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Sustainable Fish Asia (SUFIA) Local Capacity Development (LCD)
Activity

**Workshop on Socializing and Developing
Guidelines for CTI-CFF GESI Policy
Implementation
Activity Report**

May 24, 2022

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USAID Sustainable Fish Asia (SUFIA) Local Capacity Development (LCD) Activity

Workshop on Socializing and Developing Guidelines for CTI-CFF GESI Policy Implementation

Activity Report

May 24, 2022

Prepared for:

Sustainable Fish Asia Local Capacity Development Activity

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Table of Contents

| | |
|---|-----------|
| Executive Summary | 4 |
| 1. Introduction and Objectives of the Learning Exchange | 5 |
| 2. Workshop Program | 5 |
| 3. Session Details | 6 |
| 3.1 Session 1: Introduction..... | 6 |
| 3.2 Session 2a: Presentation on GESI Policy and the draft RPOA2.0 relevance..... | 7 |
| 3.2 Session 2b: Presentation on the draft implementing Guidelines | 8 |
| 3.4 Session 4: Working Session on recommended actions and draft action plan..... | 12 |
| 3.5 Session 5: Closing and Wrap-up..... | 17 |
| 4. Participants' Event Assessments | 17 |
| 5. Comments and Recommendations | 18 |
| Annexes | 19 |
| Annex 1. List of Participants | 19 |
| Annex 2. Group Photo | 20 |
| Annex 3. Presentation on CTI-CFF GESI Policy and the draft Implementing Guidelines | 21 |

Executive Summary

The USAID Sustainable Fish Asia (SuFiA) Local Capacity Development (LCD) has been working closely with the CTI-CFF Regional Secretariat to support the Women Leaders' Forum (WLF) based on identified needs and requests. The Workshop on Socializing and Developing Guidelines for CTI-CFF GESI Policy Implementation has been convened as requested by the WLF members in the last WLF meeting with two specific objectives: (i) Disseminate and provide an overview of the CTI-CFF GESI Policy to CTI-CFF members and partners; and (ii) Develop a draft of the operating guidelines on how to implement the CTI-CFF GESI Policy. It was organized in collaboration with the USAID SuFiA Technical Support (TS) program and the CTI-CFF Regional Secretariat (as the secretariat to the Women Leaders' Forum).

The event was attended by 24 participants ranging from country representatives, development partners, and the CTI Regional Secretariat of which 58% were female participants.

The workshop introduced the CTI Gender Equality and Social Inclusion (GESI) Policy that was endorsed during the 16th Senior Officials' Meeting on December 16, 2021 and highlighted that the GESI Policy focuses on the full integration of its goals and objectives into CTI-CFF programs through the operationalizing of the draft Regional Plan of Action 2.0 (RPOA 2.0).

Noting on the request from the members of the WLF, the organization of this workshop represented an initial step towards the operationalizing of the GESI Policy through the development of implementing Guidelines as a guide in the integration of the GESI Policy throughout the operations of the Regional Secretariat, member countries, and development partners, especially when conducting programs and projects.

The draft guidelines present four (4) strategic elements: (i) policy; (ii) human resources; (iii) communication products; and (iv) programs and projects. The draft guideline is further structured, based on the four strategic elements, key elements, key actions to consider, and the various pitfalls to avoid. The participants provided their input and comments in a working document which shall then be collated, summarized, and circulated to members of the WLF for further action - tabled in the next WLF meeting for further action and revision (if needed) and be taken up for endorsement by the CTI stakeholders.

I. Introduction and Objectives of the Learning Exchange

The USAID Sustainable Fish Asia (SuFiA) Local Capacity Development (LCD) has been working closely with the CTI-CFF Regional Secretariat to support the Women Leaders' Forum (WLF) based on identified needs and requests. A Workshop on Socializing and Developing Guidelines for CTI-CFF GESI Policy Implementation has been convened as requested by the WLF members in the last WLF meeting.

In short, the specific objectives of the Workshop were to:

- Disseminate and provide an overview of the CTI-CFF GESI Policy to CTI-CFF members and partners;
- Develop a draft of the operating guidelines on how to implement the CTI-CFF GESI Policy.

