Gender Action Plan

FP317: Blue Halo S – Blue Ecosystem Adaptation Mechanism (BEAM)

Indonesia | Conservation International Foundation | GCF/B.46/02/Add.10

5 October 2026

GREEN CLIMATE FUND

GENDER ACTION PLAN

Cross-cutting issues: from the findings of the Gender Assessment, the project identified a series of cross-cutting issues which are not necessarily limited to a specific Component, but are relevant to the project as a whole:

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
Improve accessibility of women and other disadvantaged groups to the GRM by: Disseminating the redress grievance mechanism channels to women and other disadvantaged groups; Proactively seek for feedback among women and those from disadvantaged groups; The GRM provides specific measures in case of receiving GBV or SEAH-related grievances (see Annex 06c).	**Indicator:** Number of times the GRM has been disseminated to communities, with emphasis on women and those from disadvantaged groups. **Target:** 5 sessions (once per year in Y1–Y5)	0 0	Throughout project implementation, at least once per year.	-Executing Entity	US$ 47,674 - Costs for workshop/ meetings to facilitate local and national government and other stakeholders on AGM (Accountability Grievance Mechanism); once per year in Y1-Y5
Implement awareness-raising sessions on GRM's availability to receive and respond to SEAH and GBV-related grievances	**Indicator:** Number of sessions implemented to raise awareness on the GRMs availability to receive and respond to SEAH-related grievances.	0			US$ 28,627 – Costs for Workshop training and awareness on SEAH (Sexual Exploitation, Abuse, and Harassment) case response; once per year in Y1, Y3, and Y5.

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
	Target: 3 sessions (once in Y1, Y3, and Y5)				
Provide capacity building to all project team members and contractors on SEAH and GBV prevention.	**Indicator:** Percentage of staff and contractors who have received capacity building on SEAH and GBV. **Target:** 100%	0			$11,700 – Costs for internal Training workshop AGM, Gender, Enviromental Social Management Plan, and Enviromental Social Management Framework for KI staff & Consultants Partial cash grant from KI to CI Foundation for technical assistance including safeguards and gender.
Update continuously the reference list of public services/institutions where SEAH/GBV cases can be reported and where survivors can obtain support; d	**Indicator:** SEAH and GBV reference list updated at least once every 6 months. **Target:** list updated every 6 months	List included in the GRM Annex	Throughout project implementation, at least once every six months.		Staff time – KI's ES Safeguard and Gender. Roles: Provide technical support on environmental and social safeguards across project components by advising on safeguard instruments,

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
					conducting screenings, supporting ESMF implementation, delivering training, and ensuring compliance with safeguard and GEDSI requirements.
Include SEAH prohibitions and mitigation measures in procurement documents related to project implementation.	**Indicator:** Percentage of contracts and sub-grant agreements including clauses related to SEAH prohibitions and mitigation measures. **Target:** 100%	0	Throughout project implementation		No additional costs.
For capacity-building activities, adaptation measures will be provided as needed, such as scheduling them in times and venues accessible for women, providing compensation for travel costs, and providing childcare support services when needed.	**Indicator:** Percentage of training activities that consider adaptation measures to respond to women's overburden of unpaid care work. **Target:** all training activities (100%) that target communities consider adaptation	0			$12,304 – Costs for childcare for workshop/ meetings attendees $35,683 – Costs for expertise to respond to survivors of GBV/SEAH and gender grievances as a result of project interventions

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
	measures as needed.				

In addition to the above, the project will implement an inclusive approach in which both men and women are sensitized to gender equality. The project will also support working at the household level, rather than just working with men or women. This approach will prevent men from feeling displaced or excluded, at the same time that it opens space for women's participation. If necessary, the project can also provide separate spaces for women to have discussions and talk about topics they want to discuss among other women, and don't feel comfortable talking with men. Other relevant activities to mitigate the GBV risk are included in the different Components. Here is a summary (for details, please refer to the action plan tables developed for each Component):

Activity No.	Description	GBV Mitigation Element
Activity 1.1.3)	Development of inclusive KIE materials on climate change impacts	Includes information on gender bias, GBV, power dynamics in coastal communities
(Activity 1.1.3)	Capacity building on sustainable fisheries & coastal protection	Separate and joint sessions for men/women; integrates GBV awareness and prevention strategies
Activity 2.1.1)	Innovation platforms for collective learning and safe community engagement	Creates safe spaces for women to discuss issues (including GBV) without fear of exclusion
(Activity 2.1.1)	Appointment of women-led to implement programs	Mandatory capacity building for staff on Gender Equality, Social Inclusion, and GBV response
(Activity 2.1.1)	Community-based savings groups for women in small-scale fisher households	Reduces economic stressors that can lead to domestic violence; supports women as financial managers

Impact Statement: Improved climate resilient livelihood of coastal communities, in particular women and other vulnerable groups, to the negative impact of climate change by improving their knowledge, attitude, and practice towards sustainable livelihood in ecosystem protection and blue economy production model.

Component 1: Strengthen Enabling Conditions

Outcome 1 Statement: Improved legal, regulatory, and financial conditions that facilitate climate responsive protection and production in coastal & marine areas.

Outputs Statement (gender-related):

1) Improved knowledge and awareness on the needs of vulnerable groups in coastal community among project partners, governmental and non-governmental entities

2) Enhanced practices in GESI-responsive data recording and management, for more inclusive production, update, consolidation, and the use of data on fisheries and relevant coastal and marine ecosystems
3) Increased policy and regulatory initiatives supporting efforts to address barriers of female actors in fishery to be registered in KUSUKA (Card for business actors in Maritime and Fisheries*/ Kartu Pelaku Usaha Kelautan dan Perikanan)*

**Notes: USD 1 = IDR 15,300*

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
I.A. Gender Equality and Social Inclusion (GESI) Mainstreaming: **I.A1.** Develop a practical guideline and provide capacity building on GESI-responsive-approach[90] for research grantees selection, research implementation & dissemination, capacity building activities (Activity 1.1.2)	Indicators: 1) % of female participants across activities related to research & capacity building within program Target: Balance proportion of female (at least 30%) and male participants across activities in the program 2) # of criteria to mainstream GESI or indicate GESI specific intervention in research grantee selection, implementation & dissemination, capacity building being developed and implemented Target: At least there is one criteria to mainstream GESI or put in place GESI specific intervention being developed and implemented in research grantee selection, implementation &	1) 0 2) 0	The development of guideline will be done since the initial stage. The implementation will be carried out until the end of program (Timeline for collecting indicators data:) Year 1 Q4 Year 2 Q4 Year 3 Q4 Year 4 Q4 Year 5 Q4 Year 6 Q3	-GESI Specialist -Executing entity (KI)	Development of guideline Estimation USD 3,252*

[90] The following are examples of criteria for mainstreaming GESI in grantees selection, research implementation & dissemination, capacity building including gender-balance proportion of research team and participants, representative of women and other vulnerable groups in participant groups, specific analysis for GESI issues, compliance on research ethical clearance to protect the vulnerables, reasonable accommodation for vulnerable groups to participate in dissemination. More detailed guidelines will be developed for program implementation.

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
	dissemination, capacity building 3) Percentage of GESI-responsive practices institutionalized or adopted by grantee organizations (e.g. gender-sensitive methodology, focus in solutions that are gender-responsive, inclusive recruitment, etc.). Target: At least 75% of grantees implementing research, dissemination, and capacity-building activities adopt GESI-sensitive policies, which may include, but are not limited to, affirmative measures to enhance women's participation in research teams and capacity-building initiatives; inclusive selection criteria for participants and beneficiaries; integration of gender and social inclusion considerations in research design and methodology; and the use of disaggregated data and intersectional analysis in reporting. (Note: grantees will be encouraged to provide commitment to mainstreaming gender in their organization's	3) 0			

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
	governance/rules. The grantees will be required to provide sex-disaggregated data and intersectional analysis in their reporting). . 4) Percentage of sub-grantees who received capacity building on how to mainstream gender into their proposals or their organization. Target: At least one representative of each sub-grantee organization received capacity building on how to mainstream gender into their proposals or their organization.	4) 0			
	Indicator: 2) % of studies conducted by Blue Halo S Program or its partner include specific section to discuss issue of women and other vulnerable groups in coastal community Target: At least 50% of study conducted by Blue Halo S or its partner include specific section discussing issue of women and other vulnerable groups in coastal community	0		-GESI Specialist -Executing Entity (KI), and Penabulu,	N/A

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
I.A2. Development and integration of a specific module for capacity building activities across the program (including BEAM on-granting windows) to strengthen knowledge and awareness of relevant government institutions on the needs of women and other vulnerable communities for more inclusive ecosystem protection and sustainable fishery practices[91]. (Activity 1.1.1)	Indicator: 1) % of training activities targeting relevant government institutions include specific material on issues related to women and other vulnerable groups in coastal community Target: 80% of of the training activities targeting relevant government institutions are gender sensitive and cover issues of social inclusions for coastal community. Percentage of women and men from government institutions trained. Target: 50 percent of the participants in the training are women.	0 0 0	The development of module will be started since initial stage. The implementation will be carried out until the end of the program (Timeline for collecting indicators data:) Year 1 Q1 and continued annually in Q4 until the end of the program (Y6))	-GESI Specialist -Executing Entity (KI)	1)Development of module-estimation USD 3,352*. GESI Specialist will oversee the implementation & delivery.
	Indicator: 2) Number of new initiatives from relevant government institutions to improve female	0	(Timeline for collecting indicators data:) Started in Year 1 Q4 and	-GESI Specialist -Executing entity (KI)	N/A

