PacWastePlus Programme

Gender & Social Inclusion (GESI) Guiding Document

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SPREP
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Our vision: A resilient Pacific environment sustaining our livelihoods and natural heritage in harmony with our cultures.

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Equality   Equity

1. Introduction and Approach to Gender Equality and Social Inclusion

PacWastePlus seeks to mainstream gender equality and social inclusion through the delivery of programme activities, namely:

- **Regional Projects** – are those activities across more than one of the 15 PacWastePlus member countries. Regional activities include communication activities such as factsheets and publications; data collection and dissemination such as reviews, gap analysis and baseline surveys/waste audits; consultations research, pilot studies and regional training.

- **Country Projects** – projects chosen by the member countries to design interventions* to manage one or more of the PacWastePlus target waste streams - hazardous wastes (specifically asbestos, E-waste, and healthcare waste), solid wastes (recyclables, organic waste, residual waste, disaster waste and bulky waste), and related aspects of wastewater such as leachates from landfills or point source pollution from storm water drains. PacWastePlus will support countries to design and implement these projects.

Interventions include: Data and Research, Policy Environment, Community Engagement, Infrastructure and Systems, Waste management Systems, Capacity Building.

Given the significantly gendered nature of social life in Pacific Island countries, and related inequalities, the successful achievement of Regional and Country Projects will require the PacWastePlus team to give attention to the different needs, interests, priorities and roles of women, girls, men and boys and the relations between them. Similarly, given that people living with disabilities are overall the most socially excluded group, the specific needs, interests and priorities of people living with disabilities are fundamental to achieving inclusive development results.

A range of strategies to ensure this mainstreaming outcome are documented, including:

1. A set of core 'ways of working' to improve effectiveness in achieving PacWastePlus' overall Project Outcomes:

2. Two further strategies to enable:

   - meaningful participation of women and people living with disabilities in shaping and delivering policies and projects implemented under PacWastePlus, increasing their visibility and influence in decisions and action; and

   - economic empowerment for women and people living with disabilities through livelihood interventions, including creation of alternative income, etc.

3. A discussion of potential safeguards to minimise harm to vulnerable groups in project implementation:
   - Applying social safeguards will make it easier to identify potential risks arising from project activity implementation and ensure that mitigating measures are adequate. The discussion of safeguards considers measures to avoid violation of human rights principles, particularly to mitigate risks of violence against women, girls and boys.

Overall, it is acknowledged that the contribution of specific gender equality and social strategies to intended PacWastePlus Regional Outcomes and Country Projects will be dependent upon the attention paid to good design and the quality of activity implementation. Activity designers and implementation managers will need to be continually alert to the context in which the activities are being implemented to ensure application of the most appropriate strategies and safeguards.

2. Gender Equality and Social Inclusion Terms and Definitions

Term	Acronym often used	Definition
Agency		The capacity of individuals to act independently and to make their own free choices.
Gender		The set of social attributes associated with being male and female learned through socialisation.
Gender equality	GESI	Gender equality refers to equal access to resources or opportunities, regardless of gender. It does not mean that men or women are the same; rather that women and men enjoy the same rights and opportunities across all aspects of the economy and society.
Gender equity		Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations and opportunities.
Gender mainstreaming		The process of assessing the implications for women and men of any planned action in all areas and at all levels. This means making both the concerns and experiences of women and men an integral dimension of all agriculture and rural development efforts.
People living with disabilities	PLWDs	Women, men, girls and boys who have episodic or long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others: Disabilities = impairments + barriers.
Sex		Differing biological and physiological characteristics of men and women.
Sex (or targeted group) disaggregated data		Sex (or targeted group) disaggregated data means the collection of data that attributes sex (or relevant individual characteristic) to an individual who is being recorded as participating in an event or process.
Social inclusion	GESI	All groups participating fully in economic and social life through access to resources, opportunities and decision-making processes. Disaggregation of data enables analysis of views presented by women, or men, or girls, or people living with disability, or whoever is being targeted for inclusion and change.

3. Strategies for Mainstreaming Gender Equality and Social Inclusion

A detailed analysis of the context for gender equality is provided in Annex 1 and for disability inclusion in Annex 2. Based on these two contextual analyses, this section sets out recommended strategies for mainstreaming gender equality and disability inclusion across PacWastePlus.

Each set of strategies can be considered as a good practice menu, rather than a set of firm rules, which can be implemented as appropriate and feasible across the breadth and duration of PacWastePlus' implementation.

3.1 Core Waste of working to improve effectiveness in achieving quality project outcomes

A core set of good practice strategies for mainstreaming gender equality and social inclusion, across all the activities that will contribute to PacWastePlus' End-of-Project Outcomes, is detailed below. All PacWastePlus funded activities will be designed to address the following six GESI project elements:

1. Right to information
   - Vernacular
   - Dissemination multiple avenues (are targeting the impacted community)
   - Detailed and specific information that assists the engagement and empowerment of audience. Appropriate to context
   - Specific targeted communications to audience (including workforce)
2. Health & Safety
   - Reduce risk to life and limb
   - Reduce pollution actions
3. Traditional knowledge and culture
   - Understanding cultural protocols (gifts, etc.) – prior approval for activity
   - Understanding gender roles in traditional culture
   - Sourcing traditional knowledge to influence project design and intervention
4. Governance
   - Rights of marginalised community (children, disability, outer island) - (input to influence decisions) appropriately reflected in regulation / legislation- opportunity to provide opinion to influence decision.
   - Traditional rights not being infringed.
   - Grievance mechanisms for project actions / interventions
5. Equality in participation
   - Frequency & timing of consultation
   - Frequenting and of training
   - Accessibility of infrastructure and services
   - Provision of services for childcare
   - Interaction with impacted workforce (government staff, private industry)
6. Equal Employment Opportunities (EEO)
   - Ensure process to enable gender / age / disability to be employed
   - Ensure process to enable gender / age / disability to be contracted – ensuring companies understand this requirement

Table 1 provides details of core GESI strategies to be employed by PacWastePlus.

Table 1: Core gender equality and social inclusion strategies across PacWastePlus

#	Strategies - what PacWastePlus will endeavour to do	Why	How
1 Behavioural analysis			
1.1	All activities supported by PacWastePlus will be grounded, as far as possible, in behavioural analysis conducted at national and local levels, as appropriate for proposed activities, of the different ways women and people living with disabilities are engaged in waste management, based on their physical, social and economic needs, opportunities, behaviours and social norms.	This understanding will enable PacWastePlus to implement appropriate and effective ways to involve them in change processes to improve waste management and ensure that benefits are inclusive.	Incorporation in the - Regional National Education Awareness Plans (REAPs) - Country NEAPs - Country Project design
1.2	PacWastePlus will seek to undertake, or encourage partners to undertake, localised analysis of the different needs, interests, roles, behaviours and motivations of men, women, boys, girls, and people with disabilities for all areas of intervention in different target countries to inform project approaches tailored to different social groups.	This will increase the likelihood that interventions will achieve intended change. For example, understanding the different influences on women's and men's participation and decision-making in relation to PacWastePlus, will increase the likelihood that activities achieve their expected outcomes, whilst understanding their different needs will increase the likelihood of uptake of project interventions. Gender and disability inclusion analysis could also consider the intersectional nature of identities and the impacts of age, ethnic group, class and other characteristics in assessing gender and disability as determinants[1].	Country Project Concept Note, Ensure GESI considerations in project designs and reflected in the implementation plans.

