

**Draft of GENDER EQUALITY AND SOCIAL INCLUSION (GESI) POLICY**

**Revised version (16 Dec 2021)**

Reference Number: CTICFF/RS/HRD-ADM/NS/2020/07/007

Submitted to:

CORAL TRIANGLE INITIATIVE ON CORAL REEFS, FISHERIES AND FOOD SECURITY (CTI – CFF)

REGIONAL SECRETARIAT

Prepared by: Ria Fitriana

January 2021



## Contents

Glossary of Key Terminologies	2
Introduction	3
Purposes of GESI Policy	4
Alignment with International and Regional Commitments	4
Disparity Exists	6
GESI Goal and Objectives	7
Strategy in Mainstreaming GESI	8
Attachment A: Monitoring and Evaluation Framework	12
Attachment B: Key Questions in preparing project proposal, implementing and reviewing projects.	14
Attachment C: Recommended guidelines and Tools to operationalise the policy	18

## Glossary of Key Terminologies

**Gender:** Gender is used to describe those characteristics of women and men, which are socially constructed, while sex refers to those which are biologically determined. People are born female or male but learn to be girls and boys who grow into women and men. This learned behavior makes up gender identity and determines gender roles (WHO, 2002). As a social construct, gender varies from society to society and can change over time.

**Gender Equality:** when women and men enjoy equal rights, opportunities and entitlements in civil and political life, in terms of access, control, participation and treatment (FAO, 2017).

**Gender Equity:** means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.

**Gender's role:** a set of social and behavioral norms that are considered to be socially appropriate for individuals of a specific sex.

**Gender Mainstreaming:** as the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality (ECOSOC, 1997).

**Gender Analysis:** the systematic attempt to identify key issues contributing to gender inequalities so that they can be properly addressed.

**Gender Blind:** a study or project that lacks attention to the differential roles, responsibilities, resources, or experiences of men and women (International Food Policy Research Institute, 2011).

**Gender Sensitive:** awareness of the ways in which men and women will be differentially impacted by policies, programs, and so on (International Food Policy Research Institute, 2011).

**Sex:** refers to the biological characteristics of a woman or a man. The biological 'sex' of a person is given at birth.

**Social Inclusion:** the process by which efforts are made to ensure equal opportunities – that everyone, regardless of their background, can achieve their full potential in life, leaving no one behind (UN, 2016).

## Introduction

The Coral Triangle Initiative on Coral Reefs, Fisheries, and Food Security (CTI-CFF) is a multilateral partnership of six countries – Indonesia, Malaysia, Papua New Guinea, Philippines, Solomon Islands, and Timor-Leste - working together to sustain extraordinary marine and coastal resources by addressing crucial issues such as food security, climate change and marine biodiversity.

The CTI-CFF works collaboratively with development partners, and non-government organizations: USAID, Australian Government, ADB, GEF, WWF, The Nature Conservancy, Conservation International, Coral Triangle Center, GIZ, Southeast Asian Fisheries Development Center/SEAFDEC and WCS.

Through the CTI-CFF, the Coral Triangle Member Parties have agreed to apply people-centered biodiversity conservation, sustainable development, poverty reduction and equitable benefit sharing. The CTI-CFF seeks to address both poverty reduction through economic development, food security, sustainable livelihoods for coastal communities and biodiversity conservation through the protection of species, habitats and ecosystems.

All member states and development partners believe that, although complex, when they are understood and operationalized within a specific cultural, historical and socio-economic context, gender equality and social inclusion can help in achieving CTI-CFF mission. GESI mainstreaming improves livelihoods and social security, including higher economic productivity, and more effective governance of marine resources.

The CTI-CFF aware the diversity within groups of women, men, youth and varied social group itself require particular attention. Leaving a particular group behind in the development of the CTI-CFF is a stumbling stone to achieve a better marine resource governance in the CTI-CFF. This inclusive focus will ensure that key gender gaps are reduced in ways that benefit all citizens, including those with less power in decision-making and not just those who are the most visible, or vocal. GESI is a foundation for achieving CTI-CFF missions, goals and objectives to provide livelihoods & food security benefits for all gender and different social groups in the Coral Triangle area (Figure 1).

