











SPC/GEF-R2R/RPSC.2/8 Date: 24th July 2017 Original: English

2nd Regional Programme Steering Committee Meeting for the GEF/SPC/UNDP Project Entitled: "Ridge to Reef – Testing the Integration of Water, Land, Forest & Coastal Management to Preserve Ecosystem Services, Store Carbon, Improve Climate Resilience and Sustain Livelihoods in Pacific Island Countries"

Nuku'alofa, Tonga, 31^{st} July – 4^{th} August, 2017

GENDER MAINSTREAMING PROGRESS REPORT

1. Progress toward Gender Equality in National IW R2R Projects

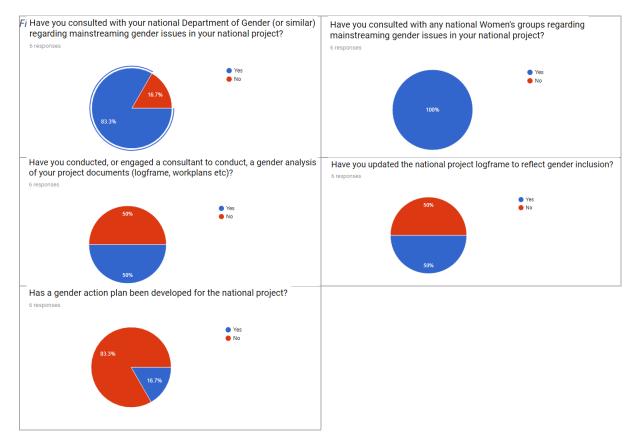
At the Inception Workshop and 1st RSC Meeting a R2R Gender Mainstreaming Strategy was presented for endorsement by the committee. In it were described the various targets, indicators and entry points appropriate for improving gender equality within the Regional R2R Programme.

To assist the RPCU in assessing project progress, a questionnaire was sent to the IW Project Managers to gather information about their progress on gender mainstreaming requirements as detailed in the ProDoc and R2R Gender Mainstreaming Strategy as well as to identify areas where more support is required. It is important to remember that some Project Managers have only recently been appointed and so progress toward these targets will be varied. The questionnaire is presented in Annex 1.

1.1. Consultation and Planning

As most projects are still in planning and development stages the questions centred on what initial consultations managers have undertaken with regard to gender inclusion, quality and mainstreaming for their projects. All managers have consulted with either their Department of Women or Gender, and national women's groups or councils. This is the first step in coordinating efforts to include gender in to the national project workplans.

The next steps are to conduct gender analysis or assessment of the project logframes and documents to assess where the most appropriate entry points for gender are. Half of the project managers surveyed have completed this and updated logframes accordingly, one manager has developed a gender action plan.



1.2. Participation

A review of the quarterly narrative reports show that women comprise 45% of the participants at stakeholder events across the region with Palau being the country with the highest proportion of women attending events. It must be noted that this is only representative of the countries that have been recruited and begun project activities, are reporting when required and are reporting in the correct format. The true figures may be significantly different. The issue of the reporting format and content is being addressed in Q3 and Q4 2017.

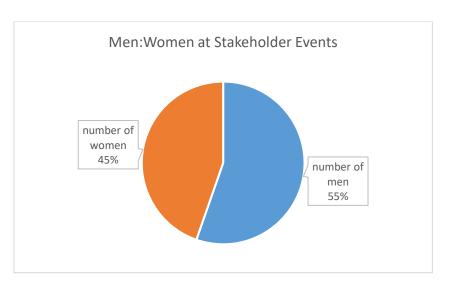


Figure 2: Ratio of women:men at stakeholder events across all projects

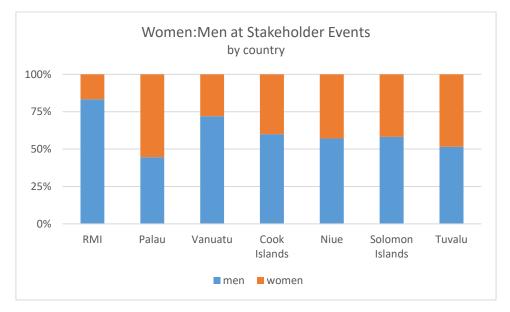


Figure 3: Percentage of women:men at stakeholder events by country

The Post Graduate Certificate in Ridge to Reef Sustainable Development has a total of 47 participants as at July 4th 2017. The analysis of men:women is presented below.