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[1] Whilst there are broader categories of social exclusion/inclusion such as sexual orientation or ethnic background, PacWastePlus will address these as intersectional with the primary focus being on gender and disability exclusion/inclusion

#	Strategies - what PacWastePlus will endeavour to do	Why	How
2 Consultation			
2.1	PacWastePlus encourage partners to undertake broad consultation across a range of social groups at key stages to: • generate ideas, • socialise changes, and • identify potential unintended impacts on different groups, and opportunities or barriers to intended outcomes of policy changes. PacWastePlus will endeavour to facilitate consultation with representatives of key vulnerable stakeholders, particularly women and people with disabilities, reaching them through Project focal points, Women's Rights Organisations and Disability People's Organisations, where these exist, and through other forms of social organisation for these groups at local levels. The content of, and outcomes from, consultations will be documented - for example, solutions and changes suggested that are incorporated in project design. New legislation, or other measures, will consider incorporating special provisions where necessary, such as exemptions to enable access for disabled people.	Any proposed measures will be better if they are assessed from gender and disability perspectives, including by consulting representatives of these groups at all stages in the development.	Country Project design shall ensure Consultation completed by countries to be attended by woman and vulnerable stakeholders. GESI considerations from consultation reflected in project designs. Encourage Country focal points on incorporation GESI principles into national projects by advising on how it contributes towards the achievement of National Development Goals (SDG).
2.2	Processes for legislation and policy development can be designed to include a broad range of stakeholder voices, including women and people with disabilities. Consultations to formulate strategies and plans will involve a broad range of stakeholders, including women (of different ages), youth, people with disabilities, and any other socially excluded groups in each target country. Forging links with specialist organisations for women or people living with disabilities, as described above, could be a useful way to ensure consistent inputs.	Consulting with a wide range of stakeholders will increase the likelihood of appropriate content in new measures, increase the likelihood of uptake and reduce the risk of new measures disproportionately disadvantaging vulnerable groups. Additionally, fostering participation in policy processes offers wider opportunities for social empowerment of women and people living with disabilities who, in the Pacific Island Country context, are likely to have had little previous engagement with public policy discussions, or opportunities to influence these.	Country Project design requiring legislation and policy - include GESI considerations All consultations on introduction of legislation/policies (for PacWastePlus Projects) must include representatives from government ministry responsible for the implementation and monitoring of the National Gender and Disability Policy. Support country focal points on partnering with lead government agency responsible for the implementation and monitoring of the National Gender and Disability

#	Strategies - what PacWastePlus will endeavour to do	Why	How
			Policy such as the Ministry of Women/ Children, National Disability Council etc.

3 Participation

#	Strategies - what PacWastePlus will endeavour to do	Why	How
3.1	**Creating opportunities for participation** PacWastePlus will routinely seek to understand where barriers to, or opportunities for, participation exist at different levels, in different country contexts, and will design engagement and participation plans accordingly. This could include: • Ensuring • consultations are held at a time and location that minimises risks to participants, and allows equal participation of all • Ensuring men and women at the household level are involved to reduce risks of increased family violence from proposed changes, for example, where women become engaged in new economic activities outside of the home. • Supporting women to take part in collective actions more generally. • Targeting women through mechanisms such as literacy groups, or village savings groups, to involve some of the most vulnerable. • Addressing cultural barriers to women's participation. • Addressing physical barriers to enable participation of people with disabilities. • Explicitly involving existing networks as partners to facilitate knowledge sharing, access and consultation with vulnerable groups. • Facilitating participation of representatives of Women's Rights Organisations and Disability People's Organisations, in broader discussions relating to waste management so that the visibility of these groups and their capacities to engage and influence, are increased.	Effective participation will contribute to increased appropriateness of the content of new measures for different social groups; and strengthen the inclusivity of processes by which these are developed and introduced.	Country Project design ensures consultation be open for attended by woman and vulnerable stakeholders. GESI considerations from consultation reflected in project designs. Sending invitations through the Project focal points to communities, specifically requesting the participation of women, youth, and people with disabilities in community awareness or consultation programs Monitoring and evaluation to track GESI outcomes and considerations.

#	Strategies - what PacWastePlus will endeavour to do	Why	How
4 Collaboration with other projects			
4.1	PacWastePlus will work alongside several projects focussed on improved waste management. Within these, there may be little explicit focus on gender equality. PacWastePlus, through coordination and learning mechanisms, will seek to inform this 'community of interventions in the environmental and waste management space' of the need for and benefits of mainstreaming gender equality and social inclusion into environmental programs.	This will likely foster increased collaboration in gender equality and social inclusion elements of the various projects, particularly where several projects work with the same national and regional bodies.	Regional work and collaborative projects with other CROP agencies and donors – specifically consider GESI requirements
5 Working with women leaders and influencers			
5.1	**Women's voices** PacWastePlus will be cognisant of the roles that women play in formal positions, for example within SPREP, and support these where possible. However, its wider focus can be on fostering consultative and participatory processes for policy development and accountability at the national, sub-national and local levels, enabling women at the community level to also have a voice. PacWastePlus will support and document the participation of women in formal roles within SPREP and national bodies, with whom PacWastePlus engages. PacWastePlus will also support and document the participation of women in informal consultations and project delivery roles (paid or voluntary). This will also include reflecting on whether this participation contributed to effective processes or outcomes within PacWastePlus.	This will assist the PacWastePlus implementation team to understand and report on the value of the participation of both women and men, along with the potentially differing perspectives they bring.	Country Project design ensures consultation completed by countries can be attended by woman and vulnerable stakeholders. GESI considerations from consultation reflected in project designs.

3.2 Further strategies to enhance gender equality and disability inclusion across the project

Beyond the core strategies set out in Table 1, there are many other strategies which, if implemented effectively, could further enhance benefits to women and people living with disabilities, across PacWastePlus' activities.

A relevant sample of these is provided in detail in Tables 2 and 3 and are presented for consideration as a good practice menu for potential integration into relevant project activities, subject to available resources.

The strategies are presented according to their potential to:

- Contribute to increased visibility and influence of women and people living with disabilities in shaping and delivering policies and projects implemented under PacWastePlus; and

- Enable economic empowerment for women and people living with disabilities through livelihood interventions.

Table 2: Further strategies for increasing visibility and influence of women and people living with disabilities in shaping and delivering policies and projects implemented under PacWastePlus.