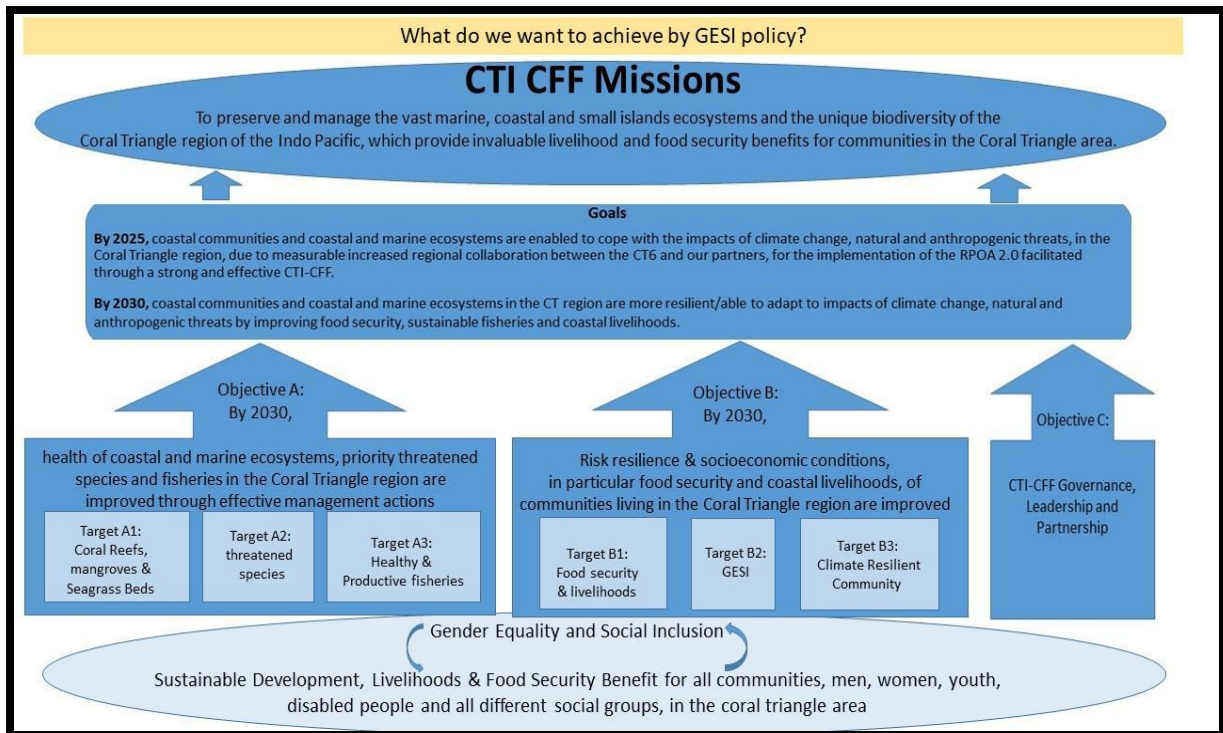


Figure 1: GESI is a foundation for achieving CTI-CFF goals and missions

GESI is a global movement. Therefore as a multilateral initiative, the CTI-CFF can be a mechanism to ensure GESI is mainstreamed in all its program, projects and activities. As part of the international community, the CTI-CFF is also responsible for supporting and promoting the global gender agenda to eliminate gender inequalities through gender mainstreaming policy in the management of CTI-CFF.

## Purposes of GESI Policy

The purpose of this GESI Policy is to provide direction for the CTI-CFF member states, development partners, and the Regional Secretariat in promoting and mainstreaming GESI in all activities in the CTI-CFF.

This GESI Policy is one way to address the current gender inequalities- rebalance the unequal power relations, reduce disparities, ensure equal rights and opportunities, and respect all individuals regardless their social identity in the CTI-CFF areas.

This policy is inclusive to all gender.

## Alignment with International and Regional Commitments

This GESI policy is guided by international and regional commitments. All the six member states have ratified CEDAW-The Convention on the Elimination of all forms of Discrimination Against Women- which recognize that women and men have equal rights to participate in and benefit from

development, and gender inequality is a barrier to successful development. The Beijing Platform for Action, adopted at the 1995 Fourth United Nations World Conference on Women in Beijing is a tool to promote gender equality at all levels. The Beijing Platform for Action recognizes that women face barriers to full equality and advancement because of such factors as their race, age, language, ethnicity, culture, religion or disability, indigenous women or other status. The Beijing Platform for Action emphasizes that "Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programs, so that, before decisions are taken, an analysis is made of the effects on women and men respectively." The implementation of this Beijing Platform for Actions, including through national laws and international and sectoral cooperation must promote gender mainstreaming, this includes in biodiversity subject. The Beijing Platform for Actions provide a roadmap of the actions needed to achieve gender equality and women's rights. All countries that signed the CEDAW convention and agreed on the Beijing Platform for Action have to report the progress of the implementation every five years.

The Sustainable Development Goals emphasized to "Leave no one behind." Therefore all women, men, youth and different social groups should participate and benefit from development. The adoption of 2030 Sustainable Development Goals (SDGs), especially Goal 5 is to achieve gender equality and empower all women and girls. Goal 5 of SDG aims at ending all discrimination against women and girls as it is not only a basic human right, but it is also crucial for sustainable future; it is proven that empowering women and girls help economic growth and development. The SDGs specifically call for the sustainable use of marine resources (SDG 14). At the World Oceans Day event 8 June 2019 with the theme gender and ocean, UN Secretary-General, António Guterres, highlighted gender equality played an important role in attempts of restoring and protecting the planet's oceans.

This GESI Policy is also built from regional commitments of member states of the CTI-CFF:

1. ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals. The ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) and the ASEAN Committee on Women (ACW) were established to strengthen the promotion of women and children's rights in the ASEAN region.
2. The ASEAN SEAFDEC Gender Strategy: Mainstreaming gender in SEAFDEC and its programs. The SEAFDEC Gender Strategy strives to mainstream and integrate gender perspectives into the SEAFDEC organization and in its programs, projects, and activities to ensure that men, women, and youth at all levels, access equitable benefits in the sustainable development and management of fisheries and aquaculture.
3. The Revised Pacific Platform for Action on Advancement of Women and Gender Equality 2005–2015 (RPPA).
4. The Pacific Leaders Gender Equality Declaration (PLGED) and the Pacific Plan (2005, revised 2007).

With these various international and regional commitments of member states, the CTI-CFF as an intergovernmental initiative should also ensure to commit to gender equality and social inclusion.