The Workshop was also supported by the USAID SuFiA Technical Support program reflecting the program's focus on gender and social inclusion within the fisheries sector.

The event was attended by 24 participants ranging from country representatives, development partners, and the CTI Regional Secretariat of which 58% were female participants. Please refer to [Annex I](#) for the full list of participants.

2. Workshop Program

The Workshop was an online event and took place on May 24, 2022, for 3.5hours (including break time). The program is as follows:

| Duration | Name of Session | Description | Remarks |
|----------|---|--|--|
| 20min | Introduction & Welcome Group Photo | Welcoming remarks from representatives of SuFiA LCD, SuFiA TS, and CTI-CFF Regional Secretariat. | Dr. Arlene Satapornvanit (Program Manager, SuFiA LCD). Jasmin Mohd Saad (GESI Consultant, SuFiA TS) and workshop facilitator. Gustaaf Lumiu Deputy Executive Director (Corporate Services) CTI-CFF Regional Secretariat. |
| 40min | Presentations | CTI-CFF GESI Policy and CTI RPOA2.0 relevance. | Dr. Ria Fitriani SuFiA LCD Technical Consultant. |
| 60min | | Pre-drafted Guidelines to implement CTI-CFF GESI Policy. | |
| 60min | Working Session | Plenary Group Discussion on the pre-drafted Guidelines. | Dr. Ria Fitriani SuFiA LCD Technical Consultant. |

| Duration | Name of Session | Description | Remarks |
|----------|--|--|--|
| | | | Jasmin Mohd Saad (GESI Consultant, SuFiA TS) and workshop facilitator. |
| 10min | Closing Remarks and Wrap-up Post-Event Assessment | Closing remarks by SuFiA LCD and TS, CTI Regional Secretariat, and WLF Co-Chair. | Dr. Arlene Satapornvanit (Program Manager, SuFiA LCD). |

3. Session Details

3.1 Session I: Introduction

Opening the workshop session was Dr Arlene Satapornvanit from the USAID SuFiA LCD program who informed the participants that the organization of the workshop is a collaboration between the USAID SuFiA Technical Support (TS) program, the CTI-CFF Regional Secretariat and the Women Leaders' Forum. She highlighted the goal of SuFiA Project which is in the realm of the management of marine biodiversity and fisheries resources especially in addressing IUUF in the Indo- Pacific region while at the same time being socially inclusive and gender responsive. SuFiA LCD, as an activity component under the SuFiA Project, facilitated organizational capacity assessments, Gender Equality and Social Inclusion (GESI) assessments, capacity development activities with regional fisheries organizations, and conducted a regional Private Sector Landscape Assessment of the fisheries sector in Asia.

The SuFiA LCD's Gender and Inclusive Development Action Plan (GIDAP) identified supporting the CTI WLF in building the capacity for GESI integration and providing avenues for learning exchanges and sharing. The last WLF meeting raised the issue of the next steps following the endorsement of the GESI Policy, thus the organization of this workshop was designed as a precursor to a series of socializing activities for various bodies within the CTI. The draft implementing Guidelines that would be presented as an initial step toward ensuring that the GESI Policy is truly integrated into CTI projects and programs.

Ms. Jasmin M. Saad, representing the SuFiA TS program and the facilitator for the workshop thanked the SuFiA LCD program for the invitation, and on behalf of the program Chief of Party, Mr. John Parks, extended his appreciation and trust given to the SuFiA TS program to support this event and is looking forward to working with CTI WLF in the coming years.

Mr. Gustaaf Limiu, on behalf of the Regional Secretariat, echoed the goal of the event as a first to socialize the GESI policy and communicate to member countries and partners in line with the draft RPOA 2.0 recommended actions. He wished everyone all the best and hoped the workshop could help with the operationalization of the GESI policy.

There were no questions from the participants at this point. The atmosphere can be considered positive and enthusiastic as most of the participants are aware of the CTI GESI Policy and are keen to learn about the next steps to implementation. Most were cooperative during the group photo session by opening their respective cameras.

