

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Gender Objective	Target Indicator/Action	Responsibilities	Timeframe
Output 1: Quality and sustainability of inputs for shrimp production increased (by 2027)			
1.1. Integrate gender inclusive design ^a in a modern broodstock center, multiplication centers, and the newly constructed modern laboratories	1.1.1. A modern broodstock center with a capacity of 500,000 brood stock/year with disaster resilience, gender responsive and inclusive design features established ^b (2022 baseline: 0 modern broodstock center and 0 multiplication center) (DMF 1a) 1.1.2. Two multiplication centers with disaster resilience, gender responsive and inclusive design features with a capacity of 2 billion shrimp nauplii/year established (2022 baseline: 0 modern broodstock center and 0 multiplication center) (DMF 1b) 1.1.3. Seven modern laboratories newly constructed with disaster resilience, gender responsive and inclusive design features (2022 baseline: 0) (DMF 1c)	Directorate General of Aquaculture (DGA), Technical operating units (UPT)	Year 1 onwards
1.2. Contractors employ local people, including women	1.2.1. Contractors will be required to employ local workers and at least 20% women in skilled and unskilled positions in civil works ^c 1.2.2 Contractors conduct outreach to prospective female employees in each of the areas covered by the project through communication channels that are used by women (community centers, women's groups)	UPTs	Year 1 onwards
1.3. Improve knowledge for operating and maintaining government facilities	1.3.1 At least 30 MMAF staff (at least 20% of whom are women) ^d report having advance competence for operating broodstock and multiplication centers; and laboratories (2022 baseline: 0) (DMF 1.d)	UPTs	Year 2 onwards
1.4. Improve knowledge of small and medium hatcheries (HSRT) and seed farmers	1.4 At least 140 small-scale hatcheries from the core group (at least 20% women), and 350 seed farmers (at least 20% women) report having improved competence for broodstock breeding protocols, seed production, and good hatchery practice	UPTs	Year 2 onwards
1.5. Strengthen capacity of feed suppliers and farmers	1.5 At least 35,000 farmers (at least 20% of whom are women) report having basic competence for Feed self-sufficiency Protocols and GERPARI (2022 baseline: 0) (DMF 1e) At least 3,500 female farmers receive separate training sessions on broodstock breeding protocols, seed production and good hatchery practices.	UPTs	Year 3 onwards
1.6. Strengthen UPT staff on operating laboratories and disease surveillance	1.6.1. At least 70 MMAF staff (at least 20 % of whom are women) report having advance competence for operating laboratories and disease surveillance and monitoring (2021 baseline: 0)	DGA/UPTs	Year 2 onwards
1.7. Increase HSRTs and farmers/groups competence for biosecurity and biosafety	1.7.1. At least 70 HSRTs (at least 20% whom are women), and 350 farmers from the expansion group (at least 20% of whom are women) ^e report having basic competence for biosecurity and biosafety, and monitoring water quality, disease, and residue	UPTs	Year 3 onwards
Output 2: Sustainable and climate adaptive aquaculture infrastructure and services developed			
2.1. Strengthen extension workers/facilitators	2.1.1. At least 23 extension workers and 69 facilitators (at least 20% of whom are women) report having advance competence for implementation (35% extension workers are female)	UPTs	Year 2 onwards
2.2. Strengthen farmer-based enterprises	2.2.1. At least 521 farmers groups established and/or strengthened of which at least 20% have women in their committees (2022 baseline: 0 farmers groups) (DMF 2a.)	UPTs	Year 2 onwards
2.3. Improve farmers capacity in financial literacy, social and environment safeguards, sustainable aquaculture	2.3.1. 30% of the traditional farmers population (equivalent to 35,000 farmers from the core and expansion groups), at least 20% of whom are women, report having basic competence for financial literacy, good aquaculture practices, social and environment safeguards, climate resilient and sustainable aquaculture, coastal and mangrove management	UPTs	Year 2 onwards
2.4. Sustainable aquaculture development plans	2.4.1. At least 521 sustainable aquaculture development plans developed with specific measures for female farmers (2022 baseline: 0) (DMF 2b)	DGA/UPTs	Year 2 onwards
2.5. Increase water management groups capacity	2.5.1. At least 5,210 farmers (at least 20% of whom are women) report increased knowledge in water management and canal management including vegetative management	UPTs	Year 2 onwards
2.5. Increase farmers' knowledge	2.5.1. At least 35,000 farmers (at least 20% of whom are women) report increased knowledge in financial literacy, climate resilient and sustainable aquaculture (2022 baseline: 0) (DMF 2e)	UPTs	

