

Project Evaluation Report

Gender Responsive Alternatives to Climate Change

Vanuatu, August 2019



"As Ni-Vanuatu women affected by disasters and climate change, we want to participate and have our voices heard in policy, planning and decision making" (WITT Women's Charter of Demands).

Acknowledgements

We wish to acknowledge the generous collaboration, participation and warm support given by the Ni-Vanuatu WITTT women members in this evaluation. We sincerely acknowledge the wonderful work you are doing under immense challenges. Thank you. Gratitude is also offered to the Chiefs and other men who gave up their time to take part in the interviews and focus groups. We are deeply indebted to Mark Jack, Flora Vano, Carol Angir and Shiva Gouden and offer our thanks for your support. Your continued guidance, cultural and country advice, logistical support and time throughout the evaluation was greatly appreciated. Finally, we would like to thank ActionAid Australia for ongoing positive endorsement, direction and support during the project. Thank you all.

Executive Summary

ActionAid Australia (AAA) commissioned an end-of-project evaluation for Gender Responsive Alternatives to Climate Change (GRACC) funded by DFAT, under the Gender Action Platform (GAP). The two-year project (July 2017 – July 2019) was collaboratively designed and implemented with ActionAid country partners in Cambodia, Kenya and Vanuatu. The overall project was managed by ActionAid Australia in partnership with global partners, Huairou Commission¹ and Monash University Gender, Peace and Security Centre², ActionAid Cambodia, ActionAid Kenya, ActionAid Vanuatu and ActionAid International.

ActionAid Australia (AAA) has operated in Vanuatu since 2015 when the organisation responded to Tropical Cyclone Pam in partnership with the Department of Women's Affairs (DWA), to support women affected by the crisis. This was initially achieved through the establishment of temporary women's information centres during TC Pam and has since evolved into a network of vibrant women's collective, Women I Tok Tok Tugetha (WITTT), reaching the women's constituency in Tanna, Erromango and Eton.

AAV and WITTT has worked on mobilising women on climate change, livelihoods and women's issues as well as understanding their rights and understanding the humanitarian system. The initial emphasis has been building a strong network of women, organised via 47 taskforce leaders in women's circles at the village level. The current phase, through the GRACC project, has been building capacity of women at village level about climate change (CC) and disaster risk reduction (DRR) planning and management, women's mobilising and influencing at national level, and building women's leadership in protection and disaster risk reduction using human rights based approaches.

The evaluation framework used was the UN Women's Inclusive Systemic Evaluation for Gender Equality, Environments and Marginalised voices (ISE4GEMs). The ISE4GEMs approach is grounded in both systems thinking and complexity challenges traditional linear approaches to complex social situations and multifaceted interventions.

GRACC had three project outcomes. Using the key evaluation criteria, the evaluation has concluded that GRACC project has successfully achieved its outcomes of increasing women's capacity and knowledge to respond to CC/DRR; take collective action in national and international policy, planning and decision making on CC/DRR and raised their voices and leadership through the establishment of gender responsive framework. The key findings for each outcome are summarised below.

Outcome 1: Women have increased capacity and knowledge to prepare and respond to gender related risks of climate change and related crises.

The evaluation found that where GRACC was implemented women had gained extensive new capacity and knowledge about CC/DRR and could describe, explain, disseminate and implement CC/DRR strategies. They and their communities are more prepared and resilient to CC. Women leaders confirmed that their voices are beginning to be heard and feel empowered to advocate as community leaders at local, national and international levels with an increased comfort in speaking in public to represent other women's needs and priorities. Attitudes about women's expanding roles were identified as changing slowly. New understanding about the capacity for women to manage the household and conduct CC/DRR work is shifting positively and seen a beneficial to their communities. Women leaders are being seen as trusted leaders that have developed safe spaces for women to come together and voice their concerns. However, women continue to face cultural barriers to their expanding leadership and advocacy roles due to the patriarchal norms. The women leaders approach to CC/DRR was interlinked with other development goals, particularly expressed as important in relation to their livelihoods

Outcome 2: Women take collective action to influence and engage in national and international policy, planning and decision making on climate change and related crises.

Process for engaging and influencing change at national and international policy, planning and decision making on climate change and related crises is multi-dimensional and a process which takes a long time to achieve. Capacity building activities and actions with women leaders and other key women were undertaken to influence local, provincial, national and international policy. Collective organising and action planning raised women's needs and demands resulted in the development of a Women's Charter of Demands.

Women leaders have increased awareness and knowledge about mechanisms to participate in influencing in their political systems at the local, national and global levels. Women have had positive benefits in engaging in

¹ <https://huairou.org/>

² <https://arts.monash.edu/gender-peace-security>

global platforms of peer learning exchanges and grassroots academy. Women have increased confidence levels in their leadership and to participate in representation of their needs and advocacy. Women expressed a keen interest in continuing to build their leadership skills and engage in further influencing activity at the national and international levels. Women continue to face constraints in organising including access to transport and lack of access to meeting facilities and other resources.

Outcome 3: Women's voice and leadership in climate change and related crises is enhanced through the establishment of a gender responsive framework on gender, climate and security.

Women leaders and other stakeholders identified that there were impactful gender responsive activities and actions undertaken to influence local, provincial, national and international policy frameworks. Women's Charter of Demands (WCoD) was created and presented at several local and national meetings and women continue to advocate for the WCoD to be responded to at different levels.

The evaluation concluded that the GRACC project outcomes were achieved against the three objectives. The evaluation has identified that GRACC project has advanced women's knowledge, leadership and collective voices in and enhanced their ability to influence policy and decision making on climate change and related crisis at both a national and global level. The evaluation makes a number of recommendations which have emerged from the findings and feedback from stakeholders to guide future work.

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Acronyms

AAA	ActionAid Australia
AAV	ActionAid Vanuatu
CC	Climate Change
CDCCC	Community Disaster and Climate Change Committees
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
DFAT	Department of Foreign Affairs and Trade (Australia)
DRR	Disaster Risk Reduction
DWA	Department of Women's Affairs (Vanuatu)
FDG	Focus Group Discussion
GAP	Gender Action Platform
GRA	Grass Roots Academy
GRACC	Gender Responsive Alternatives to Climate Change
ISE4GEMS	Inclusive Systemic Evaluation for Gender Equality, Environments and Marginalised Voices
NDMO	National Disaster Management Office
NGO	Non-Governmental Organisation
PLE	Peer Learning Exchange
TC Pam	Tropical Cyclone Pam
VCAN	Vanuatu Climate Change Action Network
WCOD	Women's Charter of Demands
WITTT	Women I Tok Tok Tugetha

1. Introduction / Project Description

ActionAid Australia (AAA) commissioned end-of-project evaluation for the Gender Responsive Alternatives to Climate Change (GRACC). The two-year project (July 2017 – July 2019) was collaboratively designed and implemented with country partners in Cambodia, Kenya and Vanuatu. The overall project was managed by ActionAid Australia in partnership with global partners, Huairou Commission and Monash University Gender, Peace and Security Centre, ActionAid Cambodia, ActionAid Kenya, ActionAid Vanuatu and ActionAid International. There was a Project Steering Committee composed of one person from each partner and community women from each of the three countries.

The GRACC project had three outcomes:

- *Outcome 1:* Women have increased capacity and knowledge to prepare for and respond to gender related risks of climate change and related crises;
- *Outcome 2:* Women take collective action to influence and engage in national and international policy, planning and decision making on climate change and related crises; and
- *Outcome 3:* Women's voice and leadership in climate change and related crises is enhanced through the establishment of a gender responsive framework on gender, climate and security.

ActionAid Australia (AAA) has operated in Vanuatu since 2015 when the organization responded to Tropical Cyclone Pam in a strategic partnership with the Department of Women's Affairs (DWA), to support women affected by the crisis. The continued focus of the country program has been on building women's leadership in protection and DRR, reaching the women's constituency in Tanna, Erromango and Eton. This was initially achieved through the establishment of temporary women's information centres during TC Pam and has since evolved into a network of vibrant women's collectives, Women I Tok Tok Tugetha (WITTT), with over 4800 women participants. WITTT is a safe space for local women in their communities which aims to facilitate their organizing and leadership to act as a collective. It enables the empowerment of women in leadership roles and decision-making to influence gender CC/DRR. ActionAid's work in Vanuatu is implemented through partnerships with WITTT which are women led, with independent governance structures. This approach is grounded in ActionAid's humanitarian approaches to climate change which focuses on strengthening women's leadership in emergencies; shifting the power to local actors; and accountability to affected populations.

WITTT has worked on mobilising women on climate change, livelihoods and women's issues as well as understanding their rights and understanding the humanitarian system. There has been extensive collaboration with strategic platforms such as the Vanuatu Department of Women's Affairs, the Gender and Protection Cluster (an inter-agency platform), National Disaster management Office (NDMO) and participation in the Vanuatu Climate Change Action Network-VCAN. The initial emphasis has been building a strong network of women across the sites, organised via 47 taskforce leaders (herein referred to as 'women leaders') in women's circles at the village level. The second phase has been building capacity of women at village level about disaster and climate change planning and management. The initial emphasis has been building a strong network of women, organised via 47 taskforce leaders in women's circles at the village level. The current phase, through the GRACC project, has been building capacity of women at village level about climate change (CC) and disaster risk reduction (DRR) planning and management, women's mobilising and influencing at national level, and building women's leadership in protection and disaster risk reduction using human rights based approaches. A Women's Charter of Demands (WCoD) was developed and is utilised in presenting women's needs and demands in appropriate forums.

2. Evaluation Objectives and Criteria

The primary purpose of the end-of-project evaluation was to "assess the extent to which the project advanced women's leadership and collective voices in Cambodia, Kenya and Vanuatu and enhanced their ability to influence policy and decision making on climate change and related crisis at both a national and global level. The evaluation should assess the extent to which women's power has been enhanced in ways valued and described by community women." The evaluation objectives and criteria were:

2.1 Evaluation Objectives

- To review the effectiveness, efficiency, relevance, sustainability and impact of the project by reviewing the project outcomes achieved as a result of project outputs and project approach.

- To assess the project achievements, strengths, weaknesses and implementation constraints with a view to identifying any lessons and good practice that can be incorporated into future ActionAid programming and shared in the sector.

2.2 Evaluation Criteria Questions

The evaluation criteria and questions for each country level report were done in a consultative manner with AAA, Evaluation Working Group and country GRACC teams. The criteria had common questions across countries while still reflecting the unique context of each location. The evaluation criteria's links to the key research questions are outlined in Annex 1. The key questions asked have enabled the evaluation to arrive at conclusions based on the evaluation criteria.

3. Methodology Overview

The evaluation was conducted from the 3-18 July 2019 by Prof Hurriyet Babacan. It included a desk-based document review, key informant interviews focus group discussions (FGD) and observation in Port Vila, Eton and Tanna. A participatory approach was used and data was collected using ethical human research conduct.

3.1 Our Approach

The evaluation framework adopted in this project is UN Women's *Inclusive Systemic Evaluation for Gender Equality, Environments and Marginalised voices (ISE4GEMs)*³. The ISE4GEMs approach is grounded in both systems thinking and complexity. Systems thinking—which is a form of analysis—challenges traditional plan-predict-act-evaluate logic and is required when dealing with complex social situations and multifaceted interventions. Using a systems approach differs from other types of analysis in that it does not adhere to the traditional focus of separating individual parts of what is being studied to gain understanding. The GEMs framework considers the interrelationships between gender equality, environments and marginalised voices (human and non-human) using systemic thinking. As ISE4GEMs evaluators there is a strong commitment to gender equality, diversity and human rights, combined with a desire to create a more equitable society that recognizes, validates, and values socially constructed and structural differences.

