analysis throughout the project cycle.

**Gender blind** refers to an approach that does not recognise that there may be differences in situations, needs, interests, opportunities, benefits of women, men, girls and boys.

**Gender division of labour** concerns the allocation of the tasks and responsibilities of men and women at home, at work and in society according to patterns of work that are felt to be acceptable in a particular place and time.

**Gender equality** refers to equal opportunities and outcomes for women and men. This involves the removal of discrimination and structural inequalities in access to resources, opportunities and services, and the promotion of equal rights. Equality does not mean that women should be the same as men. Promoting equality takes into account that men and women have different roles and needs.

**Gender mainstreaming** refers to the consideration of gender equality concerns in all policy, programme, administrative and financial activities, and in organisational procedures. It involves assessing the implications for women and men of any planned action, in all areas and at all levels, so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

**Gender neutral** refers to an approach to planning that treats women, men, girls and boys as if they were part of one homogeneous group.

**Gender roles** refer to how men and women are expected to act, think and feel according to norms and traditions in a particular place and time. Gender roles vary within and between countries, cultures and communities, as well as households. These are learned, and change over time according to social, religious, historical and economic factors.

**National women's machineries** are agencies (ministries or departments) with a mandate for the advancement of women established within and by governments for integrating gender concerns into development policy and planning.

**Sex** refers to the biological characteristics that define someone as a woman or a man.

**Sex-disaggregated data** refers to the differentiation by sex of statistical and other data. This is a basic requirement of good practice in the design and planning of projects and policy, without which it is difficult or impossible to determine the gender impacts of specific initiatives.



# THE GENDER ASSESSMENT

## 1. INTRODUCTION

### 1.1. Background

The Pacific Adaptation to Climate Change (PACC) programme is a regional climate change programme that seeks to enhance resilience to the adverse effects of climate change. The programme is funded by the Global Environment Facility (GEF) Special Climate Change Fund and the Australian Government, and is implemented by the Secretariat of the Pacific Regional Environment Programme (SPREP) with technical assistance from the United Nations Development Programme (UNDP) Samoa Multi-Country Office. The PACC programme involves 14 Pacific island countries and territories<sup>2</sup> and incorporates a range of support and activities at local, national and regional levels, including mainstreaming climate change into policy and/or planning; pilot adaptation demonstration projects; technical support and capacity building; and associated communication activities. Pilot adaptation initiatives at local level are focused on one of three sectors: food production and food security, water resources management, or coastal zone management. The programme began in 2009 and has been extended until 2014. There have been challenges along the way and countries are at different stages of progress. Pursuing a decidedly iterative approach, an important aspect of the programme is to document and share lessons learned and good practices both within and between Pacific island countries and territories.

The Australian Government provided additional funding to the PACC programme (PACC+), which included dedicated funds to strengthen the focus on gender. In 2012 a comprehensive Gender Assessment was undertaken to assess the level and degree to which the PACC programme had addressed gender. Gaps, oversights and examples of good practices were given equal consideration in order to identify suitable entry points to integrate gender into the project. Findings and recommendations were provided in order to guide national and regional project management teams in the implementation of gender mainstreaming.

This report summarises the Gender Assessment and its findings and recommendations. A longer version is available and can be requested from the PACC Regional Management Team at SPREP.

### 1.2. Gender and climate change in the Pacific: the social dimensions of resilience and adaptive capacity

It has been widely reported that climate change is expected to seriously affect Pacific island communities. Both women and men are critical actors of change; they possess different skills and coping strategies; and they are often key repositories of differing sets of vital local and traditional knowledge. Consideration of the different needs and adaptive capacities of women and men ensures everyone benefits from climate change initiatives.

Social and economic inequalities compound adverse impacts and decrease the ability of certain individuals and groups to cope with and adapt to climate change and extreme weather events. Gender, along with many other variables such as socio-economic status, age and physical ability, is a key factor that can heighten the risk to the adverse impacts of climate change.

Countries around the world exhibit varying manifestations of gender inequality and the Pacific is no exception. While significant advances have been made in closing gender gaps in all Pacific islands, there remain differences between the opportunities available to women and men. Throughout the region, women continue to be under-represented in formal governance structures at all levels and often do not get equal opportunities to build capacity and develop skills, particularly in technical fields.

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2 Participating countries are Cook Islands, Fiji, Federated States of Micronesia, Nauru, Niue, Palau, Papua New Guinea, Republic of the Marshall Islands, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu and Vanuatu.

Women's exclusion from planning and decision-making processes related to climate change can result in critical perspectives and valuable expertise for adaptation being overlooked. These oversights can potentially result in practices and strategies that further damage resources and ecosystems, negatively impact livelihoods and incomes, as well as inadvertently entrench or exacerbate vulnerabilities and gender inequalities.

Community members should be enabled to understand predicted climate trends and associated risks that are likely to affect their lives and livelihoods. The lack of representation by women in village development committees can result in their limited access to climate data and information, and reduce their abilities to plan and undertake effective adaptive activities that would benefit households and communities.

Policies and adaptation measures can and should be designed to bring benefits to both women and men. Policies and projects that fail to fully take into consideration gender issues can ultimately worsen outcomes for both women and men, whereas gender-aware policies, projects and programmes can lead to more sustainable adaptation, as well as contribute to a reduction in gender inequalities.

### 1.3. Why should PACC integrate gender?

PACC supports national efforts to develop and implement climate-related policies and adaptation measures that will enhance resilience and build adaptive capacity at various levels. Sustained attention to the gender dimensions of climate change will enable PACC to provide more effective support to countries and communities. A strengthened focus on gender will ensure climate change mainstreaming initiatives and adaptation measures ultimately benefit the women and men in the region who are, and will be, impacted by climate change.

Throughout the Pacific there are increasing efforts to capture evidence of successful climate change mainstreaming and adaptation approaches. There is a need for additional evidence that demonstrates to policy makers and practitioners how climate change will impact women and men differently and how sustained and comprehensive attention to gender ultimately improves the effectiveness of climate change mainstreaming and adaptation.

By widely disseminating lessons learned in relation to its efforts to implement gender mainstreaming, PACC can make a significant contribution to enhance the knowledge and practices of government, climate change professionals and practitioners, and community members in the region. Through sustained efforts to substantively address the gender dimensions of climate change, PACC can act as a catalyst to strengthen the focus on gender in climate change throughout the Pacific island region.

## 2. METHODOLOGY

Using a gender mainstreaming approach<sup>3</sup>, and with reference to the principles for gender mainstreaming (see box on page 4), all stages, components and aspects of the PACC programme were examined to identify gaps and areas that would benefit from a strengthened focus on gender. A wide range of criteria was used to assess the extent to which the programme had addressed gender. This included:

- Attention to the gender dimensions of the impacts of climate change and gender-based vulnerabilities and capacities;
- The use of sex-disaggregated data, gender analysis and gender expertise;
- Support for equal opportunities and benefits associated with technical capacity building and adaptation;
- Participation and decision-making at all levels and in all stages;
- Levels of gender awareness;
- Commitment and political will among staff and key stakeholders.

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3 Gender mainstreaming is concerned with integrating a gender perspective and analysis into all stages of the project, policy and programming cycle. Gender mainstreaming aims to ensure that both women and men benefit equally from development processes and seeks to address areas where inequalities have been identified in order to enhance sustainable development and promote gender equality.

These factors were considered in relation to the local, national and regional contexts, as well as the institutional environment of the programme.

An extensive literature review was undertaken of relevant research, resource guides, toolkits and workshop reports dealing with gender and climate change (and to some extent, disaster risk reduction) from the region and beyond. Additional documents, including national and regional development strategies, relevant policies and plans, and recent communiqués from Pacific Women Ministers and Pacific Island Leaders, were reviewed to get a broader national and regional perspective.

A comprehensive desk review of all programme documentation was undertaken.<sup>4</sup> Various technical reports for the pilot adaptation projects were reviewed, including vulnerability assessments, socio-economic assessments, cost–benefit analyses, and design documents. Financial forms and tracking sheets were examined to determine the level of resource allocation to gender.

Consultations were undertaken with key national and regional stakeholders from government, as well as representatives of women’s ministries or departments, non-governmental organisations (NGOs), community-based organisations (CBOs), regional agencies, UN and donor agencies, as well as researchers and specialists involved in the project. Surveys were completed by national project coordinators and in some cases assisted by project teams.<sup>5</sup> Supplementary gender questions were provided to gather information for the regional climate change mainstreaming guidelines in development at the time. Interviews were held with coordinators, government counterparts and members of core project teams.

In-country consultations and site visits were undertaken in five countries, selected by geographic location, sectoral area of focus and stage of implementation. The countries visited were Fiji, Federated States of Micronesia (FSM), Nauru, Tonga and Palau. Depending on the desired approach of the project teams, methodologies for the country visits included stakeholder meetings; a multi-stakeholder workshop; community consultations with village women; focus groups of community representatives and CBOs; and household interviews and informal discussions with community members.

During the PACC Annual Multi-Partite Review (MPR) and Technical Workshop, held in Nauru in August 2012, several project coordinators and government representatives were interviewed. Gender training was also undertaken for participants and partners including SPREP, UNDP and AusAID. The training introduced basic concepts related to gender and climate change, involved group work to examine potential gender-differentiated impacts of climate change within each of the sectors, and included an introduction to sex-disaggregated indicators. The meeting offered an important opportunity to observe PACC processes and gain insight into the institutional context of the programme.

## 2.1. Limitations

The biggest challenge for the Assessment was the review of the large amount of un-collated project documentation. At the same time, gaps in documentation from some countries made it difficult to form a detailed understanding of projects, their progress, and the lessons learned to date. Although it was timely to undertake the training at the MPR, only two coordinators managed to submit detailed information regarding the gender dimensions of climate change mainstreaming.

It was not possible to meet with all stakeholders who could potentially collaborate with the programme to support gender mainstreaming in climate change at national and regional levels. The exploration of these partnerships is an important next step for programme staff, SPREP and donor partners.

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4 Documents reviewed included: the Project Inception Report, PACC+ project proposal, project implementation reviews, presentations, documents and reports from annual multi-partite reviews (MPRs), annual project implementation reviews, the regional project logframe, quarterly progress reports, annual work plans (AWP) multi-year work plans (MYWP), annual reports (APRs), monitoring reports, trip reports, and minutes of meetings, as well as training and workshop reports.

