

Success and challenges of gender mainstreaming in MFF

A baseline study situating gender equality in Mangroves for the Future

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Acronyms & Abbreviations

AIDS	Acute Immune Deficiency Syndrome
CoP	Community of Practice
CFL	Compact Fluorescent Light
CZM	Coastal Zone Management
DRR	Disaster Risk Reduction
HIV	Human Immunodeficiency Virus
GEF	Global Environmental Facility
GTZ	German Technical Cooperation
HRDN	Human Resource Development Network
IDC	Island Development Council
IMFFS	Integrated Mangrove Fishery Farming Systems
IUCN	International Union for Conservation of Nature
JJM	Joint Mangrove Management
LDDA	Livestock Development Dairy Farmer Association
LED	Light Emitting Diodes
LGF	Large Grants Funds
MLE	Monitoring, Learning, and Evaluation
MSP	Medium Size Project
MFF	Mangroves for the Future
M&E	Monitoring and Evaluation
NC	National Coordinator
NCB	National Coordinating Body
NGO	Non Governmental Organisation
NSAP	National Strategy and Action Plan
NORAD	Norwegian Agency for Development Cooperation
POWs	Programme of Works
PRA	Participatory Rapid Assessment
RSC	Regional Steering Committee
SDF	Sustainable Development Foundation
SGF	Small Grants Facility
SIDA	Swedish International Development Agency
UNDP	United Nations Development Fund

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Ali Raza Rizvi
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Introduction

This report has been compiled to appraise the status of gender mainstreaming into the Mangroves for the Future (MFF) Programme. For this study, MFF programmes at the regional level and in the eight countries (India, Indonesia, Maldives, Pakistan, Seychelles, Sri Lanka, Thailand, and Vietnam) where MFF operates were reviewed (detailed concept – Annex 1).

Background and Rationale

Since the launch of MFF in 2005, the Programme has strived to achieve sustainable coastal development, by working in collaboration with partners in the targeted countries. The main objectives of MFF are:

- strengthening the environmental sustainability of coastal development; and
- promoting the investment of funds and effort in coastal ecosystem management for sustainable development.

The MFF Secretariat, realising the importance of gender equality and its critical role in achieving the objectives of MFF, developed a strategic framework for gender integration into the Programme. This document was first presented at the fifth Regional Steering Committee in July 2009. Later, the MFF Secretariat held a consultative workshop with IUCN and UNDP on February 23-24, 2011 in Bangkok and the Strategic Framework for Gender Integration was revised. The Gender Framework¹ states that:

- MFF recognises gender equity and equality as fundamental and pre-requisite for any conservation and sustainable development initiatives.
- Gender integration has been recognised as an essential cross-cutting theme within the overall programme of Mangroves for the Future.
- MFF is committed to ensuring equitable participation of men and women in all its programmes and projects.
- The ultimate goal is to ensure that equality of outcomes for men and women is achieved in the management of coastal natural resources for promoting sustainable livelihoods.

This document has two main objectives:

- To institutionalise gender equality integration into MFF programming through planning, budgeting, reporting and monitoring.
- To ensure integration of gender equality in the implementation of all MFF activities.

PoWs, Actions/Outputs and Results, pertaining to gender related activities and outcomes (MFF Plan of Action, 2006)

PoW 5: *“Learning from evaluation of the environmental effects of coastal management initiatives, including the post-tsunami response”* has an output, 5.1 which states, “Targeted review of the impacts of the tsunami on women’s use and management of the environment for livelihoods”.

In PoW 6: *“Promoting civil society awareness and participation in coastal decision making”*, there are specific actions identified to target all segments of society including an emphasis on women’s participation in Actions/Outputs 6.1 and 6.6:

6.1: Targeted awareness programmes, on the role and importance of coastal ecosystems for development and livelihoods, for stakeholders such as women, school children, resource users, protected area buffer communities, urban dwellers, local government administration and national development decision-makers.

6.2: Support for women’s fora to discuss and elaborate ideas and tools for the restoration work.

Moreover, PoW 8 which aims at *“Supporting environmentally sustainable livelihoods among coastal communities”* recognizes the importance of actively involving both men and women for achieving the desired impact.

Overall, the outputs and actions under PoW 4, 6, 8, and 9 all contribute to the result, *“Improved participation in, support for, and benefit from, ecosystem conservation among coastal dwellers, especially women”*. This clearly shows that from its very beginning, MFF resolves to infuse gender into its implementation. This is the backdrop in which the current strategy has been developed; with a view to achieving MFF’s goal of supporting human well being and security.

¹ <http://www.mangrovesforthefuture.org/resources/documents?documentId=374>; also attached as Annex 5

Since 2011 numerous activities have been carried out to promote gender mainstreaming into the functioning of MFF. The current study has been undertaken to analyse these initiatives and specifically “...articulate the status of gender as addressed in the National Strategy and Action Plans (NSAP). In particular, the study will identify specific sections in the NSAP where the concept of gender equality is made explicit and practiced” (concept paper for the gender study – Annex 1).

Methodology

This study was carried out through desk reviews of existing programme documents, mainly the MFF countries' National Strategies and Action Plans (NSAPs) as well as the Phase 1 SGF project summaries (*Investing in coastal communities and ecosystems Snapshots of MFF Small Grants 2009-2011*²). Also, a questionnaire (See Annex 2) was sent out to MFF National Coordinators to generate relevant information. Later, on August 9, 2012 a one-day workshop was held in Bangkok with MFF Secretariat and National Coordinators to validate the results of the desk review (See Annex 3, *Workshop agenda and participant list*). During the workshop, the participants discussed about future steps to advance gender in the MFF programme and presented recommendations.

Results of the study

This report on gender mainstreaming into MFF comprised initiatives taken both at the Regional level (MFF Secretariat) and in the eight MFF countries. These findings were shared with MFF national coordinators and SGF officers during a Validation Workshop in Bangkok and the feedback from the workshop participants has been incorporated into the report.

² <http://www.mangrovesforthefuture.org/resources/documents?documentId=301>

Gender Mainstreaming – At the Regional Level

Specifically, gender is mentioned once, in the MFF regional document, "A strategy for promoting investment in coastal ecosystem conservation" (2007-2012), page 17, under the subject of how MFF intends to effect demonstrable changes and results in the key area of community action. The strategy document states:

"Promoting coastal residents' support for, participation in, and benefit from, the conservation and restoration of coastal ecosystems for long-term human well-being and security. The role of women requires particular emphasis, especially in South Asia where progress on MDG 3 (Gender Equity) has been slow."

The MFF Secretariat's efforts towards integrating gender equality into MFF activities are based on various Programme of Works (PoWs) which, both directly and indirectly, require the incorporation of gender elements in projected actions, outputs, and results.

MFF formally integrated gender into MFF implementation through the Working Paper on "Integrating Gender Considerations" at the Fifth meeting of the Regional Steering Committee (RSC) on July 6-9, 2009. The RSC working paper was based on "Framework for Gender Integration - Mangroves for the Future"; a document developed by the Regional Focal Person for Gender, IUCN Asia for MFF in May 2009. This document included a list of considerations for integrating gender into a project.

Since 2009, the MFF countries have been made aware that gender is being considered at a regional level. The MFF Secretariat, however, only actively looked at gender in Large Projects implemented during the period of 2009-2011. Gender was primarily documented in the project proposal, project progress reports, and Monitoring Learning and Evaluation (MLE) visit reports.

In 2011, the RSC 5 Gender Framework document was revised at a consultative workshop held on February 24-25, 2011 in Bangkok. This workshop was organized by the MFF Secretariat and jointly facilitated by the Regional Focal Person for Gender, IUCN Asia and [Regional Practice Leader for Gender](#), UNDP Asia Pacific.

This workshop had numerous outcomes. First, the MFF Coordinator assigned the MFF Regional Knowledge Management Officer to act as gender focal point at the MFF Secretariat. The Knowledge Management Officer, in the context of regional knowledge learning and sharing, coordinates gender related activities that require the Secretariat's attention.

Second, gender as a cross-cutting theme in MFF projects was actively promoted by the Secretariat. MFF Communications produced short films that highlight the gender theme in MFF Projects. The films include: *The Beauty of Aloe Vera*, about a small grant facility project in Sri Lanka that brought income to women who planted the herb; *The Gleaners of Mod Tanoi*, about the wives of fishermen in Ban Mod Tanoi who are beneficiaries of a Large Project in Thailand; and *The Lucky Ladies of Maha Oya*, about the MFF Large Project that introduced women fisherfolk in Sri Lanka to a local shoe making business. Two filmed interviews featuring IUCN and UNDP Gender Resource Persons were produced to serve as resource material when MFF speaks about gender in Project Cycle Management and other training courses. (June-Dec 2011). The films can be accessed via the MFF website; <http://www.mangrovesforthefuture.org/resources/videos/?term=gender>

Third, MFF Secretariat included a "Gender and Integrated Coastal Management" module at the joint MFF Asian Institute of Technology Certificate Course on Integrated Coastal Management. The Secretariat invited a Gender Resource Person (Dr. Bernadette Resurreccion) to facilitate the lecture session on September 22, 2011. The MFF Knowledge Management Officer facilitated the subsequent "Gender in MFF projects" practical session on September 27, 2011.

Fourth, MFF participated in and made a presentation at the first "SIDA Regional Consultation and Coordination Forum on Gender mainstreaming in Results Based Management" (May 2012). The MFF short film *The Gleaners of Mod Tanoi* was presented as a case study during the forum.

For the implementation of the above mentioned activities, a budget of approximately US\$ 34,900 was spent.

Identified Needs

The activities mentioned above should be treated as a start to proactively integrate gender into MFF projects. Regional gender activities have significantly advanced since the appointment of a Secretariat Focal Point for gender. However, gender as a cross-cutting theme in MFF is getting considerably more attention from donors NORAD and SIDA. The Regional Steering Committee should seriously consider appointing a full time staff to work on integrating gender equality into all MFF projects and regional activities. This includes providing leadership and oversight for gender activities in MFF and particularly assisting MFF country programmes to design projects that integrate and document gender equality in a standard and systematic manner.

Further, MFF Secretariat needs to provide opportunities for formal training on how to integrate gender into MFF projects. Capacity building in MFF, for example, must include a course on gender analysis for projects. Knowledge management and communications activities should also actively identify how gender in MFF projects will be more systematically documented throughout the region.

Gender Mainstreaming – At the Country Level

INDIA

Gender and the National Strategic Action Plan

The revised MFF India NSAP highlights the importance of women's participation and gender equity in the MFF India Programme. The text of NSAP India specifically mentions the importance of women's participation in environmental management and as a critical element in achieving the objectives of Integrated Coastal Zone Management. In various sections, such as the Legal Framework and while stating the guiding principles for decision-making processes for coastal zone management (CZM), the role of women and gender equity have been emphasised: "...guided by principles of gender and social equity". Furthermore, while recommending the use of Participatory Rapid Appraisal (PRA) to ensure people's participation, it emphasises, "...issues of gender sensitization and [to] involve women in the management issues".

Where it comments on the success of many eco-developmental activities in the Sundarbans, the document again reinforces community engagement, "...especially those of female members". The NSAP demonstrates that monitoring and evaluation of projects become efficient with the help of all members of communities, because full community participation as a result of gender inclusion gives much needed aid to the planning and implementation of these activities.

The NSAP also states that women should be involved as coastal managers in any sustainable financing process aiming at involving coastal communities. Moreover, it states that the key role of the SGF, which mainly aims to instigate/support local action for coastal management, is to ensure gender equality, participation and safeguard the interests of peripheral groups in society.

It was reported that the National Coordination Body is also taking an interest in promoting gender mainstreaming into MFF and during the last two Board meetings, gender was a separate agenda item.