[91] This will include specific section on improving access for women, promoting more inclusive institutional & regulatory framework on improving legal acknowledgement for women's role in fisheries and access for women to amend their ID status and register in KUSUKA(Card for business actors in Maritime and Fisheries/ Kartu Pelaku Usaha Kelautan dan Perikanan). The GESI related module will be treated as a default module required to be integrated across capacity building activities within the program, and cover issues related to GESI across provinces in WPP572 based on the assessment conducted, or follow up assessment for specific area will be conducted. Detailed module will need to be developed by the program. This activity is an intervention from supply side/from service provider side required to facilitate the program developing adaptive capacity among women and other vulnerable groups)

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
	actors in fishery to access KUSUKA Target: At least 2 new initiative from relevant government institutions with the objective to address barriers of female actors in fishery to be registered in KUSUKA		continued annually in Q3 until the end of the program		
I.A3. The implementation of inclusive data recording and collection system, disaggregated by sex, , roles in fishery value chain and other blue economy sector across activities in the program, including research conducted during program implementation	Indicator: % of data collection activities across program that gather GESI-sensitive data, disaggregated by sex, disabilities, roles in fishery value chain and other blue economy sector Target: 80% of data collection activities across program activities (including research) disaggregated by sex, disabilities, roles in fishery value chain and other blue economy sector when relevant	0	In the whole cycle of the program (from beginning until the end of the program (Y6))	-Executing entity (KI) -GESI Specialist -Grantee Organizations	Included in the regular budget (This activity will be an integrated part of regular data collection or studies conducted, therefore there is no separated budget, and will need to adjust based on the scope of the data collection or research activities)
I.B. GESI Targeted Initiatives: **I.B.1** The development of inclusive and gender-responsive KIE materials on climate change and its impact on coastal community	Indicator: 1) % of materials developed to be inclusive and gender-responsive. Target: 100 percent of materials targeting community audiences are designed to be inclusive and gender-responsive.	0	Year 1 Q4 until Year 6 Q4	-Executing entity (KI) -GESI specialist	Development of the first inclusive KIE material on the impact of climate change on vulnerable community livelihood Estimation USD 8,382*

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
and their livelihood[92].					For the future studies across program activities should be included in the regular budget (integrated in the budget for studies of dissemination activities)
	Indicator: 2) Number of women and other vulnerable groups outreached by the inclusive KIE material delivery Target: 80% of beneficiaries from vulnerable groups outreached by the inclusive KIE material delivery*, and 5% of the beneficiaries will be female-headed households * *80% of beneficiaries here is referring to 80% from total number of vulnerable community member in coastal area in the prioritized (project) areas/ being intervened. Targeted vulnerable groups here include: (as defined in the gender assessment report) 1) Small, poor, traditional fishers (male & female)- please see definitions set*	0			

[92] The material will include information on how it impacts men and women differently and what roles they can undertake to improve climate resilience, based on previous research and scientific findings. It will also include more inclusive research dissemination materials for future research conducted by the program. The material will be adjusted with the needs of local fisher community and fisher households (e.g using local language or dialect, using visual and audio than written media to improve their understanding on the result of research on climate related events, its impact on their livelihood, and climate-resilient measures).

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
	by govt regulation for this group *2) Women working in informal sector (particularly in post-harvest)* *3) Workers in fish farms, aquacultures* *4) Female-elderly & female head of the household in coastal area* *6) Poor coastal community groups involved in tourism sector – categorized as poor by local government, or the recipient of govt assistance*				
I.B.2 Capacity building to improve knowledge and skills on sustainable fisheries and protection of coastal ecosystem, targeting the most vulnerable groups in coastal community, especially local fishers, including gender-responsive content (materials from point no 1.B.1 utilized to deliver this activity)[93].	Indicator: % of increase in knowledge among women and other vulnerable groups, including female headed households, on climate change, its impact, sustainable fisheries, and protection of coastal ecosystem Target: 30% of increase (in the first year) and 60% (at the end of the program) in knowledge among beneficiaries from women and other vulnerable groups, including 5% of female headed households, on climate change, its impact, sustainable fisheries, and protection of coastal	TBD (see footnote 94)	Year 1 Q2 Year 2 – Year Y5 (Q3)	- Executing entity - NGO/CSO/CBO	Estimated cost USD 24,482* Included as part of activities under 1.3

[93] The capacity building activities will be arranged in series under sustainable fisheries and protection of coastal ecosystem topic, delivered in varied sessions. There will be session delivered for men and women separately, and session both for men and women. Materials produced in no 1 activity will be utilized in this capacity building activity

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
	ecosystem[94]. Baseline for this indicator will be collected at the start of implementation.				
I.B.3 Conduct a qualitative study measuring changes that occur as an impact of the project on gender equality, focused how the project has contributed to improved adaptive capacity to climate change for women, men and those from vulnerable groups.	Indicator: No. of qualitative studies completed to measure gender-transformative and/or gender-responsive results and impacts for vulnerable groups. Target: At least one qualitative study measuring gender-transformative and/or gender-responsive results and impacts for vulnerable groups.	0	Year 6 Q2	-GESI Specialist -Research Organization -Executing entity (KI)	Estimated cost USD 149,008* (for six provinces) Included as part of MEL Plan

*The total amount of the GEDSI Component 1 Consultancy is USD 188,577 which is distributed within the different activities.

Component 2: Locally Led Climate Action + Investment Readiness

Outcome 2 Statement: Improved condition and extent of coastal ecosystems in WPP572 resulting in reduced GHG emissions

Outputs statement:

1) Increased in the number of event/program/assistance targeting women and other vulnerable coastal community groups for sustainable livelihood
2) Increased in the number/percentage of women and other vulnerable groups provided with assistance
3) Assisting technology for fish processing is developed and utilized by local community, in particular women and other vulnerable groups

[94] There will be pre and post assessment, measuring level of knowledge and awareness among participant of capacity building activities. For women and other vulnerable groups, the assessment method need to be developed based on their specific needs, combining methods to create more inclusive setting, not only relying on single method or written assessment (e.g, written assessment, observation, interview).

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
Crosscutting for Component 2 subgrantees Provide GESI training and technical support to all Component 2 subgrantees and include GESI requirements in grant agreements, implementation plans, monitoring, and reporting.	Percentage of subgrantees receiving GESI training and technical support. Percentage of approved subgrants with relevant GESI actions, indicators, responsibilities, and budgets.Percentage of subgrants reporting disaggregated beneficiary data.	0	Year 1-year 5	Executing Entity -GESI and safeguards specialists	Included as part of the budget for Component 2.
2. A. GESI Mainstreaming: 2.A.1 Strengthening the existing local working/business groups (that have been registered in Ministry of Marine and Fisheries or regional fishery office) through capacity building sessions to extend these groups function as innovation platforms (self-organized social platform to build trust, social cohesion, platform for collective learning)[95]	Indicator: % of beneficiaries from women and other vulnerable groups participate in community activities organized by the innovation platform Target: 50% of beneficiaries from women and other vulnerable groups, including 5% of female headed household, participate in community activities organized by the innovation platform	0 0	Year 1-year 6 (Timeline for collecting indicators data:) Year 1 Q4 Continued annually until Year 6 in Q4	-Executing entity -Grantee organizations -GESI Specialist	Included as part of the Call for Proposal - activities under C2.1

[95] The innovation platform will serve a function as a self-organized social platform to build trust, social cohesion, platform for collective learning, and channeling their voices. Innovation platform should be accessible for women not joining any working group but interested to learn from other who already joining group or running a business in

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
All sub-grantees under Component 2 will be required to collect sex-disaggregated baseline data and monitor, and report sex-disaggregated data.	Percentage of sub-grantees contractually required to collect sex-disaggregated data. 100 percent of the subgrantees under Component 2 are contractually require to collect and report sex-disaggregated data.				
2.B GESI Targeted Initiatives: **2.B.1** (BEAM) Grant allocated for innovative research looking for ideas to improve fish processing with technology that can reduce burden of excessive working hours and load experienced by women[96]	Indicator: 1) Number of innovative technologies developed to assist women in fish processing Target: At least 3 distinct prototypes addressing different stages of fish processing (e.g., automated sorting & washing machine, controlled	0	Year 1 Q4 (Timeline for collecting indicators data:) Year 2 Q3	-Executing entity -Grantee Organizations -GESI Specialist	Included as part of the Call for Proposal-Activities under C2.1

fishery or ocean-related. This platform aim to facilitate not only capacity building activities provided by fishery office, NGOs, or private institutions, but also to build social cohesion and trust through community events, organized by and delivered for communities.

[96] To promote inclusive innovation aiming to improve livelihood and welfare of coastal community, especially women working in fishery, it is proposed to allocate grant for research focus on developing technology that can assist women in fish processing. The project needs to collaborate with universities and local NGOs in proposal selection and review to ensure the idea will answer the needs of women and vulnerable groups in coastal community members.