## Disparity Exists

Although progress has been made by the member states of CTI-CFF in mainstreaming GESI, the persistent gender inequalities and social problems persist in this area. Women contribute around 50% of its population, however women's representation is less visible. A number of global indices highlights gender-based disparities (Figure 2). The Human Development Index (HDI) emphasizes that people and their capabilities should be the ultimate criteria for assessing the development of a country. The higher the number shows better human development in a country. The HDI of communities in the CTI-CFF indicates a better situation from 1990 to 2018. All member state is mostly in the middle group of HDI. The Gender Inequality Index (GII) reflects inequality between women and men in three dimensions: reproductive health, empowerment and labor market. The HDI and GII studies were conducted by the UNDP. The results of these global studies change over time and not only a problem in the CTI-CFF area. The higher number in GII means the worst gender inequality condition in economic participation and opportunity. The inequality persists in all of the CTI-CFF member states with varied degrees (Figure 2). Poverty is quite an issue in this CTI-CFF area (Figure 2). As the mission of the CTI-CFF is to bring benefit to all communities, men, women, youth and all social groups in the Coral Triangle area, the poverty issues also need to be addressed. Equitable and inclusive approach will eventually contribute to poverty alleviation.

Figure 2: Data showing inequality persists in all of the CTI-CFF member states with varied degrees

	Indonesia	Malaysia	Papua New Guinea	Philippines	Solomon Islands	Timo-Leste
Population (FAO 2018)	267.67 million	31.52 million	8.6 million	106.4 million	0.652 million	1.267 million
% of female in population	49.64%	48.58%	48.96 %	49.74 %	49.15 %	49.46 %
HDI (1990 to 2018) UNDP	0.525 to 0.707	0.644 to 0.804	0.377 to 0.543	0.590 to 0.712	0.476 to 0.557	0.505 to 0.626
Gender Inequality Index (UNDP 2019 <sup>1</sup> )	0.451	0.274	0.740	0.425	Not identified	0.899
% of population below poverty line.	9.4% (2019) The World Bank 2020 <sup>2</sup>	5.6% (2019) The World Bank 2020 <sup>3</sup>	37.5% (2017) ADB <sup>4</sup>	16.6% (2018) ADB <sup>5</sup>	12.7% (2012-2013) The World Bank <sup>6</sup>	42% (2014) World bank 2019 <sup>7</sup>

<sup>1</sup> <http://hdr.undp.org/en/content/table-5-gender-inequality-index-gii>

<sup>2</sup> The World Bank 2020. Indonesia Poverty & Equity Brief. April 2020.

<sup>3</sup> The World Bank 2020. Malaysia Poverty & Equity Brief. April 2020

<sup>4</sup> <https://www.adb.org/countries/papua-new-guinea/poverty> accessed on 24 August 2020

<sup>5</sup> <https://www.adb.org/countries/philippines/poverty> accessed on 24 August 2020

<sup>6</sup> <https://data.worldbank.org/country/SB> accessed on 24 August 2020

<sup>7</sup> The World Bank 2019. Timor-Leste Poverty and Equity Brief : Spring 2019 (English)



Gender is about power relation. Unequal power relations among gender groups- men, women, different social groups and the related social norms such as caste, ethnicity, income, location and gender-based discrimination against women and girls, gender identity, disability status and indigenous people- constrain them from accessing available resources and opportunities for gaining better livelihoods and participate in the governance of marine ecosystem. Due to this situation, these marginalized groups are sometimes do not participate in the decision making process. Economic, legal, political and social discrimination against women and girls (individual, household, community and organizational levels) have brought unequal meaningful participation in the governance of marine ecosystem. Participation is more than just having a voice or attending. It also means making decisions and having these decisions valued.

Reducing gender inequality is critical for improving the social and economic situation of marginalized groups. Addressing gender inequality is not just a technical issue, it requires a challenging and changing unequal power within a household and society, addressing structural barriers at both formal and informal levels as well as at individual agency. Unless these disparities are recognized and addressed, the CTI-CFF might have difficulty in achieving the goals with inclusive growth.

Addressing disparity issue and incorporating GESI into environment- and ocean-related work would bring benefits to targeted beneficiaries, not only benefits to a particular group, but it would be of benefit to all gender in the targeted areas. Incorporating GESI values into sustainability issue intervention would improve quality of program, bring better development and conservation work.

## GESI Goal and Objectives

### GESI Policy Goal

The ultimate goal of GESI Policy in the CTI-CFF is to bring benefits to all women, men, youth, disabled people and all social groups in the Coral Triangle area with the improved marine, coastal and small islands ecosystems. This means that work conducted within the CTI-CFF area must incorporate GESI in the plan, implementation and evaluation of projects and program, and should bring benefits to all communities and gender.

### GESI Objectives

The following objectives will guide us in mainstreaming GESI in the CTI-CFF:

1. All gender -the poor, the vulnerable and the excluded within that group- concerns are incorporated in shaping laws, policies, programs and projects.
2. All gender have equal access and ability to participate and influence in the decision making process
3. Effective GESI mainstreamed in the CTI-CFF institutional changing process that would improve the quality of the CTI-CFF institution.

## Strategy in Mainstreaming GESI

In order to achieve these goals, five strategies will be applied in mainstreaming GESI in the CTI-CFF:

- 1) Promoting all gender's economic empowerment and drawing attention to the contributions by all gender in marine-related activities to food and livelihood security, and to community wellbeing.

All CTI-CFF member states, development partners and Regional Secretariat must be aware that women, men and varied social groups engage in marine-related activities in different ways and should benefit from the improved condition of the marine ecosystems. This GESI policy is one way to ensure that the excluded groups- because of their location, physical/health status, gender identity, age, stereotypes and the poor or economically excluded- will have equal benefit. All gender, individual and groups, have different needs, interests, knowledge, skills and responsibilities in relation to the use and management of marine resources. All these groups' concerns and needs have to be recognized and acknowledged in decision making process of marine governance, as well as having equal opportunities and benefits. Therefore, all these concerns must be incorporated in the design, implementation, and monitoring of projects, programs and management in the CTI-CFF.