Gender Related Projects/Activities

The SGF projects carried out under MFF India have incorporated gender issues and reported them³. Some of these projects resulted in alternative livelihoods for women. For instance, in a project pertaining to sustainable freshwater aquaculture, a guide was prepared to create awareness in the local community about scampi and the benefits of rearing them on floral feed. The project provided employment for women via preparing the feed and setting up nurseries to provide raw feed material, thereby providing an alternative livelihood source for them.

Similarly, the SGF project about sustainable coastal livelihoods through Integrated Mangrove Fishery Farming Systems (IMFFS) aimed to increase the capacity of women and marginalised communities for developing integrated mangrove fisheries. Thirty-six women out of a total of 94 community members took part in workshops on project procedures and products, including site visits. This had the added value, beyond the scope of the project, of creating alternative livelihoods for women through the provision of air-conditioned market stalls. Furthermore, thanks to these efforts, productivity was increased due to the extended shelf life of all marine products. Livelihoods for women were also created from production of organic fertilizer using waste and dead fish from IMFFS ponds. It is evident that potential benefits are very high, in terms of livelihoods flourishing and sustainable development, provided that both men and women adopt IMFFS methods in local communities and the scaling up of this pilot model progresses as expected.

Furthermore, the targeted beneficiaries of the project "Conserving and regenerating mangroves at Mithapur", among economically disadvantaged communities particularly women and youth, profited from

³ All the projects quoted for this section of gender mainstreaming at the country level are in the book *Investing in coastal communities and ecosystems Snapshots of MFF Small Grants 2009-2011* <http://www.mangrovesforthefuture.org/resources/documents?documentId=301>

the provision of alternative livelihoods. This led to the establishment of self-help groups in local villages to empower women by helping them generate income. This was achieved when, through the project, the Tata Chemicals Society of Rural Development was made aware of the need for local women to generate their own income and thus become empowered. As a result of training, establishing a mangrove nursery and planting activities generated 466 days of employment for 25 women and disadvantaged youth. Given that this restoration activity by Tata Chemicals is being carried out in over 215 hectares of land, the long-term income that these empowered groups generate will be significant.

The project that demarcated safe zones for harvesting edible bivalves in Goa proved to be an example of an SGF project that resulted in the enhancement of a specific marine fisheries industry dominated by women. By highlighting the issues of heavy metal contamination in edible bivalves, this project aimed to help women sustain their livelihoods while safeguarding their health as well as the health of their customers.

Lastly, the SGF project that recorded floristic diversity in South Gujarat mentioned that both men and women were in the “socio-economic survey”, however the success or impact of this from a gender perspective was not recorded.

Overall, from a total of 9 SGF projects, there were 5 SGF projects carried out in India which incorporated gender aspects and/or recorded gender-specific outcomes. The percentage of the SGF projects that incorporated and reported on gender is 55%.

It is important to note that MFF is following the Joint Mangrove Management (JMM) approach for its mangrove conservation related initiatives. JMM has a long tradition in India and programmes have been successful due to the process-oriented, people-centred and science-based approach followed in the preparation and implementation of projects. The target beneficiaries are often socio-economically disadvantaged communities that are made aware of the value of mangroves, their capacity built to maintain stewardship of them and directly benefit through mangrove related alternative livelihoods. In this, both men and women are actively involved and capacity building is carried out on the importance of mangrove areas and trained in nursery raising, planting and long-term protection of these forests.

Identified Needs

The MFF India Coordinator has attended a gender sensitisation training workshop but other team members have not received any gender specific training. Capacity building on gender has thus been identified as a need. The MFF national secretariat in India needs this support in order to better integrate gender elements into its activities. Capacity for gender analysis needs to be built in order to integrate gender into planning, implementation, and M&E processes as well as report writing.

INDONESIA

Gender and the National Strategic Action Plan

In the Indonesia NSAP, one of the main aims of the SGF projects is to bring about gender equity. Therefore SGF supports projects that, amongst others, address livelihood, income, and equality and gender concerns.

Furthermore; one of the components of PoW-9 is to extend the methodologies used for assessing community vulnerability to the most vulnerable groups including women and children.

Gender Related Projects/Activities

SGF projects in Indonesia benefitted from the active participation by women and aimed to increase their capacity in sustainable coastal management. For instance, 15 female school students took part in mangrove monitoring in SGF project 2.1, Conservation of the Angke Kapuk Wetland. Women were largely responsible for driving the development of recycled goods; and this was, in fact, initiated by a group of women called the 'seven moms'. The proportion of women in several training events held under the project varied from 25-83%.

Similarly, in the project "Rehabilitation and sustainable use of mangrove forests in Pesantren village", there was an emphasis on community involvement: including women and schoolchildren, where out of 101 participants, 37 were women. 50% of the participants for the mangrove seedling were women, and they took important roles for preparation as well. Women of the Mitra Bahari group, ranging in age from their 20s to their 70s, were trained in carbon-measuring techniques and were active in planting mangroves and making organic fertilizer from goat waste and dead seaweed.

SGF project that involved religious schools called *Pesantren* focused on community involvement in managing disaster risks in coastal areas through mangrove planting. Women were the majority (30-50% of participants) in activities including education, lesson sharing, training facilitators, nursery maintenance and mangrove planting. Seven out of 20 facilitators were female and half of the people who took part in mangrove planting were also female as well as children.

There were some obstacles in certain projects where due to cultural constraints, very few women participated in project activities. In "Empowering coastal communities in mangrove forest areas", involving women was a challenge as it has been traditionally unacceptable for women to engage in "physical" work such as planting trees. Instead, women are expected to play "supporting" rather than "leading" roles, therefore the project had to respect these norms to avoid social conflict. However, an unknown number of women did participate in training sessions and those that did take part, benefitted from awareness raising events. It was also mentioned that 10 women were working in the crab meat supplier industry (collecting the meat of the crab). Therefore, sustaining the production of mud crabs in mangroves will also sustain the livelihoods of these women.

All 4 SGF projects carried out by MFF in Indonesia incorporated gender aspects and reported them.

Indonesia's response to the country-specific questionnaire included a national gender training conducted by MFF Indonesia in collaboration with the national UNDP Office with a budget of USD 2,500. In addition, MFF Indonesia has contributed a photo that featured Indonesian women roles in mangrove planting, and was used in various MFF regional communications materials. Images that depict gender-related themes may contribute to regional instructional materials for increasing awareness about gender in MFF projects.

Local MFF project partners are also active in documenting gender aspects in MFF initiatives. A "Training of Trainers" workshop for teachers of *Pesantren* was conducted, and the report stated that 35% of the participants are women. Reports from the Lamongan, East Java project acknowledge the prominent role

of female students in mangrove planting and establishment of a nursery. In Central Java, meeting reports say that at least one-third of the attendees were female.

Women project partners were also recognized for outstanding participation and involvement. At a recent nationwide search for "Youth Pioneer in Marine Area", Suci Purnami, a 20 year old member of the Mitra Bahari project and chairperson of the group *Women of Mitra Bahari*, was awarded second place overall by the national competition.

Moreover, MFF Indonesia Phase-2 SGF projects & medium size project (MSP) appraisal process includes gender equity as a criterion for project selection. The criterion requires potential project grantees to explain the urgency of gender in their proposed project, and to include gender as an explicit performance indicator of the project. The selection process also targets women participants to empower/enhance women's roles in coastal management.

The NCB is also aware of the importance of gender themes in MFF Indonesia. In an effort to address the cross-cutting issues of gender and climate change adaptation, the MFF Indonesia National Strategy and Action Plan, currently undergoing revision, will include gender and climate change.

Overall, MFF in Indonesia demonstrated that gender is a fundamental component in project implementation and monitoring. Gender is a criterion in the selection process of project proposals for SGF projects and MSP projects in Phase 2; moreover, gender is an indicator of project performance as revealed in project reports and documents. The promise of including gender and climate change in the revised MFF Indonesia NSAP is also a strong indication that Indonesia is serious in mainstreaming gender in its MFF programme.

Identified Needs

Feedback from the questionnaire reflected that there were not enough financial resources available to carry out activities promoting gender equality. The need for more activities and a flexible budget was expressed in order to increase the capacity of women and to enhance their exposure to gender equality issues. At the programme and project levels, there was no access to tools that integrate or monitor gender integration into programmes and projects.

The validation workshop also articulated the need for gender sensitisation workshops, particularly venues to receive knowledge on how to carry out gender analysis and gender impact assessment. There was also mention of a need for training how to integrate gender into MFF work. On a positive note, MFF national project partners were noted to have gender expertise and the benefits resulting from future training in gender sensitization may build upon the existing pool of knowledge.

MALDIVES

Gender and the National Strategic Action Plan

The Maldives NSAP asserts that the inclusion of women in participation, support and receiving benefits from community action will potentially promote investment and effort in coastal ecosystem management. The NSAP further states that gender issues are one of the main catalysts that facilitate participation in projects and programmes.

Recognizing the importance of gender parity in development of the coastal communities, MFF Maldives lays great emphasis on bringing women to the forefront of its projects. The MFF programme in the Maldives pledges to support the crucial role played by women in rural communities, ranging from household waste to income generation, through its small grants facility projects.

The NSAP offers a solution of better understanding gender relations to counteract the problem of “Inadequacy of observation and model development pertaining to...global change and...research to support decision making regarding long-term adaptation measures”. Understanding gender relations will help identify Maldivian populations that are regarded as ‘poor’ and “subject to multiple deprivations”. This solution is a response to MFF's Programme of Work 1, which aims to improve the existing knowledge for coastal planning, policy and management.

Further, the NSAP elaborates on the capacity building targeted for women's development organisations in the rural communities, to bring them to the decision making bodies. Currently, only a limited number of women are represented in decision making bodies, both at the island council and atoll council levels.

Maldives' NSAP considers MFF's Programme of Work 2, which states that in order to attain “ecologically and socio-economically sound coastal ecosystem rehabilitation and management”, there is a need for the active enrolment of women in integrated coastal management. MFF's PoW-5 also emphasizes the need for a detailed documentation on the impacts on women.

The Maldives NSAP is in the process of revision, which provides an excellent opportunity to mainstream gender equality into the document.

Gender Related Projects/Activities

In the Maldives SGF project "Establishing a waste disposal site", project leaflets were shared with Vaikaradhoo Women's Council, leading to the sharing of knowledge with all stakeholders. This activity, however, did not record evidence of gender specific outcomes.

In the island of Vaikaradhoo (as in all islands in the Maldives), most of development activities are carried out in collaboration with the Island Development Councils (IDC). The council is comprised of all the women in the island. The IDCs actively participated in the implementation of this project by organizing the awareness programme and cleaning the coastal area and the waste management centre. Since the women in the community were directly involved in the implementation of the project, the amount of waste generated at household levels declined, and the dumping of waste around the island decreased.

This is related to one of the objectives of the project "Strengthening the waste management system on Noonu Manadhoo Atoll and greening the island". The project's aim was to educate women, children and young people about their immediate environment and its interdependence with their health and livelihoods. This inspired collective effort by the people to care for the environment. Five awareness-raising events took place with 80 participants, focusing on environmental issues for the Women's Development Committee, etc. Similarly, the Women's Development Council of the island was directly involved in organizing these events.

Out of a total of 5 SGF projects, two addressed gender issues and articulated gender specific outcomes. This constituted 40% of the total number of SGF projects carried out under MFF Maldives.

Response from the country-specific questionnaire also indicated a gender-specific activity currently being carried out in the Maldives. An approved MFF SGF project is focused on teaching women alternative livelihoods. The project grant of US\$ 25,000 will be allocated for training women in Alif Dhaal Atoll to make consumer goods such as tablecloths, mittens, slippers etc. and marketed to nearby resort. A second activity of the project is setting up of a cooperative (comprised of the trainees) to operate a small scale business for producing, selling and marketing of their products. This way, the sustainability of the project is ensured after MFF funds, and will provide an alternative source of livelihood for the women of Alif Dhaal Atoll.