See [Annex 2](#) for the group photo.

3.2 Session 2a: Presentation on GESI Policy and the draft RPOA 2.0 relevance

The session introduced the CTI Gender Equality and Social Inclusion (GESI) Policy endorsed during the 16th Senior Officials' Meeting on December 16, 2021. Dr. Ria Fitriana, as the Technical Consultant for this event, highlighted that the GESI Policy focuses on the full integration of its goals and objectives into CTI-CFF programs through the operationalizing of the draft Regional Plan of Action 2.0 (RPOA 2.0).

In reference to the RPOA 2.0, several targets and activities will directly benefit from the implementation of the GESI Policy, namely:

Target B2: Gender Equality and Social Inclusion

- Target Outcome B2.1: By 2030, gender equality and social inclusion are mainstreamed (number of projects and a dedicated GESI specialist in the CTI-CFF).
- Target Outcome B2.2 By 2030, the CTI-CFF reports a positive change in productivity, skills, income, gender and social inclusions, youth involvement, and sustainability of coastal livelihoods in priority seascapes and MPA networks.

Regional Activity B2.1: Implementation of Gender Equality and Social Inclusion (GESI) Policy

Outcome B2.1.1 By 2030, GESI Policy is thoroughly socialized, mainstreamed, and implemented by NCCs and development partners.

- Output B2.1.1.a: By 2023, GESI policy is endorsed by NCCs to the Senior Officials Meeting and approved by the Council of Ministers, and aligned CT6's CT6 current and future policy framework.
- Output B2.1.1.b: By 2023, GESI principles are integrated into the CTI-CFF M&E framework, CT Atlas, and CT6 national framework.
- Output B2.1.1.c: By 2023, Practical tools are developed to collect gender and social groups segregated data.
- Output B2.1.1.d: By 2023, increase understanding and awareness related to GESI in the CTI-CFF through Communication, Education, and Public Awareness (CEPA).

Target B3: Climate Resilient Communities

- Target Outcome B3.1: By 2030, coastal communities in the CT region are resilient and adapted to climate change-related risks.
- Target Output Indicators B3.1.1b: number of vulnerability assessments done with reports produced to establish/verify exposure and vulnerability levels for men, women, youth and other social groups within the communities including the projections on climate change risks in the CT Region, by 2025.
- Target Output Indicators B3.1.2: number of updated relevant existing climate change adaptation action plans from CT6 countries that are guided by current climate change projections and technology, as well as gender mainstreaming guided by GESI policy, and disseminated within the CT region, by 2025.

Target Output Indicator C1.1.3b:

- number of training and number of people (men, women, and different social groups) trained by the Centre of Excellence through appropriate platforms.

The approved CTI GESI Policy helps to provide clarity by providing direction for member countries, development partners, and regional secretariat in promoting and mainstreaming GESI in all activities; addressing the current gender inequalities – rebalancing the unequal power relation, reducing disparities and ensuring equal rights, opportunities, and respect for all individuals regardless of their social identity in the CTI-CFF areas; and that the Policy applies to all gender.

In that regard, the development of the implementing Guidelines will need to stay true to the Policy's goal and objectives, following the strategies proposed in the Policy.

GESI Policy Goal:

The ultimate goal of the GESI Policy in the CTI-CFF is for all community members (women, men, youth, disabled people, and other social groups) in the Coral Triangle region to benefit from CTI-CFF's work in improving marine, coastal and small islands ecosystems.

GESI Policy Objectives:

- Gender aspects and concerns, especially those of the poor, vulnerable and socially excluded groups, are incorporated in shaping laws, policies, programs and projects.
- All gender have equal access and ability to participate and influence in the decision making process.
- Effective GESI mainstreamed in the CTI-CFF institutional changing process that would improve the quality of the CTI-CFF institution.

Therefore, integration of GESI Policy in the CTI-CFF must happen at all levels, from the strategic level in the form of policies, roadmaps and frameworks, to country partnerships, programmatic and project level through guidance documents, operations and standard of implementation.

There were no questions from the participants at this point assuming that the participants are familiar and understood the presentation on the CTI GESI Policy and the connection with the draft Regional Plan of Action 2.0 (RPOA2.0).

