

## The MFF Strategic Framework and Action Plan for Gender Integration (2014)

### Summary

The Mangrove for the Future (MFF) Strategic Framework and Action Plan for Gender Integration has been developed to facilitate integration of gender equality in the design, planning and execution of activities promoted and supported by MFF.

The document sets out the MFF principles and approaches and explains how gender integration in the MFF Programme will be delivered through the implementation of the MFF Resilience Framework thereby creating conditions for equitable access by men and women to project resources and benefits and equitable participation in decision-making processes.

This document provides information on the regional and national strategic interventions and activities for achieving gender equity in the MFF Programme as a whole, including key steps for national / site based programme implementation, and specific Knowledge Management, Communications, and Capacity Development activities.

### Introduction

#### 1. About Mangroves for the Future (MFF) Programme)

The Mangroves for the Future (MFF) is a unique partner-led initiative promoting investment in coastal ecosystems for sustainable development and increased resilience of coastal communities since its inception in 2006. MFF promotes policies for ecosystem-based management and works to achieve demonstrable results through influencing regional corporation, supporting national programmes, private sector engagement and community action, generating and applying knowledge, empowering civil society to engage in decision-making and management that conserves, restores and sustainably uses coastal ecosystems; and enhancing coastal governance at all levels (regional, national, provincial, district, community).

#### 2. Rational for Integrating Gender in the MFF Programme

The involvement, contribution and role of both men and women are important to the functioning and wellbeing of coastal communities, but often not well understood. Poor understanding of the distinct roles and contributions of men and women often leads to lack of recognition of their distinct needs and interests in policies and programmes. This lack of recognition can result in failure to meet sustainable livelihood goals in ecosystem dependent coastal communities – MFF’s target beneficiary group.

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

*(SIDA 2005)*

#### **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)*

### **3. Definition of Gender Integration or Gender Mainstreaming for the MFF Programme**

Gender Integration or Gender Mainstreaming is a globally accepted approach for achieving gender equality. It makes women's and men's concerns and experiences integral to the design, implementation, monitoring, and evaluation of all policies and programmes (as defined by the Economic and Social Council in its Agreed Conclusions 1997/2). A comprehensive approach, it pertains to all activities in development and human rights, and ensures that women and men can influence, participate in and benefit from these.

Gender integration recognizes the following key points:

1. Roles of men and women interdependent and complimentary, therefore one cannot be changed without also affecting the other;
2. Gender issues are not confined to one sector but must be addressed as part of an integrated approach;
3. Gender issues are not confined to the population of programme "beneficiaries" but must be addressed also at macro (policy) and meso (institutional/delivery systems) levels;
4. Gender issues must be addressed at every stage in the programme cycle, beginning with identification and formulation, and continuing through implementation, monitoring and evaluation.

*Adapted from 'Mainstreaming gender into project cycle management in the fisheries sector (FAO 2011)*

### **Aims of Gender Integration in MFF and the MFF Gender Integration Strategy**

Gender equality is a cross-cutting priority or strategic consideration in the MFF Programme, and is recognized as an integral part of the stakeholder empowerment process, essential for achieving social justice, and necessary for ensuring equitable and sustainable human development for all. In this respect MFF considers it important to take account of gender issues in the context of its regional and national governance influence, as well as in project design, implementation and the monitoring, learning and evaluation (MLE) at the project site level.

## Gender integration in the Implementation of the MFF Programme

A number of essential steps have been identified to support integration of gender equality into the MFF programme:

1. Regional Programme Level
  - i. Capacity Development – Gender Integration in the MFF Programme at all levels – with support of Regional Gender Advisory Panel
  - ii. The MFF Resilience Framework - a gender responsive framework to guide the implementation of the MFF Programme
  - iii. Regional ‘Gender patterns in Coastal Livelihoods’ Symposium
  - iv. Process documentation of Gender Integration in MFF Regional Programme
  
2. National Programme Level
  - i. Research - National Gender Analysis; ‘Gender patterns in Coastal Livelihoods’ National Workshops
  - ii. National Strategic Action Plans (NSAPs) – Gender responsive NSAPs reflect national policies for gender equality and sustainable development
  - iii. Capacity Development – National Gender Focal persons and organizations support gender integration in MFF national programmes. Project Cycle Management (PCM) training includes gender integrated planning
  - iv. Knowledge sharing – Documentation of gender integration in MFF National Programmes
  
