THE GENDER EQUALITY, DISABILITY AND SOCIAL INCLUSION (GEDSI) STRATEGY

TOWARDS AN INCLUSIVE, RESILIENT AND WEATHER READY BLUE PACIFIC

2025–2033

The Gender Equality, Disability and Social Inclusion (GEDSI) Strategy for Weather Ready Pacific will strengthen Weather Ready's role within SPREP as an Implementing Agency and/or Executing Agency in the region and ensure integration of gender equity, disability and social inclusion in the work of SPREP.

ACKNOWLEDGEMENTS

Acronyms and Abbreviations

CRPD	Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organisation
DRR	Disaster Risk Reduction
EW4ALL	Early Warning Systems for All
FRDP	Framework for Resilient Development in the Pacific
GEDSI	Gender Equality, Disability and Social Inclusion
HIV	Human Immunodeficiency Virus
ICT	Information and Communication Technology
MERL	Monitoring, Evaluation, Research and Learning
MHPSS	Mental Health and Psychosocial Support
NDMOS	National Disaster Management Offices
NMHSs	National Meteorological and Hydrological Services
OPDs	Organisations of Persons with Disabilities
PFRDP	Pacific Framework for the Rights of Persons with Disabilities
PLGED	Pacific Leaders Gender Equality Declaration
PLHIV	People Living with HIV
PPA	Pacific Platform for Action
PRS	Pacific Resilience Standards
PWD	Persons with Disabilities
SFM	Sustainable Forest Management
SPREP	Secretariat of the Pacific Regional Environment Programme.
SRHR	Sexual and Reproductive Health and Rights
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDRR	United Nations Office for Disaster Risk Reduction
UNFPA	United Nations Population Fund
UNICEF	United Nations Children›s Fund
WCAG	Web Content Accessibility Guidelines
WGSS	Washington Group Short Set
WHO	World Health Organization
WMO	World Meteorological Organisation
WRP	Weather Ready Pacific
WRPP	Weather Ready Pacific Programme

Definitions

The following terms are used widely across this strategy and have been largely adopted from the SPREP Gender Policy, which has also adopted the definitions from United Nations frameworks.

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.

Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context, as are other important criteria for socio-cultural analysis including class, race, poverty level, ethnic group, sexual orientation, age, etc. (*Source:* UN Women, OSAGI Gender Mainstreaming - Concepts and definitions)

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.

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.

Gender Analysis
Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situation or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.((*Source:* UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".)

Gender-based Violence (GBV)
GBV is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance (*Source:* UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".)

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.

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.
Gender Transformative	Gender is central to promoting gender equality and achieving positive development outcomes. Transforming unequal gender relations to promote shared power, control of resources, decision-making, and support for women's empowerment
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.
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)
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 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).
Human Rights-Based Approach	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).
Empowerment of Women and Girls	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.
Gender and Culture	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 custodianship 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 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).
Decision-making and participation	Women's participation in public life, specifically in the realm of public decision-making, is a key measure of the empowerment of women and a strategy for bringing about gender equality. (https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode&lang=en).

Preamble

March 2025, Nadi, Fiji. Participants of the Weather Ready Pacific Programme Regional Convening on Gender Equality, Disability and Social Inclusion (GEDSI), with H.E. Kamal Kishore (centre, garlanded), the Special Representative of the United Nations Secretary-General (SRSG) for Disaster Risk Reduction, and Head of the UNDRR.

The Weather Ready Pacific (WRP) Gender Equality, Disability and Social Inclusion (GEDSI) Strategy 2025–2033 establishes a comprehensive framework to ensure inclusive, equitable, and accessible weather and disaster preparedness services across Pacific Island communities. Recognising the compounded vulnerabilities of women, girls, persons with disabilities, youth, and marginalised groups, the strategy aims to foster a resilient and weather-ready Blue Pacific where no one is left behind.

Pacific Island communities face increasing threats from extreme weather, climate, and ocean events, which disproportionately affect vulnerable groups. These groups often experience exacerbated inequalities during crises, such as limited access to resources, higher unemployment, poorer health outcomes, and increased risks of violence. Climate change intensifies these vulnerabilities by increasing the frequency and severity of disasters and disrupting essential health and social services.

National Meteorological and Hydrological Services (NMHSs) play a crucial role in delivering forecasts and warnings but face challenges including governance gaps, limited equipment, and underrepresentation of women in technical and leadership roles. Efforts to increase female participation in meteorology and related sciences are ongoing but require further support.

The WRP decadal investment aims to enhance Pacific Island community resilience by improving multi-hazard early warning systems, forecasts, and information dissemination. The programme's core objective is to reduce human and economic losses from severe weather events and strengthen sustainable and resilient hydrometeorological services. Central to this is a strong commitment to GEDSI, recognising the intersectionality of vulnerabilities and the pivotal roles of Pacific women both as professionals and grassroots contributors to weather monitoring and community resilience.

The strategy is underpinned by four broad programme principles:

i. Pacific-led and Owned

ii. Inclusive, Equitable and Empowering

iii. Collaborative

iv. Transformative and Sustained

These principles guide all transformative actions and priority areas within the strategy.

WRP adopts a twin-track approach combining mainstreaming GEDSI across all programmes with targeted interventions to address specific barriers faced by marginalised groups. This approach includes five systemic strategies: Inclusive Risk Understanding and Early Warning Systems for All (EW4ALL), Gender Transformative Approaches, Holistic Disability Inclusion, Deepening Social Inclusion and Community Engagement, and Institutional Strengthening and Capacity Building.

The strategy identifies Key Result Areas (KRAs) with detailed priority actions, including developing and disseminating accessible early warning messages, applying gender-transformative approaches, ensuring holistic disability inclusion, deepening social inclusion and community engagement, and strengthening institutional capacity.

The strategy embeds adaptive, evidence-based Monitoring, Evaluation, Research, and Learning (MERL) processes that collect disaggregated data and qualitative insights to assess impacts and inform continuous improvement. Effective GEDSI integration requires dedicated leadership, strategic budgeting, and collaborations with all WRP partners, civil society organisations, academic institutions, and development partners.

This comprehensive GEDSI Strategy for Weather Ready Pacific represents a transformative commitment to building an inclusive, resilient Pacific where all individuals, especially Pacific women and girls in their diversity, persons with disabilities, and marginalised groups, are empowered to anticipate, prepare for, respond to, and recover from multi-hazard events.

Transformative Actions Commitment

OUR COMMITMENT: The Weather Ready Pacific (WRP) GEDSI Strategy is about the people. We're committed to a gender responsive and gender-transformative approach that addresses the root causes of inequality and harmful gender norms, actively promotes equitable power relations, and challenges patriarchal structures that limit the potential of Pacific women and girls, persons with disabilities, youth, the vulnerable, marginalised and underserved and underrepresented. Our strategy ensures no one is left behind in building a truly weather-ready Pacific.

We achieve this through two strategic, impactful actions, focusing both on strengthening hydro-meteorological services internally and having GEDSI-responsive warning institutions, and, critically, on empowering communities directly. In empowering communities, we focus particularly on women and girls, persons with disabilities, youth and those who are underserved and underrepresented.

ACTION 1: Inclusive Community Education and Information-Exchange Collectives.

ACTION 2: Cultivating Diverse and GEDSI-responsive Hydrometeorological Services and Warning Institutions

The two key transformative actions will be undertaken in the first 3-5 years, to establish a solid foundation for transformation within WRP's programming. These key actions employ a dual approach, focusing on internal integration and mainstreaming within National Meteorological and Hydrological Services (NMHSs). Simultaneously, they concentrate on the 'end-user' or the people of the Pacific Islands, particularly women and girls, persons with disabilities, youth, and those who are underserved and underrepresented. The overarching goal is also to decentralise hydrometeorological services, enhance community engagement, and foster inclusive, GEDSI-responsive hydrometeorological services and warning institutions services through comprehensive capability building and targeted resourcing.

ACTION 1: Inclusive Community Education and Information-Exchange Collectives.

This action is our front-line commitment to ensuring timely, accessible, and actionable weather and disaster information reaches every individual in Pacific communities. We are building resilience from the ground up through taking a multi-layered approach in the exchange of information and community education, awareness and engagement to communities, alongside establishing impactful community-based information-exchange collectives.

Localised Learning

A "Met 101" educational programme will be implemented for community representatives and leaders, including those from women's groups, Organisations of Persons with Disabilities (OPDs), faith-based organisations (FBOs), and local council members. This programme and outreach aim to enhance their understanding of hydrometeorological systems, early warning messaging, and multi-hazards. Additionally, intergenerational methods will be incorporated, such as a Pacific-contextualised series of COPE children's books focused on disaster preparedness and resilience, empowering children to become "Disaster Champions". Children are recognised as impactful and trusted conveyors of information on disasters to their families, friends, and communities, and translating hazard books into local languages is crucial for community education.