3.2 Session 2b: Presentation on the draft implementing Guidelines

Dr Ria further expanded on the purpose of the development of the draft implementing Guidelines, which was to provide additional information to help operationalize the GESI Policy within the Regional Secretariat, and among member countries and development partners when conducting programs and projects with CTI.

There are four (4) strategic elements recommended to integrate GESI: (i) policy; (ii) human resources; (iii) communication products; and (iv) programs and projects. The draft guideline is further structured, based on the four strategic elements, key elements, key actions to consider, and the various pitfalls to avoid.

A. Policy

Key Messages

1. Policy provides direction and guide to mainstream the GESI into organizational and project implementation levels.
2. Policy creates an enabling environment to provide equal opportunity and rebalance the unequal power relations, reduce disparities and respect for all individuals regardless of their social identity.

Key actions to consider

1. Assess if there is a GESI policy or in different form of statement in the organization policy.
2. Ensure the GESI policy is supported with implementing guidelines.
3. Establish the GESI support mechanisms to ensure the GESI policy is implemented effectively.
4. Design policies based on evidence and updated research to avoid negative impact to GESI mainstreaming initiatives.
5. Widely disseminate the GESI policy and statement in simple terms both within and outside the organization.

Pitfalls to avoid

- Establish a theoretical statement that does not reflect the societal change and situational context.
- A policy or statement that is contradicted by international benchmark.
- The GESI policy or statement is only recognized in gender divisions (if any):
 - Due to insufficient communication.
 - GESI concerns only related to GESI Policy.
 - Limited discussion to address the GESI perspective in the sectoral policy.
 - The GESI policy and strategies are acknowledged and coordinated at the organizational level, however lack of coordination at implementation level.

B. Human Resources

Key messages

1. Secured and committed leadership at the highest level is critical to successful implementation of GESI policy.
2. Leaders must clearly articulate Gender Equality and Social Inclusion in guidance, verbal communication and decision making process. A commitment from strategic level flows to grass root level leaders in mainstreaming GESI.
3. Clear roles, responsibilities, and mandates in implementing the GESI initiatives. The GESI is expected to be everyone concern. Indeed, this might lead to no one responsibility. Therefore a clear mandate is needed.
4. Equipped and knowledgeable staffs recognizing the GESI in conducting relevant works will enable and accelerate the GESI mainstreaming.
5. A strategic partnership and synergy are crucial to ensure that GESI is mainstreamed in the CTI-CFF activities.

Key actions to consider

1. Ensure committed leadership implements the GESI policy and effective coordination mechanism for GESI mainstreaming is in place.
2. Dedicated GESI specialist if any.
3. Available resources including staff is adequate to implement the GESI mainstreaming.
4. Ensure Human Resources capacity in implementing the GESI policy, including establishing a gender focal point/unit and strong line of coordination.
5. Providing gender-related training to all managers and staff to implement gender policies as well as providing coaching and mentoring programs to assist with gender-related issues.
6. Consider initial training or workshop for women and other disadvantaged groups to prepare them for technical workshops/meetings.
7. Provide policy mentioning clearly that activities implemented must provide equal opportunity to all men, women, youth, and varied social groups. Women and disadvantaged groups are sometimes more timid or have minimal information to participate in activities. There needs special and advance efforts to include all stakeholders to participate equally.
8. Collaborate with the Ministry that is responsible for the community including women's well-being.
9. Collaborate with partners who are more knowledgeable on GESI on the ground.
10. Investing resources in training and promoting collaborative approaches.

Pitfalls to avoid

- The mandates, authority, and coordination mechanism are partially defined and leave space for misinterpretation, overlapping, and implementation gaps.
- The GESI institutions and focal points/units are under-resourced and far from power.
- The focal point or unit for GESI mainstreaming have limited capacities or unclear responsibilities and coordination mechanism to fully implement the mandates.

- The gender expert is not available/accessible to conduct gender analysis.
- Always listening to the same voices and avoiding new views and ideas.
- Limited resources to conduct gender analysis and monitor the impact of a project on GESI.