3.2 Preparation and Design

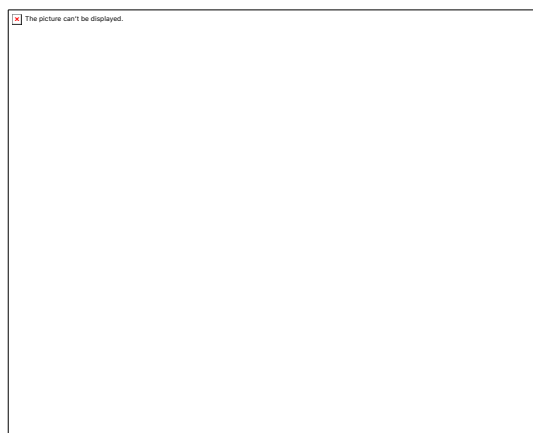
Key evaluation questions and indicators were created with input from relevant key informants. In Port Vila an inception meeting was held to introduce the ISE4GEMs, answer questions, review timeline, processes and interview instruments. ISE4GEMs tools were adapted and applied including first and second order boundary analysis, stakeholder analysis, vulnerability assessment, planning tool and facilitators' field guide meeting planner.

3.3 Desk Review

The desk review included: AAC project funding proposal, six-month and annual project reports, baseline study, staff consultation notes, SWOT and gender analysis. Also reviewed were several 2018 studies: a baseline study conducted by Development Services⁴ in 2018 and a country report by Monash University's Gender, Peace and Security Centre.

3.4 Key Informants and Focus Group Discussions (FDG)

In total, 142 respondents (104F/38M) participated as key informants, in three sites (i.e. Port Vila, Tanna and Eton)⁵. There were 34 individual interviews and 8 FGD conducted. (See Annex 1 – Key Informants and FGD).



³ <http://www.unwomen.org/en/digital-library/publications/2018/9/ise4gems-a-new-approach-for-the-sdg-era>

⁴ Mullins K. & Garae N. (2018) *ActionAid GRACC Baseline Study in Vanuatu*, Development Services, Port Vila.

⁵ Interviews and FGD with Erromango women were held in Port Vila as it was not possible to do a site visit to Erromango due to time and budget constraints.

Secondary data was collected via discussion at the National Women's Convening in 4-5 July 2019 and in WITTT women's meeting and training activities. Data collection instruments were developed including questions for women, men, key informants and FGD. Adjustments were made following testing in the field. (See Annex 2 – Evaluation Instruments). The evaluation and consent forms were reviewed, interpreted and signed.

The data analysis process used inductive and deductive approaches to enable linkages with the project principles, aims and the outcomes. Inductive methods enable the evaluators to move from specific situational analysis to more generalised learning, while the deductive methods enable the use of generalised knowledge to gain more specific insights. Data analysis processes included data reduction, data coding, initial data interpretation, consultation, and reinterpretation. A data analysis software, NVivo was used to theme the data.

3.5 Capacity Building

Central to an ISE4GEMs approach is to build capacity as part of transformative change. AAA Program Manager for Vanuatu and the evaluator jointly ran capacity building session for women on human rights based approaches. The evaluator presented ISE4GEMs workshops and on gender responsive evaluation. A short presentation was given to the AAV staff on ISE4GEMs and the initial findings. A presentation was given to AAA staff with initial findings and draft recommendations. Finally, a findings workshop was presented, and discussions were facilitated with key AAA, AAC, AAK, AAV and AA International.

3.6 Limitations

Several logistical and practical factors presented some limitations. All efforts were made to meet with and talk to as many relevant informants as possible during the evaluation. Some interviewees were not fluent in English and spoke Bislama. The evaluator, while not fluent in Bislama, could functionally conduct the interviews using a combination of English and Bislama. In some instances, where communication was not possible, ActionAid Vanuatu staff acted as interpreters, a decision taken at the inception meeting by AAA. The reasons to engage staff as interpreters was due to a number of factors including established trust by participants, especially the women; knowledge of key project concepts such as gender empowerment and climate change which an external interpreter may not know; and lack of access to and cost of professional interpreters. As we were assessing the work of staff this may have introduced bias into the evaluation. Throughout the GRACC evaluation in the three countries, selected interviews were audio taped (with participant consent) and, samples were sent to external translators for verification.

Time frames were also a limitation with the launch of the evaluation on 29 May 2019 and final data collection on 17 July 2019. This was a window of seven weeks to conduct the evaluation across three countries in dispersed geographical locations. While the evaluators worked within the constraints of the time limits of the funding body, this limited opportunity for greater engagement, intersectional data analysis and report writing.

The evaluation criteria relating to efficiency was not able to be assessed at the country level. The evaluators note this as a limitation that could not be achieved due the short time frames and constraints of data and assessment required.

4. Findings

This section has the main findings of the evaluation presented under each project outcome and responding to the evaluation criteria. The evaluation team reported only the findings that share a high level of confidence.

Findings Outcome 1

1.1 How have women participants become more resilient to climate change risks?

The evaluation found that WITTT women leaders became more resilient due to enhanced knowledge about CC/DRR and their expanding roles as change agents of adaptation and preparation in their communities. Women taskforce leaders and some local women received capacity building under the GRACC project regarding hazard mapping, scenario-based disaster planning, vulnerability assessment, early warning, weather tracking and recovery and resilience in disasters. This training was relevant and deeply embedded in human rights approaches. The women were able to integrate traditional knowledge with scientific knowledge. For example, they were able to integrate changes in weather patterns with their own knowledge about seasonal cycles.

Women leaders understand resilience as a continuum and interlinked with ongoing development issues such as access to reliable water, health and livelihoods. Two issues were identified by women leaders in relation to developing resilience to risks of climate change: resources for recovery/adaptation and livelihoods. Four women leaders identified resources were a barrier to the community (women in particular) in CC/DRR resilience. Examples were provided of people in temporary shelters since TC Pam due to lack of funds and lack of ability to prepare for disaster due to lack of resources e.g. not being able to afford water storage containers. Reduction income, food security, access to microloans, and diversifying income sources were seen by women leaders as key elements of resilience to climate change risks. The lack of health facilities and staff (e.g. nurse) and the lack of a safe shelter options during disasters (e.g. evacuation centre) were identified by majority of women leaders as a constraint in mitigation, adaptation and resilience.

All (100%) women leaders identified that their awareness, preparedness and resilience was been enhanced as a result of GRACC project activities. The evidence that was identified in the evaluation of CC/DRR resilience and preparedness included water management practices (water storage tanks where affordable, increased containers), ability undertake hazard and risk mapping particularly related to livelihoods; planting away from flood prone areas, having two sites for planting and diversifying crops; identifying communication options (e.g. word of mouth, radio and mobile phones), identifying safety points during disaster; food security measures (e.g. different options for drying and storage), awareness about safe drinking water and water sources; removing debris that might cause damage during storms; and understanding weather map tracking. At an individual level, majority of women perceived their own work contributed to preparedness and resilience for their families and communities.

Women Wetem Weta⁶ is a more intense and localised disaster preparedness program that allows use of mobile phone technology by young women to facilitate early warning to inform protection and preparedness. This has led to the training of 14 young women leaders (under 35 years of age) from November 2018. The evaluation found that the training and capacity building through the GRACC project with activities such as Women Wetem Weta has had broader impacts at the village level. Through peer knowledge sharing, women's access to weather and climate information, improving understanding of an early warning system dissemination and reporting, and supporting disaster planning has been enhanced.

"I am working with the village Chief to address water security. We were able to find funds to install water tanks which gives us water security. After my training, I feel more confident to share information on climate change with the women in the village. We are now more aware of climate change in our lives and doing things to be prepared."

~ Taskforce Leader

Women participants have become more resilient to climate change risks in a number of ways: being able to respond to disasters and emergencies and recovery for their families and community; mapping risks and planning at household and village level; adapting to change for long term resilience and facilitating discussion on resilience for women. The women leaders articulated increased agency as community leaders and have been taken more seriously. For example, two women leaders identified that they worked with village Chiefs for durable solutions e.g. installation of water tanks for the village and building of traditional 'Nima Latan' traditional house which is able to withstand cyclones. The increased solidarity among women has led in several instances to more collective ways to address livelihoods resilience to diversifying income sources (e.g. learning mat weaving, or sewing, establishment of enterprises and a market).

1.2 How have women become empowered to take action in relation to CC/DRR and their concerns being heard?

The evaluation confirms that the project has successfully increased the women leaders' empowerment to act by advocating for women's needs CC/DRR priorities. The increased knowledge gained through the human and gender rights-based approach and understanding of the humanitarian system has been effective in creating knowledge about being able to influence, motivate and speak for themselves and others. While CC/DRR was an entry point for GRACC, women leaders have gained strong insights into taking a gendered lens, identifying human rights-based action. All women leaders (100%) identified that they are empowered to take action in relation to CC/DRR and are able to express their needs and aspirations. Key signs of empowerment that were

⁶ This is a Pacific innovation that was founded by Femlink Pacific in Fiji. AAA/V and Femlink reached an agreement to pilot the initiative in Vanuatu taking into account contextual and local realities.

In Bislama, there are no words for 'climate change'. I understood the changes in our weather but until I did the trainings, I was not aware. I started to learn a lot about the importance of understanding climate change and being ready for disasters.

~Taskforce Leader, Eton

of a women's market for livelihoods, addressing village water security and being allowed utilise the 'nakamal' building (traditionally male meeting and village decision making spaces) for women's CC/DRR and other related meetings.

"I am a bit frustrated that many times our voices are not heard"

~ Woman Leader, Eton

"We welcome women to take leadership in the community but the Nakamal is our domain as Chiefs."

~Male Respondent, Eton

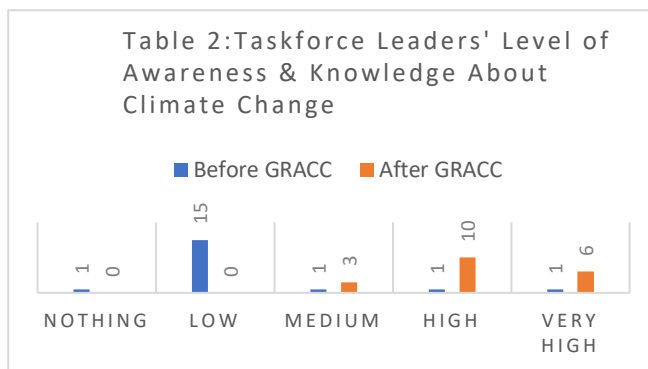
identified include being able to speak out in public events, even in situations where 'kastom' does not allow women to speak in public places, knowing and utilising their "rights as women", increased confidence as leaders, ability to collectively identify and to voice their needs in relation to CC/DRR and other matters. They identified increased understanding of advocacy and influencing, especially at the village or local level. A number of examples of successful advocacy were provided including building

However, evidence also confirmed that women's voices although more expressed are still rendered secondary or invisible in public forums and in decision-making. Decision making for disaster preparedness is linked with other 'village business' which are often decided by the men and in some instances women's concerns were not heard. Several women leaders identified that they were still not allowed to speak in public places and had to use their husbands or men to raise their concerns.

The advocacy work has been undertaken due to GRACC activities has given women leaders recognition at different levels such as many Chiefs consult with women leaders about CC/DRR matters and the advocacy at the national level has received recognition from the Government. Although the process of change is slow, the evaluation has identified that there has emerged new understanding of different roles women can play in community as leaders.

1.3 How has the levels of awareness about CC increased?

The evaluation found that awareness about CC/DRR has increased significantly overall as a result of the GRACC project. Variations about the depth and level understanding of CC depended on a range of factors such as the training attended, participation in national and international activities, self-perception, experiences during prior disaster recovery efforts and CC/DRR planning and preparedness activities at village level. The evaluation confirmed that the taskforce leaders have had increased level of awareness, as illustrated in Table 2.



Taskforce leaders were asked to rate their CC/DRR knowledge *before* and *after* GRACC project. The five-point scale was from knowing 'Nothing' about CC/DRR to 'Very High' level of knowledge. 83% of taskforce leaders self-identified that they were at level 'Nothing' or 'Low' level of awareness about CC before the GRACC project. 100% the taskforce leaders who took part in this evaluation self-identified improvement in their knowledge and awareness

of climate change, preparedness and resilience. Before GRACC, 84% rated themselves 'Nothing' or 'Low' levels of CC/DRR awareness. After GRACC, 32% rated themselves with 'Very High', 53% rated as 'High', and 15% as 'Medium' levels of CC/DRR awareness and knowledge.