2.6. Improve farmer capacity in adhering to Indonesia Good Aquaculture Practices	2.6.1.30% of the traditional farmers population (equivalent to 35,000 farmers) (at least 20% of whom are women) report having basic competence for Indonesia Good Aquaculture Practices, pond water quality and wastewater technology,	UPTs	Year 2 onwards
Output 3: Shrimp aquaculture supply chain strengthened			
3.1 Strengthen farmers capacity in traceability, certification, food safety	3.1.1. At least 35,000 farmers (of whom at least 20% are women) report improved knowledge for handling practices, certification, and traceability (STELINA), quality assurance system and food safety of aquaculture products (2022 baseline: 0) (DMF 3a)	UPTs	Year 2 onwards
3.2. Promote gender sensitive information communication and technology (ICT)	3.2.1. Information and communication delivered to farmers are gender sensitive ^f	DGA/UPTs	Year 2
	3.2.2. 1 audio visual and 1 printed information package on women in shrimp aquaculture developed and delivered to 7,000 women famers.	DGA/UPTs	
	3.2.3. At least 1 separate feedback and sharing sessions for women farmers conducted per project site each year to inform project implementation.	DGA/UPTs	
	3.2.4. MMAF geospatial database upgraded, and sex-disaggregated data and checklist of information related to human welfare including gender integrated (2021 baseline: not applicable) (DMF 3d.) this seems like an incomplete sentence.	DGA	Year 2 onwards
Project Management Activities			
4.1. Mobilize dedicated gender specialist	4.1.1. National gender specialist is recruited within year 1 to support and coordinate GESIAP implementation, monitoring, and reporting	DGA/UPTs	Year 1 onwards
4.2. Gender focal person	4.2.1. PIUs appoint Gender focal person to implement, monitor, and report on the GESIAP	DGA/UPTs	Year 1
4.3. Capacity building on GESIAP	4.3.1. At least 1 training/orientation on GESIAP implementation and monitoring provided to EA/IA and other key implementing partners	DGA	Year 1 onwards
4.4. GESIAP reporting	4.4.1 Project quarterly, mid-term, annual and completion reports include details on progress against GESIAP indicators and results (good practices, lessons learnt, etc.)	DGA	Year 1 onwards
4.5. Integrate GESIAP in project's monitoring and evaluation system	4.5.1. Sex-disaggregated and gender-related information relevant to the design and monitoring framework GESIAP are integrated in the overall project performance and monitoring system	DGA	

^a Gender inclusive designs include work safety instructions and work standards established, including equal pay for equal work (features such as doors, toilets, lights in proper places, stairs, ramps, etc.) taking into account the needs of women, men, including persons with disabilities.

^b This include lactation rooms, separate male and female toilets (number and ratio taking into account expected number of users), with doors and features, separate washing (wudhu) area for men and women in prayer rooms, and features that are friendly for people with disabilities.

^c Reference point: male: 8,145,808 (98.2%), female 147,961 (1.8%) in urban and rural of the trend of population 15 years of age and over who worked during the previous week by main industry (construction) year 2021; BPS, Labor Force Situation in Indonesia, Augustus 2021.

^d Reference Point: The number of employees of the Ministry of Maritime Affairs and Fisheries (Central and UPT) as of December 31, 2020 is 12,963 people, consisting of 8,726 men or 67.31% and 4,237 women or 32.69%. The number of employees of the Directorate General of Aquaculture is 1,356 (10.46%) Source: Ministry of Marine Affairs and Fisheries Performance Report 2020. [https://kkp.go.id/an-component/media/upload-gambar-pendukung/LKJ%20KKP%202020%20Revisi%20\(2\)%20\(1\).pdf](https://kkp.go.id/an-component/media/upload-gambar-pendukung/LKJ%20KKP%202020%20Revisi%20(2)%20(1).pdf).

^e Reference Point: Fish cultivators holding Marine and Fisheries Business Actor Business Cards- (KUSUKA), which is the sole identity card for marine and fisheries business actors, show that the types of individual actors, with micro and small scale businesses, women are 57,102 (13.9%) and men 352,737 (86.1%) or a total of 409,839 people. Source: One KKP Data on April 23, 2022, the achievement of data collection was 25.97% of a total of 1,498,108 KUSUKA holder and 5,768,888 potential people. <https://1tatistic.kkp.go.id/kusuka-new/dashb>

^f The project will use gender sensitive material and avoid gender stereotypes for information dissemination and capacity building activities. Different media (pictures, graphics, audio-visual materials, meetings, messaging applications) will be used so that the information also reaches female farmers. It aims to transform attitudes and behaviour related to gender inequality and the exclusion of women. Presenting female voices in traditionally male environment and vice versa contributes to deconstructing stereotypes and gender norms. Such information and communication can have a positive impact on people's attitudes over time.