In the selection process, requirement on the consultation and involvement of women throughout the research stages need to be made explicit and clear. This could include, for example, the use of alternative media adjusted by the needs of targeted vulnerable women in all relevant discussion sessions with community members (e.g using visual and audio media to facilitate the delivery of information to groups with low literacy level). New and improved technologies produced by the innovative research should be piloted, involving all relevant stakeholders

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
	smoking unit, and modular drying rack system).				
	Indicator: 2) % of reduction in fish processing time by men and women through the use of innovative technology in fish processing Target: 20% reduction of fish processing time spent by women and men.	TBD Rationale: Based on GEDSI analysis, it is identified that one of the work in fish processing that can be assisted by technology is smoking/drying. Assuming that the assisting technology developed to do this work, it will save the time usually spent for this work, estimated roughly 20% (sun-drying fish can take 12-24 hours from arranging the fish to collect the dried fish, with the help of technology/machine, it can reduce the time to 6-12 hours for the drying process only. The estimation 20% comes from the assumption that while waiting for the fish to dry, women usually work on other tasks, and the use of technology can reduce around 2-3 hours for arranging & collect the fish, the risk of failure	(Timeline for collecting indicators data:) Year 3 Q4 -Year 6 Q4	-Executing entity -Grantee Organizations (potentially using the same organization who is doing the research under 2.B.1) -GESI Specialist	Included in the regular budget for MEL

from government, NGOs, universities, targeted community groups (female fish processors), and focus on facilitating the needs of this women's group.

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
		due to climate-related event			
2.B.2 Strengthening the capability of fishery extension services[97] in targeting & improving women-led MSMEs from Small Scale Fisheries (SSF) at village level through support for additional human resources and regular capacity building. Specific capacity building needs will be further identified during project implementation in order to better tailor the contents to the needs of women-led MSMEs.	Indicator: 1) Number of women-led MSMEs from SSF at village level provided with any kind of assistance by the fishery instructor Target: 6 women-led MSMEs[98] from SSF are provided with assistance by the fishery instructor per year	0	Year 1 Q2- Year 6 (Timeline for collecting indicators data:) Year 1 Q4 – Year 6 Q4	-Executing entity -Grantee Organizations -Relevant government partner (Fishery Instructor under MMAF)	Included as part of the Call for Proposal-activities under C2.1
	Indicator: 2) % of targeted beneficiaries from female fisher, fish processor groups assisted to register in KUSUKA Target: 50% of targeted beneficiaries from female fisher, fish processor groups assisted to register	0	(Timeline for collecting indicators data:) Year 1 Q4 – Year 6 Q4	-Executing entity -Grantee Organizations -Relevant government partner (Fishery Instructor under MMAF)	Included as part of the Call for Proposal-activities under C2.1

[97] The existing fishery instructors work very close with coastal (fishery) community, and have responsibilities in outreaching, coaching, and assisting community to establish working group. However, there is no specific target for women's group and they usually cover large working area, limiting them to provide more intensive assistance. It is proposed to strengthen their capability through additional human resources and capacity building. Strengthening fishery extension services proposed here aiming to provide more resources for the instructors, with focus on improving women-led MSMEs at village level in improving their business, including assistance to link them to market and capital. Improving awareness, knowledge, as well as access of targeted women's groups to KUSUKA will be included in fishery instructor scope of work..This is a measure on the supply side or the service provider side, to create enabling environment for women to have more access to program assistance, market and capital.

[98] Indonesia as a country does not have a definition of what is considered to be a women-led MSMEs; therefore, for this project, the 2X Criteria definition will be adopted and adapted as needed for the context, before launching the call for proposals: https://www.2xchallenge.org/2xcriteria. These criteria include definitions that consider ownership by women, women in leadership positions, participation of women as employees, and/or inclusion of women in the supply chain.

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
	in KUSUKA at the end of the project				
2.B.3. Appointing a community-based organization led by women/ working with women/women's organization in each province to manage and implement programs targeting vulnerable women in coastal community, with focus especially in improving their access to more sustainable alternate livelihood options , knowledge and resources related to climate-resilient measures, protection of marine and coastal ecosystem	Indicator: % of female beneficiaries from vulnerable coastal community participate in sustainable livelihood program delivered by the appointed community-based organization Target: 50% of female beneficiaries from vulnerable coastal community, including 5% female headed household, participate in sustainable livelihood.	0	Year 1 Q1 (program implementation carried out until the end of the program) Timeline for collecting indicators data:) Y1 Q4 - Y6 Q4	-Executing entity -Grantee Organizations -Technical staff in MEL	Included as part of the Call for Proposal-activities under C2.1 & C2.2
2.B.4. The establishment of community based saving group targeting small-scale fisher households with the objective to facilitate community in	Indicator: 1) number of community based saving group established Target: At least 1 community based saving group established in each province	0	Year 2 Q1 – Y6 (Timeline for collecting indicators data:) Year2 Q3 Year3 Q4 - Year6 Q4	Executing entity -Grantee organizations -GESI Specialist	Included as part of the Call for Proposal-activities under C2.1

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
exercising practical financial management and to increase access of the members to saving in the time of need. Not only facilitating practices to save money, this measure will be provided with capacity building activities for women (who usually have a role as household financial manager) on financial management[99].	Indicator: 2) % of female beneficiaries from SSF households participate in community based saving group Target: 20% of female beneficiaries from SSF households, including 5% of female headed household, participate in community based saving group	0	Timeline for collecting indicators data:) Year 2 Q3 Year 3 Q4 – Year 6 Q4	-Executing entity -Grantee organizations -GESI Specialist	Included as part of the Call for Proposal-activities under C2.1
	Indicator: (qualitative) 3) Good practice from female members of saving group (from SSF household) in financial management practice documented (Qualitative indicators will be developed for case study measuring the good practices-please see in the brief below) Target: female members of saving group (from SSF household) can	No good practices identified yet.	(Timeline for collecting indicators data:) Year 3-Year 6 Q4	Executing entity -Grantee organizations -GESI Specialist	Included as part of the Call for Proposal-activities under C.2.1

[99] This measure proposed with the objective to facilitate community in exercising practical financial management and to increase access of the members to saving in the time of need. Not only facilitating practices to save money, this measure will be provided with training activities for women (who usually have a role as household financial manager) on financial management. This mechanism is expected to facilitate community to exercise in making priorities, saving, and helping their members in the time of need.

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
	practice saving, prioritizing, and case for the use of fund in emergency/time in need 4) Percentage of savings group members who report using their savings for climate-resilient investments Target: At least 60% by project end, including 5% from female headed household 5) Percentage of community members demonstrate improved understanding of climate-related risks and apply this knowledge in financial decision-making (e.g., prioritizing savings for adaptation needs). Target: 70% of literacy training participants can articulate climate-related risks and actions taken 6) Women and marginalized group members express increased confidence and influence in household and	0 TBD (baseline information to be collected upon the setup of the saving groups) TBD (baseline information to be			

Activities	Indicators & Targets	Baseline	Timeline	Responsibilities	Costs
	group-level financial planning related to climate adaptation. Means of Verification: Self-assessment tools, participatory storytelling, gender outcome journals Target: Reported increase in perceived agency in at least 50% of women and vulnerable groups beneficiaries, including 5% of female headed households.	collected upon the setup of the saving groups)			
2.B.4. Conduct targeted outreach and proposal-development support for women-led groups, community organizations, small enterprises, persons with disabilities, and other underserved applicants.	Number of targeted outreach and proposal-support activities conducted; percentage of applications from women-led or women-representative organizations; participation tracked by sex and relevant social groups.	To be established during the first proposal call	Each grant cycle	KI PMU, GESI Specialist, grant-management team, and technical partners	Included in outreach, technical assistance, and grant-management costs

These additional consultancies will be hired for Component 2:

Consultancy	Purpose	Amount (USD)
GEDSI Grantee Screening Consultant	Conduct GEDSI criteria screening for all subgrantees	65,448
GEDSI Policy	Develop GEDSI policy and technical guidance for project implementation, and compile final reports on gender and inclusion	31,979

There are also trainings for grantees under Component 2 on Safeguard and Grant Management capacity buildings for a total of USD 302,694.

The whole overall of this plan the Executing Entity will also hire dedicated GEDSI staff. KI will have a full-time ES & Safeguards Coordinator All these positions will be supporting GEDSI related activities, the total amount of these positions is USD 563,451.

Gender Action Plan costs will be included in the Project budget, annual work plans, contracts, and relevant subgrant budgets. Eligible costs include GESI staffing, applicant outreach, accessibility support, training, consultation, data collection, monitoring, studies, grievance outreach, translation, childcare or other participation support where appropriate, and corrective actions.

Finally, GAP implementation will be monitored through Project reports, subgrant reports, site visits, stakeholder feedback, grievance records, and sex-disaggregated beneficiary data. The PMU will review progress at least annually and update actions, targets, or resources where gaps are identified. Reporting will include participation, access to benefits, women-led applicants and grantees, livelihood outcomes, decision-making roles, SEAH/GBV training, grievances, and corrective actions.

