

CORAL REEF RESCUE: RESILIENT CORAL REEFS, RESILIENT COMMUNITIES

APPENDIX 1

GENDER MAINSTREAMING ACTION PLAN

I. BRIEF PROJECT INTRODUCTION, ITS MAIN GOAL AND OBJECTIVES

The Coral Reef Rescue Partnership is a global initiative with governments, private sector, international NGOs, and civil society partners to sustain and restore the health of coral reef ecosystems in the face of climate threats. The Initiative is implemented by a partnership of organizations, including Blue Ventures, Rare, CARE International, The University of Queensland, WCS, and WWF, with extensive experience in delivering conservation in close collaboration with governments and local communities. The Global Coral Reef Rescue Initiative's (CRR) underlying theory of change is that if the most resilient coral reefs that host 70% of the global regeneration potential within the coastal waters of the 7 countries can be identified, and if the main local threats to these priority reefs can be reduced to secure reefs in the face of climate change and community and commercial use, then a foundation for global reef maintenance and recovery can be provided for the long term. The objective of the CRR Partnership is to apply this approach to building reef productivity and resiliency around the world to protect climate refuge coral reefs with regeneration potential to globally secure reefs while ensuring co-benefits of biodiversity and livelihoods, with a target of safeguarding the food security and livelihoods of over 120 million reef-dependent people over the next decade.

As a catalyst of the Global Coral Reef Initiative, the CRR GEF project will contribute to the goal of the Global Coral Reef Rescue Initiative, by anchoring public and key private sectors in the 6 countries. The overall project objective is: *"To build capacity and solutions to ensure the long-term survival of climate climate refuge coral reef ecosystems, thereby supporting the blue economies and communities dependent on these reefs".*

The project will create global knowledge and capacity building networks, including a global platform for near to real time monitoring of coral reef, that will create capacities in each of the 6 countries for coral reef assessment and to identify and target solutions for Coral Reef conservation. The project will support countries to identify key threats to coral reefs and to build national strategies that provide a path towards solving those identified threats in each country. The project will also facilitate the alignment of the different co-finance opportunities to the priorities identified in the national strategies and will assist countries to mobilize additional public and private investments towards those identified priorities, including the development of an investment portfolio of sustainable business and long-term sustainable livelihood investments for local communities. The project has a strong component on

knowledge management to ensure best practices and lessons learnt are captured, documented, applied during project execution, and shared with the project stakeholders and broader conservation community.

II. GENERAL GENDER CONDITIONS IN THE PROJECT COUNTRIES

In accordance with the GEFs Policy on Gender Mainstreaming and the Gender Equality Action Plan, which recognized that a more systematic inclusion of gender aspects in projects could create positive synergies between improved environmental impact and greater gender equality, a high-level gender desk review was conducted to inform and guide the development of the Coral Reef Rescue: Resilient Coral Reefs, Resilient Communities project.

The countries' gender profiles are drawn upon a desk review of literature throughout the internet, interviews/conversations with gender experts at the national and regional level, and previously developed documents and research conducted by the consultant in various of the six countries. Each country profile is divided into three sections: mandates and frameworks on gender, the national context in relation to gender equality and women's empowerment, and gender considerations in the use, conservation, and management of coastal and marine resources.

I. FIJI

Mandates and Frameworks on Gender

The country has acceded to some, but not the majority, of the key human rights treaties. It has ratified eight Human Rights and Gender Rights related international instruments. Relevant International conventions ratified in Fiji related to the human rights of women and girls:

1965	Convention on the Elimination of All Forms of Racial Discrimination
1975	Convention on the Elimination of All Forms of Discrimination against Women
1989	Convention on the Rights of the Child
1990	International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families
1966	International Covenant on Economic, Social and Cultural Rights
2006	Convention on the Rights of Persons with Disabilities
2006	International Convention for the Protection of All Persons from Enforced Disappearance
2007	UN Declaration on the Rights of Indigenous Peoples
2016	Convention Against Torture
2018	UN Declaration on the Rights of Peasants and Other People Working in Rural Areas

The actual Constitution of 2013 incorporates international human rights law where the government is obligated to mainstream the respect, protection, and fulfilment of human rights in all policies and legislation in accordance with the conventions it ratified.

The Constitution includes the Bill of Rights, which protects among others, “the right to equality between women and men, and non-discrimination provisions, guaranteeing substantive equality and prohibiting discrimination based on sex, social origin, sexual orientation, age, religion, gender, marital status, and pregnancy, according to the recommendation of CEDAW Committee (OCDE 2020).

Under the Ministry of Women, Children and Poverty Alleviation, the Department of Women is mandated to achieve gender policy goals. The work of the Department is guided by Fiji’s Gender Policy which was

adopted in 2004. Prior to this, women-related issues were dealt with under the National Women Plan of Action (2004–2008).

A key task is that the Ministry defines its data requirements to support its role in advocating and advising on gender planning and mainstreaming across sectors. However, the mainstreaming of women's rights and the collection and analysis of gender-sensitive data is a function of the Fiji Islands Bureau of Statistics.

In 2013, along with the establishment of the new Constitution, Fiji enacted its first national minimum wage legislation, which positively affects women, particularly in the tourism, garment, and service sectors. In 2016, Fiji amended the constitution and introduced a national identification system where national IDs were established for both men and women (UNwomen 2020).

The Fiji Women's Rights Movement initiated the "Not OK: Stop Sexual Harassment" campaign following a study conducted with 1,013 women in 2016. One in five women had experienced sexual harassment in the workplace (Pacific Island Forum Secretariat and Pacific Community 2020).

With respect to the progress in the implementation of actions delineated in the SDG Report of 2019 (UNwomen 2019), only 25.5% of indicators needed to monitor the SDGs from a gender perspective are available, with gaps in key areas such as key labour market indicators, gender pay gap, skills in information and communication technology, and women in local governments, poverty, women's access to assets including land, physical and sexual harassment, and gender and the environment.

According to the UNWomen Report of 2019, the SDG indicators show that Fiji's legal framework has advanced:

- By 83.3 %, the enforcement and monitoring of gender equality, with a focus on violence against women
- By 54.5%, the overarching legal framework and public life
- By 60% employment and economic benefits, and
- By 90.9%, marriage and family

National Context in Relation to Gender Equality and Women's Empowerment

The 2019, Human Development Index value for Fiji was 0.724, placing it in the High Human Development Category, and its position was 93 of 189 countries and territories. The value for women was 0.679 in contrast with 0.725 for men. The Gender Inequality Index of 0.629, ranked it 84 of 162 countries. Women hold 19.6 % of parliamentary seats, and 79.4% adult women have reached at least a secondary level of education compared to 78.2% of their male counterparts. Female participation in the labour market is 38.5% compared to 76.5% by men.

The country's main economic drivers are agricultural products and complemented by various fisheries products as well as garments, mineral water, gold, and tourism. Half of Fiji's population lives in rural areas, where most of the country's informal economic activity takes place and is predominantly undertaken by women.

Fiji has one of the highest rates of domestic and sexual violence in the world with almost two-thirds of the country's women experiencing domestic or sexual violence during their lifetime. The high rates of

domestic and sexual violence translate into lost staff time and reduced productivity that is equivalent to almost 10 days of lost work per employee each year (Fiji Women's Crisis Centre 2014).

Government statistics report that 66% of women have experienced physical abuse; 26% have been beaten while pregnant; 48% of married women have been forced into sex by their husbands, and 13% have been raped. About 74% of domestic violence is not reported to the police, with some victims preferring to defer to the community or religious leaders. In contrast, others are reluctant to report any abuse at all. The cost of violence per annum has been estimated at FJD 290 million (Pacific Island Forum Secretariat and Pacific Community 2020).

The government Ministry of Women, Children, and Poverty Alleviation strengthened their capacity for psychosocial support during the COVID 19 pandemic by developing materials and training for the frontline service providers (counsellors, social workers, mental health specialists, nurses, protection officers, and community activists).

Traditional Indigenous and Indo-Fijian cultures also contribute to a misunderstanding of what constitutes economic violence and financial abuse: although women work outside the house, there are still many that cannot use their earned income, are denied funds, food, basic needs, and their access to employment is also controlled (UNWomen 2020).

In some rural communities women are constricted by traditional culture, and they must adhere to unwritten rules and expectations. "The role of women in fisheries is poorly documented and undervalued in Fiji and has been identified as a priority need by the Women in Fisheries Network-Fiji" (Vunisea 2016). In some coastal areas, women only have the ability to influence their local community activities and participation in the fisheries sector. However, women's ancestral knowledge related to fisheries, in some coastal communities, is not always valued. Also, women's roles and status depend on the clans they belong to or are married into, especially in rural communities.

Women also face barriers in the informal economy to which they are mostly constricted. These include the absence of social and legal protections. Many women have a limited voice, or none in the decision-making process. Ironically, women's absence of participation is also seen in the formulation of policies and legislation related to the low participation of women in precisely these areas, as is evidenced in their low presence in Parliament.

Furthermore, economically active women suffer from an unequal burden of work since they also have responsibilities in the home, family, and the community. According to the Regional Overview in 2017, in Fiji, women working for wages or salaries spent on average 24 hours a week on household work, while men spent 10 hours.

Fiji has an E-government Master Plan, which has an accompanying governance framework, facing the challenge of using technologies to fundamentally transform government service delivery with a vision to provide citizen-centered and integrated. (Government of the Republic of Fiji Islands 2007). According to Hogeveen (2020), e-government is defined as activities that involve the use IT for three types of activity: i. improving internal government processes, ii. connecting government to citizens (referred to as government-to-citizens), iii. connecting government and citizens to business and industry (referred to as government-to-business). However, the efficiency-oriented approach to e-government has resulted in a missed opportunity for advancing the gender equality agenda. The Fiji e-government Master Plan does

not draw explicit connections between the gender mainstreaming agenda and e-government programming. However, the country has an interesting example of a mobile application initiative called mWomen, a subscription-based SMS service offering free advice daily on women's and children's legal rights, family law, and gender-based violence. The initiative started in March 2013 as a partnership between the Ministry of Women, Children, and Poverty Alleviation, the Government of Fiji and Vodafone (Gurumurthy 2016). The service considered internet availability in the country, which was in 2007 54.6 % and at present is 70.5% (Annex 2).

Gender Consideration in the Use, Conservation and Management of Coastal and Marine Resources

The challenges encountered by women in the use, management and conservation of coastal, and marine resources are primarily related to cultural and social norms and practices, which in many cases limit women's progress and places women at a disadvantage where they have to depend on their menfolk when trying to access financial support and to be their voices in decision making. Throughout the Pacific, women often suffer from a 'culture of silence', where they are constrained in their participation in management discussions of natural resources that directly affect their livelihoods' (Vunisea 2008). Furthermore, land tenure, traditional social organization, and customary marine tenure ownership are dominated by males (Vuki and Vunisea 2016). Women also have poor access to information and financial resources and receive little training to build their capacity to manage coastal and marine resources for food and/or livelihoods (Thomas et al. 2020).

Women contribute to subsistence fishing daily. While the methods and tools utilized by men and women for fishing overlap, their preferences for these are different and correspond to the traditional gender differentiation - women use nets and prefer hand collection (64.6%), or free diving (35.4%) in comparison the men's preference for hand collection (38.9%), and free diving (52.2%), and Underwater Breathing Apparatus 8.9%, according to Magubhai et al (2016).

Men are likely to use boats and nets or free diving gear. Men also contribute to larger catches for ceremonial functions (i.e., weddings and funerals or church obligations) (Vuki and Vunisea 2016). Compared to men, the food and economic gains generated from women's fisheries catches are largely filtered back to their families, and therefore are critical for household food security and income (Giffin et al. 2019, Harper et al. 2013, Kronen and Vunisea 2009 and SPC 2018).

In small-scale commercial fishing, women contribute significantly to invertebrate collection like shellfish, seaweed, crabs, marketing them at the urban centers or roadside stalls. In various workshops and meetings, women have expressed a decrease in the size and abundance of fish and invertebrates caught and sold at the markets. In most cases, women spend more time and effort in catching fish and invertebrates because there are fewer and fewer in their nearby customary fishing grounds (*iqoliqoli*) (Vitukawalu et al. 2019).

Women highlighted their concerns about the destruction of key habitats within their fisheries grounds, such as mangroves (e.g., harvesting for firewood) and coral reefs (e.g., cyclone damage), which could be contributing factors to the decrease in fish catches (Vitukawalu et al. 2019).

Women in coastal communities expressed concerns about the issuance of fishing licenses by government authorities to outsiders to fish within their customary fishing grounds. This increasing pressure on their fish stocks was another reason the women felt their fish catch had decreased compared to the past (Vitukawalu et al. 2019).

Despite the significant role that women play in the use, conservation, and management of coastal and marine resources, their contribution is often overlooked. According to Pacific Community's 2021 report; Gender and human rights in coastal fisheries and aquaculture, restrictions in civil and political rights limits the full and free participation of women's rights activists or journalists. Available data does not capture the multidimensional nature of women's work, and few policies are developed with women in mind. In the past 3 to 5 years there have been more efforts to capture data collected on women's participation in the use, conservation, and management of coastal and marine resources and how their engagement has empowered and changed their social status.

II. SOLOMON ISLANDS

Mandates and Frameworks on Gender

The country has ratified some of the Human Rights and Gender Rights related international instruments. Relevant International conventions ratified in the Solomon Islands related to the human rights of women and girls are:

1982	International Convention on the Elimination of All Forms of Racial Discrimination
1982	International Covenant on Economic, Social and Cultural Rights
1995	Convention on the Rights of the Child
2002	Convention on the Elimination of All Forms of Discrimination against Women
2009	Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict
2009	Optional Protocol to the Convention on the Rights of the Child on the sale of children child prostitution and child pornography
2008	Convention on the Rights of Persons with Disabilities

The current Constitution of 1978 proscribes laws that are discriminatory or have a discriminatory effect. In practice, however, the supremacy of the anti-discriminatory laws is undermined by the informal recognition of customary practices related to Private Law, such as marriage, divorce, inheritance, customary law, and land tenure adversely affect women. Also, customary law prevails in land tenure, where traditional village Chiefs, who are generally men, determine the processes and roles within the community (United Nations Human Rights Treaty Bodies 2020).

In 1996, the Labour Law was enacted, which regulates women's employment, and in 1998, the promulgation of the Public Service Law incorporated the sexual harassment policy. The Public Service Law did not address the gender income gap in the Private Sector.

Domestic violence was criminalized in 2014 through the new Family Protection Act. The National Policy on the Elimination of Violence against Women and Girls 2016–2020 was established to address the high prevalence of violence against women and girls.

The Ministry of Women, Youth, Children, and Family Affairs, founded in 2007, is responsible for the formulation of gender-based policies and strategies also formulated the National Policy on Gender Equality and Women’s Development to the period of 2016-2020. The National Strategy for the Economic Empowerment of Women and Girls identified systemic barriers, constraining social norms that discriminate against women, and advocating for ways to address these issues. Also, the National Strategy included initiatives new to the Solomon Islands to improve gender equality in public service, such as mandating gender focal points and regular gender reporting in each ministry. However, there is a lack of data to monitor the progress in the implementation of these measures (Piko 2012).

According to the UNWomen Report of 2019, the SDG indicators show that only 20.5% of indicators are available, with gaps in key areas such as unpaid care and domestic work; key labour markets, gender pay gap, skills in information and communication technology; also gender and poverty, women’s access to assets including land, physical and sexual harassment, and gender and the environment.

National Context in Relation to Gender Equality and Women’s Empowerment

The 2019 Human Development Index value for the Solomon Islands was 0.567, positioning the country in the medium human development category, number 151 out of 189 countries and territories. The lack of up-to-date information (almost all the information is from 2014-2016) provides partial and probabilistic data, which does not permit a current and comprehensive vision of women’s situation.