5 PACC Cook Islands did not complete the survey.

## PRINCIPLES FOR MAINSTREAMING GENDER INTO CLIMATE CHANGE

### PROGRAMME/PROJECT DESIGN

- Gender should be mainstreamed into the overall goal, objectives, outcomes and results.
- Gender analysis and expertise should be included in the original design of the programme or project.
- Climate change initiatives should be informed by national and regional gender equality policies and strategies, as well as gender issues identified for the relevant sector.
- Climate change adaptation requires an analysis of the vulnerabilities and capacities of women, men and other groups.
- Gender roles, gender divisions of labour and gender-differentiated resource uses are critical concerns in the identification of climate change impacts on men and women.
- The beneficiaries of climate change adaptation should specifically include women, men and particularly-vulnerable groups.
- Women and men should have equal opportunities to be involved in the design of climate change initiatives and adaptation measures.

### MAINSTREAMING CLIMATE CHANGE

- Climate change policy and legislation should be guided by national gender equality policies and strategies, and should consider gender issues in regional, national and sectoral development frameworks.
- Climate change policy and legislation should consider the needs, aspirations and priorities of women, men, young people, and particularly-vulnerable groups.
- National women's machineries and women's NGOs should be meaningfully involved in the development and implementation of climate change policy and legislation.
- Gender should be comprehensively and coherently integrated throughout climate change policies and legislation.

### ADAPTATION MEASURES

- Adaptation measures should be underpinned by rigorous social science, particularly at local level.
- Sex-disaggregated data and gender analysis are needed to understand the gender dimensions of climate change.
- Women and men need relevant information, knowledge and skills to be able to adapt to climate change.

### TECHNICAL SUPPORT

- Women and men should have equal opportunities to build capacity, particularly in technical fields related to climate change.
- Women, men or specific groups may need to be targeted for capacity development and behaviour change.
- Effective partnerships can maximise technical skills in gender and climate change at national and regional levels.

### COMMUNICATION

- Women and men need to be well informed and motivated to adapt to climate change, particularly at local level.
- Women and men may have different communication needs that should be addressed in relation to climate change.
- Images about climate change can also promote gender equality.

### LESSONS LEARNED

- More evidence is needed to upscale and improve the integration of gender into climate change mainstreaming and adaptation.
- Pacific island countries and the region as a whole need more evidence to support and advocate for gender mainstreaming in climate change adaptation.
- Good practices and lessons learned about gender and climate change should be shared at national and regional levels.

### MONITORING AND EVALUATION

- Effective monitoring and reporting frameworks and systems are needed to capture lessons learned and good practices related to gender and climate change.

### PARTICIPATION AND DECISION-MAKING

- Women and men should have equal opportunities to participate and make decisions in project governance and management structures.
- Both women and men at community level should be meaningfully involved in climate change.
- Climate change initiatives would benefit from increased engagement with national women's machineries and women's NGOs and CBOs.
- Women and men should be considered active agents of change for climate change adaptation.

### THE ENABLING ENVIRONMENT

- Effective integration of gender into climate change requires: (i) responsive institutional arrangements; (ii) gender awareness, competencies and skills; and (iii) commitment, political will and dedicated resources.

## 3. FINDINGS OF THE ASSESSMENT

### 3.1. Programme design and planning

All efforts should be made to ensure gender issues are substantively and comprehensively addressed in the programme and project design and planning process. Although this did not occur in PACC, it is worthwhile to consider in what ways the programme and projects should have addressed gender at the earliest stage and how this initial oversight affects the programme's current efforts to mainstream gender.

A review of the PACC programme design and planning documents highlights that they do not explicitly identify women, men, or other specific groups either as particularly vulnerable to climate change, or as beneficiaries. The demonstration projects do not consider whether and how existing gender inequalities can be addressed while concurrently addressing climate change. The absence of gender analysis resulted in a lack of consideration of gender differences that would help project and policy planners and implementers develop well-informed climate change mainstreaming initiatives and adaptation measures.

Gender language and concepts in the original design documents are confusing and reportedly poorly understood by programme and project staff and technical advisors. Wording such as 'gender-sensitive' and 'gender-inclusive approach' is included without an appreciation of what the implementation of these concepts should entail. No subsequent references to gender are found in any other parts of the programme documents. In recognition of this shortcoming, gender inputs were incorporated into the PACC+ programme proposal, however with limited clear guidance to comprehensively and substantively mainstream gender into the programme.

The programme's principal aim is to reduce vulnerabilities and enhance resilience and adaptive capacity of sectors. There are few references in the documents to the social and economic impacts on community members. Programme and project design and planning documents do not examine potentially vulnerable groups, nor do they explicitly identify women or any other group as particularly vulnerable to climate change. Project designs do not take into consideration gender roles and gender-differentiated resource uses. Adaptation measures are designed to broadly benefit families or the community as a whole. Projects do not explicitly consider whether and how the lives and livelihoods of men and of women are likely to be impacted either negatively by climate change or positively through the mainstreaming initiatives or adaptation measures.

Given the lack of sex-disaggregated data and reporting, a definitive assessment of the numbers and nature of participation by women, men and specific groups in the project design and planning process is not possible. However, project photos and participant lists from workshops and meetings show that men often heavily outnumber women. Although they may have been involved in the planning stages of several PACC projects, there is no record of the inclusion of women, national women's ministries or departments, and women's NGOs and CBOs in stakeholder analyses, or in the identification of the priority sector and the proposed adaptation measures.

Consultation reports do not highlight different views or priorities that may have been expressed by different groups during community meetings and focus groups<sup>6</sup>. Perspectives about proposed adaptation measures were consolidated without any apparent attention to differences, which obscures the perspectives and solutions identified by women, men, young people or other groups. The general lack of reporting in this regard suggests that gender- or age-specific needs and concerns, experiences and recommendations are essentially not included in the design of adaptation measures.

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6 The only exception encountered was the consultation report for PACC Samoa that included a brief list of different priorities for each of the groups.

## 3.2. Programme implementation

### 3.2.1. Mainstreaming climate change

In many Pacific island countries and territories, gender is increasingly being recognised as an important dimension of climate change policy development. PACC climate change mainstreaming outputs are in various stages of development, approval and implementation. Several of the PACC-supported policies have integrated gender in terms of process and content to varying degrees, and this is principally a reflection of an existing supportive and enabling environment for gender equality and gender mainstreaming.

Some of the mainstreaming outputs demonstrate a good understanding of gender, and detail several strategies to achieve results for gender equality. However, in all cases, comprehensively integrating a gender perspective into policies remains a work in progress, with various gaps noted below.

Although mainstreaming outputs seek to ensure in-country activities are consistent with national development priorities and objectives, policies do not draw on national commitments and efforts to address gender and climate change. Overall, PACC mainstreaming outputs do not refer to national gender policy and legislation, or gender equality commitments at national or regional levels. For example, the PACC Cook Islands project does not make any reference to the Cook Islands National Gender Equality Policy, which includes extensive coverage of climate change, and details the different needs of women in outer islands, young women and girls, and women with disabilities.

Several project outputs note the participation of women's organisations or list national women's machineries among the stakeholders involved in policy development, however the extent of their participation and contribution remains largely undocumented. None of the projects notes any specific constraints to the meaningful participation and decision-making among women or other groups in the policy-making process. Additional evidence is needed to determine if national women's machineries and women's groups are able to move beyond participation in isolated consultation events to being fully engaged in enduring partnerships throughout the implementation and monitoring phases of the policy.

In general, *policies tend to note climate-related changes but not the possible effects that these will have on the daily lives and livelihoods of women and men.* Although gender roles and gender-specific impacts of climate change were reportedly addressed during consultations and focus group discussions, there is no record or evidence to show that they were analysed or actually used to inform the policies.

General statements about women or gender are not accompanied by clearly articulated gender equality goals. Where gender is identified as an area of concern, no references are made to underlying root causes of inequality and exclusion. In most cases, gender is referred to in isolation without any consistent relationship with the rest of the document. None of the policies identifies capacity and resource requirements for the implementation, monitoring and evaluation of gender mainstreaming or specific gender aspects.

### 3.2.2. Pilot adaptation projects

There is little evidence that projects systematically made use of existing data, research and analysis that might guide the projects from a social perspective. Overall, projects devote limited attention to the social (let alone gender) dimensions of vulnerability, adaptation and resilience compared with the degree of detail afforded to infrastructure design aspects of adaptation measures.

None of the technical assessments undertaken to inform the PACC pilot projects<sup>7</sup> addresses the social and gender dimensions of vulnerability, nor do they identify and consider existing or potential capacities and coping mechanisms among women and men in the pilot communities that might increase individual, household and community resilience to climate risks. Projects do not critically assess the challenging but equally critical socio-

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<sup>7</sup> These include vulnerability assessments, socio-economic assessments (SEAs), cost-benefit analyses, climate change modeling, preliminary environmental impact assessments, as well as other site-specific assessments.

cultural feasibility of adaptation measures. There is little recognition that there may be different economic costs and benefits for women and men or that the perceptions of these may differ. Preliminary environmental impact assessments undertaken for the projects do not examine gender issues or collect sex-disaggregated data in relation to gender-specific roles and resource uses.

Quantitative and qualitative data disaggregated by sex and other variables were not consistently collected for all pilot communities. Where small amounts of disaggregated data were collected they were either not relevant or not analysed from a gender perspective. The general lack of relevant disaggregated data in the projects precludes a gender analysis and hinders an understanding of how climate change potentially impacts the lives and livelihoods of women and men, and how adaptation measures are expected to bring benefits to women or specific vulnerable groups.

### 3.2.3. Technical support

PACC supports the capacity building of a wide range of partners and individuals at all levels. Particular emphasis has been placed on training national counterparts in relation to key technical assessments. The exact proportion of male and female participants in these capacity building initiatives is not available since data were not collected on the gender balance of beneficiary support. However, the general consensus among those interviewed suggests that the majority of participants in technical training have been men.

The lack of data, analysis and reporting in terms of gender balance in capacity building suggests a lack of awareness regarding the existence of any imbalances or gender inequities that should be addressed through specific strategies or affirmative actions. It should be noted however, that PACC Solomon Islands highlighted that it is now normal practice to actively promote gender balance and projects specifically request the involvement of both women and men in capacity-building activities.

