



**SECRETARIAT OF THE PACIFIC REGIONAL
ENVIRONMENT PROGRAMME
(SPREP)**

**GENDER EQUALITY AND SOCIAL INCLUSION
POLICY**

JANUARY 2026

Distribution List and Document Version Control

I hereby approve the Gender Equality and Social Inclusion Policy for SPREP to come into effect on 1 January 2026.

This Policy will strengthen and further support SPREP’s commitment to the integration of gender and social inclusion within and across SPREP Programmes, projects, activities and operations.

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Sefanaia Nawadra
Director General

This table tracks all revisions and updates to this policy from time to time. It attempts to capture the date of when the policy and procedures manual has been reviewed and updated together with the official designation and signature of the Director General or proxy for approval. A rationale and summary of the changes that are made to this policy should be provided in a separate form and attached as an “Addendum”.

Policy and Procedures Manual Reviewed and Updated			
Date	Designation	Signature	Addendum Number

Document Management Information Page

Document title	SPREP GENDER EQUALITY AND SOCIAL INCLUSION POLICY
Document number	POLICY/SPPRD/2025/001-1
Effective date	January 2026
Mandatory review date	January 2029
Responsible business owner	Strategic Planning, Partnerships and Resource Mobilisation Department (SPPRD)
Responsible manager	Gender Adviser, SPPRD
Document summary	SPREP is committed to promoting gender equity and equality, human rights and social inclusion. This means we identify risks and implement safeguards throughout all stages of the project or programme cycle. It ensures proactive approaches and a safeguarding culture in relation to GESI by all SPREP staff, contractors and stakeholders.
Document replaces	This policy will replace the SPREP Gender Policy 2016
Topics covered	Gender Equity and Equality and Social Inclusion
Corporate risk area	Organisational safeguarding and risk management
Supporting documents	GESI Policy Implementation Guide Policy results framework and implementation plan with associated checklists and tools. References to training materials, guidance, and links to further information to apply the SPREP GESI policy in practice.
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List of Acronyms

CROP	Council of Regional Organisations in the Pacific
ESSMS	Environmental and Social Safeguard Management System
GBV	Gender-based violence
GESI	Gender Equality and Social Inclusion
GEIM	Gender Equality, Inclusion, Mainstreaming (Group)
GTK	Gendered Traditional Knowledge
SPREP	Secretariat of the Pacific Regional Environment Programme
UN	United Nations

1. Purpose

1.1 The purpose of this Policy is to ensure SPREP consistently integrate and apply the principles of gender equality, human rights and empowerment of women, girls, persons with disabilities, other disadvantaged groups or people in vulnerable situations in its policies, programmes, projects, processes, and operations.

2. Policy Statement

2.1 SPREP's Organisational Values and Code of Conduct emphasise the importance of promoting human rights, equality, and a fair distribution of power and resources among all individuals, regardless of gender. This policy outlines SPREP's commitment to gender equality and provides a common framework to guide, coordinate, monitor, and account for all efforts and investments aimed at achieving gender equality. It seeks to empower all women and girls, as well as persons with disabilities and other disadvantaged individuals or those in vulnerable situations.

2.2 SPREP is committed to upholding the rights of persons with disabilities, focusing on accessibility, reasonable accommodation and non-discrimination in our work.¹ SPREP will specifically assess the risks and actions to be taken to mitigate those risks for persons with disabilities in programmes and activities.

2.3 Gender identity is a dimension of social inclusion and is one of a person's fundamental human rights. SPREP engages with women and girls, men and boys in all their diversity as partners, stakeholders and beneficiaries on a project or programme basis (i.e. appropriate to context). SPREP is committed to ensuring that all people have opportunities and resources to participate in programmes and activities safely and equally. Social inclusion requires affirmative measures to facilitate active participation that experience or are at risk of exclusion from

¹ 'Reasonable accommodation' means necessary and appropriate modification and accommodation adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms. 'Universal design' means the design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. 'Universal design' shall not exclude assistive devices for particular groups of persons with disabilities where this is needed. Convention on the Rights of Persons with Disabilities (2006), Article 2 – Definitions. See [Convention on the Rights of Persons with Disabilities | OHCHR](#).

programmes and activities including and not limited to children, youth, persons with disabilities, people with health conditions, elderly, people living in poverty, homeless people, displaced people, ethnic minorities, indigenous people, non-citizens, literacy ability in SPREP programmes and activities.