C. Communication products

Key messages

1. The GESI policy, action plans, and targets need to be disseminated to all CTI-CFF member states and development.
2. Communication products should reflect GESI's consideration.
3. Generating communication products and lessons learnt use at least gender-disaggregated data as a start to ensure all gender and social groups' concerns are documented, heard and incorporated in the project communication products.
4. It is important to send a message to all implementing and broader partners regarding with the CTI-CFF commitment in mainstreaming GESI.

Key actions to consider

1. Ensure the high-quality gender-disaggregated evidence.
2. Present the number of actors that represent women, men and varied social groups according to their roles and responsibilities.
3. Try to present diverse actors (men, women, varied social groups) in infographics.
4. All communication products should present all gender and social group's concerns.
5. Group diversity is clearly acknowledged, such as ethnic groups, sex, social class, and age.

Pitfalls to avoid

- Avoid the words or a sentence that implies diminishing one gender, women's or men's, roles and responsibility in the statement.
- Stereotyping a certain gender.

D. Programs and projects

Key messages

1. All levels in the CTI-CFF must mainstream gender issues:
 - a. understand different needs and interests.
 - b. potential being marginalized or disadvantaged due to gender barriers.
 - c. seek solutions to address these issues in the design, implementation, evaluation, and management of all activities.
2. GESI is not additional issues, indeed the GESI should be integrated and mainstreamed in all program and projects.
3. Program and project objectives provide equal benefit to men, women, and all social groups.
4. Define measurable goals and indicators linked to high-level outcome targets to achieve gender equality priorities
5. Monitoring, evaluation, and reporting are used to reveal whether a program addresses different priorities and needs of women, men, youth, and varied social groups in the program and project design.

Key Actions

1. Program and project objectives provide equal benefit to men, women and all social groups.
2. Improving sex-disaggregated data and information on GESI.
3. Conduct gender and stakeholder analysis to provide information on:

- a. *diverse needs, interests, potential barriers to participating in an activity, and the potential of being affected, impacted, and marginalized due to the implementation of activities as well as ways to address the issues.*
 - b. *Group diversity is clearly acknowledged in the context and situation analysis of all gender, youth, and marginalized groups.*
4. Integrate the result of gender analysis into the program and project cycle (planning, implementation, monitoring, and evaluation).
5. Develop GESI sensitive indicators, and try to segregate the actors engaged by GESI concerns.
6. The monitoring could be started by assessing gender equality and social inclusion in the objectives of a project or program.
7. Whenever the baseline and indicators mention about person or community related indicators: clearly state men, women, youth, and varied social groups in terms of representation, number, participation, benefits and impacts of project activities.
8. Monitoring and evaluation should focus on results of action, process of implementation and outcome from GESI perspective. For example, with whom the activity in a project was done and how it was done. In addition, quantitative data need to be complemented with process changes in the relevant outcomes.
9. Provide equal participation and representation of women, men, youth, and varied social groups in the committee, and decision-making process.
10. A program and project have to define the level of participation expected for all varied social groups, either being informed, attending, joining the discussion, or level of involvement in the decision-making.
11. Strengthen the capacity of targeted beneficiaries, especially the marginalized groups of women, men, youth, and varied social groups.
12. Communication approach to grass-root needs to consider the characteristic of varied social groups. Men, women, youth and different social groups access, interpret and respond to information in different ways, therefore information sharing to target communities have to consider all of the challenges of varied groups in assessing information.

Pitfalls to avoid

- Gender analysis is conducted only to accomplish the requirement of project or program implementation.
- Lack of ability and concern to integrate the gender analysis into project cycle.
- GESI is not just about having an activity that targeted especially women/girls. It should consider all sex, age, and varied social groups integrated and mainstreamed in all aspects of the program or projects.
- Insufficient data and information collected according to the GESI perspective and are not easily accessible.
- Open invitation for participation might hinder women and disadvantaged social groups to participate. Limit the participation advertisement to the “usual” participants. When implementing activities, try to enable all gender and social groups in meetings, stakeholder consultations, and other activities.
- Gender-neutral doesn’t really mean accommodating all women, men, youth, and varied social groups.
- Implement activities that maintain stereotypical roles for example perception of women as homemakers without assessing the gender’s role in the sector.
- Participation is not only about attending. A number of women attended in a decision-making process meeting doesn’t mean that women, in particular, have a voice in the decision-making process. Equal and meaningful participation should be encouraged for participants.
- Ineffective communication that causes selected participation. Information should be disseminated using appropriate media for specific social groups and gender. Using one media only or formal media might hinder women for example to assess and absorb the information.