The Gender Inequality Index 0.370 reflect the significant disparities between men and women, a consequence of excluding women and the assignment of gender-specific roles, attitudinal and structural barriers to equal participation in decision-making, obstacles to access to justice, inheritance and ownership, and value systems that link masculinity with authority over women.

A study conducted in the country by the International Finance Corporation (2019) found that domestic violence accounts for: “employees losing about two working weeks, or close to 12 workdays in a year, the violence comes at a terrible personal cost, as well as a cost to business” (Hawkins 2019).

The prevalence of violence against women and girls is high: 41% of women aged 15-49 years reported that they had been subject to physical and/or sexual violence by a current or former intimate partner in the previous 12 months in 2008. Also, cultural norms accept violence against women in certain circumstances. Three-quarters of both men and women believe this violence is acceptable, especially if a woman is “disobedient” (Steinke 2020).

The government has provided some psychosocial support to women and girl survivors of violence during the COVID 19 pandemic through support for family violence services. The government has rallied together all the services providing this support and has assisted them in developing plans to manage emergencies and establishing procedures, information, education, and communication materials for the public on how to obtain help, access safe shelter, and counselling for women and girls during the Pandemic.

The country's economy is based on agriculture and primary commodities. Its key industries are forestry, mining, fishing, and the production of palm oil, copra, and cocoa. Women's occupations are concentrated in the informal sector, mostly subsistence crop farming, but also in sales and services, skilled agriculture and/or fisheries work (7.6%), personal and protective services, and teaching professionals.

According to the Women and Business in the Pacific (2018), there is a notable difference between genders in terms of household expenditure in rural areas: a higher portion of women's incomes is spent on housing, utilities, transport, education and health, and community, and a higher portion of men's income is spent on alcoholic beverages and tobacco.

Gender discrimination in the workplace manifests itself as lower pay for women than for men with the same qualifications (12% less for women in the public sector, 62% less in the private sector). Maternity leave and prenatal care are only guaranteed at 25% of the regular salary. Women can be dismissed if they do not return to work after the expiration of the time off, they were permitted for maternity leave. The rate of compliance with the laws is unclear. As mentioned, there are no legal or public policy provisions regarding sexual harassment in the private sector (OCDE 2020).

Sixty-nine percent of women are literate. The literacy rate for females aged 15-25 is 88%, in contrast to 91% for males aged 15-24. In rural areas, most women have not received training or experience to permit their transition from microenterprises to small enterprises. This requires knowledge to keep accurate business records and determine profit levels, price points, and projection of profits. According to the National Strategy for the Economic Empowerment of Women and Girls in Solomon Islands (2014/2018): "Women need financial literacy and skills training to save, start and expand businesses, have access to financial services and be competent in financial management and investment. It is understood that microfinance schemes and banking services for women are limited in the Solomon Islands, especially for rural women".

While the Constitution provides for equality among men and women, in practice, norms of exclusion (customary or church or otherwise) take precedence with the consequent negative impact on women. As an example of the application of customary practices, Judges' case rulings are considered final, although they may not uphold the formal law. "The interpretation and application of human rights by a court, tribunal, or other authority are subject to customs and customary practices. These provisions set out that customary practices prevail over women's rights and freedom, including inherit and own land, resources, and property. These provisions will have debilitating consequences to women's enjoyment of human rights and undermine the rights to equality and the right to non-discrimination" (CEDAW 2017).

The Constitution's anti-discriminatory provisions do not apply to Private Law (marriage, divorce, and inheritance). Thus, women cannot appeal based on the Constitution to permit them to:

- i. Access to land and assets: although all citizens have the right to own, use and take decisions concerning land and property under the Constitution (1978, sec. 110). Women's rights, compared to men, are not guaranteed.
- ii. Access to formal financial resources. Formally, women and men have equal rights to open a bank account and obtain credit, regardless of their marital status. In practice, it is difficult for rural women to access financial resources; often, women are required to identify male guarantors.
- iii. Workplace rights: the government has ratified the Equal Remuneration Convention and Discrimination (Employment and Occupation Convention), yet no laws in the Solomon Islands

mandate equal pay for work of equal value. It is not at all clear how the provisions of the Convention have been incorporated into the laws. Other norms/customary practices related to education, employment, socio-economic conditions are different for men and women (CEDAW 2013).

Women also face barriers in enjoying the benefits of Information Technology (IT). The IT gender gap is driven by socio-cultural norms, which cause a wide disparity in literacy rates, employment, and economic agency between men and women. Access to mobile connections and the Internet are examples of essential instruments for the empowerment of women. According to Digital 2020, in the Solomon Islands, there is 71.37% internet coverage of the total population. Women who have access to the Internet use it primarily to obtain information and access social networks Facebook (45.9%) and Instagram (50%).

Information on the availability of mobile phones to women was crucial in carrying out many surveys. For example, the Solomon Islands High-Frequency Phone Survey on COVID-19 (2020). The survey was conducted through call centers set up by Tebbutt Research in Fiji and the Solomons. The sample of 2,650 women across the country includes several topics: COVID 19, employment and income, food security, coping strategies, and public trust and safety. The data about mobile use and internet access by women is key to close the gender gap in IT. Recent studies of women worldwide consider mobile phones as a tool that can improve women's lives by making them feel more autonomous and connected, capable of accessing new opportunities and saving them time and money.

Gender Considerations in the Use, Conservation and Management of Coastal and Marine Resources

According to the Permanent Mission of Solomon Islands to the United Nations, the Islands have a subsistence-based economy that relies on artisanal agriculture (yams, sweet potatoes, cabbages) and subsistence fishing (gathering shellfish, small-scale aquaculture, nearshore fisheries).

It is estimated that 50% of all women and 90% of all men participate in small-scale fishing (Gillett and Lightfoot 2012), and nearshore fisheries alone account for roughly 60% of consumption needs (Weeratunge et al. 2011). The majority of households have at least one member who fishes for household consumption and/or supplementary income, depending on day-to-day needs.

In rural Solomon Islands, the gender division of labour in fisheries is to some extent bound by geographical location. Men fish in the reefs and offshore. Women and children predominantly go out reef gleaning, collecting marine invertebrates and other species in seagrass beds, and fishing for the family in the near zone reefs close to villages, lagoons, and mangroves. In former times, women conducted these activities to provide for the family. Nevertheless, in conjunction with the decline of marine resources and population growth, the species of marine resources traditionally harvested by women are becoming commercialized, bringing women into income-generating activities (Yadao-Evans and Bero Kauhiona 2019).

Mariculture activities conducted by both men and women in some Western Province villages include farming giant clams and corals. Both women and men can engage in the farming of seaweed. Concerning fishing assets, the qualitative assessment in the Western Province showed that men predominate in canoe ownership; however, some women own canoes, and others access canoes of kin. Both men and women own their fishing lines and hooks, although men tend to possess a larger number of lines.

Ownership of fishing spears, engines, nets, boats, sails and diving gear (masks and fins) is largely confined to men. Some women own swimming goggles and use these for gleaning (Weeratunge et al. 2011).

Aquarium trade exports from the Solomon Islands currently account for around 4% of the international coral trade. The coral trade in the Solomon Islands started exporting in the early 1990s. Based on studies conducted by Lal and Kinch (2005), the aquarium trade in the Solomon Islands has been an opportunity for women in the country. However, gender analysis and the impacts that the aquarium trade has on men and women need further research.

According to the Pacific Community (2017) in the Solomon Islands, *kastom* (or cultural belief systems) and gender norms and relations shape women and men's different abilities to make claims over natural resources. Land and marine tenure operate through a combination of matrilineal and patrilineal descent systems. In-depth studies of tenure and decision-making challenge common assumptions that matrilineal descent systems transmit greater decision-making powers to women. Findings from the Solomon Islands also suggest this to be the case, pointing out that, irrespective of inheritance systems, men ultimately act as spokespeople and negotiators regarding the use of land and marine areas in all communities. Women (and in some cases men) who do not hold primary resource rights are generally less able to determine the direction of decisions about using and managing natural resources Pacific Community (2017).

Noteworthy differences in culture and language across the country and the persistence of both patrilineal and matrilineal systems make generalizing women's role in society quite challenging. This lack of consistency requires that natural resource management address gender considerations using techniques and methodologies that are highly localized. For example, in some communities, especially those where matrilineal cultures persist, women are socially influential and are often active participants in community discussions and decisions. Additionally, the transition from traditional community structures to a more modern setting has caused waves of change within the country's social and political dynamics. Although this transition has caused some social conflict, it has also opened many doors for women's advancement. More than ever, women participate in the public and private sectors (Yadao-Evans and Bero Kauhiona 2019).

Despite this high level of participation in fishing activities and the fishing industry, women's contribution to the economy and their communities from fishing and harvesting activities are frequently overlooked. In marine resource management projects and programs, women have often played a limited role due to the traditional male-dominated leadership of communities and clan systems (Yadao-Evans and Bero Kauhiona 2019, Weeratunge et al. 2011).

As stated by Ride, Batalofo, Gomese and Eriksson (2021), "this exclusion from key decisions affecting food security and livelihoods must be proactively addressed. In Solomon Islands' Western Province, some positive developments include Temporary Special Measures to have quotas for women in the Assembly, a proposal for gender representation in provincial government, the inclusion of women in community-based resource management, and formalising women's input into Gizo market management. However, beyond local efforts, researchers, donors, and fisheries practitioners can do much more to recognise and respond to the needs of rural women in fisheries".

III. INDONESIA

Mandates and Frameworks on Gender

The country has ratified some of the Human Rights and Gender Rights related major international instruments. Relevant International conventions ratified for Indonesia related to human rights of women and girls are:

- 1965 International Convention on the Elimination of All Forms of Racial Discrimination (ratified in 1999)
- 1966 International Covenant on Economic, Social and Cultural Rights (ratified in 2005)
- 1966 International Covenant on Civil and Political Rights (ratified in 2005)
- 1980 Convention on the Elimination of All Forms of Discrimination against Women (ratified in 1984)
- 1985 Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment (ratified in 1998)
- 1990 Convention on the Rights of the Child, including Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict (ratified in 2012) and Optional Protocol to the Convention on the Rights of Child Prostitution and Child Pornography (ratified in 2012)
- 2004 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ratified 2012)
- 2007 Convention on the Rights of Persons with Disabilities (ratified 2011)
- 2011 Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from Their Utilization to the Convention on Biological Diversity (ratified in 2013)

The Constitution of the Republic of Indonesia of 1945 does not address gender or women specifically but instead guarantees the rights of persons. In 2002, the Constitution was amended with essential provisions related to women's human rights, equality, and non-discrimination.

The Constitution, and the international agreements subscribed coexist with Islamic Law. The compilation of Islamic Law was carried out in 1991. Legal decisions taken by religious courts are predicated on The Compilation of Islamic Law, especially in issues of women and marriage.

Customary Law, Compilation of Islamic Law, and traditional norms govern family relations. There is no legal protection for women in an interreligious marriage, and Muslim women cannot marry nor divorce under civil law since these are governed only by Sharia Law (CEDAW 2012, OCDE 2020).

Notwithstanding the prohibition of child marriages under the Civil Law of Marriage of 1974, this practice continues in rural areas. These marriages are driven by socioeconomic and cultural factors, such as poverty, economic dependency, financial incentives and dowry practices, and lack of access to education and health services (UNICEF 2016).

The Compilation of Islamic Law is strongly rooted in rural areas, where cultural practices and a more restrictive interpretation of women's human rights predominate. This is exemplified by the acceptance in the Province of Aceh that the husband can obtain a divorce by simply stating "I divorce you" three times in succession (CEDAW 2016b).

Under the Compilation of Islamic Law”, i) women do not have equal rights as their spouses or their sons to inherit land and non-land assets, ii) domestic violence is considered as a private matter, and incidents are rarely reported, spousal rape is not considered as a crime and is considered as a private matter to be handled within the family. Iii) the absence of legal provisions and a clear definition of sexual harassment, such that many cases are difficult to prosecute, and victims are unwilling to come forward (Amnesty International 2012).

The Ministry of Women's Empowerment and Child Protection, established in 1978, is in charge of coordinating and synchronizing government programs to advance women's empowerment and child protection. In addition, the Komnas Perempuan (National Commission on Violence Against Women) which was formed based on Presidential Decree 65/2005 which in carrying out its duties oversees the implementation of CEDAW.

According to the UNWomen Report of 2019, only 27.6% of the SDG indicators that monitor progress from a gender perspective are available. Furthermore, gaps in key areas such as violence against women, gender poverty, women's access to the land and assets, physical and sexual harassment, and gender environment.

In the marine and fishery sectors, Indonesia has adopted gender consideration in the policy. By Law No 7/2016 concerning with protection and empowerment of fishers, fish and farmers, the government has responsibility to pay attention on the involvement of women in fishery sectors. In supporting this law, the Minister of MAF launched a decree No 28/2016 on the Guideline to implement a monitoring and evaluation of Gender Sensitive Program. In addition, the Gol prepared a road map in mainstreaming gender in MMAF (Decision of MMAF No 67/2016 on the roadmap to map the implementation of gender mainstreaming in MMAF). A discussion on gender in marine and fishery has started to be mainstreamed in Indonesia.

National Context in Relation to Gender Equality and Women's Empowerment

The 2019 Human Development Index value for Indonesia was 0.718, placing it in the High Human Development category. Its position was at 107 of 189 countries. The Index value for women was 0.694, in contrast with 0.738 for men. The Gender Inequality Index value was 0.480, positioning the country at 121 of 162 countries. Women hold 18.2% of parliamentary seats, their participation in the labour market was 53.1%, compared to 81.9 % for men, and mortality rate for women under five years of age is 27.5%, and 28.3% for men, expected number of years of schooling for women is 13.7 years (UNDP 2020).

According to the customary, traditional, and religious practices, women are responsible for the home and care duties, the men are recognized as head of the household and take the family decisions. Violence within the family, including physical assaults, threats and intimidation, sexual abuse, and economic deprivation, is under-reported since it is viewed as a private matter that does not belong in the public sphere (Bennett, Andajani-Sutjahjo and Idrus 2011).

The different forms and complexity of violence against women have not been characterized in the existing laws in Indonesia. The Elimination of Domestic Violence Law 23 was introduced in 2004, followed by the Witness Protection Act. 13 in 2006, which provides criminal sanctions for perpetrators of domestic violence against women.

Furthermore, the definition of domestic violence against women is similar in the Elimination of Domestic Violence Law and the Compilation of Islamic Law. “The violence that is deemed necessary to be used to solve problems and deviations in the family, in the culture of society is often not seen as violence, but rather, as part of the way of education” (Nurtjahyo Inge, L. 2021, p. 5).

Many Indonesian women have experienced domestic violence in their lifetime. The lack of systematic data makes it difficult to quantify the number and types of violence committed against women (Statistics Indonesia, 2020).

There are at least 15 defined types of sexual violence. These are: 1) rape, 2) sexual intimidation, including threats or attempted rape; 3) sexual harassment; 4) sexual exploitation; 5) trafficking of women for sexual purposes; 6) forced prostitution; 7) sexual slavery; 8) forced marriages, including Hanging Divorce, 9) forced pregnancy, 10) forced abortion, 11) forced use of contraception and sterilization, 12) sexual torture, 13) inhuman and sexually nuanced punishment, 14) traditional sexual practices that endanger or discriminate against women, 15) sexual control, including through discriminatory rules based on morality and religion (CEDAW 2019). However, the Criminal Code only regulates two types of sexual violence, rape, and molestation.

Since 2008, Religious Courts/Islamic Courts have handled the cases of violence against women. The Religious Court resolves: “divorce cases initiated by the husband (cerai talak), divorce cases initiated by the wife (cerai gugat), and the Court’s permission to practice polygamy. Cerai gugat accounted for the largest number” (CEDAW 2019).

Domestic violence against women continues to be a severe problem issue in Indonesia, although the cases are largely underreported and poorly documented. Often women who attempt to seek justice under the law in domestic violence cases have found the processes lengthy, complicated, and ultimately ineffective (CEDAW 2017).