3. Policy Objectives

3.1 The objectives of this Policy are to:

- (i) Ensure SPREP's institutional environment supports and sustains gender equality and social inclusion and the empowerment of women and girls; and
- (ii) Integrate gender equality and social inclusion principles and support the empowerment of women and girls in SPREP programmes and projects for Members at the local, provincial, national, and regional levels.

4. Scope and Application

4.1 This Policy applies to all policies, processes, systems, programmes, projects, and all activities of SPREP. It also applies to everyone engaged by and with SPREP, which includes staff, contractors, grantees, consultants, suppliers, volunteers, researchers, delivery partners, executing entities, and collaborative partners, i.e. there are no exclusions from this policy application.

5. Guiding Principles

5.1 There are six core principles which underpin the commitment of SPREP to gender equality and the empowerment of women and girls and social inclusion that are dimensions of SPREP's commitment to safeguarding and risk mitigation in all programmes and activities. These principles are reflected in SPREP's core values and code of conduct.

Table 1: SPREP's Guiding Principles for GESI

Principle	What it means for SPREP
a) Human Rights	<ul style="list-style-type: none"> • SPREP recognises the centrality of human rights to sustainable development and ensuring fair distribution of development opportunities and benefits. • SPREP shall refrain from providing support for activities that may contribute to violations of a State's human rights obligations and the core international human rights treaties and seek to support the protection and fulfilment of human rights. • SPREP projects will not exacerbate existing inequalities, particularly with reference to marginalised groups or people in vulnerable situations. • SPREP project design includes an assessment of human rights impacts.
b) Mainstreaming	<ul style="list-style-type: none"> • SPREP will integrate actions to advance gender equality, human rights and social inclusion and empowerment at both the project and organisational levels. • SPREP Governance and Operations teams will integrate GESI in governance and operational policies, systems, processes, and procedures to identify key areas for strengthening.

c) Participatory and Inclusive	<ul style="list-style-type: none"> • An inclusive approach will ensure the most vulnerable situations and communities and marginalised groups are included and benefit from SPREP's work. • The policy ensures consideration be given to the diverse make up of households and family structures, paying attention to those often more vulnerable households including unmarried, child-headed, and female headed households, single-person households, and households with persons with disability. • This policy is inclusive of all persons, regardless of age, sexual orientation, gender identity, disability status, religion, ethnicity, socioeconomic status, geographic area, or migratory status. • The policy promotes a twin-track approach that combines GESI mainstreaming with targeted interventions designed for specific groups of people. • Ensuring representation of both youth and elders in consultation processes, recognising the importance of intergenerational dialogue and leadership. • Participatory planning tools, inclusive facilitation guidelines, and culturally relevant engagement protocols will be developed and used across projects to support GESI implementation and traditional knowledge aspects.
d) Collaborative Partnerships	<ul style="list-style-type: none"> • SPREP recognises the importance of collaborating with partners including SPREP Members, to ensure that efforts to address gender equality, disability, and social inclusion are coordinated and aligned with relevant regional and international commitments, fit for purpose; effectively implemented; and reflective of country priorities and local contexts. • SPREP Partners may include SPREP Members, CROP agencies, UN agencies, donors and development partners, civil society organisations, non-government organisations, foundations and philanthropies, professional organisations, and the private sector, including women led businesses. • SPREP will ensure that all its partnerships adopt and integrate gender equality and social inclusion as core values in partnership activities.
e) Continuous Learning and Improvement	<ul style="list-style-type: none"> • SPREP GEIM Group will work actively to learn from the successes and failures and distil, showcase, and circulate within the organisation and Members good practice(s) on gender integration across SPREP's environmental and climate change portfolio. • SPREP GESI network learning events and knowledge sharing is party of this policy implementation.
f) Accountability and Transparency	<ul style="list-style-type: none"> • Promoting GESI is the shared responsibility and collective commitment of all SPREP staff, Members, and Partners. • SPREP will uphold the principles of accountability and the rule of law, participation and inclusion, and equality and non-discrimination. • SPREP will ensure the meaningful, effective, and informed participation of all stakeholders in the formulation, implementation, monitoring, and evaluation of its activities.