The taskforce leaders' knowledge and awareness of CC/DRR included identifying signs of climate change, combining traditional knowledge with scientific knowledge, hazard and risk mapping, disaster preparedness and planning, impacts of CC on livelihoods, human rights based approaches, gendered impacts of CC and the needs of vulnerable groups such as women with disabilities, elderly and children.

The GRACC project also had an impact on the awareness levels of women at the village level. Women at the local level (non-taskforce leaders) also identified improvements in climate change awareness and knowledge due to GRACC. Of the 38 women who responded to this question, 97% rated their knowledge at 'Nothing' or

'Low' level before GRACC. At the time of the evaluation, this had shifted to 65 % of women rating themselves at either 'Medium', 'High' or 'Very High'. The knowledge level of the women varied in relation to climate change and disaster risk reduction. Signs of climate change were identified as changes in fruiting seasons of trees such as mangoes, longer droughts, and extra rainy seasons. Due to TC Pam, many understood the impact of disasters including damage to housing, gardens, road closures, electricity and phone cut off, isolation, food insecurity and water supply. However, there was a mixed level of understanding about climate change with a range of other issues being attributed to climate change. Some examples that were mentioned include early or late menstrual cycle of girls, teenage pregnancy, volcanic ash and acid rain. This is consistent with the baseline study undertaken in 2018.

The focus groups with men indicated that men had awareness of climate change, but this was mixed with traditional knowledge and lore. For example, men identified that they could read the winds on the island and had the 'power to stop' cyclones but could not stop TC Pam as it was due to climate change and they could not predict the winds and so were not able to contain them. Some men also identified awareness of preparedness, the need to return to traditional way of building houses and risks of preparedness, particularly in relation to food and water security. Some Chiefs identified the impacts of cyclones on their water sources.

1.4 Have women's voices, concerns and representation increased in relation to CC/DRR processes?

The women taskforce leaders, as well as selected government representatives, acknowledged that women's voices, concerns and representation in CC/DRR process has notably increased as a result of GRACC project. Awareness of the differential impacts on women and men and in responding to climate change and disaster management is the first step towards actively strengthening women's participation and leadership in the implementation of global, national and local protection and humanitarian agendas. An important outcome of GRACC was that all taskforce leaders could identify the differential impacts of CC/DRR on men and women and the need to have women's voices heard in CC/DRR processes. Key issues identified included: women's different roles and responsibilities and different risks than men; women's traditional knowledge as untapped potential; difference in priorities by women and men during times of disaster, recovery and resilience; the lack of women's voices during disaster and lack of participation in decision making relating to CC/DRR e.g. distribution of relief; increased workloads for women due to climate change or during disasters e.g. income generation, collecting water, food preparation and storage; women's health needs; needs of different women not being addressed, e.g. elderly or women with disabilities; and women's rights to protection and physical safety including gender based violence.

All women taskforce leaders uniformly expressed increased confidence to represent the issues facing women to decision makers at different levels. The evaluation notes that women's voices are rendered secondary or invisible in public forums and in decision making in Vanuatu. All the women leaders confirmed that women's status as leaders was not encouraged or valued and provided examples of how their voices were not heard, their concerns dismissed. Due to the GRACC project, 100% of women taskforce leaders believed there was change taking place. Women taskforce leaders identified that the safe spaces for women to voice and prioritise their needs increased women's voices in relation to CC/DRR but also other matters such as health, infrastructure and education. Women participants identified that women's organising and the human rights/empowerment approach through GRACC has provided a safe space for women to meet, learn about their rights and identify their need as well as strategizing to address the gaps; enabled networking and mutual support to each other for key issues, including economic, health and social issues amongst women; provided a collective platform to raise their concerns at local and national levels outside the traditional rule which defines and limits how women can participate; enabled organising around CC/DRR planning and using the resources that women had to respond to climate change and disaster; engaged in joint activities for economic and food security and livelihoods e.g. establishment of a woman's saving scheme, market at Eton, handicrafts skill sharing and establishment of enterprise such as virgin coconut oil; and provided new insights about their human rights and rights as women.

Women leaders gave examples of voicing women's needs including making representation to the Council of Chiefs about CC/DRR planning, voicing women's issues to be discussed in village business, and putting forward initiatives which women saw as important (e.g. water supply, and women's market). 80% of chiefs in interviews/FGD identified that the WITTT taskforce leaders have valuable CC/DRR knowledge and contribute to putting women's needs and concerns at the village level and in organising activities to respond to community needs. The women leaders noted, post GRACC, there is increased recognition of them as leaders, as people to be consulted or engaged at the village level. At the national level, there is recognition of the need to listen to women's voices. For example, the interview with the National Disaster Management Office identified that they have become cognisant of the importance of engaging and listen to the voices of women in CC/DRR. They

confirmed that their awareness to include women's voices and needs in CC/DRR planning and response processes increased as a result of the GRACC project work.

1.5 How has the capacity of women for participation in CC/DRR planning and mitigation changed?

The evaluation found that there have been positive changes in the capacity of women taskforce leaders and other key women in WITTT to participate in CC/DRR planning and mitigation at the village and household level. Differences in levels of capacity varied based on the personal confidence, self-perception of CC/DRR skill levels and whether they had been involved in a previous CC/DRR project e.g. former WITTT or TC Pam processes. All women leaders identified that the CC/DRR awareness/preparedness workshops and Women's Wetem Weta training provided them with valuable knowledge relating to understanding climate change, hazard and risk mapping, vulnerability assessment, preparedness at household and community level, early warning and understanding weather forecasting and addressing communication.

Local level planning and risk assessment analysis was conducted by women leaders and pre-disaster awareness increased and information disseminated by women in the villages enabled household preparedness in such areas as food and water storage. Women leaders provided a situational analysis of their village and areas, vulnerability analysis (e.g. groups such as women with disabilities or elderly), hazard mapping what infrastructure was at risk e.g. roads, water sources or specific buildings, risk mapping, and resources to be utilised from within the community. A step by step guide informed by the women was developed. Four women leaders identified that they were involved in working with the Chiefs at the village level for CC/DRR planning and mitigation around issues such as water security, shelter options due to lack of appropriate building for an evacuation centre, roads and health. At the household level, evidence of increased capacity included Eton community members reported household preparedness in food storage, making houses more secure and addressing water security. In Tanna, planning included change the way vegetable gardens were planted, learning alternative sources of livelihood, different options for storing water and safety (e.g. identifying escape routes and shelter options). In Erromango, planning and mitigation activities included storing food, changes to vegetable gardens, and storing options for water.

A major challenge to the capacity of women leaders to participate in CC/DRR activities is tied to economic security. Majority of women reported loss of income due to disruptive drought and flood events. Other impacts included increased travel either to sell their crops or to purchase food. The evaluation identified that this was an important vulnerability analysis which women have prioritised. Women identified a range of issues including lack of predictability of seasons for planting and harvesting, declining quality of crops (e.g. smaller, less sweet), lower yields of produce and access to water. The need to diversify sources of income such as weaving mats, sewing and alternative enterprise development was integral to the CC/DRR planning and mitigation. Women leaders expressed, in their own words, that CC/DRR planning, preparedness and mitigation involved bridging the link between crisis/disaster to developmental goals.

1.6 How has the capacity for women-led preparedness and resilience planning improved?

The evaluation found that women leaders have new individual and collective power representing the needs of women—and other vulnerable populations. Women leaders identified that their capacity changed through an understanding of their rights as women, voicing their needs, taking action on their priorities which are linked to development agendas. All women identified that they had increased confidence to advocate for their needs. The evaluation identified that the ways in which the capacity for women-led preparedness and resilience planning has improved include women's safe spaces to meet; the active engagement of women to freely voice their needs and priorities, and the development of the Women's Charter of Demands; women taking action themselves on matters they see as important such as CC/DRR preparedness and livelihoods; increased knowledge about women-led preparedness and resilience; growth in confidence levels and not fearful to advocate. Women gave examples of advocacy to the council of chiefs about their needs and concerns at the regional level or advocating to the chief at the local level about addressing women's concerns. For example, in Tanna and Eton, the village chiefs acknowledged women leaders have been active in their communities raising awareness and imparting CC/DRR knowledge and voicing women's needs and concerns. In Eton, women established their own market. They made demands on the chief on Chief's day and were able to secure land for the market and for a school.

Women leaders are identified as the source of information, go to resource, for women in the village and more broadly in their communities regarding CC/DRR preparedness, mitigation and resilience. Taking a collective approach has enabled women-led approaches and to draw on their resources and strengths, mentoring each other and the further development of women's social capital. Examples provided by women included

information and skills sharing, developing a savings scheme, supporting vulnerable women, addressing gender-based violence, developing small innovations, and sharing of resources (e.g. seeds, food). The success of increased capacity for women-led preparedness and resilience can be directly attributed to the AAV staff and their joint efforts with WITTT, their implementing partner. Women's improved planning skills can be directly correlated to the trainings, articulation of women's concerns and priorities and capacity building work undertaken through the GRACC project.

1.7 What attitudinal change has occurred about gender impacts of CC at local/regional decision makers?

Women leaders identified that attitudinal change is occurring, albeit slowly. 100% of women leaders identified the gender impacts of CC, the different roles, responsibilities and risks than men. Women leaders described the 'increased workloads' that fell upon them, as women, in times of disasters, identifying the unequal burden and impacts of CC/DRR. Examples provided included providing/storing food for the family, securing safe drinking water, caring for vulnerable and the ill. The GRACC project provided women with the terminology to describe the unequal burden and the increased vulnerability they experience themselves and as primary caregivers of the other vulnerable members of the community. They were also able to, post GRACC, provide a critique of past disaster response efforts through a gender rights lens. The evaluator was provided with examples of, how in the past, women's priorities were ignored, distribution of relief did not into account women's needs and the absence of women in decision making. One female leader stated that "they will work hard so that women are not left out again". Such analysis is attributable to the human rights-based training provided through GRACC.

Women leaders also identified changes at the household level. Some women identified that their husbands were always supportive, from the beginning. This was the case in about 60% of women leaders. Others identified the key changes in their husbands including not opposing their wife's involvement in WITTT, increased decision making at the household level, increased support in domestic chores, increased support in WITTT activities and supporting WITTT in public forums and in the nakamal.

The chiefs were able to identify the gendered impacts of CC/DRR. In Tanna and Eton, 65% of chiefs identified the differential gender impacts of CC/DRR on women, noting that women had "heavy duties" for food, water, shelter, and caring. The chiefs also identified the different responsibilities of men and women, such as men preparing the houses while women are making sure there is food. Of the chiefs, 35% stated that the impact of CC/DRR is similar on men and women as the families get affected and, in such times, there is a need for everyone to work together. It was reported by women leaders, that many men in the community did not understand the gendered impacts of climate change and that there was further work to be undertaken.

At the national level, the advocacy that WITTT women leaders have engaged in, as part of the GRACC project, has resulted in a recognition of the gender impacts of the CC. For example, the NDMO noted their increasing awareness of the gender impacts of CC/DRR and involving women in decision making, attributing this to the work of WITTT (as part of GRACC). The women leader's participation in national women's convening forums have been efforts to influence national policy makers. The GRACC project has started to shift the understanding of gendered impacts of CC/DRR. One chief noted the slow pace of change "the change is coming but it will be slow and not recognisable".