- 2) Promoting all gender's participation, leadership and visibility in all forms of decision-making.

Women, for example, have a significant role in the production and public sphere. Women's participation, leadership and visibility of women leadership need to be promoted. The Women Leadership Forum (WLF) is one network at the CTI-CFF level promoting and building women's leadership in the region. The WLF was formed to recognize and celebrate the critical role of women at all levels across the CT6 to support sustainable marine management, and to help ensuring the women of the Coral Triangle have access to learning, training and networking opportunities to enable them to become even more effective leaders. WLF is one of the drivers for GESI mainstreaming in the CTI-CFF as well as ways to improve awareness of gender equality issues. Gender mainstreaming is an important process as a way to achieve gender equality and the empowerment of women.

- 3) Reinforcing GESI mainstreaming by:

- a) Gender and social inclusion responsive policy, data, target and planning in the CTI-CFF.

The most challenging in GESI mainstreaming is there must be an internal change in the CTI-CFF organization. The policy, target and planning in the CTI-CFF should adopt gender equality and social inclusion values and based on assumptions, beliefs and situations of all gender so as to be responsive to their needs and concerns. All parts of the policy, publications and documents should clearly articulate about GESI values. The context and situation analysis should provide gender disaggregated data on the situation of all gender, vulnerable and excluded people. Targeted and beneficiary groups should be clearly defined using GESI values with clear definition of who they are.

b) Strengthening institutional arrangement for GESI mainstreaming

**Internal changes and leadership in GESI**

There must be internal changes in terms of peoples' values, beliefs and practices – and this internal change must encompass both leadership in the CTI-CFF and implementing partners that work on the ground to contribute to achieve gender equality and social inclusion. The need for leadership for GESI is critical to successful implementation of GESI policy. Leaders must clearly articulate Gender Equality and Social Inclusion in guidance, verbal communication and decision making process. A commitment from strategic level flows to grassroots level leaders in mainstreaming GESI. Moreover, the implementation of GESI policy needs to be institutionalized in the organization.

**Capacity building**

Gender mainstreaming is a process. Adopting GESI needs an organizational process transformation such as capacity building. Lack of knowledge and skill competencies on GESI issues among policymakers and staff potentially challenge the implementation of gender mainstreaming in institutions. A capacity in strengthening national and sub-national sex-disaggregated databases and analyses is needed. Ways to ensure a coherent approach between gender analysis and strategy are needed to safeguard that GESI is mainstreamed in all activities.

c) Strategic Communication on GESI Policy.

GESI policy, action plans and targets need to be disseminated to all CTI-CFF member states and development partners in order to have a significant impact to take place. In addition, communication products, knowledge-sharing and information management should reflect GESI consideration. Generating communication products and Lessons Learnt use at least gender-disaggregated data as a start to ensure all gender and social groups' concerns are documented, heard and incorporated in the project communication products.

d) Measures for Integrating GESI in the CTI-CFF

Monitoring, evaluation and reporting are ways to measure how GESI is mainstreamed. Monitoring, evaluation and reporting are used to reveal whether a program addresses different priorities and needs of women, men, youth, and varied special groups in the program and project design. The monitoring could be started by assessing gender equality and social inclusion in the objectives of a project or program. No one is left behind during the activity's design, implementation and evaluation. This is a mechanism as one way where all project activities could contribute to the achievement of CTI-CFF objectives and GESI mainstreaming. The application of GESI analysis at project level during the planning, execution and evaluation refer to designated indicators contribute to the success of CTI-CFF objectives.

Monitoring and evaluation should ensure that data collection for evaluations is disaggregated by poverty, sex, caste, ethnicity, location and other categories relevant to the specific project. Monitoring and evaluation should focus on the outcome, results of action, and process of implementation from GESI perspective. For example, with whom the activity in a project was done and how it was done. In addition, quantitative data

need to be complemented with process changes in the relevant outcomes. An illustration of case study including voices of women, the poor, the vulnerable and the excluded about their level of participation, benefit and risks from the entire project may provide good lessons.

These are to be addressed through mainstreaming GESI in the CTI-CFF, targeted programs and activities to address gender inequalities.

#### 4). Identify strategic partnerships and synergies

Ensuring the GESI goal and objectives are mainstreamed in the CTI-CFF requires greater effort and commitment from all stakeholders. Finding a strategic partnership and synergy is crucial to ensure GESI is mainstreamed in the CTI-CFF activities. The key focal point of the CTI-CFF within member states also need to collaborate with the Ministry that is responsible for community including women's well-being. In addition, collaboration with partners who are more knowledgeable on GESI on the ground will be helpful to ensure GESI is incorporated.

#### 5). Time, Fund and Resource

Investment is needed to ensure GESI is mainstreamed. The investment could be extra time and fund to ensure concerns of all gender and varied social groups to be consulted and incorporated. To some extent, project activities just need to reallocate the cost to give meaningful impact to be more gender sensitive. Gender analysis should be part of program/project design and implementation.

In addition, practical tools might be needed to help implementing Staff in ensuring GESI mainstreaming. Training in varied forms is important for building awareness of GESI analysis. The CTI-CFF reaffirms to encourage more investment to close resource gaps for achieving gender equality and social inclusion in all activities. Strategic partnership to address GESI issue will help addressing this resource gap issue.