The response to the country-specific questionnaire indicates that Maldives has access to tools that integrate or monitor gender integration into programmes and projects via the technical support from the UNDP country office. As the MFF Maldives programme is housed in UNDP Maldives, the programme has to adhere to the UNDP guidelines on gender and other priority areas. All projects implemented under MFF funding, therefore, would also be viewed and assisted by the UNDP Country Office. UNDP Maldives currently has a gender/livelihood expert, who reviews the SGF proposals and the proposed agreements. Recently, UNDP Maldives formed a Grants Committee to oversee all the grants projects housed in the UNDP (GEF Small Grants, MFF Grants and the Civil Society Development Grants). All the plans follow the same guidelines and focus areas. The Grants Committee (as the UNDP representative) gives technical assistance to the NCB. Through this process, implemented projects are also analyzed for gender aspects.

Identified Needs

Feedback from the questionnaire reflected that the MFF Maldives National Coordinator (then representing the Ministry of Foreign Affairs) attended a gender sensitive budgeting workshop sponsored by UNDP Maldives in 2009. Hence, there may be a need for a refresher gender sensitisation workshop since the last training was three years ago. Mainstreaming gender in project implementation and carrying out gender analysis and impact assessment may also be a training need. The available gender expertise at UNDP Maldives is a valuable resource and should be tapped to mainstream gender components into Maldives' MFF activities.

PAKISTAN

Gender and the National Strategic Action Plan

There is no specific mention of gender or women related objectives or references in the text of Pakistan's NSAP. However, these statements under Section 4.2, point (b) Key Elements of Strategy (page 15), are important:

“Under this strategy the MFF’s work in Pakistan will:

- Focus on sustainable livelihoods that respect the integrity of the natural environment, while reducing vulnerability and increasing resilience within coastal communities.
- Integrate inputs by sectoral specialists, non-governmental organisations, community based organisations, private sector stakeholders and local authorities as expressed by the co-management
- Treat knowledge as a critical resource that must be continuously expanded through participatory action research, collation, interpretation and dissemination.
- Apply a holistic approach, encompassing environmental, socio-economic and administrative dimensions. This was expressed through terms such as eco-system, landscape, co-management and multi-stakeholder participatory approaches.”

In the same section, point (c) Current Issues, the document states the “...following strategic issues that need to be addressed”:

- The use and documentation of local knowledge is essential to any successful achievement of the goals of MFF on the ground.
- Effective mechanisms of coordination among the major custodians of the coastal re-sources need to be ensured.

The above elements cannot be attained without the active participation and involvement of both men and women, especially at the community level. These could form the basis of future interventions to incorporate gender equality into the proposed actions.

Gender Related Projects/Activities⁴

Pakistan became a full member country in 2010, and as such only began its Small Grants Facility in 2011-2012. It is not part of the 2009-2011 SGF project review document that is referred to above. The initiatives below have been reported as activities implemented under new MFF SGF Projects in 2012, and generally include women’s participation and involvement.

- i. Awareness Campaign on Nexus of Mangroves and Disaster Risk Reduction. This project has involved vulnerable coastal communities including women and children in awareness and capacity building activities in the coastal villages Rehri and Ibrahim Hyderi. The quantitative data showed a 73% increase in the knowledge and awareness of the women in Ibrahim Hyderi and Rehri in the post survey about natural disasters and tsunamis and how they were generated. The quantitative data showed a 42% increase in the knowledge of the women in the community about mangroves.

⁴ Pakistan became a full country member in 2010, and thus did not implement any Small Grants Facility Project in 2009-2011. The information provided reflects activities relevant to MFF in Pakistan during 2011-2012.

The post survey data showed that there was a 40% increase in knowledge of students of selected schools about mangroves.

- ii. Under a small grant, women in Keti Bundar area were involved in mangrove plantation and protection, and were part of environmental awareness raising programmes.
- iii. Women group consisting of 30 community women was established in Gwater Bay area of Balochistan. The members of the group were involved in mangrove plantation activities.
- iv. Twelve women members of Fishermen Development Organisation, village Kakapir, Sandspit were involved in mangrove plantation and nursery establishment and approximately 120 girl students were part of awareness raising activities.
- v. Approximately, 50 women from different areas of Pakistan belonging to different walks of society participated in National Conference on Mangrove Ecosystem of Pakistan and exposure visit to mangrove areas organized by HRDN at Karachi.
- vi. Sharing of experience from Mangrove Ecosystem with Policymakers from all over Pakistan. Under this project a national conference on mangroves was organised at Karachi in which many women also participated.
- vii. Integrated Approach for Mangroves Conservation: mangroves plantation and children's awareness raising at Sandspit, Karachi. This project targets school children involving both genders in environmental education.
- viii. In addition, a recently initiated mangrove conservation project with financial support of Pakistan International Bulk Terminal integrates the objectives of enhancing mangrove cover, creating community awareness and capacity building of local communities. Local communities including women will be involved in seed collection, nursery-raising, and plantation and maintenance activities. The immediate benefit to the community will be from the wages that the community will earn from doing project activities. Participants will also be provided hands-on training on mangrove plantation and nursery-raising.

Identified Needs

Pakistan, during the Validation Workshop, identified gender sensitisation, gender analysis, and a gender impact assessment as a need in order to mainstream gender component into its implementation programme.

SEYCHELLES

Gender and the National Strategic Action Plan

The Seychelles NSAP emphasises gender considerations in efforts to achieve sustainable development via public awareness and coastal management in decision making. This is facilitated through PoW that strengthen empowerment. The cross-cutting issues that underlie the 15 PoWs within the NSAP are climate change and disaster risk reduction (DRR), gender, and communications and knowledge management.

A list of gender considerations⁵ is provided by MFF and mainly seeks to improve the participation of women and provide equal access to benefits for men and women as a result of sustainable coastal development. Indeed, the integration of cross-cutting issues into MFF interventions will ensure equal participation and benefits of all community groups including youth, women, men, and elderly in coastal resource management

In order to build the capacity of professional coastal managers for Integrated Coastal Management, there is a need for MFF to play a key role in providing connections, networks and training opportunities that promote gender awareness. Furthermore, the NSAP identifies the need for gender sensitization training for country-level capacity development which is expected to mainstream gender issues at all levels.

The NSAP of Seychelles mentions that MFF's small grants facility and large projects will be set in the country and administered by the NCB; supporting projects that address livelihood, incomes, equality and gender concerns. Furthermore, gender mainstreaming will be included in the application guidelines which the NCB uses as a basis for selecting project proposals. This is reinforced by the support the NCB gives to all social groups and communities such as NGOs, women, and others in the conservation and sustainable use of natural resources. Lastly, the current NSAP is being updated to include gender and education as a priority.

Gender Related Projects/Activities

The SGF projects operating in Seychelles have reported proactive women's involvement. One project developed and produced two children's educational activity books and a scientific toolkit for the Aldabra Atoll World Heritage Site. Though the project team was made up entirely of women, the results of the project educated everyone regardless of gender.

A conservation project for turtle rookeries on Mahe improved public awareness through community involvement. In this project, the target beneficiaries included members of the turtle monitoring groups comprised of 6 men and 7 women, reflecting an almost equal gender representation. The project was able to demonstrate that both men and women participated in the project.

One of the recommendations in the last MFF-led monitoring visit to the Seychelles SGF project sites was to include project activities that would "attract boys to participate in the project". This was because more than 90% of the project organizers (the Wildlife Clubs of Seychelles) leadership was female and 70% of its membership was also female. Taking on the recommendation, the project "Promoting mangrove conservation awareness and education in the context of climate change", eventually recorded a 40% increase in the number of participating boys, almost matching the girls' number in some school clubs.

One of Seychelles projects targeted building the capacity of shark fishers, who were mostly men of the community. Documentation, however, mentioned having the shark fisher wives assist with the paperwork or data collection and management. Apart from a wish that spouses of artisanal shark fishers will be involved in future association activities, no gender specific result was identified with the project.

⁵ See Annex 6, "Integrating Gender into MFF projects and activities"

"Rehabilitation and sustainable management of the North-East Point marsh" recorded enhanced community participation in sustainable coastal management, with both men and women having participated in sustainable coastal management. The local youth group involved young boys and girls and a new organization that was formed from the project is open to female and male membership. The Seychelles Scouts Association, who was the project implementer, has a largely female leadership, but youth participation involved a mix of both genders from varying age groups.

Also, in building the capacity of the Roche Caiman community to adapt to climate change and other threats, both men and women participated. However, women took centre stage in leading and managing project activities.

In the project "Where did all the soil go?" men and women were trained in coastal monitoring as a tool for developing local capacity, raising public awareness and assessing long term environmental change. This generated benefits for both men and women of all ages.

Out of a total of 8 SGF projects, all 8 of them incorporated gender aspects. However, reports on gender-specific outcomes still do not exist.

On a positive note, MFF in Seychelles (through the National Coordinator) is aware about MFF's overall gender strategy and action plan, and has presented the gender strategy to new SGF project proponents. MFF Seychelles also mounted a national exhibition during African Women Day, where MFF's work related to gender consideration was showcased.

Local national partners such as the Global Environment Facility (GEF) Small Grants Project also sponsored printing costs of MFF Seychelles large format poster about gender considerations.

Identified Needs

The questionnaire targeted MFF National Coordinators, and from the Seychelles, it was revealed that there is a need "to know first exactly what is expected of us to integrate gender into our work". It was also mentioned that the NC has not attended a gender sensitisation workshop yet; only "a brief session (about gender) in one of the NC meetings" on 2011 in Bangkok was the only formal exposure about integrating gender in MFF work.

The presence of local gender specific agencies was mentioned, but such agencies are not necessarily MFF partners. Seychelles can explore collaborating with these agencies for areas that may develop skills on gender analysis and impact assessment; communicating gender managing gender-related knowledge; and how to integrate cross-cutting themes like gender into project activities.

Gender and the National Strategic Action Plan

The Sri Lanka NSAP clearly identified gender as a “development driver” interdependent with the social system as a whole.

NSAP text specifically identifies actions and outputs directly addressing Programmes of Work. For example, in addressing PoW 2 (Designing ecologically and socio-economically sound coastal rehabilitation), mobilization of women through “cash-for-work” programmes was identified specifically “to remove haphazardly planted mangroves”⁶.

In addressing PoW 6 (Promoting Civil Society Awareness and Participation), the NSAP states that in order to promote civil awareness and participation in coastal decision making, one of the ways to strengthen empowerment is to safeguard the security and “role of women”. Further actions such as introducing ways to promote gender equity especially in “high risk (hazard vulnerability) areas” are suggested along with the prevention of the disadvantaged stances taken by women in “relief, reconstruction and rehabilitation”⁷.

Gender Related Projects/Activities⁸

Women were actively involved in a project that trained and supported fisher families in Kattankudy by establishing banana-based home gardens. This provided fisher families with an alternative source of income during storm season when fishing is practically impossible.

Amongst the accomplishments and achievements of a project in goat farming as an alternative income-generating activity for fisher families were eight widows who were given access to a part time occupation. This allowed each woman to earn an average monthly income of US\$17. The project essentially targeted both men and women to develop their income generation capacity.

The main objective of a buffalo-raising project was to enhance the income of widows and their families in Pottuvil, and to raise living standards of families headed by widows and other women by providing them with buffalo to milk. The Livestock Development Dairy Farmer Association (LDDFA) was established in 2003 with the goal of raising the living standards of widows and families headed by women. LDDFA received 30 buffaloes from GTZ (German Technical Cooperation) and ten from the UNDP Small Grants Programme. LDDFA secured a small grant from MFF to buy eight more animals and help another eight widows. It aimed to raise the living standards of these women by giving them a productive asset which they could use to earn extra income.

The government gave funds to expand the project with the purchase of a refrigerator so that milk storage and the quality of stored milk could be maintained. This helped the project to continue, and monthly meetings were held to monitor progress.