Summary Outcome 1

This evaluation reports that Outcome 1 was achieved based on the above findings. The evaluation confirms that women leaders have increased capacity and knowledge to prepare for and respond to gender related risks of climate change and related crises. Women can describe, explain, disseminate and implement CC/DRR knowledge that helps them and their communities prepare and be more resilient. The evaluation found that women leaders became more resilient due to enhanced knowledge about CC/DRR and their expanding roles as change agents of adaptation and preparation in their communities. Women taskforce leaders and some local women received capacity building under the GRACC project regarding hazard mapping, scenario-based disaster planning, vulnerability assessment, early warning, weather tracking and recovery and resilience in disasters. This training was relevant and deeply embedded in human rights approaches. Women leaders understand resilience as a continuum and interlinked with ongoing development issues such as access to reliable water, health and livelihoods. The lack of health facilities and staff (e.g. nurse) and the lack of a safe shelter options during disasters (e.g. evacuation centre) were identified by majority of women leaders as a constraint in mitigation, adaptation and resilience. While CC/DRR was an entry point for GRACC, all women leaders (100%) identified that they are empowered to take action in relation to CC/DRR and are able to express their needs and aspirations. Key signs of empowerment that were identified include being able to speak out in public places, articulating women's

needs, knowing and utilising their “rights as women”, increased confidence as leaders, ability to collectively identify and to voice their needs in relation to CC/DRR and other matters. They identified increased understanding of advocacy and influencing and feeling empowered with their individual and collective agency and the ability to make meaningful, resilient choices for themselves and their communities, especially at the local level.

Women leaders identified that the GRACC project activities were relevant to the needs of women leaders and enabled development of their capacity and solidarity and was effective in reinforcing their leadership roles in the community. The impact of GRACC project more broadly includes skills and awareness development about CC/DRR of key women in each site, empowerment of young women through Women’s Wetem Weta, and the attitudinal change of chiefs. Advocacy and influencing have had impacts such as recognition of women’s voices at the national level and gaining support and resources (e.g. land) from the council of chiefs. Indication from interviews with women leaders and other stakeholders is that the empowerment and social capital that has been developed through the GRACC project will contribute to sustainability and impact beyond GRACC. The women have a new understanding where they envisage themselves as leaders, stewards and trainers of CC/DRR adaptation for their communities bolstered by legal and human rights to do so.

Findings Outcome 2

2.1 What actions/activities have been undertaken to influence national or international policy?

The evaluation found that women leaders are engaging in a range of influencing activity from the local, national and international level to influence policy, and programming. The baseline survey identified that although women were active in leadership roles in the community “46% of women have had access to leadership training; only 5 women of 75 interviewed had attended climate change training.”⁷ Through the duration of the GRACC project, there has been effort put into develop the capacity of women leaders to advocate and influence policy change. 100% of women leaders identified attending training, capacity building and development training relating to human rights, CC/DRR, leadership and other relevant training. The evidence of this includes active advocacy and awareness raising at village, provincial and national range of topics, using different mechanisms; attending national government meetings; participation in two national women’s convening forums organised by WITTT; Women’s Wetem Weta communications mechanism to amplify women’s voices in disasters in humanitarian response, resilience building and climate change adaptation; participation of women leaders in international forums for organising, advocacy and influencing e.g. Switzerland; co-creation and presentation of Women’s Charter of Demands and other evidence of need; advocating to the council of chiefs and representing community and women’s needs; access to national institutional processes and emerging understanding of the processes of the national government structures and an intense awareness of the need to influence national policy. Women leaders, through rights-based approaches, better understand their power and advocacy role in influencing government and policy. Finally, women leaders expressed that they were not shy or intimidated to advocate at any level. Through Women’s Wetem Weta engagement was possible with NDMO, Vanuatu Meteorological Services, Vanuatu Broadcasting and Television Corporation, and Digicel Vanuatu.

Through the national activities, women leaders had opportunity to engage and create awareness with Ministry of Justice and Community Services, Department of Foreign Affairs, Department of Women’s Affairs and Ministry of Climate Change. Women leaders have been involved in raising awareness of decision makers through presentation of their needs and demands and are in the early stages of negotiation about their demands. Senior officials acknowledge the important role WITTT plays from a civil society perspective and believed that they could play a stronger role. There was a positive affirmation of WITTT women leaders by government and the recognition that there needs to be more work undertaken in making programs and policies that are responsive to the concerns of women. Some of the agencies also identified the challenges of bringing change in government structures.

Women leaders from the three sites worked together to create a Women’s Charter of Demands (WCoD) that contains key points relating to capacity of communities to respond to CC; access to safe water, protection and safety for women, access to facilities and infrastructure; land rights and accountability. The process of the development of the WCoD was identified as empowering by women leaders. The connection and solidarity across women, being able to articulate their priorities and work towards achieving these were as being highly valuable. The WCoD and the specific spatial needs (of each site) was presented at various forums, including the

⁷ Mullins K. & Garae N. (2018) *ActionAid GRACC Baseline Study in Vanuatu*, Development Services, Port Vila, p. 43.

National Women's Convening on 3-4 July 2019. Women leaders confirmed that the demands on the Charter will form the next stages of influencing and advocacy work for WITTT. How the Charter will be progressed is being determined as part of an integrated approach to the next steps for WITTT organizing and the next phase of GRACC project as well as the Disaster Ready Project. Women leaders and other stakeholders articulated that although they have made tremendous progress since the commencement of the GRACC project, they feel they have just begun their development. They are eager for more support and opportunities to have greater knowledge about government and international institutional processes and develop skills in influencing, lobbying, negotiation and advocacy.

2.2 How have national or international policy changed?

The evaluation was not able to identify national or international policy change directly attributable to the work of GRACC project in Vanuatu. This finding is not surprising as the GRACC project timeframes are relatively short and influencing national and international policy is a long-term outcome. However, all women leaders demonstrated awareness of the importance of influencing policy change and believed that they have commenced the journey. At the local level, chiefs are beginning to recognise the contributions of WITTT and women's leadership, however, the influence is mixed, depending on the location and Chiefs. The effective engagement of chiefs, awareness raising of members of the nakamal and male leaders and non-threatening approaches have been critical to success at the local level. Major achievements include WITTT women being allowed to use the nakamal building in Tanna, and the Council of Chiefs have given women land to set up their market and for school to be built. The women have also asked for representation on the Council, but this has not yet been granted.

The evaluation has identified that the key foundations for influencing policy change has been laid by the activities of the project. The findings confirm key achievements which are pre-requisites to influencing policy change. During the GRACC project, several activities have been undertaken which demonstrate significant steps being taken towards enabling skills and knowledge to influence policy influencing. These include training of 47 women leaders and their capacity and knowledge for CC/DRR, human rights and awareness of gendered impacts have been expanded; women leaders have emerging awareness of institutional and policy landscape; increased confidence to engage with government and with evidence of frequency of engagement with authorities, at different levels; women leaders can articulate and voice their needs, concerns and aspirations, and importantly the development of the Women's Charter of Demands; participating in numerous national forums including two national women's convening forums during the GRACC project; and three women leaders have taken part in the Grass Roots Academy and were part of a collective effort to influence international agendas at the Global Platform for Disaster Risk Reduction in Geneva, Switzerland in 2019. Selected WITTT taskforce leaders have been involved in influencing activity at the national level. This has included two national women-led convening forums to dialogue on climate change, influencing civil society platforms, engagement with the DWA, Ministry of Climate Change, Department of Justice and Community Services and NDMO. The links with the Department of Women's Affairs was particularly strong under the former Director. However, there is more work to be done in this area. Majority of the women were not aware of the policies and programs of other line agencies in Government. Women leaders expressed eagerness to engage with government agencies around issues of concern such as with the Department of Education to build a school in Eton, with Department of Agriculture about seeds and primary produce enterprises, with Department of Tourism in relation to handcrafts and with the Department of Health relating to health clinics but many felt that had not had the capacity to do this yet. There was little engagement with the Provincial Government with only two instances cited for engagement linked with crops, seeds and water in Eton also with virgin coconut oil development in Tanna. The main reason for this lack of engagement is due to outreach and access. The Provincial Governments are not located on every island and do not have representatives or outreach. It is difficult for women to travel to other islands to access different levels of government. ActionAid Vanuatu is well linked with a range of networks including the gender protection cluster. However, the office is small with two staff and the ability to engage with all government agencies may be limited.

Several major challenges remain to influence policy change: The processes of gender mainstreaming are not strong at provincial or national levels of government and some government agencies noted that there remain major challenges in bringing change in government policies and structures. Women leaders need further capacity development and knowledge about policy landscapes, level of knowledge to navigate complex institutional processes. Women are located in different islands and barriers to accessing transport limit access to and engagement with policy makers at the provincial, national and international level. Barriers for women to travel and the time away from caring or livelihood activities is a major constraint.

The conclusion that the evaluation draws from the evidence is that significant progress has been made towards laying the foundational work to influence policy change. At the local level, the signs of early influence and impact are emerging as noted above. WITTT is beginning to be recognised as a key player in representing women's voices and has done excellent work in working with key agencies. Senior officials acknowledge the important role women leaders play from a civil society perspective and believed that they could play a stronger role. Some of the Departmental representatives that the evaluator had discussions with include the Ministry of Climate Change, Ministry of Justice and Community Services, Department of Foreign Affairs and the National Disaster Management Office. There was a positive affirmation of WITTT by government and the recognition that there needs to be more work undertaken in making programs and policies that are responsive to the concerns of women. The Department of Women's Affairs, publicly, invited WITTT to work them on key issues relating to reporting against the country outcomes against the *Convention on the Elimination of Discrimination Against Women* (CEDAW).

The WITTT women leaders have provided a platform for safe engagement of women in leadership and influencing for CC/DRR and elevated their status at the local level. Women leaders identified that their status was reinforced with the global activities and being asked to participate in international platforms. Taking a strategic approach to influencing including selecting priority departments, policies and determining the right political approach will be likely to enable greater influence in the next stage of the GRACC project. It is clear that the work undertaken through the GRACC project is developing a strong voice in representing grassroots in Vanuatu. Currently there is not a clear strategic direction for WITTT for the next 3-5 years. This is beginning to be formed with the Women's Charter of Demands, developed through GRACC project. However, there is a need for strategic direction and priorities for action to be identified to be able to capitalise on the extraordinary momentum of women that has formed. Taking on a human right-based approach means addressing gender and other based inequalities at societal and structural level. While addressing a range of CC/DRR, economic and social issues at the local level, WITTT has identified that not having female representation in Parliament is a hindrance to what they are trying to achieve and is symptomatic of the challenges ahead of them.

WITTT women leaders are ready for collective action at different scales, local, Provincial, national and international. This will require further capacity building of WITTT leadership in areas such as governance, advocacy, influencing, and management. Strategic partnerships, local allies and local NGOs can be purposefully mobilised to gain leverage and achieve outcomes. The role of men in this process needs addressing. Where men have been engaged and are supportive, women have gained traction sooner. All women leaders wanted further capacity building on formal systems and influencing skills such as advocacy and lobbying to change policy, negotiation, understanding government/policy frameworks and saw influencing policy as the critical next step in their organizing. The process of national influencing is at its infancy and the government stage is receptive and there is much opportunity make in-roads in policy and program domains to further the priorities identified by WITTT women leaders.

2.3 What have women learnt during the Peer Learning Exchange (PLE) and Grassroots Academy (GRA)?

As part of the GRACC global initiative, women leaders participated in two global learning events. The first event in April 2018, was a four-day peer learning exchange (PLE) in Indonesia, enabling grassroots women participants to visit villages that are drought and landslide prone where they learned about micro-credit practices, local grocery stores, cultivation of a resilient local fruit and waste banks - practices that enhanced incomes, secured food and protected their living environments. Three women from Vanuatu took part in the PLE. In May 2019, three women leaders from Vanuatu, attended the sixth session of the Global Platform for Disaster Risk Reduction in Geneva, Switzerland. The GRACC women from Cambodia, Kenya and Vanuatu participated jointly and their participation was facilitated by the Huairou Commission.