According to project documents, training in the pilot communities is generally targeted at 'households', 'community members', 'technical officers' and 'selected farmers'. Without any references to women or men, it is unclear whether the intention is to build capacity among women, men or both. Interviews with project coordinators revealed that various activities and capacity-building activities at community level implicitly involve women, men, or both, in keeping with traditional gender roles and without any intention to specifically address any gender issues *per se*.

### 3.2.4. Communications

In many countries, community and household consultative activities, coupled with tangible infrastructure outputs, have resulted in high levels of general awareness of the PACC programme among both women and men, principally in relation to the adaptation measures. General climate change awareness workshops and training have been undertaken in several countries, in some cases within the pilot communities, and often involving a number of communities without any particular link to the pilot adaptation measure. There was a notable lack of meaningful and sustained involvement in a few pilot communities, which precluded an examination of gender differences in the levels of awareness and understanding of climate change and PACC. However, communication activities were scheduled to begin in these sites in the near future.

Discussions during in-country visits highlighted that women and men in the pilot sites are largely familiar with climate change as a vague general concept. Understanding of climate change appears to be mainly connected to current realities and hardships rather than climate and risk projections for their locality or actions and changes in behaviour at household and community levels to build resilience.

Consultations revealed that in many cases technical data and detailed updates about the project had not consistently reached the wider population in the pilot communities, particularly women. Communication plans developed for the PACC programme focus on activities and outputs and lack a strategic focus on project outcomes and results beyond increased general awareness of climate change. Plans do not include stakeholder analyses that would identify and effectively target particular groups, such as women or women's NGOs and CBOs, that might require specific communication strategies.

A rapid review of PACC communication materials revealed a balanced photographic representation of women and men for some projects, and photos mainly of men in others. Overall, photos featuring technical aspects of the demonstration projects tended to depict men. Few photos depicted the gender dimensions of the adverse impacts of climate change or the expected benefits that adaptation would bring specifically for women and men, and none showed women or men undertaking non-traditional activities.

### 3.2.5. Partnerships

The gender dimensions of climate change have become a growing concern throughout the region and there is a wide range of partners seeking to integrate gender perspectives into climate change initiatives. Few PACC coordinators are involved in gender and climate change activities and partnerships at the national level. Any collaborative efforts to date in this regard have been undertaken on a relatively *ad hoc* basis. There are a number of potentially promising partnerships at all levels that have yet to be pursued.

There is a dearth of formal mechanisms to enable PACC and partners at both national and regional level to systematically share information, explore collaborative opportunities, and develop capacity in order to integrate gender more effectively into climate change initiatives. However, PACC is presently involved in a regional initiative to develop a Pacific Gender and Climate Change Toolkit<sup>8</sup>. This collaboration offers a valuable opportunity for PACC to contribute specialist knowledge and perspectives, and ideally share initial lessons learned regarding the project's efforts to integrate gender into climate change mainstreaming and adaptation.

### 3.2.6. Lessons learned

An important aspect of PACC is to share lessons learned to improve climate change mainstreaming and adaptation. Lessons learned should convey how climate change initiatives might be designed and implemented to address a range of gender issues and gender-specific vulnerabilities. Given that gender has not been substantively addressed in the project to date, and general reporting has been inadequate, countries have yet to capture and share lessons learned in this regard.

### 3.2.7. Monitoring and evaluation

Effective monitoring is needed to identify progress, problems and solutions, communicate technical, financial and capacity needs, and capture lessons and share good practices about effective climate change mainstreaming and adaptation. To date, measuring progress and results has been generally limited as work plans and reports focus on activities, outputs and budgets, rather than outcomes, progress and results.

For various reasons, general reporting has been particularly challenging for the project, which also makes it difficult to capture even limited progress and lessons about gender. Available reports do not include sex-disaggregated data or report on any gender dimensions of the project. Project monitoring and trip reports do not address gender. Terms of reference for project reviews or project evaluations do not systematically stipulate gender expertise or competencies related to gender analysis. There is no indication of explicit strategies to involve women and men, including in the pilot communities, in the monitoring and evaluation of PACC-supported policies or adaptation measures.

### 3.2.8. Participation and decision-making

In many countries, women and other groups are excluded from planning processes and implicit rules often limit women's ability to participate in community discussions and decision-making. Equal opportunities for meaningful participation and decision-making are important considerations for gender equality that cut across all aspects and stages of the PACC programme.

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8 This is now available at <http://www.pacificclimatechange.net/index.php/eresources/documents?task=showCategory&catid=137>

Gender imbalances in formal governance structures are often an indicator of prevailing attitudes and cultural norms regarding women's role in planning and decision-making. Gender balance in PACC governance structures varies at different levels, but without exception, all project steering committees and technical or operational working groups are comprised of more men than women. Several local project governance teams include women members and closer gender balance occurs in countries where there is already a generally conducive environment. However, there is no record of the nature of women's contributions or the comparative level of their participation and decision-making in these structures, making it difficult to draw any conclusions related to gender equality.

As is common practice in the region, widespread consultative activities and separate focus groups were undertaken as part of the project activities. However, there is limited evidence or substantive reporting that highlights if and how different viewpoints or priorities among women or certain groups actually influence priority-setting or decision-making. While the norm is to build consensus, the absence of disaggregated reporting inadvertently re-emphasises homogeneity rather than diversity.

In general, there is not a strong emphasis on community members, either women or men, as *active agents* in climate change adaptation. There is limited attention to the concept of empowerment among community members generally<sup>9</sup> and women specifically. National women's machineries, women's NGOs and CBOs in some countries have been involved in certain aspects of the projects. However, in general these stakeholder groups are not formally represented in project structures nor are they consistently engaged as vital partners throughout the project.

### 3.2.9. An enabling environment for gender mainstreaming

Success factors for gender mainstreaming include a supportive policy environment, adequate capacity and resources, as well as political will and commitment. It is therefore important to consider the institutional context in which PACC currently operates in order to assess the potential success of gender mainstreaming.

Gender awareness or 'sensitivity' is not a required skill or competency for the regional programme management unit (RPMU), project coordinators, or PACC team members. Several PACC teams had at least one member who has undertaken gender training. The vast majority of coordinators and stakeholders expressed support for the increased attention to gender in PACC. Interest generally reflected personal convictions for improved gender equality, as well as practical concerns to secure funding.

A few project coordinators were more reticent about gender mainstreaming and stated that '*gender is not an issue*'. This mainly reflected prevailing misconceptions that (1) there were no significant gender inequalities either within the pilot communities or at national level; and/or (2) attention to equity issues, gender roles and resource uses was not needed to effectively meet project objectives. Consultations highlighted that it is *not* widely understood that climate change affects women and girls differently from men and boys. Several people did not understand or necessarily agree with this basic premise.

Several stakeholders viewed gender as an externally driven process, a donor pre-condition for additional funding, and an additional layer on top of already onerous reporting. A small minority stated, '*the donor push for gender has been too quick*' and '*they have not sufficiently considered the cultural context*'. They expressed concern that the rights-based approach had '*done more harm than good*' and felt it was important to '*separate gender and climate change from politics*'.<sup>10</sup> One individual viewed the attention to gender and specific groups as a strategy of exclusion and separation that runs counters to Pacific culture, '*can divide communities...takes place at the expense of the wider good...and once you start...you complicate issues and stretch capacity*'.

SPREP senior management have not provided a directive or actively pursued efforts to mainstream gender into SPREP's projects and programmes. The SPREP Draft Gender Policy has reportedly been slated for redrafting for some time. The Assessment revealed general uncertainty among various staff members regarding the existence

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9 PACC Fiji however noted plans to begin to support community empowerment in the pilot sites.

10 This view was particularly prevalent where there has been strong opposition to the ratification of the Convention on the Elimination of Discrimination Against Women (CEDAW). Several design documents refer to environmental human rights conventions, however none refers to CEDAW or examines climate change using a rights-based approach.

of a policy and/or its current status. The SPREP Gender Committee had not met for over a year. Most, but not all, SPREP staff and UNDP and AusAID representatives had participated in some form of gender training but on the whole felt they did not have the necessary technical expertise to support gender mainstreaming. The SPREP Communications Team noted a high level of interest in mainstreaming gender into communications.

Global gender policies, strategies, plans and gender assessments from UNDP and GEF have not translated into concrete support for the implementation of gender mainstreaming in the PACC programme. Programme resources have not been allocated to gender mainstreaming or women's empowerment at either national or regional levels.<sup>11</sup> Funding authorisation and certificate forms do not include a budget line to support gender. There was no record of UNDP Pacific Centre or UNDP sub-offices in Papua New Guinea, Solomon Islands or Fiji having provided support to PACC for gender mainstreaming. Given the lack of dedicated personnel and expertise to support gender, the Pacific-based AusAID offices, as well as the regional office in Fiji, had also not supported PACC in this regard to date.

There appeared to be a high level of commitment to gender mainstreaming within the RPMU. However, other project management issues had consumed all parties for some time. At present RPMU and SPREP do not have sufficient expertise or capacity to effectively support gender mainstreaming.

## 4. KEY RECOMMENDATIONS

Given the breadth and complexity of the project, a wide range of recommendations was proposed to strengthen PACC's focus on gender. These are summarised below.

### 1. Prioritise technical expertise and resources for gender mainstreaming

PACC and SPREP will only be able to take on an active and potentially catalytic role in this increasingly important aspect of the regional and global climate change dialogue if sufficient resources, capacity and technical expertise are allocated. Project coordinators and RPMU will require regular guidance and ongoing technical support to effectively implement gender mainstreaming in PACC throughout the life of the programme. Human and financial resources should be clearly allocated for gender and project coordinators informed about the technical support and funding available for gender mainstreaming at national level. Project coordinators are encouraged to identify and source in-country expertise, including gender experts and researchers with relevant sector experience, to support gender mainstreaming activities. RPMU should maintain a roster of experts who can support gender mainstreaming and gender analysis at both national and regional level.

### 2. Significantly increase attention to social science

PACC adaptation measures should be well grounded in the social context, as well as the physical and environmental setting. Increased efforts should be made to underpin the projects with rigorous social science, and these findings should be integrated with sound technical information and data. Projects would benefit from in-depth social studies at the pilot sites, which focus on the various and varied social and cultural aspects that can profoundly influence and even inhibit adaptation choices and behaviour. Should time allow, PACC should undertake detailed social and gender analyses in at least one pilot site for each sector, and explore collaborative opportunities with in-country development partners that are undertaking more extensive social studies and research.