#	Further strategies that PacWastePlus could consider implementing	Comment
1	**Aligning with broader national and regional efforts** PacWastePlus will work alongside broader regional and national efforts to achieve gender equality and disability-inclusive development, drawing on an emerging body of knowledge and growing network of gender equality actors, to ensure that PacWastePlus activities contribute to the broader movement for gender equality in the Pacific Island countries.	PacWastePlus recognises the broader context of gender inequality and the significant efforts of local, national, regional and international actors to address these through policy change and practical interventions. Aligning with the broader body of work can add value to all efforts.
2	**Understanding the nexus between civil society and government** Development of legislation and other measures will depend on capacities within government and civil society, and relations between these actors. In each, there could be enhanced efforts to ensure that women and people with disabilities have opportunities to take part in these processes, to benefit from skills/capacity development interventions and to have opportunities to apply these skills. • Efforts to increase the number of women engaged in these processes within government, in particular, would be documented. • Internal dynamics that determine who is 'given permission' / invited / selected to access capacity building opportunities could be considered. Efforts could be made to ensure that these opportunities are accessed fairly by both women and men.	In this way, PacWastePlus will complement more targeted efforts, being supported by other programs, to increase women's capacity within politics and government, and contribute towards broader change processes in women's leadership in public policy.

#	Further strategies that PacWastePlus could consider implementing	Comment
3	**Framing gender equality and social inclusion at all levels** Gender equality and social inclusion is best considered in terms of both the outcomes of the project for coastal communities and the way it is delivered, viewing these things as inter-related. This means incorporating gender and disability inclusion within the institutional processes of SPREP, Pacific Island Country national governments, civil society and other partners involved in delivering PacWastePlus. This could include ensuring that: • Female staff can equally access opportunities related to the program such as training and meetings; • All training includes a contextually relevant focus on gender equality and social inclusion; and • Program recruitment and wider partnerships target women and people living with disabilities, where feasible.	Accessing opportunities at all levels should also seriously consider women and people living with disabilities in rural and outer islands, as too often opportunities are provided to those residing in the urban areas.
4	**Project governance** • From a gender equality and social inclusion perspective, women and people living with disabilities, if possible, could be included as participants in project governance at the national and regional levels, in order to ensure accountability as well as diverse perspectives in guiding the investment. • Design and progress of gender equality and social inclusion efforts could be a standard item on agendas of all project governance committees.	Progress with gender equality and social inclusion outcomes is more likely to be achieved if it is always on the governance agenda.

Table 3: Further strategies focused on economic empowerment for women and people living with disabilities through livelihood interventions.

#	Further strategies that PacWastePlus could consider implementing	Comment
1	**Financial inclusion** PacWastePlus could explore options for increased financial inclusion for women, **linking with other existing initiatives** where possible. • The Pacific region benefits from a range of civil society organisations and donor led programs with established connections across different countries and deep expertise in working for social and developmental change in the region, including economic empowerment and financial inclusion. These include faith-based organisations and church networks, agencies which specialise in working for women's equality and empowerment and those which are inclusive of women's economic, social and human rights (such as the Pacific Council of Churches, Pacific Island Private Sector Organisation, Fiji Women's Crisis Centre, FemLink Pacific, Commonwealth Local Government Forum and Samoa Women in Business, PNG Business Coalition for Women, IFC/Solomon Islands Chamber of Commerce and Industry/IFC Gender Programme (Waka Mere), and Pacific Islands Association of NGOs (PIANGO), which has their own local NGO groups in each PIC.	Strategic partnerships and shared learning with other organisations already implementing financial inclusion projects will be an important approach for PacWastePlus.
2	**Different types of involvement for women and men in business** • When possible, involving both women and men in planning for design, construction and implementation of project interventions is likely to increase relevance and uptake across different user groups, as well as ensuring equitable roles within work. • Forging linkages with community groups and sharing information with business from different perspectives, including women and people living with disabilities, could help industry to generate inclusive solutions in terms of product development, distribution and marketing, and employment.	An analysis of how men and women are involved in different ways in different types of business, sectors and peak bodies will provide an essential base from which to design modes of engagement across specific sectors, companies and businesses to encourage plastic reduction measures.
3	**Small business and social enterprise** • Training, knowledge and skills in business and financial management, product development, production and quality control, sales and marketing strategies may be needed for these enterprises. At the same time, additional training for women and people living with disabilities may be relevant, to provide basic work skills, information about household income management, and possibly literacy. This could enable them to access work opportunities and benefit fully from them. • The provision of advice and support to engage with broader industry, as well as consideration of appropriate access to financial services and business advice, could increase the impact of small-scale socio-economic interventions. For example, local chambers of commerce could be encouraged and supported to establish gender focused groups within their membership, to assist in identification of opportunities/ barriers and appropriate approaches for each country context.	Small business and social enterprise offer particular scope for engaging women, and people living with disabilities in certain waste management activities, increasing the likelihood of the relevance and accessibility of the waste interventions., while providing a mechanism for economic empowerment of these groups.

3.3 Social safeguards to minimise the risk of harm to vulnerable groups

All international development interventions can potentially do unintended harm by, for example, exposing vulnerable people to risks of abuse, or by affecting unforeseen social or environmental processes. **Safeguards** are measures taken to avoid or minimise these potential negative impacts or risks. They complement broader policies on gender, inclusive development, and the environment which, when implemented, will also mitigate potential negative environmental and social impacts. There are five categories for safeguards:

- Environmental protection,
- Children,
- Vulnerable and disadvantaged groups,
- Displacement and resettlement of Indigenous peoples, and
- Health and safety.

PacWastePlus project actions will span all of these categories, but we have noted '**children, vulnerable and disadvantaged groups'** as the most significant safeguarding focus for PacWastePlus, given the likely involvement of women, children and other at-risk groups in consultations on waste management issues, and in awareness raising activities. There are also likely to be different impacts on different groups.

Poorly planned or implemented activities can have an adverse impact on people including children, vulnerable and disadvantaged groups, by affecting their access to resources and livelihoods or disrupting social networks.

To mitigate risks, it is recommended that all PacWastePlus investments undergo an **environmental and social safeguards assessment** based on the expected activities.

- An effective assessment requires appropriate consultation and consideration of the needs of different people. Identified impacts will then be managed through the development of an appropriate project implementation plan that includes required safeguards.
- The management of safeguards will be monitored and reported as part of 'Activity' reporting processes.

PacWastePlus will identify individuals and groups who may be affected because of their disadvantaged or vulnerable status, potentially including:

- Women - particularly where they are also poor and have few resources, female heads of households, young women and women with disabilities – who are at risk of violence from the home and outside, including sexual exploitation and abuse;
- Children in all settings who are at risk of violence, child labour, and particularly at risk of sexual exploitation and abuse; and
- People with disabilities who are at risk of violence and specifically sexual exploitation and abuse.

Practising child protection

PacWastePlus activities may bring program staff, partners, and contractors into contact with **children**. These children may be victims, either of direct violence or will have witnessed violence directed against their mothers. In school, and other social settings, they will be vulnerable to further abuse.

In addition to activities targeted at children, it is likely that they will be present during activities involving their mothers, as it is the norm in Pacific societies for children to accompany parents and other family members. Consultations, training and plans for economic empowerment activities will therefore need to be cognisant of likely patterns of child presence, and factor in suitable 'spaces' and processes to accommodate such patterns to reduce risks.