The evaluation findings confirm that the two global events had overall positive influence on the learnings by women. The feedback from the participants, the Huairou Commission and AA staff confirmed that the PLE and GRA enabled women leaders to gain global insights into common challenges; supported a broader understanding of DRR/CC and gender impacts; improved knowledge about global frameworks such as the Sendai Framework; developed insights into the value of collective organising; presented strong role modelling of women's leadership; enhanced the understanding of women's network building; enabled peer learning and sharing knowledge in a safe manner; and increased sense of solidarity with women from around the world. The women leaders had different backgrounds and for some identified that this was considerable personal growth experience for them. For all participants, there was a sense of the 'first' - such as first time overseas, on a plane or hotel, on an escalator, and experiencing cold weather, in a large city, and first time in a global forum. The international trips were part of an ongoing journey of building the capacity of women that has led to their

personal empowerment. Women leaders expressed overwhelmingly that the PLE and GRA provided inspiration, sense of agency and self-development.

More specifically, the evaluation found that women's learnings from the PLE included increased awareness about waste management (e.g. plastic bags, recycling); increased knowledge of organic composting and fertilizer; benefits of a savings club; alternative ways to provide livestock feed; and knowledge of risk mapping in agriculture. The key benefits that women identified were: meeting and networking with women from other countries, identifying similar gender issues; learning from each other and gaining awareness that women's knowledge has value; understanding new technical concepts in climate change, agriculture, running business; shift of perception about key issues relating to climate change and women's empowerment; better understanding of the international platforms and gaining global outlook; pride in being able to represent WITTT in international forums; and confidence to be able to stand up and speak about issues that Vanuatu women face.

Women identified their sense of self being challenged but also uplifted. Participants to the international platforms drew on their own knowledge and life experience to make sense of their learning. The international exchanges were identified as major opportunity for both personal and technical growth.

The attendance at overseas forums earned women status and respect in the local community, both among women and men. Women were asked to share their experiences in different forums such as community meetings, church groups and one nakamal meeting. The women who attended the PLE identified that they were inspired to make changes when they returned home. Some examples of change related to men undertaking cropping, shifting of crops away from river flood pathways and animal feeds. Two areas that women were interested in introducing in their community was waste banks/waste management and organic fertiliser. They identified that the PLE provided them with good ideas and learning but not enough technical know-how to implement in their own country. A WITTT leader identified that she was very keen to commence a waste bank and is actively seeking support to build her skills and knowledge to establish a waste bank. The knowledge about a waste bank was shared with other women in Vanuatu, however, there was no action undertaken, mainly due to further knowledge, support and resources needed for implementation. She was able to state the benefits of the waste bank to her community as environmental conservation and potential diversification of income.

Several issues were identified as challenges and opportunities for the future. Firstly, that there was the challenge of language. While some of the WITTT leaders spoke English, they did not always understand everything, and some of the women did not speak English. Another issue they identified was the need to facilitate ongoing connection across the women, beyond the initial gathering. Women wanted to engage and keep connected to the women they met and were enthusiastic to undertake further peer learning and solidarity. One taskforce leader stated, *"I know there may not be the funding for this, but maybe we can use our phones"* (PLE participant). Other women identified the need to repeat learn as they were forgetting what they learnt. Women leaders identified the need for translated materials (with pictures) to use as tools for sharing the learning with broader communities and as a record for their own memory of what was learnt.

The overall impact of these international programs has been positive at a personal level and in terms of women's learning and shift of their frames of operation. This has helped motivate them and provided inspiration for their own mobilisation and advocacy. The PLE and GRA project objectives have major outcomes for influencing, knowledge transfer and empowerment. These are long term processes and will need reinforcing through continued international exchanges and engagement. Several women leaders identified the importance of women's organising which prompted them to consider about ways in which women can organise more extensively in Vanuatu. Majority of women identified the value of witnessing strong women's leadership which

Reflections from PLE/GRA participants

"I came back from Indonesia with many ideas about agriculture and crops, men doing planting and starting a waste bank".

~ PLE participant

"I saw that other women, like us, had their lap tops open and were organised. We seemed very behind and I was embarrassed. I came back knowing that we can also learn these technical things".

~ PLE participant

"I was proud to be involved in Geneva panel even though I was so nervous and scared that I cried at first. But I said to myself you are strong and pulled myself together and was able to talk".

~ GRA participant

"I was surprised to see that there are same issues everywhere".

~ GRA participant

provided role modelling for building strong women leaders, especially valued seeing women in senior government and decision making.

The GRA had positive benefits for the women leaders. These included increased awareness about global platforms and frameworks, e.g. Sendai Framework, shifting to global thinking about common challenges; reinforcement of that the need to represent grassroots women's voices need to be heard at global forums; power of collective action and mobilising by women; strength of women's leadership and role in senior position; how to influence policy and change at a larger scale, advocacy skills and personal development e.g. confidence to speak in large forums. The opportunity go overseas was valued by all women leaders. The evaluation concludes that the overall impacts of PLE and GRA and found that there was an overwhelming support for the PLE and GRA from women participants.

2.4 What was the impact of engaging with women from other parts of the country/world?

All women leaders identified positive impact of engaging with women from other parts of the country/world. Numerous benefits were identified including being able to share and articulate their own knowledge, needs and concerns of women in safe environments.

- Engaging with women provided a strong platform to identify and work on similar issues. The evaluators observed that this was a first step in many instances to further mobilising by women and expressing their needs and aspirations.
- Learning from each other: peer learning in safe environments. Examples given included learning about disaster mapping and preparedness, traditional knowledge about agriculture, human rights and rights as women. Other areas of learning included technical aspects (e.g. using laptops) or skills development in areas such as public speaking and advocacy to government.
- Sense of empowerment: women gaining from strength from each other, understanding of collective ability to influence change, realization of the importance of solidarity among women (for supporting each other and for advocacy), overcoming sense of isolation, understanding of the commonality of issues and challenges, gaining creative ideas from each other and pooling of resources to achieve the outcomes.
- Enabling Action: the engagement with women within the country or globally enabled women to have a sense of agency and 'courage' to speak out and act.
- Women's Leadership: the engagement particularly with global forums enabled women to see strong female role models in different roles e.g. government, global organisations and NGOs. This inspired women to develop themselves or others as strong women leaders.
- Women's Organising: Women leaders have greater awareness of women's organising and networking in the world which enabled a reflection on their own mobilising through WITTT. The international engagement has provided inspiration for stronger women's organising across Vanuatu.

The Women's Charter of Demands which was collaboratively created by women in Tanna, Erromango and Eton. Women identified that this process is about their collective voice and serves as a unifying activity by women in the three sites and helps the women shape their ideas into actionable demands. The national women's convening (2 held during the GRACC project) were platforms for women to raise their concerns and voices, connect with other women in Vanuatu. They identified that this solidarity with other women's groups e.g. women with disability, women in small business and women in other islands assisted in reinforcing and applying their knowledge about gender and human rights gained in the GRACC project.

The evaluation confirms, that women leaders have reported positive impacts from engaging with women from other parts of the country and the world. GRACC project activities amongst women has built a strong platform for women and collective action through increasing bonding capital across women. This includes developing trust within a broad base of grassroots women, understanding how to engage with care and solidarity with each other, identifying gender equality agendas and motivation for action. The collective action is represented through a range of mottos such as "I am my sister's keeper". A particular way of clapping acknowledges women speakers and self through the clap referred to as the 'power clap'. They assert through their motto "*nothing about us, without us*" the key message about empowerment, decision making and agency of women. Majority of women leaders expressed keen interest in more ongoing engagement and networking with other women, particularly within Vanuatu, across the three sites of the GRACC project and with women they met in the global projects.

2.5 What were the constraints on taking collective action to influence policy, planning and decision making on climate change and related crises?

The GRACC project enabled numerous activities relating to influencing policy, planning and decision making and women leaders felt a sense of change emerging. They identified that they were in the beginning of the journey and numerous challenges remained on taking collective action to influence policy, planning and decision making on CC/DRR. A major barrier is the existing political, economic and cultural barriers to women's participation in decision making (Tanyag 2019)⁸. The research has found that women are excluded from a direct role in village decision-making through the *nakamal* and this exclusion compounds at higher levels where provincial and national governance structures remain male-dominated. The research concluded that there no direct entry points for policy, planning and decision making. The GRACC project and organising through WITTT provides a safe organising forum on taking collective action to influence policy, planning and decision making. Women leaders identified male dominated the context of Vanuatu as a major constraint as reflected in the following words of a woman leader *“In our culture, men make the decisions and are in front. Women are behind or at home”*. Women leaders identified their struggles to be heard at the local level with chiefs dismissing their demands, not being included in decision making at the village level and women's issues not taken seriously. In Vanuatu, the development and implementation of gender mainstreaming is constrained. The evaluation confirms this through discussion with women leaders, civil society stakeholders and government representatives. In some instances, the authorities could provide a sound analysis of gender impacts of CC/DRR. However, little of the awareness was translated into practice in policy, program or budgetary change.

Women identified the ongoing effort required to be heard and participate in decision making. For example, women are not allowed to attend *nakamal* meetings. The Eton women leaders request from the chiefs to have female representation on the council of chiefs was rejected. The local Community Disaster and Climate Change Committee (CDCCC) have varying levels of operation with majority of women leaders and stakeholders identifying that they were not functioning due to loss of momentum post TC Pam. There are currently no institutional mechanisms for disaster planning, coordination and preparedness at local level. The Monash research identified that the function of CDCCCs are yet to be integrated within an overall plan for sustainable development and promotion of women's rights

Some women have experienced public community and family resistance to their increased leadership roles and activities (approximately 30%). In the discussions with men, women's leadership was viewed through gendered lens where women's leadership roles were still associated with pastoral care such as care of the children and elderly, growing vegetables and addressing social issues. Increasing women's leadership and influencing may meet more resistance and the need to prepare women for “taking the heat” was identified, pointing to the need for more support around GBV and change management. The skills, knowledge and education levels of women's leaders varied and impacted on their ability to navigate and influence government and policy frameworks. All women leaders stated that they were greatly empowered by the training received through the GRACC project but identified the need for more training. 83 % of women identified that they had limited knowledge of the formal processes operate, how government works, how the different tiers of government operate and the policies of departments. 100% of women expressed the need for further capacity building on formal systems and influencing skills such as advocacy, negotiation, lobbying to change policy, programs or funding and saw this as the critical in the next stage of WITTT activities. Specific training in ‘soft skills’ such as speaking to the media, writing media releases, writing petitions and policy responses and public speaking was also identified as a need.

Lack of resources to convene or engage with government was another major barrier to have solidarity to bring about collective action. The challenges of travelling from the different islands was considered a major barrier, with many women leaders not being able to afford transport (flight or ferry costs). The village authorities were geographically more accessible while the provincial and national level was not as many government agencies did not have outreach to all the islands. An additional barrier was the time constraints for women leaders who had numerous livelihoods and household responsibilities, making it difficult for them to be stretched further. A very major constraint identified by 100% of WITTT leaders was the lack of a meeting place which is a safe physical space for women. The need for safe space for women's ‘*tok tok*’ was strongly identified by WITTT women but also supported by the men. Women used different facilities to meet including schools, community, church or other facilities if available. During school times, the facilities were used by schools. The

⁸ Tanyag M. (2019) *Gender-Responsive Alternatives on Climate Change: A Country Report on Vanuatu*, Research Report, Monash University and ActionAid Australia.

times that women could travel often did not coincide with when facilities were available. Numerous accounts of women's meetings under trees was provided. In the wet season this was not possible and often school, community or church rooms were not available. A few women identified that sometimes facilities were not given as there was a judgement made about women's leadership. In Lanakel, Tanna, the chiefs have provided access to the Nakamal building for women to meet.

2.6 What degree of success do they feel they have had in influencing policy change and having women's concerns heard in decision making processes?

"We have so many needs to address, this is just the beginning" (Woman leader, Erromango).