### 3. Collect sex-disaggregated data and undertake gender analysis to identify gender-differentiated benefits and impacts of the adaptation measures

Quantitative and qualitative data, disaggregated by sex and other variables, are needed, along with a gender analysis to demonstrate the potential adverse impacts of climate change on women, men and other groups. It is important not to make broad assumptions about gender-specific climate change impacts or roles. Disaggregated data are needed to clearly identify any benefits that adaptation measures might bring for certain groups, as well as any gender-differentiated impacts associated with the pilot adaptation measures. Project teams are encouraged to identify and address existing data gaps related to gender-specific vulnerabilities, capacities, impacts and

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11 PACC Vanuatu noted their participation in a short training session on gender facilitated by UNDP Samoa MCO in 2011.

benefits, in relation to the adaptation measures. In countries where community engagement will continue or is planned, opportunities may exist to collect relevant sex-disaggregated data and undertake a gender analysis to better inform the project. Where communities are experiencing ‘assessment or consultation fatigue’, other means will need to be identified to gather data. All attempts should be made to maximise the use of existing information and data. In some cases, it may be possible to extract data collected for the PACC socio-economic assessments and vulnerability and adaptation assessments or from other projects (e.g. participatory or community vulnerability and capacity assessments).

Environmental impact assessments (EIAs) present important opportunities to collect relevant sex-disaggregated data. Terms of reference for EIAs should substantively address the range of locally specific social and gender issues relevant to the proposed adaptation measures. EIAs should identify the expected gender-differentiated benefits of the adaptation measures, and address any potential negative impacts faced by women, men or certain groups. Appropriate mitigation measures should be recommended and implemented to ensure that the benefits and opportunities of adaptation flow equally to women and men, meeting both practical needs and strategic gender interests. Gender expertise should be sourced to ensure EIAs and subsequent adaptation designs effectively and comprehensively address social and gender impacts for improved project outcomes. Environmental monitoring and management plans should stipulate or strongly encourage gender balance, and be designed to build capacity and leadership skills among both women and men.

#### 4. Undertake research and develop case studies to identify the gender dimensions of climate change

After its completion, the programme should be able to capture and share lessons about the gender dimensions of climate change mainstreaming and adaptation. Data about gender and climate change are sorely lacking in the region. Planners, policy-makers and practitioners need quantitative and qualitative data to integrate gender into climate change mainstreaming and adaptation. A compilation of case studies at regional level would serve as a very useful knowledge product. Where feasible, selected PACC countries could be identified for more in-depth analysis and used as case studies to highlight a range of gender issues relating to each of the three sectors. Wherever possible the analysis and research should use participatory approaches and aim to build capacity with national stakeholders and local pilot communities. PACC coordinators, partners and technical advisors, as well as women and men at community level, should be involved in an exploration of the gender dimensions of climate change in order to build skills and knowledge. In this endeavour it may be worth exploring a collaborative undertaking with other partners.

#### 5. Develop a PACC gender action plan (along with country gender action plans and gender scorecards where feasible)

A PACC gender action plan should be developed with well-defined objectives and agreed roles and responsibilities. The plan will ensure accountability and effective and systematic monitoring of gender mainstreaming at national and regional levels. It will enable RPMU to support countries in their efforts to address gender in the context of climate change, and guide PACC’s contributions in this regard at regional level. Brief country gender action plans should be developed to guide and support the monitoring of gender mainstreaming at national level.

A gender scorecard could be developed to standardise gender objectives (or gender goals) and assist RPMU and countries to monitor progress and measure overall results in gender mainstreaming. The scorecard would align with national strategies and actions and allow flexibility according to different country contexts and sectors. The gender scorecard would be completed annually by RPMU and PACC teams and/or independent reviewers.

#### 6. Integrate gender into country logframes and workplans

Gender mainstreaming is a process, not a compilation of single one-off activities. Ongoing strategies and key actions to strengthen gender should be integrated into all aspects of the annual workplans and logframes. Wherever possible, sector-specific sex-disaggregated indicators and data sources should be identified, along with a range of gender indicators.<sup>12</sup>

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12 A list of indicators is included in the Pacific Gender and Climate Change Toolkit.

Along with the adaptation measures, gender should be explicitly addressed throughout climate change mainstreaming processes and outputs in a coherent, integrated and comprehensive fashion. Where PACC-supported policies and legislation have already been drafted, these should be reviewed using a gender perspective and the findings disseminated and discussed with policy-makers, implementers, partners and community members. Where documents have yet to be written or are still in draft form there is an opportunity to examine and incorporate relevant social and gender issues.

Gender dimensions outlined in national development strategies and related sectoral policies, plans and legislation should be highlighted, along with relevant aspects of national gender equality policies and legislation. Gaps and oversights in these documents should also be noted. Any lessons learned concerning the gender dimensions of the PACC pilot adaptation measures should inform the mainstreaming outputs.

## 7. Develop strategies to address gender imbalances in project structures and gender-based inequalities related to participation and decision-making at all levels

Significant gender imbalance exists in various PACC project structures at national and local levels. Rather than automatically revert to traditional structures, country project teams are strongly encouraged to initiate discussions with technical teams, steering committees and local project committees in order to address these imbalances. Where women from pilot communities are under-represented in decision-making processes, PACC coordinators and project teams, along with community members, are advised to critically examine and discuss how tradition and culture pose challenges to equality in participation and decision-making within the context of the project. Any quantitative and qualitative changes regarding the participation and decision-making of women and any marginalised groups should be monitored and reported on.

Countries are encouraged to include, but also move beyond, broad-based consultations and separate focus groups as measurements of stakeholder involvement, as these alone are insufficient to measure equality in participation. Consultative activities should be results-oriented, strongly linked to broader strategic outcomes of climate change adaptation, and accompanied by attention to the dimensions and degree of participation and decision-making by women, men and other groups. Records of PACC meetings should provide quantitative and qualitative data regarding the contributions and decisions made by women and men, as well as representatives of women's and men's groups. Minutes should highlight any gender-differentiated, and potentially conflicting, priorities.

In relation to overall project management, all future terms of reference for programme staff and consultants should include evidence of a minimum level of gender awareness. Hiring processes should explicitly promote equality of opportunity and affirmative actions pursued in order to address any gender imbalances.

## 8. Strengthen partnerships, including with national women's ministries/departments and women's NGOs and CBOs, and regularly engage with gender focal points

PACC is strongly encouraged to increase engagement and explore partnerships and mutually beneficial arrangements with national women's ministries (NWMs), women's NGOs and CBOs. In several countries NWMs possess significant resources and technical skills and the project should immediately begin to draw on their knowledge, experience and contacts. In countries where capacities and resources of the NWM may be limited, project coordinators are encouraged to address any constraints relating to their involvement in the project.

Wherever feasible, project teams should ensure NWMs, women's NGOs and representatives from women's CBOs are involved in a meaningful way in all stages and components of the project. Where they exist, PACC teams are also encouraged to engage with relevant government gender focal points. Token representation by these individuals and groups should be avoided. Measurements of participation should move beyond attendance at meetings. Qualitative indicators should be used to record *how* NWMs, representatives of women's NGOs and CBOs contribute to the project, both generally and specifically, to promote gender equality.

Where partnerships between PACC and NWMs or women's NGOs and CBOs are strong, factors of success and lessons learned should be documented and shared as good practice. Countries should note *why* these partnerships are important and *how* they make a difference to climate change mainstreaming and adaptation, as well as to gender equality. Where new partnerships need to be established, PACC should begin to systematically document the process, monitor progress and share any challenges and lessons learned. Coordinators should also regularly seek feedback in this regard from partners.

## 9. Share climate change knowledge and develop capacity (particularly technical knowledge and skills) among both women and men

Project activities should ensure both women and men at all levels understand the science underpinning the adaptation measures, have equal access to technical data and assessment results, and have equal opportunities to be involved in technical aspects of the project. Affirmative actions should be considered where there has been, or is likely to be, a significant gender imbalance. Where required, affirmative actions should be undertaken to improve gender balance in relation to technical training and to increase equal access to scientific data and information. In order to address existing stereotypes, efforts should be made to train both women and men in non-traditional roles.

Training at all levels should be examined to determine if it is 'gender blind', and a gender perspective should be integrated into future training in terms of both process and content. Any training and extension services undertaken with pilot communities should comprehensively address the gender dimensions of adaptation. RPMU and countries should systematically collect and report sex-disaggregated data of participants in training and report on efforts undertaken, as well as constraints, to achieve gender balance and provide equal access to technical information and skills.

## 10. Support capacity building in gender and climate change at various levels

Ongoing capacity building is recommended for project coordinators and project teams, RPMU, and key stakeholders including NWMs, women's NGOs and CBOs, to acquire the knowledge and skills to substantively integrate a gender perspective into climate change adaptation.<sup>13</sup> Given the remaining timescale of the programme, gender training should be demand-driven and aligned with work planning and activities at country and regional level so as not to unduly interfere with programme outputs. Where feasible, PACC should coordinate training at national level with interested partners. A one-on-one mentoring approach has proven successful and is recommended for RPMU and project coordinators as part of an effective and efficient approach to capacity building in gender mainstreaming. Gender training at all levels should involve both men and women, and project teams are encouraged to identify and mobilise local gender expertise to support capacity-building initiatives.

Mainstreaming gender means trainers and technical support personnel in all areas should possess a certain level of gender awareness, commitment and skills to be able to address relevant gender issues. In this regard, future terms of reference should stipulate this requirement and all training should be reviewed to ensure it incorporates a gender perspective, particularly when it is assumed to be gender neutral.

## 11. Undertake effective communication for development in climate change to support strategic gender-aware objectives

PACC communication activities should be strategically designed and implemented to support the overall objectives of the project, which includes efforts to promote gender equality. Complex seasonal climate forecasts should be conveyed to local community members so that men and women understand the potential impacts of climate change on their lives and livelihoods. PACC communication activities should address the practical needs of women and men (i.e. improved water supply, more climate resistant crops, improved access to basic services), as well as strategic gender interests (i.e. increased opportunities for women in planning and decision-making and leadership roles). Images and modes of communication, as well as knowledge products, should concurrently promote gender equality and address strategic gender interests in the context of climate change. For example, information products can feature women involved in technical aspects of the project or in decision-making roles, as well as men engaged in non-traditional areas, to help to change stereotypes and alleviate inequitable workloads for women.