Upon completion of the presentation, a Question & Answer was convened. A point of clarification was requested by one of the participants under the 'Pitfalls section on Policy' referring to the point of "a policy or statement that is contradicted with international benchmark". The Consultant clarified that the statement is about actions to avoid when developing policies or making statements.

Another response was on the specific recommendation on the appointment of a GESI expert in the Regional Secretariat and that the Human Resource division would need to be empowered to hire the expert and that the expert is given adequate support to implement GESI strategies throughout the operation of the secretariat. Ms. Jasmin responded that the appointment of a GESI expert is also part of the actions in the draft RPOA 2.0 and hopes that the WLF and the RS will be able to undertake that action given adequate resources.

One question that was raised is in terms of operationalization of the GESI Policy, and if pilot projects in CT6 countries can be undertaken where tangible results can be observed and measured. Dr. Arlene responded that since the GESI Policy is only recently endorsed and that the implementing guideline is in the development phase, there are no current projects or planned projects in the pipeline. Nevertheless, one needs to be mindful of the resources that GESI implementation would require for a successful GESI consideration at any level, organizational and/or project level. She also recommended that the implementing guideline can be used by national agencies as well. Ms. Jasmin added that the guideline can serve as a systematic GESI tool for the RS when developing and evaluating projects and programs.

In general, the participants are satisfied with the presentation, and based on the responses, the content of the presentation is fairly accepted and understood.

Please refer to [Annex 3](#) for the full presentation.

3.4 Session 4: Working Session on recommended actions and draft action plan

The figure below shows the structure of the MIRO board that was used as a tool for discussion during this session that cuts across four (4) strategic elements recommended to integrate GESI: (i) policy; (ii) human resources; (iii) communication products; and (iv) programs and projects.

The MIRO board remained open for the next three days to enable more feedback from the participants. The following [Table 1](#) illustrates the input gathered from the participants. A revised draft Implementing Guidelines would be developed based on the inputs gathered from this session. It would also be based on the goals and objectives of the CTI GESI Policy and the specific output and outcomes from the draft RPOA 2.0 for further review by the WLF members.