The numbers of cases of sexual violence occupy the highest position among other forms of violence in the community and increase each year. Cases of incest also increase yearly. In 2020, cases of incest increased by more than 1.2% over those in 2019. In most cases, the culprit was the biological father (CEDAW 2019).

Marital rape is not a specific criminal offense under the penal code, and it is prohibited in the Elimination of Domestic Law 23/2004 and can be punished with criminal penalties. The increasing number of reported cases of marital rape can be read positively; the victim is aware that coercion of sexual relations in a marriage is a rape that can be followed up with a due process. In many cases, the perpetrators of rape and their wives agree to avoid criminal liability and the stigma and embarrassment to the victim's family since it is deemed preferable to continue to be married (CEDAW 2019).

The National Commission on Violence Against Women reported that domestic violence in 2019 during the Covid-19 Pandemic increased by almost two-thirds. In response, the Government’s Office of the Presidential Staff established several gender-sensitive measures. It activated the Psychiatric Health Services to provide virtual support to women and children in dealing with domestic violence incidents, a national protocol to ensure safe reporting and outreach to identify women victims of violence, and secure provision of services for both survivors and providers (UNWomen 2021).

The marital property regime governs the access to the land and assets for a married woman. According to the Civil Code and the Marriage Law of Indonesia, land and assets are considered as a partial

community of property, and both spouses must agree on their administration. In practice, the husband registers the marital property in his name. There is little awareness that a marital certificate exists and can be obtained a step required for women to exercise their property rights (OCDE 2020).

Due to the Compilation of Islamic Law, in divorce cases, the wives in polygamous marriages have an equal right to property acquired since the date of her marriage, only if the marriage was registered. In practice, women are highly likely to lose their land rights upon widowhood, divorce, or desertion (Asian Development Bank 2018).

Women have the right to open bank accounts at formal financial institutions once they complete the formal requirement, a challenge given the informal and structural barriers women face. However, following traditional norms, women tend to register their businesses in their husband's name and the latter are seen as the heads of the households (Data Reportal 2020).

The Law of Labour provides for women's work rights. Nevertheless, while 54% of women participate in the labour market, their incomes are half of the men. This represents weight on the country's development (WEF 2020).

In rural areas, lack of access to credit and financial services is a significant barrier for women seeking to develop micro-enterprises. However, women's access to credit has not focused on Indonesia's microfinance institutions (CEDAW 2011). Internet use is closely related to the development of micro-enterprises. Internet coverage via mobile is 125.6% of the total population. Its use could be an excellent opportunity for women's empowerment by developing microenterprises by facilitating women to obtain information on finance, markets, and technology. Also, Internet use can expand women's participation in various sectors and the productive areas of the economy (Data Reportal 2020).

Gender Consideration in the Use, Conservation and Management of Coastal and Marine Resources

Indonesia is the world's largest archipelagic nation and the second marine fish-producing country globally. FAO estimates that over six million people are involved in fisheries and aquaculture in Indonesia, with approximately 95% of fishery production from small-scale fishers (SSF). The SSF uses small boats and simple gear to fish in nearshore areas for both food and income. Coastal fisheries account for over half of Indonesia's total wild fish production. Moreover, over half of Indonesians' primary protein source comes from fish and seafood (Stacey et al. 2019).

Women have a vital role in SSF—as fishers, processors, and traders. They tend to fish in different ways than men. Women fish from shore or do gleaning—collecting shells or invertebrates. Despite the lack of accurate and comprehensive quantitative data on the many and varied roles of women in SSF, according to Ariadno and Amelina (2016), women comprise up to 42% or more of the people engaged in fisheries in Indonesia. Nevertheless, even more significantly, women are involved in up to 90% of secondary fisheries (e.g., processing) (WorldFish Center 2021).

There is considerable diversity in Indonesia's SSF activities, depending on the species targeted, gear used, seasonality of catch, and markets' nature (domestic or export). Men and women, and often children and youths, are involved in distinct aspects of pre-production, production, post-harvest processing, and the trade of fish and other marine resources. Further, different social groups adopt different fisheries-based livelihood strategies, influenced by cultural heritage and preferences, available alternative livelihood options, access to productive resources (e.g., boats, land), and geography (e.g., remote island vs. urban

coastal, distance from formal markets). SSF activities may be the only source of income for a household or contribute to household income as part of an evolving portfolio of livelihood activities (Stacey et al. 2019, Loneragan et al. 2018).

Women in Indonesian coastal communities play a crucial role in the use, conservation, and management of marine and coastal resources. Their roles are usually different from men as women often positioned as supporting entities for men whose work normally associated with physical work. Having said that, women's contributions are often undervalued, unaccounted for, and marginalized. For example, despite their significant contributions to the fisheries, women often earn less than men. This relates to three patterns: unpaid work, lower-return work, and lower rates of entrepreneurship.

- Women do a lot of unpaid work—such as collecting bait, fixing nets, cooking food for fishers, managing accounts—and nearshore fishing using small hand nets.
- When involved in paid work, they tend to be disproportionately represented in less profitable nodes of the marine resources value chains.
- Women have lower rates of entrepreneurship, causing lower income and access to services.

Concerning household revenues from fisheries, weekly household gross income, expenses, and net income revealed that, on average, weekly gross income ranged from USD 25 to USD 70 per week. In contrast, net incomes per household were lower than USD 25 per week. On average, the gross weekly income for men (USD 28) from fishing-related revenues was higher than for women (USD 20) (Campbell et al. 2019).

Coastal communities are deeply rooted in a patriarchal system (Solidaritas Perempuan Anging Mamiri South Sulawesi & Transnational Institute 2020). Examples of this are:

- Women are legally registered on their ID cards as fishers' wives, rather than fishers themselves, even if they go to sea and contribute in many ways to local fishing economies.
- Insurance and public finance options do not recognize women as fishers, so they cannot get support from the government.
- Women have to possess a marriage certificate to inherit property, and this is only possible if they become widowed; otherwise, they cannot own property.
- Women are usually not invited or have limited participation in consultation processes mainly because they are not recognized as stakeholders. At the same time, their husbands and other men in the community often claim that women are not needed in these processes- *The law says that the head of the family is the man.*

Indonesia has registered a drop in female employment in fisheries-related jobs (14.5 million women in 2014, down from 16 million in 2008). This is attributed mainly to industrial modernization and mechanization. The Law on Protection and Empowerment of Fishers and Aquaculture Farmers acknowledges women's involvement; There is no restriction for women participation in public policy consultation process, after all they are urged to take part in any steps of the process. They generally have equal opportunities with men. This may be observed in government's attendance list form/template which in past years provide gender column to measure and to improve women's participation in future event. This implies that the status of gender mainstreaming in fisheries and coastal management policies remain in preliminary stages and need to be fostered. Gender policies and programs have also not

referenced the coastal and fisheries resource management sector, indicating room for improvement (MFF, SEI, SEAFDEC 2018).

Because of the evolving COVID-19 pandemic, life is not normal anymore for coastal communities in Indonesia and elsewhere. Due to the government's policy to prevent Covid-19 widespread such as large-scale social restrictions, the distribution channels of foods and goods (i.e., ice) for both consumption and fishing purposes were interrupted. This resulted in reduced sales of seafood products from fisher people from coastal areas to consumers in urban areas, reducing coastal communities' income. Fishers' income significantly dropped as the fisheries supply chain was cut off and the traditional markets had fewer visitors with limited operating hours (Blue Ventures 2021).

IV. MADAGASCAR

Mandates and Frameworks on Gender

The country has ratified most of the Human Rights and Gender Rights treaties and international instruments. Relevant International conventions ratified in Madagascar related to the human rights of women and girls are:

- 1967 International Convention on the Elimination of All Forms of Racial Discrimination (ratified 1969)
- 1969 International Covenant on Civil and Political Rights (ratified 1971)
- 1970 International Covenant on Economic, Social and Cultural Rights (ratified 1971)
- 1980 Convention on the Elimination of All Forms of Discrimination against Women (ratified 1989)
- 1990 Convention on the Rights of the Child (ratified 1991)
- 2000 Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict (ratified 2004)
- 2001 Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment (ratified 2005)
- 2007 Convention on the Rights of Persons with Disabilities (ratified 2015)
- 2012 Second Optional Protocol to the International Covenant on Civil and Political Rights aiming to the abolition of the death penalty (ratified 2017)
- 2014 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ratified 2015)
- 2000 Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict (ratified 2004)

Madagascar has not yet ratified the Protocol to the African Charter of Human and People's Rights of the Rights of Women in Africa, an important African instrument to promote gender equality and women's empowerment.

At national level¹:

¹ Source : « Rapport de la République de Madagascar dans le cadre du 20^e anniversaire de la 4^e conférence mondiale sur les femmes et de l'adoption de la déclaration et du programme d'action de Beijing en 2015 ». (Ministry of Population, Social Protection and Promotion of Women) and information shared by the director of gender mainstreaming within the ministry.

- The Preface of the Constitution, established in 2010, briefly mentions women's equal access and participation in public employment, political, economic, and social life.
- The Ministry of Population, Social Protection and Promotion of Women is the government organization responsible for improving the socio-economic conditions of the population. It is responsible for the development of the strategy for the protection and promotion of equality for women and minorities. Also, the Ministry designs the policy and legal framework for the social protection of vulnerable households.

2007	Amendment of the law relating to marriage by standardizing the marital age for both sexes.
2010	Amendment of the land tenure text
2019	Adoption of the law on the fight against gender-based violence
2020	The Madagascar's 2020-2025 National Action Plan on the subject of "Women, Peace and Security" was drawn up. This NAP replaces the former "National Gender and Development Action Plan", and stems from UN Resolution 1325, unanimously adopted on October 31, 2000, by the United Nations Security Council at its 4213th meeting.

In the 2021 planning of the Ministry of Population, Social Protection and Promotion of Women, the framework-law for gender equality being finalized is scheduled for adoption at the level of the two chambers (Assembly and Senate), aimed at combating the persistent anchoring of the culture that demeans women.

According to the UNWomen's SDG Country Data Report 2019, data is available for only 27.3% of the indicators for monitoring the SDGs from a gender perspective. Besides, there is no data for key areas such as the labour market, gender pay gap, skills in information and communication technology, poverty, women's access to assets including land, physical and sexual harassment, and gender and the environment, also the lack of data makes difficult the process of monitoring.

Although the country ratified the International Convention on the Elimination of All Forms of Racial Discrimination 1989, the law does not criminalize violence against women. There are no provisions in the Penal Code and Labour Law for protection against rape or sexual harassment (OCDE 2020).

National Context in Relation to Gender Equality and Women's Empowerment

Human Development Index value for 2019 was 0.528, placing the country in the low human development category and positioning it at 164 out of 189 countries. The Gender Inequality Index could not be calculated due to a lack of data.

The Global Gender Gap Index value was 0.719. Ten years from 1990 and 2019, life expectancy at birth increased by 16.0 reaching 69.9 years for men and 66.5 years for women. Years of schooling is 10.2 years for both men and women. The literacy of women was 68.3%, and for men, 75%. Women hold 19.2% of parliamentary seats, and 27.3% of women hold a seat in the government (Annex 1).

The difference of responsibilities between men and women are the reflect of social constructions making that usually, men take care of strategic roles and activities (social, economic, etc.), and women carry on domestic work. For example, supplying water to households is an exclusively female task (except when it is carried out using the cart, but which is generally reserved for men). In other words, the absence of adequate and appropriate means for the water supply, makes this task more difficult for women. Taking

care on health and family well-being are also considered as women's responsibilities as well. Furthermore, women are treated unequally in matters related to marriage, divorce, and child custody (CEDAW 2015) despite amended law related on these domains.

The National Strategy to Combat Gender Violence for the period 2017-2021 established a telephone hotline to assist women victims of violence. Guidelines were also developed for providers handling gender-based violence cases.

The pandemic COVID 19 arrived in the country after other epidemics experienced in the country, pneumonic plague (2017) and measles (2018) and contribute to strengthening the forms of a new stress factor among populations that already present relatively low levels of subjective wellbeing (UNICEF 2020).

During the COVID 19 pandemic, the government's strategy to address gender-specific needs included enhancing access to information and services for the prevention of all forms of gender-based violence, including sexual exploitation and abuse, strengthening the existing system for the protection of the population against domestic violence. The government improved household access to water, better hygiene, and sanitation to reduce morbidity and mortality due to COVID 19 and protect women against domestic violence (UNICEF 2020).

Violence against women has significant economic costs in terms of expenditures on the provision of services, lost income for women and their families, decreased productivity, and negative impacts on future human capital formation. 79.9 % of women employed live below the international poverty line, versus 73.7% of employed men. The unemployment rate is 2.1% for women compared to 1.4% for men (Annex 1).

The proportion of women's integration in economic activities was 59.4%, in contrast to 61.8% for men. Women in rural areas manage 63% of the household's domestic issues compared to 75% management by men. On average, women own 50% less land than men (women 0.9 ha, men 1.4 ha). The participation of women in economic activities and access to opportunities is minimal; only 9% of women participate in commercial activity. Women's part-time employment is higher than men's, 30.74% in contrast to 25.91% (WEF 2020).

The Law on Marriage and Matrimonial Regimes was amended to increase the legal age for marriage to 18 years, both for women and men. However, 41.2% of women married before their 18th birthday. Child marriage continues to be widely practiced, particularly in rural areas of the country (UNWomen 2020).

Parents arrange marriages for girls as young as ten years, and these involve the provision of dowries in the form of money or oxen to the bride's family. In many cases, the children married through these arrangements are victims of domestic violence, servitude, and sexual slavery. The sexual exploitation of young women and girls is reported in some rural areas, where the practice of "Tsenan'ampela" (market girls) exists (OCDE 2020), even though it is not considered as prostitution acts in communities' mind (vs strict "legal consideration").

Women's inheritance is established in the Law on Estate, Will, and Donation. However, the customary practice often determines inheritance which can vary from one ethnic group to another and tend to favour men (CEDAW 2015).

In civil and customary law, discriminatory practices in land ownership, asset management, and inheritance continue to exclude women from equal access to ownership and management of land. In rural areas, women are mostly limited only to secondary rights to the land.

According to the Constitution of 2010, women have the same rights as men to open bank accounts and access formal financial services, such as loans and lines of credit. The women have a low financial inclusion, caused by low literacy 68.3% for women, limited or no access to steady income and by law and tradition, because the men are considered the head of the household and their decision making extends to financial decisions of the family (OCDE 2020).

The Labour Code of 2004 prohibited women from working in "danger positions for health or safety," such as working at night in the industrial sector like mining. Discrimination against women in the workplace is an issue of infringement on women's rights, and the gender gap wage is 17.6% (OCDE 2020).

The percent of total population user internet is low 14% and the 33% access to the internet via mobile phone. 43.5% of women use mobile with an internet connection to Facebook, 52.1% of women use Instagram, and 45.1% LinkedIn for social and economic issues. Closing the coverage gap between rural and urban access to internet connection and decreasing the illiteracy of women and the fear of technology will accelerate digital inclusion and empower women (Data Reportal 2020).

Faced with these facts, the place and importance of women in Malagasy society cannot yet be ignored: About one in four households (24.0%) are headed by women, and within single-parent families, there is a greater number of households headed by women (9.1% against 1.7% headed by men). (Third national census, 2018).

Gender Consideration in the Use, Conservation and Management of Coastal and Marine Resources

Even though men and women generally play distinct roles in community-level natural resource management, with differing economic, social, political, and cultural factors defining resource use, there is a gap in the generation, availability, dissemination of knowledge, and analysis in the use of data, statistics and indicators on issues related to gender, coastal management, and the fishing sector.