Gender Action Plan (GAP) for Blue Halo S (Brief)

In general, the proposed plan will focus on addressing issues on Gender Equality and Social Inclusion that are particularly related to:

1) Awareness and knowledge of climate change and its impact, sustainable practices in fishery, and livelihoods among women and other vulnerable groups.
2) Availability of disaggregated data by sex, roles in the SSF value chain, and other ocean economy sectors.
3) Acknowledgement of women's contribution to the fishery and access to KUSUKA as well as any government assistance, including access to market, credit, and financial instruments with a fair rate.
4) Utilization of improved fishing and processing technologies to improve the livelihood of women and other vulnerable groups and more research in the effort to drive innovations.
5) Access for women and other vulnerable groups to channel their aspirations and participate in decision-making and collective learning.

In addressing these issues, the GAP proposes to strengthen five domains of adaptive capacity to the impacts of climate change. The design, implementation, monitoring, and evaluation of the proposed Gender Action Plan will apply the GESI twin-track approach, a method that combines GESI mainstreaming (GESI is an integral part of program stages, outputs, and outcomes) and targeted initiatives (address the specific issue by developing GESI-focused initiatives targeting women and other vulnerable groups) to integrate and promote GESI perspectives throughout the project, to advance the rights of the vulnerable and marginalized groups[100].

Based on the definition developed by Cinner, JE. et al. (2018)[101] adaptive capacity here is defined as the conditions that facilitate people to anticipate and respond to change, mitigate the consequences, recover, and take advantage of new opportunities that arise from climate change. There are five critical domains required to build adaptive capacity, they are assets, flexibility, social organizations, learning, and agency. These domains cannot stand alone and are interlinked to each other, meaning that to strengthen one domain, the availability or intervention towards other domains will be required.

While measures described under these five domains are more focused on building adaptive capacity of women and other vulnerable groups, other measures to create enabling environment for GESI mainstreaming and specific interventions will be necessary to ensure gender equality takes place. The Project will integrate gender equality and social inclusion into subgrant outreach, screening, appraisal, contracting, implementation, monitoring, and reporting. Applicants will identify barriers affecting women and vulnerable groups and include practical actions, indicators, responsibilities, and budgets to address them. Engagement methods will also be adapted to support their meaningful participation.

1. Assets that can be drawn or accessed in times of need,

Assets here is referring to any resources to which community, especially women and other vulnerable groups, have access to. Assets can be available in the form of capital (financial), fishing gears or fish

[100] The Fiscal Policy Agency. (2021). Guidelines for Mainstreaming Gender and Social Inclusion in Climate Change Projects: For GCF Project Proponents

[101] Cinner, J.E., Adger, W.N., Allison, E.H. *et al.* Building adaptive capacity to climate change in tropical coastal communities. (2018) *Nature Climate Change* **8**, 117–123. https://doi.org/10.1038/s41558-017-0065-x

processing tools (technology, and health care (service), and can be owned by individual or exist as public goods.

The Gender Action Plan proposes several measures to increase the accessibility of assets for the most vulnerable groups identified.

1) **The establishment of a community-based saving group targeting small-scale fisher households with the objective of facilitating the community in exercising practical financial management and increasing access of the members to save in** time of need.

   The establishment of a community-based saving group will also serve the social organization domain, which will be discussed in the social organization section.

   Case studies will be developed and utilized to assess good practices in financial management from female members of the savings group (from SSF households). The case study will describe the qualitative indicators described below, showing the positive impacts the community-based saving group has at the household and community level, along with challenges and unintended consequences during the implementation, for lessons learned at the community and project levels. In general, the case study will need to look at these for the indication of good practices (further details need to be developed for project delivery, monitoring, and evaluation): practices in setting aside money for saving on a regular basis, making regular (daily, weekly, monthly) financial planning & priorities, keeping a record of income and expenditure of the household, attendance in training or saving group meetings, increase in the practices of accessing health services, registering school-aged children among the members of community based saving group. The case study will also need to look at challenges faced at household and community level to keep the saving group running and benefiting the members, especially women who are often managing household finance.

2) **Improving access to KUSUKA for Female Actors in SSF**, by increasing knowledge and awareness from supply side (the service providers, which includes fishery instructors-please see number 3, local fishery office), and it is expected to lead to more accessible program assistance, insurance, market and capital for Female SSF actors.

3) **Strengthening the capability of agencies and organizations on the supply side**, which will include mainly:

   c. Fishery extension services in targeting & improving women-led MSMEs from Small Scale Fisheries (SSF) at the village level through support for additional human resources and regular capacity-building. This is a measure on the supply side or the service provider side to create an enabling environment for women to have more access to program assistance, market, and capital.
   d. Community Based Organizations (CBOs) appointed or grantees implementing activities throughout the project cycle. Measures like regular capacity-building activities for all staff, accessible resources to learning material, network, and forum with a focus on GESI are proposed to build local capacity, not only for the project purpose but also to empower local organizations in the long run. As described above, embedded regular capacity-building activities for all staff focused on building an understanding of GESI and how to

implement its principles will be one of the mandatory requirements to be included in the proposal for selected grantees.

The existing fishery instructors work very closely with the coastal (fishery) community and have responsibilities in outreach, coaching, and assisting the community to establish a working group. However, there is no specific target for women's groups, and they usually cover large working areas, limiting them to provide more intensive assistance. Strengthening fishery extension services proposed here aiming to provide more resources for the instructors, with focus on improving women-led MSMEs at village level in improving their business, including assistance to link them to market and capital. This is a measure on the supply side or the service provider side to create an enabling environment for women to have more access to program assistance, market, and capital.

2. Flexibility in changing strategies by having various potential adaptation options

Flexibility here refers to the ability to switch between adaptation strategies and have various potential adaptation options. Strengthening flexibility is expected to enable vulnerable groups to minimize losses or even take advantage of climate-related changes.

To strengthen this domain, the Gender Action Plan proposes for:

1) Appointing a community-based organization led by women or having a relevant program focused on women empowerment in each province to manage and implement programs targeting vulnerable women in coastal communities, with a focus, especially on improving their access to more sustainable alternate livelihood options (can be different for each province, based on local commodity), knowledge and resources related to climate-resilient measures, protection of marine and coastal ecosystem. This will include the involvement of women in paid tasks within the existing rehabilitation programs of mangroves and seagrass. It will be mandatory for the appointed CBO to have specific regular capacity-building sessions during the project implementation for their staff on understanding and implementation of Gender Equality and Social Inclusion in the context of this project.

2) Production and Provision of fish processing technology that can reduce the burden of excessive working hours and load experienced by women, which will be executed through grant allocation for innovative research looking for ideas for the innovation, piloting, and development of the assisting technology.

New and improved technologies produced by the innovative research should be piloted, involving all relevant stakeholders from government, NGOs, universities, and targeted community groups (female fish processors), and focus on facilitating the needs of this women's group.

3. Social organizations

As explained by Cinner, JE (2018), **"**Social organization is the domain of adaptive capacity that captures the ways in which society is organized to enable (or inhibit) cooperation, collective action, and knowledge sharing." These measures are proposed as part of the Gender Action Plan to strengthen the domain:

Strengthening the existing local working/business groups (that have been registered in the Ministry of Marine and Fisheries or regional fishery office) through capacity-building sessions to extend these groups' function as innovation platforms (self-organized social platform to build trust, social cohesion, platforms for collective learning).

The innovation platform will serve a function as a self-organized social platform to build trust and social cohesion, a platform for collective learning and channeling their voices. The innovation platform will also serve a function as an open forum at the community level; there will be activities accessible for women not joining any existing working group but interested in learning from others who are already joining a group or are running a business in the fishery or ocean related.

The establishment of a community-based saving group described in the domain of assets will also serve the purpose of strengthening this domain.

4. Learning to recognize and respond to change

Domain Learning here is defined as the ability to generate, absorb, and process information related to climate change and options to adapt towards the change, how to live with, and manage uncertainty.

It is highlighted that access to critical information related to climate change and its impacts is central to building this domain in coastal communities, as this will enable people to assess the potential risk, frame the issue, and decide on preventive measures.

Based on this understanding, the Gender Action Plan proposes for this measure to strengthen the domain:

1) **The development of inclusive KIE materials** on climate change and its impact on the coastal community and their livelihood. The material will include information on how it impacts men and women differently, power dynamics in coastal communities, and what roles they can undertake to improve climate resilience based on previous research and scientific findings.

   It will also include more inclusive research dissemination materials for future research conducted by the program. The material will be adjusted to the needs of the local fisher community and fisher households (e.g., using local language or dialect, using visual and audio rather than written media to improve their understanding of the result of research on climate-related events, its impact on their livelihood, and climate-resilient measures). This activity is proposed as a response for improving awareness and knowledge of fisherfolks and their household members on climate change, how it impacts men and women differently, its impacts on their livelihood, and required measures to improve climate resilience

2) **Capacity building to improve knowledge and skills on sustainable fisheries and protection of coastal ecosystems, including eco-tourism, targeting the most vulnerable groups in coastal communities, especially local fishers**. The capacity-building activities will be arranged in series under sustainable fisheries and protection of coastal ecosystem topics, delivered in varied sessions. There will be sessions delivered for men and women

separately, and sessions both for men and women. These sessions will also integrate fundamental issues around GESI, including gender bias, Gender Based (GBV), and how it impacts the power relationship between men and women in the community. Materials produced in no 1 activity will be utilized in this capacity-building activity.