Real-time Community Insights

This action also involves piloting community-based information-exchange collectives, potentially leveraging social media, to enable villages and communities to provide real-time observations and feedback to hydrometeorological offices, thereby operating as 'met villages.' The existing role of citizen science and community involvement in weather monitoring is evident through initiatives like Fiji's Women's Weather Watch (WWW) and Vanuatu's Women Weta Weta.

Last-Mile Reach

The presence of WRP-funded satellite internet services in underserved areas offers numerous opportunities for services and collaboration, building multi-hazard resilience. These services include the dissemination and receipt of information, reminders, recommended actions on health support, Gender-Based Violence (GBV) information and safe places, and information for persons with diverse disabilities. Community leaders, WWW networks, and traditional communication networks will be leveraged to ensure warnings and feedback loops are understood and actionable by all, regardless of their access to modern infrastructure. Early warnings, preparedness information, and resources will be effectively disseminated through diverse, locally appropriate channels that reach the "last mile" of communities.

Integrating Wisdom and Traditional Knowledge

The community-based information-sharing exchanges will integrate traditional knowledge and community-based monitoring into the hydrometeorological service delivery model. Incorporating traditional knowledge and communiy-based solutions that equally recognise the integration of knowledge from diverse social groups within communities such as women's traditional knowledge, specific practices of older persons, deepens social inclusion through understanding and recognising specific needs and contributions.

ACTION 2: Cultivating a Diverse and GEDSI-responsive Hydrometeorological Service and Warning Institution

This action is focused on transforming the very institutions that provide vital weather services, ensuring they genuinely reflect and serve the diverse communities of the Pacific. We are building a future where hydro-meteorological services are equitable, inclusive, and people-centred.

Inclusive Talent Pipeline and Education

Action 2 entails supporting GEDSI-inclusive hiring, training, staffing and operational practices within hydrometeorological and warning institutions to better reflect the communities they serve. Central to this is establishing inclusive GEDSI-responsive hydrometeorological and warning institutions. These services also acknowledge the importance of inclusion and community in hydrometeorological services and aim to build the agency of young, professional NMHS employees.

Celebrating Leadership

This action would have consequential benefits in supporting the growth of Pacific women in meteorology, hydrology, and related sciences within NMHSs and regional organisations. It would also have a transformative influence in linking with Action 1 where both the formal and informal community roles of WWW are actively promoted and celebrated, recognising their significant contributions to both formal warning systems and community resilience.

1. Introduction

Pacific Island communities with deep connections to land and ocean, face an escalating crisis from a wide array of extreme weather, climate, and ocean events. Tropical cyclones, tsunamis, droughts, storm surges, and flash floods are not just environmental phenomena, they are devastating forces that claim lives, obliterate homes and infrastructure, destroy agricultural lands and livelihoods, and severely impact local industries and national economies. These events disproportionately harm the most vulnerable, exacerbating pre-existing inequalities faced by women, girls, persons with disabilities, and other marginalised groups. Women with disabilities are less educated, poorer and more isolated, have lower social status, experience higher rates of unemployment and worse health outcomes, and are more likely to experience violence.[1]

Compounding these challenges are underlying health and social vulnerabilities, such as those experienced by people living with HIV (PLHIV), individuals needing continuous sexual and reproductive health (SRHR) services, and communities grappling with drug use, see their risks magnified during crises. In Fiji, for example, the recent surge in drug use, particularly methamphetamine, is closely linked to a concerning rise in new HIV diagnoses, disproportionately affecting young people who may already face social marginalisation. During a disaster, these young individuals not only contend with the immediate impacts of the event but also may face disrupted access to life-saving HIV treatment, harm reduction services, and critical psychosocial support, while navigating increased risks of violence or exploitation. Their compounded vulnerabilities can severely impede their ability to prepare, respond, and recover. [2] Climate change further amplifies these risks, introducing new barriers and deepening the exclusion already experienced by many.

The National Meteorological and Hydrological Services (NMHSs) across the Pacific are vital to the safety and well-being of Pacific people. While striving to improve their services, critical gaps persist in governance, observation networks, computing and communication equipment, and the number of qualified staff needed to deliver accurate, localised, and impact-based forecasts and warnings effectively.

To address these critical gaps and ensure a sustainable, harmonised regional approach to weather and climate readiness, a comprehensive decadal response was urgently required, and The Weather Ready Pacific (WRP) initiative represents this commitment. Through substantial and sustained investment over the next decade, WRP aims to comprehensively strengthen the full hydro-meteorological system. This will involve enhancing data collection, underpinning global-standard modelling, enabling strengthened forecasts and warnings that clearly convey impacts, and ensuring these messages reach target communities in a timely and accessible manner, managed by technically skilled staff within effective organisations. A key element is the establishment of a Pacific Weather Exchange, providing all Pacific nations with assured access to localised, accurate, and timely forecast and warning products.

---

[1] Pacific Disability Forum, 2025, The Pacific Disability-Inclusive Humanitarian and Resilient Development Strategy 2025–2035.

[2] This statement reflects concerns and observations highlighted by various health authorities and organisations working in Fiji and the Pacific, including the Fiji Ministry of Health and Medical Services, UNAIDS, and WHO. While specific, consolidated reports detailing the exact statistical link between recent methamphetamine use and HIV in youth during disasters may still be emerging, the general trend and intersectional vulnerabilities are widely acknowledged. For recent information, consult reports or press releases from: * Fiji Ministry of Health and Medical Services * UNAIDS Joint United Nations Programme on HIV/AIDS (e.g., their *

2. Our Weather Ready Pacific Programme (WRPP) of Investment.

The decadal programme of investment for WRP has two objectives (Figure 1) and has the overall objective of Resilient Pacific Island communities have improved safety, security, socio-economic well-being and prosperity. The overall objective provides a broad, overarching goal that aligns with global and regional weather and climate change strategies. Underneath this lies the specific objective which details in actionable steps how to achieve the overall objective.[3]

> **Resilient Pacific Island communities have improved safety, security, socio-economic well-being and prosperity**

> **Pacific communities, governments and industries have inclusive multi-hazard early warning systems, forecasts, and information to strengthen disaster preparedness and response**

FIGURE 1 WRP Objectives

WRP Key Result Areas (KRAs)

WRP has six Key Result Areas (KRAs) as in Figure 2, that clarify the logic of the programme. This includes strong Pacific-led governance, management and coordination mechanisms, enhanced Pacific capability, and a Pacific regional model underpinning and collectively supporting asset management and maintenance.

SERVICE VALUE CHAIN EXPANSION

KRA 6 Risk Information and preparedness

KRA 5 Communication and delivery of forecasts and warnings to end users

KRA 4 Forecast and warning production

KRA 3 Observation network infrastructure

ENABLERS

KRA 2 People capability

KRA 1 Governance, management and coordination

FIGURE 2 Six (6) WRP Key Result Areas

Throughout its KRAs, and its core, WRP is driven by a strong commitment to Gender Equality, Disability, and Social Inclusion (GEDSI). The WRP GEDSI strategy outlines how WRP systematically recognises and addresses the compounded vulnerabilities and unique needs of all Pacific peoples, ensuring no one is left behind in our collective pursuit of a truly Weather Ready Pacific. This collective pursuit of a *Weather Ready Pacific* is also outlined as change pathways[4][5] which *'aspire to contribute towards achieving the following long-term impacts, consistent with the Blue Pacific 2050 Strategy, Sendai Framework and Sustainable Development Goals.'*[6]

---

[3] WRP Operations Manual, pg. 14.

[4] as in the WRP MERL Framework.

[5] as in the WRP MERL Framework.

[6] WRP Operations Manual – Chapter 6, MERL, p.16.

3. WRP Guiding Principles

The WRP 'Impact Pathway' is underpinned by four broad programme principles (Table I) that guide all activities and programming, and of which underpin the transformative GEDSI-responsive work of Weather Ready Pacific.

TABLE 1 WRP Programme Principles

BROAD WRP PROGRAMME PRINCIPLES

1 Pacific-led and owned.

Driven by Pacific peoples | Responsive to local needs, cultural contexts | Integrates traditional knowledge systems and practices | Harmonised (local, national, regional, global)

2 Inclusive, equitable and empowering.

Rights-based | GEDSI-inclusive | Active, Meaningful Participation | Precautionary

3 Collaborative.

Mutually accountable and transparent | Coordinated | Partnership-based

4 Transformative and sustained.

Visionary | Structural and systemic | Agile | Enduring

4. Contextual Background

The wide range of weather, climate and ocean extreme events, including tropical cyclones and earthquakes, volcanic eruptions, tsunami, drought, storm surges and flash floods have devastating impacts on Pacific communities through loss of life and damage to infrastructure, homes, agricultural lands, livelihoods, industries and economies. Pre-existing inequalities concerning women, girls, women with disabilities, persons with disabilities, and marginalised and vulnerable groups are exacerbated even further through these impacts. For example, women with disabilities often have less access to resources for preparedness, face higher risks during evacuations, and bear increased care burdens post-disaster, reflecting their societal roles and limited agency. Women with disabilities often face greater disadvantages in education, employment, and health, and are more vulnerable to violence. Pacific research indicates they are often more disadvantaged than men with disabilities or women without disabilities. Persons with disabilities are up to four times more likely to die in a disaster and encounter significant challenges with evacuation and accessing essential services.