Though designed to be inclusive, community-based natural resource management initiatives tend to underpin gender inequalities since they are based on traditional, usually male-dominated, decision-making processes. The village reunions, where community-based management decisions are made, do not necessarily encourage participation by women. Even though not formally excluded, women are often unable or unwilling to participate in mixed-gender meetings (Westerman and Benbow 2014).

However, there are little to no gender studies and research conducted in Madagascar concerning the use, management, and conservation of coastal and marine resources. There are few mentions of women and children's role in seaweed farming in the northeastern region and gender considerations related to octopus' fisheries in the southern part. Deep and targeted studies are needed to reflect the real situations that vary according to the places.

The traditional octopus fishery sector in Madagascar's north part is more of a subsistence fishery because almost the whole population is employed in agriculture, and fishing is done only occasionally. However,

the southern part of Madagascar octopus' fishery is the primary source of income. Before the lucrative market for octopus was established, men rarely harvested octopus instead of concentrating on the more profitable finfish fishery. Once the commercial market was established, there was a noticeable growth in male octopus harvesters entering the fishery sector. At the same time, women quickly saw an increase in their ability to earn money (Langley 2006).

According to Westerman and Benbow (2014), the fishery is still dominated by women (86% of adult women harvest octopus vs. 31% of adult men). Within the Velondriake Locally Managed Marine Area (LMMA), where octopus is a "cash crop" (99% are sold directly to commercial collectors), women have easy and socially acceptable access to the market, thus allowing them to participate fully.

Male and female artisanal fishers harvest octopus using gender-specific methods (Humber et al. 2006):

- a) Mihaky (fishing on foot). Women and children glean octopus on reef flats using long spears or rebar, and harvest is restricted to only 2-4 hours over a 5–7-day period every two weeks during spring tides when the water is low enough to access the reef flat on foot. It has been noted that this tide-dependent method of fishing is well suited to accommodate women's role in daily household chores alongside fishing.
 1. Mitino (fishing in pirogue) is practiced only by the men using the harpoon from the vessel.
 2. Maniriky (fishing by diving) is mainly practiced by the men, using air masks and tubes for swimming and manually catching the fish.

V. TANZANIA

Mandates and Frameworks on Gender

The country has ratified most of the Human Rights and Gender Rights treaties and related international instruments. Relevant International conventions ratified in Tanzania related to the human rights of women and girls:

1972	International Convention on the Elimination of All Forms of Racial Discrimination
1976	International Covenant on Civil and Political Rights
1976	International Covenant on Economic, Social and Cultural Rights
1980	Convention on the Elimination of All Forms of Discrimination against Women (ratified 1985)
1990	Convention on the Rights of the Child (ratified 1991)
2003	Optional Protocol to the Convention on the Rights of the Child, on the sale of children and child prostitution and child pornography
2004	Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict
2007	Convention on the Rights of Persons with Disabilities (ratified 2009)
2007	Maputo Protocol to the African Charter on Human and People's Rights
2008	Convention for the Protection of All Persons from Enforced Disappearance

The Constitution of Tanzania of 1977 sustained the principle of the equality of women and those human rights should not be curtailed on account of sex. The constitutional review process, initiated in 2011, strengthened the provisions regarding the rights of women and explicitly declared these rights. The final draft was submitted to parliament in October 2014, where it has remained devoid of parliamentary approval.

The 2000 national Women and Gender Development Policy and the 2005 National Strategy for Gender Development (NSGD) provide guidelines to Government and non-Government actors on the incorporation of gender equality concerns in all their plans, strategies, programs and budgets.

The Ministry of Community Development, Gender, and Children (MDCGC), established in 2002, is the government institution in charge of implementing, supervision, and advancement of gender equality.

According to the UNWomen's SDG Country Data Report 2019, the SDG indicators show that Tanzania's legal framework has progressed by 33% in enforcement and monitoring of gender equality, focusing on violence against women. The report reveals a lack of concerning the areas aimed at mainstreaming gender perspective, violence against women, unpaid care and domestic work, key labor market indicators, gender pay gap, gender and poverty, women's access to assets including land, physical and sexual harassment, and gender and the environment.

National Context in Relation to Gender Equality and Women's Empowerment

The 2019 Human Development Index value was 0.529, placing it in the Low Human Development category, and its position was 163 of 189 countries.

The Gender Inequality Index value was 0.556, ranking it at 140 of 162 countries. Women hold 36.9% of parliamentary seats, and 30.1% of women are represented in the local governments. The expected years of schooling are 8.2 years for women and 8.0 for men. Only 12% percent of adult women have reached secondary school compared to 16.9% of their male counterparts. Women's participation in the labour market is 79.6% compared to 87.3% for men.

Regarding violence against women, the Report indicated that 40% of women and girls from 15 to 49 years of age had experienced physical violence, and 17% had faced sexual violence. The proportion of women who were married before age 18 was 30.5%, and 27.9% of girls had experienced sexual violence before their 18th birthday (UNWomen 2020).

Domestic violence incidents decreased by 30% due to the restrictions in mobility, lack of information, and increased isolation due to the Covid 19 pandemic (UNWomen 2020). Women and girls are reluctant to report gender-based violence out of fear of being blamed, not being believed, and treated differently by their communities (Tanzania Human Right Report 2015).

Tanzania ratified the Maputo Protocol to the African Charter on Human and People's Rights in 2007 and passed a law to integrate the provisions of international treaties in many legal areas, such as those associated with violence against women, rape, sexual harassment, divorce, access to land and assets, inheritance, workplace rights, and female genital mutilation in a few rural areas. But the prevalence of the traditions, social and cultural norms minimize the seriousness of acts that violate the human rights of women.

In Tanzania, the law does not criminalize domestic violence because the tradition considers this phenomenon as a private matter that should not be reported outside the family (CEDAW 2016a). With the support of UN Women, in 2020, the government developed programs to disseminate information on violence against women and girls and established procedures that facilitate the identification of violent behaviors against women and children and their screening for violence during COVID-19 testing.

According to the National land Policy of Tanzania, women's land rights are inferior to those of men. Their access to the land is indirect and insecure since customs and traditions determine it.

The Customary Law of 1963 excludes widows and daughters from executing the estate of the deceased. Senior men in the clan perform management of the inheritance process, or a son, facilitating their retentions of the rights over the property (Legal and Human Rights Centre 2015).

While women may open accounts with banks and financial institutions, the lack of land ownership precludes women from obtaining the collateral required for credit purposes. The few banks that exist in the rural areas offer loans and credit lines at high-interest rates. Low women's literacy (73.1%) and the heavy bureaucracy are also barriers for women to obtain credit and register businesses, which again requires holding title deeds for their land. Women do not own property and assets to offer as collateral (CEDAW 2016a).

An alternative for women's economic empowerment was the establishment of the Village Community Bank, which increased women's access to credit. The government established the Empowerment Funds, which provided soft loans for women entrepreneurs (CEDAW Task Force 2014).

According to the CEDAW Report of 2016, women's rights in the workplace include equal pay for equal work in Tanzania. In practice, the gender wage gap has broadened, women continue to be concentrated in lower-wage jobs, and there are limited opportunities for mobility in the workforce.

Women produce most of the food in the country, performing 80% of the farm work; however, farming is still perceived as a man's job.

Women spend many hours performing domestic tasks: gathering firewood, fetching water, and caring for the young, the ailing, and the aging. This work reduces the time available to women to cultivate the crops for their family's consumption. The cultural expectation further exacerbates this "time poverty" that women will labour on the plots owned by their husbands and perform the domestic work before working independently (CEDAW 2016).

Internet penetration in Tanzania covers 25% of the population and 98.8% of that proportion access Internet via mobile phones. In rural areas, the use of mobile phones by women is controlled by men. Digital communication using mobile phones is an opportunity for women and girls in rural areas to strengthen their economic empowerment. For example, in 2020, 8.4% of women with internet access via mobile phones used access for economic transactions (Data Reportal 2020).

Gender Consideration in the Use, Conservation and Management of Coastal and Marine Resources

The economies of coastal villages depend on various interrelated activities, primarily based in the household unit, including fishing, agriculture, seaweed farming, livestock husbandry, salt making, casual labor, lime making, and small business operations (Porter et al. 2008).

The fishing or seafood gathering system is a dynamic system that goes beyond the activity of catching. The system is composed of a cycle involving catching, processing, storage, marketing, acquisition, construction, and maintenance of fishing equipment and gear—such as boats and nets, permits clearing, firewood, salt and water gathering and hauling for product processing, and preparation of food for the fishermen, etc. Roles and participation in fishing and fishing-related activities are differentiated and divided along gender lines, with women engaging in various activities in the fisheries value chain. For

example, in artisanal fishing communities, women are mainly responsible for performing the skilled and time-consuming jobs on shore.

Women's role largely centers on the processing and marketing of fish that men catch. They also purchase and process the waste products from fish plants. Marketing of fish provides the main source of income for many families, reflecting in improved livelihoods when women control this income (Medard et al. 2000).

Women may also be involved in the making and mending of nets as well as the building of boats. However, they are also engaged in fishing with small implements, wading and gleaning the shores for shellfish. Cultural constraints prevent women from fishing from boats, going any great distance from home, or diving with scuba gear on the reef.

Until seaweed farming was introduced in the 1990s, octopus was seen as the only viable and culturally appropriate 'fishing' activity for women, apart from fishing for very small fish in the shallow water. At present, women in various islands are conducting innovative sustainable entrepreneurial activities, such as octopus fishing in places such as Jibondo and Juani (90% are in the hands of women). As part of the business development, women have been trained and learned the importance of keeping records of biological parameters to facilitate conservation.

Unfortunately, the experience in other communities is drastically the opposite, such as in the case of Songosongo. In the mid to late 1990s, octopus started to become a more valuable commodity. As a result, first local traders and then large Tanzanian fish trading companies began to compete to buy from local fishers causing an increase in the price. As a direct result of this, men moved into octopus trapping. Men see themselves as the principal breadwinner in the household. Because of this, and because the women's trapping was not considered 'fishing,' they felt entitled to displace them.

Furthermore, they would act in groups, rather than individually; would rent boats to go out to the reefs (off-limits for the women); use scuba diving gear and other modern technology and would ignore the women's customs of only fishing at certain times of the year to preserve the stock. Consequently, local intermediaries began to intervene, hiring boats from the fishermen (at the exorbitant rate of 10% of the value of the catch) and insisting that the fishermen sell all their catch through them. To compound this situation further, fishermen from outside the area now also dive for octopus on the reefs, and these fishers have even less regard for conservation measures (Porter et al. 2008).

Today, women in Tanzanian coastal villages dominate activities such as seaweed farming that includes multiple areas of work, i.e., production, weeding, harvesting, drying, and marketing. Seaweed farming has been developed as an alternative to destructive fishing practice, coral and sand mining (Chando 2002).

Women's role in the industrial processing of marine products is central. In some factories, the ratio of women working is three women for one man. Despite this, only men were permanently employed, women did not have any leading jobs, nor were they involved in the planning process. The company also practiced different wages for men and women. Women's salaries were lower than men's (Bradford and Katikiro 2019, Chando 2002).

Despite the importance of women's participation in the use, management, and conservation of coastal and marine resources, their involvement takes place on a relatively inequitable nature:

- Women do not usually participate in the meetings held by coastal management or fishermen's organizations;
- Most of the projects are men-oriented, and the participation of women is limited concerning planning, programming, and management;
- Inadequate knowledge on financial management and limited access to sufficient capital and other productive resources; and
- There are very few policies or programs where gender aspects are considered.

As a general practice, projects contemplate a technical offer for the fisherman producing large quantities of fish. However, women from marine-coastal zones or riverbanks perform a series of tasks, such as gathering bivalves, molluscs, and oysters. Although all of these tasks involve intense labour and are extremely time-consuming, the exploitation techniques continue to be very rudimentary.

The technological bias that favours men, particularly in fisheries projects, contributes to the inferior position and suppresses women's rights and privileges. Women's involvement in processing and marketing, though recognized, has only to a slight degree been considered when planning the fisheries development projects.

With reformed gender-aware policies such as the National Fisheries Policy of 2015 for mainland Tanzania and the FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries, it is critical to understand the current barriers Tanzanian females face for effective implementation of these policies (Bradford and Katikiro 2019).

VI. THE PHILIPPINES

Mandates and Frameworks on Gender

The country has ratified many of the international human rights treaties. Relevant international conventions ratified in the Philippines related to the human rights of women and girls are:

1966	International Convention on the Elimination of All Forms of Racial Discrimination (ratified 1967)
1966	International Covenant on Civil and Political Rights (ratified 1986)
1966	International Covenant on Economic, Social and Cultural Rights (ratified 1974)
1980	Convention on the Elimination of All Forms of Discrimination against Women (ratified 1981)
1986	Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment
1990	Convention on the Rights of the Child (ratified 1991)
1993	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ratified 1995)
2000	Optional Protocol to the Convention on the Rights of the Child on the sale of children child prostitution and child pornography (ratified 2002)
2000	Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict (ratified 2003)

The Constitution of the Philippines of 1987 recognizes the role of women in nation-building and affirms equality between men and women. "The State shall protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation" Art. 12:14.

The Philippine Commission on Women (formerly the National Commission on the Role of the Filipino Women) was established in 1975 and is the government agency responsible for promoting and protecting women's rights. The Republic Act 9710, of August 14, 1995, otherwise known as the Magna Carta of Women, established the policy framework for implementing gender equality and women's rights.

Under the umbrella of the Magna Carta of Women, the Philippine Commission on Women defined Gender and Development from the perspective and process of empowering women in agriculture, fisheries, and forestry sectors.

According to the UNWomen SDG Country Data Report of 2019, 66.7% of the legal framework promotes, enforces, and monitors gender equality, focusing on violence against women. There are gaps in key areas: unpaid care and domestic work, labour market, gender pay gap, poverty, women's access to assets including land, physical and sexual harassment, gender, and the environment. There is little data on comparable methodologies for comprehensive and periodic monitoring.

National Context in Relation to Gender Equality and Women's Empowerment

The Human Development Index (HDI) value in 2019 was 0.718, which places the country in the High Human Development category, positioning it at 107 of 189 countries. The life expectancy of is 75.5 years for women and 67.3 for men. Expecting years of schooling is 13.5 for women and 12.8 for men. (Annex 1).

The Gender Inequality Index value was 0.430. Women hold 28 % of seats in congress and 29.1% of representation in local government. Enrolment in primary education is 93.7% for girls and 93.9% for boys. Women's participation in the labour market is 46.1% compared to 73.3% for men (UNDP 2020).

The Philippines has ranked 17th among 156 countries in the Global Gender Gap Report 2021 of the World Economic Forum (WEF). However, in the Asia Pacific, the Philippines ranked second next to New Zealand. Of the four indices used by WEF, the Philippines ranked 18th in economic participation, 33rd in political empowerment, 34th in health and survival, and 39th in educational attainment. The WEF report noted that Philippines exhibits capability of closing gender gaps in educational attainment and health and survival (WEF, 2021).

The Magna Carta for Women coexists with the Code of Muslim Personal Law (CMPL). These legal instruments conflict in the treatment of issues related to women, such as discrimination, marital status, divorce, domestic violence, rape, exclusion or restrictions, property, inheritance, access to finance, land, and assets, and labour rights.

There are currently no laws governing divorce in the country, except the Muslim Personal Law. Although Muslim Filipinos represent only 5.6% of the population, Muslim Personal Law, customary laws, traditional

rites, and practices govern issues, such as divorce, inheritance, access to land, and jobs. To resolve this conflict, the CEDAW Report of 2014 recommended an "intensified dialogue with the Muslim Community to remove discriminatory provisions from Code of the Muslim Personal Law," with a special focus on child marriage, forced marriage, and polygamy (OCDE 2020).

Domestic violence, physical abuse, infidelity, and abandonment are not acceptable grounds for legal separation or marriage annulment. This has significant consequences for women and can drive abusive behaviour since all property is presumed to be joint property. Women must use their married name on formal documents and for identification (OCDE 2020).