A commitment of financial resources to GESI-related activities is essential element of mainstreaming GESI especially at project activities, the CTI-CFF aware that investment to GESI related activities depends on the assigned activities and the spending choices of concerned organizations with available resources. However, it is expected that intervention should at least consider barriers for women and social groups to participate, benefits and impacts to program.

The GESI mainstreaming strategy works in several levels (Figure 3). It starts from the strategic level, CTI-CFF as an organization. The GESI policy is applied at the country member level. The GESI policy of CTI-CFF is built upon and in harmony with what member states have developed. At programmatic level, the GESI policy and values could be reflected in the objective of the CTI-CFF. Finally, GESI Policy must be integrated at project level where GESI mostly faces challenges in the implementation. The project level contributes to the achievement of objectives and missions of the CTI-CFF. All levels in the CTI-CFF must mainstream gender issues- understand different needs and interest, potential being marginalized or disadvantaged due to gender barriers- and seek solutions to address these issues in the design, implementation, evaluation and management of all activities.

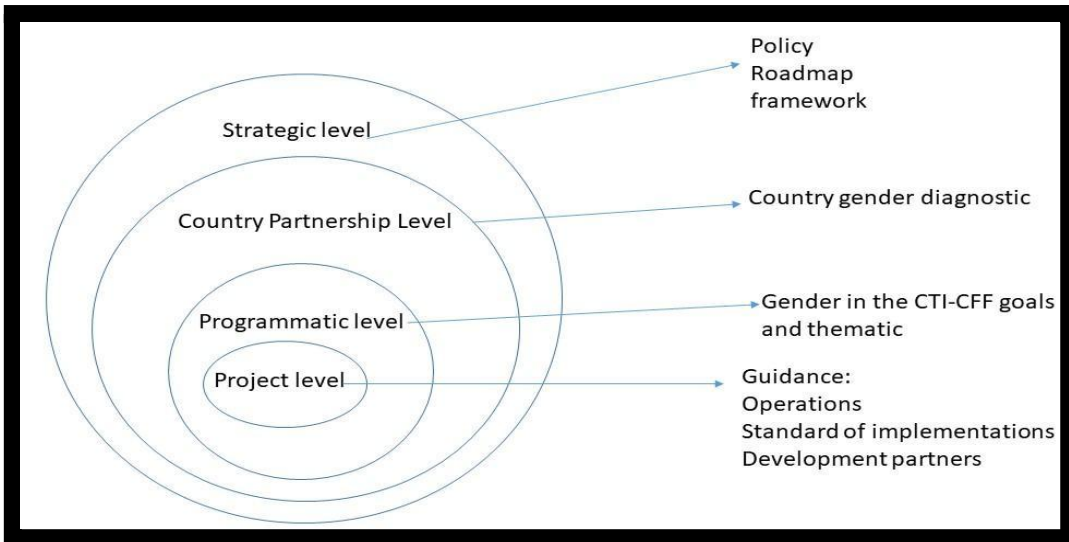


Figure 3: Several levels in GESI mainstreaming in the CTI-CFF

## Attachment A: Monitoring and Evaluation Framework

Monitoring and Evaluation (M & E) Framework is developed to ensure that GESI value is fully integrated throughout the system of Monitoring and Evaluation. The main point of M & E is to map the results, showing GESI relevance. It is part of the institutional learning to understand the effectiveness of a project, as a reflection on the lessons learned from the process, to determine if it has impact to power relation (all gender attitude towards the changes) and contribute to assess the achievements.

The results of a project and program will contribute to the achievement of objectives in the CTI-CFF (Figure 4). This M & E Framework follows universal mechanism with emphasis on GESI. The achievements are measured against GESI segregated baseline and indicators (Figure 4). Whenever the baseline and indicators mention about person or community-related indicators, the basic baseline and indicators have to cover and state clearly men, women, youth, and varied social groups in terms of representation, number, participation, benefits and impacts of project activities. Participation can be assessed in several stages: being informed, attended, join the discussion and part of decision-making team, for example. A project needs to identify the participation concerns, to what stage participation is required in a project. A qualitative explanation would benefit to explain quantitative number.