Pre-drafted Guidelines to Implement CTI-CFF GESI Policy

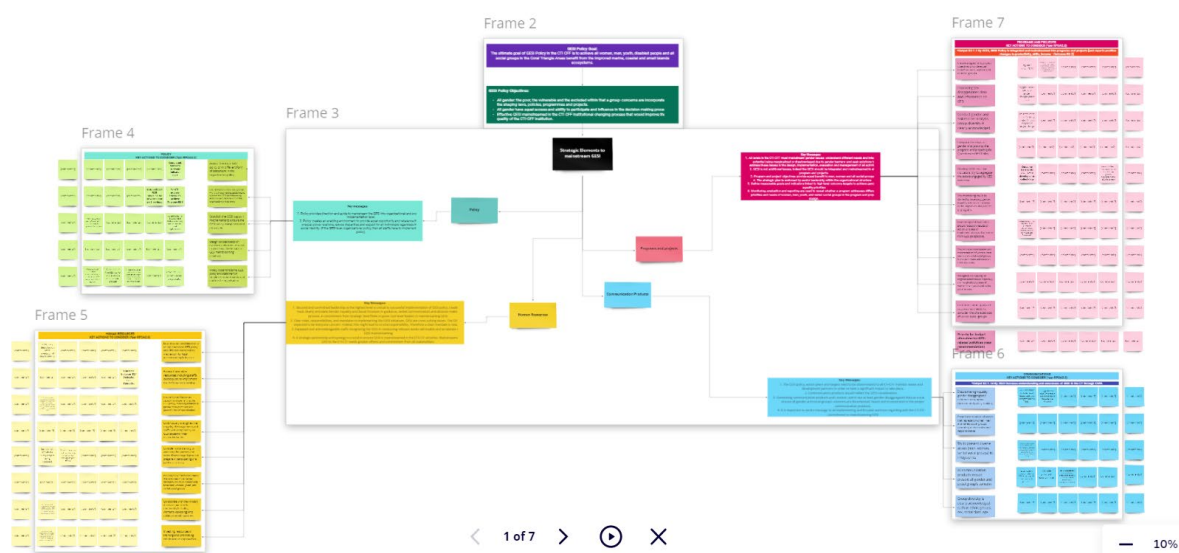


Figure 1: MIRO Board – Structure of Discussion

Table 1: Strategic Elements to Mainstream GESI - Policy

| No | Key Actions to Consider: | Comments: |
|----|---|---|
| 1 | Assess there is a GESI policy or in different form of statement in the organization policy | Completed. Met with outcome Indicator B.2.1 |
| 2 | Ensure the GESI policy is supported with the implementing guidelines to support the GESI mainstreaming and provide directions within the organization and partners. | For CTI process started to achieve Outcome B.2.1 Output B2.2.1 GESI Guideline for private sector partnerships |
| 3 | Establish the GESI support mechanisms to ensure the GESI policy is implemented effectively | Outcome B2.1.1 By 2030 GESI Policy socialized, mainstreamed, and implemented. WLF rep to be a part of the evaluation committee for projects/activities |
| 4 | Design policies based on evidence and recent research to avoid negative impact to GESI mainstreaming initiatives. | - |
| 5 | Widely disseminate the GESI policy and statement in simple terms both within and outside the organisation | Produce GESI communication products |

| No | Key Actions to Consider: | Comments: |
|----|--------------------------|--|
| | | A 1 pager or 2 pager brief summary to highlight the main points of the policy can be part of the comms products. |
| | | Disseminate the GESI policy and example to other WG CTI CFF |
| | | Produce multi-media communications products on GESI policy and related topics |

Table 2: Strategic Elements to Mainstream GESI – Human Resources

| No | Key Actions to Consider: | Comments: |
|----|---|---|
| 1 | Ensure committed leadership to implement the GESI policy and effective coordination mechanism for GESI mainstreaming is in place | GESI policy should be part of the orientation of new leadership |
| 2 | Assess if available resources including staffs is adequate to implement the GESI mainstreaming | Outcome Indicator B2.1 Dedicated GESI Specialist |
| 3 | Ensure Human Resources capacity in implementing the GESI policy, including establish a gender focal point/unit and powerful line of coordination. | Ensure that there is constant communication between HR/Gender Focal Point and member countries/partners either through WLF Focal Points or whoever is representing them |
| 4 | Continuously strengthen the capacity of management and staffs with competency on GESI issues for their respective works. | - |
| 5 | Consider initial training or workshop for women and other disadvantaged group to prepare in participating of a particular activity. | Good to have pre and post training evaluation for trainings as part of MEL |
| | | Include this activity for every project being designed. |

| No | Key Actions to Consider: | Comments: |
|----|--|--|
| 6 | Provide policy mentioned clearly that activities implemented must provide equal opportunity to all men, women, youth, and varied social groups | - |
| 7 | Collaborate with the Ministry that is responsible for community including women's well-being; and collaborate with partners | Key ministries and stakeholders are included in GESI trainings or GESI related workshops. This should be an ongoing process to engage them |
| 8 | Investing resources in training and promoting collaborative approaches | Key ministries and stakeholders are included in GESI trainings or GESI related workshops. This should be an ongoing process to engage them |

