

GENDER ACTION PLAN

Outputs	Gender Design features/Activities
<p>1. Coral Reef Management and Institutions Strengthened</p>	<ul style="list-style-type: none"> • Ensure that local regulations and decrees are informed by sex-disaggregated data and analysis on the various fisheries and aquaculture activities by both women and men living in the coastal communities. • Ensure that women represent at least 15% of the community-based coral reef management board (LPSTK) officials and 30% of LPSTK members. • Ensure that women LPSTK officials and members and women community working group members (pokmas) are provided training on management and administration skills, coastal management issues, technical skills on business, food safety etc. • Target participation of women DGMCSI, DGCF and LIPI staff in postgraduate training proportionate to the percentage of women staff in the relevant positions. • Target deployment of women extension workers proportionate to the percentage of women in the national and district pool. • Provide training to extension workers and ensure that training materials include specific training needs identified by fisher women for enhancing productivity, diversification of fish products and post-harvest technology. • Ensure 30% women’s participation in public awareness activities. • Ensure that activities are undertaken in locations, and at days and times convenient to women. Provide separate meetings or briefings for women where needed. • Ensure at least 30% women’s participation in teacher training on coral reef management local content curriculum.
<p>2. Ecosystem-Based Resources Management Developed</p>	<ul style="list-style-type: none"> • Ensure consultation with local women and men on spatial planning and zoning to avoid or mitigate marine-use restrictions that might adversely impact women’s livelihood activities from fisheries. • Ensure at least 30% women’s participation in training and consultations related to development of marine protected area (MPA) management plans. • Ensure 30% women’s participation in species management and conservation training, such as mangrove planting, turtle nesting, coral conservation, biodiversity, climate change, beach cleanup, local pollution control, nature interpretation/guiding etc. • Ensure women are 30% of members in the species management implementation groups.
<p>3. Sustainable Marine-Based Livelihoods Improved</p>	<ul style="list-style-type: none"> • Ensure 30% women (as household members and/or female-headed households) are provided with livelihood, financial and/or input assistance. • Ensure that all women entrepreneurs in the pokmas are provided training on managing group businesses and credit, business start-up, basic finance and accounting, and technological best practices. This should be part of a standardized training package. • Ensure women’s participation in management and leadership

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	<p>training related to cooperative management.</p> <ul style="list-style-type: none"> • Increase women entrepreneurs' access to a range of services in the value chain (cold storage, ice industries, transportation facilities, small and medium enterprises, cooperatives), as well as information on and access to markets. • At least 30% women entrepreneurs participate in model enterprises. • Ensure consultation with women and men in planning local social infrastructure, e.g., village roads, sanitation, water supply. • Ensure that 20% of operation and maintenance jobs from the above social infrastructure are provided to women.
4. Project Management	<ul style="list-style-type: none"> • Ensure quarterly project monitoring reports include progress on GAP implementation with gender indicators and sex-disaggregated data. • Training on gender concerns in COREMAP—CTI is provided to government staff in charge of the project.

Implementation Arrangements

1. The Ministry of Marine Affairs and Fisheries, through a designated project coordinator in the Directorate General of Marine, Coasts and Small Islands project management office (PMO) will ensure that the gender action plan (GAP) is fully implemented. The government will assign a gender focal point to the PMO. Both the project director and the gender focal point will be assisted by a national gender specialist consultant recruited to support the implementation of the GAP. The national-level gender focal point and gender specialist consultant will provide training and overall management and coordination to all district PIUs. At the district level, each PIU will assign a gender counterpart. S/he will work with the district advisor consultant to implement the GAP locally. S/he will coordinate with communities, district PIU and the national PMO. Quarterly reports on gender indicators and activities will be made by the PMO to the Asian Development Bank and the government as part of regular reporting. Resources (consultant expert and budget) for implementation of the GAP are included in the project costs.