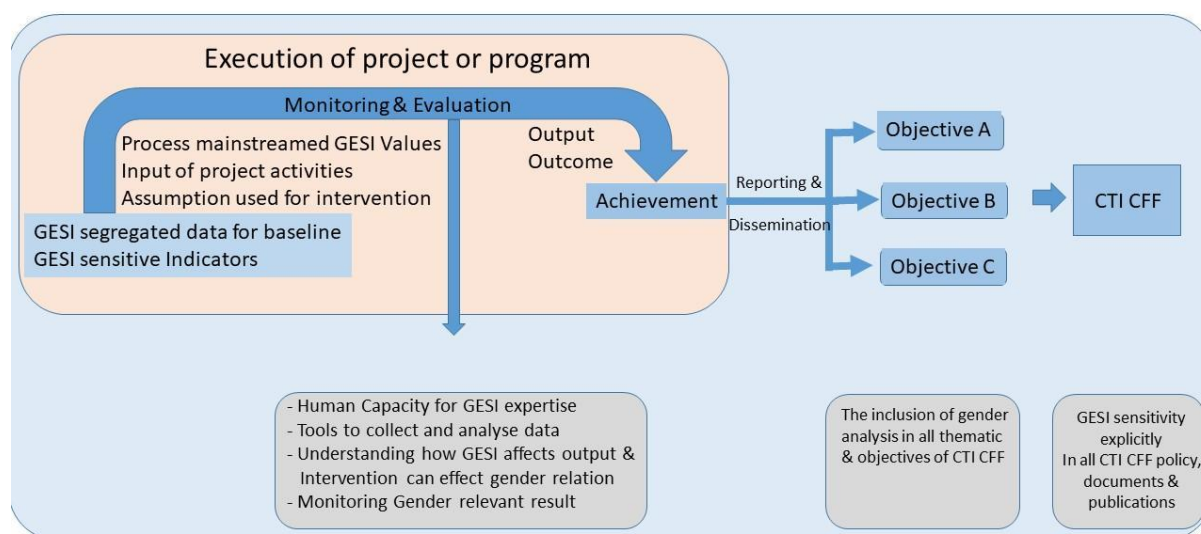


Figure 4: Monitoring & Evaluation Framework

The monitoring values process in mainstreaming GESI, input, output and outcomes that contribute to achievement of projects or program. This can only be conducted with tools that accommodate collecting Gender disaggregated data and analysis. Monitoring and Evaluation can be conducted by staff members, a special team or community participation. In different situation, M & E conducted and participated by community will enable the community, men, women, youth and social groups, determine and control over the indicators and their own lives and resources, what success means to them. However, the latter approach needs support how to systemize all the information and data.

In order to look at the achievement of targets and objectives, reporting period has to be in harmony with reporting period of the CTI-CFF Monitoring and Evaluation mechanism. The results from project activities contribute to the achievement of objectives of CTI-CFF. Finally, all CTI-CFF policy, documents & publications must clearly articulate GESI values.

## Attachment B: Key Questions in preparing project proposal, implementing and reviewing projects.

These lists of questions are designed to help team members in writing project proposals, implementing and reviewing projects, to check the understanding of the gendered significance of, potential findings and consequences of their work. Figure 5 shows the main idea in assessing GESI values in projects design, plan, execution and evaluation. GESI values have to be mainstreamed since from the beginning of a project/activities. Gender analysis in combination with stakeholder analysis can be conducted at the beginning of a project to understand different roles; needs; interests; the constraints preventing all gender and varied social groups from accessing to and benefiting from the various resources; and potential benefits and impacts. This analysis contributes to problems formulation and thus strategy to address the challenges and achievement of outcomes.

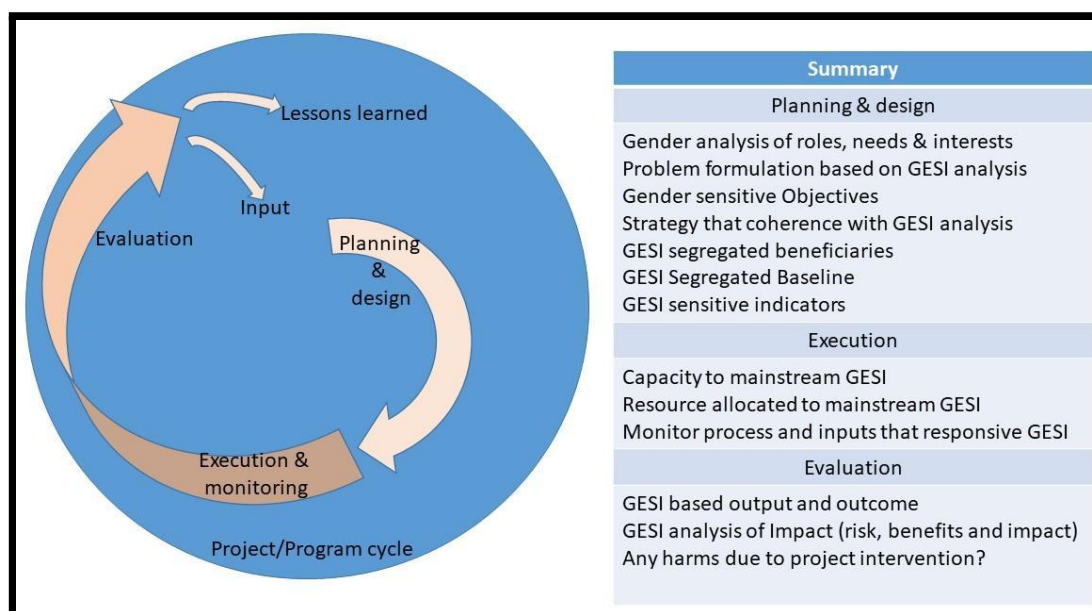


Figure 5: Summary of question in Project life cycle

List of questions are as follow:

### Proposal development stage:

- 1) Problem identification & formulation
  - a) Is the gender perspective highlighted in background information?
    - i) Does the background information provide information on the gender based roles, interests, and needs?
    - ii) How do these varied roles and interest contribute to the effect of the program/intervention?
    - iii) When a project focuses on biophysical and environmental concern, not focus on people, it might lose gender perspective. Therefore, it is important to assess in a broad and universal approach in mainstreaming gender in project proposal.
  - b) Are gender segregated data provided in background information?