6. Agency to take action in dealing with the impact of climate change

The agency domain here refers to the ability of individuals or groups (collective) to have free choice in responding to environmental change. Agency is influenced by belief whether the individual or group has the ability to take action on and manage prospective situations and control events that impact them. Measures that have been mentioned above for the other 4 domains will also serve to strengthen Agency, in particular the development of inclusive KIE materials, capacity building, the establishment of innovation platform that enables women and other vulnerable groups to equip themselves with information, lessons learned from their peers, and having access to channel their aspiration. All these measures are expected to improve awareness and how women and other vulnerable groups perceive climate change and encourage them to adapt and contribute to a larger purpose set with their communities.

Besides measures focused on building the adaptive capacity of women and other vulnerable groups, there will be other measures proposed to mainstream GESI in the program that will also work as a mechanism to create an enabling environment for building the adaptive capacity. These measures are:

1) **Development and integration of specific modules for capacity-building activities across the program (including the BEAM on-granting windows)** to strengthen knowledge and awareness of relevant government institutions on the needs of women and other vulnerable communities for more inclusive sustainable, integrated protection-production & national blue investment

   This activity is an intervention from the supply side/from the service provider side required to facilitate the program's development of adaptive capacity among women and other vulnerable groups. The GESI-related module will be treated as a default module, required to be integrated across capacity-building activities within the program, and cover issues related to GESI across provinces in WPP572 based on the assessment conducted or follow-up assessment for specific areas will be conducted. A detailed module will need to be developed by the program.

2) **Develop a practical guideline on GESI-responsive approach** for research grantees selection, research implementation & dissemination, capacity building activities

3) **The implementation of inclusive data recording and collection**, disaggregated by sex, disabilities, roles in the fishery value chain, and other blue economy sectors across activities in the program, including research conducted during program implementation

4) **Conducting qualitative study measuring changes occur as an impact of the project on gender equality**, focused on looking at the benefit from the project gained by women and other vulnerable groups (how the project has an impact towards improved adaptive capacity to climate change). This study is proposed to strengthen MEL data on the impact of the program, especially those related to GESI. The qualitative approach is specifically proposed since the indicators proposed for MEL data are most likely quantitative, as recommended in the GCF guidelines.

Qualitative information gained from this study is expected to enrich the analysis related to desire and unexpected impact.

7. Executing Arrangements for the GAP: KI is responsible of implementing all the activities included in the GAP and for the application of GCF gender policy requirements . To do this, staff focused on safeguards and gender were included in the PMU. The Safeguards and M&E Manager and the Safeguards and M&E Coordinator to be hired to implement this GAP.
   CI in its role as AE will flow down GCF and CI obligations to the Executing Entity will conduct oversight to confirm adherence to the GAP and compliance with GCF gender policy compliance.

Appendix 1: Instruments for Data Collection

(please find in a separate document)

Appendix 2: List of Reviewed Literature

NO	TYPE OF DOCUMENT/ TITLE	AUTHOR/ YEAR
A. REGULATIONS, POLICY, GUIDELINE		
1	Resource Guide on Gender and Climate Change	United Nations Development Programme (UNDP), 2009
2	Technical Guideline: Gender-Responsive Climate Change Adaptation at Regional level	Ministry of Women Empowerment and Child Protection, 2015
3	Blue Economy Concept Paper	UN Environment Programme (UNEP), 2016
4	Decree of Minister of Maritime Affairs and Fisheries no 76/2016	Minister of Maritime Affairs and Fisheries, 2016
5	Law no 7/2016 on Protection and Empowerment of Fishers, Fish Farmers, and Salt farmers **this regulation has been replaced by Perpu no 2/2019*	Ministry of Marine Affairs, 2016
6	Ministry of Marine Affairs and Fisheries Regulation No. 39/2017 on KUSUKA	Ministry of Marine Affairs and Fisheries Regulation, 2017
7	Ministry of Marine Affairs and Fisheries Regulation No. 42/2019 on KUSUKA (reviewing Regulation No. 39/2017)	Ministry of Marine Affairs and Fisheries Regulation, 2017
8	National Adaptation Plan 2019	Indonesia's Ministry of National Development Planning/Bappenas, 2019
9	Climate Resilience Development Policy 2020-2045	Ministry of National Development Planning/Bappenas, 2021
10	Guidelines for Mainstreaming Gender and Social Inclusion in Climate Change Projects: For GCF Project Proponents	The Fiscal Policy Agency, Ministry of Finance, 2021
11	Presidential Decree no 88/2021 on National Strategy for Elderly	2021

NO	TYPE OF DOCUMENT/ TITLE	AUTHOR/ YEAR
12	Policy Manuscript for Increasing Inclusive Social Protection for Persons with Disabilities	National Research and Innovation Agency, MOST-UNESCO, 2022
B. REPORT, BOOK		
1	A Study of The Fisheries Post-Harvest and Market Supply Chains in Nias Island, North Sumatera Province, Indonesia (FAO Nias Information Bulletin 1)	Venkatesh Salagrama, Aminudin Salka (Food and Agriculture Organisation of The United Nations (FAO)), 2010
2	Gender Dimensions of Ocean Risk and Resilience in SIDS and Coastal LDCs	CCW Colette, Robert B, Sarah H, et all, 2021
3	Gender-based Human Development 2022/ *Pembangunan Manusia Berbasis Gender 2022*	Ministry of Women Empowerment and Child Protection
4	*Pengantar Sosiologi Masyarakat Pesisir/* Introduction to Sociology of Coastal Community	Arif Satria, 2015
5	Promoting Gender Equality and Women's Empowerment in Fisheries and Aquaculture	Food and Agriculture Organization of The United Nations (FAO), 2016
6	Social Dimensions of Climate Changes in Indonesia	The World Bank, 2023
7	Statistical Yearbook of Indonesia 2023	Statistics Indonesia
8	*Statistik Tenaga Kerja Pariwisata dan Ekonomi Kreatif 2018-202/* Statistics of Labour in Tourism and Creative Economy 2018-2021	Ministry of Tourism and Creative Economy & Statistics Indonesia, 2022
9	Thematic Analysis of Indonesian Population: Adolescent Fertility, Maternal Mortality, Infant Mortality, and People with Disabilities	Statistics Indonesia, 2023
10	The State of World Fisheries and Aquaculture: Contributing to food security and nutrition for all	Food and Agriculture Organization of The United Nations (FAO), 2016
11	The State of World Fisheries and Aquaculture 2022: Advancing Towards Gender Equality in Fisheries and Aquaculture	Food and Agriculture Organization of The United Nations (FAO), 2022
12	Turning Promises into Action: Gender Equality in 2030 Agenda for Sustainable Development	UN Women, 2018
13	Women's Representation in The 2019 Parliament Election: Challenges and Opportunities	The Indonesian House of Representative Research Center for The Expertise Agency, 2020

NO	TYPE OF DOCUMENT/ TITLE	AUTHOR/ YEAR
C. JOURNAL		
1	Building Adaptive Capacity to Climate Change in Tropical Coastal Communities	Joshua E Cinner, Adger WN, Allison EH, et al, 2018
2	Occupational Accidents among fishermen in Manado, South Sulawesi. (UNSRAT Journal)	FM Suhartoyo, Oksfriani JS, Novie HR, 2022
3	Should We Call Them Fishers or Fishermen? (Fish and Fishery, Wiley Online Library)	Trevor A Branch, Danika Kleiber, 2015
4	The Role of Women in the Fishery Sector of Pantar Island, Indonesia (The Journal of Asian Fisheries Society)	Ria Fitriana, Natasha Stacey, 2012
5	Social-Ecological Traps in Reef Fisheries (Global Environmental Change)	JE Cinner, 2011
6	The Presence of Power of Fisherwomen in the Villages of Morodemak and Purworejo: Against Violence, Bureaucracy & Biased of Religious Interpretation (Jurnal Perempuan)	AM Pratiwi, Abby G, 2017
7	Various Type of Rural Women in Facing Climate Change amidst Subordination (Jurnal Perempuan)	Widya HS, Fairuz RA, 2022
D. ARTICLE		
1	*Bagaimana Perubahan Iklim Memperparah Ketimpangan Gender di Kawasan Pesisir* (The Conversation)	Andi Misbahul Pratiwi, The Conversation, 2023
2	*Dari Program 1 juta, Diduga Hanya 2 Perempuan Dapat Asuransi Nelayan* (Mongabay)	Themmy Doaly, 2017
3	Harnessing the diversity of small-scale actors is key to the future of Aquatic food systems. (Nat.Food 2)	RE Short, et al, 2021
4	*Menghapus Bias Gender di Pesisir Indonesia* (Mongabay)	E Medianti, Ade Y, 2022
5	*Sebaran Masyarakat Adat* (Katadata)	MK Andriarsi, 2010
6	Sudahkah Kebijakan Perubahan Iklim Indonesia responsive gender? (The Conversation)	AM Pratiwi, July 24, 2023
7	The Impacts of Climate Change to Marine and Fisheries Sector and Its Relevances to United Nation of Convention of Law of The Sea (UNCLOS) Arrangements (Directorate General of Surveillance for Marine and Fisheries Resources)	Eko Rudianto, Ratih Seftiariski, (no date)