3. Geographic Site/Project Implementation Level
  - i. **Situational Analysis.** Resilience Assessments include gender analysis (*see supporting note 1*).
  - ii. **Project Design.** The design of MFF projects respond to needs of both women and men and seek to increase gender equity.
  - iii. **Project Implementation.** Increased number of women as target beneficiaries.
  - iv. **Monitoring, Learning and Evaluation (MLE).**
    - Sex disaggregated data: Statistics should be disaggregated by sex and qualitative information on the situation of women and men should be obtained for the community/ population in question. This information is required not only at project/programme beneficiary level, but also at the macro and meso levels.
    - Gender sensitive indicators.
    - Gender impact assessments (*see supporting note 2.*): A gender-sensitive monitoring and evaluation system should be in place from the planning stage of each project or activity, including the establishment of indicators to measure the extent to which gender equality objectives are met and changes in gender relations achieved.

### Supporting Notes

#### 1. What is Gender Analysis?

Gender analysis is the systematic effort to identify key issues contributing to gender inequalities so that they can be properly addressed. Gender analysis provides the basis for gender mainstreaming. It is described as the study of differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision-making powers, etc. between women and men in their different gender roles.

Gender analysis is also necessary to determine whether specific actions are needed for women or men, in addition to mainstreaming activities. Gender analysis should be conducted at all levels, from the grass roots through intermediate levels such as service delivery systems to the highest political levels, and across all sectors and programmes of development cooperation.

A gender analysis should be conducted with regard to the gendered division of labour, access to and control over material and non-material resources, the legal basis for gender equality/inequality; political commitments with respect to gender equality; and the culture, attitudes and stereotypes which affect all preceding issues. Gender analysis should be conducted at the micro, meso and macro levels.

Gender analysis of the programme and project/ activity concepts should reveal whether gender equality objectives are articulated in the initial idea, whether or not the planned activity will contribute to or challenge existing inequalities and whether there are any gender issues that have not been addressed.

During the identification and formulation phases, gender analysis contributes to the identification of entry points for actions that will be needed in order to meet gender equality objectives.

## **2. What is a Gender Impact Assessment?**

Gender impact assessment is a key gender integration methodology. It consists of analysing and assessing the impacts of objectives and measures in terms of gender and gender equality. In project activities, gender impact assessment means that the needs, objectives, target groups, activities, communications and best practices associated with a project are assessed regarding the status, life situations, needs and expectations of different genders. Gender impact assessment must be conducted at the planning, implementation and assessment stages of projects. When assessing project activities, the key issue is to render gender visible in project planning and to analyse the differences between genders with respect to the issues in which project activities are involved. For such an analysis, gender disaggregated statistics, and qualitative analysis and research data from the equality and gender perspective, must be collected.

## Action Plan for Gender Integration (2014)

Strategic Interventions	Action Required	Timeframe	Responsibility	Indicators
<b>1. Governance and Institutional</b>				
<ul style="list-style-type: none"> <li>MFF Secretariat to provide leadership and technical advisory support for gender integration into the MFF programme working closely with the MFF Regional Gender Advisory Panel (GAP)</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of a gender focal person in MFF Regional Secretariat (MFF-S)</li> <li>MFF regional support staff to initiate implementation of the MFF Strategic Framework and Action Plan for Gender Integration (2014)</li> <li>Establish MFF Regional Gender Advisory Panel (GAP)                             <ul style="list-style-type: none"> <li>Define TORs MFF Regional Gender Advisory Panel (GAP)</li> <li>Share all relevant programme documents with GAP panel</li> </ul> </li> <li>MFF-S Gender focal person coordinates with MFF Regional Gender Advisory Panel (GAP) for technical advice/ input ongoing activities as required</li> </ul>	August/ September / October  2014	Responsible: <ul style="list-style-type: none"> <li>MFF Regional secretariat (MFF-RS)</li> </ul> Support from: <ul style="list-style-type: none"> <li>MFF Regional Gender Advisory Panel(GAP)</li> <li>National Coordinators (NC)</li> <li>National Gender focal persons on NCB</li> </ul>	<ul style="list-style-type: none"> <li>Gender focal appointed in MFF Secretariat</li> <li>MFF Regional Gender Advisory Panel (GAP) established</li> <li>No. and type of technical support to provided to MFF programme</li> </ul>
<ul style="list-style-type: none"> <li>Revision of the 2011 MFF Strategy and Action Plan for Gender Integration in line with MFF Phase 3 Proposal and MFF Resilience Framework</li> </ul>	<ul style="list-style-type: none"> <li>MFF Strategic Framework and Action Plan for Gender Integration (2011) to be revised and updated in line with MFF Phase 3 Proposal and deliverables and the MFF Resilience Framework</li> </ul>	Draft to be presented at RSC-11 (Oct 2014)  Final Strategy to be adopted Q1 2015	Responsible: <ul style="list-style-type: none"> <li>MFF-RS</li> </ul> Support from: <ul style="list-style-type: none"> <li>MFF GAP</li> </ul>	<ul style="list-style-type: none"> <li>MFF Strategic Framework and Action Plan for Gender Integration</li> </ul>