	<ul style="list-style-type: none"> • Key information relating to SPREP's Gender equality and social inclusion policy will be shared and communicated in a transparent manner. • Internally, SPREP Senior Leadership Team, programme staff, project managers, and all staff will be held accountable for implementing this policy by defining and measuring concrete quantitative and qualitative results.
g) Traditional and Local Knowledge	<ul style="list-style-type: none"> • SPREP values the intergenerational wisdom, community driven solutions and gendered roles in natural resource and biodiversity management. Gender equality must acknowledge the role of women, elders, and indigenous knowledge holders in maintaining a balanced ecosystem.

6. Definitions

6.1 The following terms are used widely across this policy. The definitions are from SPREP policies and United Nations frameworks.

a) Gender	Refers to the socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women and the relations between men and women, boys and girls, in all their diversity, as well as relations between women and those between men. While sex refers to the biological and physiological differences between males and females, gender refers to the socially constructed roles, behaviours, and expectations that are associated with being male or female in a given society.
b) Sex	Refers to the biological characteristics of an individual, typically assigned at birth based on physical attributes such as genitalia, chromosomes, and hormones. In most societies, sex is binary, and individuals are typically classified as male or female based on these characteristics. However, some people are born with intersex traits, which means that their biological sex characteristics do not fit typical male or female classifications (adapted from Gender Equity Unit).
c) Persons with Disabilities	“Persons with disabilities include those who have long-term physical, mental, intellectual, or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others” (Convention on the Rights of Persons with Disabilities). When combined with these impairments, barriers that exist in society can hinder effective participation in society. In sum, Impairment + barriers = disability . Disability is an outcome of interactions between health conditions (such as diabetes, depression or lung disease), and environmental factors (such as inaccessible transportation, limited social support or air pollution). Mental and physical impairments range in severity, from minor to severe. The experience of disability over the life-course is a universal human experience since everyone will experience some limitation in bodily or mental function at some point.

d) Gender Equality	The concept that all women and men, girls and boys have equal conditions, treatment, and opportunities for realizing their full potential, human rights and dignity, and for contributing to (and benefiting from) economic, social, cultural, and political development. Gender equality is, therefore, the equal valuing by society of the similarities and the differences of all men, boys, women and girls and the roles they play.
e) Gender Equity	The process of being fair to men and women, boys, and girls, in all their diversity and importantly the equality of outcomes and results. Gender equity may involve the use of temporary special measures to compensate for historical or systemic bias or discrimination. It refers to differential treatment that is fair and positively addresses a bias or disadvantage that is due to gender roles or norms or differences between the sexes.
f) Gender Stereotypes	Preconceived ideas or expectations about the roles, behaviours, or attributes of men, women, and people of other genders, based on societal norms and expectations. Gender stereotypes are widely held beliefs and assumptions about the characteristics, behaviours, roles, and abilities of women and men, and people of diverse genders. These stereotypes are often based on societal and cultural norms and expectations and can be perpetuated through media, education, and other social institutions.
g) In all their diversity	Refers to acknowledging, respecting, and valuing individual differences such as gender, age, nationality, race, ethnicity, ability, sexual orientation, socio-economic status, religious beliefs, political beliefs, or other ideologies (adapted from UNICEF). The term is used in the revitalised Pacific Leaders Gender Equality Declaration and the Pacific Platform for Action on Gender Equality and Women's Human Rights 2018-2030. See also 14th Triennial Conference of Pacific Women and the 7th Meeting of Pacific Ministers for Women (2021) Outcomes and Recommendations clarification of the usage of this term.
h) Gender Mainstreaming	Gender mainstreaming is 'the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.' (UN ECOSOC)
i) Social Inclusion	Social inclusion is defined as the process of improving the terms of participation in society for people who are disadvantaged on the basis of age, sex, disability, race, ethnicity, origin, sexual orientation, gender identity, marital status, religion, or economic or other status, through enhanced opportunities, access to resources, voice and respect for rights. Social inclusion is multi-dimensional and affects various life domains: economic, political, cultural, social. It