NO	TYPE OF DOCUMENT/ TITLE	AUTHOR/ YEAR
8	Worldwide, Climate Change is a worse news for Women (The Conversation)	Hilary Bambrick, The Conversation, 2015
9	3 Reasons why Women in Fisheries Matter for An Inclusive Economic Recovery (World Resources Institute/WRI)	L Napitupulu, Smita T, 2020
10	*Warga Pesisir Masih Bertaruh Nyawa di Laut (KOMPAS Online)*	SR Yunus, Yulianus J, Manumoyoso AH, Triwibowo DR, Herin FP, 26 July 2023
E. WEBSITE		
1	Blue-Halo S/ Konservasi Indonesia	Konservasi Indonesia
2	Women and Poverty	Women Watch: Information and Resources on Gender Equality and Empowerment of Women
3	Concession and Incentives to Promote Economic Participation of People with Disabilities (Fiscal Policy Agency Ministry of Finance Republic of Indonesia)	G Wibowo, Marlina I, Arifin B, Waristi F, Bastias D, Aulia A, Silalahi H, 2021
4	Statistics Indonesia	(For all data sourced from Statistics Indonesia)
5	*SIMFONI PPA (Sistem Informasi Online Perlindungan Perempuan dan Anak/ Online Information System for Women and Child Protection)*	Ministry of Women Empowerment and Child Protection (For all cases of violence data sourced from SIMFONI PPA)
6	Satu Data (Ministry of Marine Affairs and Fisheries Regulation) on *KUSUKA (Kartu Pelaku Usaha Kelautan dan Perikanan)*	Ministry of Marine Affairs and Fisheries Regulation

APPENDIX 3: List of Respondents in Each Province

No	Provinces-Selected Area / Time for Data Collection	Activities & Group of Respondents (*Activities with male and female groups conducted separately)	Number of respondent
1	**North Sumatera: Sihene'asi Village, North Nias District (05-09 June 2023)**	FGD with small/poor fishers (male)	6
		FGD with women working in informal sector (processing, selling)	4
		Interview with small/poor fishers (women)	1
		Interview with Female head of household in coastal community	1
		Interview with fishermen employ small fishers	1
		Interview with NGO working with coastal communities in North Nias (YAKOPI) (male)	1
		Interview with NGO working with coastal communities (Fondasi Hidup) (male)	1
		Interview with government official from Provincial *Balai* of Marine Affairs and Fisheries for North Sumatera (female)	1
		Interview with government official: Fisheries instructor from district office of Marine & Fisheries of North Nias (male)	1
		Interview with government official: Fisheries instructor for Gn Sitoli District, from Ministry of Marine Affairs & Fisheries (male)	1
		Interview with government official: Provincial office of women empowerment & child protection for North Sumatera (female)	1
		Total Respondent (North Sumatera)	**19 (11 male & 8 female)**
2	**Bengkulu: Kelurahan Sumber Jaya, Bengkulu City (05-09 June 2023)**	FGD with small/poor fishers (male)	5
		FGD with small/poor fishers (female)	6
		FGD with women working in informal sector (processing)	4
		FGD with crab fishers (male)	4
		Interview with Female head of household in coastal community	2
		Interview with fishermen employ small fishers	1
		Interview with NGO working with coastal communities (LATUN)	1
		Interview with government official from Provincial office of Marine Affairs and Fisheries	5
		Interview with government official from Provincial office of women empowerment & child protection	1
		Interview with government official from District *office* of women empowerment & child protection	1
		Interview with academics/researcher	1
		Observation at Fish Market in Baai Island	

No	Provinces-Selected Area / Time for Data Collection	Activities & Group of Respondents (*Activities with male and female groups conducted separately)	Number of respondent
		Total Respondent (Bengkulu)	**31**
3	**Banten: Pandeglang (12-15 June 2023)**	FGD with small/poor Fishers (male)	4
		FGD with small/poor Fishers -catching clams (female)	3
		FGD with women working in informal sector (processing)	3
		Interview with small fisherwomen	2
		Interview with Female head of household in coastal community	1
		Interview with fishermen employ small fishers	1
		Interview with fish (shrimp) farmers & voluntary instructor	1
		Interview with NGO working with coastal communities (Wahana Anak Pantai)	1
		Interview with government official from Provincial office of Marine Affairs and Fisheries	2
		Interview with government official from Provincial office of women empowerment & child protection	2
		Interview with government official from District *office* of Fisheries	1
		Observation at work station for fish processing (anchovy)	
		Total Respondent (Banten)	**21**
4	**Aceh Besar, Banda Aceh (12-15 June 2023)**	FGD with small fisher (male)	6
		Interview with small/poor informal worker female)	8
		Interview female head of the family	1
		Interview with employer of small fishers (*Toke*)	1
		Interview with Panglima Laot (sea guard based on customary law)	1
		Interview with NGO working with coastal communities (KuALA and KNTI)	3
		Interview with government official from Provincial office of women empowerment & child protection	1
		Total Respondent (Aceh)	**21**
5	**Teluk Betung, Lampung (19-23 June 2023)**	FGD with small fish/green mussel farmer	5
		FGD with small fisher (Male)	4
		Interview with small/poor informal worker female)	5
		Interview female head of the family	2
		Interview with employer of small fishers/*Toke*	1
		Interview with NGO working with coastal poor communities (JRMK)	1
		Interview with government official from Provincial office of Marine Affairs and Fisheries	1
		Interview with government official from Provincial office of women empowerment & child protection	1

No	Provinces-Selected Area / Time for Data Collection	Activities & Group of Respondents (*Activities with male and female groups conducted separately)	Number of respondent
		Total Respondent (Lampung)	**20**
6	**West Sumatera: Tuapejat district, SIpora Island, Mentawai (03-07 July 2023)**	FGD with small/poor fishers (male)	4
		FGD with small/poor fishers – catching *lilit* (female)	3
		FGD with women working in informal sector (processing, marketing)	4
		Interview with small/poor fishers (female)	1
		Interview with employer of small fishers (*Toke*)	1
		Interview with NGO working with coastal communities-*Fondasi Hidup* (male)	1
		Interview with government official: fisheries instructor in Mentawai island district (female)	1
		Interview with government official from Provincial office of Marine Affairs and Fisheries (male)	2
		Interview with government official from Provincial office of women empowerment & child protection (female)	2
		Interview with government official from District *office* of women empowerment & child protection (female)	4
		Observation at work station for processing and marketing (salted fish) run by women's group	
		Total Respondent (West Sumatera)	**23**
		Total all respondent (Male & Female)	**135** **64 Male** **71 Female**

APPENDIX 4: Statistical Information for GESI Indicators

A. POPULATION & POVERTY

4.A.1 WPP 572 Number of Poor Population (2020)- Combined City & Rural Area

Provinces	In Thousand			Total Population	Poor Population
	Semester 1	Semester 2	Average		
Aceh	814,91	833,91	824,41	5.338,10	15,4%
North Sumatra	1.283,29	1.356,72	1.320,01	14.798,40	8,9%
West Sumatra	344,23	364,79	354,51	5.545,70	6,4%
Bengkulu	302,58	306,00	304,29	1.994,30	15,3%
Lampung	1.049,32	1.091,14	1.070,23	8.534,80	12,5%
Banten	775,99	857,64	816,82	12.895,30	6,3%
TOTAL	**4.570,32**	**4.810,20**	**4.690,26**	**49.106,60**	64,80%

Source: National and Provincial Central Bureau of Statistics, Ministry of Marine and Fisheries Affairs

4.A.2 WPP 572 Head of the Household Gender Demographics (2020) – Combined City & Rural Area

Provinces	Percentage of Gender of Head of Household	
	Male	Female
Aceh	78,7%	21,3%
North Sumatra	82,7%	17,3%
West Sumatra	82,7%	17,3%
Bengkulu	88,3%	11,7%
Lampung	88,0%	12,0%
Banten	86,7%	13,3%
Average of 6 prov	*84,5%*	*15,5%*
INDONESIA (NATIONAL)	*87,3%*	*12,7%*

Source: National and Provincial Central Bureau of Statistics, Ministry of Marine and Fisheries Affairs

B. HEALTH

4. B.1 Maternal Mortality Rate (MMR) in Indonesia and Six Provinces of WPPNRI 572 in 2020-2022*

Province	2020	2021	2022
INDONESIA	189	na	na
Aceh	201	410	100
North Sumatera	195	119	131
West Sumatera	178	196	na
Bengkulu	179	50	30
Lampung	192	na	na
Banten	127	78	na

Source: Statistics Indonesia, Result of Long Form Survei SP2020

** The availability of data on MMR at national level and several provinces varies, complete information available for national and six provinces only in 2020*

4.B.2 Number of Villages/Kelurahan Having Health Facilities in Six Province in WPPNRI 572 from 2019-2021