Supporting victims of family and sexual violence

PacWastePlus is cognisant of the potential risk of harm to women through its interventions in relation to violence and is committed to understanding the context of broader social norms in communities where it works, coordinating with targeted interventions to prevent violence against women and girls to address risks and minimise harm. PacWastePlus will encourage implementing partners to be aware of referral pathways and services in Activity locations so that women can be informed of services if the need arises.

PacWastePlus will seek to minimise these risks by introducing **safeguarding measures** to provide additional protection from harms.

Example situations include:

- PacWastePlus may introduce risks to **children and young people in educational institutions** given that we plan to develop and pilot school curriculum packages. Any interaction with children will follow the SPREP Child Protection Policy requirements.

- PacWastePlus activities may inadvertently introduce risks to women of **increased incidence of violence**. For example, if incomes drop, or if women's commitments outside of the home increase, there may be increased family violence. At the same time, increasing women's activities outside the home can increase risks of other forms of violence. Mitigating measures could include: work at the household level so that other family members are supportive of women's changing roles; transition plans such as cash payments to ensure that women do not suddenly lose income due to policy changes; locating activities in well-designed spaces to minimise risks of attack.

In all cases, the specific safeguarding measures will be based on a localised analysis of activities, likely unintended consequences and measures that can mitigate these.

Consultation with schools, families, Women's Rights Organisations and Disabled People's Organisations during the design of local interventions will be the key approach to ensuring that the appropriate safeguards are identified and resourced

Annex 1: The context for gender equality in Pacific Island countries

The policy context for gender equality in the Pacific

Significant international policy commitments and related government reforms by Pacific Governments reflect the recognition of gender equality as necessary for economic, social and political development. Most Pacific Island countries are signatories to global conventions on improving gender equality, such as the Convention on the Elimination of all Forms of Discrimination Against Women and are committed to the revised Pacific Platform for Action on the Advancement of Women.

In 2012, at the Pacific Island Forum meeting, Pacific leaders concluded that improved gender equality would make a significant contribution to future Pacific development and they issued the Pacific Leaders' Gender Equality Declaration (2012). This Declaration committed signatory countries to national policy actions to progress gender equality including: gender responsive government programs and policies; decision-making; economic empowerment; ending violence against women; and health and education. The Declaration remains a guiding document for advancing gender equality in the Pacific.

Significant efforts by the Australian Government and other international partners have supported Pacific Island Country governments in pursuing these goals, bolstered by the framework of the Sustainable Development Goal on gender equality (SDG5). DFAT's support is framed by its Gender Equality and Women's Empowerment Strategy (2016), which recognises the vulnerabilities caused by gender inequality, and the need to empower women and girls as leaders, implementers and decision-makers. It identifies three priorities, which reflect the key challenges facing women and girls globally, but are particularly relevant in the Pacific:

- Enhancing women's voice in decision-making, leadership, and peace building
- Promoting women's economic empowerment
- Ending violence against women and girls

Despite regional and national policy progress, most Pacific Island constitutions still do not grant women equality in substantive terms, whilst customary laws obstruct women's access to education, employment, and the capacity to be heard in decision-making. There is also a disconnection between policy commitments on women's rights and equality and policy implementation in local contexts.

In the UNDP Human Development Report 2019, of all the countries for which the Gender Inequality Index was calculated, Papua New Guinea had the lowest score in the Asia Pacific, whilst Fiji - the best scoring Pacific island country - was ranked only 78th globally. In every country across the Pacific, pervasive gender inequality remains a barrier to progress, justice and social stability and hinders the achievement of the SDGs. It looks unlikely that the Pacific region will meet any of the SDGs on the current trajectory, although it has made greater progress than its regional neighbours on gender equality, particularly on women's political leadership[2]. Overall, the SDG tracking report concludes a need to speed up progress towards 2030 goals.

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[2] Asia-Pacific SDG Progress Report 2019

Key aspects of gender inequality

Across the Pacific Island countries, women's political participation and leadership at national and local levels is among the lowest in the world and there are multiple barriers to women's economic participation and social empowerment. Violence against women is widespread, including high levels of intimate partner violence, with direct physical consequences for women, as well as widespread psychological harm and barriers to social and economic activity. These elements interact in mutually reinforcing cycles as, for example, risks of violence deter participation, whilst economic activities may increase risks of violence.

Across the Pacific, aspects of women's disempowerment are interconnected and rooted in complex social, economic and political structures and norms.

A multi-pronged approach to gender equality is recognised as necessary, including:

- Positive social norms change towards gender equality and women's agency.

- Improved equality of outcomes in education and health.

- Improved women's leadership and decision-making opportunities at regional, national, sub-national and community levels.

- Strengthened women's groups, male advocates for gender equality and coalitions for change.

- Increased economic opportunities for women.

- Reduced violence against women and expanded support services.

Voice, leadership and decision-making

In Pacific Island countries, sharp inequalities exist in the power men and women exercise at home, in the workplace, in communities and in politics.

Political and electoral systems across the Pacific favour men within prescribed social structures. Women have, however, seen greater progress within wider governance institutions, including key roles in Ministries and regional bodies. Pacific countries have amongst the lowest levels of female political participation globally.

Several programs funded in the Pacific by Australia, and other donors, are directed at increasing the number of women in formal leadership, at national and sub-national levels. Key initiatives to support women, including the Pacific Women in Power Forum, aim to support women parliamentarians. Efforts to increase the participation of women in parliaments, such as in Samoa, have shown some progress and demonstrated that the participation of women leads to positive outcomes for decision-making on social issues.

Overall, however, the focus on short-term support to individual candidates alone appears to be of limited value in promoting women's leadership and influence more broadly for development and sustained positive social development. Women in many Pacific countries are more concerned with holding leaders to account and having a voice in decision-making fora, rather than stepping into formal leadership roles. Women's enhanced participation at the formal political level is seen by many, not as an entry point to drive change, but a longer-term result of broader participation and empowerment.

Governance institutions and frameworks in the region have not given voice to the concerns of citizens generally. There has been a lack of longer-term, structured engagement with women, at household, community, or national level, to increase their participation in decision-making. Simple barriers to participation exist, including lower mobile phone ownership for women than men, making the organisation of social and political engagements more challenging.

Since 2012, however, there has been a steadily growing network of gender-focussed organisations at local, national, and regional levels through which women, and male, advocates for equality, seek influence. Donors have supported this development of collective action by women in order to enable them to increase influence on leaders and decision-makers.

A focus on developing women's voice at community and sub-national levels serves to increase the accountability of existing leaders, as well as contribute to the legitimacy and capacity of future leaders. Current women in politics report that they had considerable experience in local level leadership and decision-making prior to their entry into Parliament, either as individuals, or as part of their family and clan networks. This experience contributed to their capacity and legitimacy as leaders and provided them with a support base.

Overall, within households and families, women are less likely to have a say in how resources are allocated, even those earnt by them. There is considerable diversity in women's lives across the Pacific. This includes women who live with a disability or with HIV, widows, women living in rural areas, young women and older women, female heads of households, mothers, and women of lesbian and transgender orientation.