MFF small grants helped to establish a poultry farm in Pottuvil and provided direct benefits to 20 widows and their families. Additional income was generated for fisher families because of this. The women shared the work of the farm, taking turns to carry out routine husbandry activities. The profits were equally divided among the 20 project beneficiaries, giving each woman an average income of US\$18 per cycle. This additional income served to reduce coastal exploitation pressure from the beneficiaries and their families. The project aimed to give 20 widows employment and an alternative livelihood. Further jobs were created for maintenance and additional help with the project.

⁶ Sri Lanka NSAP, Page 26

⁷ Sri Lanka NSAP, Page 28

⁸ For detailed project profiles, please see pages 85-61 of the MFF publication, “*Investing in coastal communities and ecosystems Snapshots of MFF Small Grants 2009-2011*,” available at <http://www.mangrovesforthe future.org/resources/documents?documentId=301>

One of the main objectives of the project "Coastal green belt planting and livelihood improvement (through a micro-finance scheme)" was to increase the income of women in the community. The target beneficiaries were the residents of Panama, particularly female beneficiaries. As a result, 20 women are now successfully self-employed in various livelihoods activities, which has helped change their socio-economic status. Assigning two women to look after each block of plantation proved a successful method of ensuring plants were tended because of the healthy competition it generated.

In one mangrove nursery rehabilitation and reconstruction project, the proponent introduced an ecotourism programme that trained field guides and ecotours. Women members of the Pottuvil community gained employment as ecotour guides. This acknowledged how the ecotourism industry can potentially enhance the livelihoods of local women.

Piloting seaweed farming as an alternative livelihood activity for coastal communities in Panama and Pottuvil concentrated on an eco-friendly livelihood activity for women, and proved that seaweed cultivation has the potential to create employment for women in local coastal communities.

Training and supporting fisher families in Ussangoda to establish home gardens served to promote gender equality. The Meth Sith Development Organisation sought to address one of the deficiencies in the fishing community--gender equality--by holding awareness programmes. Awareness programmes were held about home gardening, gender equality, and financial management. As a result, awareness of the beneficiaries about gender equality was enhanced. Women were trained and assisted to create their home gardens. They sold the surplus product and attained an additional source of income.

Incomes of fisher families through handicraft production improved the livelihoods of 50 women living close to the Rekawa lagoon. Fifty women became economically empowered and earned extra income by producing handicrafts. The women earned US\$25-45 per month and could still fulfil regular household duties.

In the project 'Establishing a participatory mangrove management programme', men and women were targeted as the main beneficiaries of the project. Similarly, some projects targeted schoolchildren as the main participants and beneficiaries of the project regardless of their age and gender (*"Building capacity of schoolchildren as a forerunner to sustainable mangrove ecosystem conservation initiatives, Phase 1 and 2"*). Similarly, a project enhanced the knowledge of school children by training teachers about mangrove ecosystems. The project also sought to transfer knowledge to teachers and schoolchildren of both genders.

Men and women were both active participants in a community biogas plant project. Traditionally patriarchal societies such as Mohottiwatta are male-headed and males are the sole breadwinners; however, women in this project were empowered economically as well. Women played a part in income distribution and strengthening community involvement.

In the SGF project 'Publishing an environmental magazine in Madupuwath', men and women, boys and girls of all ages were the main "producers and readers".

In the community management of the Maduganga wetland, the project empowered both men and women. There was a shift from the traditional norm of the male breadwinner to the economic empowerment of women, which resulted in an additional source of income to households. Men were provided with 25 solar powered LED/CFL lamps as an alternative to kerosene oil lamps and women gained economic independence through handicraft production and home gardening. 50 women were trained in both skills, and their economic power was on par with men.

Empowering women and stimulating income generation was a main objective for the popular *Aloe Vera* cultivation project. It was primarily targeted at women and its main goal was female economic empowerment. An MFF short film was made from this project.

Another project aimed at sustainable livelihood development for low-income families in the Puttalam lagoon area. Forty low-income families' livelihoods were enhanced, and women's self-confidence increased through awareness programmes on gender equality and human rights. This resulted in the

establishment of two women's organisations and the active engagement of 40 women in business ventures.

In the project "Replanting mangroves and introducing eco-friendly home gardening", there were 30 male and 30 female target beneficiaries. The project mounted an art drawing exhibition to create environmental awareness and sought to include both men and women.

The project "Introducing fuel-efficient stoves for coastal communities" was targeted at men and women as the main beneficiaries. Due to higher efficiency stoves, women spent less time collecting fuel wood and preparing meals for the family and spent more time on other pursuits.

Many projects were targeted at women, especially widows, so they could earn extra income. This was demonstrated by the project "Preserving the Puttalam lagoon for future generations", which introduced home gardening and poultry and goat rearing.

In order to safeguard mangroves through awareness programmes, some projects included women's groups and societies as one of the intended beneficiaries. The awareness programmes and livelihood training programmes gave men, women and children valuable knowledge about mangroves and the coastal environment.

Out of a total of 38 SGF projects carried out under MFF Sri Lanka, 26 incorporated gender elements in their projects, accounting for almost 70% of total SGF projects.

In addition, MFF in Sri Lanka produced knowledge products that highlight gender aspects, such as a book and film that documented lessons learned from the Small Grant Facility projects⁹. MFF large project partners have also done so, including the Environmental Foundation Ltd., which produced a large format poster presenting women's involvement in the project.

Identified Needs

In the questionnaire response, MFF Sri Lanka identified the need for basic training in gender principles. Access to tools that integrate or monitor gender integration into programmes and projects was also identified. Gender analysis and impact assessment was also articulated as a training need. Overall, practical skills related to developing and designing gender-specific activities need to be facilitated.

⁹ *For the People, By the People*, available at MFF website Resources (documents) <http://www.mangrovesforthefuture.org/resources/documents?documentId=308>, and MFF website Resources (videos), <http://www.mangrovesforthefuture.org/resources/videos/?term=&countries%5B0%5D=6&start=0#>

THAILAND

Gender and the National Strategic Action Plan

The MFF National Strategy and Action Plan for Thailand in the second Phase (2010-13) makes several references to women's participation and as an important group to be included in the efforts for coastal resource management.

One of the goals of the NSAP identifies women and youth as partners. Similarly Action Point 2.1.3 also singles out women's group as one of the selected group to build capacity to develop a model of community practice.

Sub Strategy 2.2 emphasises enhancing the role of women for achieving the goal of local natural resource conservation and low energy production for lowering green house gases.

With regard to the capacity-building of community organizations for rehabilitation and equitable access for sustainable utilization of mangroves, component 2.2.4 of the NSAP is to "develop a model of community of practice (CoP)" to be a benchmark for replication by other communities. The goal is to enhance the capacity of all social groups, including community leaders, women's groups, etc., in the sphere of coastal management. Furthermore, this model will facilitate the transfer of this knowledge to other parties.

Thailand's NSAP has prospective wide-ranging or "flagship" projects affiliated with MFF. With regard to a group of MFF projects that are recommended on a long term basis, one suggested initiative aims to enhance the "...role of women, youth and disadvantaged groups". This particularly stresses the need for enhancing gender roles for promoting sustainable use of natural resources.

Gender Related Projects/Activities

MFF project partners in Thailand have also been given grants for implementing gender-related activities. For example, the Sustainable Development Foundation (SDF) from Trang Province provided funds to enhance knowledge and gender rights in order to develop livelihoods and promote socio-economic integration. Furthermore, SDF produced a book about 'Integrated natural resource management: Resource and Community'¹⁰, which reflected the gender aspect and considered it a 'knowledge product'.

In the SGF project "Conserving mangroves as a local food source", there was an increase in the capacity of women's groups and children to conserve mangroves and coastal resources, as well as in their knowledge about mangroves as a local food source. Forty youths were taught how to produce food from at least 30 species of trees found in the mangroves. This new-found knowledge presented itself as an opportunity for women to transfer knowledge about plants as a source of medicine to younger generations.

The project "Raising awareness and promoting the use of local knowledge in managing coastal resources", included a female representative of the women's group in each target village to actively present products made of materials from their community forests. The project involved both women and youth who used local natural resources as substitutes for commercial goods.

One of the outputs of the project "Building a community network for managing mangroves and other coastal resources" was the empowerment of women's groups through the strengthening and application of local knowledge on food collected in the wild. The project promoted equal participation from both men and women, and women were comparatively more active in the discussion of social ills facing their communities.

¹⁰ Only available in Thai

The project "Restoring mangroves for otters", used a wildlife conservation strategy to branch out to other communities and groups, including women and youth. The Women's Group of Ban Bangla played a big role in implementing project activities, reflecting their growing capacity to plan and manage the sustainable use of natural resources.

"Planting Pandanus palm to protect mangroves" opened negotiations with land owners to include women in the activities as well. As a result, local women of the Pandanus palm weaver group took the lead on the project's handicraft support activity. These women generated income from the products they sold and also transferred knowledge to youth groups within the community.

Out of a total of 15 SGF projects carried out by MFF Thailand, 5 SGF projects actively included men and women and reported the outcomes. Thus, the gender related projects constituted one third or 33% of total SGF projects.

Identified Needs

Feedback from the country questionnaire indicates that there has been gender-specific activity carried out by MFF in Thailand; e.g., one of the MFF large projects which was implemented by SDF tried to focus on the gender aspect in natural resource management. Since the women's role in making decisions was limited, the project made efforts to provide a platform for women to speak independently and freely, encouraging them to participate in the decision making process.

In this light, learning about appropriate tools that integrate or monitor gender integration into programmes and projects is needed. Further suggestions on how to promote gender in MFF include holding gender workshops with stakeholders, including representatives from the SGF projects. A national seminar on gender and natural resources management in Thailand was also identified as an event that should also be held; but most importantly, an introduction to why gender is a cross-cutting issue in sustainable development is necessary.

Other suggestions include a media campaign through the mass media and emerging social networks (Facebook, Twitter, YouTube, etc). A simple set of guidelines and a collection of lessons learned (or best practice) about dealing with gender from other countries were also called for.

In terms of making capacity development efforts for gender long-term and sustainable, the MFF Regional Secretariat was asked to offer a "Training of Trainers" course on gender for all MFF grantees, coastal managers, and practitioners from both government and civil society.

Gender and the National Strategic Action Plan

The Vietnam NSAP declares gender as a cross-cutting issue, one that affects other concerns and programmes. The document has a dedicated section (6.2) on gender which outlines approaches for gender integration into MFF programming with sound suggestions.

The NSAP states that the MFF approach to gender mainstreaming in Vietnam should be "...based on a sound understanding of how gender influences livelihood vulnerability...how gender-empowering activities can be incorporated into MFF interventions at all levels". Furthermore, this should create the need for all SGF and Medium Grants project proposals to be "screened" for gender integration; indeed, it states that Medium Grants should be administered under provisions in regional Medium Grants guidelines that cover cross-cutting themes, one of which is issues of "gender and gender equality".

Consequently, the NSAP establishes some minimum requirements which the MFF programme in Viet Nam must adhere to. In short, it is necessary to ensure gender sensitization and to formulate interventions "according to the differential gender-based vulnerability"¹¹. Building upon existing resources and the capacities of both women and men is an imperative. In efforts to create community resilience, and to promote coastal policies and programmes and empower men and women socio-economically, both men and women should be included at all stages of the projects; moreover, gender-specific needs and issues must be taken into consideration. Thus, the sections in the NSAP explicitly present how Viet Nam emphasizes gender as an established and long term goal for the MFF national programme.

Gender Related Projects/Activities

As Vietnam recently joined MFF as a member country in 2010, it has not implemented projects in 2009-2011. Viet Nam is not featured in the SGF Project Phase 1 summaries ("Investing in coastal communities and ecosystems: Snapshots of MFF Small Grants 2009-2011").

The country questionnaire, however, revealed projects that have received grants for implementing gender-related projects or activities. Viet Nam also includes gender as criteria in the guidelines on SGF proposal formulation.

