

Gender Action Plan

Project Title: Climate Resilient Water Sector in Grenada (G-CREWS)



This Gender Action Plan (GAP) forms the basis for operationalizing the results and recommendations of the gender analysis¹. It contains specific gender elements to be considered in the project design and during the implementation of project measures and activities. Moreover, it helps to monitor implementation of these measures and activities. Hence, the GAP ensures an effective gender mainstreaming and integration of a consistent gender-perspective in the CREWS project in order to maximize climate and development co-benefits. The aim is to promote opportunities, drivers of change and positive gender dynamics as well as to manage and mitigate potential adverse risks over the duration of the project. The GAP ensures that the project is compliant with GCF's gender policy (GCF/B.09)

The GAP is closely aligned to the outputs of the log frame and planned activities. It complements the Environmental and Social Management Plan (ESMP) that already contains gender-related aspects, e.g. with regard to integrating gender-aspects into hiring policies of staff and high-level monitoring. Moreover, it is foreseen that a representative of Grenada Organization for Women (GNOW) will be member of the Project Steering Committee (PSC). In addition to the specific activities and measures of the GAP, the CREWS project will systematically apply some general measures in accordance with the GIZ Gender Strategy:

- Based on the GIZ's guidelines on designing and using a results-based monitoring system (RBM), the projects will document the positive and negative effect that project's activities have on gender relations by setting up an adequate, gender-sensitive results-based monitoring and by collection sex-disaggregated data.
- A gender-sensitive language is used in reports, training materials and publications.
- In the CREWS project team, competencies on gender and gender-sensitive water management will be considered during hiring process and (further) developed by means of training.

The GAP will be executed by the different entities involved in the project management: GIZ CREWS project team, the Project Coordination Unit (PCU), the National Water and Sewerage Authority (NAWASA), the Water Resource Management Unit (WRMU) that will be established with the help of the project, the Grenada Development Bank (GDB) and the relevant ministries.

¹ see gender analysis as well as chapter F3 of the project proposal

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Impact Statement: The project's objective is to increase systematic climate change resilience in Grenada's water sector.

The project aims to achieve this by applying a multi-level approach addressing the resilience at the level of water governance, households, including poor and female-headed households, businesses and the water supply system. This translates into the following three components and respective sub-components:

Component 1: Climate-resilient Water Governance

- Sub-component 1.1: Establishment and empowerment of Water Resource Management Unit (WRMU)
- Sub-component 1.2: Cross-sectoral mainstreaming of climate resilience into policies, plans and regulations of water-related sectors
- Sub-component 1.3: Climate-responsive water tariff

Component 2: Climate-resilient water supply system

- Sub-component 2.1: Challenge fund for climate-resilient commercial water users
- Sub-component 2.2: awareness, education and outreach

Component 3: Climate-resilient water supply system

- Sub-component 3.1; Climate-resilience of NAWASA's supply system
- Sub-component 3.2.: Disaster-resilience in medical centres
- Sub-component 3.3.: Disaster-resilience of NAWAS's system

Since component 3 is very technical and contains mainly infrastructure measures, the GAP focuses on component 1 and 2.

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N°	Objective	Measures & Actions	GAP Indicators and Targets	Reference		Timeline	Responsibilities
				Recommendation gender analysis	Outcome-Indicator log frame		
Output 1: Climate resilience is integrated into Grenada's water sector governance							
1	Ensure a gender-responsive and inclusive water sector governance	Consult men and women, poor households and persons with disabilities from rural and urban areas as well as women's organizations, male and female business people in public consultations	Number of men and women, poor households, persons with disabilities, women's organizations as well as male and female business people who are consulted	2 and 3	1.1	years 1-2	GIZ, PCU, WRMU
2		Coordinate with the Division of Gender and Family Affairs and gender focal points of relevant ministries and institutions on the drafting of water legislation to establish the WRMU as well as on updating new regulations and policies	Number of times the Division of Gender and Family Affairs as well as gender focal points of relevant ministries and institutions are consulted	6	1.1 and 1.3.	years 1-2	GIZ, PCU
3		Review and consider existing international, regional and national policies and strategies on gender-responsive water management in the update of regulations and policies	Number of policies and strategies on gender and water management reviewed and considered in the drafting and implementation of new regulations and policies. Updated regulations and policies are drafted in a gender-responsive way and language.	5	1.3	Year 1	GIZ, PCU, WRMU

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4		Integrate gender-responsive and inclusive water management as well as collection and management of sex-disaggregated data and statistics into the training/ capacity building of new WRMU staff	New WRMU staff has been exposed to a training module in gender-responsive and inclusive water management as well as collection and management of sex-disaggregated data and statistics	10	1.1	Year 3	
5	Ensure a gender-responsive and inclusive ² awareness-raising campaign	Address women and men, persons with disabilities in the planning and design of awareness-raising campaigns on WRMU's role and responsibilities	Information/ communication material (brochures, flyers) and technologies (TV, radio) as well as facilities to events (meetings, consultations, fairs and schools events) are designed and offered in a barrier-free way and equally accessed by women and men as well as poor households	8	1.1	Years 1-2	GIZ, WRMU
6	Ensure a gender-responsive and inclusive water tariff system	Equally involve men and women, women's organizations, male and female business people in public consultations related to the new climate-responsive water tariff system	Gender-related aspects are integrated into the concept, guidelines and eligibility requirements of the challenge fund Number of men and women, poor households, persons with disabilities, women's organizations as well as male and female business people who participate in workshops and consultations	2 and 3	1.4.	Years 2-3	GIZ, PCU

² This includes making it accessible to people with disabilities such as deafness, blindness, color weakness, learning disabilities, physical disabilities etc.

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Output 2: Improved climate resilience of Grenada's Water users							
7	Ensure equal and inclusive access to funds	Ensure equal access for male and female farmers, hotel and guesthouse owners to financing schemes to support water efficiency measures as well as to information on how to apply for them	<p>Guidelines for technical, environmental and financial eligibility requirements for application to challenge funds ensures that women are considered</p> <p>Information material on challenge fund are designed in a gender-sensitive way and disputed in a way that they reach potential female and male beneficiaries and their different interests</p> <p>% of female and male applicants who successfully receives funds</p>	7	2.2 and 2.3.	Years 1-6	GIZ, GDB
8	Ensure a gender-responsive and inclusive ³ awareness-raising campaign and consultations	Address women and men, persons with disabilities in the planning and design of awareness-raising campaigns and trainings on water sector and impact of climate change as well as efficient water use	<p>Number of information events on gender-specific aspects of water management</p> <p>All information/ communication material (brochures, flyers) and technologies (TV, radio) as well as facilities to events (meetings, consultations, fairs and schools events) are designed and offered in a barrier-free way and</p>	1 and 8	2.1 and 2.4	Years 1-6	GIZ and NAWASA

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			equally accessed by women and men as well as poor households				
9		Consult men and women, poor households and persons with disabilities from rural and urban people in customer survey (KAP)	%age of men and women, poor households and persons with disabilities from rural and urban areas consulted for the KAP	2 and 8	2.2	Years 1+3+6	
10	Promote women as change agents and multipliers at national and community level	Training of women as adviser, e.g. for water-saving techniques, rainwater harvesting and water use for home gardening at national and community level	Number of women trained as advisors % of the trained women confirm that they use their gained knowledge at home and in their communities.	9	2.1 and 2.4	Years 1-6	GIZ