Women report different types of violence. In the study by Abarquez (2020), 13.3% of women were victims of physical violence, 1.7% experienced sexual violence, 3.5% faced both physical and sexual violence, and 18.5% were the victim of physical or sexual violence. Also, 47.5% experienced physical violence from their husbands and 24.7% experience physical abuse from former husbands/partners. Domestic violence against women is one of the most pervasive social problems of the country. Victims are often blamed for the abuse they suffered, and the issue is considered a private matter.

The Magna Carta of Women and the Anti-Violence Act Against Women and Children of 2004 treats violence against women and girls as a crime. However, the unequal power relationships between men and women and societal norms determine that "men are the leaders, pursuers, providers and take dominant roles in society, and that women are nurturers and take a subordinate role in society" contributes to the violence against women.

The Magna Carta of Women ensures women's access to land and assets and equal rights in all matters relating to marriage, family relations, owning, acquiring, and administering property. Nevertheless, the Family Code of 1987 contains a loophole in case of disagreement over marital property, in which cases "a husband's decision shall prevail." The cultural preference for men to be caretakers and inheritors of land remains strong. Women account for 10% of all landowners (OCDE 2020).

According to the Women in Development and Nation Building Act of 1992, women have equal rights as men to open bank accounts, obtain credits, have equal access to government and private sector grants for agriculture, and allow contracts and similar contractual relations. However, women in coastal areas do not have access to formal credit and must seek informal credit sources (CEDAW 2016c).

The government has undertaken several measures to increase women's financial capacity and access to credit, especially for rural women and entrepreneurs. In keeping with the Magna Carta for Women, and with the support of the Department of Finance, the Department of Trade and Industry, and the Great Women Project to promote gender-responsive economic actions for the transformation of women (OCDE 2020).

Legally, women and men have the same rights to exercise any profession, occupation, or business activity without consent from their husbands or partners. Nevertheless, the roles of women and men are unequal, especially to workload, leadership, and decision-making in coastal families (Family Code 1987).

Women's access to the internet exceeds that of men by 12%. This contributes to lowering the IT gender gap. The percentage of mobile connections in relation to the total population is 138%, and 11.5% of women make online economic transactions (Kyle 2019).

Gender Consideration in the Use, Conservation and Management of Coastal and Marine Resources

For the most part, the official data available in the Philippines regarding the use and management of coastal and marine resources refers to the fishing sector. Unfortunately, the fisheries sector is mainly documented through statistics on capture, where the quality of sex-disaggregated data has been low and the reporting frequency variable. Policies and development plans obscure the pre-and post-harvest subsectors' economic contribution, where women are most active. Hence, women's contributions in fisheries are often invisible because national accounting systems and statistical surveys collect data from heads of households, who are assumed to be men. Besides, "fisheries" are often equated with "fishing," where men predominate (FAO 2016).

A gender analysis conducted by Torell et al. (2021) about gender norms, resource use patterns and power relationships in fishing communities revealed that women's and men's roles are deeply integrated but unequal, especially concerning workload leadership and decision-making. The analysis found that men access high-value species, whereas both women and men control nearshore and shallow ecosystems.

The assessment also found that most of the species controlled by men are perceived to be in poorer condition due to overharvesting. One reason behind this trend may be that men control most of the high-value and high-demand species marketed internationally. In contrast, women are more likely to harvest lower-value resources for household consumption that are under less pressure.

Likewise, women's marine and coastal resource use are less visible. However, mangroves, seagrass beds, and other resources primarily controlled by both women and men provide critical breeding and nursing grounds for the high-value fish species controlled by men. Hence, an ecosystem approach for managing coastal and marine resources needs to be at a scale that encompasses the nearshore areas.

A study conducted in two coastal villages in Masinloc, Zambales (Sumalde and Dayo 2015) in relation to the contributions of males and females in coastal resource management (CRM) found out that in all activities evaluated in terms of time devoted, individual male respondents spent an average of 145 hours per month, which accounted for 56% of the total time for all the activities—implying that in average, the gap between the time devoted by males and females to the CRM activities was not significant at all. Activities for coastal clean-up accounted for the highest contribution of 40% to the total time spent on CRM activities by an individual. This was followed by time spent on guarding the MPA that contributed around 39% of an individual male and 29% of an individual female's total time. On the other hand, the environmental protection campaign, which was rated the highest in terms of participation, had the least time spent, which ate up only 7 to 16 hours per month of males and females' time, respectively.

There are some emerging examples regarding the role women can play and are playing concerning the use and conservation of marine resources:

- Communities in the central Philippines are heavily dependent on the sea's bounty, but illegal fishing has decimated coral reefs and impacted fish diversity and abundance in the region. On the island of Siquijor in the central Philippines, a group of women is considered the "sea guardians." Armed with a paddle and the knowledge that preserving the reef is the only way to feed and protect her community, their role is to strengthen the enforcement of marine protected areas

and coastal law enforcement. According to the Coastal Conservation and Education Foundation of the 22 marine sanctuaries of Siquijor, seeing results are run by women (Trent and Tuirán 2020).

- In Calawit, an island that is part of the Calamianes Islands located in the country's western Palawan province, there are 15 women from the indigenous and traditionally male-led Tagbanwa group that were given more than 130 hectares (320 acres) of ancestral waters where they can harvest cachipay (*Placuna* spp.), a type of clam known as windowpane oysters. While harvesting clam is a task traditionally shared by both men and women, ownership, and consequently, management of the ancestral waters had always been delegated to men. The fact that the women of the tribe have been granted tenurial rights over the domain under an official resolution signed by the Tagbanwa elders and the tribe's executive committee members is a significant milestone. Other municipalities have also been implementing similar initiatives. One of them is the Twin-Bakhaw project that promotes women as managers of mangroves (Chan 2020).

As women take on a more active leadership role, they are still disproportionately burdened with household responsibilities, especially in families with many children. The necessary time commitment may be a barrier to women's participation in coastal management. Therefore, it is fundamental to increase men's involvement and create a more equitable division of household responsibilities.

RELEVANT ORGANIZATIONS IN COUNTRIES

FIJI	
Name	Description
<u>Women in Fisheries Network</u>	The mission of the WiFN-Fiji is to facilitate networks and partnerships to enable opportunities for women to be informed about all aspects of sustainable fisheries in Fiji and increase the meaningful participation of women in decision making and management at all levels of sustainable fisheries in Fiji.
<u>Fiji Women's fund</u>	The Fiji Women's Fund (the Fund) is an initiative of the Australian Government's Pacific Women Shaping Pacific Development (Pacific Women) Program. The Fund has committed AU\$10.5 million from 2017 to 2022 for funding and capacity development support to women's groups, networks, and organizations in Fiji to expand and enhance their work on women's empowerment and gender equality.
<u>Fiji CSO Alliance For COVID-19 Humanitarian Response</u>	Seven NGOs and CSOs from across different Fiji areas have come together to form the Fiji CSO Alliance for COVID-19 Humanitarian Response. The aim of this Alliance is to build on existing partnerships and allies to coordinate COVID-19 response efforts, information, and analysis and provide support to each other.
<u>Pacific Women Shaping Pacific Development</u>	Pacific Women Shaping Pacific Development (<i>Pacific Women</i>) commits up to \$320 million over ten years in 14 Pacific Islands Forum member countries. <i>Pacific Women</i> supports Pacific countries to meet the 2012 Pacific Islands Forum Leaders' Gender Equality Declaration commitments.
The Pacific Rainbow Advocacy Network (PRAN)	A community-led organization established in 2008 through the 'Sekoula Project' by <u>Empower Pacific</u> . The Lautoka-based network has more than 80 members with diverse sexual orientations and gender identities, homeless people, single mothers, people living with disabilities, and former and current sex workers. PRAN advocates on its members' issues and needs, including human rights, decriminalization of sex work, and access to essential services.
SOLOMON ISLANDS	
Solomon Islands National Council of Women (SINCW)	The SINCW is a non-governmental women's organization based in Honiara, in the Solomon Islands.

	<p>It was established in 1983. The Council was founded to represent women in the Solomon Islands, with a vision of "Women as Equal Partners in the Development of Solomon Islands." It encourages the participation of women in decision-making on the Islands.</p> <p>The objectives of the organization are:</p> <ul style="list-style-type: none"> • Promote and coordinate activities for women throughout the Solomon Islands; • Act as a representative body for women to the Solomon Islands Government (SIG) and other entities; • Advise the SIG on policies and issues of concern to women; • Undertake awareness and advocacy on international relevant instruments; • Provide a forum through which women can have a voice on issues affecting them; • Encourage participation of women in decision making processes and bodies; • Promote awareness at all levels of women's concerns; and • Promote formation of effective partnerships with other entities as appropriate. <p>The Council's guiding values are "leadership with inclusiveness, passion, wisdom, commitment, pro-activeness, ownership, transparency, competitiveness, trust, creativity and innovation.</p>
<p>Honiara City Council</p>	<p>The Honiara City Council has ten divisions, one of which is the Honiara market. Women who sell at the market need a license to buy and sell. The other markets outside of the main Honiara market are illegal, so little information on fees and additional costs. The Fishing Village and all other roadside markets are not legal markets as there are only two recognized markets in Honiara. The council currently works with UN Women in setting up associations and keeping the markets clean and safe for vendors.</p>
<p>WorldFish</p>	<p>WorldFish works closely with the Ministry of Fisheries and Marine Resources (MFMR), and most collaborative work is on research in coastal areas, aquaculture, and gender-related work.</p>
<p>INDONESIA</p>	
<p>Solidaritas Perempuan Association</p>	<p>Solidaritas Perempuan, or Women's Solidarity (SP) for Human Rights, is an Indonesian feminist organization</p>

	<p>founded on December 10, 1990. For more than 25 years, SP has worked with women to build democracy from the grassroots, based on the principles of justice, ecological awareness, respecting pluralism based on equal gender relations where women and men can share access and control over natural, social, cultural, economic and political resources in an equitable way. Solidaritas Perempuan (SP) has 12 offices in 10 provinces throughout Indonesia, which channel its 778 individual members' energy and activism. Together they engage directly with at least 5800 women SSFPs to support the fight against all forms of gender-based oppression and build the movement to reclaim women's sovereignty over their lives.</p>
<p>KIT Royal Tropical Institute</p>	<p>KIT is an independent center of expertise and education for sustainable development.</p> <p>Led by Rare and supported by KIT Royal Tropical Institute, they conduct the project "Unlocking Potential: Empowering Women in Indonesian Coastal Communities." The project aims to improve the livelihoods of at least 5,000 fishing households across 20 communities in Indonesia's Southeast Sulawesi province.</p> <p>The work has the following objectives:</p> <ul style="list-style-type: none"> • Delivering community-based management for coastal fisheries. For example, by forming fishery management bodies that are participatory, inclusive, equitable, accountable, and transparent. It also entails designing managed access fishing areas based on the needs of both men and women. • Extending financial inclusion. For example, by promoting access to and use of financial services and extending the financial planning horizons and opportunities for fisher households and small businesses. • Strengthening the rural economy. For example, identifying opportunities to improve value chains, reduce post-harvest losses and improve household, micro, and small business management.
MADAGASCAR	
<p>FisherWomen Leadership Program</p>	<p>The MIHARI and PHE networks are introducing. The program aims to empower women to fully enjoy their</p>

	rights and benefit from the offshoot of sustainable development through their participation in natural resources governance in their communities. By 2022, women's representation and participation in the governance and management of LMMAs and the MIHARI network will increase.
MIHARI	MIHARI Network was established in 2012 to facilitate networking and learning exchanges between associations in Madagascar. The Network shares best practices in sustainable fishing practices between fishers, members, NGO partners and develops management guidelines to safeguard Madagascar's marine resources. MIHARI has grown quickly into one of Africa's largest and most active civil society networks advocating for small-scale fishing communities' fundamental human rights.
Madagascar's National Population, Health Network PHE	Madagascar's national Population, Health Network unites health and environmental actors working in some of the island's most under-served and biodiverse zones. The network connects, inspires, and supports its members to develop collaborative initiatives that improve both people's and the environment's health.
TANZANIA	
Tanzanian Women Fish Workers Association (TAWFA)	Supported by FAO, the Tanzanian Women Fish Workers Association (TAWFA) was launched in April 2019. The network is a member of the African Women Fish Processors and Traders Network. TAWFA has over 200 member groups, reaching up to 6000 women.
World Fish Center	WorldFish is working with the Tanzania government and development partners to increase aquaculture production, reduce post-harvest fish losses, enhance the role of fish in nutrition, boost fish consumption by women and children, and encourage better management of small-scale coastal and inland fisheries. WorldFish is one of the few organizations doing aquaculture and fisheries research in Tanzania, will deliver this work by drawing on its strong networks with national and regional fisheries organizations such as Tanzania Fisheries Research Institute (TAFIRI), University of Dar es Salaam and Lake Tanganyika

	Authority (LTA) and Lake Victoria Fisheries Organization (LVFO), respectively.
Tanzania Media Women's Association Zanzibar	<p>TAMWA is a national-level Non-Governmental Organization known as Tanzania Media Women's Association, formed in 1987.</p> <p>TAMWA's Mission is to advocate for women and children's rights by conducting awareness-raising activities for cultural, policy, and legal changes in society through media use. This Mission is meant to facilitate the realization of the association's Vision of a peaceful Tanzania society, which respects human rights with a gender perspective.</p>
African Women Fish Processors and Traders Network <u>AWFISHNET</u>	AWFishNet was established in April 2017. It draws its members from African Union member states to facilitate collaboration and cooperation among members.
THE PHILIPPINES	
Path Foundation Philippines	PATH Foundation Philippines Inc. (PFPI) is both a technical assistance and an executing agency. Since 1992 PFPI has pioneered innovative approaches and designed, implemented, and evaluated cutting-edge projects in family planning, health, and cross-sectoral initiatives by integrating population, health, and environment. PFPI has collaborated with multi-sectoral stakeholders at national and sub-national levels to enhance development efforts in 75 key urban cities and rural coastal municipalities spanning five marine and forest biodiversity conservation areas in the Philippines.
WOMEN IN FISHERIES NETWORK (WINFISH)	WINFISH was established in March of 2000. Its mission is to recognize, utilize and enhance women's potentials and capabilities in the fisheries sector for sustainable and equitable development. It has three goals: Recognition and appreciation of women's role in nation-building through their participation in fisheries-related activities; organized women in the fisheries sector for advocacy and networking activities; and more focused direction for fisheries-related activities of women in partnership with men.

III. PROJECT-SPECIFIC GENDER INFORMATION AND CONSIDERATIONS

Despite recent advances, it remains the case that there are significant differences between the rights realised and opportunities available for women and men in the six countries where the project is proposing to work. These include, among others: differences concerning land and resource rights, access to goods, services and financial resources, gender-based violence and spaces to participate in and influence decision-making processes. The gender analysis also showed that inequality between men and women in the six countries is ingrained in socio-cultural norms.

Gender can often strongly predict how an individual can be meaningfully engaged in resource-management programmes and decision-making, and how those programmes might positively or negatively impact that individual. Existing gendered power imbalances in coastal and marine decision-making and resource ownership specifically affect women's capacity to influence change and expand their roles in managing and safeguarding coastal and marine resources.

Moreover, it is also crucial to recognise that women and men may have divergent understandings of the use and management of natural resources or traditional knowledge about biodiversity and ecosystems.

Consequently, the present project would ensure:

- People-centred governance that respects women and those living in margins of development through full access and control of valuable assets, including rights, and economic autonomy.
- Secure equal access to and control of natural resources for women and young women, in all their diversity, to manage and protect their livelihoods.
- Recognize women and young women, in all their diversity, as decision-makers, leaders and change-makers, participating in decision-making processes at all levels in the wise use and conservation of coral reefs.