> **Persons with disabilities are up to four times more likely to die because of a disaster, in comparison to persons without disabilities. Women and girls with disabilities experience multiple forms of discrimination (intersection of gender and disability) that are exacerbated during a crisis, such as the COVID-19 pandemic.**
>
> Pacific Disability Forum, 2025, The Pacific Disability-Inclusive Humanitarian and Resilient Development Strategy 2025–2035.

Climate change is increasing this vulnerability to extreme events by increasing their intensity and/or frequency. Climate change is amplifying the risks and exclusion that persons with disabilities already experience in their daily lives, and additionally, introducing new risks and creating new barriers.[7]

> **Education gaps persist, with women underrepresented in higher education and STEM fields. Gender-based violence is rampant, with over 60% of women reporting violence. Health issues include high maternal mortality and limited access to reproductive health services. Climate change exacerbates these challenges, affecting women disproportionately.**
>
> Nalini Singh, Executive Director, Fiji Women's Rights Movement, and Pacific women's rights advocate.

Severe events and climate change intensifies these risks, disrupting access to crucial health services. These could mean the collapse of sexual and reproductive health (SRHR) services, the disruption of psychosocial support, HIV treatment, and harm reduction, and as such disproportionately impact women, girls, and gender-diverse individuals. The pressure on an already burdened health systems impacted with a high prevalence of non-communicable diseases (NCDs) is immense. Deep-rooted gender disparities in the Pacific – evident in low political representation, economic inequality, education gaps, widespread gender-based violence, and limited access to healthcare – are all exacerbated by climate change and severe events.

7 Pacific Disability Forum, 2025, p7, The Pacific Disability-Inclusive Humanitarian and Resilient Development Strategy 2025–2035.

5. The National Meteorological and Hydrological Services (NMHSs)

Within these NMHSs, while there has been a notable increase in female professionals, women remain under-represented in technical and leadership roles. For instance, as of 2023, women constitute less than one-third of all meteorological and hydrological professionals globally, and fewer than 20% hold leadership positions within these sectors (WMO data). In the Pacific, while efforts like the WMO's Women in Leadership (WILS) workshops have fostered growth, further targeted support is needed to achieve equitable representation and leadership.

Lessons from five surveyed PI countries – some national perspectives into NMHSs and Climate Services and Early Warning Systems

In-depth gender assessments conducted in the Cook Islands, Niue, Palau, Republic of the Marshall Islands (RMI) and Tuvalu[8] provide deeper local perspectives into gendered dynamics within NMHSs and climate services and early warning systems. The survey outlined the general lack of integration and understanding of gender considerations, hampered by insufficient resources, male-dominated agencies, and a reliance on community-level efforts rather than institutional mainstreaming.

The Niue Meteorological Service stood out as one of the few government agencies that are starting to acknowledge gender-related issues and the need to address them [9]There is often engagement with women's groups such as the Niue Council of Women, the Girls Brigade and the Fellowship Council of Women, both faith-based groups, to learn about traditional indicators of weather and climate patterns demonstrating an openness to incorporating diverse knowledge systems.

A significant finding is the "reliance on the community sector (and in particular women's groups) to be the change agent or to do the gendered work of climate services."[10] This is viewed critically as potentially "abrogating responsibility from those in power - those who control implementation of policy and budgets. The document suggests a need to "bolster the role and responsibilities for gender mainstreaming and implementation of socially equitable projects within all government agencies" instead of solely relying on community groups.[11] Amongst others, agencies and institutions "could consider the differing needs of women and men in programming and implementation of services" Recommendations that cover institutional strengthening and ensuring gender mainstreaming suggest a systemic approach to integrating gender issues beyond ad-hoc efforts. These include improving gender balance in staffing to what is currently almost entirely male-dominated allocate dedicate resources, implement and leverage existing policies including integrating broader frameworks, bolster government responsibility for gender mainstreaming, from solely the community sector to all government agencies, particularly those controlling policy and budgets.

---

[8] Key Findings and Recommendations from In-depth Gender Assessments in Cook Islands, Niue, Palau, Republic of the Marshal Islands, and Tuvalu, UNEP CIS-Pac5….

[9] Ibid, p.13

[10] Ibid, p23.

[11] Ibid p12.

Lessons from the Pacific Energy Sector

The World Bank highlights 'the broader economic benefits of gender equality, estimating that long-term economic growth per person could on average be 22 percent higher, for the Pacific region, if women's employment rates matched men's." [12] Female labour force participation across most of the Pacific countries is low. Looking at the Pacific energy sector, preliminary findings of data gathered across 14 Pacific energy utilities reveal that only 18 percent of the labour force is female, and only 10 percent of engineers are women. The author emphasised that this under representation of women risks reinforcing the norm that the energy sector is more suited for men, which could lead to a reluctance among both employers and female students and their families to consider the energy sector as a viable workplace for women. [13]

> " Long-term economic growth per person could on average be 22 percent higher, for the Pacific region, if women's employment rates matched men's. "

[12] https://www.worldbank.org/en/news/feature/2024/02/06/women-can-lead-the-pacific-s-power-transition

[13] https://www.worldbank.org/en/news/feature/2024/02/06/women-can-lead-the-pacific-s-power-transition

6. Insights from the WRP GEDSI Convening

Directors and representatives of NMHSs and NDMOs at the WRP GEDSI convening[14] echoed similar sentiments about the state of their individual efforts to increase the proportion of women in the workforce. Together with a range of diverse stakeholders, including disability organisations, gender advocates, key discussions and outcomes highlighted the urgent need for:

- **Institutional Change**: Strengthening collaborations between government agencies, civil society organisations, and meteorological services, and aligning policies to effectively integrate GEDSI principles.

- **Disability Inclusion**: Guaranteeing that NMHSs and disaster management policies and practices are fully accessible and inclusive of people with disabilities, acknowledging them as vital actors in disaster response rather than merely beneficiaries.

- **Inclusive Participation**: Ensuring that marginalised groups, including women, young people, people with disabilities, and LGBTQIA+ communities, are not just present but actively involved and hold genuine influence in the design and implementation of programmes like WRP.

- **Gender Equality**: Implementing frameworks that address significant gender disparities in the region and integrating gender-sensitive approaches into all climate action and disaster preparedness, explicitly challenging patriarchal norms and addressing the root causes of women›s disproportionate vulnerability.

- **Community Engagement**: Emphasising the importance of leveraging local communities and integrating traditional knowledge and existing networks, such as Women›s Weather Watchers, into disaster preparedness and response.

[14] Held in March 2025 in Nadi, Fiji.

7. The 2050 Vision, Regional GEDSI Commitments and Frameworks for Resilient Development

Global and importantly regional commitments on gender equality, disability and social inclusion (GEDSI) frame the approach and the commitment of Weather Ready. For WRP, this commitment was embedded with the first endorsement of WRP in 2021 during the 51st Pacific Islands Forum Leaders (PIFS) Retreat, and further the Revitalised Pacific Leaders Gender Equality Declaration.

Revitalised Pacific Leaders Gender Equality Declaration (PLGED)

The Revitalised Pacific Leaders Gender Equality Declaration is the region's renewed commitment by Leaders to address gender inequality in our Blue Pacific Continent. The declaration serves as a 'bridge' that brings together the Pacific region's commitments, and lifts visibility and accountability on gender equality to the highest political level, including the 2050 Strategy for the Blue Pacific Continent. [15]

Political will and commitment to action[16]

The Revitalised PLGED explicitly focuses upon empowering women and girls in economic, political, and social life" and is a crucial step towards dismantling patriarchal structures that limit women's agency and perpetuate inequality in the Pacific. This declaration gives a political mandate for a transformative approach to gender equality in the region. Empowering women and girls in economic, political, and social life, including gender-responsive government programs, decision-making, economic empowerment, ending violence against women, and health and education is critical for our region.

The PLGED and other regional commitments were shaped by the advocacy and lived experiences of Pacific women's rights organisations and feminist movements. The PLGED and other regional frameworks and strategies also ensures coordination of partners and resources to ensure there is visibility of progress against the priorities. The revitalised PLGED recognises the responsibility and importance of both men and women (and girls and boys) in working towards achieving the Leaders 2050 vision.

The revitalised PLGED outlines the following for *Climate Change and Disasters*:

> **Climate Change and Disasters [17]**
>
> The climate crises, disaster risk management and humanitarian action and the protection, management of our environment and ocean actions need gender responsive and socially inclusive approaches that promote the active participation of women and girls in all their diversity but also challenge and transform the unequal power relations and harmful social norms that make them disproportionately vulnerable to the impacts of climate change and disasters.
>
> The leaders also noted that it is also important to understand and address the specific climate justice issues faced by diverse Pacific women, such as displacement from customary and ancestral lands and the erosion of traditional knowledge that women often hold.

---

[15] MEL Framework to support the 2023 Revitalised Pacific Leaders Gender Equality Declaration.