The two MFF project partners who received grants for implementing gender-related projects or activities are as follows:

- XuanThuy National Park received a grant for implementing the SGF project "Sustainable use of mangroves to benefit poor women through a co-management pilot in the core zone of Xuan Thuy National Park" in Nam Dinh Province. The project targeted more than 500 women working in the mangroves, who participated in pilot policy formation as well as livelihood improvement. Women are provided equal opportunities as other stakeholders in consultative dialogues to initiate, develop, and implement the mangrove co-management policy. Women are recognized as the primary group to implement and monitor the policy. In terms of livelihood improvement, women form a Women Fishing Group, who will receive different types of support to increase livelihoods, capital, capacity and awareness. The project contributes to the implementation of Prime Minister Decision dated February 2, 2012 on the pilot benefit-sharing mechanism in the management, protection, and sustainable development of special-use forests.
- Giao Xuan Community-based Ecotourism Cooperative recently received an SGF grant to implement the project "Develop a model of cooperative women producing and selling souvenirs as an additional livelihood to reduce mangrove overexploitation in Giao Xuan Commune – the buffer zone of Xuan Thuy National Park, Nam Dinh Province and replicate it in mangroves areas of Nui Thanh

¹¹ Section 6.2, Viet Nam NSAP, page 15

District, Quang Nam province and Tan Phu Dong District, Tien Giang Province”, in which more than 60 poor women will be provided with livelihood improvement opportunities.

- Gender is also mainstreamed in two projects in Quang Nam province and Tien Giang province.
- “Integrating sustainable livelihood improvement into mangrove restoration and conservation in An Hoa lagoon, Quang Nam Province”. In this project, six (6) Mangrove Conservation Clubs have been established with the participation of 180 members. More than 60% of the members are women, who participated in mangrove conservation activities and sustainable aquaculture models. The project “Buddhists Community participating in the conservation and development of mangroves in Loi Quan Island, Tien Giang Province” awarded to Phu Thoi Pagoda, which takes into account marginalized groups including women and people with HIV/AIDs as targeted beneficiaries.

Identified Needs

The country questionnaire response received from the MFF National Coordinator identified the need for access to tools that integrate or monitor gender integration into programmes and projects. The response also suggested creating knowledge products on gender and assisting MFF national programmes and projects in their efforts to mainstream gender. Further, Viet Nam also asked for detailed instructions on how to evaluate gender impacts as well as having clear-cut indicators for projects.

Validation Workshop

During the Validation workshop, the participants discussed various steps to promote gender equality into MFF implementation at the national level. With this premise for the group discussion, they were divided into two groups--namely, South Asia and Southeast Asia. The two groups identified actions for the promotion of gender equality into the MFF Programme (See Annex 4 - Group work presentations):

The groups presented action points directed at getting technical assistance for gender mainstreaming, as well as having opportunities to create better understanding and knowledge on gender related issues. The groups also identified the need for capacity building on gender awareness-raising, analysis, and impact assessment.

Building strategic partnerships and collaboration with MFF partners who have gender expertise were also mentioned. The groups also emphasised the need to develop practical gender indicators that can be easily monitored and documented.

Knowledge sharing and incentives for gender integration were also pointed out, and suggested a recognition system ('Gender Champion Award') to promote gender integration in MFF projects at the regional and national levels.

The Validation workshop was the first gender consultation session with MFF national staff. The feedback and recommendations indicate an imperative for systematic interventions to assist MFF countries in promoting gender equality at the national level.

In closing, the group requested MFF Regional Secretariat to address the expressed needs and recommendations during the workshop. This will greatly assist in advancing gender mainstreaming in national MFF activities.

Conclusion

The MFF Regional Strategy and Action Plan, developed in 2006, emphasise the importance of gender integration to the objectives of sustainable coastal resource management and sustainable development. However, it was only in 2009 when MFF, together with the IUCN Gender Focal Person, developed the Gender Framework and presented it to the Regional Steering Committee. A systematic effort by MFF to implement the Framework took some time until 2011 when the Framework was revised with the technical input of IUCN and UNDP. Then, the "MFF Strategic Framework for Integrating Gender" document was finalised, and an accompanying Gender Action Plan developed.

Since then, several activities with a gender equality theme have been introduced to regular MFF undertakings. Most notable of which is the inclusion of gender equality as a criterion in MFF project selection and progress reporting. In terms of regional capacity development, gender has been included as a core session in the joint Asian Institute of Technology-MFF certificate course on Integrated Coastal Management. MFF instructional material includes films and documentaries that showcase gender-themed initiatives, and have positively contributed towards highlighting the importance of both men and women's involvement in coastal resource management and alternative sources of livelihood.

All National Strategy and Action Plans (NSAPs) produced by the MFF countries, except Pakistan, recognised the need for gender equality and its importance in integrated coastal management. However, as guidelines on how to integrate gender components in the NSAP were not provided to MFF countries, the gender specific elements reflected in the NSAPs were largely based on the understanding of the NSAP authors, National Coordination Bodies, and National Coordinators who oversaw the NSAP development process. This is why "gender integration" and gender-related statements found in the documents are used in varying degrees, from gender being identified as a 'development driver' in the Sri Lanka NSAP to not even being mentioned once in Pakistan's document.

Based on an appraisal of the documentation of SGF projects, it was found that all countries, including Pakistan, have tried to address gender issues to some extent. This has been done through the involvement of both men and women into project activities. Moreover, in some projects, women were indirect beneficiaries, while in other cases women were specifically targeted as direct beneficiaries. In Seychelles, Sri Lanka, Thailand, and Vietnam, women-led projects were implemented.

An important recurring theme in the study was about men and women's participation: as was shared by the National Coordinators during the validation workshop, men and women's participation is the norm in any development activity. However, in the context of gender equality, it is critical to have the participation of both men and women in the decision-making processes *at all stages* of project design and implementation.

The participation and involvement of women is normally measured in a passive manner, noting just their attendance in meetings (i.e., headcount or number of women attending). This is commonly cited as an indicator of gender equality. MFF efforts need to go beyond counting numbers and instead measure gender in terms of active involvement.

On the other hand, MFF must also be conscious of the negative impacts of inviting women to project meetings. Since women in communities are commonly expected to attend these project activities, the project might add extra burden on women's already extensive daily responsibilities.

All the MFF Coordinators identified the need for practical training on gender sensitisation, gender analysis, gender impact assessment, climate change & gender. MFF National Coordinators are at the front line of integrating gender into national MFF activities; they are in direct contact with project grantees and the National Coordinating Bodies. They have collectively expressed that if they know "how to do" gender in their work, then they would be more effective in integrating and mainstreaming gender sensitive features across all aspects of the MFF national programme. During the validation workshop, one participant pointed out the importance of building MFF staff's practical skills to integrate gender in MFF activities. *"Equip us properly with the right weapon, and we'll sharply shoot the target; without a useful tool, don't expect results"*, to paraphrase the remark made. A valid comment, considering that in regional MFF national coordinator meetings, an average of only one hour is allotted for discussing gender integration in MFF--usually in the context of documenting cross-cutting themes in reports and project documentation.

Integrating gender into MFF activities may be facilitated by MFF's strategy for knowledge and communications. The gender component can be integrated in regional capacity development programmes, by developing gender-sensitive training modules. At the national level, involving both men and women in designing the training module design could prove to be advantageous.

Further, MFF countries responded to the RSC 8 decision in 2011 to submit their priority training needs to the regional secretariat. The responses identified activities that had gender as a cross-cutting theme. For example, countries identified training needs in integrated coastal resource management; community-based resource management; co-management; small-scale fisheries; mangrove restoration; livelihood diversification; ecotourism; and community rights. The training programme objectives cannot be achieved without the involvement of both men and women. Gender is a crosscutting theme in the delivery of the training programme as well as in the design of the programme itself.

Overall, since 2011, there have been attempts to advance gender integration at the regional level. The activities held so far are commendable, but these need to be systematic and budgeted accordingly. At the national level, MFF national coordinators and project partners continue to bring in gender equality according to their personal understanding and skill sets. These efforts need to be supported through appropriate capacity building and technical assistance.

The August Validation Workshop that confirmed this Gender Appreciation Study's findings provided an opportunity for the MFF national coordinators and regional staff to sit together and discuss issues related to gender integration in programme implementation. While the MFF Gender Framework was developed between 2009-2011, the consultative process to engage the countries for its implementation was not yet in place. Through the workshop, some basic concepts about gender were discussed and clarified, and

was an positive effort towards greater understanding of how important gender equality is in MFF projects. This workshop was a first attempt to test the understanding and commitment of MFF staff in promoting gender equality across all levels of the Programme.

Considering the findings of this study, it is imperative that measures be taken to build upon the work which has gained momentum since 2011. It is also equally crucial that the identified needs are addressed, and required support is provided to MFF countries.

Gender integration is a process. Promotion of gender equality in MFF activities is an important first step towards full integration into the MFF programme. This process will facilitate achievement of the overall goal of sustainable coastal development. In this regard, the following steps are recommended to advance gender in MFF:

- The 2011 MFF Gender Action Plan¹² needs to be revised and implemented. The suggested strategic interventions need to be prioritised according to current context and availability of resources.
 - A full-time gender staff is required at the regional level. If this is not possible due to financial constraints or other factors, regular technical assistance should be arranged. MFF institutional partners with proven track record in gender expertise can be asked to contribute technical resources (e.g., in the form of staff secondment) based on an agreed and identified workplan.
 - A gender training programme, i.e., practical gender analysis and impact assessment, for MFF staff should be included in the MFF Regional Secretariat Workplan.
 - The Ninth RSC meeting (RSC-9) scheduled in November 2012, should include this gender appreciation study as an agenda point.
 - Specific budget allocations for gender activities will dedicate resources for integrating gender into MFF; this needs to be reflected in annual regional and national workplans.
 - In those countries where the NSAP is being revised such as Indonesia and Pakistan, and in other where the NSAP is under development, there is an excellent opportunity to include gender equality into the NSAP document to ensure that gender integration will be facilitated in the MFF national programme. The Regional Secretariat can provide technical support for this, if needed.
 - MFF countries, through the National Coordinating Bodies, should develop country-specific Gender Action Plans based on the NSAP. The national Gender Action Plan will have activities reflected in the national MFF Workplan and will have budget allocated for its implementation. The Regional Secretariat can assist in developing these action plans.
 - All MFF project proposals should have gender as an integral component.
 - Gender indicators should be developed as part of the MFF monitoring, learning, and evaluation (MLE) tools, to effectively monitor the gender equality process.
 - Regional staff meetings and seminars should include gender equality in the regular agenda. The August 2012 gender appreciation study validation workshop with MFF National Coordinators demonstrated a regional effort to promote gender equality at the national level. Implementing the recommendations received then, however, requires practical timelines and consistent follow-through at both regional and national levels. Otherwise, the risk of treating gender integration as a superficial, top-down imperative might negate the positive lead taken by MFF for integrating gender in its activities.

¹² See Annex 6 for a copy of the MFF Gender Action Plan 2011

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MFF Viet Nam. National Strategy and Action Plan. Available at <http://www.mangrovesforthefuture.org/resources/documents?documentId=137>

Annexes

- Annex 1** **Concept for the MFF Gender Appreciation Study**
- Annex 2** **Gender Questionnaire for MFF Countries**
- Annex 3** **Validation Workshop agenda and participant list**
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- Annex 5** **MFF Strategic Framework for Gender Integration**
- Annex 6** **MFF Gender Action Plan 2011**

Annex 1

Concept note of the MFF Gender Appreciation Study



An appreciation of gender in MFF

A baseline document for situating gender equality in Mangroves for the Future

Concept note

MFF document tracking form

Document no:	
Title	An appreciation of gender in MFF. A baseline document for situating gender equality in Mangroves for the Future
Author	Jana Esteban Regional Knowledge Management Officer
Date created	2012-05-17; revised 2012-05-21; revised 2012-06-05
Main subject	Gender and MFF
Keywords	Gender; gender equality; baseline
Purpose	Concept note for the 2012 gender appreciation study
Summary	This concept note outlines the concept and scope for the regional appreciation study of gender equality in MFF.
Distribution	MFF Secretariat; Ali Raza Rizvi
Date distributed	2012-06-05

Background

Gender equality, along with Climate Change and Communications, is prioritized as a cross-cutting theme in the Mangroves for the Future (MFF) programme of work. Gender in MFF was first given full attention in 2009, during the fifth Regional Steering Committee meeting, where a working paper on integrating gender into MFF was drafted in collaboration with IUCN Asia's Regional Focal Point for Gender.