Promoting gender equality in the use, management, and conservation of coastal and marine resources requires that both women and men have equal access to opportunities and the ability to participate in and benefit from the project initiatives. Examples from the gender analysis show that everyone benefits when gender dynamics are understood within a community, and both women's and men's roles, needs, and priorities are mainstreamed into action. These benefits include:

- Enhanced ability of women and men to realize their full human potential, rights, and freedoms.
- Greater awareness of the importance, roles, and experiences of women and men—including their everyday lives—to better address their needs and priorities.
- Poverty reduction.
- Secure equal access to and control of natural resources for women and young women, in all their diversity, to manage and protect their livelihoods.
- Recognize women and young women, in all their diversity, as decision-makers, leaders and change makers, participating in decision-making processes at all levels in the wise use and conservation of coral reefs.
- Reductions in gender inequality throughout various social segments result in a decreased risk of violence and greater social and economic prosperity.
- Greater resilience and capacity for adaptation to unanticipated changes to coastal and marine ecosystems.
- More favourable project/programme outcomes as they effectively respond to women's and men's different needs.

IV. PROJECT-SPECIFIC STRATEGIES AND OPPORTUNITIES FOR GENDER MAINSTREAMING AND DESIRED IMPACT

Action on the use, management, and conservation of coastal and marine resources can either reinforce or exacerbate inequalities, or else they may intentionally aim to overcome them and hasten progress towards gender equality. Acknowledging the above, a gender-responsive approach will guide this project. **This means** recognizing and acknowledging gender norms and inequalities and responding to them by creating actions and initiatives to address women and men's different needs, constraints, and opportunities. A gender-responsive approach ensures that women and men's differential needs are addressed; that participation of women and men is equitable; and that distribution of benefits, resources, status, and rights are equitably addressed.

The following rules will be observed throughout the project:

1. Structure inclusive and gender-sensitive project teams with capacities and technical expertise to support gender-responsive action. This might require providing staff with basic training on gender dimensions specific to the project to increase understanding and capacity on gender mainstreaming for implementation.
2. Ensure equality of voice and influence by women and men in all aspects of the project³⁰, using culturally sensitive and appropriate approaches
3. Ensure that women and women's organizations are represented in any stakeholder consultation.
4. Ensures that the roles, needs, skills, and vulnerabilities of women and men are equally recognized.
5. Promote equal rights to access and derive benefits from the use, management, and conservation of coastal and marine resources.
6. Support the full, equal, and effective engagement of women and men in decision-making and all action related to developing, implementing, monitoring, and evaluating the project.
7. Ensure project activities, both in-person and virtual, are accessible to women, considering location, timing, transportation constraints, household responsibilities, permission from a male family member(s), access to computers, phones, and internet, etc. which may affect their ability to attend/participate in project activities.
8. Provide adequate resources- both expertise and financial- to support the development and implementation of gender-responsive interventions.
9. Ensure that the results framework is gender-sensitive along with a comprehensive sex-disaggregated data collection
10. Furthermore, due to the nature of this project, it will depend to a great extent on the establishment of task forces, panels, workshops, and meetings. **Therefore, the project will embrace the principle of no male-only panels**

V. MONITORING AND EVALUATION OF GENDER-RESPONSIVE ACTIVITIES

As in other components of the Project, the gender mainstreaming strategies will be monitored on a regular basis to evaluate if the desired outcomes are being achieved, and to determine whether adaptive mechanisms need to be developed if outcomes are not being reached. The Gender Action Plan below presents a clear vision of desired gender impacts and realistic targets, which is fully aligned with the project results framework.

VI. GENDER ACTION PLAN

Output	Project Activities	Gender specific action	Responsible	Indicators and Targets	Timeline
Component 1: Global to local capacity strengthening for climate refuge coral reef monitoring and conservation					
Outcome 1.1: Government and nongovernment practitioners, academia and communities are connected into networks of knowledge and best practices to identify solutions for the conservation of resilient climate refuge coral reefs and connected ecosystems.					
Output 1.1.1 At least six learning events at regional / global level for at least 500 practitioners (e.g., staff, policy makers, scientists, students, community members).	1.1.1.1 Establish and coordinate a 'Knowledge Unit' peer reference group composed of experts and knowledge holders in a range of areas, including a gender expert (this will involve designing ToRs, mechanisms for country inputs, working modalities and formalizing partnerships). The Knowledge Unit is envisioned to be a global body with representatives from all countries. Country representatives will participate as members of a National Hub technical task force.	a) Through the women's machinery (i.e., Ministry, national gender office), women's organizations and gender specialists from the countries identify women representatives.	Project team	a) <u>Indicator:</u> Percentage of women per peer reference group <u>Target:</u> At least 30% women and at least 40% men.	Y1 Y1
	1.1.1.2 Convene and coordinate the Knowledge Unit to jointly develop a joint vision, strategic framework and process plan for this global network of knowledge and to guide the unit in working together to deliver the activities and outputs under this Component - ensuring that the vision, strategic framework and process plan cater for inclusiveness and equity, including gender equity and access to knowledge by marginalized groups.				
	1.1.1.3 Conduct 'needs assessments' in each of the project countries for key parts of the Component 1 agenda, led by the 'Knowledge Unit' to establish country-specific needs (to identify learning content needs, languages, interests, barriers and incentives for active engagement etc. relevant to learning events (1.1.1), and online learning tools (1.1.2) - ensuring that the assessment is gender sensitive).	a) Define gender criteria for conducting needs assessment. b) Revision of needs assessments in each of the project countries to ensure that gender considerations have been included.		a) and b) <u>Indicator:</u> Number of needs assessments that include gender criteria. <u>Target:</u> 6 needs assessments include gender criteria.	Y1
	1.1.1.4 Work with National hubs to develop a 'Knowledge Proposal' for teaching and learning. The Knowledge Proposal will describe (1) proposed learning approach, objectives and principles (including gender considerations), (2) proposed curriculum/content, (3) proposed design of delivery methods, (4) potential contributors, coordinators/moderators for communities of practice for all outputs in Outcome 1.1, and (5) a proposed outline for online MOOCs (see 1.1.2) in collaboration with the 'Knowledge Unit' (and where appropriate, other national partners, institutions, and peer group representatives, experts and knowledge holders).	a) Revision of 'Knowledge Proposal' by project team to ensure that gender considerations have been included.	Team responsible for development of 'Knowledge Proposal'	a) <u>Indicator:</u> A gender-responsive 'Knowledge Proposal' <u>Target:</u> 1 gender-responsive 'Knowledge Proposal'	Y1,Y2
	1.1.1.5 Present 'Knowledge Proposal' to local and national stakeholders in the National Hubs through the Technical Taskforce for feedback and ground-truthing (include representatives from across government and non-government institutions, communities, and academic bodies in the project countries) (includes the incorporation of feedback and reassessment activities as required). This activity may involve a short series of presentations (for example, a separate presentation for the proposed 'skeleton' outline of the MOOCs (1.1.3) to give adequate space for stakeholder and partner perspectives to be heard and, if possible, integrated into the course planning.	a) Through the women's machinery (i.e., Ministry, national gender office), women's groups, and gender specialists from the countries identify women stakeholders, with special attention to communities. b) Ensure equal participation of women and men in events (i.e., at least 30% of both female and male participants).	Team members responsible for this component.	A) and b) <u>Indicator:</u> Proportion of women/men who participated in learning events <u>Target:</u> At least 30% women and at least 30% men.	Y2, Y3,Y4

Output	Project Activities	Gender specific action	Responsible	Indicators and Targets	Timeline
	1.1.1.6 Coordinate and deliver learning events (such as webinars, targeted online workshops etc. as per the finalized 'Knowledge Proposal') to build capacity through the promotion of communities of practice and knowledge exchange (online events would draw on baseline initiatives including the CRRI Knowledge Hub where appropriate to the learning objectives and delivery methods). Learning events will be guided by gender equity principles (including equal participation of both female and male participants and no male-only panels)				
	1.1.1.7 Catalyze and support dialogue around topics of interest through facilitating the establishment and active participation of stakeholders in communities of practice				
	1.1.1.8 Monitor, evaluate and reflect regularly on the effectiveness of the learning strategy and events (including communities of practice), as well as the extent to which gender equity principles have been adhered to and adjust and revise the curriculum/content, processes and delivery as needed (including sharing the evaluation outcomes with the Knowledge Unit and other relevant stakeholders).	b) Evaluate and reflect on how gender considerations have been mainstreamed through the different learning events.		a) Indicator: Report on lessons learned on gender throughout learning events Target: 1 report ,	Y2,Y3,Y4
Output 1.1.2 Online learning tools such as massive, open, on-line learning (plus alternative offline options) developed and benefiting at least 2,500 relevant stakeholders (including communities, universities, and schools) across diverse expertise levels and languages (where possible).	1.1.2.1 Work with UQx to develop timelines, budgets and work plans for the development of up to 4 massive, open, online courses (MOOCs) in accordance with the 'Knowledge Proposal' (developed in activity 1.1.1.4).	a) Guarantee that gender-inclusive approaches, language and images are observed on the MOOCs. b) Ensure including women and women end-users in strategy sessions and to beta-test the MOOCs as well as the actual implementation of the MOOCs.	Project Team	a) <u>Indicator</u> : All MOOCs incorporate gender inclusive approach and language <u>Target</u> : 100% MOOCs b) <u>Indicator</u> : Proportion of women/men who participated in the MOOCs design and the beta-test as well as the actual delivery of MOOCs <u>Target</u> : At least 30% women and at least 40% men.	Y1
	1.1.2.2 Conduct content strategy sessions and MOOC-design workshops to (1) establish principles and approaches for the development of content to ensure that it can be used and understood across learners and guarantee gender-inclusive, contextually relevant, and culturally sensitive language and principles, and (2) design MOOCs that are aligned with the needs of the target audience (identified as part of the needs assessment).				Y2
	1.1.2.3 Create content and build up to 4 MOOCs (beta versions) that are accessible to male and female learners with diverse expertise and backgrounds and connectivity/bandwidth contexts, in collaboration with the 'Knowledge Unit' and according to the 'skeleton' outline accepted in the 'Knowledge Proposal'.				Y2,Y3,Y4
	1.1.2.4 Select and invite a group of stakeholders to 'beta-test' the MOOCs and follow up with workshops to gain feedback (including adjusting to and actioning this feedback, where possible) from both male and female end-users from a diversity of expertise and backgrounds.				Y2,Y3,Y4
	1.1.2.5 Fully execute and make 'live' up to 4 MOOCs, ensuring equal participation of male and female participants including the actioning of plans for ongoing coordination, moderation, maintenance, incentivization and oversight that would be outlined in the 'Knowledge Proposal'.				Y3,Y4
Outcome 1.2: Near-real-time monitoring data and information is obtained at global to national scales to inform action by national and regional hubs.					
Output 1.2.1 Global climate refuge coral reef monitoring system prototype and	1.2.1.1 Develop in-country needs assessments of country specific monitoring and reporting needs across various levels (national, international). This will include ecological and socio-economic factors and monitoring training needs (including establishment of content needs and interests, barriers, and incentives for active engagement etc., taking	a) Identify gender experts (global and country level) to be part of the task force and to support the development of key gender-sensitive indicators specific to each country context, as appropriate.	Project team Project Gender Specialist(s)	a) <u>Indicator</u> : Monitoring platform includes gender-sensitive indicators	Y1

Output	Project Activities	Gender specific action	Responsible	Indicators and Targets	Timeline
Climate Data Platform developed and implemented in the 6 countries for management response by the national and regional hubs.	into consideration the differences, and different needs, of women and men)			<u>Target:</u> gender-sensitive indicators included throughout the monitoring platform	
	1.2.1.2 In collaboration with national partners, develop a strategy and implementation plan for the national and regional monitoring system, including the use of existing data sources and monitoring programs/protocols across ecological and socio-economic indicators where possible.				Y2,Y3
	1.2.1.3 Develop collaboration and data sharing agreements with key initiative and national partners (involving National Hubs and potentially, the PMU) to ensure transparent, open-access use of data from the remote monitoring platform.				Y2
	1.2.1.4 Integrate existing near-real time data into the Climate Data Platform, with transparent repeatable processes for cleaning, managing, and integrating data sources as well as summarizing and visualizing data to inform and appeal to different stakeholder groups (taking into consideration both women and men users)				
	1.2.1.5 Expand beta version of the Climate Data Platform to explore how to add the ecological and socio-economic indicators (working with key partners such as NOAA) and trial it with key stakeholders to ensure it is easy to use and suits different needs in accordance with 1.2.1.4.				
Output 1.2.2. Technical assistance, training, and operational support for on the ground monitoring activities (management, decision making, platform calibration and ground truthing), with participation of local communities, in the 6 countries.	1.2.2.1 Conduct an in-country needs assessment to identify appropriate ways to strengthen the use of the data in decision making (by different types of stakeholders, particularly those represented in the National Hub) and ensure effective community outreach, taking into consideration limited connectivity and the different realities and need for equal representation of women and men. This may include knowledge of and skills to access, analyze and utilize data as well as appropriate ways to interpret and contextualize different types of data for different user groups.	a) & b) Ensure equal participation of women and men in capacity building, training and monitoring teams formed to operationalize the monitoring system (i.e. at least 30% of both women and men are involved in the teams in each country)	Project team	a) <u>Indicator:</u> Proportion of women/men who participated in the trainings per country <u>Target:</u> At least 30% women and at least 30% men. b) <u>Indicator:</u> Proportion of women/men who are members of the monitoring teams per country. <u>Target:</u> At least 30% women and at least 30% men	Y1
	1.2.2.2 Develop equal education and training opportunities for both women and men, using appropriate means of delivery (informed by the needs assessment), such as a MOOC, workshops, and webinars				Y2,Y3,Y4
Component 2: Planning for climate refuge coral reef rescue at the national level					
Outcome 2.1: Increased coordination and collaboration amongst stakeholders across sectors for the inclusive conservation and management of climate refuge reefs over the long term.					
Output 2.1.1. Six National Climate Refuge Coral Reef Hubs (stakeholder coordination platforms) created, connected, and strengthened,	2.1.1.1 Conduct a gender-sensitive stakeholder and institutional analysis to identify and understand the potential influence and impact of local, national and regional actors and institutions on governance processes for the planning, conservation and management of resilient reefs.	a) Stakeholder, institutional analysis, and lessons learned recognized women's roles in natural resource governance.	Project team	a) <u>Indicator:</u> Women's roles in natural resource governance made visible in the stakeholder, institutional analysis, and lessons learnt. <u>Target:</u> All National coral reef hubs incorporate gender considerations b) <u>Indicator:</u> Proportion of women/men who participated in	Y1
	2.1.1.2 Conduct a lesson learnt exercise to learn from existing natural resource governance multi-stakeholder processes regionally and globally to identify ways in which to increase the likelihood of the effectiveness of the national hubs - taking into consideration the unique differences of women and men.	b) Ensure equal participation of women and men in the multi-stakeholder workshop and multi-stakeholder task force.			Y1