[16] https://forumsec.org/gender-equality-and-social-inclusion. The Forum Secretariat is now developing an implementation and monitoring plan in line with the 2050 Strategy Implementation Plan to ensure coherence and progress.

[17] https://forumsec.org/sites/default/files/2024-02/Revitalised%20Pacific%20Leaders%20Gender%20Equality%20Declaration.pdf

8. Regional Framework for Resilient Development in the Pacific (FRDP)

The FRDP outlines the implementation of its guiding principles "to ensure that every person has equitable access to humanitarian and development assistance, according to his or her specific needs and to prioritise and respect the needs of the most vulnerable, including persons with disabilities and facilitate their effective participation in planning and implementation. The framework emphasises even further the responsibility of Council of Regional Organisations of the Pacific (CROP) agencies like SPREP and in that respect, Weather Ready Pacific, "to ensure disability-inclusive implementation of the FRDP."

Pacific Framework for the Rights of Persons with Disabilities (PFRDP), 2016–2025

In line with the Convention of the Rights of Persons with Disabilities (CRPD), Pacific Governments jointly adopted the 2016–2025 Pacific Framework for the Rights of Persons with Disabilities (PFRDP). The PDF and in that regard the WRP acknowledge that while the last year of implementation of the FRDP coincides with the first year of implementation of this Strategy, the framework amplifies the unique challenges faced by persons with disabilities in the region and outlines strategies for addressing these challenges in the context of DRR and climate change adaptation. "It emphasised the importance of ensuring the full participation and empowerment of persons with disabilities in decision-making processes and the implementation of inclusive policies and programs." These are outlined in the 'Pacific Disability-Inclusive Humanitarian and Resilient Development Strategy,' 2025-2035,[18] which is the vision for achieving disability inclusion within climate and disaster and resilience.

CEDAW and Pacific States Commitments

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), is the most comprehensive international treaty on women's human rights and is one of the most widely ratified human rights treaties in the Pacific. However, discrimination against women remains pervasive across the region – manifesting itself, for example, in extremely low political participation and a very high prevalence of violence against women.[19]

A special committee on CEDAW concluded its first regional technical corporation session in the Pacific region and had three country exchanges with Fiji, Solomon Islands and Tuvalu. The committee outlined the existential threat posed by climate change to Tuvalu's people, territory, and culture, and its disproportionate impact on women and girls. It urged the State party to prioritise constitutional protections for women and girls over traditional norms and customs. For Fiji, the Committee welcomed the adoption of laws and policies against gender-based violence but noted its high prevalence and the underrepresentation of women in decision-making positions, urging the introduction of targeted measures to increase their representation. For the Solomon Islands, the Committee acknowledged progress in implementing the affirmative action strategy but noted the need for comprehensive temporary special measures to accelerate substantive equality between women and men.

---

[18] Pacific Disability Forum, 2025.

[19] https://www.undp.org/sites/g/files/zskgke326/files/migration/asia_pacific_rbap/PC_DG_Human_Rights_Treaty_Implementation_Handbook1.pdf

Weather Ready Pacific
Connect | Pacific Led | Transform | Sustain

OUR WRP COMMITMENT, OUR VISION, OVERARCHING GOAL, AND PRINCIPLES

9. Our WRP GEDSI Commitment

Our commitment is to the vision for a building a resilient and inclusive Pacific where everyone and in particular Pacific women and girls in all their diversity and social identity are empowered to anticipate, prepare for, respond to and recover from all disasters and hazards. We see the systemic barriers in place, and the inequities that prevent a sustainable and harmonised regional approach and as such are committed to taking a GEDSI-responsive and transformative approach to integrating Gender Equality, Disability and Social Inclusion (GEDSI) considerations into all aspects of WRP programming. The objective is not only to address the root causes of inequality and harmful gender norms but also to actively promote equitable power relations and challenge patriarchal structures that limit the potential of participation of particularly diverse Pacific women and girls in all aspects of WRP's work, sphere of influence of sphere of possible impact.

OUR COMMITMENT

We see the systemic barriers in place, and the inequities that prevent a sustainable and harmonised regional approach and as such are committed to taking a GEDSI-responsive and transformative approach to integrating Gender Equality, Disability and Social Inclusion (GEDSI) considerations into all aspects of WRP programming.

10. Our WRP GEDSI Vision

The WRP GEDSI Vision is supported by a more specific embracing and overarching goal. The overarching goal recognises Pacific peoples and particularly Pacific women and girls in all their diversity (intersectionality) and specifically sees the compounded vulnerabilities. And through this acknowledgement, proactively addresses them in promoting equitable gender relations across all WRP programming. Partnerships with civil society, diverse feminist groups and grassroots women's groups, organisations of persons with disabilities are critical in this regard.

VISION

To build a resilient and inclusive Pacific where Pacific women and girls in all their diversity, and social identity, are empowered to anticipate, prepare for, respond to, and recover from multi-hazards, ensuring no one is left behind.[20]

OVERARCHING GOAL

To ensure the Weather Ready Pacific Programme addresses systemic barriers, and ensures that all related activities are inclusive, equitable, and accessible to all individuals, particularly Pacific women and girls in all their diversity, and other vulnerable, under-served and under-represented groups.

[20] Including disability, age, health status (including HIV status) or other social identity, are empowered to anticipate, prepare for, respond to, and recover from multi-hazards, ensuring no one is left behind.

Recognising Pacific peoples and particularly Pacific women and girls in all their diversity (intersectionality) and compounded vulnerabilities and proactively addressing them and promoting equitable gender relations across all WRP programming.

WRP Principles and through GEDSI Lens

The WRP principles guide the implementation of the Transformative Actions and Key Priority Areas of the WRP GEDSI strategy and are actioned as in Appendix A. The principles can be seen through GEDSI lens and provide guidance on implementation. This is a deliberate and deeper dive into the overarching WRP Programme Principles, viewed specifically through the lens of Gender Equality, Disability, and Social Inclusion (GEDSI).[21]

| BROAD WRP PROGRAMME PRINCIPLES	THROUGH GEDSI LENS
1 Pacific-led and owned. Driven by Pacific peoples | Responsive to local needs, cultural contexts | Integrates traditional knowledge systems and practices | Harmonised (local, national, regional, global)	Values the knowledge of Pacific women and girls, and champions local, community-led initiatives like grassroots women's weather watch (WWW) networks.
2 Inclusive, equitable and empowering. Rights-based | GEDSI-inclusive | Active, Meaningful Participation | Precautionary	The core of WRP's commitment to being rights-based, GEDSI-inclusive, and promoting active, meaningful participation.
3 Collaborative. Mutually accountable and transparent | Coordinated | Partnership-based	Highlights the importance of being mutually accountable, transparent, coordinated, and partnership based. For those in the most marginalised situations, accountability would be even greater.
4 Transformative and sustained. Visionary | Structural and systemic | Agile | Enduring	Supports advocacy for systemic change and holding power structures accountable. This directly contributes to the "Transformative" aspect of the WRP principle. Envisions a programme that is visionary, structural, systemic, agile, and enduring.