Research shows that widows and female-headed households in the Pacific tend to be the poorest in all communities and these women are consistently limited in their rights to land and inheritance. Widows are discriminated against under the laws of some Pacific countries. There is increasing evidence that elderly dependent women are particularly targeted for accusations of sorcery in Papua New Guinea, which often results in torture and/or death.

Although Pacific Island countries are rapidly urbanising, there is typically a significant portion of the population living in rural and remote areas, especially in the Solomon Islands and Papua New Guinea. Women living in rural areas often experience much higher rates of poverty, have much lower access to services and experience poorer quality service provision. Women in rural areas are also less likely to have access to information about their own rights, or about alternative ways to live in effective relationships with men in their families and communities.

Young women across the Pacific often feel excluded from development. In many situations, women's organisations limit the inclusion of young women and fail to provide them with mentoring and capacity development. Young women often 'fall through the cracks' because they are not covered by children's legislation and policy, are outnumbered by boys in young people's programs and are often unable to speak out in women's fora. Women of diverse sexual orientation are often at risk of additional violence and disempowerment due to their sexual orientation, whilst few health or psychosocial services exist to address their needs. However, perceptions of power, and a lack of opportunities for representation, cut across these groups.

Across the focus countries of PacWastePlus, women are often excluded from policy-making processes, particularly where they do not have time or confidence to participate, or where cultures of participation in decision-making prioritise men within communities. Weak cultures of engagement of civil society or communities in policy formulation may hinder development of appropriate and effective legislations within PacWastePlus.

The process of policy development and legislation at national and regional levels is generally little understood outside of government circles.

Vulnerable groups who are less likely to be in education, in formal employment, or in positions of responsibility in local government or civil society, may be less informed and thus harder to reach. Specific measures are needed to ensure that these groups are aware of policy processes, are informed of changes, and are able to prepare for the requirements and impacts of proposed changes relating to waste management. These groups could be approached through solidarity groups, literacy groups, savings groups or other current mechanisms for collective activity, including women's rights organisations. The content and design of new legislation or other measures (voluntary, mandatory, levies etc.) against waste management may have different impacts for men and women, boys and girls, given the different ways they are engaged in producing, trading and consuming plastics. If women are excluded from the policy process, the risk that policies may disproportionately affect them is high.

Women may face additional challenges to participation such as access, existing commitments at home, illiteracy and lack of knowledge of the policy process, and also fear of violence, in the context of extremely high levels of violence against women and children in the home and beyond.

Employment and livelihoods

There is a significant and persistent gap between male and female participation in economic activity and labour markets in the Pacific. In many Pacific Island countries, women have little access to the formal economic system, particularly in rural or remote coastal communities where subsistence and informal economic activity dominates. Low incomes, safety issues and working conditions within the informal economy further disadvantage many women.

Women are also less likely than men to access financial services such as savings, loans or insurance. Economic insecurity and lack of protection from economic shocks contributes to Pacific women's lack of control over their own wellbeing and that of their family, including the ability to withdraw from abusive or inequitable relationships.

In addition to livelihood activities, Pacific women undertake the bulk of household care and family responsibilities. Economic empowerment interventions risk increasing burdens on women alongside unpaid work, and/or create divisions that increase risks of violence at the household level. Integrated approaches that consider household dynamics, relationships and decision-making, can mitigate some of these risks. Women, men, girls and boys in the Pacific have different roles for waste management. Currently, for example, women may complete shopping and household errands. These different needs will be considered in the inclusion of proposed interventions to encourage uptake and sustainability.

For PacWastePlus, fostering improved practices for waste management is likely to have different positive and negative impacts for men and women, especially from social and economic perspectives, and could also impact health and wellbeing.

Violence against women and girls

Violence against women and girls is pervasive in the Pacific and takes multiple forms both inside and outside of the home, many of which are increasing. Violence places severe limitations upon women in Pacific Island countries in terms of their health and opportunities for education, employment and influence.

In many Pacific Island countries, violence has become a social norm, justified in terms of culture and exacerbated by alcohol and drug abuse. Many women, as well as men, consider violence to be normal, and justified by narrow views of appropriate masculinity and social structures. It has been suggested that violence is driven by a general sense of powerlessness in post-colonial developing states, or a very narrow understanding of power, where men, and some women, use violence to maintain their power in relationship to others, because they cannot identify alternative ways of exercising power. Traditional beliefs in some Pacific Island countries can underpin gender inequality and some forms of gender violence.

Countries in the Pacific have some of the highest rates of domestic violence in the world. Across the Pacific, despite differences, gender-based violence appears to be part of systematic control of women by partners and family members. An estimated 63 percent of women in Melanesia have experienced sexual violence by their intimate partner, 44 percent in Micronesia and 43 percent in Polynesia. Intimate partner violence is a key driver of the HIV epidemic and has reported impacts on children within the family. Additionally, forms of violence against children within families, including sexual violence, are common in many Pacific Island countries.

There is strong evidence around the intergenerational cycle of violence, with children who witness violence more likely to be involved in some form of violence with their partner – either as a perpetrator or victim - than those who have not been exposed to a violent upbringing. In some Pacific Island countries sorcery-related violence remains commonplace and in some contexts is evolving and/or increasing, with recent trends suggesting an increase in targeting of women.

There is consensus that services and referral pathways for survivors need to be improved, as does investing in primary and secondary prevention.

The needs of survivors of violence in the Pacific are well understood, including:

- Culturally appropriate safe spaces for survivors of violence.

- Emergency medical responses, including Post Exposure Prophylaxis treatment, and treatment to avoid unwanted pregnancy.

- Counselling services provided by people with expertise in trauma-based counselling.

- Follow-up support such as repatriating women, re-establishing women and their families in new locations, or supporting women to reclaim their land and home.

- Strengthened response from the police and formal justice systems, as well as community-based justice systems, to respond to women's right to protection from violence.

- Integration of violence against women responses into health and education services.

Key barriers to gender equality

Legal and policy frameworks

Whilst national policies on gender equality have seen progress, these are not always consistent with broader laws such as land ownership laws. In many Pacific Island countries, women do not have equal rights to own land, which further constrains economic opportunity, particularly in rural communities. Women are also less likely to own other resources that can bring income. Nor are the institutional mechanisms in place to enforce legal frameworks through, for example, policing or the justice system. Whilst these remain lacking, women have little recourse to formal structures and mechanisms.

There are examples of successful initiatives, both within police systems and with community legal systems, to improve their responsiveness to violence survivors. Overall, however, these remain lacking, inaccessible or ineffective. Papua New Guinea and the Solomon Islands have introduced Interim Protection Orders, which are helping to protect women from violence, but face systemic issues in their implementation. Further, the expansion of village courts with specific positions for female village court magistrates can help to increase women's comfort in approaching the courts and helps foster an overall perception of the courts as receptive to women's issues.

National legislation that supports women's rights to safety, to participate in decision-making and to access economic opportunity, is important in creating the enabling environment for women to exercise their 'agency'. Such legislation also can enable or inhibit women's organisations and other networks for change being able to utilise international, national and regional legislation and norms in their reform and advocacy. Current legal frameworks need to be brought into line with the commitment of Pacific Island leaders to gender equality and then resourced for implementation.