This statement identifies the sentiments about the approaches to influencing policy and having women's concerns heard in decision making processes. Women have identified that "they have just begun" the process of influencing and that advocacy space is still new to them and they need further support and training. Women leaders outlined the numerous and diverse ways in which they have provided leadership to ensure women's concerns heard including safe spaces to voice women's concerns and identify priorities, raise the needs with chiefs and council of chiefs, and outlining the vulnerability and needs of women in national platforms. Women leaders have provided examples of decision making at the local levels on key issues such as water, health, and planting patterns. They believe early signs of political and cultural change is emerging due to their advocacy work and aimed to escalate influencing policy and decision making at different levels into the future, i.e. local, provincial and national levels.

Despite challenges and constraints, women leaders provided examples of success that they have achieved including: Being invited to talk at a range of meetings, representing women's needs at different forums; national governments recognising the work of women leaders, including NDMO; invitation by the Department of Women to work on CEDAW reporting, reinforcing the grassroots leadership status of women; Women's Wetem Weta are supported by Digicel and other authorities to ensure women are part of early warning system; women leaders influencing decision making at the village level on a range of issues; chiefs in Tanna allowing women to use the nakamal building, traditionally male only space; chief in Eton providing land to women leaders to establish a market and land of school; voicing of women's needs in national women's convening to diverse stakeholders; and the development and presentation of the Women's Charter of Demands. The women leaders believed that the WCoD was tool to influence policy and decision making. Women are being asked to increasingly undertake leadership roles such becoming members of church committees and school committees. In several instances, women leaders were asked to take on chair or deputy chair roles of school committees to address key issues in education.

Summary Outcome 2

The evaluation has found, based on the above findings, that the project has made achievements against Outcome 2 where women leaders are able to organise to engage in and influence national policy, planning and decision making on climate change. The evaluation confirms that the project has met the relevance criteria in that the needs and priorities of women leaders, as the main beneficiaries, were identified and treated as central. Relevant capacity building training and development was provided to support women leaders to become aware of policy, government, budgeting, human rights and advocacy to influence policy and decision making. All women leaders and stakeholders confirmed the relevance of the project and the activities. The evaluation confirms the effectiveness against Outcome 2 where the intended outcomes were achieved including empowerment of women and the development of a strong sense of agency to voice and act on their needs and issues; ability to take collective action as women leaders; the development of a Women's Charter of Demand; representing women's needs in national and international forums and increasing engagement with government authorities for influencing purposes. Key outcomes include women voicing their needs to authorities, development appropriate evidence base for their needs, and advocating for change. The global activities of PLE and GRA broadened women's knowledge and shifted their thinking. Women's peer learning, local, national and international networking of women has enabled a strong sense of agency, enhanced awareness of policy and global platforms, increased confidence to influence policy, take collective action and affirming women's leadership. The evaluation notes that the process for engaging and influencing change at national and international policy, planning and decision making on climate change and related crises is multi-dimensional and

a process which takes a long time to achieve⁹. The impact of the project has been the collective organising of women, to raise women's needs and demands at different levels including the development of a Women's Charter of Demands; increased awareness and knowledge about mechanisms to participate in influencing; increased confidence levels to participate in representation of their needs and advocacy, and increased confidence by women in their own leadership. The evaluation also found significant constraints and challenges to achieving change at national and international levels. Women leaders are keen to increase influencing activity, build their leadership skills and have identified the need for support and capacity building in undertaking strategic work, identifying the need for more capacity strengthening in the areas of policy, government frameworks, influencing, negotiating and lobbying. Two additional issues emerged as constraints on women's capacity to influence. Issues of transport and distance as women are located in different islands and cannot travel. Meeting facilities are scant, and women voiced that they do not have physical spaces to meet and organise. The key factors that enable sustainability for include leadership of 47 women leaders active in their communities, women's networks and collective action; confidence to pursue human rights-based CC/DRR policy influencing; and partnerships with agencies locally, nationally and globally. The evaluation concludes that the projects benefits will continue, and major impacts against Outcome 2 are gaining momentum and will need support into the next phase.

Findings Outcome 3 ¹⁰

3.1 What has been the impact of learning and sharing activities on knowledge transfer, preparedness, resilience, leadership and advocacy e.g. peer learning exchange (PLE), grassroots academy (GRA)?

A key finding is the effective conceptualisation of women leaders as active and positive agents in CC/DRR resilience building in their communities. The GRACC project-increased community resilience by supporting women leaders to enhance what they were already doing to cope and recover in the face of quick-onset disasters with international knowledge HRBA, HVCA, Sendai Framework and scientific CC/DRR content. The stereotyped gender paradigm defined and constrained by women's domestic responsibilities was noted as shifting as documented by interviewed informants.

The women leaders who participated in the GRA came to a realization that there were common issues facing countries, the existence of a strong global network of women who had similar challenges regarding climate change regardless of their countries and the power of international organising of women to have women's voices heard. Women leaders valued learning about international instruments and how global frameworks and rights could be used to further their concerns in Vanuatu. A woman leader who attended the PLE, observed how government supported women's needs in Indonesia and what may be areas to advocate in Vanuatu. Another woman leader focused on waste management and recycling, something she wanted to implement in her country. A number of ideas were shared and implemented from PLE such as planting away from flood prone areas, diverse planting and crop strategies and encouraging men to engage with planting (traditionally seen as a woman's work).

For the women leaders themselves, they have new understanding, empowerment and increasing acceptance that they are fulfilling their human rights to advocate, contribute and perform leadership roles. For the communities, they are witnessing an expansion in women's roles as well as finding a local advocate for them to share their concerns and priorities that can then be represented to decision makers. For government entities, the presence of CC/DRR informed women is highlighting an under tapped human resource to assist communities with preparation as well as a conduit to disseminated CC/DRR information.

⁹ See Bergstrom L. (2005) *Development of Institutions is Created from Inside*, Swedish Development Agency. Beegstrom states "institutional change is a dynamic process – it takes place gradually and the various stages in the process are difficult to foresee. Time and space are needed in different phases to search for new solutions. These solutions are then developed in social inter-play between individuals, groups and organisations in which their different interests and experience are compared".

¹⁰ Evaluator note: Outcome 3 was intended to address the global GRACC framework which had just been finalized as this evaluation project began and therefore not been introduced to many women leaders and key stakeholders, so specific data was not available on its impact. However, the country level activities contributed directly to the framework's formation. A framework provides a blueprint of what is, and a compass for sustainable development. Hence, the findings and analysis to Outcome 3 address the systemic nature of GRACC, situating the project within larger processes of change, which informed the global framework and included activities of global forums, scaled impacts, knowledge transfer and country contexts.

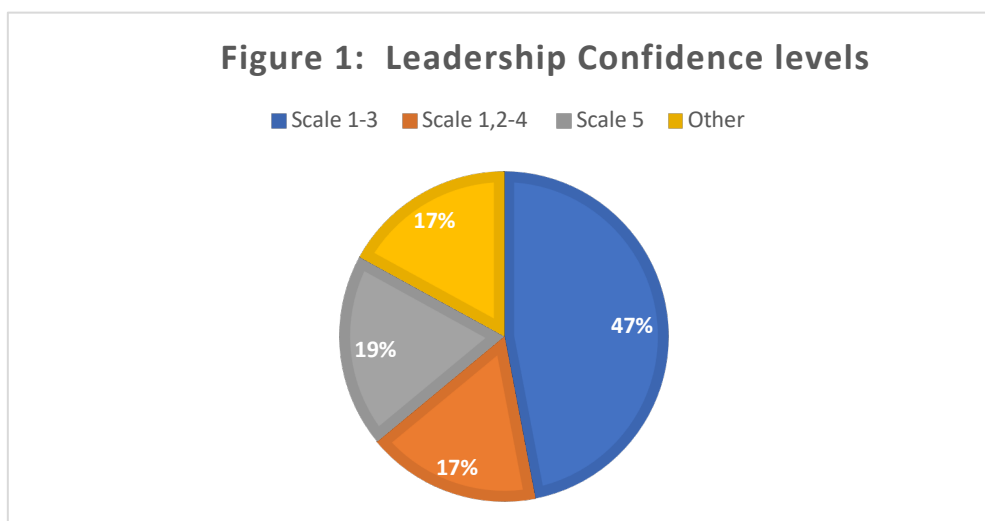
Additional key findings from the evaluation were women leaders now feel they are part of a local, provincial and global network of women leaders contributing to CC/DRR resilience. Women valued peer learning and felt a solidarity and support. Women leaders are actively sharing CC/DRR information in formal and informal settings (e.g. one-to-one or village meetings). Attending PLE and GRA shifted women leaders' CC/DRR learning to a global perspective gaining insights to common challenges and connections to a network of women leaders.

The positive impact of women leaders' new CC/DRR knowledge has also highlighted for them the need to develop alternative livelihoods for themselves and their communities, that are more responsive and resilient to CC as a strategy to deflect income and food insecurity (e.g. crop failure, damage).

3.2 How has women's leadership capabilities been strengthened to work at different scales?

Women leaders, in all three sites, expressed a new understanding of the leadership role they could play in CC/DDR preparedness, mitigation and resilience. 100% of women leaders identified that identified increase in confidence levels to provide leadership. Key areas were being able to speak in public, addressing men in public forums, not being shy, knowing what to say, knowing how to get information and not being fearful, knowing their rights, understanding that women can express their ideas and opinions and take part in decision making.

The GRACC project had impact on confidence and leadership of taskforce leaders and other key women in at the project sites. Women who took part in this evaluation were asked to rate their confidence levels to provide leadership. The five-point scale was from No Confidence (scale 1) to Low Confidence (scale 2), Medium Confidence (3) High Confidence (scale 4) and Very High Confidence (scale 5). Figure 1 illustrates the confidence levels of women leaders.



Of the 53 women who addressed this question 47% being at little or No Confidence at the beginning of GRACC, shifting to Medium level confidence post GRACC ; 17 % identified as being confident at High Confidence level post GRACC, shifting from pre-GRACC level No or Low Confidence at the beginning of the project; 19% of women identified as Very High Confidence level post GRACC, demonstrating the valuable work that the project has undertaken in supporting confidence of women to provide leadership and 17% identified at Very High Confidence but identified leadership confidence being built through a range of other avenues. These women leaders had higher levels of education and were in professional careers. However, these women identified that their knowledge in relation to CC/DRR was very low and if not for the GRACC project training, they would not have been able to provide leadership in relation to CC/DRR resilience, adaption and response.

"In the past, I did not talk out because I did not know what to say. Now I know a lot more and I have a lot to say".

~Taskforce Leader, Erromango

"Knowledge is power and we must support our members to have knowledge". ~Taskforce Leader, Tanna

"We have to take matters into own hands if we want change for women". ~Taskforce Leader, Eton

Women leaders identified increased confidence for leadership in relation to CC/DRR matters but also relating to other matters of concern to women and advocacy. Women leaders identified that women in the community were respecting them and coming to them for advice and decision making at the local level. The solidarity of joint activities, mutual voicing of concerns and activities for livelihoods (e.g. women's saving scheme and women's market) had built trust for their leadership. Women identified different ways in which they are providing leadership through WITTT: Providing safe spaces for women to voice their issues; mobilizing women and creating awareness; taking action directly themselves and not waiting for decision makers, engaging in self-help; documenting and voicing women's demands; lobbying and advocating for change, challenging norms and practices that dismiss women; providing information and advice to women on CC/DRR preparedness, hazard mapping, resilience; building capacity and training, mentoring young women; and demanding a seat at the table in decision making and working towards accountability of decision makers to respond to women's concerns. The nature of women's leadership has taken integrated approach to climate change and disaster reduction. Climate change preparedness and resilience work that women are undertaking is strongly linked with a range of cross cutting issues including health, education and gender-based violence. Bridging the link between crisis and development work and framing CC/ DRR in terms of developmental outcomes such as livelihoods is an important dimension for leadership and advocacy for women leaders.

3.3 What has been the impact of the Peer Learning Exchange (Indonesia) and Grassroots Academy (Switzerland)?

Attendance at the global workshops contributed greatly to the excitement and impact of the project for the women leaders who attended by exposing them to other social, cultural and political realities about CC/DRR, women's lives, ways of organising and how other cultures live. It gave them hope and a vision.