[21] It's also noted that the Impact Pathway and the GEDSI Strategy were developed at the same time and the GEDSI Strategy has influenced the impact pathway and is permeated right throughout.
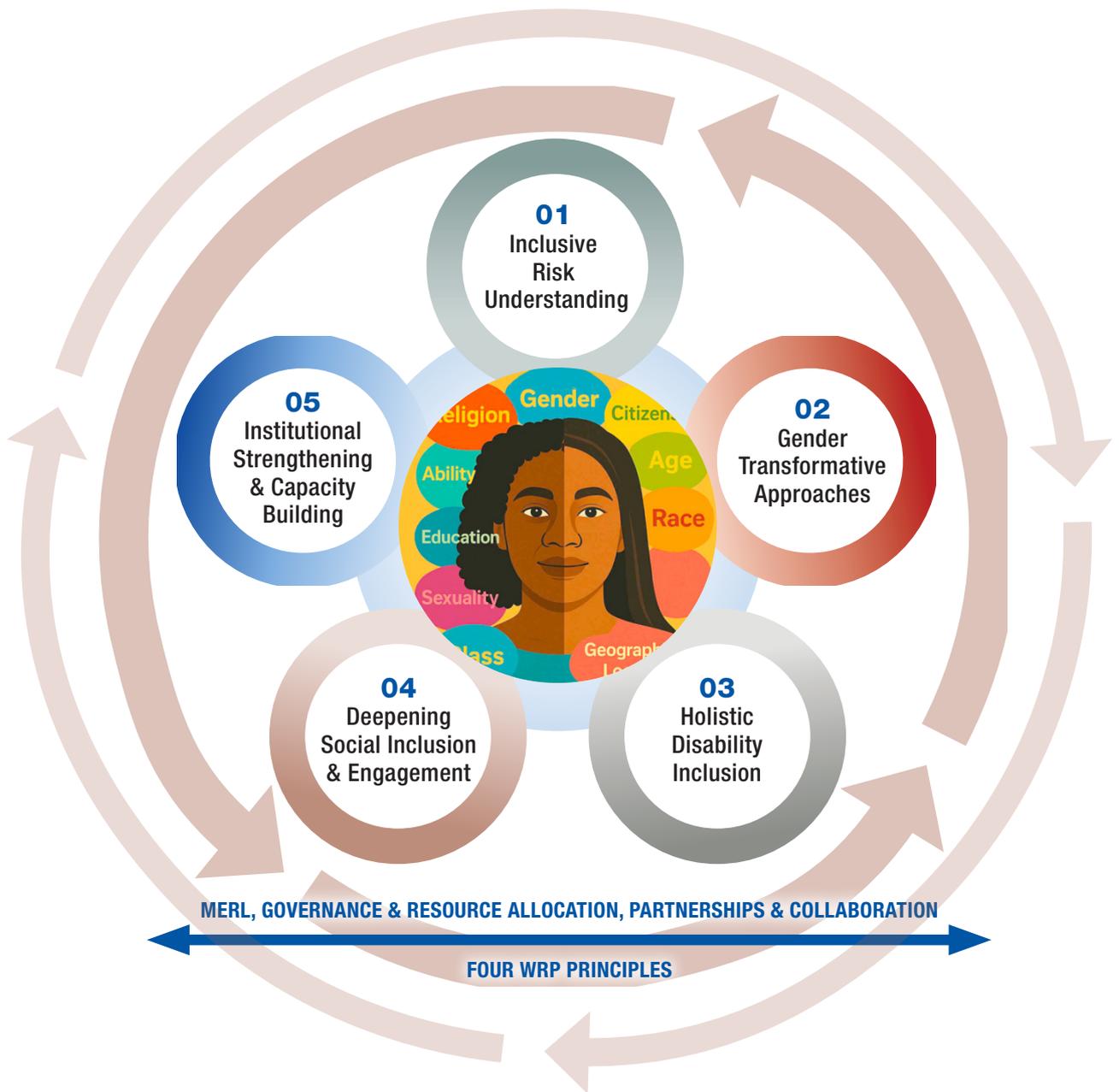
FIGURE 5 Our approach – inclusion, equity, resilience, well-being and transformation

11. Our Transformative Twin-Track Approach

Our Twin-Track Approach as in *Figure 5* recognises that while mainstreaming GEDSI is crucial across all WRP programmes, specific targeted and transformational interventions are also necessary to address unique barriers and build the capacity of Pacific women and girls of all diversities, women and persons with disabilities, and vulnerable and marginalised groups. Both mainstreaming and targeted interventions are needed for lasting change and speaks to a sustained, structural and systemic approach, ensuring that gains are not temporary but embedded within the programme and broader systems to the community.

The twin-track approach is implemented through five (5) systemic areas or Key Priority Areas, supported by three (3) foundational components covering Monitoring, Evaluation, Research and Learning (MERL), Governance and Resource Allocation and Partnerships and Collaboration and underpinned by the four (4) WRP principles. This is visualised in *Table 1: The Approach in Text*
These five (5) GEDSI systemic and Key Priority Areas are:

A. Inclusive Risk Understanding and Early Warning Systems for All (EW4ALL)

B. Gender Transformative Approaches

C. Holistic Disability Inclusion

D. Deepening Social Inclusion and Community Engagement

E. Institutional Strengthening and Capacity Building

TABLE 1 The Approach in Text

FIVE KEY PRIORITY AREAS

1. Inclusive Risk Understanding and Early Warning Systems for All (EW4ALL)
2. Gender Transformative Approaches
3. Holistic Disability Inclusion
4. Deepening Social Inclusion and Community Engagement
5. Institutional Strengthening and Capacity Building

TWO KEY TRANSFORMATIVE ACTIONS

ACTION 1: Inclusive Community Education and Information-Exchange Collectives.

ACTION 2: Cultivating Diverse and GEDSI-responsive Hydrometeorological Services and Warning Institutions

Supported by:

1. Monitoring, Evaluation, Research and Learning (MERL)
2. Governance and Resource Allocation
3. Partnerships and Collaboration

ANCHORED IN A RESPONSIVE TWIN-TRACK APPROACH

12. Key Priority Areas (KPAs) and Transformative Actions

The five (5) Key Priority Areas and subsequent transformative actions are outlined in *Table 2.* Guided by the WRP principles, the priority areas and actions see a systemic and targeted GEDSI-responsive approach for the full programme of investment of WRP. These are detailed in *Appendix A WRP GEDSI Strategy Alignment with WRP KRAs and Principles* which outlines in detail the connection with the WRP Impact Pathway and shows the principles in action.

TABLE 2 Key Priority Areas and Actions

KPA	ACTIONS

KPA-A INCLUSIVE RISK UNDERSTANDING AND EARLY WARNING SYSTEMS FOR ALL (EW4ALL)

- Developing and disseminating early warning messages through impactful and appropriate multiple channels, including local languages, visual aids with sign language, and accessible formats (braille, audio, easy-to-read, digital formats) proactively distributed through trusted and relevant organisations.

- Ensuring messages are clear, concise, culturally appropriate, and tailored to specific group needs, including specific impacts and recommended actions for diverse populations, such as reminders on accessible health service points.

- Conducting risk assessments and mapping with diverse groups (women, persons with disabilities, youth, older persons, remote communities, people living with HIV, key populations etc) to understand their unique vulnerabilities, capacities, and exposures to hazards, including intersectional analysis of risk

- Collecting and analysing disaggregated data (by gender, age, disability, location, ethnicity, socioeconomic status) on hazard impacts, vulnerabilities, and capacities to inform all WRPP activities.

- Conduct high-quality, evidence-based GEDSI analysis to explore differences in social norms, power dynamics, social norms and lived experiences that influence vulnerability and resilience to hazards.

- Conduct regular drills and exercises inclusive of persons with disabilities and other under-served/under-represented groups, ensuring accessibility of drill information, routes, and designated safe spaces. Ensure feedback mechanisms from these drills are accessible to inform improvements.

- Integrating local, traditional and indigenous knowledge into risk understanding and early warning system design, recognising its specific relevance to different communities and geographical contexts, and actively engaging traditional and community leaders with diverse groups, including persons with disabilities, in these processes.

KPA-B   ADVANCING GENDER TRANSFORMATIVE ACTIONS. CHALLENGING NORMS AND EMPOWERMENT

1. Integrate gender considerations into all aspects of WRP programming through a gender transformative approach, aiming to not only address the root causes of gender inequality and harmful gender norms, but also to actively promote equitable power relations.

2. Applying an Intersectional Lens: Systematically recognise and address the compounded vulnerabilities and unique needs of individuals who face multiple forms of discrimination due to their intersecting identities (e.g. women with disabilities, rural indigenous women, youth with psychosocial disabilities, older LGBTQIA+ individuals, diverse woman with disabilities in a rural and remote locality).

3. Ensuring diverse Pacific women's full, equal, and meaningful participation and leadership and genuine decision-making power in WRP governance, planning, decision-making, and implementation at all levels (from community to national and regional).

4. Addressing the specific needs of diverse women and girls (including those with disabilities, LGBTQIA+, older women, etc.) before, during, and after disasters, including proactive measures to prevent and respond to risks of gender-based violence (GBV).

5. Promoting diverse women's and gender-diverse individuals' leadership in WRP and related sectors (e.g., meteorology, hydrology, ICT) through targeted capacity building, mentorship programs, actively dismantling barriers to their advancement and fostering inclusive leadership environments.

KPA-C   HOLISTIC DISABILITY INCLUSION – NOTHING ABOUT US WITHOUT US

1. Ensuring all WRP policies, programs, infrastructure (e.g., observation networks, training centres, shelters), and communication channels are inclusive of persons with disabilities, ensuring reasonable accommodation, and addressing disability discrimination in organisational policies and processes.

2. With the PDF and OPDs, collecting and analysing high-quality, disability-disaggregated data on disaster impact on persons with disabilities, routinely using tools like the Washington Group Short Set (WGSS) of questions and ensuring the data is used to inform targeted interventions.in all data collection efforts.

3. Systematically including and empowering persons with disabilities and their representative organisations (OPDs) as primary partners and active participants in WRP design, implementation, monitoring, and evaluation, ensuring their expertise is recognised and funded, and their leadership cultivated. This embodies the 'Nothing About Us Without Us' principle, ensuring their lived experiences and expertise drive inclusive outcomes.

4. Ensuring accessible evacuation routes, transportation, and shelters that cater to the diverse needs of persons with disabilities, including those with mobility, sensory, cognitive, or psychosocial disabilities, and ensuring all staff are trained in disability etiquette and respectful interaction.

KPA-D   DEEPENING SOCIAL INCLUSION AND COMMUNITY ENGAGEMENT

1. Incorporating traditional knowledge and community-based solutions, ensuring equitable recognition and integration of knowledge from diverse social groups within communities (e.g., women's traditional knowledge, specific practices of older persons).