Institutions and services

The provision of accessible health, education, and law and justice services - in ways that make them able to serve the needs of women as well as men - is an important part of ensuring equality of opportunity for development for women in the Pacific.

Education is fundamental to broader women's economic empowerment

Whilst the Pacific region has largely achieved gender parity in education in terms of school enrolment, considerable work remains to shift towards a gender-responsive education system with appropriate curriculum and delivery mechanisms. There is a need to increase girls' attendance and retention in the education system, as a means to providing them with more development opportunities in the long-term. Lack of engagement with tertiary education and technical or vocational training constrains women's options for economic activities. At a basic level, illiteracy remains common across the Pacific, with slightly higher rates for women than men.

Access to appropriate health services is also important for enabling women to engage in economic activities, whilst control of financial resources conversely can determine access to these services. Services to support sexual and reproductive health, including improved access to contraceptives and family planning, are often insufficient. While there are good examples of quality health care standards for survivors of violence, there appears to be poor implementation of these standards throughout national health systems, including effective referral systems.

Social norms, values, practices and attitudes

Social norms and practices remain significant barriers to gender equality in the Pacific, underpinned by the values and attitudes of both men and women. Perceptions that women have a lower status than men, result in practical and legal discrimination from household to national levels. Women's lack of agency and self-belief limit what they choose to do. In practical terms, this leads to women accepting situations where they are discriminated against.

There appear to be few incentives for men to relinquish power to women and evidence from elsewhere suggests that sustained change in social norms is often a generational process. Across the Pacific, high value is placed on family and community, and the reciprocal nature of social interactions. Therefore, changing social norms cannot be achieved at an individual level, rather within the context of broad social change over the long-term.

Opportunities to advance gender equality in the Pacific

Existing regional initiatives for gender equality

Australia supports key regional initiatives addressing gender inequality, notably Pacific Women Shaping Pacific Development (PWSPD) funded from 2012-2022. PWSPD works to increase women's leadership, influence and economic empowerment as well as to shape efforts to reduce violence. It specifically supports development of a network of local, national and regional actors supporting gender equality and it supports innovative responses and lesson learning to build knowledge on what works. Since 2018, Australia has also supported the Pacific Partnership to End Violence Against Women and Girls ($7.6 million, 2018-22). These established initiatives provide a resource that PacWastePlus can utilise to access expertise and facilitate appropriate consultation, whilst drawing lessons from experience in each focus country through these networks.

Programs funded by the Australian Government, through Australian NGO (ANGO) funding, also provide a resource that PacWastePlus can utilise, particularly in the delivery of initiatives in health, education and violence against women. ANGOs and their respective local partner organisations often have good networks at a community level and can facilitate consultation with a broader range of local stakeholders.

Coalitions for gender equality

There are indications that coalitions and networks of women can provide safer and more effective strategies for women to challenge male dominated leadership and decision-making structures. The notion of coalitions as a key strategy for increased access to decision-making could be explored further by PacWastePlus.

Women's Rights Organisations, youth organisations and networks of people living with disabilities exist at regional, national and sub-national levels to facilitate broad consultation on plans. Working through local coalitions is important to support ownership, tap into local understanding, facilitate development of local solutions and build the capacity of local development partners to implement those solutions. Working through coalitions of local stakeholders, and active networks of women, extends the strategies, capacity and resources available to address multilevel and multifaceted development problems. Significantly, coalitions and active networks of women can increase the opportunities for women to participate in decision-making at local, sub-national and national and regional levels.

It increases the safety for women to participate, as well as the capacity and strength of their voice.

Some Pacific women's networks initially struggled to work cooperatively, hindered by the geography of the Pacific, together with the differences between women in urban and rural settings and the constant competition for funding and donor interest. This tended to drive women's organisations and groups into siloed and single-issue action. Several, more recent collaborative efforts across the Pacific, including PWSPD, offer scope to engage these disparate women's rights organisations in a more constructive and coordinated way.

In many Pacific Island countries, and regionally, there are networks of male parliamentarians and other leaders, who advocate for women's empowerment and political participation. This recognises that proactive work by male champions, in partnership with women, is necessary to establish an environment that empowers women's political participation at all levels of decision-making. There is space to foster broader networks of men in support of gender equality at local and national levels and to work alongside these to influence for change.

Emerging evidence of what works

Communication for social norms change

Women and men are influenced through different channels, messages and social influences. There are successful examples of using mass media and entertainment programs to influence attitudes and the values of women in the Pacific. However, such approaches are best grounded in the current experiences of women and the services and resources they may need if they decide to make changes in their lives.

It appears harder to change attitudes, beliefs and behaviours of men in the Pacific, with lessons from previous interventions suggesting that men are more likely to be influenced when there are multiple interventions reinforcing the same message and tailored to their context, including messaging from community, religious and traditional leaders and politicians, as well as targeted media and broad social communication channels. This includes influence through peer group interventions, together with consistent messages from formal leaders and church leaders, alongside interventions that target their family and community. Programs using dialogue and peer group methods tailored for the local context and focused upon community-wide change are important.

Messages that challenge current social norms need to be crafted to negotiate what people value about local traditions and communities, and to build on positive Pacific values, often shaped according to quite localised contexts. Many organisations, including churches and faith-based organisations, have successfully shaped language and concepts in ways that are acceptable, and therefore more effective, as tools for challenging existing attitudes.

Across the Pacific, Christianity and religious leaders present a pervasive influence at the community level. Some religious denominations explicitly tackle gender issues through theological teachings and the participation of women, and these present an opportunity to reach communities. PacWastePlus's approach will acknowledge the importance of supporting Pacific stakeholders to develop their own solutions to the challenge of changing attitudes. Australian Government programs, especially within Melanesia, are working to emphasise people-to-people links, often bringing together church leadership groups around advocacy agendas. Programs such as the Church Partnership Program (CPP) in Papua New Guinea can assist in identifying these groups.

Economic interventions

There is strong interest in some existing programs that aim to provide access for women to the formal economic system. This includes access to finance and assistance with establishing businesses, alongside mentoring and other programs to assist women working in small and medium sized businesses.

There is also strong interest to improve some aspects of the informal economy that affect women, in particular to address the issue of produce and craft markets and how these can be developed to increase safety, and improve incomes and working conditions for women, as well as to increase their role in the governance and management of the markets.

Some efforts at the community level through local savings schemes and increased access to rural banking systems have shown promising results and could be expanded.

There are a number of high-quality programs in the Pacific that overlap with, or complement, the intentions of PacWastePlus on women's economic empowerment, including a UN Women Markets For Change program directly focused on improving the conditions and rights of women in national and local markets; IFC and SICCI funded Waka Mere in the Solomon Islands; work completed through the cross-cutting components of the Market Development Facility and Strongim Bisnis; the New Zealand Ministry of Foreign Affairs and Trade funded Business Link Pacific; and INGO-delivered women's economic empowerment programming focussed on skills development and access to financial services.

