

Gender Assessment and Action Plan (GAAP)

Document completion date	02 July 2026
Version number	Version 4.0
Contract No.	UNEP/2025/680 (Umoja No. 4700031774)
Implementing partner	Design Thinking Sweden AB / Globalyx
NDE (National Designated Entity)	Matereti Mateiwai — Principal Adaptation Officer Ministry of Environment and Climate Change Level 3 Bali Towers, Toorak, Suva P.O. Box 2109, Government Buildings, Suva, Fiji Tel: (679) 8921475 ext. 1066 Mobile: (679) 2992249 Email: matereti.mateiwai@environment.gov.fj
Implementation period	17 February 2026 – 31 May 2027
Country	Fiji

Objective of the Gender Assessment and Action Plan (GAAP):

The GAAP should be developed in alignment with the Technical Assistance Response Plan, ensuring that gender mainstreaming is effectively integrated both throughout the implementation process and as a key outcome of the technical assistance.

Process for filling in the template:

The GAAP form is filled by the assigned gender focal point, starting with gathering relevant data to inform the process. The form includes project details, an analysis of gender gaps using the assessment table, and actionable steps in the action plan with clear responsibilities and timelines. Once finalized, the GAAP is integrated into the TA implementation plan. Effective monitoring and reporting of gender-related outcomes should be documented in the closure report to ensure accountability and impact.

GAAP Overview and Context

Project details	
Title of technical assistance	Technical capacity enhancement for climate-resilient agriculture through the revision of national policies and the improvement of data management systems

TA Response Plan Reference Number	UNEP/2025/680 (Umoja No. 4700031774)
Implementing partner	Design Thinking Sweden AB / Globalyx info@dtswe.com +46790381767
Country(ies)	Fiji
GAAP purpose	
Brief overview of the technical assistance objectives	This technical assistance aims to strengthen Fiji's climate-resilient agriculture systems through improved policy alignment, upgraded land-use and land-cover data management, strengthened institutional capacities, farmer and officer learning exchanges, and the preparation of a scale-up concept note for future implementation and investment.
How gender mainstreaming aligns with the TA goals	Gender mainstreaming is essential to ensure that women, men, and marginalized groups benefit equitably from improved climate information, training, policy processes, and future climate-smart agriculture investments. The TA will integrate gender considerations into stakeholder consultations, capacity-building activities, data collection, and policy recommendations so that climate technologies and planning tools are more inclusive, accessible, and responsive to differentiated needs.
Stakeholder engagement	
List of stakeholders	1. Ministry of Agriculture and relevant technical departments 2. Environment and climate-related government agencies 3. Local authorities and extension services 4. Farmer groups and producer organizations 5. Women's groups and community-based organizations 6. Youth representatives 7. Research and technical institutions 8. Development partners and financial institutions
Gender responsive representation	Women and marginalized groups will be engaged as participants, knowledge holders, and contributors in consultations, the inception workshop, training activities, study visits, and validation processes. The TA will promote balanced participation in workshops and ensure that gender-responsive perspectives are reflected in policy recommendations, capacity-building design, and future scale-up planning.
Contact details	
Point of contact for GAAP (Gender expert)	Carolina Hedman info@dtswe.com +46790381767

2. Gender Assessment

2.1 Overview of gender context

Brief analysis of gender roles, norms, and dynamics in the target region/sector	In Fiji's agriculture sector, women play important roles in production, household food security, post-harvest activities, and community resilience. Yet they are often underrepresented in formal decision-making, technical training, and access to climate-related resources. Social norms, time constraints, care responsibilities, and unequal access to land, finance, and extension services may reduce women's participation in climate technology adoption and policy processes.
Comprehensive analysis of gender barriers in the specific sector	Key barriers include unequal access to agricultural information systems, lower participation in technical and digital training, limited representation in sector leadership, and reduced access to financial mechanisms needed to adopt climate-smart solutions. There is also a need for gender-disaggregated data and targeted outreach so that land-use information systems, resilience planning, and agricultural capacity-building efforts respond to the realities of women farmers, rural communities, and other marginalized groups.