Output	Project Activities	Gender specific action	Responsible	Indicators and Targets	Timeline
including key sectors such as marine, planning, environment, health, to lead the planning process under 2.2.	2.1.1.3 Convene a multi-stakeholder workshop involving all relevant stakeholder representatives to develop a shared national vision for the national hubs for climate refuge coral reef conservation (ensuring equal participation and voice of women, men, and marginalized communities)	C) Create National Hubs to be inclusive for both men and women		multi-stakeholder workshop and multi-stakeholder task force. <u>Target:</u> At least 30% women and at least 30% men.	Y1
	2.1.1.4 Establish a gender balanced multi-stakeholder task force to develop/adapt and formally establish governance and operational modalities for the national hubs (including the establishment of the Secretariat, Steering Committees and Technical Working Groups, Partnership engagement and communication strategies)				Y1
	2.1.1.5 Work with relevant Government structures to formally recognize the responsibilities of the National Hub in relation to the conservation of resilient reefs and all stakeholder representatives to include their engagement in the Hub in their annual workplans and budgets.				Y1-Y4
	2.1.1.6 Convene the National Hubs to develop annual workplans, meet on a quarterly basis to review progress and performance of the delivery of the workplan, reflect on lessons learnt and adapt plans and processes to ensure the realization of the Hubs goals and objectives - ensuring that process facilitation approaches allow for equal voice and participation of women and men, as well as representatives of marginalized communities				Y1-Y4
Output 2.1.2 Training and operational support for strengthening community representation in national hubs, to effectively participate in the planning process under outcome 2.2. and activities under Component 3	2.1.2.1 (If necessary and appropriate) Form a Technical Working Group to work with women and men in local communities in priority areas to conduct a gender-differentiated analysis of capacities and conditions gaps necessary for community led processes and approaches in the governance and operationalization of the National Hubs. The Technical Working Group will be comprised of representatives of the different stakeholder groups (gender-balanced) and facilitated by an expert in community led and gender sensitive approaches,	a) Conduct a gender-differentiated analysis of the map of capacities and conditions necessary and existing gaps and barriers to community-led processes. b) Ensure equal participation of women and men in Technical Working Group and trainings.	NTF in country	a) <u>Indicator:</u> The programme on capacities address gender gaps <u>Target:</u> A gender-responsive programme. b) <u>Indicator:</u> Proportion of women/men who participated in Technical Working Group and trainings <u>Target:</u> At least 30% women and at least 30% men.	Y1
	2.1.2.2. Develop a gender sensitive capacities and conditions strengthening program to address gaps identified in the assessment carried out under 2.1.2.1, considering the stakeholder, institution and lessons learned assessments carried out under 2.1.1				Y1
	2.1.2.3 Deliver the capacities and conditions strengthening program designed in 2.1.2.2, training of local communities as well as other stakeholder representatives participating in the Hub in multiple areas.				Y1
Output 2.1.3 Consultative and collaborative process to integrate traditional knowledge and vision from local communities in national strategies for climate refuge reef conservation	2.1.3.1 (If necessary and appropriate) Establish a National Hub Technical Working Group, facilitated by an expert on indigenous knowledge and comprising of community representatives (ensuring equal participation of women and men and including youth) from priority areas for climate refuge coral reef conservation to collaboratively guide and support processes and activities to integrate traditional knowledge and visions of local communities in national strategies (ensuring gender sensitivity and equality).	a) & b) Ensure equal participation of women and men in the National Hub Technical Task Force, community visioning meetings, and multi-stakeholder workshop.	Project team Country Gender Specialists	a) <u>Indicator:</u> Traditional knowledge and vision from women, in all their diversity, from local communities integrated in national strategies for resilient reef conservation. <u>Target:</u> 6 national strategies for resilient reef conservation a) <u>Indicator:</u> Proportion of women/men who participated in National Hub Technical Task Force, community visioning meetings, and multi-stakeholder workshop	Y1
	2.1.3.2 Convene the technical working group to define and agree on principles and values to inform their work as well as to co-design the methodology and process to guide the planning.				
	2.1.3.3. Conduct community visioning meetings in each of the priority areas (ensuring equality of participation and voice for women, men, and youth to share their vision for climate refuge coral reef conservation as well as the integration of traditional knowledge and engagement of local				

Output	Project Activities	Gender specific action	Responsible	Indicators and Targets	Timeline
	communities in governance and decision making at local and national levels)			<u>Target:</u> At least 40% women and at least 40% men.	
	2.1.3.4 Convene the technical working group to consolidate the outcomes of community visioning meetings to develop an overarching vision speaking to community aspirations of women and men for climate refuge coral reefs and community engagement in inclusive and equitable governance and decision making at local and national levels				Y1, Y2
	2.1.3.5 Convene a multi-stakeholder (gender balanced) workshop involving relevant policy makers and planners from local governments as well as community representatives to share the community vision and identify and agree on strategic actions to which stakeholders commit to integrating the community vision for climate refuge reef conservation in national and local strategies and plans that have a direct or indirect impact on climate refuge coral reefs				
Outcome 2.2. A shared vision and agenda for climate refuge reefs developed through an evidence informed and inclusive planning processes					
Output 2.2.1 Threat/opportunity analysis (drawing on science and traditional knowledge) for each of the priority climate refuge reefs conducted to understand drivers of reef health in the 6 countries..	2.2.1.1 Establish a National Hub Technical Working Group comprising of representatives of relevant stakeholders (*including members from the traditional knowledge and vision working group as well as key decision makers and ensuring equal participation of women and men as well as gender expertise) to design and guide/oversee the analysis.	a) Ensure equal participation of women and men in the National Hub Technical Task Force, community visioning meetings, and the multi-stakeholder workshop.	Project team	a) <u>Indicator:</u> Proportion of women/men who participated in National Hub Technical Task Force, community visioning meetings, and multi-stakeholder workshop <u>Target:</u> At least 30% women and at least 30% men.	Y1
	2.2.1.2 With input and guidance from the Technical Working Group, develop terms of reference and recruit a consultant/team to conduct the analysis (ensuring that the analysis is contextually relevant and culturally and gender sensitive).	a) TORs of the consultant/team to conduct the analysis include gender expertise as a criterion for selection.	Project team	a) <u>Indicator:</u> Gender expertise as a requisite in TORs of the consultant/team. <u>Target:</u> 100% TORs	Y1
	2.2.1.3 Convene the Technical Working Group to develop or review and validate the conceptual framework and approach to guide the analysis (including key research questions, data requirements and sources, methodology for data gathering and approaches for stakeholder engagement in sense making - ensuring that the methodology and approach is underpinned by principles of gender equality and sensitivity)	a) Include gender criteria in the conceptual framework and approach to guide and conduct the analysis.	Project team	a) Analysis includes gender differentiated information and considerations <u>Target:</u> 1 analysis	Y1
	2.2.1.4 Conduct the analysis, focusing on priority areas as case study sites, convening the technical working group regularly for a debriefing to ensure that they are informed of findings as they emerge and to provide them with an opportunity to provide strategic guidance and support as necessary				Y1
	2.2.1.5 Convene the National Hub (inviting key decision makers, community representatives and other stakeholders as appropriate - ensuring equal participation of women and men) in a validation and sensemaking workshop to utilize and build on the outcomes of the analysis, drawing out different perspectives and facilitating consensus around threats and opportunities to the survival of climate refuge reefs using horizon scanning (or other approaches that enable forward looking analysis and an assessment of emerging trends).	a) Ensure equal participation of women and men in the workshop. b) Ensure both men and women receive the package that summarizes the analyses.	Project team	a) <u>Indicator:</u> Proportion of women/men who participated in workshop <u>Target:</u> At least 30% women and at least 30% men.	Y2
	2.2.1.6 Finalize the analysis and package and disseminate it widely to inform policy and practice using forms and media appropriate to different audiences, taking into consideration both women and men (informed by the awareness assessment carried out under 4.1.1.1)				Y2

Output	Project Activities	Gender specific action	Responsible	Indicators and Targets	Timeline
Output 2.2.2 Cost-benefit analysis (losses due to the impacts vs gains from the unsustainable fishing and other practices) in the 6 countries	2.2.2.1 Establish a National Hub Technical Task Force comprised of representatives of relevant stakeholders (*including members from the traditional knowledge and vision task force as well as key decision makers, and ensuring equal participation of women and men as well as gender expertise) to design and guide/oversee the analysis	a) Ensure equal participation of women and men in National Hub Technical Task Force.	Project team	a) <u>Indicator:</u> Proportion of women/men who participated in National Hub Technical Task Force <u>Target:</u> At least 30% women and at least 30% men.	Y1
	2.2.2.2 With input and guidance from the Technical Task Force, develop terms of reference and recruit a consultant/team to conduct the analysis (ensuring that the analysis is contextually relevant and culturally and gender sensitive)	a) TORs of the consultant/team to conduct the analysis include gender expertise as a criterion for selection.		a) <u>Indicator:</u> Gender expertise as a requisite in TORs of the consultant/team. <u>Target:</u> 100% TORs	
	2.2.2.3 Convene the Technical Working Group to develop or review and validate the conceptual framework and approach to guide the analysis (including identification of key research questions, data requirements and sources, methodology for data gathering and approaches for stakeholder engagement in sense making - ensuring that the methodology and approach is underpinned by principles of gender equality and sensitivity).	a) Include gender criteria in the conceptual framework and approach to guide and conduct the analysis.		a) Analysis includes gender differentiated information and considerations <u>Target:</u> 1 analysis	
	2.2.2.4 Conduct the analysis, focusing on priority areas as case study sites, convening the technical task force regularly for a debriefing to ensure that they are informed of findings as they emerge and to provide them with an opportunity to provide strategic guidance and support as necessary				
	2.2.2.5 Convene the National Hub (inviting key decision makers, community representatives and other stakeholders as appropriate - ensuring equal participation of women and men) in a validation and sensemaking workshop to utilize and build on the outcomes of the analysis, drawing out different perspectives and facilitating consensus around threats and opportunities to the survival of resilient reefs using horizon scanning (or other approaches that enable forward looking analysis and an assessment of emerging trends).	a) Ensure equal participation of women and men.		a) <u>Indicator:</u> Proportion of women/men who participated in National Hub Technical Task Force <u>Target:</u> At least 30% women and at least 30% men.	Y2
	2.2.2.6 Finalize the analysis and package and disseminate it widely to inform policy and practice using forms and media appropriate to different audiences, taking into consideration both women and men (informed by the awareness assessment carried out under 4.1.1.1)	b) Ensure both men and women receive the package that summarizes the analyses.		<u>Indicator:</u> Publicly available package is widely disseminated to both men and women.	Y2
Output 2.2.3 (6) National/sub-national action plans for resilient reef conservation (responding to threats identified in 2.1 and including solutions identified in Component 1)	2.2.3.1 Convene the National Hub during a 1-day workshop to develop a joint overarching vision for Climate Refuge Coral Reefs (involving a community and gender expert to ensure equal voice and participation of women, men and marginalized groups and ensuring a gender sensitive facilitation approach), informed by the Community Vision; Institutional; Lessons Learned Threat/Opportunity; and Cost-Benefit Analysis). This would involve raising awareness on the significance of climate refuge reefs and the establishment of shared commitment towards the collaborative engagement in the conservation of climate refuge coral reefs with a description of what this commitment means for the different stakeholder groups.	a) Ensure the action plans are gender responsive b) Ensure equal participation of women and men in workshops.	Project team	a) <u>Indicator:</u> Strategic objectives, interventions, operational modalities, and resource requirements to enable the realisation of the shared vision are gender-responsive <u>Target:</u> 6 National/sub-national action plans for resilient reef conservation includes gender consideration.	Y2

Output	Project Activities	Gender specific action	Responsible	Indicators and Targets	Timeline
developed in the 6 countries, including sustainable finance strategies	2.2.3.2 Convene the National Hub for a 2–3-day strategic planning forum (involving a community and gender expert to ensure equal voice and participation of women, men and marginalized groups) to identify and agree on strategic objectives, interventions, operational modalities and identify resource requirements to enable the realization of the shared vision			b) Indicator: Proportion of women/men who participated in National Hub Technical Task Force Target: At least 40% women and at least 40% men.	
	2.2.3.3. Contract a consultant to conduct an analysis to identify national and local level strategies and plans across different sectors that have an impact on climate refuge coral reefs and to meet with the respective institutions to identify opportunities and barriers for integration of the shared vision and strategy for resilient reef conservation within their institutional strategies and plans	a) TORs of the consultant/team to conduct the analysis include gender expertise as a criterion for selection.	Project team	a) Indicator: Gender expertise as a requisite in TORs of the consultant/team. Target: 100% TORs	Y2
	2.2.3.4 Contract a consultant to develop a sustainability strategy, identifying needs and opportunities for the longer-term functioning of the National Hub and delivery of the Vision and Strategy for the Conservation of Resilient Reefs				
	2.2.3.5 Consolidate and write up the National Strategy for the Conservation of Resilient Reefs and convene a high-level meeting led by the National Hub Steering Committee and involving Government, Civil Society, and the Private Sector to endorse and sign off on the strategy	a) Review of the National Strategy for the Conservation of Resilient Reefs by country gender experts. b) Include in the agenda of the high-level meeting a report on the gender work conducted. c) Ensure equal participation of women and men in the high-level meeting.	Team project	a) Indicator: National strategy for the Conservation of Resilient Reefs mainstream gender consideration. Target: 6 gender-sensitive National strategies b) Indicator: Agenda of the high-level event includes gender report. Target: Agenda includes gender reporting. c) Indicator: Proportion of women/men who participated in the high-level meeting Target: At least 30% women and at least 30% men.	Y3
	2.2.3.6 Convene a high-level meeting led by the National Hub Steering Committee at the beginning of year three review the progress with regards to integration, mainstreaming and delivery of the National strategy for the Conservation of Resilient Reefs, sharing lessons, raising awareness on resilient reefs and identifying challenges and mitigation measures				
Component 3: Financial solutions for climate refuge coral reef Rescue					
Outcome 3.1: Investment opportunities identified to promote increase sustainable financial flows to relevant seascapes and landscapes to reduce threats to climate refuge coral reefs.					
3.1.1 Technical assistance in countries to mobilize private and public investment opportunities for their national priorities identified under 2.2.4.	3.1.1.1 Establish a National Hub Technical Working Group comprising of government, international and non-governmental organizations, private sector and community representatives to support and guide activities under Component 3 - ensuring equal participation of women and men in the Task Force.	a) Ensure equal participation of women and men in National Hub Technical Task Force. b) Review and mainstream gender considerations in studies and analysis.	Project team	a) Indicator: Proportion of women/men who participated in the National Hub Technical Task Force Target: At least 30% women and at least 30% men.	Y1
	3.1.1.2 Conduct benchmarking studies to analyze the experiences of other countries in developing coral reef friendly investment and business opportunities, what has worked and what hasn't (taking into consideration the different and unique realities of men and women)	c) Field visits to areas to showcase equally, both women's and men's roles and activities.		b) Indicator: National studies on the development of coral reef friendly investment and business opportunities include the different and unique situations women face Target: 6 gender-sensitive studies.	Y2
	3.1.1.3 Working with the Technical Task force established under the National Hub, conduct analysis of key economic sectors driving coral reef degradation (building on the threats/opportunity and cost/benefit analysis carried out under Component 2), identifying existing platforms that could be used to engage with these industries and current and potential future funding flows for reef-friendly investments and				