2. Building capacity of local organisations and community leaders to address GEDSI issues and promote inclusive practices, providing technical assistance and resources for community-led GEDSI initiatives. This includes dedicated capacity building for Women's Weather Watchers to enhance their meteorological literacy, communication skills, and leadership in disaster preparedness.

3. Proactively engaging with a wide range of diverse community groups, ensuring their specific needs and contributions are understood and that they have genuine agency in shaping interventions, including youth, older persons, gender-diverse communities (e.g., LGBTQIA+), remote and isolated communities, internally displaced persons, under-served/ under-represented groups, people living with HIV, key populations (e.g., sex workers, men who have sex with men, people who inject drugs), and individuals impacted by drug use issues, in WRP activities, ensuring their specific needs and contributions are understood.

4. Ensure safe spaces, and access to support services and dignity kits, including proactive measures to prevent and respond to risks of gender-based violence (GBV) and to ensure continuity of sexual and reproductive health and rights (SRHR) services (e.g. contraception, maternal health, STI/HIV prevention and treatment).

5. Addressing social norms and harmful power imbalances (including gendered norms, ageism, and ableism) that contribute to vulnerability through grassroots, community- led dialogues, talanoa, toktok. drama, and awareness campaigns, fostering a culture of inclusion and resilience that actively challenges discrimination.

6. Supporting targeted outreach and communication strategies to ensure information reaches all segments of society, especially those who are traditionally marginalised or face communication barriers. This will leverage and support the 'last mile' communication capabilities and trusted networks of the Women's Weather Watchers

KPA-E   INSTITUTIONAL STRENGTHENING AND CAPACITY BUILDING

1. Providing mandatory, ongoing, and tailored training and capacity building on GEDSI, intersectionality, human rights-based approaches, feminist principles and practice, and inclusive practices for all WRP staff, partners, and key stakeholders (e.g., NMHS staff, NDMOs, EW4ALL partners).

2. Integrating GEDSI into the core policies, procedures, strategic planning, and operational practices of relevant institutions (NMHSs, NDMOs,), ensuring alignment with national and regional GEDSI frameworks and international standards, and partner frameworks like the Pacific Disability-Inclusive Humanitarian and Resilient Development Strategy 2025-2035.

3. Support Pacific Women in Weather and Water - Implement comprehensive programmes to foster the professional development of Pacific women in meteorology, hydrology, and related sciences within NMHSs and regional organisations.

4. Actively promote and celebrate the contributions of Pacific women in formal meteorological roles and as Women's Weather Watchers through public awareness campaigns, educational materials, and media engagement, creating visible role models for future generations.

5. Promoting gender balance and diversity (including disability, ethnicity, gender identify and expression, sexual orientation) within WRP and partner organisations, including setting targets for representation in leadership and technical roles.

6. Strengthening collaboration and coordination among all stakeholders to advance GEDSI, clarifying roles and responsibilities, and establishing inter-agency and programme GEDSI working groups that specifically include OPD representation and expertise.

7. Allocating dedicated human and financial resources for GEDSI integration within WRP and its partner institutions.

8. Developing and implementing GEDSI-specific grievance and feedback mechanisms to ensure accountability and responsiveness to community needs, ensuring these mechanisms are accessible to persons with disabilities.

13. Monitoring, Evaluation, Research and Learning (MERL)

Our Strategy embeds a rigorous and adaptive approach to ensure accountability and continuous improvement. With WRP Programme's overarching MERL Framework and Impact Pathway, we will do the following:

a. **Evidence-Based Adaptation and Accountability**: We will routinely collect and analyse comprehensive disaggregated data across key social categories, including sex, disability, age, ethnicity, geographic location, and socio-economic status. This data will assess the differential impacts of WRP, inform programme adjustments, and ensure transparent reporting on progress. Our work and commitment include ongoing collaboration with the Pacific Disability Forum (PDF) and other Organisations of Persons with Disabilities (OPDs), consistent use of the Washington Group Short Set (WGSS) of questions, and the integration of rich qualitative data on the lived experiences of persons with disabilities, diverse women, and gender-diverse individuals. This will capture their perspectives on power dynamics and contribute to truly transformative change.

b. **Empowering Participatory Processes**: Our MERL processes will be deeply participatory, ensuring the meaningful engagement of diverse groups. This includes women's groups, Women's Weather Watch (WWW) networks, persons with disabilities, youth, and other marginalised communities. These include participatory processes for project design, monitoring and evaluation and periodic community verification sessions where women's groups, OPDs, and youth representatives validate programme results and provide recommendations for course correction. Findings from these sessions will be made public and integrated into mid-term reviews. This approach empowers these groups to hold the programme accountable for its GEDSI commitments, fostering genuine ownership and sustainability.

c. **Sharing Pacific-Led Innovations and Learning**: We will rigorously document and disseminate lessons learned, compelling case studies, and impactful stories through culturally appropriate methods and safe spaces, via for instance *talanoa* and *tok stori.* Our focus will be on sharing best practices in GEDSI-inclusive DRR emerging from the Pacific region, contributing significantly to regional and global knowledge. With support from the PDF and OPDs, we will collaborate on highlighting the progressive work of disability inclusion in WRP. We will also place special emphasis on documenting the innovative and effective practices, such as the modalities Women's Weather Watch (WWW) and Women I Tok Tok Tugeta (WITTT) models. This commitment to Pacific-led solutions will showcase the unique value and replicability of our approaches.

d. **Adaptive Strategy and Co-Learning**: Our GEDSI strategy will be a living document, regularly reviewed and updated based on monitoring and evaluation findings, co-learnings from communities and partners, and emerging good practices. This approach ensures the strategy remains relevant, responsive, and impactful.

The MERL Framework includes GEDSI specific and GEDSI disaggregated indicators. Within its Storytelling component, the stories of change aim to provide evidence and outcomes of GEDSI participation across WRP governance, planning and implementation, amongst others.

14. Governance and Resource Allocation

Effective GEDSI integration requires dedicated leadership, strategic governance, and adequate resources. Our commitment to embedding GEDSI throughout the programme's operations is demonstrated through:

a. **Dedicated GEDSI Leadership**: We will appoint a senior-level GEDSI Lead or Coordinator within the WRP Programme Management Unit. This role will have clear terms of reference, appropriate authority, and dedicated resources to champion, guide, and oversee GEDSI integration across all programme components, underscoring our commitment to dedicated expertise in this critical area.

b. **Multi-stakeholder GEDSI Advisory Group**: We will establish a dynamic GEDSI Advisory Group comprising representatives from national and regional Pacific feminist/women's rights organisations, community-based women's networks (e.g., Women's Weather Watch), Organisations of Persons with Disabilities (OPDs), youth and gender-diverse networks, organisations of people living with HIV, sexual and reproductive health and rights (SRHR) advocates, and drug-related issue groups. This group will provide independent, critical input and ensure our strategy remains grounded in the lived realities and expertise of these diverse communities.

c. **Strategic GEDSI Budgeting**: We are committed to adequately resourcing and budgeting for both GEDSI-specific initiatives and the effective mainstreaming of GEDSI across all WRP components. This includes direct financial support for the scaling up and sustainability of grassroots women's and WWW networks, recognising their critical role in community-level resilience. We will also provide targeted funding for professional development opportunities for Pacific women in meteorology, fostering local leadership and expertise.

d. **Mainstreaming GEDSI in Programme Governance**: GEDSI considerations will be systematically integrated into all programme governance structures, committees, and decision-making processes. This ensures that an inclusion lens is applied at every level of programme design, implementation, and oversight.

15. Partnerships and Collaboration

Achieving inclusive and resilient outcomes in the Pacific requires deep, respectful, and genuine partnerships. Our GEDSI Strategy therefore prioritises collaborative efforts with key stakeholders:

a. **Strategic Civil Society Partnerships**: We will systematically engage and formalise genuine, long-term partnerships with a diverse range of national and regional Pacific civil society organisations (CSOs). This includes feminist organisations/women's rights organisations, Organisations of Persons with Disabilities (OPDs), faith-based organisations, youth associations, LGBTQIA+ groups, organisations of people living with HIV (PLHIV networks), sexual and reproductive health organisations, and harm reduction service providers. We will specifically acknowledge and integrate the vital role of community-based women's networks (like WWW and WITTT) as essential components of national and regional early warning systems within policy documents. These partnerships will be adequately resourced to enable meaningful engagement and contribution, recognising these organisations as key drivers of social change and holders of unique expertise on systemic inequalities.

b. **Collaborative Research and Feminist Methodologies**: We will partner with regional, national, and international academic and research institutions, alongside Pacific civil society, to conduct GEDSI-focused research. This will generate robust evidence and develop innovative solutions, with a particular emphasis on disability-inclusive innovations. We are committed to fostering feminist research methodologies that prioritise participatory approaches and challenge colonial power dynamics in knowledge production, ensuring research is relevant and empowering for Pacific communities.

c. **Targeted Private Sector Engagement**: Where relevant, we will explore partnerships with the private sector to promote GEDSI-inclusive practices in DRR, such as developing accessible technologies and inclusive services that benefit all community members.

d. **Strengthened Inter-Agency Coordination**: We will actively strengthen coordination with development partners, regional and national NGOs, and bilateral partners (including DFAT and MFAT initiatives) to harmonise GEDSI approaches and leverage collective expertise and resources across the Pacific. This collaborative spirit will maximise our combined impact and ensure a coherent regional approach to inclusive DRR

16. Operationalising the WRP GEDSI Strategy

STRATEGY TO ACTION

Key Issue (Problem)	Transformative Action / System i.e. Approaches	Key Priority Areas / Strategic Approach	Specific Actions (Operational Steps)
Problem	Action	Key Priority Areas	Operational Steps

FIGURE 6. Strategy to Action

To effectively operationalise the Weather Ready Pacific (WRP) Gender Equality, Disability, and Social Inclusion (GEDSI) Strategy, a framework is visualised in *Figure 6* and outlined in *Table 2* as a Strategy-to-Action Linkage Matrix and is detailed in Appendix C. This is to help guide implementation, governance, and sustained action.