Moving beyond awareness-raising activities, PACC communications should aim to address socio-economic and cultural factors that can either support or hinder adaptation. Activities should focus on both women and men as active agents in adaptation rather than simply passive beneficiaries of information. Communications at all levels should not only inform men and women about the gender dimensions of climate change adaptation, but also

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13 It is expected that PACC/SPREP will be involved in future training of CRDP agencies which will be supported by the Pacific Gender and Climate Change Toolkit.

motivate them to change behaviour and undertake actions to support existing good practices, alter inappropriate ones, and develop new adaptive capacities for enhanced resilience. PACC is encouraged to engage with existing communication structures, including those that are gender-segregated (e.g. talanoa sessions, women's church groups), to support adaptive behaviour change.

Rather than blindly target women in the pilot communities, project teams are encouraged to identify constraints among women or other groups that might prevent equal access to information. Areas of concern might include language skills and levels of literacy, access to certain modes of communication, and equitable participation in structures where information is transmitted. Additional or innovative strategies, messages, modes and channels of communication may be required that present alternatives to traditional settings and social structures where women and young people may be marginalised. Women and representatives of women's groups should be explicitly asked about their specific information needs and preferred channels of communication. Strategies might include for example: (i) asking villages that normally select one (usually male) representative to select two representatives – one woman and one man; (ii) opening spaces in meetings to explicitly allow women's representatives an opportunity to actively contribute; or (iii) ensuring all formal project team meetings or updates are followed up by meetings specifically held to debrief and discuss the project with women in the community.

Coordinators and project teams will require technical assistance to support gender-sensitive communications. PACC is encouraged to develop an effective working partnership with the SPREP Communications Team in order to support the substantive integration of gender dimensions into PACC communication materials and activities and materials at both national and regional levels. The Knowledge Management Officer may be required to play a key role to support the implementation, monitoring and evaluation of gender mainstreaming in PACC communications and knowledge management. RPMU and project coordinators are encouraged to make linkages with other partners addressing the communication aspects of climate change, as well as with communication specialists and journalists in the region who are well versed in addressing gender.<sup>14</sup>

## 12. Integrate gender into project monitoring and evaluation processes

Project reporting should be results-based, moving beyond the presentation of inputs, activities and outputs to focus on changes and benefits for communities and the women and men within them. Wherever possible, the project should provide evidence to demonstrate whether and how the project brings changes and benefits for women, men and other groups. Guidelines and activities for any replication and up-scaling activities should substantively and coherently address gender dimensions.

PACC steering committees and technical teams are encouraged to regularly address gender during meetings and submit detailed minutes to RPMU. Narrative and financial reporting should include technical and financial resource allocations, and highlight specific activities undertaken to support gender mainstreaming in the project. Reports should clearly demonstrate progress and outcomes in this regard, along with ongoing challenges and actions taken to address them. A short set of questions or checklist could be developed to support more effective reporting related to gender.

RPMU and project coordinators are strongly encouraged to substantively report on gender in future missions and trips, and in relation to PACC contributions to workshops and conferences at all levels. Specific attention should be paid to any challenges and specific outcomes in this regard (as well as note where these are absent). This can be done even when the event does not specifically focus on gender, the contribution by PACC is relatively small, or the learning with regards to gender fairly minimal. Systematic reporting in this regard would enable RPMU to monitor and report on gender and climate change contributions made by PACC at national and regional levels. Consolidated data would also be useful as this gives an indication of the level of attention to gender and climate change that can be used to support advocacy for policy development.

Both women and men at community and national levels, including those from marginalised groups, should be fully consulted and meaningfully engaged in monitoring and evaluation activities. Women, men and young people at community level, women's groups, and NWMs among others, should have the opportunity to independently monitor and evaluate their own participation and decision-making in the project, as well as their levels of increased knowledge and adaptive capacity attributable to PACC.

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14 For example, Pacific Gender and Climate Change Coalition and Fem'Link Pacific

Gender criteria should be included in technical reviews and consistently monitored. All project reviews and evaluations, including the terminal evaluation, should comprehensively and coherently address gender.

### 13. Collect and disseminate lessons learned and good practices relating to the gender dimensions of climate change mainstreaming and adaptation

Coordinators and project teams should regularly discuss and document lessons learned, good practices and challenges related to gender mainstreaming at all levels. Countries that are making progress in addressing gender should share their experiences with national stakeholders and other PACC countries, particularly those working in the same sector. Countries that are encountering challenges in addressing gender are also strongly encouraged to share their experiences.

PACC experiences and learning with regards to gender and climate change should be clearly showcased on the programme website. The site could feature photos and short synopses organised around key thematic areas such as 'the use of sex-disaggregated data and gender analysis', 'participation and decision-making at local/national/regional level' and 'meaningful involvement by NWMs and women's NGOs and CBOs'. PACC should seek the support of SPREP communications staff in this regard.

Project coordinators and RPMU are also encouraged to substantively incorporate a gender perspective into all presentations and contributions at national, regional and international climate change and related events.

As the project nears completion it would be very worthwhile making a compilation of these experiences and lessons learned. There may be an inclination to report solely on successful examples of gender mainstreaming in the project, however it will be equally important to document examples of mal-adaptation and gaps in policy and practice that have resulted from a lack of attention to gender. Capturing the whole range of experiences for the final project evaluation is important. PACC will have made a significant contribution if the project is able to document and disseminate a whole range of lessons learned, good practices, and ongoing challenges related to gender and climate change mainstreaming and adaptation.

### 14. Disseminate resource material and information about gender and climate change at national and regional level

National stakeholders and regional organisations need relevant resource material and tools to help them mainstream gender into climate change. A wide range of climate change and disaster risk reduction (DRR) projects, initiatives and networks have been established at national and regional level with either a strong or partial focus on the gender dimensions of climate change. PACC should contribute to a more structured, streamlined and effective regional approach to consolidate information about gender and climate change activities, partners and networks.

PACC should actively ensure a range of information related to gender and climate change is included and specifically highlighted on the programme website<sup>15</sup> RPMU should ensure PACC coordinators receive timely updates about gender-related additions to the site, particularly in relation to capacity-building opportunities.

A regional gender and climate change toolkit has been developed through a partnership with SPC, UN Women, UNDP, PIFS and GIZ. PACC should continue to play an active role in this regional collaborative initiative.<sup>16</sup>

### 15. Explore national and regional partnerships, and strengthen collaboration and coordination to address the gender dimensions of climate change

PACC is strongly encouraged to explore the full range of potential partnerships at both national and regional level that will help to strengthen the programme's focus on gender. Immediate first steps to strengthen the programme's focus on gender should include enhanced engagement and active collaboration with UNDP and AusAID country offices, as well as the UNDP Pacific Centre. Reflections about the effectiveness of donor support for gender will provide important lessons for both PACC and donor partners and executing agencies.

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15 This might include for example, gender assessments, research studies, relevant project and policy updates, tools and resources, as well as a roster of gender specialists and sectoral experts with gender expertise.

16 The toolkit is now available at <http://www.pacificclimatechange.net/index.php/eresources/documents?task=showCategory&catid=137>

Project coordinators are encouraged to engage with existing in-country gender and climate change/DRR networks. Where these networks do not exist, PACC should consider developing a coordination mechanism to engage more systematically with partners and donors to address the gender dimensions of climate change. At a minimum, RPMU and project coordinators should widely disseminate updates and information about PACC progress in gender mainstreaming with all potentially interested partners.

#### 16. Undertake advocacy for gender and climate change at all levels

In view of a proposal put forward by some of the countries, an appropriately worded 'directive' about gender could be sent by RPMU and SPREP in order to raise the profile of gender and increase the level of commitment and support for gender mainstreaming in climate change at national level.

Ultimately, the integration of gender into PACC will be heavily reliant on the initiative taken by RPMU and project coordinators. Countries are encouraged to undertake suitable actions to advocate for a strengthened focus on gender in climate change mainstreaming and adaptation. For example, this might include encouraging climate change champions to include a focus on gender issues, or approaching key climate change decision-makers to advocate for gender equality.

PACC and SPREP are strongly encouraged to consider how they can play a more strategic role to support gender equality in the wider regional context. In particular, PACC should collaborate with national and regional partners to ensure that gender is comprehensively and coherently integrated into the new regional road map and strategy on climate change and disaster risk management.

## 5. CONCLUDING REMARKS

Given the belated consideration of gender in PACC, there may be a desire for immediate action and results. However, gender mainstreaming is not a quick fix solution but a process that takes place over time. In some countries and communities, introducing gender or enhancing women's role in decision-making may be relatively straightforward. In other cases, involving women may prove to be exceptionally challenging. Increasing awareness of gender inequalities and building commitment and political will to address personal convictions and long held beliefs about gender is no easy task. Gender training is an important aspect of building awareness and commitment, however it is not a panacea for gender equality and it may take time to address deeply rooted structural inequalities.

Given its regional coverage, the project deals with wide variations in almost every way. Several countries have addressed gender to some extent in the policy-making process and outputs, while others have overlooked these dimensions altogether. Some village committees have strong representation and participation by women and men, while others are comprised mainly of male members and decision-makers. It will not be possible to integrate gender into all components in all countries in the same way. All country projects should address gender in a substantive way, meet minimum levels of compliance, and take concrete steps to improve the focus on gender equality. However, the expected results of gender mainstreaming will vary and implementation should proceed according to the particular context of each country and pilot community.

The current workload and priorities, resources and capacities within RPMU, and project teams, along with the broad scope of the project, contribute to an exceptionally challenging environment to introduce gender mainstreaming. Addressing gender should not become an added burden for project coordinators or RPMU. Wherever possible, gender should be integrated into existing project frameworks, as well as current and planned activities and strengthened reporting mechanisms. Any additional tools and frameworks will need to be simple and practical.

Given the stage of the project, it will be important to focus efforts at both national and regional level where there is a high probability of progress and results. It would be worthwhile taking a strategic approach that focuses on selected countries, communities and project components with the greatest likelihood of successful implementation and where there is adequate capacity to capture lessons learned about the gender mainstreaming process.