Additional key findings from the evaluation were:

- Women leaders, those that went and those that didn't, valued the opportunity to learn about other women and their ways of networking in countries.
- Women leaders became acutely aware that women can hold high-level decision-making roles.
- Women leaders expressed the value of advocacy and feeling more hopeful about their own countries change process as well as underscoring the importance of women taking the lead.
- Women leaders want greater exchange opportunities within, and outside, Vanuatu.
- Women leaders value ongoing connectivity with women they met during PLE and GRA.

Women leaders were able to share values, ideas and understanding on how women can mobilise and form networks. The attendance at the international forums earned women increased status and respect in their local community, both among women and men. Upon returning to Vanuatu, women leaders shared their experiences in different forums such as village and larger national events.

3.4 How has good practice knowledge been transferred?

Based on the interviews and FGD, there have been several ways that knowledge was transferred, formally, informally and through the attendance at local and national meetings. Women leaders undertook awareness raising activities at the local level with women, men and members of the community in relation to preparedness, hazard mapping and livelihoods. Other good practice knowledge transfer mechanisms were local and national meetings and training sessions, where knowledge and information was shared with other women leaders. Women from different sites attended GRACC training and other network meetings with each other where learning was exchanged and the WCoD was created. From the evaluation perspective, it was clear that the process of writing the WCoD was as important to knowledge transfer as was the actual document. Knowledge was exchanged in doing, where women leaders developed projects which applied good practice knowledge that they learnt, particularly in livelihood projects, in planting, savings scheme and enterprise establishment.

3.5 What frameworks have been established to ensure women's voices are heard?

At the country level, there were no frameworks established, and the GRACC global framework was too new for the women leaders and key informants to respond. The work in Vanuatu, however, did contribute directly to a global framework which includes three domains: capacity development/knowledge brokering, overcoming barriers/recognizing added value and bottom up/integrated approach.

3.6 What is the nature of women's leadership in their country contexts?

Women leaders are at a different level of development in their leadership role with improved but varying levels of confidence. Although women have expressed feeling more confident overall, there still is a strong cultural norm that does not accept women leaders. The women leaders have expressed that there are major

attitudinal barriers across Ni-Vanuatu society about women's customary roles, there is considerable resistance to change and providing leadership in CC/DRR resilience is linked with addressing gender inequality. Ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making will still need to be a necessary element of any future CC/DRR efforts to continue to provide visible opportunities of how women lead and the role they can play in political, economic and public life.

Summary Outcome 3

The evaluation based on the above findings has found, that Outcome 3 was achieved based on the limitations already described in the footnote 10. GRACC was effective to building an inclusive systemic foundation of CC/DRR activities which built women's and institutional knowledge; created a women-centric solidarity movement between locally, nationally and globally; spurred local government and institutional transformation; and shifted cultural norms about who should and could provide input and leadership to decision-making platforms¹¹.

Women leaders articulated their individual and collective growth as women leaders. Evidence showed this empowerment impacted their lives and created more resilient communities, but also introduced them to broader cultural, social and political systems where they were able to establish leadership roles. The knowledge they gained about a global network of women working on CC/DRR transferred knowledge about adaptation and responsive practices reflecting on the similarities and differences to their own living experiences to those of others. This newly found solidarity indicated to them that they are not alone but embedded in a global movement of empowered women.

The relevance of GRACC is strong in a Vanuatu context. The now common periods of drought and floods continue to have devastating emotional, financial and health-related effects. By directly linking CC/DRR and gender equality, GRACC directly supports the broader commitment to these strategies providing a good model for the country to document as progress on their country sustainable development agenda. Developing safe spaces for women to voice their concerns, build CC/DRR knowledge, build influencing and advocacy skills was a major mechanisms to build capacity of the women by transferring power and knowledge, sometimes centralized in the capitol, to local actors who can act more nimbly and adapt project deliverables based on the local context.

Although the biggest impact from GRACC has been on women leaders and their communities through their increased resilience and preparedness, another considerable impact was on the village level by increasing their awareness about the role that women can play in CC/DRR. Moreover, government officials at national level described recognised the work of women leaders in building resilience in their region and appreciated that some were had participated in global activities which linked their region to a national and global agenda.

Evidence indicates that the benefits of the GRACC program will extend beyond current funding. Women leaders are empowered and connected, government officials and chiefs at the local level recognize the contributions and resources the women leaders can provide to enable communities to be informed on how to adapt, prepare and be more resilient.

5. Conclusion

This evaluation concludes that the GRACC project, funded under the Gender Action Platform through DFAT, was *effective* and it has successfully achieved its three outcomes of increasing women's capacity and knowledge to respond to CC/DRR; take collective action in national and international policy, planning and decision making on CC/DRR and raised their voices and leadership through the establishment of gender responsive framework. The project approach has resulted in a localised gender responsive humanitarian action with a specific goal of strengthening Vanuatu women's leadership in climate change, developing gender responsive humanitarian and protection responses. CC/ DRR is an entry point for promoting gender equality and climate change and DRR is framed through the lens of equality and human rights and the recognition that the ability of communities to mitigate and adapt to the negative consequences of climate change and disaster risks are shaped by many factors. Women leaders understand resilience as a continuum and interlinked with ongoing development issues such as access to reliable water, health and livelihoods. Women leaders confirmed that their voices are being heard and feel empowered to advocate as community leaders at local national and international levels with an increased comfort in speaking in public to represent other women's needs and priorities. However, women leaders also identify that they continue to face cultural barriers to their expanding

¹¹ GRACC Global Framework

leadership and advocacy roles due to the cultural norms that render women invisible in decision making processes.

The evaluation confirms that the GRACC project has contributed to *women's empowerment* through increased knowledge of CC/DRR; valuing traditional knowledge that women hold in relation to climate change; increased capacity and knowledge to prepare for and respond to gender related risks of climate change and related crises. Women can describe, explain, disseminate and implement CC/DRR knowledge that helps them and their communities prepare and be more resilient. Women taskforce leaders and some local women received capacity building under the GRACC project regarding hazard mapping, scenario-based disaster planning, vulnerability assessment, early warning, weather tracking and recovery and resilience in disasters. All women leaders have identified that they have been empowered to work on CC/DRR issues. Key signs of empowerment that were identified include being able to speak out in public places, articulating women's needs, knowing and utilising their "rights as women", increased confidence as leaders, ability to collectively identify and to voice their needs in relation to CC/DRR and other matters. They identified increased understanding of advocacy and influencing and feeling empowered with their individual and collective agency and the ability to make meaningful, resilient choices for themselves and their communities, especially at the local level. The global activities of PLE and GRA broadened women's knowledge and shifted their thinking. Women's peer learning, local, national and international networking of women has enabled a strong sense of agency, enhanced awareness of policy and global platforms, increased confidence to influence policy, take collective action and affirming women's leadership.

The GRACC project activities were *relevant* in meeting project objectives, as identified by the beneficiaries, i.e. women leaders. The centrality of women-led approaches, support to articulate and express the needs and priorities of women, capacity building (skills and knowledge) and enabled influencing and advocacy capacity. Relevant capacity building training and development was provided to support women leaders to respond to CC/DRR planning, preparedness and resilience. Relevant activities, as identified by all women leaders, were undertaken to strengthen women to become aware of policy, government, budgeting, human rights and advocacy to influence policy and decision making. Women had gained extensive new capacity and knowledge about CC/DRR and could describe, explain, disseminate and implement CC/DRR strategies. They identified that they were more prepared and resilient at household and community level. All women leaders expressed the need for further capacity building on formal systems and influencing skills such as advocacy, negotiation, lobbying to change policy, programs or funding and saw this as the critical in the next stage of WITTT activities. Specific training in 'soft skills' such as speaking to the media, writing media releases, writing petitions and policy responses and public speaking was also identified as a need.

The evaluation notes that achieving impact on major transformative agendas is multi-dimensional and takes time. The GRACC project, although only implemented for two years, has had major impacts. The *impact* from the GRACC project includes development of capacity and skills CC/DRR of 47 women leaders, empowerment of young women through Women's Wetem Weta, bringing to the fore women's voices and having this recognised at the national level, the emerging attitudinal change of chiefs, gaining support and resources (e.g. land) from the council of chiefs, and initiatives towards CC/DRR resilience (e.g. addressing loss of income and access to markets, women's enterprises and market). Most of the key informants have identified that they are in the early stages of a major agenda for change, accompanied by many intersecting challenges of geography, cultural norms, male dominated decision-making processes, gendered societal relationships and economic barriers. Women leaders were optimistic and identified that attitudes about women's expanding roles are changing slowly. New understanding about the capacity for women leadership in CC/DRR work is shifting positively and seen as beneficial to their communities. The impact of the project has been the collective organising of women, to raise women's needs and demands at different levels including the development of a Women's Charter of Demands; increased awareness and knowledge about mechanisms to participate in influencing; increased confidence levels to participate in representation of their needs and advocacy, and increased confidence by women in their own leadership. Women leaders have forged strong solidarity and being seen as trusted leaders that have developed safe spaces for women to come together and voice their concerns.

The evaluation also found significant constraints and challenges to achieving change at national and international levels. Women leaders are keen to increase influencing activity, build their leadership skills and have identified the need for support and capacity building in undertaking strategic work, identifying the need for more capacity strengthening in the areas of policy, government frameworks, influencing, negotiating and lobbying. Two additional issues emerged as constraints on women's capacity to influence. Issues of transport and distance as women are located in different islands and cannot travel. Meeting facilities are scant, and women voiced that they do not have physical spaces to meet and organise.

The GRACC project has facilitated women's long-lasting engagement with decision making and influencing. Indication from interviews with women leaders and other stakeholders is that the empowerment and social capital that has been developed through the GRACC project will contribute to *sustainability* and impact beyond GRACC. The women have a new understanding where they envisage themselves as leaders, stewards and trainers of CC/DRR adaptation for their communities bolstered by legal and human rights to do so. Strong networks and partnerships have been built locally, nationally and globally, to enable collective action. By directly linking CC/DRR and gender equality, GRACC directly supports the broader commitment to these strategies providing a good model for the country to document as progress on their country sustainable development agenda. Developing safe spaces for women to voice their concerns, enhancing CC/DRR knowledge, developing influencing and advocacy skills were ways to build capacity of the women by transferring power and knowledge. GRACC has espoused a transformative change agenda which aims to alter gender relations by demonstrating diverse women's capability and leadership for the benefit of the whole community, building CC/DRR resilience and adaptation. Evidence indicates that the benefits of the GRACC project will extend beyond current funding. Women leaders are empowered and connected, government officials and chiefs at the local level recognize the contributions and resources the women leaders can provide to enable communities to be informed on how to adapt, prepare and be more resilient. Despite the relatively short implementation period, it is clear that a strong foundation and impact has been made in women leader's lives and has begun to create a leadership role for them in influencing decision-making at local, national international levels. The project's HRBA approach has increased gender-responsive knowledge in all key informants involved in GRACC raising women's capacity to advocate for their rights and the rights of other marginalised voices within their political system while contributing to a global agenda.

6. Key Recommendations

- ◆ That AAA and AAV continue to facilitate WITTT to strengthen the approach of bridging between CC/DRR resilience work and longer-term sustainability goals.
- ◆ AAA/AAV identify ways to strengthen and support women-led livelihood alternatives.
- ◆ AAV and AAA support the strengthening of the institutional capacity of WITTT. This includes reviewing current governance structure and putting in place mechanisms for coordination, communication and reporting that align to nationally recognized systems. Consideration be given the building of a federated WITTT alliance that is formally constituted.
- ◆ AAA identify resources to enable organisation of women leaders, in recognition of the challenges of transport and mobilising across islands, including realistic logistics budgets and investment in technology solutions.
- ◆ Using the Women's Charter of Demands as a foundation, WITTT support women leaders in the development of strategic 3-5-year plan, identifying priority action plans for scales of influence (e.g. local, provincial, national, international and target policies and departments), key opportunities for influence, engagement strategies to enlist critical partners/allies and appropriate communication to different audiences.
- ◆ Provide further capacity building for women leaders in policy, governance, influencing, negotiation and advocacy to enhance the knowledge and skills of WC to impact policy change and decision making.
- ◆ AAA, AAV and WITTT seek funding for a multipurpose centre.
- ◆ Explore options for ongoing engagement and peer exchanges for women in the GRACC sites, PLE and GRA.
- ◆ Support the development of resources and educational material (with pictures) from training programs and global learning events, to enable women leaders to share information effectively with other women.
- ◆ AAV to consider the development of a communication and promotion strategy to profile the work of women leaders, identifying the benefits, opportunities and risk management strategies. Consideration be given to what is to be promoted, key messages and when to stay under the radar.