The matrix helps show a clear, tiered relationship between Key Issues, Key Priority Areas (KPAs), and the Specific Actions designed to address them. It provides a logical flow from high-level problems to concrete solutions, and together with provided tools[22], are further detailed through the GEDSI Section in the WRP Operational Operations Manual.

TABLE 3 Strategy to Action Linkage Matrix

KEY ISSUES (PROBLEM)	TRANSFORMATIVE ACTIONS/SYSTEMIC APPROACHES	KEY PRIORITY AREAS (KPA) (STRATEGIC APPROACH)	SPECIFIC ACTIONS (OPERATIONAL STEPS)
Inadequate Inclusion and Limited Access to Early Warning Systems for Marginalised Groups	**TRANSFORMATIVE ACTION:** Build an inclusive and accessible disaster resilience system.	**A.** Inclusive Risk Understanding and Early Warning Systems for All (EW4ALL)	**1.** Develop and disseminate early warning messages through multiple, accessible channels. **2.** Ensure messages are clear, culturally appropriate, and tailored to specific group needs. **3.** Conduct risk assessments with diverse groups to understand unique vulnerabilities. **4.** Collect and analyse disaggregated data on hazard impacts and vulnerabilities. **5.** Conduct high-quality GEDSI analysis to explore social norms. **6.** Conduct regular drills and exercises that are inclusive of persons with disabilities. **7.** Integrate local, traditional, and indigenous knowledge into risk understanding.

The strategy will be operationalised through a three-phased decadal framework, with periods of three (3) years per phase, ensuring that corrections and interventions could be implemented through the phased period. The framework is in *Appendix B. Implementation Plan Framework (2025–2033)*.

---

[22] Includes a GEDSI-responsive Checklist and screening template.

17. Compliance

All WRP activities are to be undertaken in compliance with the objectives, principles, roles and responsibilities outlined in this Strategy and operationalised in the WRP GEDSI Section Operations Manual, as well as related policies and procedures including the Code of Conduct of SPREP and donor and development partner GEDSI requirements.

APPENDICES

APPENDIX A: WRP GEDSI Strategy Alignment with WRP KRAs and Principles

KRA 1: Governance, Management and Coordination

GEDSI Strategy Key Priority Areas & Actions Alignment

- **E. Institutional Strengthening and Capacity Building**: Provides mandatory, ongoing, and tailored GEDSI training for all WRPP staff and partners, embedding human rights principles. It integrates GEDSI into core policies, procedures, strategic planning, and operational practices of relevant institutions (NMHSs, National Disaster Management Offices). It emphasises strengthening collaboration and coordination among all stakeholders to advance GEDSI, clarifying roles and responsibilities, and establishing inter-agency and programme GEDSI working groups.

- **V. Governance and Resource Allocation**: Central to this KRA, with the appointment of a senior-level GEDSI Lead or Coordinator and the establishment of a multi-stakeholder GEDSI Advisory Group. It includes allocating dedicated human and financial resources for GEDSI integration and implementing a robust system to track and report GEDSI-related expenditures.

- **VI. Partnerships and Collaboration**: Formalising partnerships with Pacific feminist organisations, Organisations of Persons with Disabilities (OPDs), and other community-based organisations aligns with KRA 1's focus on coordination and management by expanding the network of stakeholders.

WRP GEDSI Principles Alignment (from WRP GEDSI Strategy)

- **Human Rights-Based Approach**: Explicitly commits to upholding human rights, ensuring the right to information, participation, health, and protection without discrimination.

- **Inclusivity**: Fosters active involvement of vulnerable and under-represented groups in design, implementation, and monitoring.

- **Accountability and Transparency**: Establishes robust mechanisms to monitor, evaluate, and hold stakeholders accountable for inclusive outcomes9.

- **Twin-Track Approach to Inclusion**: Ensures both mainstreaming and targeted interventions for marginalised groups.

Principles in Impact Pathway Alignment

- **Pacific-led and owned**: By establishing strong governance and management structures with embedded GEDSI principles, the initiative reinforces Pacific ownership and leadership.

- **Coordinated and collaborative**: The emphasis on multi-stakeholder advisory groups and partnerships directly aligns with this principle.

- **Accountable and transparent**: Robust MERL frameworks and dedicated budgeting mechanisms ensure accountability and transparency in governance and resource allocation.

KRA 2: Pacific Forecasting, Warning and Communication Capability

GEDSI Strategy Key Priority Areas & Actions Alignment

- **A. Inclusive Risk Understanding and Early Warning Systems for All (EW4ALL)**: Directly linked through developing and disseminating early warning messages via multiple accessible channels, including local languages, visual aids with sign language, and accessible formats. This also includes ensuring messages are clear, concise, culturally appropriate, and tailored to specific group needs, including impacts and recommended actions for diverse populations.

- **D. Deepening Social Inclusion and Community Engagement**: Supports this KRA by promoting targeted outreach and communication strategies to ensure information reaches all segments of society, especially those traditionally marginalised or facing communication barriers. This leverages networks like the Women's Weather Watchers for "last mile" communication.

- **B. Advancing Gender Transformation**: Promotes diverse women's leadership in related sectors like meteorology and ICT, which directly strengthens the overall capability.

WRP GEDSI Principles Alignment (from WRP GEDSI Strategy)

- **Accessibility**: Proactively provides information and services in accessible formats, disseminated through relevant and trusted organisations

- **Localisation and Traditional and Indigenous Knowledge**: Integrates local and indigenous knowledge systems, recognising the critical role of community-based resilience

- **Participation**: Promotes meaningful, safe, and active participation and decision-making power of vulnerable groups at all levels.

Principles in Impact Pathway Alignment

- **Agile and responsive to Pacific needs**: Tailoring communication methods and content to diverse community needs ensures responsiveness.

- **Inclusive**: The focus on EWALL and reaching all segments of society, regardless of communication barriers, aligns with inclusivity

- **Partnership-based**: Collaboration with community networks like Women's Weather Watchers exemplifies a partnership-based approach to communication

KRA 3: Observation Network and ICT Infrastructure

GEDSI Strategy Key Priority Areas & Actions Alignment

- **C. Holistic Disability Inclusion**: Ensures all WRPP infrastructure, including observation networks and training centres, are inclusive of persons with disabilities, adhering to universal design principles and accessibility standards. It also facilitates access to appropriate and affordable assistive devices and technologies for persons with disabilities, enhancing their ability to interact with and benefit from ICT infrastructure

WRP GEDSI Principles Alignment (from WRP GEDSI Strategy)

- **Accessibility**: Ensures all physical and digital infrastructure is proactively designed to be accessible to persons with diverse disabilities, going beyond minimum standards

- **Equity**: Addresses systemic barriers to ensure fair access to resources and benefits, including infrastructure

Principles in Impact Pathway Alignment

- **Agile and responsive to Pacific needs**: Designing infrastructure with universal accessibility ensures it is responsive to the diverse needs of the population

- **Sustainable**: Building inclusive and resilient infrastructure contributes to long-term sustainability

KRA 4: Forecast and Warning Production

GEDSI Strategy Key Priority Areas & Actions Alignment

- **A. Inclusive Risk Understanding and Early Warning Systems for All (EW4ALL)**:
Contributes by conducting participatory risk assessments and mapping with diverse groups to understand their unique vulnerabilities and capacities, which informs more accurate and relevant forecast production. It also involves collecting and analysing disaggregated data (by gender, age, disability, etc.) on hazard impacts, vulnerabilities, and capacities to inform all WRPP activities, including forecast production. Integrating local, traditional, and indigenous knowledge into risk understanding and early warning system design enhances the relevance and accuracy of forecasts, including gender-specific traditional weather knowledge held by Pacific women

WRP GEDSI Principles Alignment (from WRP GEDSI Strategy)

- **Localisation and Traditional and Indigenous Knowledge**: Directly integrates local and indigenous knowledge systems, valuing the knowledge of Pacific women, to inform risk understanding and early warning design

- **Equity**: Addresses specific needs and systemic barriers to ensure fair access to resources and benefits, including the quality of data for forecasting