# THE GENDER ACTION PLAN

## 1. BACKGROUND

In 2011 AusAID entered into a partnership agreement with SPREP and UNDP Samoa Multi-Country Office to provide regional funding for the PACC programme and bilateral assistance to several participating countries. A significant focus of this partnership centres on actions to strengthen the focus on gender within PACC. The following specific gender aspects are outlined in the PACC+ Partnership:

- Strengthen implementation of the overall PACC programme by providing additional assistance for gender-sensitive programme support and knowledge management efforts at the national and regional levels;
- Ensure that a gender component is included in all replication and up-scaling of adaptation interventions that are currently being piloted.

A Gender Assessment was undertaken in late 2012 to assess the level and degree to which the project had addressed gender in order to identify good practices, lessons learned, and potential entry points to implement gender mainstreaming. The following Gender Action Plan supports the implementation of recommendations outlined in the Assessment. The Plan was disseminated to countries and reviewed and endorsed by the PACC Regional Programme Management Unit (RPMU) and SPREP.

## 2. PURPOSE

The PACC Gender Action Plan seeks to ensure gender mainstreaming is explicitly visible throughout the implementation, monitoring and evaluation of the programme.

It is envisaged that by the end of 2014, the PACC programme will have made substantial contributions to the understanding and application of gender-sensitive climate change mainstreaming and adaptation at local, national and regional levels.

A strengthened focus on gender seeks to enhance the overall effectiveness of climate change outcomes, while concurrently addressing existing inequalities based on gender. The Plan is not a separate component but mirrors the programme's expected outcomes and outputs. The PACC Gender Action Plan will be an integral part of programme and project work planning, implementation, monitoring and evaluation. Mainstreaming gender into the PACC programme will ensure climate change mainstreaming outputs and adaptation measures substantively address gender and result in reduced vulnerability and widespread benefits among both women and men at all levels.

The PACC Gender Action Plan will be implemented over a 2-year period from January 2013 through to December 2014.

## 3. GENDER-SENSITIVE PROGRAMME OUTCOMES

The PACC Project Document was revised in 2011 and includes the following three inter-related outcomes to strengthen the focus on gender:

- Policy changes to deliver immediate vulnerability-reduction benefits in the context of emerging climate risks: Integration of gender-sensitive climate change risk into national and sectoral policies, strategies and related instruments
- Demonstration measures to reduce vulnerability, of both men and women in coastal areas, crop production and water management: Implementation of on-the-ground adaptation measures in selected pilot communities, specifically targeting and involving women and men, and the development of gender-sensitive technical guidelines to support current and future initiatives

- Capacity to plan for and respond in a gender-sensitive manner to changes in climate-related risks: Strengthened technical capacities of national stakeholders, both men and women, to support and facilitate key sectors to manage the uncertainties of climate change in a gender-sensitive way.

Objectives, targets and activities outlined in the PACC Gender Action Plan are aligned with the PACC+ Programme Strategic Results Framework (SRF).

## 4. OBJECTIVES OF THE GENDER ACTION PLAN

The PACC Gender Action Plan has the following objectives:

- National stakeholders and regional partners understand the gender dimensions of climate change mainstreaming and adaptation;
- Women and men, particularly at community level, are meaningfully involved in climate change mainstreaming and adaptation;
- Adaptation measures in selected pilot communities, and all replication and up-scaling activities, address gender-specific vulnerabilities and result in gender-specific benefits for both women and men;
- Women and men at local and national levels acquire technical knowledge and skills to be able to plan for and respond to climate change risks;
- Women and men in the pilot sites obtain the necessary information and climate data to become active agents in climate change adaptation;
- Women and men are equally represented in PACC programme and project governance structures at all levels and have equal opportunities to participate in decision-making about the programme;
- Effective partnerships are established with relevant institutions and organisations at national and regional levels to address the gender dimensions of climate change;
- Programme and project management and accountability systems effectively plan, monitor and evaluate gender mainstreaming and gender equality results.

## 5. ACTIONS AND IMPLEMENTATION

Actions outlined in the PACC Gender Action Plan are not confined to adaptation measures or increasing women's participation. While special attention and actions are required to address existing gender-based inequalities, integrating gender into PACC involves incorporating a gender perspective into all components and stages of the project.

The PACC Gender Action Plan identifies a range of activities to strengthen the focus on gender at local, regional and national levels. Current and planned project activities have been revised to incorporate a gender perspective and additional actions included where required.

Actions outlined in the Plan were deemed by RPMU/SPREP to be achievable and focus on areas that will result in the most impact. The list of actions is not definitive and other activities may be undertaken to take advantage of strategic opportunities. The specific details of gender mainstreaming activities at national and community levels are outlined in country log frames and work plans and tailored according to local contexts and priorities.

Replication and up-scaling activities will be based on a coherent gender mainstreaming strategy rather than an isolated 'gender component'.

## 6. TECHNICAL SUPPORT AND FINANCIAL RESOURCES

Project coordinators will identify and engage relevant government ministries and departments, non-governmental organisations and gender specialists to provide technical support for gender analysis and gender mainstreaming. Wherever feasible, technical support for gender will involve processes that build knowledge and capacity among key stakeholders and community members.

Local gender expertise will be sourced wherever possible and gender experts identified in the SPREP External Thematic Experts Team (EPTET) will be contracted to provide technical support to the project. RPMU (ideally in collaboration with regional partners) will develop and disseminate a roster of gender specialists, partner organisations and institutions with technical skills and sectoral expertise in countries and at regional level to support gender analysis and gender mainstreaming in relation to climate change.

Technical support and financial resource requirements for gender mainstreaming at both regional and national level will be prioritised and reported on by RPMU and countries.

Budget lines will be specifically designated for gender-related activities.

Reporting on challenges related to the provision of technical support for gender mainstreaming in PACC will provide important lessons for countries and the region as a whole.

## 7. ROLES AND RESPONSIBILITIES

Job descriptions and ToRs for all project posts, contracts, and consultancies at national and regional level will be drafted and/or revised to reflect the full range of responsibilities for gender mainstreaming in PACC.

The PACC Regional Programme Manager is ultimately accountable for the overall implementation and monitoring of the PACC Gender Action Plan, as well as reporting on gender mainstreaming and gender equality results of the programme overall.

The PACC Adaptation Planning Officer will be responsible for implementation and monitoring of the Plan. Tasks include overall coordination and guidance for gender-related activities at national and regional level; sourcing appropriate technical expertise; collating and analysing gender-related data from countries; and compiling semi-annual and annual reports on progress to date, obstacles and actions to overcome any challenges.

The PACC Knowledge Management Officer will be responsible for collating lessons learned, good practices and challenges related to gender and widely disseminating the information using communication channels and methods suited to the needs of identified target groups. Tasks will include undertaking an analysis of submissions (in collaboration with RPMU) and drafting a summary report for inclusion in semi-annual and annual reporting.

The PACC Finances and Operations Officer will be responsible for monitoring and collating financial data regarding gender mainstreaming and presenting data regarding the percentages of financial resources and budget allocations allocated to gender at both national and regional level.

National Coordinators will be responsible for mainstreaming gender into PACC at national level. The incorporation of gender into country log frames and work plans is an important part of the planning process and provides the critical foundation for the implementation of gender mainstreaming. Coordinators will be responsible for timely reporting of any challenges encountered in the implementation of the gender dimensions of the project to RPMU.

Donor partners, specifically UNDP and AusAID, will be expected to provide advice and assistance, source technical support where feasible, and actively explore collaborative opportunities with partners at national and regional level to support effective implementation of the plan.

## 8. COMMUNICATING LESSONS LEARNED

Given the timeframe of the programme, the Gender Action Plan supports the implementation, monitoring and evaluation of gender mainstreaming activities in large part to capture and share lessons learned to support future climate change mainstreaming and adaptation initiatives in the region.

Activities to support shared learning at national and regional levels about gender mainstreaming in climate change mainstreaming and adaptation include, among others: posting the annual narrative report on the PACC Gender Action Plan on the PACC website; providing links to lessons learned about gender through PACC on the Pacific Climate Change Portal; and sharing experiences, lessons learned and challenges related to gender during national, regional and international meetings and events.

## 9. MONITORING AND EVALUATION

The PACC Gender Action Plan includes targets and benchmarks to guide the implementation of gender mainstreaming. In order to formulate a comprehensive overview at regional level, RPMU will need to follow up regularly to ensure countries gather and submit data related to the indicators identified in the country log frames and work plans.

Progress and results will be monitored and measured using existing reporting structures. Semi-annual and annual narrative reporting by RPMU will include specific attention to progress in implementing the PACC Gender Action Plan. These reports will include a quantitative and qualitative summary of the submissions by countries, but more importantly, an analysis of the lessons learned, good practices and any ongoing challenges to mainstream gender into climate change at national and regional levels. Along with a stand-alone section in the PACC Annual Report, reporting on gender will also be comprehensively addressed throughout all sections of the semi-annual and annual narrative reports.

Progress and results relating to the PACC Gender Action Plan will be substantively discussed during the Multi-Partite Review and Annual Board meeting. The Gender Action Plan will be reviewed annually and revised as required.

The terminal report and final external evaluation will include substantive attention to the various aspects of gender mainstreaming identified in the Plan. The terms of references for all project reviews and evaluations will specifically include gender-related competencies.

Last but not least, progress in implementing the PACC Gender Action Plan will be regularly communicated to national stakeholders, national women's machineries, women's NGOs and CBOs, as well as both women and men in the pilot sites.

## 10. RISKS AND ASSUMPTIONS

Gender mainstreaming is notoriously challenging and is being initiated during the latter half of a broad and comprehensive regional programme. Successful implementation of the PACC Gender Action Plan is based on the following key assumptions.

A high level of commitment to a strengthened focus on gender among RPMU, national coordinators, key stakeholders and partners is of critical importance.

Political and institutional stability are necessary prerequisites to overall project implementation, monitoring and evaluation at national level.

Capable and sufficient human resources within PACC country project teams and RPMU are necessary to be able to address gender within the context of other pressing programme and project coordination and management responsibilities.

Sufficient financial resources, along with technical support, will be required within a relatively short timeframe to support gender mainstreaming.

Overall, building knowledge about gender and climate change at national and regional levels is predicated on actions taken by PACC countries and the timely submission of substantive narrative reports by project coordinators documenting lessons learned and good practices related to gender.