- c) Did all gender, in particular women, involve in the consultation process of project proposal development?
- 2) Objective
    - a) Does the objective articulate clearly about all gender benefits?
    - b) Does the objective seek to correct gender imbalance through addressing practical needs of all gender?
    - c) Does the project address all gender's interest and needs?
  - 3) Beneficiaries Selection
    - a. How does a project select the targeted beneficiaries?
    - b. Does a project consider all gender and different social groups in targeting beneficiaries?
  - 4) Activities
    - a) Do proposed activities involve all gender?
    - b) How does a project address social group exclusion?
    - c) How does a project address to promote all gender's participation in decision making process?
    - d) Does a project have a coherent approach between gender analysis and strategy in addressing the gender concerns? (How different roles and interest may be affected by the program/intervention?)
  - 5) Expected outputs and outcomes
    - a) Does the output consider all gender to participate in activities?
    - b) Does the output measure voice of all gender in decision making?
    - c) Does the outcome measure benefits to all gender?
  - 6) Monitoring and evaluation
    - a) Are the indicators and baseline gender-segregated?
    - b) How are women consulted for monitoring and evaluation process?
  - 7) Risks and Benefits
    - a) Has the project calculated the risk, impacts and benefits to all gender?
    - b) Does the project bring stakeholder changes in gender relation and perspective?
  - 8) Resource Plan
    - a) Is the need of gender training accommodated in the project?
    - b) Does the project allocate resources for gender analysis of its intervention and risk analysis?
    - c) Does the project allocate dedicated staff or focal point to ensure gender is mainstreamed in the project?

## Implementation

1. Does the implementing organization have capacity in assessing gender responsive approach?
2. Does the staff have capacity and aware of gender and able to implement activities sensitive to Gender throughout project implementation?
3. Does the project provide opportunity for women to participate in a meaningful way?
4. Does the project provide support to advance all gender in participating in project activities? For example, pre preparation to women's group to increase self-esteem such as information, confidence in appearing in public spheres, allow meeting's time and venue to be accessed by women.
5. What are the main drivers for different stakeholders to participate in the intervention?
6. Which male stakeholders can be important for gender interventions, and in what way (spouses, community leaders, men in institutions)?
7. Who has access to which information? Does a project provide information inclusively?
8. Does the project intervention provide opportunity to improve women's participation in decision making mechanism? For example, co-management.
9. What is the proportion of all gender's participation in the project? in terms of involvement, level and quality of their involvement
10. How does a project assess the intervention not causing time burdens and hardship?
11. Monitor and evaluate the progress of project against the gender-based indicators

## Reviewing projects

1. Does the project have clear gender objectives and outputs?
2. Did the project recognize the different ways of men and women interact with their environment?
3. Does a project mention about women and men in problem formulation?
4. Does a project involve women in the activities?
5. How did the project select the beneficiaries?
6. To what extent did the project assess opportunities, risk, impacts and benefits to men and women?
7. Did the project allocate dedicated staff and focal point to ensure gender mainstreaming?
8. How did the project enhance capacity of staff in understanding gender and gender analysis?
9. In the ToR of staff, did the project mention that staff must be aware of gender sensitivity and gender mainstreaming in all activities? The ToR should include GESI responsibilities.
10. To what extent do the indicators performance reflect on the identified gender opportunities and barriers?
11. To what extent does the project improve all gender's understanding on joint decision making and sharing tasks and responsibility?
12. Question to target beneficiaries and community:

At household level:

- a. Is there any changes in roles and relations during this project implementation?

For example, are women taking on activities that before were considered male only? Are men taking on activities that were considered female only? Who makes the decisions about the household budget?

- b. Is there any negative effects due to project intervention? For example, any domestic violence as a result of participation in this project
- c. Any double burden impact due to project activities?

At productive/community level:

- a. Are women more active now in decision-making?
- b. How decision are made now in the village? And in the community?
- c. Are women more involved now in public meeting and decision making process? For example are women consulted?

At governance/policy making level:

How supportive governments and leaders in your gender mainstreaming work?

## Attachment C: Recommended guidelines and Tools to operationalise the policy

Several examples of useful tools to guide gender analysis and gender equality results and indicators:

### **ACIAR. ACIAR Gender Guidelines for Project Proposals. ACIAR.**

ACIAR is committed to ensuring research processes and outcomes empower women. Therefore projects must consider the implications of gendered social relations in research design, delivery and impact. It provides a list of comments/questions to guide the research team to ensure the research proposal incorporates gendered social relations through its; aims, objectives, research activities, methods, capacity building activities and outputs.

### **ADB. 2013. Tool Kit on Gender Equality Results and Indicators. Asian Development Bank.** Available at <https://www.adb.org/documents/tool-kit-gender-equality-results-and-indicators>.

This tool kit aims to assist development practitioners to ensure that gender perspectives are incorporated into development initiatives, and to monitor and evaluate gender equality results. It presents a menu of gender equality outcomes, results, and indicators that may be selected or adapted by users. Integrate Gender Equality Results and Indicators into Gender Action Plans.

### **CARE Rapid Gender Analysis.** Available at <https://insights.careinternational.org.uk/in-practice/rapid-gender-analysis>

This publication provides steps to prepare a rapid gender analysis. There are five tools: Find existing analysis and data on gender relations; Collect additional data through gender assessments (RGA Assessment Tools to gather information from women, men, boys and girls about the impact of a crisis); analyze the results and compare to pre-crisis data; Write practical recommendations; Share with other actors. Tools and approach are available at the website mentioned above.

### **FAO. 2016. Gender in Agricultural Policies Analysis Tool (GAPo). FAO.** Available at <http://www.fao.org/policy-support/tools-and-publications/resources-details/es/c/1234866/>

This tool helps to assist national governments and relevant stakeholders in the design and implementation of effective, gender-sensitive agricultural policies, with a view to achieving SDGs. It brings the GAPo scorecard methodology to assess policy in relation to Gender.