2.2 Gender Assessment Table

Aspect	Issues to be addressed	Findings	Sources of data
Access and use	<i>Do women and men have equitable access to climate technologies, resources, and services provided through the TA?</i>	Not fully. Access is expected to be uneven due to differences in digital access, institutional representation, mobility, and time availability.	Stakeholder mapping, workshop participation records, consultation notes, national gender and agriculture data.
	<i>Are there gender-specific barriers to accessing these technologies or resources (e.g. cultural, social, economic, legal and policy framework)?</i>	Yes. Likely barriers include unpaid care responsibilities, lower access to training opportunities, lower control over productive resources, limited financial access, and lower representation in technical decision-making spaces.	Stakeholder consultations, workshop discussions, desk review, national policy and sector reports.

	<i>How does the TA address the barriers described in the general analysis in 2.1?</i>	The TA will promote inclusive consultations, balanced participation targets, gender-sensitive training design, gender-disaggregated attendance and beneficiary data, and recommendations that improve equitable access to climate information, institutional support, and future financing opportunities.	GAAP, Implementation Plan, workshop reports, M&E records.
Participation	<i>Are gender experts involved in all stages of the TA? Are consultations with women's and gender rights organisations considered?</i>	Yes. Gender considerations will be integrated through the GAAP, stakeholder engagement, and consultation processes. Women's groups and relevant social stakeholders will be included in key workshops and validation moments.	GAAP, stakeholder list, meeting invitations, attendance sheets.
	<i>What best practices can enhance women's participation in the TA?</i>	Early invitation and outreach, balanced representation targets, inclusive facilitation, scheduling sensitive to caregiving responsibilities, accessible language and materials, and active inclusion of women farmers and women-led groups in consultations and study visits.	Good practice guidance, workshop design, participation data.
Leadership	<i>Do women have leadership positions in climate technology and the specific sector?</i>	Women contribute substantially to agriculture and resilience at community level, but their representation in technical leadership and formal policy influence is often lower than men's. The TA will actively recognize and strengthen women's leadership in training, consultation, and scale-up planning.	Stakeholder mapping, institutional review, consultation findings.
Scaling-up and transfer	<i>Are the training materials and delivery methods designed to address gender-specific needs or challenges?</i>	They will be adapted to be inclusive, practical, and accessible, including attention to language, participation format, timing, and relevance for different beneficiary groups.	Training agenda, participant feedback, workshop records.
	<i>Are financial mechanisms or models in place to ensure accessibility for women and marginalized groups?</i>	The TA will identify investment and scale-up opportunities and will include recommendations to improve future accessibility of financing and support mechanisms for women and marginalized groups.	Concept note, policy recommendations, stakeholder consultations.

	<i>Is the technology easily maintained and operated by local communities?</i>	The TA is designed to strengthen institutional and local capacities so that tools, knowledge products, and upgraded systems can be used by local actors over time. Capacity development and inclusive training will ensure accessibility for different user groups.	Training plan, technical outputs, institutional consultations.
--	---	---	--

Gender Action Plan

Note: The information in the table below will be used by the CTCN to communicate the gender-related outcomes and expected results of the Technical Assistance (TA) through public platforms such as the CTCN website (www.ctc-n.org) and other communication channels.

The GAAP emphasizes how the TA integrates gender considerations, including: (i) capacity building that addresses the specific needs of women, men, and marginalized groups in accessing and benefiting from climate technologies; (ii) gender-responsive data collection to inform equitable decision-making and policy development; (iii) actions promoting gender equity in leadership roles and access to resources within the context of climate technology.

i) Outline

Beneficiaries	Direct beneficiaries are expected to include government officers, technical staff, extension personnel, farmers, community representatives, and participating institutions engaged in workshops, training, consultations, study visits, and validation activities, subject to nomination processes and availability. Indirect beneficiaries may include rural households, farming communities, women producers, youth, and institutions that will benefit from improved policies, stronger climate data systems, and better-informed resilience planning. Beneficiary data will be collected and reported using gender-disaggregated participation records where feasible and within the TA scope.
Challenge	Integrating gender into climate technology and climate-resilient agriculture can be challenging due to unequal access to information, training, decision-making spaces, and financial opportunities. Women and marginalized groups may be underrepresented in technical processes unless deliberate and context-appropriate measures are taken to encourage inclusive participation, gender-responsive data collection, and more equitable benefit-sharing.