Strategic Interventions	Action Required	Timeframe	Responsibility	Indicators
<ul style="list-style-type: none"> <li>National Gender Focal Persons / Organizations appointed by all MFF National Coordination Bodies (NCBs)</li> </ul>	<ul style="list-style-type: none"> <li>NCs to facilitate NCB selection of gender focal persons on NCB</li> <li>Identify gender focal persons in MFF National Coordinating Bodies.</li> <li>Review composition of NCBs for representation of both gender interests</li> </ul>	<p>Next NCB meeting for each country</p>	<p>Responsible:</p> <ul style="list-style-type: none"> <li>MFF National coordinators to facilitate; decision to be made by NCBs</li> </ul> <p>Support from:</p> <ul style="list-style-type: none"> <li>Gender focal person MFF Regional secretariat</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of MFF National Coordinating Bodies (NCBs) with national gender focal</li> <li>No. and type of technical support to provided to MFF country programmes</li> <li>No. of partner organizations with gender-responsive initiatives</li> </ul>
<ul style="list-style-type: none"> <li>All future MFF Regional Project proposals are gender-responsive and provide allocated budget for implementation of gender considerations into the programme and project</li> </ul>	<ul style="list-style-type: none"> <li>All future MFF Regional Project proposals are gender-responsive and provide allocated budget</li> </ul>	<p>Ongoing</p>	<p>Responsible</p> <ul style="list-style-type: none"> <li>MFF Secretariat Gender focal person</li> </ul> <p>Support from:</p> <ul style="list-style-type: none"> <li>GAP and NCs/ national gender focal persons</li> </ul>	<ul style="list-style-type: none"> <li>% of MFF Regional Project proposals that are gender-responsive</li> </ul>
<ul style="list-style-type: none"> <li>MFF budgets (national and regional) make allocations for gender integration</li> </ul>	<ul style="list-style-type: none"> <li>Gender budget allocated at the regional and national level in line with gender mainstreaming activities identified in the workplan</li> </ul>	<p>Annually</p>	<p>Responsible at Regional level:</p> <ul style="list-style-type: none"> <li>MFF Regional Secretariat Gender focal person with technical support from GAP</li> </ul> <p>Responsible at the national level:</p> <ul style="list-style-type: none"> <li>NCs / NCBs</li> </ul>	<ul style="list-style-type: none"> <li>% of MFF regional and national budgets with allocated gender budget for gender integration</li> </ul>