Output	Project Activities	Gender specific action	Responsible	Indicators and Targets	Timeline
	<p>businesses, including public and private sector initiatives – ensuring that gender considerations are integrated in the analysis.</p> <p>3.1.1.4 Using the communication and awareness products developed under Component 4, implement awareness raising efforts with larger businesses on the pressure being placed on coral reefs and the opportunities and constraints to reduce their impact on them (along with business benefits), including presenting the Project at high level conferences and major business events.</p> <p>3.1.1.5 Conduct a series of field visits to areas adjacent to resilient reef sites to engage with private sector actors, in countries where this is considered necessary. This may include inviting government decision makers and investors to understand the realities on the ground and the importance of investment in these areas. Field visits will intentionally include areas that allow for women’s roles, activities, needs and potential to be visible</p>			<p>a) <u>Indicator:</u> Women and men equally participate in the field visits in which both men and women’s roles in business are showcased.</p> <p><u>Target:</u> Women represent at least 30% of the members on the field visit. Men represent at least 30% of the members on the field visit.</p>	
3.1.2 Scoping of at least 100 existing and potential sustainable businesses (in the 6 countries), including options for business expansion and start up.	<p>3.1.2.1 Working with the Technical Working Group, develop and agree on a common set of gender sensitive criteria that defines a 'reef-friendly' business and develop a protocol/guide for use by selected businesses to support them in implementing sustainable blue economy models related to coral reefs. These criteria may cover points related to the extent to which businesses and enterprises can demonstrate an additional positive contribution to reef conservation, significant changes to their existing business model that eliminate their negative impacts on reefs and make a positive contribution to local livelihoods, particularly that of women-led and vulnerable households.</p> <p>3.1.2.2 Carry out a mapping exercise to identify reef-friendly businesses and SME investment and support opportunities, including different scales (from community-based initiatives to larger companies) and different stages (from start-up to expansion), ensuring that the mapping exercise is carried out in a gender-responsive manner</p> <p>3.1.2.3 Analyze larger and established businesses to help identify where there may be opportunities for investment in their operations and supply chains to reduce their impacts (or enhance positive impacts) on coral reefs. This could include interviews with a selection of businesses operating in these sectors to understand better their constraints and limitations vis a vis more reef friendly behaviors.</p> <p>3.1.2.4 Analyze needs and identify opportunities identified for SMEs to manage risks and needs to maximize their potential to strengthen livelihood security in a manner that is inclusive and equitable (with a particular focus on women and vulnerable groups). This may include strengthening women-led enterprises and economic empowerment through enabling access to financial services and strengthening financial literacy²⁹.</p>	<p>a) Gender considerations are included in the criteria that define a 'reef-friendly' business (community-based initiatives to larger companies).</p> <p>b) Mapping exercise to identify reef-friendly businesses and investment opportunities is conducted in a gender-responsive manner.</p>	Project Team	<p>a) <u>Indicator</u> Percentage of businesses directly benefiting women identified in the mapping exercise</p> <p><u>Target:</u> At least 30% of the existing and potential sustainable businesses are directly benefiting women</p>	Y2
Output 3.1.3 Technical assistance to national teams to prepare business filtering and	3.1.3.1 Working with the Technical Working Group, assess the long list of businesses and community-based enterprises identified against the criteria developed under Output 3.1.2 in greater depth. Based on this assessment, identify a short list of reef-friendly businesses and SMEs to receive further support from the Project - ensuring that this includes women-led as well as businesses that directly benefit women.	a) Identification and shortlist of women-led businesses or businesses that directly benefit women.	Project Team	a) <u>Indicator</u> Percentage of women-led businesses or businesses that directly benefit women identified to receive further support	Y2

Output	Project Activities	Gender specific action	Responsible	Indicators and Targets	Timeline
support frameworks.	3.1.3.2 Develop a needs assessment framework to assess the technical needs of each of the shortlisted businesses and SMEs in greater depth and apply this framework to each business and SME in a collaborative manner in collaboration with the National Hub Technical Working Group to identify these needs (taking into consideration the different and unique realities of women-led businesses and enterprises).			<u>Target:</u> At least 30% of the businesses included in the assessment framework are women-led businesses or businesses that directly benefit women	
Output 3.1.4 Investments portfolio developed, including demonstrative sustainable livelihood projects in priority reefs in the 6 countries	3.1.4.1 Provide technical assistance to the shortlisted businesses and SMEs to help them further improve their potential positive impact on coral reefs and improve their business planning to reach a stage where they can attract investments.	a) Technical assistance provided, addressing women-specific needs and challenges, to women-led businesses or businesses that directly benefit women.	Project Team	a) and b) <u>Indicator</u> Number of investments portfolios developed, in the 6 countries that highlight women-led businesses or businesses that directly benefit women. <u>Target:</u> At least 1 investments portfolio developed, in the 6 countries that includes women-led businesses or businesses that directly benefit women	Y2,Y3
	3.1.4.2 Once businesses have received technical assistance and have 'investor-ready' business plans in place, support will be provided to prepare them for investor engagement via marketing material preparation and coaching.	b) identify relevant investors and potential product 'offtakers' in each country interested in supporting women-led businesses or businesses that directly benefit women.			Y2,Y3
	3.1.4.3 Provide technical assistance to community groups (particularly women-led groups) to address the needs identified under 3.1.2.4. This may involve support in establishing groups, training on group governance and management, support to establish a constitution and by-laws etc.to strengthen the group's ability to access financial services and establish and manage enterprises.				Y2,Y3
	3.1.4.1 Identify a short list of relevant investors and potential product 'off takers' in each country and facilitate their engagement with the shortlisted/ supported businesses.				Y3,Y4
Component 4: Knowledge Management and Monitoring and Evaluation					
Outcome 4.1: Increased awareness of governments, donors and climate refuge local communities, and knowledge (from local to global level) on the value of climate refuge coral reefs, their main threats, and good practices/actions for their conservation.					
4.1.1: Communication and awareness raising strategy (reaching the highest level of influence possible, including heads of state and ministers from the 6 countries, as well as local communities in the climate refuge reefs) designed and implemented at local and global level including firsthand narratives on how coral decline is affecting livelihoods.	4.1.1.1 Contract a consultant (with gender expertise) to carry out an assessment of levels of awareness and understanding of different stakeholders on the significance of climate refuge coral reefs and to identify barriers and opportunities to influence changes in policies and behaviours - taking into consideration the different and unique realities of men and women, different cultures and backgrounds.	a) TORs of the consultant/team to conduct the assessment include gender expertise as a criterion for selection. b) Review the findings of the assessment to ensure that gender considerations have been mainstreamed. c) Ensure that the communication campaign includes gender-related messages to showcase the differentiated impact of coral decline in livelihoods in women and men.	Project Team	a) and b) <u>Indicator</u> Consultant/team has gender expertise which has been demonstrated through the mainstreaming of gender considerations in the awareness assessment. <u>Target:</u> 6 Awareness assessments incorporate gender considerations. c) <u>Indicator</u> Communication campaign includes gender related messages <u>Target:</u> 100% of the products of the communication campaign include gender-sensitive messaging	Y1
	4.1.1.2 Convene a National Hub meeting to share findings of awareness assessment and identify and prioritize target groups for the communication campaign aimed at influencing mindsets, values, and behaviors to better enable the conservation of climate refuge reefs				Y1
	4.1.1.3 Informed by the outcomes of the National Hub meeting as well as the stakeholder and institutional analysis (carried out under 2.1.1), develop, test, and finalize a communication campaign strategy targeting different stakeholder groups, ensuring that the campaign includes gender-related messages to showcase the differentiated impact of coral decline in livelihoods in women and men				Y1, Y2
	4.1.1.4 Deliver the communication campaign, drawing on the knowledge (including lessons and experiences) generated through activities in Components 1,2 &3				Y2,Y3
Outcome 4.1.2: Knowledge	4.1.2.1 Develop guidelines on appropriate methods and tools to capture and share narratives, lessons and experiences of local communities		Project Team	a), b) and c) <u>Indicator</u>	Y1

Output	Project Activities	Gender specific action	Responsible	Indicators and Targets	Timeline
management and communication products for practitioners, such as firsthand narratives and lessons on community driven solutions for coral reef conservation	and practitioners (including, for example, photovoice, participatory video) - taking into consideration women's specific needs and preferences	a) Guidelines on appropriate methods and tools considered women's specific needs and preferences.		Communication products experiences showcase women's roles related to solutions for coral reef conservation. <u>Target:</u> At least 30% of, histories and experiences showcase women's roles related to solutions for coral reef conservation	
	4.1.2.2 With inputs from members of the National Hub, develop ToRs and subcontract out an organization with experience and expertise in gender and culturally sensitive participatory tools and approaches for knowledge management and communication products	b) TORs of the consultant/team for knowledge management and communication products include gender expertise as a criterion for selection.			Y1
	4.1.2.3 Train and support local communities and local organizations supporting and working with local communities to capture values, histories, and experiences, ensuring that participation is gender balanced and is inclusive, engaging marginalized individuals and groups	c) Ensure that women, in all their diversity, from local communities and local organizations are trained and supported to capture values, histories and experiences.			Y1-Y4
	4.1.2.4 Document and disseminate lessons and experiences targeting different audiences and informed by the communication strategy developed under 4.1.1.2				Y1-Y4
	4.1.2.5 Consolidate lessons and experiences emerging at the national level and repackage for dissemination to global audiences using appropriate media and platforms				Y1-Y4
Outcome 4.1.3 Participation in at least two IW: LEARN regional meetings, one GEF International Waters Conference and other masterclasses and knowledge exchange events (real and virtual)	4.1.3.1 Utilize the knowledge generated through the project (from, for example, studies being carried out, planning processes, awareness and communication materials and firsthand narratives) to develop materials to share during the regional and international meetings and fora - ensuring that the work related to gender equality and women's empowerment is showcased	a) Ensure that the work related to gender equality and women's empowerment conducted by the project is showcased in the materials to share during the regional and international meetings and fora.	Presenters at events	a) <u>Indicator</u> Gender content is included in the presentations of the project at regional and international meetings and fora <u>Target:</u> The presentation includes reference to the work related to gender equality and women's empowerment conducted by the project	Y1-Y4
	4.1.3.2 Support representatives from National Hubs to attend and actively participate in IW: LEARN regional meetings				Y1-Y4
	4.1.3.3 Actively participate in the GEF International Waters Conference and other global fora				Y1-Y4
	4.1.3.4 Publish narratives, knowledge pieces and stories from the project in the CRRRI website and newsletters.				Y1-Y4
Outcome 4.2: Informed and adaptive project management					
Output 4.2.1 M&E reports, including project progress reports, midterm evaluation and terminal evaluation	4.2.1.1 Convene an inception workshop involving NTFs from all six countries as well as key government representatives to ensure a shared understanding of the project, review the results framework, budget and annual workplan. Ensure that the facilitation approach allows for equal participation and voice of women, men, and marginalized groups.	a) Support the development of gender-sensitive M&E reports, including project progress reports, midterm evaluation, and terminal evaluation.	Project team External Evaluators	a) <u>Indicator</u> A gender-sensitive M&E system of the project <u>Target:</u> 100% of the gender targets in the GAP are included in the results framework	Y1
	4.2.1.2 Circulate templates and guidelines for drafting annual workplans and reporting for all partners contributing to the delivery of the project and provide technical advisory support as necessary to ensure a shared understanding of the requirements	b) TORs of the consultant/team mid and end-of-term evaluations include gender expertise as a criterion for selection.			Y1
	4.2.1.3 Develop annual workplans with measurable targets at the end of each year for approval by the National and Global Steering Committees (informed by the outcomes of annual reflection workshops conducted under 4.2.2).	c) Gender mainstreaming strategies will be monitored regularly to evaluate if the desired outcomes are being achieved and determine whether adaptive mechanisms			Y1

Output	Project Activities	Gender specific action	Responsible	Indicators and Targets	Timeline
	4.2.1.4 Collect data and record achievements against targets in the Results Framework (yearly, mid-term, project close) for inclusion in Project Progress Reports (PPR) in adherence with good practice on collection and use of gender-disaggregated data.	need to be developed if outcomes are not being reached.			Y1-Y4
	4.2.1.5 Submit timely 6-month and annual PPRs, including reporting on progress against targets, management indicators and co-financing				Y1-Y4
	4.2.1.6 Conduct internal annual evaluations of learning events under Component 1 and the effectiveness of the National Hub (Component 2) using ex-post training questionnaires and score cards and utilize findings for learning and adaptive management				Y1-Y4
	Activity 4.2.1.7 Develop ToRs, outsource and manage mid and end of term evaluations for the project				Y2,Y4
Output 4.2.2 (4) Annual reflection workshops with National Technical Facilitators and main stakeholders	4.2.2.1 Prepare for the annual reflecting workshops, including presentations on progress, experiences, and lessons to date (including case study presentations by members of the National Hub around particular lessons and outcomes, narratives and stories emerging from 4.1.2 etc)	a) Ensure that the work related to gender equality and women's empowerment conducted by the project is showcased in the materials (successes, challenges, best practices/learning/lessons learned) to share during the annual reflection workshops and meetings.	Team leader	a) <u>Indicator</u> Gender content is included in the presentations of the project during the annual reflection workshops and meetings <u>Target:</u> 100% of the presentation includes reference to the work related to gender equality and women's empowerment conducted by the project	Y1-Y4
	4.2.2.2 Convene 1-day annual reflection meetings at the national level bringing together members of the National Hub to share information on progress, exchange and discuss experiences and capture the outcomes of the discussions for inclusion in the annual PPRs, to inform the annual workplans as well as for use in communication (activities under Outcome 4.1)				Y1,Y2,Y3
	4.2.2.3 Convene 1-day annual reflection meetings at global level bringing together members of the Global Steering Committee to share information on progress, exchange and discuss experiences and capture the outcomes of the discussions for inclusion in the annual PPRs, to inform the annual workplans as well as for use in communication (activities under 4.1)				Y1,Y2,Y3

Annex 1: Socioeconomic Data Sets.

Indicator	Philippines		Madagascar		Tanzania		Indonesia		Fiji		Solomon Island	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Human Development Index	0.715	0.720	0.539	0.513	0.542	0.514	0.738	0.694	0.725	0.679	-----	0.567
Total Population (per million)	54.316	53.800	13.45	13.52	28.98	29.02	137.8	138.5	474,793	461,181	336,106	359,771
Life expectancy at birth (years)	67.3	75.5	66.5	69.9	63.6	67.2	69.6	74	65.7	69.3	71.3	74.9
Mortality rate, under 5	31.2	24.8	48.2	40	57.6	50.3	28.3	27.5	27.5	23.1	22.5	18.5
Expected years of schooling (years)	12.8	13.5	10.2	10.2	8.0	8.2	13.5	13.7	13.8 ²	14.3	10.7	9.7
Literacy rate, adult (% ages 15 and older)	95	96.8	75	68.3	83.2	73.1	97.2	93.6	75.3	53.7	83.7	69
Employment to population ratio (% ages 15 and older)	73.3	46.1	88.9	83.4	87.3	79.6	81.9	53.1	76.5	38.5	85.6	82.1
Employment in fisheries (% of total)	90	10	-----	-----	-----	-----	-----	-----	-----	-----	90	50
Total unemployment rate (% of total)	2.5	2.7	1.4	2.1	1.6	2.7	4.4	3.9	3.7	5.5	2.3	1.8
Population living below income poverty line, national poverty line (%)		21.6	73.7	79.9		37.9		10.6		34		12.7
Share of seats in local government (%)	70.9	29.1	72.7	27.3	69.9	30.1	85.4	14.4	-----	-----	87.5	12.5
Share of seats in parliament (%)	72	28	80.8	19.2	63.1	36.9	81.8	18.2	80.4	19.6	95.9	4.1

Gender Inequality Index	0.430	Not available	0.556	0.480	0.629	0.370
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Sources: UNDP 2020, UNWomen 2020, WEF 2020.

Annex 2: Digital Data Gender Analysis.

Indicator	Philippines	Madagascar	Tanzania	Indonesia	Fiji	Solomon Island
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	Total											
Internet user as a percent of total population	67		14%		25		73.7		70.5		28.6	
Social media ad active social media users	80.7		8.4%		8.9		61.8		67.8		18.7	
Percent of mobile connections equivalent to the total population.	138.2		33%		82.7		125.6		138.6		71.5	
Mobile internet reference share social media user accessing via mobile phones			94%		98.8		96.4		99.3		96.4	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Percentage of its ad audiences that Facebook	47	53	56.5	43.5	62.5	37.5	56.1	43.9	50.9	49.1	54.1	45.9
Percentage of its ad audience that Instagram reports	35.3	64.7	47.9	52.1	58.6	41.4	47.6	52.4	46.5	53.5	50	50
Percentage of its ad audience that Twitter	23.8	76.2	61.9	38.1	15.3	84.7	55.4	44.6	62.2	37.8	-----	-----
Percentage of its ad audience that LinkedIn	46.2	53.8	54.9	45.1	67.8	32.2	55.8	44.2	50	50	64.7	35.3
Percent with persons credit card	2.5	1.4	0.7	1.2	0.5	0.6	3.1	1.9	-----	-----	-----	-----
Percent of persons making online transaction	8.2	11.5	2.4	1.1	14.9	8.4	9.4	12.9	-----	-----	-----	-----

Source: Data Reportal 2021

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