	<p>promotes equal access to (public) services by removing barriers as well as enabling citizen's participation in the decision-making processes that affect their lives (UN definition).</p> <p>SPREP acknowledges that social inclusion also encompasses cultural belonging and identity, including traditional rules and obligations in community structures.</p>
j) Gendered Traditional Knowledge (GTK)	<p>Knowledge, practices and beliefs passed down through generations within a community, often orally and through observation, that contribute to environmental stewardship, sustainable resource management and cultural identity. GTK acknowledges the unique practices that different genders (women, men and diverse individuals) possess within a specific cultural or community context and how this knowledge has society and the environments. (SPREP)</p>
k) Human Rights-Based Approach	<p>Article 1 of the Universal Declaration of Human Rights states "All human beings are born free and equal in dignity and rights." These universal human rights are inherent to everyone, without discrimination, regardless of nationality, sex, national or ethnic origin, religion, language, or any other status (from the Office of the High Commissioner for Human Rights).</p> <p>It is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. It seeks to analyse inequalities which lie at the heart of development problems and redress discriminatory practices and unjust distributions of power that impede development progress and often result in groups of people being left behind (www.unsdg.un.org).</p>
l) Empowerment of Women and Girls	<p>The empowerment of women and girls is the process of giving women and girls the power and control to make their own choices and influence social change and is a critical aspect of achieving gender equality. Women and girls should have equal capabilities and equal access to resources and opportunities, as well as the agency to use these rights, capabilities, resources and opportunities to make choices and decisions.</p>
m) Gender Equality and Culture	<p>This Policy adopts the Pacific Regional Culture Strategy holistic approach to culture in its aims to capture both sustainable development aspirations as well as safeguarding and protective interests. This purposefully emphasises the multiple roles that culture plays as a vector, enabler, driver and catalyst of sustainable development in achieving social, economic and environmental sustainability. The empowerment of women and girls and the realisation of their human rights is a catalyst for culture-inclusive sustainable development through respecting gendered cultural roles and supporting harnessing the power of culture for sustainable development through family, clan and communal processes that emphasise social relations, reciprocity and interdependence in working towards a common goal and social cohesion. Gender and culture take into account the gendered importance of traditional</p>

knowledge and leadership of natural heritage environments in maintaining balanced ecosystems, food security, biodiversity and dealing with climate change impacts.

See also SPREP Environmental and Social Management System Safeguard 9 (Indigenous Peoples) and Safeguard 10 (Cultural Heritage).

7. Implementation Plan

7.1 This policy contains mandatory requirements in all areas of the SPREP programming, project cycle, MEL and reporting systems and across all SPREP operations to ensure that GESI is fully and visibly mainstreamed across all outcome areas. The GESI Policy Implementation Guidelines provide supporting information including a detailed annual Implementation Plan endorsed by GEIM, aligned with:

Strategy	Minimum Activities
a) Gender Adviser responsible for operationalising the GESI Policy	<ul style="list-style-type: none"> • Develop, operationalise and report on implementation of the annual GESI Policy work plan. • Provide technical assistance and support to the GEIM Group and all SPREP staff. • Coordinate annual review of GESI Policy and updates if required to the Policy and/or the Implementation Guidelines. • Coordinate and facilitate integrating GESI into SPREP project and programme design and delivery. • Actively participate in SPREP processes that provide opportunities to progress gender equality and social inclusion, including the Environmental and Social Screening Committee, the Project Review and Monitoring Group Technical Working Group as well as policy and strategy reviews and/or development. • Coordinate with GEIM Group for GESI Policy implementation activities and support. • Focal point coordinating SPREP engagement in CROP agency groups and activities.
a) GEIM Group oversees and monitors GESI Policy implementation	<ul style="list-style-type: none"> • Review, endorse and monitor implementation of annual GESI Policy work plan. • Propose potential refinements of the GESI Policy and the Implementation Plan to the Gender Adviser during the annual review process and as needed. • GEIM meetings will occur at least three times a year, in person and with teleconferencing options. • Members serve as the point of contact for gender-related issues and will develop and implement a protocol and process for addressing informal and formal complaints made in the context of the GESI Policy. • Will be supported by the Gender Adviser, with involvement of other technical support as appropriate. • Lead SPREP internal GESI campaigns and advocacy, including International Women's Day; 16 Days of Activism and Thursdays in Black, with support from the SPREP Social Club as appropriate.