Strategic Interventions	Action Required	Timeframe	Responsibility	Indicators
<b>2. Programme Planning and Implementation</b>				
<ul style="list-style-type: none"> <li>Gender Analysis incorporated as part of the Resilience Assessment Protocol (RAP) for conducting Resilience Assessments (Situational Analyses)</li> </ul>	<ul style="list-style-type: none"> <li>MFF Resilience Framework is gender – responsive</li> </ul>	Early 2015	Responsible: <ul style="list-style-type: none"> <li>NCs/NCBs</li> </ul> Support from: <ul style="list-style-type: none"> <li>MFF-RS/ GAP</li> </ul>	<ul style="list-style-type: none"> <li>Resilience Assessment methodology includes Gender Analysis</li> <li>No. of gender analyses conducted for select geographic areas in the MFF countries</li> </ul>
<ul style="list-style-type: none"> <li>Results of Resilience Assessments inform MFF SGF and MGF project planning and implementation in national priority geographic sites</li> </ul>	<ul style="list-style-type: none"> <li>Calls for SGF/ MGF proposals are based on results of Resilience Assessment</li> <li>Project design is responsive to the identified gender needs of men and women and contribute to the reduction of gender based gaps/barriers</li> <li>Create conditions for equitable access by women and men to project resources and benefits and equitable participation in decision-making processes</li> </ul>	Ongoing	Responsible: <ul style="list-style-type: none"> <li>NCs/ NCBs</li> </ul> Support from: <ul style="list-style-type: none"> <li>MFF National Gender focal persons</li> </ul>	<ul style="list-style-type: none"> <li>No. of project designed using the results from Resilience Assessment Percentage of women and men that participate in project design activities</li> <li>% or No. of MFF projects designed to contribute to the reduction of gender based gaps/barriers</li> <li>% of women and men receiving direct benefits from MFF initiatives</li> </ul>
<b>3. Monitoring, Learning, Evaluation (MLE) and Reporting</b>				
<ul style="list-style-type: none"> <li>The MFF Monitoring, Learning and Evaluation (MLE) Framework includes monitoring of gender impacts of the MFF programme</li> </ul>	<ul style="list-style-type: none"> <li>The Monitoring Learning and Evaluation (MLE) framework integrates gender impact monitoring and identifying qualitative and quantitative indicators</li> </ul>	Ongoing	Responsible: <ul style="list-style-type: none"> <li>NCs/NCBs</li> <li>National gender focal persons/ organizations</li> </ul>	<ul style="list-style-type: none"> <li>Indicators for monitoring of gender impacts of MFF programme activities in place</li> </ul>

Strategic Interventions	Action Required	Timeframe	Responsibility	Indicators
	<ul style="list-style-type: none"> <li>Gender indicators identified during MFF project planning stage are used to monitor progress towards meeting local (and national) goals and objectives for improved gender equality</li> <li>Identify and employ suitable evaluation techniques for assessing impacts of MFF project on the livelihoods of both men and women</li> </ul>		Support from: <ul style="list-style-type: none"> <li>MFF-RS</li> </ul>	<ul style="list-style-type: none"> <li>Report on the of gender impacts of the MFF programme</li> </ul>
<ul style="list-style-type: none"> <li>Country progress reports include achievements towards gender equality in the national MFF programmes</li> </ul>	<ul style="list-style-type: none"> <li>Country Reporting templates designed to include indicators for reporting on gender equality / mainstreaming in line with national goals and objectives (articulated in the NSAP) and gender indicators set by the SGF/MGF projects</li> <li>Gender indicators for monitoring identified in line with gender analyses (national and local level)</li> <li>Gender disaggregated data collected for all MFF project activities</li> </ul>	Ongoing	Responsible: <ul style="list-style-type: none"> <li>NCs/ NCBs</li> <li>National gender focal persons/ organizations</li> </ul> Support from: <ul style="list-style-type: none"> <li>MFF-RS</li> </ul>	<ul style="list-style-type: none"> <li>No. of Country Reporting templates that include indicators</li> <li>No of national strategy and project reporting on gender indicators</li> </ul>



4. National Policy and Strategy	Action Required	Timeframe	Responsibility	Indicators
<ul style="list-style-type: none"> <li>Gender is integrated into MFF National Strategies and Action Plans (NSAPs)</li> </ul>	<ul style="list-style-type: none"> <li>NSAPs are gender-responsive: include goals and objectives for gender integration that acknowledge and respond to the needs of both men and women, contribute to the reduction of gender based inequalities and create conditions for equitable access by women and men to project resources and benefits and promote new opportunities equitable participation in decision-making processes</li> </ul>	Ongoing	Responsible: <ul style="list-style-type: none"> <li>NCBs</li> </ul> Support from: <ul style="list-style-type: none"> <li>National gender focal persons/ organizations</li> </ul>	<ul style="list-style-type: none"> <li>% of NSAPs that are gender-responsive</li> </ul>
<ul style="list-style-type: none"> <li>MFF national programmes, through their NCBs, make efforts to influence national policy in order to reduce gender based inequalities and improve conditions for equitable access by women and men to resources, services and benefits, and equitable opportunity participation in decision-making processes</li> </ul>	<ul style="list-style-type: none"> <li>NCBs take opportunity through the implementation of the MFF programme to influence national policy for reducing gender based inequalities and improving conditions for equitable access by women and men to resources, services and benefits, and equitable opportunity for participation in decision-making processes</li> </ul>	Ongoing	Responsible <ul style="list-style-type: none"> <li>NCBs</li> </ul>	<ul style="list-style-type: none"> <li>National and local level policy influence documented</li> <li>Number of laws, policies, or procedures drafted, proposed or adopted to promote gender equality at the national or local level</li> </ul>