Health Facilities	Lampung			Aceh			Bengkulu			North Sumatra			West Sumatra			Banten		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Hospital	62	72	73	67	64	70	20	21	22	178	178	184	58	62	65	93	99	95
Maternity Hospital	27	4	4	1	3	0	1	2	1	19	8	10	16	12	8	49	37	24
Polyclinic	360	366	334	346	332	275	53	56	59	813	835	844	127	139	143	474	511	496

Source: Statistical Yearbook of Indonesia 2023

4.B.3 Unmet Needs of Health Services in Indonesia Disaggregated by Sex from 2019-2023

Sex	2019	2020	2021	2022	2023
Male	5,18	5,41	5,87	5,96	5,08
Female	5,17	5,46	4,19	6,22	5,36

Source: Statistics Indonesia, National Socio-economic Survey

4.B.4 Unmet Needs of Health Services in Six Provinces of WPPNRI 572 from 2021-2023

PROVINCE	2021	2022	2023
INDONESIA	5,03	6,09	5,22
ACEH	4,29	6,83	5,79
NORTH SUMATERA	3,83	5,96	5,15
WEST SUMATERA	3,26	4,31	4,67
BENGKULU	4,49	6,06	5,92
LAMPUNG	3,89	7,33	5,51
BANTEN	4,29	5,34	5,27

Source: Statistics Indonesia, result of Annual Socio-economic Survey

4.B.5 Life Expectancy disaggregated by Sex in Six Provinces in WPPNRI 572 (and Study Sites) from 2019-2022

Province	M/F	2019	2020	2021	2022
INDONESIA	**M**	**69.44**	**69.59**	**69.67**	**69.93**
	F	**73.33**	**73.46**	**73.55**	**73.83**
Aceh (Banda Aceh)& (Aceh Besar)	M	67,98 (69.36) (67.74)	68,04 (69.48) (67.8)	68.07 (69.56) (67.8)	68.26 (69.81) (67.96)
	F	71,85 (73.25) (71.68)	71,91 (73.33) (71.69)	71,94 (73.38) (71.69)	72.16 (73.65) (71.9)
North Sumatera (Nias Utara)	M	67,07 (67,26)	67,22 (67,41)	67,35 (67,52)	67.66 (67.78)
	F	70,92 (71,21)	71,08 (71,34)	71,21 (71,45)	71.6 (71.81)
West **Sumatera**	M	67,42 (62.71)	67,59 (62.72)	67,7 (62.72)	67.99 (62.9)
	F	71,29 (66.54)	71,45 (66.59)	71,57 (66.6)	71.89 (66.82)
Bengkulu (Bengkulu City)	M	67,28 (68.01)	67,47 (68.21)	67,54 (68.28)	67.74 (68.48)
	F	71,13 (71.95)	71,27 (72.05)	71,4 (72.11)	71.68 (72.36)
Lampung (Bandar Lampung)	M	68,64 (69.28)	68,78 (69.36)	68,86 (69.42)	69.07 (69.61)
	F	72,48 (73.17)	72,61 (73.23)	72,69 (73.25)	72.97 (73.49)
Banten (Pandeglang)	M	67,97 (62.52)	68,08 (62.29)	68,15 (62.82)	68.46 (63.17)
	F	71,81 (66.35)	71,93 (66.54)	71,99 (66.68)	72.36 (67.1)

Source: Statistics Indonesia, https://www.bps.go.id/id/statistics-table/2/NDU1IzI=/angka-harapan-hidup-ahh-menurut-kabupaten-kota-dan-jenis-kelamin.html

A. EDUCATION

4.C.1 Mean Years of Schooling from Population Aged ³ 15 years in Indonesia, 2020 to 2023

Sex	2020	2021	2022	2023
Male	9.19	9.23	9.28	9.33
Female	8.6	8.7	8.87	8.92

Source: Statistics Indonesia

4.C.2 Nett Enrollment Rate (NER) from 2021-2023

Province	Net Enrollment Rate/*Angka Partisipasi Murni (A P M)*								
	Primary/*MI/Paket A*			Junior High/*Mts/Paket B*			Senior High/Vocational/*MA/Paket C*		
	2021	**2022**	**2023**	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**
ACEH	98,95	99,07	98,97	86,95	88,21	84,85	70,8	71,16	71,7
NORTH SUMATERA	97,69	98	97,95	81,13	81,84	82,09	67,99	68,27	68,67
WEST SUMATERA	98,82	98,8	98,89	78,75	78,86	80,22	68,99	68,38	69,18
BENGKULU	98,61	98,6	98,61	80,25	80,25	81,08	66,08	66,61	67,09
LAMPUNG	99,1	99,29	99,22	82,03	82,07	80,64	60,31	61,96	62,84
BANTEN	98,15	97,93	97,97	84,28	84,67	85,43	59,69	59,54	60,42
INDONESIA	**97,8**	**97,88**	**97,89**	**80,59**	**80,89**	**81,35**	**61,65**	**61,97**	**62,53**

Source: Statistics Indonesia, National Socio-economic Survey

4.C.3 Total School Participation in Six Provinces of WPPNRI 572 from 2020-2022

School Level	Lampung			Aceh			Bengkulu			Sumatra Utara			Sumatra Barat			Banten		
	2020	**2021**	**2022**	**2020**	**2021**	**2022**	**2020**	**2021**	**2022**	**2020**	**2021**	**2022**	**2020**	**2021**	**2022**	**2020**	**2021**	**2022**
Primary	99,16	99,1	99,29	99,03	98,95	99,07	98,65	98,61	98,6	97,72	97,69	98,35	98,8	98,82	98,8	97,95	98,15	97,93
Junior High	81,17	82,03	82,07	86,87	86,95	88,21	79,77	80,25	80,25	80,56	81,13	81,25	78,41	78,75	78,86	82,73	84,28	84,67
Senior High	59,58	60,31	61,96	70,7	70,8	70,8	65,82	66,08	66,61	67,99	67,99	66,3	68,9	68,99	68,38	59,06	59,69	59,54

Source: Indonesian Statistical Yearbook 2023

4.D.1 Total Number of Domestic Violence Case Reported

Year	Number of Cases
2021	23964
2022	27007
2023	29102
2024	32158

Source: Kementerian Pemberdayaan Perempuan dan Perlindungan Anak, Sistem Informasi Online Perlindungan Perempuan dan Anak (SIMFONI PPA)

4.D.2. Victims of Domestic Violence (Disagregated by Gender)

Gender	2021	2022	2023	2024
Men	5010	4573	6251	6919
Women	20843	24473	25418	27833

Source: Kementerian Pemberdayaan Perempuan dan Perlindungan Anak, Sistem Informasi Online Perlindungan Perempuan dan Anak (SIMFONI PPA)

4.D.3. Domestic Violence Cases Reported per Province

	Year			
Province	**2021**	**2022**	**2023**	**2024**
North Sumatera	1390	1531	1681	1573
West Sumatera	774	801	1010	1024
Bengkulu	196	259	370	272
Lampung	674	654	708	796
Aceh	705	857	891	1089
Banten	827	988	599	1234

Source: Kementerian Pemberdayaan Perempuan dan Perlindungan Anak, Sistem Informasi Online Perlindungan Perempuan dan Anak (SIMFONI PPA)

4.D.4. Women Victims in Domestic Violence Cases

Province	Year			
	2021	2022	2023	2024
North Sumatera	610	660	744	801
West Sumatera	234	271	300	362
Bengkulu	59	123	149	112
Lampung	290	227	217	227
Aceh	578	690	619	884
Banten	513	607	599	646

Source: Kementerian Pemberdayaan Perempuan dan Perlindungan Anak, Sistem Informasi Online Perlindungan Perempuan dan Anak (SIMFONI PPA)

4.D.5. Number of Domestic Violence Cases Reported in Study Sites

Province	Year			
	2021	2022	2023	2024
Banda Aceh (Aceh)	143	152	150	111
Aceh Besar (Aceh)	11	68	47	32
Utara (North Sumatera)	9	13	5	7
Padang (West Sumatera)	122	75	70	123
Bengkulu (Bengkulu)	64	82	79	29
Bandar Lampung (Lampung)	206	139	120	198
Pandeglang (Banten)	26	49	84	61

Source: Kementerian Pemberdayaan Perempuan dan Perlindungan Anak, Sistem Informasi Online Perlindungan Perempuan dan Anak (SIMFONI PPA)

APPENDIX 5: Mapping of women's organizations in the project provinces

Province	Name of organization	Type of Organization	Description	Notes
Accross Province (Sumatera)	Konsorsium Perempuan Sumatera MAMPU	Network organization	PERMAMPU is a consortium of civil society organizations in Sumatra that empowers grassroots women through cooperatives, women's community forums (FKPAR), and support for Women's Crisis Centers (WCC) to strengthen leadership and promote sexual and reproductive health rights.	PERMAMPU works across 8 provinces in Sumatra, Aceh, North Sumatra, West Sumatra, Riau, Jambi, South Sumatra, Bengkulu, and Lampung, reaching over 30 districts including Nias, Aceh Besar, Rejang Lebong, and South Lampung. Through grassroots women's groups, cooperatives, and community forums, it promotes women's leadership, reproductive health rights, and economic empowerment.
Aceh	PEKKA Aceh	Women Organization	Membership organisation: Networks for Women Households. Focus are: economic empowerment and social-culture movement. The strategy includes: women leadership, women capacity building, knowledge management and policy advocacy	In Aceh they worked in 13 district and had formed 385 women groups grounds in the ground. PEKKA Aceh members are 4938 women and they have 12 learning center. Their economic empowerment activities includes micro loan. In other province (South Sulawesi) PEKKA has a women fisher folk groups.