b) All women and men are active agents of change in SPREP projects and programs	<ul style="list-style-type: none"> • GESI Policy training sessions are regularly conducted for all staff including Induction training. • SPREP provides GESI-friendly and inclusive environments in all its work, including venue selection and additional services (such as transportation and care) to facilitate full and inclusive participation. • Project and program specific gender training and awareness identifies opportunities and challenges to ensure that activities provide equal opportunities for both women and men and that GESI is mainstreamed. • All Gender Analysis, Gender Actions Plans and like conducted by or for SPREP are reviewed by the Gender Adviser to ensure GESI-specific targeted analysis supports the systematic, substantive integration of GESI perspectives. • Gender Adviser facilitates staff use of training materials, conducts workshops and provides technical support and coaching for SPREP staff, leadership, and to wider groups, as appropriate, on GESI and related issues.
c) Enhancing GESI in SPREP Processes	<ul style="list-style-type: none"> • Gender Adviser monitors activities and reports to GEIM and the Executive on gender equality in SPREP's processes. • Human Resources provides annual 'gender report' on SPREP staff. • All staff strive for gender-balanced compositions of meeting chairpersons and panels etc. • Sex, age and disability disaggregated data collection and reporting integrated across all activities. • Gender Adviser leads on informal processes to share best practices on gender issues across SPREP including through online platforms. • SPREP staff are actively participating and supporting GESI Policy implementation, awareness, advocacy campaigns and activities.

8. Roles and Responsibilities

8.1 Promoting the goals and objectives of the policy is the shared responsibility of all SPREP staff. The SPREP Senior Leadership Team, Managers and Team Leaders are expected to provide leadership in ensuring the policy is promoted and implemented within and across their respective teams and in all the activities of SPREP.

- a) **All SPREP staff** are responsible for ensuring the GESI Policy and its implementation are integrated into workplans and activities. Staff will be supported to use appropriate culturally sensitive, gender responsive and disability-inclusive engagement methodologies, especially during community consultations and during feedback sessions.
- b) **SPREP Gender Adviser** (reporting to Director Strategic Planning, Partnerships and Resource Mobilisation Department) will oversee the GESI Policy operationalisation. This includes coordinating the GEIM Group and providing technical advice, capacity strengthening and support to the Senior Leadership Team (SLT) and staff.
- c) **The Gender Equality Mainstreaming (GEIM) Group** act as Champions and advocates for GESI and women empowerment across the organisation. They are the focal point for coordinating regular reviews of the GESI policy and its implementation.

- d) **Directors, Managers and Heads of Units** are responsible for gender equity and equality considerations in SPREP workplace programmes, project design and deliverables, and initiatives including reporting on outcomes and progress achieved.
- e) **Senior Leadership Team (SLT)** provide support for the implementation of the Policy and champion gender equality and social inclusion internally and externally.
- f) **Executive** monitor the operationalisation of this policy and oversight of GEIM activities and results, overall accountability for all SPREP policy implementation.
- g) **SPREP Executing Entities and Delivery Partners** are responsible for ensuring the SPREP GESI Policy is integrated and applied in all SPREP funded activities and reported through regular reporting processes to SPREP.
- h) **SPREP Collaborating Partners** are responsible for ensuring GESI and the empowerment of women and girls is adopted integrated into joint activities with SPREP.
- i) **SPREP Contractors, Consultants, Suppliers and Service Providers** are responsible for ensuring goods and services produced and delivered are in accordance with the SPREP GESI Policy.

8.2 The implementation plan and associated MEL and reporting will be based on the following broad Responsibility Matrix that provides the high-level results framework for monitoring the integration of gender equality and the empowerment of women and girls and social inclusion into SPREP activities.

Table 2: SPREP GESI Policy Responsibility Matrix

Primary focus and contributions	Responsible for:
a) Donor Partners	<ul style="list-style-type: none"> • In addition to compliance with this policy, any additional contractual obligations for GESI from donors must be fulfilled. • Bilateral and multilateral partners funding and reporting in terms of quality funding and effectiveness of use. • Policies, strategies, legally binding commitments (e.g. OECD DAC).
b) SPREP Executive	<ul style="list-style-type: none"> • Provides oversight for the implementation of this policy including GEIM activities and results. • Submit reports on implementation to SPREP governing bodies and donor partners.
c) SPREP Senior Leadership Team	<ul style="list-style-type: none"> • Whole of SPREP and ONE SPREP implementation of the GESI Policy. • Ensure GESI (gender equality, social inclusion) is prioritized as a cross-cutting theme across all SPREP work units and strategic priorities. • Internal and external advocacy for the use of rights and inclusive approaches, participatory assessment, and to ensure that the protection of children, women and persons affected by and/or at risk of all forms of gender-based violence are an integral and cross-cutting feature of all staff activities.
d) Gender Equality, Inclusion, Mainstreaming (GEIM) Group	<ul style="list-style-type: none"> • Socialize the contents of the SPREP GESI Policy, both internally and at member level to ensure that all stakeholders are aware of the Policy's existence and what it contains.