5. Global/ Regional Policy	Action Required	Timeframe	Responsibility	Indicators
<ul style="list-style-type: none"> <li>MFF gender research findings related to coastal environment shared at regional international processes related to post 2015 sustainable development goals and the Beijing +20 process</li> </ul>	<ul style="list-style-type: none"> <li>Participation in and presentation of MFF gender related information at relevant Regional Symposia e.g. CSO Forum</li> </ul>	Ongoing	Responsible <ul style="list-style-type: none"> <li>MFF-RS</li> <li>MFF GAP</li> </ul>	<ul style="list-style-type: none"> <li>MFF gender related information shared in fora that influence regional/ international for policy</li> </ul>

6. Capacity Building, Knowledge Management and Communications	Action Required	Timeframe	Responsibility	Indicators
<ul style="list-style-type: none"> <li>Capacity needs assessment (including gender capacity assessment) to be undertaken (NCBs and partners) – national and site level</li> </ul>	<ul style="list-style-type: none"> <li>Capacity needs assessments conducted</li> </ul>	Q1 & Q2 2015	Responsible: <ul style="list-style-type: none"> <li>NCs/ NCBs</li> </ul> Support from: <ul style="list-style-type: none"> <li>national gender focal persons/ organizations</li> </ul>	<ul style="list-style-type: none"> <li>Capacity needs assessments</li> </ul>
<ul style="list-style-type: none"> <li>‘Gender sensitization’ and ‘Gender integrated planning’ trainings – national focal persons, National Coordinators, MFF Secretariat, MFF national partners</li> </ul>	<ul style="list-style-type: none"> <li>WOCAN to conduct five-day training on gender integrated planning including field-based activities</li> <li>Other trainings provided based on capacity needs assessment(s)</li> </ul>	Dec 2014 (subject to RSC-11 decision)	Responsible: <ul style="list-style-type: none"> <li>MFF-RS</li> </ul> Support from: <ul style="list-style-type: none"> <li>WOCAN/ GAP</li> <li>NCs/NCBs</li> </ul>	<ul style="list-style-type: none"> <li>Training on Gender Integrated Planning conducted</li> <li>No. of women and men using knowledge acquired</li> </ul>
<ul style="list-style-type: none"> <li>National Capacity Building for project development. Training for MFF partners (project managers) on project planning and design to ensure that results of gender assessments/ gender analyses inform MFF project design</li> <li>Project Cycle Management (PCM) training includes gender integrated planning into project cycle</li> <li>Capacity Building – for project</li> </ul>	<ul style="list-style-type: none"> <li>PCM training includes gender integrated planning and training gender impact assessment conducted for all project partners</li> </ul>	2015	Responsible: <ul style="list-style-type: none"> <li>MFF-RS at regional level</li> <li>NC/NCB at national level</li> </ul> Support from: <ul style="list-style-type: none"> <li>National gender</li> </ul>	<ul style="list-style-type: none"> <li>No. of PCM training course that includes a session on gender integrated planning</li> <li>Training module on gender impact assessment designed and rolled out to countries (as part of PCM capacity development and/or MLE capacity development)</li> </ul>