# PACC GENDER ACTION PLAN 2013–2014

Overall Goal		
Increased understanding and application of gender-sensitive climate change mainstreaming and adaptation in the Pacific		
Component 1. Mainstreaming climate change		
Outcomes	Targets and benchmarks	Actions
<p><b>Regional</b></p> <p>Strengthened partnerships, collaboration and coordination at regional level to address the gender dimensions of climate change</p> <p>Increased knowledge and capacity in the region to address the gender dimensions of climate change</p> <p><b>Outputs</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Pacific Gender and Climate Change Toolkit</a></li> <li>• Action plan for regional gender and climate change training</li> </ul>	<p>By the end of the project,</p> <ul style="list-style-type: none"> <li>• SPREP and regional partners have established a coordination mechanism to address the gender dimensions of climate change</li> <li>• Climate change staff from SPREP (and other regional organisations and partners) have knowledge and capacity to address the gender dimensions of climate change</li> </ul>	<p><b>RPMU</b></p> <p>Collaborate with SPC, GIZ and other regional partners to develop and promote <a href="#">Pacific Gender and Climate Change Toolkit</a></p> <p>Incorporate PACC experiences and lessons learned, into <a href="#">Pacific Gender and Climate Change Toolkit</a></p> <p>Engage with SPC/GIZ and other regional partners to undertake coordinated and collaborative approach to training that will accompany the toolkit</p>
<p>A comprehensive, coherent and substantive focus on gender equality in regional climate change policy development</p> <p>(Gender-sensitive climate change is mainstreamed into other regional policies, i.e. the Pacific Plan?)</p> <p><b>Outputs</b></p> <ul style="list-style-type: none"> <li>• Gender Equality and Climate Change Briefing note for regional policy-makers?</li> <li>• An engendered roadmap for the Integrated Strategy on DRR and CC for the Pacific</li> <li>• 'PACC and Gender Equality' Report which includes substantive attention to climate change mainstreaming (noted below in Component 3)</li> </ul>	<p>By the end of the project, commitment among regional policy-makers, planners and decision-makers to comprehensively address gender equality in the development and implementation of regional climate change and DRR policies and initiatives</p>	<p>Collaborate with key regional partners and the Steering Committee to comprehensively mainstream gender into the roadmap for the Integrated Strategy on DRM and CC for the Pacific</p> <p>Draft and send briefing note on gender and climate change to regional policy-makers (referring to relevant regional commitments to gender equality and highlighting lessons learned and good practices from PACC and other partners/projects)</p>

**Component 1. Mainstreaming climate change**

Outcomes	Targets and benchmarks	Actions
<p><b>National</b></p> <p>Effective collaboration and partnerships, and sustainable coordination mechanisms to address the gender dimensions of climate change mainstreaming and adaptation</p> <p>Meaningful involvement by national women’s ministries or departments, women’s NGOs and CBOs, and gender focal points to address the gender dimensions of climate change mainstreaming and adaptation at national level</p>	<p>By the end of the project countries have:</p> <ul style="list-style-type: none"> <li>Undertaken collaborative activities at national level to address the gender dimensions of climate change;</li> <li>Actively contributed to national gender and climate change coordination mechanisms where they exist; or supported the establishment of sustainable partnerships and/or coordination mechanisms to address the gender dimensions of climate change; and</li> </ul> <p>By mid 2013 PACC coordinators and teams have held meetings with key stakeholders to discuss the gender dimensions of the project and outlined a process and timetable for ongoing collaboration and coordination</p>	<p><b>Coordinators</b></p> <p>Identify key partners and national coordination mechanisms that currently focus on gender and climate change or are interested in strengthening their focus on gender</p> <p>Meet regularly with national women’s ministry/department/division, women’s NGOs and CBOs, national/sectoral gender focal points to discuss gender aspects of the project</p> <p>Hold meetings with PACC team/steering committee to specifically address the gender dimensions of PACC and/or include gender issues as a regular agenda item in PACC team and steering committee meetings</p> <p>Support the creation of a coordination group to address the gender dimensions of climate change where feasible</p> <p>Identify constraints to participation among key stakeholders and groups</p> <p>Undertake actions to address constraints and regularly collect feedback from key stakeholders</p> <p>Monitor and report results of partnerships, collaboration and coordination to strengthen the project’s focus on gender</p>
<p>Increased knowledge among national policy-makers and planners of the gender dimensions of climate change mainstreaming (policy, planning and implementation)</p> <p><b>Outputs</b></p> <p>From each country:</p> <ul style="list-style-type: none"> <li>Climate change mainstreaming output that comprehensively and coherently addresses gender;</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>An addendum or summary that identifies good practices and gaps related to the gender dimensions of the climate change mainstreaming process and output</li> </ul>	<p>By the end of the project,</p> <ul style="list-style-type: none"> <li>Countries have discussed and disseminated key gender issues and gaps, lessons learned and good practices related to their mainstreaming output(s);</li> <li>Gender dimensions are comprehensively integrated into climate change mainstreaming outputs, where feasible (at least six (6) in total and two (2) per sector)</li> </ul> <p>By mid 2013 countries have developed timetables and identified technical and resource requirements to address gender in the mainstreaming outputs</p> <p>By mid 2014 draft addendums or gender-sensitive mainstreaming outputs submitted to RPMU</p>	<p><b>Coordinators</b></p> <p>Develop and implement action plan and source financial resources and technical expertise to review climate change mainstreaming outputs from a gender perspective</p> <p>Develop plan to ensure gender issues and gaps in climate change mainstreaming are substantively discussed and addressed by a wide range of stakeholders</p>

Component 2. Pilot adaptation measures		
Outcomes	Targets and benchmarks	Actions
<p><b>Regional</b></p> <p>Increased knowledge among regional climate change technical advisors and sectoral specialists of the gender dimensions of climate change adaptation, particularly in key sectors supported by PACC</p> <p><b>Output</b></p> <ul style="list-style-type: none"> <li>Noted below in Component 3 – ‘PACC and Gender’ Report will address all components including adaptation</li> </ul>	<p>At the end of the project, regional organisations, climate change policy-makers and practitioners, technical advisors, sectoral specialists and donor partners begin to apply PACC lessons learned and good practices re gender to other climate change adaptation (as noted in Component 3)</p>	<p><b>RPMU</b></p> <p>Consolidate lessons learned and good practices in climate change adaptation by sector and identify cross-cutting issues</p> <p>Collaborate with sectoral specialists to build regional capacity to mainstream gender into the sector</p> <p>Integrate gender into PACC cost-benefit analysis workplan template and/or final report, particularly in section on equity and distributional implications</p>
<p><b>National</b></p> <p>Increased technical knowledge and capacity among both women and men at national level to implement, monitor and evaluate gender-sensitive climate change adaptation measures</p> <p><b>Output</b></p> <ul style="list-style-type: none"> <li>Noted below in Component 3 – Country synthesis/evaluation reports will address gender dimensions of technical capacity building in climate change at national and local levels</li> </ul>	<p>By the end of the project,</p> <ul style="list-style-type: none"> <li>National stakeholders have identified and discussed gender issues in relation to technical knowledge and capacity building for adaptation in relation to the particular sector; and undertaken appropriate actions to implement gender-sensitive adaptation</li> <li>Replication and up-scaling activities are explicitly informed by lessons learned and good practices relating to gender</li> </ul>	<p><b>Coordinators</b></p> <p>Develop strategy to identify key gender issues, technical knowledge and capacity needs of women and men at national level</p> <p>Collect and analyse sex-disaggregated data re PACC-supported technical capacity building at national level</p> <p>Report on key findings/issues and discussions with national stakeholders re gender dimensions of technical support</p> <p>Collaborate with sectoral specialists to address the gender dimensions of the adaptation measures, jointly build capacity in gender mainstreaming</p> <p>Incorporate gender dimensions into performance criteria and evaluation for replication and scaling up (beyond a ‘gender component’)</p>

**Component 2. Pilot adaptation measures**

Outcomes	Targets and benchmarks	Actions
<p><b>National</b></p> <p>Women and men in the pilot sites obtain locally-specific climate science and data; acquire relevant technical skills; and build capacity to be active agents of climate change adaptation</p> <p>Benefits of adaptation measures specifically accrue to both women and men in pilot communities, meeting strategic gender interests as well as practical needs of women and men</p>	<p>By the end of the project,</p> <ul style="list-style-type: none"> <li>• At least six countries (two in each sector), and all replication and up-scaling activities have piloted adaptation measures that reduce gender-differentiated vulnerabilities and provide specific benefits that meet both the practical needs and strategic interests of women and men in the pilot communities</li> <li>• Women and men in pilot communities are equally involved in monitoring and evaluating the general and gender-differentiated benefits as well as any adverse impacts of the adaptation measures</li> </ul> <p>By mid 2013 at least six countries have mobilised support and begun to identify gender-differentiated vulnerabilities, and associated benefits and potential adverse impacts of the adaptation measures</p>	<p><b>Implementation</b></p> <p>Undertake gender-sensitive participatory process with communities to identify gender-differentiated benefits and potential adverse impacts of the adaptation measure</p> <p>Identify gender issues regarding access to climate science and data, technical capacity, and social capital for adaptation in the pilot communities (collect sex-disaggregated data where feasible)</p> <p>Involve both women and men in the pilot communities in technical aspects of the adaptation measure</p> <p>Discuss gender-based stereotypes and implement affirmative actions to address any gender-based inequities</p> <p>Identify and implement capacity-building activities designed to meet the needs of targeted groups of women and men (i.e. gender-sensitive agricultural extension services; training for both women and men in operation and maintenance of water supply systems; leadership training for women and men for agricultural cooperatives, and community-based integrated water/coastal zone management structures)</p> <p><b>Monitoring and evaluation (M&amp;E)</b></p> <p>Establish a community-based M&amp;E committee with gender-balanced membership and leadership opportunities for both women and men</p> <p>Involve both women and men in the pilot communities in M&amp;E of community and gender-specific benefits and adverse impacts of the adaptation measures</p> <p>Provide equal opportunities for women and men to monitor and evaluate the economic, as well as social costs and benefits of the adaptation measures</p>