Province	Name of organization	Type of Organization	Description	Notes
Aceh	RPUK (Women Volunteers for Humanity Aceh)	Women led NGOs	RPUK Aceh is dedicated to empowering women and addressing issues related to gender equality, human rights, and social justice within the Acehnese context.	
Aceh	Flower Aceh	Women led NGOs	Flower Aceh is a women's rights organization promoting gender equality, non-discrimination, and anti-violence by empowering marginalized women, strengthening their participation and leadership, advocating for policy change.	Flower Aceh is member of ASPPUK. ASPPUK (Asosiasi Pendamping Perempuan Usaha Kecil Mikro) is a national Indonesian network that empowers women micro-entrepreneurs through capacity building, policy advocacy, and digital-skills training.
Aceh	LBH APIK Aceh	Legal Aid for Women	LBH APIK Aceh is a women-focused legal aid organization providing legal assistance and advocacy for victims of gender-based violence in Aceh.	
Aceh	Pemberdayaan Harekat Inong Aceh	Women Organization	PHIA (Pemberdayaan Hareukat Inong Aceh) is a grassroots women's organization empowering vulnerable women in Aceh through mentoring, skills training, and advocacy for gender equality and women's rights.	

Province	Name of organization	Type of Organization	Description	Notes
Aceh	Serikat Inong Aceh	Women Organizatio	Serikat Inong Aceh (SeIA) is a grassroots women's network empowering rural women in Aceh through cooperatives, support for survivors, and peacebuilding initiatives.	
Aceh	Balai Syura Ureung Inong Aceh (BSIA)	Women Organization	Balai Syura Ureung Inong Aceh (BSIA) is a women's organization in Aceh advocating for gender justice, peacebuilding, and support for survivors of gender-based violence	
Aceh	PPSW (Asosiasi Pusat Pengembangan Sumberdaya Wanita) Sumatera Chapter	Women Organization	PPSW Sumatera is a regional women's empowerment organization working in Aceh and Riau, supporting grassroots women through cooperatives, training, micro-credit, and advocacy to promote gender equality and community resilience.	PPSW Sumatera is PPSW networks. PPSW (Asosiasi Pusat Pengembangan Sumberdaya Wanita) is an Indonesian women's NGO that aims to empower women, especially those from the poorest urban and rural. communities,through economic organizing, reproductive health, education, micro-credit, and leadership training. Operating nationally via autonomous regional branches (e.g., Jakarta, Pasoendan, Borneo, Sumatra), PPSW supports hundreds of grassroots cooperatives and thousands of

Province	Name of organization	Type of Organization	Description	Notes
				women, advocating for gender equality and democratic participation through training, research, advocacy, and community organizing . PPSW Sumatera areas covers Aceh and Riau.
North Sumatera	PEKKA North Sumatera chapter	Women Organization	Membership organisation: Networks for Women Households. Focus are: economic empowerment and social-culture movement. The strategy includes: women leadership, women capacity building, knowledge management and policy advocacy	In North Sumatera they worked in 4 district and had formed 277 women groups grounds in the ground. PEKKA North Sumatera has 3236 member and they have 2 learning center. Their economic empowerment activities includes micro loan. In other province (South Sulawesi) PEKKA has a women fisher folk groups.
North Sumatera	Perkumpulan Sada Ahmo	Women organization	Perkumpulan Sada Ahmo (PESADA) is a grassroots NGO based in Sidikalang, North Sumatra. It empowers indigenous Pakpak and grassroots women through economic strengthening (e.g., Credit Unions, organic farming),	PESADA (Perkumpulan Sada Ahmo) is actively working in Nias. Their work in Nias, particularly involving women-focused credit unions and empowering indigenous communities.

Province	Name of organization	Type of Organization	Description	Notes
			leadership development, reproductive and legal rights advocacy, and combating child marriage and gender-based violence.	PESADA is member of PERMAMPU
North Sumatera	HAPSARI (Himpunan Serikat Perempuan Indonesia)	Women organization	HAPSARI is a grassroots women's federation based in North Sumatra, supporting rural women through cooperatives, leadership training, and advocacy on gender-based violence and women's rights.	
North Sumatera	Yayasan Pokmas Mandiri	Women led NGOs	Yayasan Pokmas Mandiri is a foundation focused on improving the welfare of poor rural families by organizing microcredit programs for women, along with education, health initiatives, and training. It promotes the replication of microcredit systems based on the Grameen Bank model.	
West Sumatera	LP2MI	Women led NGOs	LP2M Sumatera Barat is a women-led civil society organization based in Padang, West Sumatra, established on September 7, 1995 to address persistent gender inequities in the Minangkabau community . It	LP2M works across Padang, Padang Pariaman, Tanah Datar, Sawahlunto, and Pesisir Selatan districts in West Sumatra. LP2M is a member of PERMAMPU Consortium.

Province	Name of organization	Type of Organization	Description	Notes
			supports grassroots women through economic empowerment, cooperatives, leadership development, and advocacy—particularly in sexual and reproductive health, gender representation, and disaster and climate resilience.	
West Sumatra	WCC Nurani Perempuan	Women Crisis Center	WCC Nurani Perempuan is a women's crisis center based in Padang, West Sumatra, that supports survivors of gender-based violence through legal aid, counseling, safe housing, and advocacy. It empowers women, raises public awareness, and engages with government and communities to promote gender justice and protection for women.	
West Sumatera	PEKKA West Sumatera chapter	Women Organization	Membership organisation: Networks for Women Households. Focus are: economic empowerment and social-culture movement. The strategy includes: women leadership, women capacity building, knowledge	In West Sumatera they worked in 2 district and had formed 118 women groups. PEKKA West Sumatera has 1407 members and they have 2 learning center. Their economic empowerment activities includes micro loan.

Province	Name of organization	Type of Organization	Description	Notes
			management and policy advocacy	In other province (South Sulawesi) PEKKA has a women fisher folk groups.
Bengkulu	Cahaya Perempuan WCC Bengkulu	Women Crisis Center	Cahaya Perempuan WCC Bengkulu is a women's crisis center in Bengkulu, focused on supporting women and girls affected by gender-based violence. The organization provides counseling, legal aid, safe shelter, and accompaniment through police and court proceedings, while promoting justice, truth, and recovery. It also leads community-based prevention programs across villages and districts.	Member of PERMAMPU
Bengkulu	Yayasan PUPA (Pusat Pendidikan dan Pemberdayaan untuk Perempuan dan Anak),	Women led NGO	PUPA founded in Bengkulu on July 25, 2011, is a volunteer-based NGO dedicated to advancing education, reproductive health, legal protection, and economic opportunities for marginalized women and children.	
Lampung	Lembaga Advokasi Perempuan Damar	Women led NGO	Lembaga Advokasi Perempuan Damar (founded December 23, 1999) is a	DAMAR is member of PERMAMPU

Province	Name of organization	Type of Organization	Description	Notes
			women's advocacy and empowerment organization based in Lampung. It focuses on fulfilling women's basic rights, such as health, education, political participation, as well as economic empowerment and protection from violence.	
Lampung	PEKKA Lampung chapter	Women Organization	Membership organisation: Networks for Women Households. Focus are: economic empowerment and social-culture movement. The strategy includes: women leadership, women capacity building, knowledge management and policy advocacy	In Lampung they worked in 1 district and had formed 22 women groups. PEKKA Banten has 398 members. Their economic empowerment activities includes micro loan. In other province (South Sulawesi) PEKKA has a women fisher folk groups.
Banten	PEKKA Banten chapter	Women Organization	Membership organisation: Networks for Women Households. Focus are: economic empowerment and social-culture movement. The strategy includes: women leadership, women capacity building, knowledge management and policy advocacy	In Banten they worked in 4 district and had formed 160 women groups. PEKKA Banten has 1082 members and they have 2 learning center. Their economic empowerment activities includes micro loan.

Province	Name of organization	Type of Organization	Description	Notes
				In other province (South Sulawesi) PEKKA has a women fisher folk groups.
Banten	PPSW Pasoendang	Women Organization	PPSW Pasoendan is a regional women's empowerment organization working in West Java and Banten, supporting grassroots women through cooperatives, training, micro-credit, and advocacy to promote gender equality and community resilience.	PPSW Banten is PPSW networks. PPSW (Asosiasi Pusat Pengembangan Sumberdaya Wanita) is an Indonesian women's NGO that aims to empower women, especially those from the poorest urban and rural communities, through economic organizing, reproductive health, education, micro-credit, and leadership training. Operating nationally via autonomous regional branches (e.g., Jakarta, Pasoendan, Borneo, Sumatra), PPSW supports hundreds of grassroots cooperatives and thousands of women, advocating for gender equality and democratic participation through training, research, advocacy, and community organizing . PPSW Pasoendan areas covers West Java and Banten