In February 2011, the Strategic Framework for Gender Integration was revised and finalized during a consultative workshop with the MFF Regional Secretariat. The workshop was facilitated by Regional Focal Person for Gender, IUCN Asia (Mr. Ali Raza Rizvi) and Regional Practice Leader for Gender, UNDP Asia Pacific (Ms. Kim Henderson). The workshop contributed to producing a regional Gender Action Plan for MFF (with focused interventions at regional and project levels), and assigning a Gender Focal Point for MFF (Regional Knowledge Management Officer).

Throughout 2011, MFF consciously included gender equality themes in its programmatic actions. MFF knowledge management and communications (KMC) acted as the driver for gender equality-themed activities, producing three short films and two filmed gender expert interviews that documented how gender themes are present in SGF projects and Large Projects. The first regional training course in Integrated Coastal Management (ICM; a professional certificate course in collaboration with BOBLME and AIT) included two modules on gender equality, highlighting how gender is integrated in MFF projects. Beginning 2011, SGF guidelines and reports include a section that consciously identifies contributions to cross-cutting themes (including gender equality).

In May 2012, Sida conducted a first consultation and coordination forum on integrating gender equality in all its development cooperation programmes. Sida is expecting to see more indicators of how gender equality is successfully integrated in the work of its supported programmes. MFF was invited as a participant and speaker at that forum; and along with other Sida-supported regional programmes who were present, MFF was expected to demonstrate how gender equality is integrated in its work using results-based management.

MFF, however, does not have a regional baseline document or data that gives an overview of how gender is appreciated at regional and national levels. Furthermore, MFF does not have consolidated regional data on how the concept of gender equality is practiced in the region and in the countries. MFF has no updated document that identifies where gender equality is present or integrated in its regional programme and national activities.

Such a regional 'baseline' document will establish a regional context for gender equality in MFF. Establishing the regional context for gender equality must happen before MFF can strategically plan actions for gender equality integration in its overall programme. This is equally important now, in 2012, when Sida is expecting MFF to report on gender equality as using a results-based management approach.

Purpose and need for a gender appreciation study in MFF

The 2011 Strategic Framework for Gender Integration in MFF identifies the importance of integrating gender in the policy and strategies of MFF. The 2011 MFF Gender Action Plan also identifies an activity to determine if gender is indeed an integral component in MFF.

In line with the MFF gender framework and action plan, the regional gender appreciation study will set the regional context for gender. The output of the study is a regional document that will inform MFF's results framework to include results, outcomes, and indicators that consider gender issues.

Method

This study will focus on a desk review of existing programme documents, particularly MFF countries' National Strategies and Action Plans (NSAPs), and a one-day validation workshop with target MFF stakeholders (to validate results of desk review).

Scope

The regional gender appreciation study will articulate the status of gender as addressed in the National Strategy and Action Plans (NSAP). In particular, the study will identify specific sections in the NSAP where the concept of gender equality is made explicit and practiced. The study will try to validate the above findings by cross-referencing with Phase 1 SGF project summaries (*MFF Snapshots* SGF documentation) and relevant NCB reports. Through a one-day workshop (in August), the preliminary results would be validated. The input by the participants would be used in finalising the synthesis report.

Output

The main output is a regional synthesis document, based on the results of this study, detailing how gender is appreciated in MFF.

Materials

Key to this study are:

1. National Strategy and Action Plan (NSAPs) of MFF countries (available at www.mangrovesforthefuture.org)
2. MFF SGF Phase 1 Snapshots book (available at www.mangrovesforthefuture.org)

Other relevant documents are:

1. MFF Strategy 2007-2013
2. MFF Action Plan 2007-2013
3. MFF regional programme documents on gender
 - RSC 5 Gender considerations working paper
 - 2011 Strategic Framework for Gender Integration
 - 2011 Gender Action Plan
4. Capacity Development Needs response from countries (from RSC 8 decision, 2012)

People involved

MFF National coordinators and project staff (in the case of India and Viet Nam), who represent and directly interact with National Coordinating Bodies (NCBs) of MFF full member countries, are the main participants in the validation workshop. They directly influence NCB meeting agenda-setting, as well as report writing for MFF in their countries. They are also critical in raising awareness at NCB level about gender, gender equality, and gender dimensions in Integrated Coastal Management.

Timeframe and schedule

Activity	06	07	08
Review of MFF country documents	■	■	
First draft of study findings		■	
Validation workshop			■
Synthesis and analysis of findings			■
Completion and submission of outputs			■

Annex 2

Gender Questionnaire for MFF Countries

Gender Appreciation Study – Mangroves For the Future

The MFF Secretariat would like to appraise the status of gender integration into the MFF national programme and activities. Your candid feedback would help in developing a realistic picture of the current status of gender in MFF activities. Your comments will also help improve the MFF gender strategy and action plan.

Thank you for your cooperation.

Country:

Name of Respondent:

Skype ID:

1. Are you aware that MFF has a Gender Strategy and Action Plan? Have you ever used it? If yes, please share how you used the strategy and action plan.
2. Is gender part of your MFF National Strategy and Action Plan (NSAP)? If so, please specify where gender is mentioned in the NSAP.
3. Has any gender-specific activity been carried out under MFF in your country?
4. If known, please state the budget (in local currency or USD) for the gender-specific activities you mentioned above.
5. Has MFF in your country produced any knowledge products that highlight gender aspects?
6. Has MFF project partners in your country produced any knowledge products that highlight gender aspects in MFF initiatives?
7. Has any MFF project partner in your country received grants for implementing gender-related projects or activities? If yes, please identify the partner and the project/activity implemented.
8. Does MFF in your country have financial resources available to carry out activities promoting gender equality issues? Do you think these resources are adequate?
9. Do you have access to tools that integrate or monitor gender integration into programmes and projects? If yes, please identify the tools.
10. Have you ever attended a gender sensitisation workshop? If yes, when and through which programme/project?
11. Do you know how to carry out gender analysis and gender impact assessment?
12. Do you need any training to integrate gender into your work? If so, any specific needs?
13. Do the MFF project partners in your country have gender expertise? If so, please identify them by listing their names, organizations, and areas of expertise.
14. Do you have any suggestions on how to promote gender in MFF?

Thank you!

Annex 3

Validation Workshop agenda and participant list

MFF Gender Appreciation Study – Validation Workshop Agenda

Thursday, August 9, 2012	Activity	Remarks
9:00	Welcome Overview and rationale of Gender Appreciation Study Introduction of participants	Steen to Welcome Jana to give background
9:30 – 10:30	Why Bother – Gender Equality & MFF	Ice Breaker Brainstorming and presentation to have a shared understanding on gender needs and concepts – Ali to facilitate
10:30-10:45	Break	
10:45-11:15	NSAPs Gender Status – Summary of Findings	Presentation by Ali
11:15-12:30	NSAPs Gender Status – Country Reviews	Draft Country Status write-ups to be reviewed by participants individually; add/modify in track changes and give back to Ali
12:30-1:30	Lunch	
1:30-3:00	Gender Mainstreaming at Country Level - Suggestions for The Way Forward (Individual & Group Work)	First Individually all countries put down points. Then deliberate in two groups - South Asia & Southeast Asia. 1. Discuss next steps in general 2. State Specific Actions for each country. 3. Suggest timeline and estimated budget for each country 4. Suggest role of MFF Secretariat
3:00-3:15	Break	
3:15-4:00	Presentations – Q&A	One representative from each group to make presentation
4:00-4:30	Open Discussion & Wrap Up	Ali to facilitate

List of Participants

MFF National Coordinators

NM Ishwar
Dudy Nugroho
Aminath Mihdha
Ghulam Qadir Shah
Lyndy Bastienne
Kumi Ekaratne
Siriporn Sriaram

MFF SGF Managers

Nisha D'Souza
Nguyen Bich Hien
Hani Jamal Khan

IUCN

Ali Raza Rizvi (Workshop Facilitator)

Michael Dougherty
Raquib Amin

MFF Regional Secretariat

Jana Esteban
Steen Christensen
Ranjith Mahindapala

Annex 4

Recommendations from MFF National Coordinators (results of August 2012 Validation Workshop)



Mangroves for the Future
INVESTING IN COASTAL ECOSYSTEMS

Mainstreaming Gender in MFF activities

Proposed actions






Mangroves for the Future
INVESTING IN COASTAL ECOSYSTEMS

Proposed Actions South Asia

Action points	Budget and timelines	MFF-S support
Awareness workshops/trainings	<ul style="list-style-type: none"> - PCM workshops - Mid-term evaluation workshops - At RSC 	MFF-S to facilitate/ support with necessary arrangements
Criteria in the call for proposals	n/a	n/a
Revision of NSAP to integrate gender mainstreaming	As and when the revisions are worked for	If not accounted for in the work plans and finances then MFF-S financial support is needed
Qualitative and quantitative indicators (project and process specific)	Onus is on NCs and SGF managers to take this forward – perhaps integrate it into progress report templates	Training on gender impact assesment

Actions cont.



Action points	Budget and timelines	MFF-S support
Gender impact analysis	At the end of the projects	MFF-S support is needed in the form of both finances and expert oversight
Explore opportunities to work with institutional partners such as CARE and UNDP on coastal project with integrated gender related aspects	Co-finance the projects/ collaborate for MLE/knowledge products etc	MFF-S to help country programmes facilitate this

MFF Southeast Asia



Topic	Timeline	
Standardize Gender tools/Indicators for Gender impact	Q4, 2012	MFF Secretariat
Training for the NC on Gender Analysis and Reporting on Gender (include Gender Impact Assessment)	After the RSC meeting in Pakistan, November 2012	
Training for the NCB and Grantee on Gender Analysis and Reporting on Gender (include Gender Impact Assessment) and Field Trip. (2days) (exclude consultancy fee)	Q1, 2013	Cam~5,000 \$ Indo ~5,000 \$ TH~ 10,000 \$ VN~ 15,000\$



Topic	Timeline	Budget	Responsible
Standardize Gender tools/Indicators for Gender impact	Q4, 2012		MFF Secretariat
MFF Regional Gender Forum: Experience and best practice sharing	Q3,2013 (end of September)	Approximate 5,000 \$ for each SE Asia Country for 6 Representatives*	
Gender Champion Award	The 10 th RSC in Vietnam	???	RSC

Role: of MFF Secretariat provides technical and financial support




 Keep up the vision

Annex 5

MFF Strategic Framework for Gender Integration

MFF Strategic Framework for Gender Equality Integration

This paper, by Mr. Ali Raza Rizvi, Regional Focal Person for Gender IUCN Asia, was prepared initially as a consultative document to develop a broad strategic framework for gender equality integration into the Mangroves for the Future initiative. It was first presented at the fifth Regional Steering Committee in July 2009.

This Strategic Framework for Gender Equality Integration was revised and finalized during a consultative workshop with the MFF Regional Secretariat held on February 23-24, 2011 in Bangkok. . The workshop was facilitated by Regional Focal Person for Gender, IUCN Asia and Regional Practice Leader for Gender, UNDP Asia Pacific. This document aims to guide the process of incorporation of gender considerations into the programming and implementation of MFF at the regional, national and project levels.