**Component 3. Knowledge management and communications**

Outcomes	Targets and benchmarks	Actions
<p><b>Regional</b></p> <p>Increased knowledge of the gender dimensions of climate change mainstreaming and adaptation among regional organisations, climate change policy-makers and practitioners, technical advisors, sectoral specialists and donor partners</p> <p><b>Outputs</b></p> <ul style="list-style-type: none"> <li>• <i>PACC Gender Assessment Summary Report</i></li> <li>• Final 'PACC and Gender' Report documenting good practices and lessons learned from the project's strengthened focus on the gender dimensions of climate change (will include stories and photos that highlight gender dimensions of climate change and specifically address any gender issues and inequalities)</li> </ul>	<p>At the end of the project regional organisations, climate change policy-makers and practitioners, technical advisors, sectoral specialists and donor partners begin to apply PACC lessons learned and good practices re gender to other climate change initiatives</p> <p>By mid 2013 PACC Gender Assessment Summary Report is disseminated and publicised</p> <p>By mid 2014 draft outline of 'PACC and Gender' Report</p>	<p><b>RPMU</b></p> <p>Collaborate with SPREP Communications, Education and Outreach Team to mainstream gender into communications and knowledge management activities and products</p> <p>Send 'directive' or briefing about gender to PACC Focal Points from RPMU and SPREP senior management</p> <p>Draft and disseminate media release re PACC's strengthened focus on gender</p> <p>Draft and send brief guidelines or checklist to coordinators for writing stories, capturing lessons learned and highlighting results of good practices related to gender mainstreaming</p> <p>Post updates, lessons learned, stories and photos re gender on the PACC website</p> <p>Interview SPREP Climate Change and Communication teams/staff re impact of PACC's strengthened focus on gender and post on website</p> <p>Source and effectively manage gender and climate change information and resource material on PACC website (and/or Pacific Climate Change Portal)</p> <p>Consolidate lessons learned and good practices from countries and RPMU</p> <p>Publicise PACC Gender Assessment Summary and 'PACC and Gender' Report, i.e. present and discuss report with partners during regional and international climate change meetings, forums and workshops</p> <p>Support gender mainstreaming of the Pacific Climate Change Portal (seek feedback on content and approach from coordinators)</p> <p>Establish regional learning strategy or platform to sustain dialogue and shared learning about gender and climate change</p>

**Component 3. Knowledge management and communications**

Outcomes	Targets and benchmarks	Actions
<p><b>National</b></p> <p>Increased knowledge within Pacific Island governments and NGOs to better plan, implement, monitor and evaluate gender-sensitive climate change mainstreaming and adaptation initiatives</p> <p><b>Outputs</b></p> <ul style="list-style-type: none"> <li>• Synthesis/evaluation report documenting lessons learned and good practices in climate change mainstreaming that comprehensively addresses gender</li> <li>• Synthesis/evaluation report documenting lessons learned and good practices in climate change adaptation that comprehensively addresses gender</li> </ul>	<p>At the end of the project Pacific Island governments and NGOs begin to apply PACC lessons learned and good practices re gender to other climate change initiatives</p> <p>By mid 2013 all communication activities are planned to explicitly address identified information needs of women and men in the pilot communities, NWMs and women’s NGOs and CBOs</p> <p>By mid 2014 draft outline and list of lessons learned and good practices re gender for synthesis/evaluation reports</p>	<p><b>Coordinators</b></p> <p>Regularly discuss gender aspects of the project during meetings with key stakeholders</p> <p>Submit photos and stories to RPMU that substantively highlight gender issues of climate change mainstreaming and adaptation, and PACC efforts to promote gender equality</p> <p>Interview PACC team members, key stakeholders and decision-makers, NWM, NGOs/CBOs, and women and men in the community re progress and challenges of PACC’s strengthened focus on gender – publish interviews and stories or send notes to RPMU</p> <p>Present and discuss gender aspects of synthesis/evaluation reports with key stakeholders at national and local level</p> <p>Share lessons learned and good practices re gender during meetings, forums and workshops</p>
<p>Increased knowledge among women and men at local level to undertake more effective gender-sensitive climate change mainstreaming and adaptation</p> <p><b>Output</b></p> <ul style="list-style-type: none"> <li>• Summary report of lessons learned about climate change mainstreaming and adaptation specifically developed for women and men at local level comprehensively that addresses gender</li> </ul>	<p>By the end of the project women and men at local level link PACC lessons learned to future gender-sensitive climate change initiatives in their communities</p> <p>By mid 2013 any communication activities address the gender-differentiated information needs of women and men in the pilot communities</p> <p>By mid 2014 a ‘communication plan’ has been developed to effectively support two-way communication about lessons learned with women and men at local level</p>	<p><b>Coordinators</b></p> <p>Identify gender-based constraints and barriers to accessing information and communication</p> <p>Identify local media who have been involved in gender training and can support PACC’s focus on engendered communications</p> <p>Collect stories, photos, quotes from women and men that specifically highlight the gender dimensions of climate change mainstreaming and adaptation</p> <p>Involve women and men from the pilot communities in the development of the report – seek feedback on the draft</p>

Component 4. Project management		
Outcomes	Targets and benchmarks	Actions
<p>Equal representation, participation and decision-making by women and men in project governance structures at all levels (or significant progress in this regard by all countries)</p> <p><b>Output</b></p> <ul style="list-style-type: none"> <li>Summary report addressing gender balance and women's participation, decision-making and leadership in PACC project governance structures at local and national levels (includes qualitative and quantitative data and analysis, gender-based constraints, good practices, lessons learned and ongoing challenges)</li> </ul>	<p>By the end of the project, all PACC teams and RPMU have taken action to address gender imbalances and support equal representation, participation and decision-making by women and men in PACC project management structures at all levels</p> <p>By mid 2013, coordinators report on the gender balance of PACC project management structures at national and local level and discussions held with key stakeholders regarding gender-based constraints to participation and decision-making in relation to the project</p>	<p><b>Coordinators and PACC teams</b></p> <p>Collect data regarding gender balance and leadership roles in PACC project management structures at all levels (quantitative)</p> <p>Where gender balance and gender equality in participation and decision-making exist in relation to the project, provide evidence and examples of good practice and describe resulting effects on the project</p> <p>Identify and discuss gender-based constraints and barriers to participation and decision-making within project governance structures with key stakeholders at national and local level (qualitative)</p> <p>Develop and implement strategies to facilitate equitable participation and decision-making in the project</p> <p>Discuss progress and challenges to address gender-based constraints re participation and decision-making with PACC teams and committees at all levels and submit minutes or meeting notes to RPMU</p> <p><b>RPMU</b></p> <p>Collate quantitative and qualitative data, monitor and report on progress and challenges regarding (i) gender balance and (ii) equal representation, participation and decision-making by women and men in PACC project management structures at local, national and regional levels</p>

**Component 4. Project management**

Outcomes	Targets and benchmarks	Actions
<p>Project management and accountability systems effectively plan, monitor and evaluate gender mainstreaming and gender equality results</p> <p><b>Outputs</b></p> <ul style="list-style-type: none"> <li>• Gender-sensitive log frames and work plans</li> <li>• Semi-annual and annual narrative reports from countries and RPMU that substantively address gender</li> <li>• Internal and external project evaluations that substantively address gender mainstreaming in relation to all project components</li> </ul>	<p>At the end of the project, final internal and external project evaluations indicate significant results, lessons learned and good practices in relation to gender mainstreaming and gender equality</p> <p>By mid 2013,</p> <ul style="list-style-type: none"> <li>• All countries have substantively mainstreamed gender into log frames and work plans</li> <li>• RPMU and coordinators have identified resources and technical support for gender</li> <li>• Coordinators have sent minutes or notes from meetings with PACC teams, local committees and relevant stakeholders to RPMU that specifically include details of discussions and planned actions re gender</li> </ul> <p>By end of 2013, semi-annual and annual narrative reports from RPMU and countries substantively and comprehensively address gender</p>	<p><b>Coordinators</b></p> <p>Mainstream gender into log frames and work plans</p> <p>Regularly dedicate PACC meeting agenda item to discuss successes, ongoing challenges and lessons learned re gender aspects of the project</p> <p>Ensure project monitoring and evaluation takes into consideration gender issues, gender-differentiated benefits and impacts</p> <p>Develop monitoring and evaluation strategies that involve women and men, particularly in the pilot sites</p> <p>Include gender awareness and in some cases, gender competencies in TORs for all new project staff, consultants and evaluation teams</p> <p>Report on progress and challenges, lessons learned and results of good practices related to gender mainstreaming in semi-annual and annual narrative reports and during MPRs</p> <p><b>RPMU</b></p> <p>Present PACC Gender Action Plan to SPREP climate change staff and senior management and provide regular updates</p> <p>Report on overall progress and challenges, lessons learned and results of good practices in relation to all aspects of the PACC Gender Action Plan during semi-annual and annual narrative progress reports, and during MPRs</p> <p>Discuss successes, ongoing challenges, lessons learned and good practices re gender during RPMU and SPREP meetings and update countries on related discussions and follow up actions</p> <p>Ensure TORs for internal and external project reviews and evaluations include comprehensive analysis of the gender dimensions of the programme</p>



PACC – building adaptation capacity in 14 Pacific island countries and territories



## PACIFIC ADAPTATION TO CLIMATE CHANGE (PACC) PROGRAMME

The PACC programme is the largest climate change adaptation initiative in the Pacific region, with activities in 14 countries and territories. PACC is building a coordinated and integrated approach to the climate change challenge through three main areas of activity: practical demonstrations of adaptation measures, driving the mainstreaming of climate risks into national development planning and activities, and sharing knowledge in order to build adaptive capacity. The goal of the programme is to reduce vulnerability and to increase adaptive capacity to the adverse effects of climate change in three key climate-sensitive development sectors: coastal zone management, food security and food production, and water resources management. PACC began in 2009 and is scheduled to end in December 2014.

[www.sprep.org/pacc](http://www.sprep.org/pacc)

## PACC TECHNICAL REPORTS

The PACC Technical Report series is a collection of the technical knowledge generated by the various PACC activities at both national and regional level. The reports are aimed at climate change adaptation practitioners in the Pacific region and beyond, with the intention of sharing experiences and lessons learned from the diverse components of the PACC programme. The technical knowledge is also feeding into and informing policy processes within the region.

The Reports are available electronically at the PACC website: [www.sprep.org/pacc](http://www.sprep.org/pacc), and hard copies can be requested from SPREP.

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