6. Capacity Building, Knowledge Management and Communications	Action Required	Timeframe	Responsibility	Indicators
<p>implementation. Training on gender impact assessment of project activities on both men and women, to be provided to partner organizations that implement projects under MFF</p>			<p>focal persons/ organizations</p>	<ul style="list-style-type: none"> <li>Number of gender-responsive activities developed through assistance from this project becoming operationalized in each country</li> </ul>
<ul style="list-style-type: none"> <li>National gender studies (gender analyses) on 'Gender patterns in Coastal Livelihoods', including gender policy analysis for all MFF countries</li> </ul>	<ul style="list-style-type: none"> <li>Conduct national gender study on 'Gender patterns in Coastal Livelihoods', including gender policy analysis</li> </ul>	<p>2015</p>	<p>Responsible:</p> <ul style="list-style-type: none"> <li>NCs/NCBs</li> </ul>	<ul style="list-style-type: none"> <li>National Gender Study for each MFF country</li> </ul>
<ul style="list-style-type: none"> <li>Regional learning event and policy workshop to present/ validate findings of the national gender studies (gender analyses) on 'Gender patterns in Coastal Livelihoods' (including gender policy analysis for all MFF countries)</li> </ul>	<ul style="list-style-type: none"> <li>Conduct regional learning event and policy workshop to present/ validate findings of the regional study</li> </ul>	<p>2015</p>	<p>Responsible</p> <ul style="list-style-type: none"> <li>MFF-RS</li> </ul> <p>Support from:</p> <ul style="list-style-type: none"> <li>MFF GAP</li> <li>NCs/ NCBs</li> </ul>	<ul style="list-style-type: none"> <li>Regional learning event conducted</li> <li>Outputs from regional workshop disseminated to influence gender mainstreaming policy and practice</li> <li>Number of institutions with improved capacity to address gender issues as a result of MFF assistance</li> </ul>
<ul style="list-style-type: none"> <li>Knowledge and information about the gender mainstreaming process/ strategy in MFF documented and disseminated (local and national level)</li> <li>Knowledge and information on the gender impacts of the MFF programme documented and disseminated</li> </ul>	<ul style="list-style-type: none"> <li>Documentation of gender mainstreaming in the MFF national programme</li> <li>Case studies and short-videos documenting gender impacts of MFF local and national programme</li> </ul>	<p>Ongoing</p>	<p>Responsible:</p> <ul style="list-style-type: none"> <li>NCs/ NCBs</li> </ul> <p>Support from:</p> <ul style="list-style-type: none"> <li>National gender focal persons/ organizations</li> </ul>	<ul style="list-style-type: none"> <li>No. of case studies, videos, web-stories, impact assessment reports documenting gender impact of MFF programme activities</li> </ul>

6. Capacity Building, Knowledge Management and Communications	Action Required	Timeframe	Responsibility	Indicators
	activities			
<ul style="list-style-type: none"> <li>Regional Synthesis /Research on the MFF gender mainstreaming process and on gender impacts of MFF programme (projects and activities)</li> </ul>	<ul style="list-style-type: none"> <li>Research and documentation of gender mainstreaming process in MFF regional programme</li> <li>Research and documentation of the gender impacts of MFF regional programme</li> </ul>	TBD	Responsible: <ul style="list-style-type: none"> <li>MFF-RS</li> </ul> Support from: <ul style="list-style-type: none"> <li>NCs/ NCBs</li> <li>National gender focal persons/ organizations</li> </ul>	<ul style="list-style-type: none"> <li>Research documenting gender impacts of MFF programme activities (the end result of the activities)</li> </ul>
<ul style="list-style-type: none"> <li>'Introduction to Gender Mainstreaming in Coastal Management' Session is included in the MFF/ AIT Regional Integrated Coastal Management (ICM) Course for coastal management practitioners</li> </ul>	<ul style="list-style-type: none"> <li>'Introduction to Gender Mainstreaming in Coastal Management' is included as part of the MFF/AIT Regional ICM course training. (Regional ICM course to be rolled out to select national universities in Phase 3)</li> </ul>	Ongoing  The gender session is current part of the Regional ICM course.  The course as a whole will be rolled out to select national universities in Phase 3	Responsible: <ul style="list-style-type: none"> <li>MFF-RS/AIT</li> </ul> Support from: <ul style="list-style-type: none"> <li>AIT</li> <li>National University Partners adopting the course into their own institutions</li> </ul>	<ul style="list-style-type: none"> <li>'Introduction to Gender Mainstreaming in Coastal Management' session is included as part of the MFF/AIT Regional ICM course training</li> <li>ICM course includes gender session in select national universities in Phase 3</li> </ul>
<ul style="list-style-type: none"> <li>Gender guidelines and checklists developed by IUCN and other MFF partners are identified and made available on the MFF website</li> </ul>	<ul style="list-style-type: none"> <li>Gender guidelines and checklists identified and made available on the MFF website</li> <li>Update the gender page in the MFF website (attach links and resources)</li> </ul>	2015	Responsible: <ul style="list-style-type: none"> <li>MFF-RS</li> </ul> Support from:	<ul style="list-style-type: none"> <li>Gender guidelines and checklists available on the MFF web-site</li> <li>No of hits or downloads of gender guidelines and</li> </ul>