Background and Rationale

The Mangroves for the Future (MFF) Strategic Framework for Gender Equality Integration has been formulated to facilitate the achievement of the goal of Mangroves for the Future, which is to conserve and restore coastal ecosystems as key assets which support human well-being and security in the Indian Ocean Region, by integrating gender equality in the design, planning, and execution of activities promoted and supported by MFF.

MFF has been working, since its inception in 2006, to support sustainable coastal development through investment into coastal ecosystems. MFF delivers its goal of through three objectives: (1) Improve, share and apply knowledge to support the conservation, restoration and sustainable use of coastal ecosystems; (2) Strengthen ICM Institutions and empower civil society (including local communities) to engage in decision-making and management that conserves, restores and sustainably uses coastal ecosystems; and (3) Enhance coastal governance at all levels (regional, national, provincial, district and community) to encourage integrated management programmes and investments that are ecologically and socio-economically sound and promote human well-being and security. For any initiative that aims to address sustainable human well-being, it is imperative that local ecosystems are well maintained and taken as natural infrastructures for investment and utilized in a sustainable manner by the user groups.

Gender discrimination is one of the main causes of poverty, and a major obstacle to equitable and sustainable global human development.

(SIDA 2005)

Now in its second phase (2011-2013), the MFF initiative has fine tuned its original 15 programmes of work (PoW). The PoW are now subdivided into the six most important output/outcome PoW which are supported by nine PoW, which are more process, or approach-based, in nature. The logic behind this prioritization is that it identifies the most important PoW in terms of achieving results and impact in the

key areas of (a) coastal ecosystem restoration; (b) valuation of coastal ecosystem goods and services; (c) poverty reduction; (d) community resilience-building; and (e) support to national ICM programs and building MPA networks. .

Within the above mentioned key areas, those related to poverty reduction and community resilience, in particular, cannot be promoted and implemented without the active participation of both men and women. There is, therefore, a need for community participation in natural resource management with special reference to gender..

All over the world, there is now a shared recognition that equality-equal rights, opportunities and responsibilities for men and women-is a pre-condition for sustainable development and sustainable use of natural resources. Gender mainstreaming is not ensured by simply incorporating women into a program or activity; it must ascertain the participation of both women and men in the definition of objectives and the planning stages, in order to ensure that sustainable development meets the priorities and needs of both (Aguilar L, 2001).

Gender Equality in the MFF Programmes of Work

MFF is committed to ensuring that gender equality is an inherent and well considered feature in all its programmes and projects. MFF recognizes gender equity and equality as fundamentals prerequisites for any conservation and sustainable development initiative. The MFF Gender Equality Strategy builds specifically on PoW 4-6, 8 and 9, but has been adopted as a cross-cutting theme across all PoW. To supplement this approach, and to define mechanisms to institutionalize gender equality into MFF, the following actions and outputs have been identified in the Project document:

- Integrate gender equality considerations into the national strategies and action plans (PoW 11);
- Regional and National Training in gender sensitization, gender analysis and measuring impact (PoW 7);
- Build enhanced capacity to screen all MFF project proposals for gender equality;
- Develop case studies on gender equality issues within coastal areas and under the impact of climate change (PoW 1);
- Collect information on access/ benefit/ power/ etc that underline gender equality issues (PoW 1);
- Provide updated gender equality guidelines to all MFF proponents that provide a checklist on how to ensure gender equality is part of project planning, budgeting, reporting and monitoring (PoW 5);
- Develop a monitoring and evaluation framework to measure gender specific impacts of MFF projects (PoW 5);
- Study and address gender segregated impacts of climate change (PoW 1).

WHY GENDER MAKES A DIFFERENCE IN FISHERIES AND AQUACULTURE INITIATIVES

- Baseline studies with a gender perspective have provided more exact and precise information about the use of coastal and marine resources, allowing planners and policymakers to make better decisions.
- Marine and coastal resources are used more sustainably, catches are more selective and waste is reduced when women are targeted clients for technical assistance training.
- Through their roles in managing estuarine activities, women contribute significantly to economic progress, benefiting both themselves and their families.
- Initiatives that have provided women with credit, training and leadership development skills have improved the efficiency, profitability and sustainability of their activities.
- Including both female and male extension workers and research assistants in coastal management projects ensures better access to a range of locations and activities involving men and women who gather aquatic products.
- More secure access to resources needed by women for craft-making, small and medium sized enterprises, and tourism has led to more sustainable use of mangroves and other types of wetland areas, as well as protection for fish breeding grounds and wetland recovery.
- Gender equitable wetland planning decisions have included broader and more diverse perspectives at local, national and regional levels, and have better reflected women's' needs and preferences (e.g., access to land and other wetland resources, reliable water transport of market goods, more diverse forms of tourism employment).
- Incorporating gender-related wetlands knowledge about biodiversity improves the quality and the implementation of management strategies and plans.

(Source: *Fisheries and Aquaculture in Coastal Zones*, Aguilar L, 2006)

The Strategic Framework

In the context of the implementation of Mangroves for the Future:

- i MFF recognizes gender equity and equality as fundamental and pre-requisite for any conservation and sustainable development initiatives.
- ii Gender equality integration has been recognized as an essential cross-cutting theme within the overall programme of Mangroves for the Future (MFF).
- iii MFF is committed to ensuring equitable participation of men and women in all stages of its programmes and projects.
- iv The ultimate goal is to ensure that equality of outcomes for men and women is achieved in the management of coastal natural resources for promoting sustainable livelihoods.

To support the strategic framework and to define mechanisms for institutionalizing gender equity into MFF:

- i This document has been formulated to guide the overall implementation and future development of the MFF programme.
- ii Gender equality will be addressed across the regional, national, and project levels of MFF. The strategy will recommend appropriate approaches to address the different needs of MFF stakeholders (RSC/Regional Secretariat/NCB/Project level).
 - There is a need to define the roles of men and women at the regional, national and project levels of MFF, including the role for resource accountability (monitoring funds for gender equality integration).
 - The RSC approves the use of funds for gender equality-equity interventions.
 - The role of the MFF Secretariat is to oversee the implementation this process and the support the allocation of resources that enhance gender equality-related linkages within MFF and links with other regional actions.

An analysis should be undertaken regarding the impact of development-related interventions on the relations between women and men, throughout all the areas of social development. This analysis needs to be made prior to making important decisions about the goals, strategies and distribution of resources.

(SIDA, 1997)

Goal of the Strategic Framework

To mainstream gender equality into the work of Mangroves for the Future

Objectives

- i To institutionalize gender equality integration into MFF programming through planning, budgeting, reporting and monitoring.
- ii To ensure integration of gender equality in the implementation of all MFF activities

In many initiatives, gender is incorporated as an independent component, disjointed from the activities of the various stages of a project, which gives way to fragmented approaches. To others, gender analysis corresponds to a stage within a project's cycle, usually the appraisal stage, which is not considered again when defining objectives or proposing subsequent actions. To some initiatives, gender equity means developing training processes, at times, for extended periods of time, with no repercussions on the project's overall development.

(IUCN, 2001)

Strategic Interventions

Institutional level

- The responsibility of coordinating gender equality at the programme level should lie with the MFF Secretariat and monitored by the MFF Regional Steering Committee (RSC).
- MFF Secretariat to ensure facilitation of any required technical advisory input for gender equality integration into MFF partners' programmes including sectoral integration into coastal resource management.
- Gender Equality Focal Persons should be appointed by all MFF National Coordination Bodies (NCBs). One partner organization in each country could take responsibility for gender equality integration into country specific initiatives.
- All project proposal requests under MFF must be screened for gender equality integration as a crosscutting sector to ensure that there is no negative impact, of project activities, on either men or women. In this connection, the RSC/NCBs should set up task teams comprising relevant members.
- All future funding proposals should include gender equality as a crosscutting theme and separate funding allocations should be sought for implementation of gender equality integration into the project.
- The MFF Secretariat should include a section on *Gender Equality in MFF* in all its progress reports.
- The Terms of Reference for all consultants and implementing partner organizations must include gender equality considerations.

Policy & Strategy Context

- In all MFF country strategies and action plans, gender equality must be an integral component.
- All the research and analysis should take into consideration impacts on gender equality and document them accordingly. Acquired data should be analyzed disaggregated by sex.
- Any resultant policy or strategy from the MFF initiative must ensure that gender equality considerations are analyzed and adequately addressed.

Capacity building

- A Gender Equality Integration Needs Assessment Survey should be undertaken by involving all partners through NCBs. Provide training in gender sensitization for all MFF gender equality focal persons and national coordinators interested partner organizations.
- Capacity Building programmes should be held for MFF partners (project managers and/or relevant staff) for gender equality assessment, analysis and integration into the design and development of project proposals.

- Training should be provided to partner organizations, implementing projects under the MFF umbrella, for gender impact assessment of project activities on both men and women.
- Advance training should be arranged for MFF project implementing partners for sector specific integration, for example, gender equality and coastal resource management.
- Compile and collate relevant gender equality guidelines and checklists developed by IUCN, UNDP and other partners (see annex). This data set should be made available on the MFF website.
- The MFF Secretariat should have a mechanism to collect and collate gender segregated data on for its capacity building programmes (through the Regional Secretariat)

Reports & Publications

- In all MFF country strategies and action plans, gender sensitive language must be used.
- All MFF publications and information material as well as content of the MFF website to be ensured to be gender sensitive.
- MFF should ensure that knowledge pertaining to gender equality-specific impact of the MFF programme is generated and disseminated. This could be done through case studies, stories, and impact assessment.
- Promote awareness of gender equality issues within the MFF model

Financial Allocation

- Specific budget allocations should be made for gender equality integration into the overall operations of MFF.
- All MFF project budgets should specifically mention gender equality interventions.

Monitoring & Evaluation

- The overall monitoring and evaluation framework for MFF must include gender equality criteria as an integral component both at the Regional and National levels.
- A framework for gender equality integration into MFF, with quantitative and qualitative indicators, should be developed for monitoring and evaluation purpose.
- For the monitoring and evaluation of the MFF field projects, participatory evaluation techniques should be employed to assess the impact of project activities on both men and women; also, the communities' appraisal of the project must include feedback by both men and women.