Figure 4: Ratio of women:men in the post-graduate training certificate

2. Identified Needs from National Projects

From personal communication with project managers, the internal survey and review of quarterly reports it was identified that national projects require streamlined support from the regional office. This is apparent particularly around areas such as:

- conducting gender assessments of project and other national documents,
- identifying areas for gender inclusion,
- updating logframes and developing gender action plans to reflect gender inclusion,
- implementing activities that increase gender equality
- monitoring and reporting of gender mainstreaming activities

The needs assessment has led to the engagement of a short term Gender Adviser consultant to support the delivery of the R2R Gender Mainstreaming Strategy. Specifically the role of the Gender Adviser will include:

- Develop collection and reporting templates for sex-disaggregated data across the 5 project components
- Identify needs for and develop gender assessment and action plan template for use in regional project
- Conduct gender assessment and develop coordinated (IW and STAR R2R Projects) gender action plans for 4 R2R countries
- Develop and deliver training for R2R Projects on implementation of gender action plans
- Delivery of final reports for each country and assessment of effectiveness of regional reporting templates

The Gender Adviser role is fixed for August 2017 until March 2018. The requirements of the regional project for further detailed gender work will be re-assessed at this stage and further consultancies may be explored.

3. Gender Mainstreaming Workplan

From the entry points identified in the R2R Gender Mainstreaming Strategy and feedback from IW R2R Project Managers a workplan for the 12 months until midterm evaluation (July 2017) has been developed. The majority of the outputs will be completed by the consultant Gender Adviser, national Project Managers and the RPCU. Review of documents and plans will be sought from the Social Development Programme of SPC. Budget for this workplan includes consultant fees and travel to selected countries.

	Gender Mainstreaming Workplan and Budget							
Output	Strategic Entry Point	Responsiblility	Time Frame	Action	Estimated Cost	2017 03 04	2018	04
	The R2R programme and pilot projects will involve women and men and assess the potential impacts and benefits of the projects on women and men and in reducing gender inequality.	RPCU and GA	Aug - Oct 2017	GA develop national and regional templates, conduct gender analysis of		4 0 4 1		<u> </u>
1.1.1	The R2R National Projects will conduct gender analyses and develop country/project specific Gender Action Plans	National PM and GA		Regional GA will assist in 4 countries to develop detailed action plans, templates to be developed and used in	GA in 4 countries			
1.1.2	The RPCU will support national IW and STAR Project teams to collect and report sex-disaggregated data of pilot project coordinating committees and stakeholder engagement activities	RPCU and GA	Aug - Oct 2017	develop reporting templates linked to other reporting requirements	GA			
	The development of a diagnostic approach to guide the identification of required R2R reforms and actions at the priority sites will include gender analysis of the issues and impacts	National	Aug - Oct 2017 17	develop and trial methodology	GA			
	The diagnostic procedure to select priority sites will recognize the different roles, knowledge and priorities of women and men and through gender analysis set the baseline for gender-responsive management in the 14 countries	RPCU	June - August 17	Include gender responsive monitoring in RAPCA indicators	GA and SDP			
	Support an equal, equitable or fair representation of women and men in community leader participation	National PM, RPCU	ongoing					
1.3.1	The RPCU will support national IW and STAR project teams to collect and report sex-disaggregated data on national networks of community leaders and local government officials in the 14 countries	RPCU and GA	Aug - Oct 2017	develop reporting templates linked to other reporting requirements	GA			
2.1.1	The R2R Programme will conduct regional gender-responsive analysis to identify appropriate programs to support effective professional development	RPCU and GA						
2.1.2	The design of the community-based certification program will include a Rapid Social Assessment of each project site to ensure maximum participation of women and men	RPCU, GA, SDP and National PM		GA develop draft Rapid Assessment, National PM carry out assessment with support				
2.1.2	The R2R Programme will conduct gender analysis and implement targeted capacity building programmes at priority communities in the 14 countries - for public awareness and outreach	RPCU						
2.1.2	The RPCU will support national IW and STAR project teams to collect and report sex-disaggregated data on capacity of training programme participants, and community stakeholder understanding of and capacity for R2R management	RPCU and GA	Aug - Oct 2017	develop reporting templates linked to other reporting requirements	GA			
	The R2R Programme will conduct and report on an assessment, including gender assessment, of national and local government competencies and capacity development needs for IWRM/ICM, including the development of supporting communications tools for use in various national, sub-			GA to conduct in coordination with CMEA and CKMA for entry points of				
2.2.1	regional and regional dialogues on capacity retention and needs The R2R Programmed will identify and recommend through gender analysis the differing needs and priorities of women and men and in particular identify what are the obstacles and opportunities to	RPCU, GA and PM		gender assessment	GA			
2.2.2	retaining women in technical and managerial roles The RPCU will support national IW and STAR project teams to collect and report sex-disaggregated	RPCU, GA and PM	Aug - Oct	develop reporting templates linked to				
2.2.2	data on tracking competencies and Public Service Commission employment conditions	RPCU, GA and PM	2017	other reporting requirements	GA			
	The R2R Programme will review and analyse existing relevant policies, laws, Executive Orders, Presidential Decrees, and departmental strategic plans, and local/municipal by-laws and regulations in 14 countries including analysis of objectives for their attention to gender considerations	RPCU and GA	Aug -Oct 201	develop a template for analysing legislation for gender considerations	GA			
	Gender responsive development and operation of a program of national leader and stakeholder consultations on efforts to harmonize governance frameworks and strengthen evidence-based planning to initiate dialogue on Strategic Action Framework development in 14 countries							
3.1.2	The R2R Programme will include gender equality and mainstreaming principles in the development of draft regional Strategic Action Plan for ICM, including gender responsive outcomes and indicators	RPCU						
	The R2R Programme will include gender equality and mainstreaming principles in the development of State of the Coast Reports for 14 countries, including gender responsive outcomes and indicators	RPCU						