Summary of gender-responsive TA implementation	Gender considerations will be integrated, to the extent feasible, through inclusive stakeholder mapping, efforts to promote balanced participation in workshops and consultations, gender-sensitive facilitation and training design, gender-disaggregated monitoring where possible, and policy and scale-up recommendations that encourage improved access to climate information, institutional support, and future investment opportunities for women and marginalized groups.
Output statements	1. Women and marginalized groups are encouraged and supported to participate in consultations, workshops, training, and study visits linked to climate-resilient agriculture and climate technologies, subject to outreach effectiveness and participant availability. 2. Gender-responsive considerations are reflected, where feasible, in policy recommendations, technical outputs, and implementation planning. 3. Gender-disaggregated data is collected for participation and beneficiary tracking where such data is available and collection is practical within the TA scope. 4. Institutional awareness is expected to be strengthened on equitable access to climate technologies and resilience planning, based on the level of engagement and feedback from participating institutions.

ii) Gender Responsive Activities

Note: These expected results will be revised and compared to the closure report at the end of the technical assistance.

Outcome statement	Short-term: Improved inclusion of women and marginalized groups is expected in TA processes, consultations, and training activities, depending on outreach, nominations, and participant availability. Medium-term: Better integration of gender considerations is expected to be reflected in policy recommendations, agricultural data systems, and capacity-building approaches emerging from the TA. Long-term: Over time, and subject to broader policy and investment decisions beyond the TA, more equitable access to climate-resilient agriculture knowledge, decision-making, and future technology adoption and investment opportunities in Fiji is expected to be supported.
--------------------------	---

Activity	Indicator	Expected results	Data collection	Comments
Activity 1: Inception workshop on climate-resilient agriculture systems and policy/act realignment	Number of participants in events organized, disaggregated by gender; number of institutions represented.	At least one inception workshop conducted, with participation from government, technical actors, women's groups and community representatives, and with gender balance actively promoted where feasible.	Attendance sheets, participant registration, workshop report, photos.	Participation may depend on scheduling, availability, and institutional nomination processes.
Activity 2: Recommendations report on realignment of policy and act	Number of policies/regulations reviewed; number of gender-responsive policy recommendations included.	One recommendations report produced, including, where feasible, gender-responsive considerations for equitable climate resilience planning.	Desk review, consultation notes, validation feedback, final report.	Availability of sex-disaggregated sector information may be limited.
Activity 3: Digitalized and upgraded LULC capability database system	Number of technical documents/tools developed or strengthened; evidence of gender-responsive data considerations included in system design or recommendations.	One upgraded technical output or system proposal that considers inclusive access and use.	Technical documentation, meeting notes, review comments.	Gender-disaggregated geospatial data may not be consistently available.
Activity 4: Pilot-scale server configuration and focal-point training	Number of persons trained, disaggregated by gender where relevant; number of institutions strengthened.	Institutional capacity improved to manage the upgraded system, with attention to inclusive training opportunities.	Training attendance sheets, training report, institutional records.	Staffing decisions may affect gender balance among technical trainees.