Annex 2: The context for disability inclusion in Pacific Island countries

The policy context for disability-inclusion

An estimated 17% of people in the Pacific live with some form of disability, representing at least 1.7 million people according to population estimates, but likely more.

There are two key documents guiding the regional response to issues relating to disability:

15 Pacific Island countries have signed[3] or ratified[4] the **UN Convention on the Rights of Persons with Disabilities (CRPD),** which was adopted in 2006 and came into force in 2008. The Convention, which is legally binding, provides a comprehensive framework for the realisation of the human rights and fundamental freedoms of persons with disabilities. It provides a useful tool for disability inclusive development.

The Pacific Framework for the Rights of Persons with Disabilities was endorsed by Pacific Island Forum Leaders in 2016. This framework supports Pacific governments to promote, protect and fulfil the rights of persons with disabilities as outlined in the CRPD, and provides a regional mechanism to strengthen coordination and collaboration in support of national initiatives.

The Framework has five broad goals:

- **Livelihoods** – Promote opportunities through inclusive economic development and decent work.

- **Mainstreaming** – Ensure the rights of persons with disabilities are included in development strategies, national and local policies and community services.

- **Leadership and Enabling Environment** – Develop leadership and an enabling environment for rights-based disability inclusive development.

- **Disaster Risk Management** – Include persons with a disability in climate change adaptation measures and disaster risk management plans and policies.

- **Evidence** – Strengthen disability research, statistics and analysis.

Australia supports disability-inclusive development through its aid program under the framework of DFAT's Development for All 2015-2020: Strategy for strengthening disability-inclusive development in Australia's aid program (2015). The strategy aims to improve the quality of life for people living with disabilities through:

- Enhancing participation and empowerment of people with disabilities, as contributors, leaders and decision-makers in the community, government and the private sector.

- Reducing poverty among people with disabilities.

- Improving equality for people with disabilities especially through service provision, education and employment.

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[3] Solomon Islands and Tonga
[4] Australia, Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Nauru, New Zealand, Palau, Papua New Guinea, Republic of the Marshall Islands, Samoa, Tuvalu, Vanuatu

Key aspects of disability exclusion

Exclusion from decision-making and influence

People with disabilities in the Pacific are unlikely to participate in decision-making processes at community or national levels, in formal or informal roles. This limits their ability to influence appropriate policies and services for the needs of people with disabilities or have any influence on social policies and programs more broadly. As such, people with disabilities exercise little voice or agency in social life across the Pacific.

Economic and educational exclusion

People with disabilities in Pacific Island countries are among the poorest and most marginalised members of their communities

Disability limits access to education and employment and other basic social services, and leads to economic and social exclusion, due both to a lack of appropriate services for people with a disability and attitudes that discriminate against them. Less than 10% of children with disabilities in the region attend school, compared to 70% of children who do not have a disability.

People with disabilities experience significant discrimination and marginalisation in employment

This is reflected in higher unemployment rates, exclusion from the open labour market, lower wages and their greater susceptibility to poverty. Low levels of educational participation and attainment compounds existing prejudice and leads to high unemployment amongst people with disabilities, estimated at double that of the general population and ranging from 50% to 90% across the region. People with hearing impairments and psychosocial disabilities are the least likely to obtain employment.[5] Women with disabilities face multiple forms of discrimination due to their being female, disabled and poor. They often provide unpaid labour, or work under the worst conditions and for less pay.

Economic exclusion pushes people with disabilities, and their households, into poverty

Economic exclusion also limits participation in decision-making and reduces access to important social services. At the same time, broader household poverty further reduces the likelihood that people with disabilities will access basic services and financial support.

For PacWastePlus, content and design of legislation and other measures may impact people with disabilities differently to others. For example, a ban on disposable straws could create additional challenges for people with certain physical disabilities who rely on these for drinking.

Violence and health

Women with disability clearly face additional disadvantage and challenge. Evidence shows that in the Pacific, women and girls living with disabilities are two to three times more likely to be victims of physical and sexual abuse, than women without disabilities. Social isolation, exclusion and dependency can increase the extent of their abuse and limit the actions they can take to protect themselves. The access that women living with disabilities have to services for survivors and reproductive healthcare is also often limited and as a result they have greater vulnerability to reproductive health problems. A significant problem for women with disability is the lack of access to health care more generally.

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[5] Disability, Livelihood and Poverty in Asia and the Pacific, UNESCAP, 2012

Key barriers to disability inclusion

Social norms, perceptions and discrimination

There are cultural and social barriers that deter full participation of people living with disabilities across the Pacific. Discriminatory practices result, in part, from social and cultural norms, sometimes institutionalised by law. Changes in the perception and concepts of disability involve changes in values, increased understanding at all levels of society, and a focus on those social and cultural norms that can bring about false and inappropriate myths about disability.

A lack of physical accessibility and social attitudes towards disability mean that persons living with disability are often left out of community life. At the community level, there is a widespread lack of awareness of the needs of people living with disabilities, together with widespread discrimination and prejudice around some forms of disability.

Research has shown that discrimination against persons living with disabilities takes various forms, ranging from invidious discrimination, such as the denial of educational opportunities, to more subtle forms of discrimination, such as segregation and isolation because of the imposition of physical and social barriers.

At the national policy level, there is often ignorance as well as apathy, particularly as the needs of people living with disabilities are often not visible and their power to influence is limited.

Exclusion from decision-making

Across the focus countries of PacWastePlus, people living with disabilities are often excluded from policy-making processes due to discrimination, and also face physical or logistical challenges. This may hinder the development of appropriate and effective legislation on waste management and may lead to people living with disabilities being disproportionately disadvantaged by new measures. Aside from logistical challenges, vulnerable groups who are less likely to be in education, in formal employment or in positions of responsibility in local government or civil society, may be less informed about policy processes and thus harder to reach.

Within the context of PacWastePlus, this means that channels for consultation with people living with disabilities in many locations will be weak, although growing networks of Disabled Peoples Organisations may help navigate this.

Specific measures are needed to ensure that people living with disabilities are aware of policy processes relating to waste management, are able to be informed and are able to prepare for the requirements and impacts of proposed changes.

Opportunities to advance disability-inclusive development

An emerging coalition of disabled people's organisations

The Pacific Disability Forum serves as the regional focal point on disability issues in the Pacific and supports national Disabled Persons Organisations, donor and development partners, as well as civil society and the private sector, to foster concerted, collaborative and complementary efforts to improve inclusion for people with disabilities.

The Forum acts as a peak body for Disabled Peoples Organisations across the Pacific and supports the establishment and strengthening of Disabled Peoples Organisations in Pacific Island countries to better enable them to advocate for the needs of people with disabilities at national and local levels.

At the regional level the Pacific Disability Forum, through its regional secretariat, engages with governments, development partners, civil society and the private sector to recognise and act on inclusive policy and practice, recognising the numerous needs of people with disabilities based on culture, gender and other factors.

A key aim of the Pacific Disability Forum is to shift perceptions of people living with disabilities from being seen as one of dependency, to being seen as individuals with the potential to become equal partners and contributors to their families, communities and nations.