**GIZ. 2013. Gender Analysis — Frequently Asked Questions.** Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. Available at [http://eugender.itcilo.org/toolkit/online/story\\_content/external\\_files/BB13.pdf](http://eugender.itcilo.org/toolkit/online/story_content/external_files/BB13.pdf)

This publication provides a practical guidance in conducting gender analysis. It highlights the focus of a gender analysis, data collection and analysis tools to conduct a gender analysis, and resource links for several tools.

**IFAD Gender SWOT analysis.** Available at <http://www.ifad.org/gender/tools/gender/swot.htm>

The SWOT analysis is applied to gender issues to assess the strength, weakness, opportunities and threats of a project.

- strengths: internal features of a project that have proved effective in addressing gender issues (e.g. project components, methods and techniques for implementation, monitoring and evaluation techniques, project staff and management);
- weaknesses: internal features of a project that have not proved effective in addressing gender issues;
- opportunities: external factors that may assist in overcoming the weaknesses and building on the strengths; and
- Threats: external constraints that restrict the range of opportunities for change.

**Oxfam. 1999. A Guide to Gender-Analysis Frameworks. Oxfam.**

Available at <https://oxfamilibrary.openrepository.com/handle/10546/115397>

This publication provides key concepts of gender and frameworks. It discusses the most well-known gender analysis frameworks for development research and planning and how they are used. Tools include observation techniques such as participant observation, the wide range of Participatory Rural Appraisal (PRA) techniques, or the more formal surveys which provide quantitative data. It provides a list of literature by the frameworks, for example Harvard Analytical Framework; People-Oriented Planning; Moser Framework; Gender Analysis Matrix (GAM); Capacities and Vulnerabilities Analysis Framework; Women's Empowerment Framework; Social Relations Approach.

**SEAFDEC. 2020. Practical Guide for Gender Analysis in Small-scale Fisheries and Aquaculture in Southeast Asia. Bangkok, Thailand.**

Available at <http://repository.seafdec.org/handle/20.500.12066/6149>

The gender analysis framework provides a conceptual structure for organization and analysis of information about gender roles, relations, and differences. This Practical Guide was developed to support the implementation of the SSF Guidelines through programs/projects focusing on small-scale fisheries and aquaculture in the Southeast Asian region, the framework of this Practical Guide is structured in accordance with the thematic areas of the SSF Guidelines, namely: Thematic area 1. Responsible governance of tenure; Thematic area 2. Sustainable resource management; Thematic area 3. Social development, employment, and decent work; Thematic area 4. Value chains,

post-harvest, and trade; and Thematic area 5. Disaster risk and climate change. This publication provides when the process should be conducted and list of questions to be applied.

**UNDP. 2020. Guidelines for an inclusive gender approach in communication products. April 2020**

Available at

[https://globalmarinecommodities.org/en/publications/https-globalmarinecommodities-org-wp-content-uploads-2020-04-gender-toolkit\\_gmc-project-pdf/](https://globalmarinecommodities.org/en/publications/https-globalmarinecommodities-org-wp-content-uploads-2020-04-gender-toolkit_gmc-project-pdf/)

Communication products through language and image sharing, often reflects the widely accepted socio cultural norms and beliefs that a society holds, including different roles that men and women play within a specific sector, such as the fishery sector. This toolkit provide Gender and Communication checklist. This toolkit mentions three elemental principles for mainstreaming the gender approach in to the project communications material. The checklist provides examples what to avoid and recommendation or tips that serve as a practical guide, including a verification question defined as auto test for users. The guidelines tool apply for written and oral communications and visual or audiovisual materials.

**USAID- Oceans and Fisheries Partnership.2018. Gender Research in Fisheries and Aquaculture: A Training Handbook. USAID OCEAN-SEAFDEC- The Gender in Aquaculture and Fisheries Section, Asian Fisheries Society.**

Available at

[https://www.seafdec-oceanspartnership.org/wp-content/uploads/USAID-Oceans\\_Gender-In-Fisheries\\_Training-Guide\\_October-18.pdf](https://www.seafdec-oceanspartnership.org/wp-content/uploads/USAID-Oceans_Gender-In-Fisheries_Training-Guide_October-18.pdf)

This guide provides tools for fisheries research that integrates social science and gender perspectives. It describes practical guidance on how fisheries work, such as conducting appraisals of fisheries management systems, to be inclusive of gender aspects in the fisheries and acknowledge the diverse experiences and needs of stakeholders. This guide highlights the use of the domains of the USAID gender dimensions framework, namely: access to assets; knowledge, beliefs and perceptions; practices and participation; time and space; legal rights and status; and power and decision making. These six domains are used to formulate questions in each of the value chain nodes, including ancillaries and intermediaries, and for each type of fisheries sector or scale. These domains help to unravel hindrance and barriers of certain gender to participate in development.

**Vunisea, A., Leduc, B., Bernard, K., Duaibe, K., Cleary, L., Manley, M., Leavai, P., 2015. The Pacific Gender & Climate Change Toolkit: Tools for Practitioners. SPC.**

Available at

<https://www.pacificclimatechange.net/document/pacific-gender-climate-change-toolkit-complete-toolkkit>

This toolkit is designed to support climate change practitioners working in national governments, non-governmental organizations, regional and international organizations, integrate gender into all aspects of policy, programming and project. The toolkit is divided into four modules, which can be read in conjunction or used as standalone documents for practitioners seeking guidance on a specific

topic. The modules are supported by checklists and tools. This toolkit also provides case studies from Pacific experiences.