Activity 5: Training for staff on climate- resilient agriculture systems and emerging technologies	Number of trainings organized; number of participants trained, disaggregated by gender; percentage reporting increased knowledge.	At least one training delivered with inclusive participation and evidence of improved knowledge among participants, based on available feedback.	Attendance sheets, pre/ post feedback, satisfaction forms.	Travel, workload, and time constraints may affect women's participation unless planned carefully.
Activity 6: Study visits for farmers and officers	Number of study visits organized; number of participants, disaggregated by gender.	Participants gain practical exposure to climate-smart agriculture practices, with inclusion of women farmers and women representatives where feasible.	Attendance sheets, visit reports, participant feedback.	Mobility and logistics may affect participation from marginalized groups.
Activity 7: Capacity development and knowledge dissemination workshop	Number of events organized; number of participants, disaggregated by gender; number of communication materials produced.	Knowledge shared broadly with inclusive participation and stronger awareness of gender-responsive climate resilience approaches.	Event records, dissemination materials, participant feedback.	Outreach strategy will influence the diversity of participation.

iii) Post-Implementation Impact Assessment

Question	Response / Details	Comments
----------	--------------------	----------

How will gender relations impact the project implementation?	Gender relations are not expected to significantly hinder overall project implementation, but they are likely to influence participation dynamics in some activities. In particular, women's participation may be affected by time constraints, mobility, caregiving responsibilities, and representation in technical or decision-making spaces. These factors will be addressed through inclusive outreach, gender-sensitive facilitation, and ongoing efforts to encourage participation of women and marginalized groups.	Inclusive outreach, gender-sensitive facilitation, and targeted efforts to encourage participation of women and marginalized groups will be applied across all key activities.
Does the project identify interventions to address gender gaps in access, use, and transfer of climate technology?	Yes. The project identifies practical interventions including: inclusive stakeholder engagement; targeted participation of women and marginalized groups in workshops, trainings, and study visits; gender-sensitive outreach and facilitation; collection of sex-disaggregated participation data; adaptation of schedules and logistics to reduce participation barriers; and capacity building tailored to the needs of women, men, and marginalized groups.	The project promotes gender-responsive capacity building and more equitable access to climate-resilient agriculture knowledge and decision-making processes.
How will the project impact women?	The project is expected to have a significant positive impact on women by improving their inclusion in consultations, workshops, trainings, and study visits related to climate-resilient agriculture, and by promoting more equitable access to knowledge, institutional processes, and future climate technology opportunities. Response options: * By adapting climate technology to women's needs * By training women * Other: By promoting women's participation in consultations, study visits, and decision-making processes	The extent of impact will depend on participation levels, outreach effectiveness, and implementation conditions.

What are the expected key successes and relevant experiences?	A key expected success is the integration of gender-responsive considerations into planning, outreach, and capacity-building activities, helping ensure that women's needs and perspectives are reflected in project implementation. The project also aims to support more equitable access to climate knowledge and institutional engagement, creating stronger opportunities for women to benefit from climate technology processes and future resilience initiatives.	Expected relevant experiences include the inclusion of women and marginalized groups in consultations, workshops, and study visits, and the use of gender-responsive outreach and participation tracking to strengthen women's access to information and institutional engagement.
--	--	--

References and Data Sources

The following references and data sources informed the gender analysis and action planning in this document:

Source type	Reference
National gender and agriculture data	Fiji Bureau of Statistics — agricultural census and gender-disaggregated data resources. Available at: https://www.statsfiji.gov.fj
National policy framework	Fiji National Development Plan 2017-2036. Fiji Climate Change Act 2021. Fiji Gender Equality and Women's Empowerment Policy.
Sector reports	Ministry of Agriculture, Fiji — sector planning documents and extension service reports.
CTCN guidance	UN Climate Technology Centre & Network (CTCN) — GAAP template and gender mainstreaming guidance. Available at: https://www.ctcn.org
UNEP / UNFCCC gender frameworks	UNFCCC Gender Action Plan (2019). UNEP Gender Policy and Strategy.
Good practice guidance	FAO (2018). The gender gap in land rights. Rome: FAO. IUCN (2015). Gender and Climate Change: Women as Agents of Change.
Stakeholder mapping and consultation notes	Internal project documentation: stakeholder mapping records, workshop attendance sheets, and consultation notes generated during TA implementation (on file with the implementing partner).