Legal provisions supporting the right to work

The Convention on the Rights of Persons with Disabilities upholds the right of people with disabilities to work on an equal basis with others, including the right to earn a living from a freely chosen and accessible workplace in the open market. States are required to take appropriate measures, including through legislation, to prohibit discrimination on the basis of disability in all aspects of employment and to protect the equal rights of persons with disabilities to just and decent working conditions, including equal pay, vocational training and reasonable accommodation in the workplace. The convention includes an obligation to adjust the social or physical environment to accommodate the particular needs of people living with disabilities.

Opportunities for both entrepreneurship and employment can help to improve the economic status of people with disabilities. This can be better achieved by further removing barriers to employment, including discriminatory law at the national level and inaccessible workplaces, and promoting private sector initiatives to support entrepreneurship by people with disabilities.

Though legislation is not the only means of social progress, it represents one of the most powerful vehicles for change, progress and development in society.

Annex 3: Some useful tools

Practical inquiry frameworks

The following sets of questions can guide inquiry processes when considering gender and disability inclusion in designing PacWastePlus activities.

a. Classic gender and inclusion analysis questions

- *Who does what? How? Where? When? Why?* (labour)
- *Who uses what? How? Where? When? Why?* (access)
- *Who controls what? How? Where? When? Why?* (decision-making and control = power)
- *Who knows what? How? Where? When? Why?* (access to knowledge and information = power)
- *Who benefits from what? How? Where? When? Why?* (benefit-sharing)
- *Who is included in what? How? Where? When? Why?* (participation)

Source: Food and Agriculture Organization of the United Nations. 2011. *Training Guide: Gender and Climate Change Research in Agriculture and Food Security for Development*. Available at http://www.fao.org/docrep/015/md280e/md280e00.htm

b. Key questions to consider when mapping potential partnerships and stakeholders

- *Do key stakeholders include individuals or groups with a gender perspective* (e.g. ministries of women and/or social affairs, a committee or membership organisation related to promoting gender equality, women's rights or the empowerment of women)?
- *Is there a balanced gender representation among key stakeholders?*
- *Is there at least one stakeholder who has the necessary skills and expertise to provide gender mainstreaming inputs?*
- *Are stakeholders willing to ensure equal participation of both women and men during the implementation phase?*

Source: United Nations Industrial Development Organization. 2014. *Guide on Gender Mainstreaming Energy and Climate Change Projects*. Available at https://www.thegef.org/gef/sites/thegef.org/files/documents/document/UNIDO-Draft%20Guide%20on%20Gender%20Mainstreaming%20for%20Energy%20and%20Climate%20Change%20Projects.pdf

c. Stakeholder analysis (for gender and potentially also disability inclusion)

[These questions have been adapted from a set of questions developed for climate change projects, referenced below.}.

Stakeholders are all the different people and institutions, who stand to gain or lose, given a particular activity. For every waste management activity proposed, the different stakeholders are identified, revealing where there is conflict or partnership.

Key questions include:

- *What waste management activities do different men and women propose? For what?*

- *For each proposed waste management activity who are the stakeholders? How big is their stake? What is their historical relationship to each other?*

- *Is there conflict between stakeholders? Is there partnership?*

- *How do different stakeholders perceive the risks associated with waste management? How do men and women perceive the benefits of mitigation and adaptation activities?*

- *How can short- and long-term needs of different stakeholders be balanced?*

- *Will men and women benefit equally?*

- *Will men and women who are differentiated by wealth, benefit equally?*

- *Is participation of women ensured? Is participation of other marginal groups ensured? By whom?*

- *Is access to information ensured? By whom?*

For a more detailed explanation of SEAGA, consult the FAO's website here:
http://www.fao.org/ docrep/008/y5702e/y5702e04.htm

d. Checklist of questions for assessing gender policy, attitudes and awareness among partners

- *Does the partner organisation have a policy or strategy for gender equality?*

- *What are the roles among women and men within the partner organisation?*

- *Do women and men equally participate at decision-making levels at the partner organisation?*

- *Are partners aware of gender inequalities among beneficiaries?*

- *What are their views on such gender inequalities?*

- *Which population groups are generally served by the partner organization?*

Source: United Nations Industrial Development Organization. 2014. *Guide on Gender Mainstreaming Energy and Climate Change Projects*. Available at
https://www.thegef.org/gef/sites/thegef.org/files/documents/document/UNIDO-Draft%20Guide%20on%20Gender%20Mainstreaming%20for%20Energy%20and%20Climate%20Change%20Projects.pdf

Child Protection Assessment Checklist

The SPREP Child Protection Policy states that initial risk assessments of all programs and partners (organisations and contractors) will be conducted. The following is a suggested checklist to guide an assessment of partners against the minimum standards DFAT uses to assess ANGO partners.

The Partner Organisation has a Child Protection Policy	
The partner has a documented child protection policy, ratified by its governing body which includes: • definition of a child as anyone under 18 • the scope of the policy to cover all relevant positions, such as the CEO, board members, staff, contractors, volunteers, interns etc; and adequately covers sub-contractors and grantees • the reporting procedure for child exploitation and abuse suspicions or allegations, code of conduct or policy non-compliance, and sanctions that would be applied in the event of breaches • a commitment to providing child protection training for personnel at induction and regularly thereafter depending on risk profile • a commitment to preventing a person from working with children if they pose an unacceptable risk to children • the risk management approach • the process for regular review of the policy at least every 5 years - the policy must be dated or have a review date included.	
The partner includes HR/recruitment processes which link to the child protection policy	
The partner has robust recruitment screening processes including: • criminal record checks and verbal reference checks for 'contact with children' positions prior to engagement; and • additional screening measures such as behavioural-based interview questions for 'working with children' positions. ecks must be conducted for each country in which the individual has lived for 12 months or longer over the past 5 years, and for the individual's countries of citizenship. The partner has a documented Code of Conduct that meets SPREP's requirements at a minimum and is known to personnel (ie forms part of their contract or on-boarding processes.	
The partner has controls and procedures to ensure groups they work with (implementing partners) have compliant child protection policies and practices.	
The partner engages with and supports its implementing partners to have good child protection practices. At a minimum, the partner: • has knowledge of their partners' child protection capacity and practices • has knowledge of which of their partners have 'contact with' or are 'working with' children • ensures that partners have their own child protection policy or formally adopts and understands the SPREP or donor's child protection policy • undertakes and shares child protection risk assessments with partners or ensures that partners are undertaking child protection risk assessments of all activities • provides child protection training and support to partners where they are required to improve their child protection practices.	
The partner undertakes periodic assessments of its own, and its implementing partners', child protection practices.	
The partner undertakes a systematic and documented assessment of its own, and its implementing partners', child protection practices on a regular basis. The assessment process: • includes all the practices listed in the above form • is undertaken at regular and clear points in time - periodicity to be determined by the partner depending on variables such as risk • includes additional or different activities, change in partner capacity etc. • uses a systematic approach i.e. an assessment against a list of criteria or standards • is documented.	