Annexes

ANNEX 1: EVALUATION CRITERIA AND KEY EVALUATION QUESTIONS

Evaluation Objectives and Criteria

The main objectives of the evaluation are:

- To review the effectiveness, efficiency, relevance, sustainability and impact of the project by reviewing the project outcomes achieved as a result of project outputs and project approach.

To assess the project achievements, strengths, weaknesses and implementation constraints with a view to identifying any lessons and good practice that can be incorporated into future ActionAid programming and shared in the sector.

The evaluation criteria and questions for each country level report will be decided in a consultative manner with the teams at the country level and with input from the Evaluation Working Group and as part of the participatory approach of the evaluation. It is envisaged that there will be some common questions across countries while still trying to reflect the unique context of each location.

For the global report the following evaluation criteria and questions should serve as a guide for the evaluation and will be refined in the inception report.

a. Women's Empowerment

- How has the capacity of women been built to advocate in global spaces?
- How have women's leadership capabilities been strengthened?
- How have women been empowered to work in solidarity at the global level on climate change issues

b. Relevance

- How relevant were the activities at the global level in helping women speak up and become leaders in climate change enhancing women's decision-making capabilities?
- How relevant was the partnership approach across multiple actors (INGO, National NGOs, local partners and Research Institute) in empowering women?

c. Effectiveness

- Were the project outcomes achieved?
- How effective were the international events in empowering women to take collective action in preparing for and responding to climate change and related crises?
- How relevant and effective was the support given to women through the learning exchange and the grassroots academy?
- How has the gender-responsive framework enhanced women's voices and leadership in climate change, peace and security?

d. Efficiency

- Do the project activities represent value-for-money for women at the grassroots affected by climate change?
- How well have the inputs (funds, people, material and time) been put to use to produce the intended results?
- How well has the project been managed in terms of quality of accountability, documentation, communication, partnerships, work planning and resource management in order to meet the project outcomes for women?

e. Impact

- What, if any, has been the impact of project activities on policy, planning at the global level and women involved in decision-making?
- What was the impact, both positive and negative for women, who were engaged in international events and advocacy spaces? Were there any unforeseen impacts?

f. Sustainability

- How has the project facilitated women's long-lasting impact and engagement in policy and decision making?
- What signs are there that women will continue to use their local knowledge to be leaders in climate change space at the global level?
- What networks and solidarity have been built across countries by women? (AAA Project Evaluation Call for Proposals Document, pp. 3-5)

Country Key Evaluation Questions

- 1.1 How have women participants become more resilient to climate change risks?
- 1.2 How have women become empowered to take action in relation to CC/DRR and their concerns being heard?
- 1.3 How has the levels of awareness about CC increased?
- 1.4 Have women's voices, concerns and representation increased in relation to CC/DRR processes?
- 1.5 How has the capacity of women for participation in CC/DRR planning and mitigation changed?
- 1.6 How has the capacity for women-led preparedness and resilience planning improved?
- 1.7 What attitudinal change has occurred about gender impacts of CC at local/regional decision makers?
- 2.1 What actions/activities have been undertaken to influence national or international policy?
- 2.2 How have national or international policy changed?
- 2.3 What have women learnt during the Peer Learning Exchange (PLE) and Grassroots Academy (GRA)?
- 2.4 What was the impact of engaging with women from other parts of the country/world?
- 2.5 What were the constraints on taking collective action to influence policy, planning and decision making on climate change and related crises?
- 2.6 What degree of success do they feel they have had in influencing policy change and having women's concerns heard in decision making processes?
- 3.1 What has been the impact of learning and sharing activities on knowledge transfer, preparedness, resilience, leadership and advocacy e.g. peer learning exchange (PLE), grassroots academy (GRA)?
- 3.2 How has women's leadership capabilities been strengthened to work at different scales?
- 3.3 What has been the impact of the Global Learning Exchange (Indonesia) and Grassroots Academy (Switzerland)?
- 3.4 How has good practice knowledge been transferred?
- 3.5 What frameworks have been established to ensure women's voices are heard?
- 3.6 What is the nature of women's leadership in their country contexts?

Evaluation Criteria	Key Evaluation Questions
Relevance	1.1, 1.2, 1.5, 2.3, 3.1 3.6
Effectiveness	1.2, 1.3, 1.5, 2.1, 2.4, 2.5, 3.2
Impact	1.1, 1.4, 1.5, 1.6, 2.2, 2.6, 3.3,
Efficiency	1.3, 1.5, 2.3, 3.1, 3.4,
Sustainability	1.2, 1.6, 1.7, 2.3, 3.1, 3.5

ANNEX 2: KEY INFORMANT INTERVIEWS

Table 3: Key Informant Interviews

Stakeholders	Type of Engagement	Number
Women Taskforce Leaders	Interview-(Tanna, Erromango, Eton)	18 F
Women Taskforce Leaders	Focus Group (Tanna, Erromango, Eton)	25 F
Women Mixed-3 sites	Focus Group x 3	52 F
Women Other Islands	Interview	2 F
Women with Disabilities	Interview	2 F
Men	Interview	5 M
Men	Focus Group x 2	31 M
Other Stakeholders	Interviews	2 F
	– Wetem Weta Consultant	2 M
	– NDMO	
	– Save the Children	
	– Disaster Ready Project Shared Services	
AAV/A staff	Interviews	3 F
TOTAL PRIMARY DATA SOURCES		142: 104 F & 38 M
SECONDARY DATA via formal, informal discussions and observations	National Women's Convening	60 F & 4 M
	Wetem Weta Training	14 F
	Tanna WITTT Women's Gathering	126 F
	Rights Based Training	12 F
	Eton Young Women	5 F
TOTAL SECONDARY DATA SOURCES		221: 217 F & 4 M

Table 4: Capacity Building Meetings/Workshops

Workshops	Activity	No of Participants
AAV staff	Inception Meeting	3
Capacity Building for Women	Human Rights Based approaches	14
Training for AAV staff	ISE4GEMS training for AAV Staff	3
Preliminary Findings	Presentation to AAV staff	3

ANNEX 3: EVALUATION INSTRUMENTS and GUIDING QUESTIONS

Women's Individual and Focus Group Interview Questions

- How were you recruited for this project? When did you join this project?
 - Are there other women in your community who would like to have the same access to the program/training? Why/Why not?
- How aware are you of CC/DRR or programs in your community?
Not Aware Slightly Aware Moderately Aware Very Much Aware Highly Aware
- How would you describe the GRACC project to a friend?
- Has changed for you personally about your ability to influence change in your community?
- Has decision making in your household changed since you became a WC? (Probes e.g. money, assets, DRR, household management)
- What was your level of awareness and knowledge about climate change before the project started?
1 Nothing 2 Low 3 Medium 4 High 5 Very High
- What is your level of awareness and knowledge now? Why?
1 Nothing 2 Low 3 Medium 4 High 5 Very High
- How do men in your community feel about women's increased decision-making because of CC/DRR?

9. Do individuals in your community seek your opinion/help, advice of CC/DRR or other matters? Did this happen before becoming a WC (who seeks advice, why, why not others such as Village Chief, is she able to respond?)
10. How do women feel about women's increased decision-making because of CC/DRR?
11. What is the extent of your involvement in CC/DRR activities?
 - a. What were the activities?
 - b. Were you involved before the project?
 - c. What is your involvement/role now?
 - d. Have you been in informal or formal roles?
12. What changes have you help implement in your community because of your involvement with GRACC?
13. What impacts does climate change on income generation?
 - a. Are the impacts different for men and women?
 - b. Has the GRAAC project helped to mitigate those.
14. Has being a WC impacted on your capacity to generate income? (unintended consequences)
15. The highlight of being of being a WC
16. What would help build your resilience for income generation in the long term?
17. How did these activities change your perception on your leadership abilities?
18. To what extent are you more confident more to leadership roles in CC/DRR
19. How has your awareness of policy and processes increased because of this project?
20. Have you had opportunity to influence and advocate for women's concerns beyond CC/DRR?
21. Has your confidence increased to advocate to leaders about CC/DRR?
22. What specific skills and capacities have you developed because of this project?
23. What topics would you like to learn more about to feel confident in responding to CC/DRR?
24. What challenges remain in your community for women to continue to be leaders in CC/DRR?

Staff Focus Group Questions

1. Can you describe the project and its effects for the women you work with/in this community?
2. In your view, what did the program achieve?
3. In your view, what were barriers that prevented the program from being effective/more effective? How did you respond?
4. What are the benefits to your community/agency of women's participation in CC/DRR leadership and action?
5. What are the benefits to women of their increased participation?
6. In your view, is there resistance to women's participation?
7. Where there any unintended impacts/outcomes (positive or negative) during the program?
8. Impact of local policy?
9. Women's charter? Did all the WC get a chance to have their voices heard?
10. Describe the capacity development that occurred
11. what other type of capacity building do you think would be helpful to support GRACC?
12. Can you describe the learning of staff involved in the delivery of the program?

Global Team Interview Questions

1. Please describe the GRACC program and your organisation's role.
2. What were the anticipated outcomes from your organization's participation? An example of an impact beyond participation?
3. Why was it important to share good practices and innovations across countries among community women?
4. Was the peer learning exchanges (Indonesia) achieve the anticipated outcomes?
 - a. What were the indicators that showed this?
 - b. Where there any unintended impacts/outcomes (positive or negative) during the program?
 - c. What would you have done differently?
5. Did the Grassroots Women's Academy (Switzerland) academy achieve the anticipated outcomes?
 - a. What were the indicators that showed this?
 - b. Where there any unintended impacts/outcomes (positive or negative) during the program?
 - c. What would you have done differently?
6. How were participants needs assessments assessed prior to each activity?

7. What differences did they observe between the learning exchange learning and the grassroots?
8. What did the post training evaluation of workshop indicate? ·
9. Has the GR framework been completed? Where can it be accessed?
 - a. Who contributed to its development?
 - b. How or when will it be launched?
 - c. If already launched, how was it received?
 - d. How will it be used?
10. From your experience on this project, what have you learned about the intersections on gender equality, the environment and marginalized voices that are engaged in the program?
11. What are the benefits to women of their increased participation in their communities, regionally and globally?
12. In your view, what were barriers that prevented the program from being effective/more effective? How did you respond?
13. What resources were made available to women to take back to their countries to share with others.

WC Husband/Men Focus Group Questions

- 1) When did you first hear about climate change and its impact on the weather patterns in your commune?
- 2) How has CC impacted your life?
- 3) Do you think that CC affects men and women differently? (Why/why not and how?)
- 4) Can you describe the impact of the GRACC program the women in your family (i.e. wife, daughter, sister) who participated?
- 5) Did you have any concerns about the participation of your wife/daughter/sister in GRACC program, why/why not?
- 6) In your view, what were the negative and positive outcomes from the project?
- 7) What knowledge and skills did the women gain? Was their learning about CC/DRR shared with you and your family members?
- 8) In your view, what are the benefits to broader community of women's participation and leadership?
- 9) In your view, is there resistance in the broader community to women's participation and leadership?
- 10) What would you suggest for the future phases of this project?

ANNEX 4: REFERENCES

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Front cover: Communities in Baringo lead flood response. Photo: ActionAid.

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