

GENDER MONITORING PLAN
CLIMATE RESILIENT WATER
SECTOR IN GRENADA (G-CREWS)

GENDER MONITORING PLAN

Main Activity	Gender Activity	Means of Verification	Indicators	Baseline	Responsible Staff	Target Midterm (end)	Target Final	Support	Situation by Now	
1.1.1.2 Concept Development of the WRMU	Develop and implement a gender and social inclusion concept for the WRMU which takes into account differential status, concerns, needs and experiences of men and women.	Gender responsive concept	Gender and Social Inclusion concept to be submitted to Cabinet for approval Concept is gender responsive including sections that mentions and addresses the differential status, concerns, needs and experiences of men and women.	0	Technical officer resp. for component	WRMU Gender and Social Inclusion concept - June 2021	1 WRMU Gender and Social Inclusion concept	Division of Gender Affairs		
1.1.1.5 Drafting & finalisation of Cabinet submission and implementation of new policies and laws	Ensure TOR is gender sensitive with the use of neutral pronouns and equal employment opportunity when it comes to the formulation of the Water Resources Unit Act	TOR	Knowledge or familiarity in gender sensitivity and mainstreaming is stated in requirements for evaluation	0	GIZ Technical Officer	TOR is gender sensitive and Act is gender responsive.	Ministry of Implementation			

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	The requirement of a gender sensitive/responsive Act is stated in the requirements for the consultant.									
1.1.2.1 Staffing/Recruitment	Ensure TOR is gender sensitive with the use of neutral pronouns and equal employment opportunity.	TOR	TOR for consultant is gender sensitive. Gender mainstreaming in the concept is explicit in the TOR	0	Ministry of Implementation and GIZ	1 TOR for concept development		GIZ technical officer		
1.1.2.2 Training of Staff in WRMU	Female and male staff of the WRMU will be trained in gender and water topics	Attendance list	Feedback received from men and women on water related plans	0	Consultant (Team Leader)	Feedback from men and women incorporated into water plans		GIZ technical officer		
1.2 - Cross-Sectoral mainstreaming of Policies and Plans Sub-activity – Contributing to public consultations	Inclusion of gender focal points as relevant in the development of policies and related consultations. Ensure men and women	Attendance list Separate minutes and meeting notes where applicable Consultation attendance list inclusive of Gender (M or F)	GFP's are involved/ Consulted in discussions	GFP's are identified	GIZ technical officer –	Mid –term target 40% or 60% depending on schedule - April 2021 Mid –term target 40% or 60% depending on	80% of all relevant GFP's in September 2021			

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	are involved in consultations regarding the policies and plans Ensure /conduct gender equity discussions on policies with stakeholders	Agenda or notes from meeting	Men and women involved in the discussions Gender equity on the agenda or in meeting notes	Consultations not started – 0 Consultations not started - 0		schedule - April 2021 Mid –term target 100% of agenda and discussions depending on schedule - April 2021	100% of all meetings notes addresses gender			
1.3 – Water Tariff	Water Tariffs are gender responsive and non-discriminatory		Water tariff system is gender responsive and consider the effects on men and women		GIZ Technical Officer	1 Water Tariff System	1 Water Tariff System			
2.1.2	Both female and male farmer organizations should be considered when conducting the audit	Examine the list of organizations	Men and women representative organizations are consulted		Idem	50 percent of organizations consulted are women representative organizations	50 percent of organizations consulted are women representative organizations	Consultant – Irrigation engineer		
2.1.2	Promotion of the CFA-Development of promotion strategy and materials specifically		Number of information events on gender-specific aspects of water management		GIZ technical officer	50 percent of the materials are gender-specific and target women	50 percent of the materials are gender-specific and target women	GDB		

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	targeted towards women.									
2.2.1	Gender sensitivity and participatory methodologies are included in the KAP survey Survey conducted in time that is conducive to men and women participation and targets men and women separately ¹	Consultant report on the completion of each survey inclusive of breakdown by gender	The KAP should include open ended questions, focus groups and other participatory methodologies. Men and women should be interviewed separately if necessary (gender specific consultations). Surveys should be carried out at a time convenient to all gender to ensure maximum participation. Questions should include gender neutral pronouns or both male and female pronouns.	0	Consultant Gennil, Gender Affairs team	50 percent of respondents to the KAP survey are women. 70 percent of men and women reporting positive changes in behaviour and perceptions	20% of population, of which 49.7% is female, 30% of farmers, 75% of hotels (by 2022)			
2.2.2.2	Develop materials to document women's experiences	Training materials – pptx, brochures, flyers	75 percent of the women and men trained reported the materials as relatable through	0	GIZ Communications team through	A minimum of 50% of training materials, public awareness materials, and	20% of population, of which 49.7% is female, 30% of			

¹ Do not use head of households for survey data collection.