- *Considering women's role in environmental conservation, and the impact of environmental degradation on their domestic and productive responsibilities and hence on economic growth, it is critically important for governments to consult with women and to actively enhance their position in environmental decision-making.*
- *In many cases, women's knowledge and participation has been critical to the survival of entire communities in disaster situations. UNDP will therefore support governments to take advantage of women's specialized skills in aspects of livelihood and natural resource management strategies related to mitigation and adaptation. UNDP will aid the development of national capacities to consult with women, draw on their expertise in this area, and ensure that national and local mitigation and adaptation policies and actions reflect their concerns and experiences.*

(UNDP, 2008)

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Useful Tools

IUCN's Gender Policy

http://cmsdata.iucn.org/downloads/gender_policy.pdf

Empowered and Equal: UNDP Gender Equality Strategy 2008-2011

<http://www.undp.org/women/docs/Gender-Equality-Strategy-2008-2011.pdf>

Writing Gender Integrated Project Proposals

<http://generoyambiente.com/arcangel2/documentos/418.pdf>

Participatory Appraisals with a Gender Equity Perspective

<http://data.iucn.org/dbtw-wpd/edocs/modulo2-En.pdf>

Gender Sensitive Systems for Monitoring and Evaluation

<http://data.iucn.org/dbtw-wpd/edocs/modulo4-En.pdf>

Developing Gender Equity Indicators

<http://generoyambiente.com/arcangel2/documentos/225.pdf>

Manual on Gender Integration into Marine & Coastal Programmes

<http://generoyambiente.com/arcangel2/documentos/416.pdf>

Checklist for Gender Integration

<http://www.iucn.pk/publications/Gender%20Checklist%20&%20Guidelines.pdf>

Fact Sheet: Fisheries and Aquaculture in Coastal Zones – Gender makes a difference

<http://generoyambiente.com/arcangel2/documentos/404.pdf>

Gender and Indicators – Overview Report

<http://generoyambiente.com/arcangel2/documentos/243.pdf>

Annex 6

MFF Gender Action Plan 2011

Strategic Interventions (Action Plan) based on the MFF Strategic Framework for Gender Integration

Institutional level	Action Required/ Main recommendations	Timeframe	Responsibility
<ul style="list-style-type: none"> The responsibility of coordinating gender at the programme level should lie with the MFF Secretariat and monitored by the MFF Regional Steering Committee (RSC). 	Form MFF gender working group (GWG) <ul style="list-style-type: none"> Define TORs for the working group Provide working group with relevant information (e.g. Gender strategy) 	Short-term ongoing March 2011	Regional secretariat (begin groundwork for forming working group)
<ul style="list-style-type: none"> MFF Secretariat to ensure facilitation of any required technical advisory input for gender integration into MFF partners' programmes including sectoral integration into coastal resource management. 	<ul style="list-style-type: none"> Include gender workshop results in KM&C Strategizing workshop (NSAPs); ongoing activities as required 	Ongoing March 2011	Regional secretariat
<ul style="list-style-type: none"> Gender Focal Persons should be appointed by all MFF National Coordination Bodies (NCBs). One partner organization in each country could take responsibility for gender integration into country specific initiatives. 	<ul style="list-style-type: none"> To be discussed with National Coordinators at the KM&C Strategy workshop (NSAP) Appointment of gender focal person by NCBs 	Short-term <ul style="list-style-type: none"> March 2011 Next NCB meeting for each country 	<ul style="list-style-type: none"> Regional secretariat National coordinator to facilitate; decision to be made by NCBs
<ul style="list-style-type: none"> All project proposal requests under MFF must be screened for gender integration as a crosscutting sector to ensure that there is no negative impact, of project activities, on either men or women. In this connection, the RSC/NCBs should set up task teams comprising relevant members. 	<ul style="list-style-type: none"> Provide updated guidelines (criteria) for getting gender specialist 	Short-term Ongoing <ul style="list-style-type: none"> October RSC 8 	<ul style="list-style-type: none"> Working group together with MFF Secretariat (through Gender focal person)
<ul style="list-style-type: none"> All future funding proposals should include gender as a crosscutting theme and separate funding allocations should be sought for implementation of gender integration into the project. 	<ul style="list-style-type: none"> Provide revised project cycle templates (from project proposal/inception stage to implementation) 	Short-term Ongoing <ul style="list-style-type: none"> October RSC 8 	<ul style="list-style-type: none"> Secretariat with technical support from GWG
<ul style="list-style-type: none"> The MFF Secretariat should include a section on <i>Gender Equality in MFF</i> in all its progress reports. 	<ul style="list-style-type: none"> As above, NCB updates/reports to include gender equality in the cross-cutting issue section 	Short-term ongoing <ul style="list-style-type: none"> October RSC 8 	<ul style="list-style-type: none"> Secretariat with technical support from GWG
<ul style="list-style-type: none"> The Terms of Reference for all general consultants and implementing partner organizations must include gender considerations. 	<ul style="list-style-type: none"> Review TOR for all general consultants to ensure that gender considerations are included 	Short-term Ongoing <ul style="list-style-type: none"> October 	<ul style="list-style-type: none"> GWG

Policy and Strategy Context	Action Required/ Main recommendations	Timeframe	Responsibility
<ul style="list-style-type: none"> In all MFF country strategies and action plans, gender must be an integral component. 	<p>Ongoing; Countries to be reminded; to be reflected in the revised NSAP</p>	<p>Short-term</p> <ul style="list-style-type: none"> October 	<ul style="list-style-type: none"> NCs to facilitate with NCBs
<ul style="list-style-type: none"> Research and analysis of MFF activities should take into consideration impacts on gender and document them accordingly 	<p>Establish criteria (what data/information to look for); Incorporate gender elements in all research and analysis activities of MFF</p>	<p>Short to Medium-term</p> <p>Ongoing, with regular reporting to the secretariat/RSC (RSC as venue for reporting)</p>	<p>Secretariat to follow-up</p>
<ul style="list-style-type: none"> Any resultant policy or strategy from the MFF initiative must ensure that gender considerations are analyzed and adequately addressed 	<p>This document to be presented at RSC 8; existing strategy documents to be revised (using WP 10 2009 as reference)</p>	<p>Short-term</p> <ul style="list-style-type: none"> Post RSC 8 	<p>RSC responsibility, supported by Secretariat</p>

Capacity Building	Action Required/ Main recommendations	Timeframe	Responsibility
<ul style="list-style-type: none"> A Gender Integration Needs Assessment Survey should be undertaken by involving all partners through NCBs Capacity needs assessment – does it include MFF partners? Who is the target? Look at institutions that make up the NCB; involve country offices of UNDP and IUCN 	<ul style="list-style-type: none"> GWG to recommend as part of their working paper GWG to develop action plan for capacity development after RSC 8 endorses Gender strategy <p>Who will conduct survey?</p> <ul style="list-style-type: none"> UNDP can assist in providing technical support; Separate exercise; involve an expert or consultant; Gender to be included in the NCB capacity needs assessment 	<p>Short-term</p> <ul style="list-style-type: none"> For discussion at RSC 8 	<ul style="list-style-type: none"> Secretariat with GWG
<ul style="list-style-type: none"> Provide training in gender sensitization for all MFF gender focal persons and national coordinators interested partner organizations. 	<ul style="list-style-type: none"> AIT Course for coastal managers (with gender elements integrated); Training for trainers approach; through National Coordinators Other tailor-made courses 	<p>Short-term</p> <ul style="list-style-type: none"> August Post RSC 8 	<p>Secretariat with AIT</p>
<ul style="list-style-type: none"> Capacity Building- project development = programmes should be held for MFF partners (project managers) for gender assessment, analysis and integration into the design and development of project proposals 	<p>For consideration of the GWG (e.g., mentoring at the concept notes stage)</p>	<p>Short-term ongoing</p> <p>Post RSC 8</p>	<p>Secretariat with GWG</p>
<ul style="list-style-type: none"> Capacity Building – project implementation = Training should be provided to partner organizations, implementing projects under the MFF umbrella, for <u>gender impact assessment</u> of project activities on both men and women 	<p>For consideration of the GWG</p>	<p>Short-term ongoing</p> <p>Post RSC 8</p>	<p>Secretariat with GWG</p>
<ul style="list-style-type: none"> Advance training should be arranged for MFF project implementing partners for sector specific integration, for example, gender and coastal resource management 	<ul style="list-style-type: none"> AIT Course for coastal managers (with gender elements integrated); Training for trainers approach; Through National Coordinators 	<p>Short-term ongoing</p> <p>August</p>	<p>Secretariat with AIT</p>
<ul style="list-style-type: none"> Compile and collate relevant gender guidelines and 	<ul style="list-style-type: none"> MFF Secretariat Gender focal team to work on this 	<p>Short-term ongoing</p>	<p>Secretariat</p>

Capacity Building	Action Required/ Main recommendations	Timeframe	Responsibility
<p>checklists developed by IUCN, UNDP and other partners. This data set should be made available on the MFF website</p>	<ul style="list-style-type: none"> • Refer to gender resources discussed in this workshop • Consult working groups on gender; consultants for gender • Update the gender page in the MFF website (attach links and resources) 	<p>June</p>	
<ul style="list-style-type: none"> • The MFF Secretariat should have a mechanism to collect and collate gender segregated data on for its capacity building programmes (through the Regional Secretariat) 	<ul style="list-style-type: none"> • Part of KM reporting • Collect data for decision-making, designing capacity-building programs, knowledge and communication materials; training feedback form – include tickbox for male or female • MLE reporting form – identify number of men and women attending; and identifying roles in the project; define what data to be collected for analysis 	<p>Short-term Ongoing</p>	<p>Secretariat</p>

Reports and Publications	Action Required/ Main recommendations	Timeframe	Responsibility
<ul style="list-style-type: none"> In all MFF country strategies and action plans, gender sensitive language must be used 	In the gender guidelines, articulate gender sensitive language	Short-term ongoing Ready for presentation by RSC 8 (October)	Communications and GWG
<ul style="list-style-type: none"> All MFF publications and information material as well as content of the MFF website to be ensured to be gender sensitive 	Same as above	Short-term ongoing Ongoing	Secretariat
<ul style="list-style-type: none"> MFF should ensure that knowledge pertaining to <u>gender specific impact</u> of the MFF programme is generated and disseminated. This could be done through case studies, stories, and impact assessment 	Develop and disseminate specific gender-related materials	Short-term ongoing Ongoing	Secretariat
<ul style="list-style-type: none"> Promote awareness of gender issues within the MFF model 	Producing gender films	Short-term ongoing Ongoing	Secretariat with NCBs

Financial Allocation	Action Required/ Main recommendations	Timeframe	Responsibility
<ul style="list-style-type: none"> Specific budget allocations should be made for gender integration into the overall operations of MFF 	RSC working group to make recommendations	Short-term ongoing October (RSC 8)	RSC with secretariat
<ul style="list-style-type: none"> (Resource allocation) All MFF project budgets should specifically mention gender equality interventions. 	<ul style="list-style-type: none"> GWG to provide guidelines for workplan specifically for resource allocation, and NCBs to decide on this; RSC to decide 	Short-term ongoing October (To be presented at RSC 8)	Secretariat, GWG, and NCBs

Monitoring and Evaluation	Action Required/ Main recommendations	Timeframe	Responsibility
<ul style="list-style-type: none"> The overall MLE framework for MFF must include gender criteria as an integral component both at the Regional and National levels 	GWG to revise MLE framework	Short-term ongoing October (RSC 8)	Secretariat with GWG
<ul style="list-style-type: none"> A framework for gender integration into MFF, with quantitative and qualitative indicators, should be developed for monitoring and evaluation purposes 	GWG to revise MLE framework	Short-term ongoing October (RSC 8)	Secretariat with GWG
<ul style="list-style-type: none"> For the monitoring and evaluation of the MFF field projects, participatory evaluation techniques should be employed to assess the impact of project activities on both men and women; also, the communities' appraisal of the project must include feedback by both men and women 	GWG to revise MLE framework	Short-term ongoing October (RSC 8)	Secretariat with GWG



Mangroves for the Future (MFF) is a unique partner-led initiative to promote investment in coastal ecosystem conservation for sustainable development. It provides a collaborative platform among the many different agencies, sectors and countries who are addressing challenges to coastal ecosystem and livelihood issues, to work towards a common goal.

MFF builds on a history of coastal management interventions before and after the 2004 tsunami, especially the call to continue the momentum and partnerships generated by the immediate post-tsunami response. It initially focused on the countries worst-affected by the tsunami; India, Indonesia, Maldives, Seychelles, Sri Lanka, and Thailand. MFF has recently expanded to include Pakistan and Viet Nam. MFF will continue to reach out other countries of the region that face similar issues, with an overall aim to promote an integrated ocean wide approach to coastal zone management.

The initiative uses mangroves as a flagship ecosystem in recognition of the destruction caused to mangroves by the tsunami, but MFF is inclusive of all coastal ecosystems, including coral reefs, estuaries, lagoons, sandy beaches, sea grasses and wetlands. Its long-term management strategy is based on identified needs and priorities for long-term sustainable coastal ecosystem management. These priorities emerged from extensive consultations with over 200 individuals and 160 institutions involved in coastal management in the Indian Ocean Region.

MFF seeks to achieve demonstrable results in influencing regional cooperation, national programme support, private sector engagement and community action. This will be achieved using a strategy of generating knowledge, empowering institutions and individuals to promote good governance in coastal ecosystem management.

Learn more at: www.mangrovesforthefuture.org

