

GENDER ACTION PLAN (GAP)¹
Developing Sustainable Alternative Livelihoods (DSAL)
in Coastal Fishing Communities in the Coral Triangle (JFPR INO 9160)²

OUTPUT 1: Targeted beneficiaries in coastal communities in Berau District trained to develop business plans for livelihoods				
Project Outputs	Gender Activities/Actions	Performance Indicators/Targets	Responsible Agencies	Budget
Gender Objective: Increased women's capacity to understand business development	1.1. Ensure minimum 50% women's participation in business planning.	1.1.1. At least 50% of business planning and development participants are women. ³	<ul style="list-style-type: none"> PMO will be the leading unit and will delegate some tasks to the Consulting Firm.⁴ Consulting Firm will support PMO under the MMAF to execute the mandated task from PMO. MMAF provides overall supports.⁵ 	JFPR funds: business planning/development MMAF budget: the policy support and the involvement of government official (national and subnational);
	1.2. Ensure minimum 50% of women's participation in the training held.	1.2.1. At least 50% of training participants are women. ⁶	<ul style="list-style-type: none"> Consulting Firm will be the leading unit to ensure 50% women's participation. PMO will monitor the 30% women's participation. MMAF provides overall supports. 	JFPR Funds: training event (for consulting firm); MMAF budget: for project/ training monitoring.

¹ The Terms used in this GAP: **Project** refers to JFPR IINO-9160 project; **Women's Group** refers to women's villagers who involved in DSAL project under the KMP or Livelihood groups in the project location; **Women's Entrepreneur** refers to women's group either individual or in groups who received supports from JFPR project; **Coastal Community Groups or KMP** are Community Livelihood Groups in the project location; **Consulting Firm** refers to the consulting firm hired by the JFPR to support PMO and the Project implementation, in this case, "OSANA"; **Consultant** refers to the consultants hired and work under the consulting firm; **Gender Specialist** refers in this GAP is the gender specialist who will be recruited to assist GAP and project implementation.

² This **GAP** is developed **based on** the ABD Gender and Social Requirement, JFPR project documents and gender requirement, project reports (produced by MMAF and consulting firm), and field work commissioned by the assigned Gender Specialist under the JFPR INO-9160.

³ Women's participation in **business planning/development** is 83 women (64%) compared to men (47 men or 36%) based beneficiary training data per 8 Sept 2018.

⁴ **PMO** or Project Management Office is formed by the MMAF to execute the JFPR project implementation.

⁵ **MMAF** or Ministry of Marine Affairs and Fisheries is the Executing Agency for the JFPR project implementation in Indonesia.

⁶ Women's participation in **the business training** is 67% in average or 74 women compared to men (37 men or 33%).

OUTPUT 2: Viable livelihoods successfully implemented by organized coastal community groups				
Project Outputs	Gender Activities/Actions	Performance Indicators/Targets	Responsible Agencies	
Gender Objective: Women get beneficial benefit from livelihood business development	2.1. Ensure minimum 50% out of the total number of organized coastal community groups (KMP) led by women and have reached 25% FIRR.	2.1.1. At least 50% out of the total number of organized coastal community groups (KMP) led by women ⁷ and reached 25% FIRR. ⁸	<ul style="list-style-type: none"> • PMO will be the leading unit and will delegate some tasks to the Consulting Firm • Consulting Firm will support PMO under the MMAF to ensure that 50% out of the total number of organized coastal community groups led by women. • MMAF provides overall supports. 	JFPR funds: for the business planning and KMP establishment. MMAF budget: the policy support and the involvement of government official (national and subnational);
	2.2. Ensure that 30% women's participation is one of the selection criteria for KMP proposal.	2.1.2. Proposal is verified and selected based on the minimum 30% women's participation in each KMP that submit the proposal. ⁹	<ul style="list-style-type: none"> • Consulting Firm will be the leading unit for proposal verification. • PMO will monitor the proposal verification process. • MMAF provides overall supports. 	JFPR funds: for the proposal verification in relation to funds channeling process. MMAF budget: the policy support and the involvement of government official (national and subnational);
	2.3. Ensure that women's entrepreneurs and women's groups have access to market networks.	2.1.3. The project's consultants help to ensure that each women's groups have access to buyer/market.	<ul style="list-style-type: none"> • Consulting Firm (through and supported by their consultants' roles) will be the leading unit for obtaining the buyers or market. • PMO will monitor the process to obtain the 	JFPR funds: for the consultants and consulting firm. MMAF budget: the policy support and to connect the KMP with local networks such as business associations to expand the network;

⁷ As per data collected from two district locations in Derawan and Maratua: 34 out of 52 coastal community groups (KMP) led by women.

⁸ 14 or 60% out of 23 women-led KMP reached at least 25% FIRR (data per 10 Oct 2018).

⁹ OSANA report (March 2018) mentioned that 30% women's participation is one of criteria for KMP proposal selection and verification.

			<p>potential market/buyers.</p> <ul style="list-style-type: none"> • MMAF provides overall supports. 	
OUTPUT 3: Effective project management system operation				
Project Outputs	Gender Activities/Actions	Performance Indicators/Targets	Responsible Agencies	
Gender Objective: Strengthened PMO capacity to mainstream gender equality	3.1. Ensure the project technical guidance ensure at least 30% women's participation in the project.	3.1.1. Project technical guidance outlined at least 30% women's participation in the project. ¹⁰	<ul style="list-style-type: none"> • MMAF provides overall supports. 	MMAF budget: policy for project socialization in order to reach the most remote areas and women's villagers;
	3.2. Ensure the project socialization reaches out at least 30% women's villagers. participation in the project location.	3.2.1. 30% of each community consultation should be attended by women.	<ul style="list-style-type: none"> • PMO will be the leading unit for Project Socialization. • Consulting Firm will assist to execute the project socialization and ensure to reach out the women's villagers in most remote areas. • MMAF provides overall supports. 	JFPR funds: for the consultants and consulting firm. MMAF budget: policy for project socialization in order to reach the most remote areas and women's villagers;
	3.3. Ensure that the project reporting is provided with sex-disaggregated data .	3.3.1. Field Reporting Form/Format prepared by village facilitator and local consultant comprise of sex-disaggregated data . 3.3.2. Progress on GAP implementation and DMF indicators with gender indicators and sex-	<ul style="list-style-type: none"> • PMO will be the leading unit and in charged for the data collection (evidence, report, and GAP implementation). • Consulting Firm will assist the data collection and reporting. • MMAF will issue policy for the project data collection, progress report, and monitoring evaluation. 	JFPR funds: for supporting the M&E and reporting. MMAF budget: for supporting the reporting and M&E.

¹⁰ Directorate General (Dirjen) of Ocean, Coastal, and Small Islands – MMAF Regulation (Perdirjen) No.14/PER-DJPRL/2016 on Technical Guidance of Government Grant for DSAL (DSAL-JFPR) 2017.

		disaggregated data are included in the project reports.		
<p>Project Management of Gender related activities implementation:</p> <ul style="list-style-type: none"> • PMO will translate GAP and DMF into national and local language as needed and distribute them to PMO crews, project consultants, consulting firm, and subnational government officials. • PMO will conduct a workshop to disseminate and improve project crews understanding on GAP activities. • PMO immediately recruits a gender specialist to support GAP activities under PMO. • MMAF will issue internal memo/policy to designate gender focal point within the Project structure. • Project Annual plans will include activities and annual budget allocation for GAP implementation. • M&E person will immediately include GAP into the M&E plan. 				