6. Capacity Building, Knowledge Management and Communications	Action Required	Timeframe	Responsibility	Indicators
			<ul style="list-style-type: none"> <li>MFF GAP</li> </ul>	checklists available
<ul style="list-style-type: none"> <li>Gender roster of Regional and National Experts established</li> </ul>	<ul style="list-style-type: none"> <li>Gender roster established and updated regularly</li> </ul>	2014 - ongoing	Responsible: <ul style="list-style-type: none"> <li>MFF-S</li> </ul> Support from: <ul style="list-style-type: none"> <li>MFF GAP</li> <li>NCs/ NCBs</li> </ul>	<ul style="list-style-type: none"> <li>Roster established and updated regularly at regional and country level</li> <li>No. of experts hired/consulted through roster of experts</li> </ul>

## Gender Concepts and Definitions

**Gender:** refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.

**Gender Equality** is the state or condition that affords women and men equal enjoyment of human rights, socially valued goods, opportunities and resources.

Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.

However, gender equality, as defined above, does not often result in equal outcomes for men and women. Being given the same chances in life is not sufficient to bring about true equality. Women and men have different needs and experiences and accommodation should be made for these differences. Providing women and men with the same opportunities is the first step; but for true gender equality to be achieved there is a need for gender equity.

**Gender Equity** is the process of being fair to women and men. (UNFPA)

Women and men should not only be given equal access to resources and equal opportunities, but they should also be given the means of benefiting from this equality. This is where the concept of 'gender equity' comes into play. Gender equity implies fairness in the way women and men are treated. The different life experiences and needs of men and women are taken into consideration and compensation is made for women's historical and social disadvantages. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on equal basis.

Gender equity serves to 'level the playing field' and empower women. Equity is therefore essential to achieve true gender equality and in this sense specific measures must be designed to eliminate inequalities between women and men, discrimination and to ensure equal opportunities. Gender equity leads to equality. Equity is the means and equality is the result.

**Gender roles** are the different roles in society socially ascribed to by men and women.

Remembering that gender is a social construct, this means that gender roles are not a 'natural' result of biological differences, but are determined by the systems and cultures in which we live. We are born as males and females, but we learn to become girls and boys, men and women, from our families and societies. These assumptions are what create gender identities and in turn gender-based discrimination and gender inequality.

**Gender analysis** examines gender equality. Gender analysis is a subset of socio-economic analysis to identify, understand, and explain gaps between males and females in households, communities, and countries and the relevance of gender norms and power relations in a specific context.

A variety of frameworks, matrices and tools exist for gender analysis. These tools need to be used with flexibility and creativity, adapted to the needs of local socio-cultural and linguistic contexts, and the overall research questions and the project implementation goals.

**Empowerment of Women** The empowerment of women concerns women gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality. The process of empowerment is as important as the goal.

Empowerment comes from within; women empower themselves. Inputs to promote the empowerment of women should facilitate women's articulation of their needs and priorities and a more active role in promoting these interests and needs. Empowerment of women cannot be achieved in a vacuum; men must be brought along in the process of change. Empowerment should not be seen as a zero-sum game where gains for women automatically imply losses for men. Increasing women's power in empowerment strategies does not refer to power over, or controlling forms of power, but rather to alternative forms of power: power to; power with and power from within, which focus on utilizing individual and collective strengths to work towards common goals without coercion or domination.

### **Addressing Practical and Strategic Needs of Women and Men**

**Condition or Practical needs:** Deals with material living conditions and with the improvement in day to day life situations. Practical needs refer to what women (or men) perceive as immediate necessities such as water, shelter and food.

**Position or Strategic needs/ interests:** Strategic needs are important to transform the social status or status gap between women and men. Strategic needs deal with improvement in gender norms, attitudes, and perception. Strategic gender interests are long-term, usually not material, and are often related to structural changes in society regarding women's status and equity. They include legislation for equal rights, reproductive choice, and increased participation in decision-making.