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	and to raise public awareness about men and women's needs and expectations in efficient water use.		post training assessment Training materials that document both men and women and their experiences		questionnaires	curricula developed include men and women's experiences and information disaggregated by sex	farmers, 75% of hotels (by 2022)			
2.2.2.1 & 2.2.2.4	Develop an awareness campaign on jobs available in the water sector in Grenada targeted towards girls and young women	Campaign products Stakeholder attendance list	Awareness campaign with portrayal of women and girls on jobs in the water sector	0	GIZ Technical officer	1 awareness campaign with the development of several media products including: 1. 2 Brochures 2. Social Media Messages 3. SMS Messages School/college level essays and art competitions	1 awareness campaign with the development of several media products including: - 2 Brochures - Social Media Messages - SMS Messages School/college level essays and art competitions			
	Design and implement outreach activities to high schools, universities and career fairs including promotional	Attendance list Agenda inclusive of both boys and girls Promotional material	Outreach activities conducted	0	GIZ Technical officer	A minimum of three outreach activity per year	A minimum of three outreach activity per year			

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	campaigns to enhance the interest and awareness in STEAM subjects\ water and climate sectors employment, and to inform about opportunities in the sectors									
2.2.2.2 – Campaign 2	Women portrayal in education and public awareness materials include women in non-traditional and non-sexist roles	Materials produced	Women portrayed in positive roles to empower women		GIZ technical officer	0% of materials portray women in traditional and sexist roles	0% of materials portray women in traditional and sexist roles			
	Women empowered through awareness and training to become change agents in their communities and nationally	Attendance at training sessions	Number of women receive training and acting as change agents as reported through post training assessment Number of women empowered in water management as reported through post	0	GIZ technical officer	TBD	TBD			

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			training assessment							
2.2.2.3 and 2.2.1.5 – Campaigns 3 and 4	Develop gender responsive Communications Strategy, Implementation and Monitoring plan	Communication Strategy's language, tone and perception	Gender is mainstreamed in strategy in products, mediums use, target groups, delivery mechanisms	0	GIZ team	A suite of gender responsive products including 50 percent of messages featuring women only and 50% featuring men only 0 messages featuring traditional roles of men and women	A suite of gender responsive products including 50 percent of messages featuring women only and 50% featuring men only 0 messages featuring traditional roles of men and women			
	Gender is mainstreamed in the informational and communications section of the project including ensuring women and men are portrayed in PR materials and products in non-stereotypical roles.		Women and men portrayed in the PR Materials		GIZ team	50 percent of all media products have women in various roles including non-traditional roles	50 percent of all media products have women in various roles including non-traditional roles			

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	Women portrayed in empowering images and the information produced is accessible to both men and women within and outside of the organization									
3.1.1	When including CESMP in the TOR for supervision consultants and contractors, gender issues should be considered	Gender topics elaborated in the CESMP are implemented in the contract implementation	Depending on identified measures	No CESMP	NAWASA	Gender responsive mechanisms for implementation developed in the CESMP	All mechanism are implemented	GIZ team		
Examples for gender measures in CESMP:	- Gender data, sex disaggregated data and gendered use of natural resources and ecosystem services inputted into plan - work environment has to be sensitive; request male and female technicians - Gender responsive mechanisms for land use plan implementation - Development and Implementation of a gender-based violence policy and Code of Conduct for contractor and employees (Mechanism to deal with social risks incurred in the CESMP) - In the stakeholder plan; gender issues have to be addressed (contractors consulting with local population men and women; establish mechanisms for women to access – dust and materials affecting women)									
3.1.1. f	In the Stakeholder Engagement Plan of the Project;	Stand-alone activity – Grievance Redress Mechanism plan	Number of “ally interventions” or awareness sessions – either one-on-one/group based		NAWASA – if it is a stand-alone activity, if not	A minimum of 5 interventions” or awareness sessions	A minimum of 5 interventions or awareness sessions			

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	Inform and train women how to access and utilize the Grievance Redress Mechanisms and empower them as “allies” within their communities to share this knowledge with others who are likely to benefit		conducted by women		integrate in CESMP	2 Gender responsive information product on GRM	2 Gender responsive information product on GRM			
	Establish internships, mentorships opportunities program with existing ventures, universities, training centres etc to secure skilled women in the water sector	Contractor agreement	Internship programmes for women established Number of women graduating from internship programmes and securing jobs in the sector			Minimum of 1 internship program	2 female and 2 male interns trained in engineering work within the project management consultant			
5.2.2.1	Jointly with the country representatives (technical/climate change and NDA), prepare draft	Concept notes	All concept notes make reference to gender Gender mainstreaming in all concept notes	0	GIZ team	1 Concept Note	3 Concept Notes	NDA Climate Change Focal Point Network		

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	concept notes integrating gender							Division of Gender Affairs		