Primary focus and contributions	Responsible for:
	<ul style="list-style-type: none"> • Host relevant and topical events and other communication strategies (e.g. hosting webinars) to ensure all SPREP employees and focal points know what the commitments, standards and roles and responsibilities are that pertain to them and everyone else. • Promote and help facilitate the recommendations from GESI Policy reviews and evaluations as well as other project and program reviews and evaluations. • Identify SPREP projects/programmes that are having difficulties with compliance with targeted GESI actions, working with teams to develop a strategy for improvement and sharing any gaps or problems which have not been resolved.
e) CROP, Development Partners (Gender Coordination Group, Gender Technical Working Group)	<ul style="list-style-type: none"> • Promote and help facilitate the implementation of the SPREP GESI Policy. • Turn to SPREP as the resource to assist in providing technical capacity and support in ensuring the GESI commitments are realized in the focus areas of climate change, ecosystem and biodiversity protection; waste management and pollution control; and environmental governance. • Strengthen engagement and collaboration partners with regular information sharing, briefings, and exchange regarding obligations and commitments contained in the GESI policies.
f) GESI Work area (Strategic Planning, Partnerships and Resource Mobilisation Department) Projects/Programs with GESI Experts	<ul style="list-style-type: none"> • Practical guidance documents, tools etc and capacity strengthening programs to support GESI policy implementation. • Provide access to references and sources for GESI analysis (by sectors, Members). • Support sex, age and disability disaggregated data and analysis in Monitoring, Evaluation and Learning (MEL) systems. • Ensure consistency between needs identified in gender analysis findings with final prioritized action plans, position descriptions, deliverables and budgets etc. • Critically explore systems and ways to more accurately and timely track funding for gender equality.
g) SPREP GESI Network	<ul style="list-style-type: none"> • GESI focal point network established internally as a first step towards ensuring that GESI is consistently mainstreamed in the work of SPREP. • Identify priorities for implementation of SPREP GESI Policy.
h) SPREP Employees	<ul style="list-style-type: none"> • Use GESI analysis and sex, age and disability disaggregated data (SADDD) to specify and analyse different risks, needs, vulnerabilities and capacities of stakeholders and beneficiaries. • Use gender analysis and sex, age and disability disaggregated data in results reporting.

Primary focus and contributions	Responsible for:
	<ul style="list-style-type: none"> • Strengthen engagement and collaboration between SPREP employees with regular information sharing, briefings, and exchange regarding obligations and commitments contained in the GESI Policy. • Integrate GESI into project and programme planning and reflections processes. • Ensure stakeholders and beneficiaries understand SPREP responsibilities and their rights under this and other SPREP policies.

9. Related SPREP Policies and Procedures

9.1 This policy outlines the mandatory requirements for mainstreaming GESI throughout the SPREP project cycle and across its operations. This policy aligns with and extends other policies and procedures including:

- People's Strategy
- Environmental and Social Management System (ESMS) Volumes 1 & 2
- Child Protection Policy
- Anti-Discrimination and Harassment Policy
- Personal Data Policy
- Grant Mechanism Procedures
- Fraud Prevention and Whistleblower Protection Policy
- Risk Management Policy
- SPREP Project Cycle
- HIV-AIDS Policy & Guidelines
- Occupational Health & Safety Policy
- Partnership Engagement & Resource Mobilisation Strategy
- Procurement Policy and Procedure Manual
- SPREP Employee Grievance Policy and Procedures

10. Monitoring and Review

10.1 This Policy will be monitored through project and programme reports, the review of the annual implementation plan (as provided in Section 7), the Gender Adviser's workplan and performance, and associated progress towards intended results. Quarterly 'activity' level reporting will be consolidated into an annual results report that will include the implementation plan and intended results for the following 12 months, endorsed by the Executive.

10.2 This Policy will be reviewed every three years unless otherwise directed by the SPREP Director General or when necessary, under the direction of the GEIM Group.

11. Compliance

11.1 All SPREP activities are to be undertaken in compliance with the objectives, principles, roles and responsibilities set forth in this policy as well as related policies and procedures including the Code of Conduct, not limited to those in Section 9. Donor and development partner GESI policy (or equivalent policy or policies) requirements not included in this policy must be adhered to.