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3.2.1	The R2R Programme will support gender inclusive membership in national ICM/IWRM pilot project inter-ministry committees, in particular Director of Women/Gender, National Council of Women representative and/or National Gender Experts							
3.2.2	The R2R Programme will support gender inclusive development of Terms of Reference for national Inter-Ministry Committees							
3.2.3	The R2R Programme will develop and implement a system for identification and annual reporting, including sex-disaggregated data, on best practice community-level inputs to execution of pilot activities and national STAR projects in 14 countries	RPCU and GA	Aug - Oct 2017	develop reporting templates linked to other reporting requirements	GA			
3.2.4	The R2R Programme will promote gender sensitive approaches to gauge learning and change in perception among inter-ministry committee members in 4 pilot countries							
3.2.4	The RPCU will support national IW and STAR project teams to collect and report sex-disaggregated data on membership and attendance in committees	RPCU and GA	Aug - Oct 2017	develop reporting templates linked to other reporting requirements	GA			
4.1.1	Sex-disaggregated data will be collected throughout various activities of the project for inclusion in monitoring and evaluation allowing gender considerations to be reflected in reporting	RPCU and GA	Aug - Oct 2017	develop reporting templates linked to other reporting requirements	GA			
4.1.3	National planning exercises will be conducted in selected PICs to explore the alignment of national indicator sets with convention reporting and to investigate the inclusion of gender-responsive indicators							
4.2.1	The R2R Programme will collect and report sex-disaggregated data in monitoring the effectiveness of communications efforts	RPCU and GA	Aug - Oct 2017	develop reporting templates linked to other reporting requirements	GA			
5.1.1	The R2R Programme will support the collection, distillation and communication of best practices in promoting gender equality, supporting women's empowerment and mainstreaming gender from the national IW and STAR projects							
5.1.3	The R2R Programme will provide targeted support to 14 PICs for STAR project planning, monitoring and evaluation, results reporting and gender mainstreaming							
5.1.2	The R2R Programme will provide support to national IW and STAR project teams capacity for gender mainstreaming and support the collection and communication of gender equality and mainstreaming data							
	development of indicators, templates, reporting mechansim etc. ongoing activities							

Annex 1: Online Gender Mainstreaming Survey

quired	
. Email address *	
What country project are you working on? *	
Have you consulted with your national Depar mainstreaming gender issues in your nationa	
Mark only one oval.	
Yes	
No	
in your national project? *	n's groups regarding mainstreaming gender issue
Mark only one oval.	
Yes	
No	
Have you conducted, or engaged a consultar documents (logframe, workplans etc)? *	nt to conduct, a gender analysis of your project
Mark only one oval.	
Yes	
No	
. Have you updated the national project logfra	me to reflect gender inclusion? *
Mark only one oval.	
Yes	
N₀	
. Have you completed the online gender mains Mainstreaming Strategy? *	streaming training as per the R2R Gender
Mark only one oval.	
Yes	
No No	
 Has a gender action plan been developed for Mark only one oval. 	the national project? *
() Yes	
() No	

	why not. *	
	nder inclusion section will identify gender inclusion in your governand	e mechanisms and the analysis of national
1	iments.	
-	How many women sit on your national project steering committee? *	
	How many women sit on your pilot project	
	committee (if you have one)? *	
	How many women have been engaged in your national project activities? How many people in total?*	
	How many women have applied for the Regional R2R Postgraduate Certificate from your country? *	
-	Have you begun the assessment, including gender government competencies and capacity developm	
	Mark only one oval.	
	No No	
L	Have you begun analysis of existing relevant polic Decrees, and departmental strategic plans, and loc relate to ICM/IWRM? *	
	Mark only one oval.	
	Yes	
	No	
i.	If you have answered yes to the above two questic your findings.	ns please provide a DETAILED description of
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17. Have you had a positive experience with gender mainstreaming in your project? If so please provide a DETAILED description and we may be able to use this as a case study example.*

18. Please describe in DETAIL what assistance you would require, either from the RPCU or from national consultants, to achieve greater gender inclusion in your project? *

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