Principles in Impact Pathway Alignment

- **Agile and responsive to Pacific needs**: Incorporating diverse knowledge and data into forecast production makes it more responsive to specific community needs

- **Inclusive**: Utilising disaggregated data and participatory risk assessments ensures a more comprehensive and inclusive understanding of risk, leading to better forecasts

KRA 5: Communication and Delivery of Forecasts and Warnings to End Users

GEDSI Strategy Key Priority Areas & Actions Alignment

- **A. Inclusive Risk Understanding and Early Warning Systems for All (EWALL)**: Strongly aligned through the focus on developing and disseminating early warning messages in multiple accessible and culturally appropriate formats. It ensures messages are tailored to specific group needs and explicitly addresses communication barriers for persons with diverse disabilities, directly supporting effective delivery

- **D. Deepening Social Inclusion and Community Engagement**: Crucial for "last mile" communication and delivery by leveraging community leaders, local community radio, and Women's Weather Watchers networks

- **B. Advancing Gender Transformation**: Promotes diverse women's full, equal, and meaningful participation and leadership, including Women's Weather Watchers, which strengthens the communication and delivery mechanisms to end users

WRP GEDSI Principles Alignment (from WRP GEDSI Strategy)

- **Accessibility**: Proactively designing and implementing all services and information to be accessible to persons with diverse disabilities

- **Participation**: Promotes meaningful, safe, and active participation and decision-making power of vulnerable groups at all levels, including in the communication of warnings

- **Empowerment**: Supports capacity building for vulnerable groups to advocate for their needs and enhance their resilience capacities.

Principles in Impact Pathway Alignment

- **Inclusive**: A core principle in ensuring all end users receive and understand critical information, regardless of their background or abilities

- **Coordinated and collaborative**: Collaboration with community networks and local leaders for effective message delivery demonstrates coordination.

KRA 6: Risk Information and Preparedness

GEDSI Strategy Key Priority Areas & Actions Alignment

- **A. Inclusive Risk Understanding and Early Warning Systems for All (EWALL)**: Fundamental to this KRA, emphasising participatory risk assessments with diverse groups to understand their unique vulnerabilities and capacities, ensuring intersectional analysis of risk. It includes conducting regular drills and exercises inclusive of persons with disabilities and other under-served groups, ensuring accessible information, routes, and safe spaces for preparedness.

- **C. Holistic Disability Inclusion**: Directly supports preparedness by ensuring accessible evacuation routes, transportation, and shelters catering to the diverse needs of persons with disabilities. It also strengthens community-level mechanisms for inclusion and participation of persons with disabilities in local DRR planning and implementation.

- **D. Deepening Social Inclusion and Community Engagement**: Contributes by proactive engagement with a wide range of diverse community groups to understand their specific needs and contributions in shaping interventions. Incorporating traditional knowledge and community-based solutions also builds preparedness

WRP GEDSI Principles Alignment (from WRP GEDSI Strategy)

- **Human Rights-Based Approach**: Upholds the right to protection and agency, particularly for vulnerable groups during disaster preparedness

- **Inclusivity**: Ensures active involvement of diverse groups in defining risks and preparing for hazards

- **Localisation and Traditional and Indigenous Knowledge**: Integrates traditional knowledge and community-based solutions into risk understanding and preparedness

- **Cultural Context and Do No Harm**: Ensures interventions are culturally sensitive and avoid exacerbating vulnerabilities, particularly in preparedness activities

Principles in Impact Pathway Alignment

- **Inclusive**: Ensures that risk information and preparedness activities consider and cater to the needs of all community members, including the most vulnerable

- **Agile and responsive to Pacific needs**: Tailoring preparedness efforts based on local knowledge and specific community vulnerabilities demonstrates responsiveness

APPENDIX B: Implementation Plan Framework (2025–2033)

This framework is based on a "decadal response" strategy. The "Others" section (GEDSI Integration in Program and Project Cycle, Appraisal Checklist, Analysis and Mainstreaming Plan Template, will be developed and used to operationalise the plan. The overarching approach for all activities will be Human Rights-Based and Intersectional, Participatory and Localised, and Partnership-Driven.

PHASE 1 Foundations and Piloting (Years 1–3: e.g., 2025-2027)

This initial phase focuses on baseline assessments, policy alignment, capacity needs analysis, pilot programmes, establishing partnerships, and governance.

| Key Priority Area | Actions |

PHASE 2 Expansion and Integration (Years 4–6: e.g., 2028–2030)

This phase focuses on scaling up successful pilots, integrating GEDSI principles more deeply into core operations, strengthening regional mechanisms, and systematic data collection.

| Key Priority Area | Actions |

PHASE 3 Consolidation and Sustainment (Years 7–9: e.g., 2031–2033)

This final phase focuses on institutionalisation of inclusive practices, fostering long-term sustainability, knowledge transfer, and advocacy for policy reform.

| Key Priority Area | Actions |

APPENDIX C: The Strategy-to-Action Linkage Matrix

The matrix connects strategy to action by showing a clear, tiered relationship between Key Issues, Key Priority Areas (KPAs), and the Specific Actions designed to address them. This framework provides a logical flow from high-level problems to concrete solutions.

KEY ISSUES (PROBLEM)	TRANSFORMATIVE ACTIONS/ SYSTEMIC APPROACHES	KEY PRIORITY AREAS (KPA) (STRATEGIC APPROACH)	SPECIFIC ACTIONS (OPERATIONAL STEPS)
Inadequate Inclusion and Limited Access to Early Warning Systems for Marginalised Groups	**TRANSFORMATIVE ACTION:** Build an inclusive and accessible disaster resilience system.	**A.** Inclusive Risk Understanding and Early Warning Systems for All (EW4ALL)	1. Develop and disseminate early warning messages through multiple, accessible channels. 2. Ensure messages are clear, culturally appropriate, and tailored to specific group needs. 3. Conduct risk assessments with diverse groups to understand unique vulnerabilities. 4. Collect and analyse disaggregated data on hazard impacts and vulnerabilities. 5. Conduct high-quality GEDSI analysis to explore social norms. 6. Conduct regular drills and exercises that are inclusive of persons with disabilities. 7. Integrate local, traditional, and indigenous knowledge into risk understanding.
Systemic Gender Inequality and Power Imbalances	**TRANSFORMATIVE ACTION:** Advance Gender Equality, Disability, and Social Inclusion (GEDSI) in all programming.	**B.** Advancing Gender Transformative Actions.	1. Integrate a gender-transformative approach into all programming. 2. Systematically apply an intersectional lens to address compounded vulnerabilities. 3. Ensure diverse women's full, equal, and meaningful participation and leadership. 4. Address the specific needs of diverse women and girls before, during, and after disasters. 5. Promote women's and gender-diverse individuals' leadership in WRP and related sectors.
Exclusion of Persons with Disabilities in Disaster Resilience	**TRANSFORMATIVE ACTION:** Advance Gender Equality, Disability, and Social Inclusion (GEDSI) in all programming.	**C.** Holistic Disability Inclusion – Nothing About Us Without Us.	1. Ensure all WRP policies, programs, and infrastructure are inclusive of persons with disabilities. 2. Address reasonable accommodation and disability discrimination in policies. 3. Collect and analyse high-quality, disability-disaggregated data. 4. Systematically include and empower persons with disabilities and their representative organisations (OPDs). 5. Ensure accessible evacuation routes, transportation, and shelters.

KEY ISSUES (PROBLEM)	TRANSFORMATIVE ACTIONS/ SYSTEMIC APPROACHES	KEY PRIORITY AREAS (KPA) (STRATEGIC APPROACH)	SPECIFIC ACTIONS (OPERATIONAL STEPS)
Lack of Deep Community Engagement and Cohesion	**TRANSFORMATIVE ACTION:** Build an inclusive and accessible disaster resilience system.	**D.** Deepening Social Inclusion and Community Engagement	1. Incorporate traditional knowledge and community-based solutions. 2. Build the capacity of local organisations and community leaders to address GEDSI issues. 3. Proactively engage with a wide range of diverse community groups. 4. Ensure safe spaces and access to support services and dignity kits. 5. Address harmful social norms and power imbalances through community-led dialogues. 6. Support targeted outreach and communication strategies.
Weak Institutional Capacity to Implement GEDSI-focused Policies	**TRANSFORMATIVE ACTION:** Advance Gender Equality, Disability, and Social Inclusion (GEDSI) in all programming.	**E.** Institutional Strengthening and Capacity Building	1. Provide mandatory, ongoing, and tailored training on GEDSI and human rights-based approaches. 2. Integrate GEDSI into the core policies and strategic planning of relevant institutions. 3. Support Pacific Women in Weather and Water and celebrate their contributions. 4. Promote gender balance and diversity within WRP and partner organisations. 5. Strengthen collaboration and coordination among all stakeholders. 6. Allocate dedicated human and financial resources for GEDSI integration. 7. Develop and implement GEDSI-specific grievance and feedback mechanisms.

Weather Ready Pacific

Connect | Pacific Led | Transform | Sustain