Table 3: Strategic Elements to Mainstream GESI – Communication Products

| No | Key Actions to Consider: | Comments: |
|----|---|---|
| 1 | Ensure the high-quality gender-disaggregated evidence to support decision and policy making | GESI variables included in all forms and data disaggregates in MEL |
| | | Suggestion to produce research paper that shows these data as evidence |
| 2 | Present the number of actors that represent women, men and varied social groups according to their roles and responsibilities | - |
| 3 | Try to present diverse actors (men, women, varied social groups) in infographics | Ensure that there is constant Comms products should include/highlight how CTI has engage and developed other marginalised groups (indigenous groups, ethnic groups) that are not usually involved in decision making. |
| 4 | All communication products should present all gender and social group's concern | Regular comms outputs in sharing GESI initiatives of members and partners |

| No | Key Actions to Consider: | Comments: |
|----|---|--|
| | | CTI-CFF website to have a tab on GESI |
| | | Have reviews of any communication products that come out to ensure all gender/social groups are included |
| 5 | Group diversity is clearly acknowledged, such as ethnic groups, sex, social class, age. | - |

Table 4: Strategic Elements to Mainstream GESI – Programs and Projects

| No | Key Actions to Consider: | Comments: |
|----|---|--|
| 1 | Ensure program and project objectives provide equal benefit to men, women and all social groups | Agree. Develop a GESI integration checklist that project proponents can use when designing & evaluating projects and subsequent implementation. |
| 2 | Improving sex-disaggregated data and information on GESI | Suggest to use sex- and gender-disaggregated data |
| 3 | Conduct gender and stakeholder analysis. Group diversity is clearly acknowledged. | This should be done for every project/should be part of the project design. |
| 4 | Integrate the result of gender analysis into the program and project cycle. Questions in GESI Policy. | - |
| 5 | Develop GESI sensitive indicators, try to segregate the actors engaged by GESI concerns. | Outcome B2.1.1.c By 2023, Tools developed to collect data we would like to hear experiences in collecting gender segregated data, any challenges? |

| No | Key Actions to Consider: | Comments: |
|----|--|---|
| 6 | The monitoring could be started by assessing gender equality and social inclusion in the objectives of a project or program. | - |
| 7 | Monitoring and evaluation should focus on results of action, process of implementation and outcome from GESI perspective. | Outcome B2.1.1.b By 2023, GESI principles integrated into M&E Framework, CT Atlas & nat. framework. |
| 8 | Provide equal participation and representation of women, men, youth and varied social groups in the committee and decision making process. | - |
| 9 | Strengthen the capacity of targeted beneficiaries, especially the marginalized groups of women, men, youth and varies social groups. | - |
| 10 | Communication approach to grass root needs to consider the characteristic of varied social groups. | - |
| 11 | Priority for budget allocation for GESI-related activities (new recommendation) | - |

Q&A

3.5 Session 5: Closing and Wrap-up

To close, Dr. Arlene informed the participants that the feedback and comments received by the end of the week shall be summarized and circulated to members through the Regional Secretariat. It was hoped that the draft implementing guidelines shall be tabled in the next WLF meeting for further action and revision (if needed) and be taken up for endorsement by the CTI stakeholders. This workshop was the first step since the last WLF meeting requesting support on operationalizing the GESI Policy and it is hoped to assist future projects and programs to start integrating GESI and be seen and accepted as the lead in this region.

She thanked the participants for their input to this event and was hoping to see everyone at the next event on 25 May 2022 on the impact of the Covid-19 esp on women in fisheries.

4. Participants' Event Assessments

4.1 Post-Event Assessment

There were four (4) responses received – 3 males and 1 female from Indonesia, Papua New Guinea, Solomon Islands and Timor-Leste. Two of the respondents are below 29 years old and one is within the age range of 30-49 years old. Fifty percent of the respondents (2) rated the quality, content and

the overall process of the workshop as excellent, followed by an equal response to being 'very good' and 'good'.

Generally, all of the responses were positive and accepted the presentation on the draft implementing guideline. One recommendation from Timor-Leste highlighted the need to invite members of the National Coordinating Committee (NCC) as a learning opportunity to enable them to consider aligning this guideline with the Timor-Leste National Strategic Development Plan to promote gender equality and inclusion in all decision-making.

Note: The SuFiA LCD has advised the CTI Regional Secretariat to invite respective countries' NCC members to this workshop and this is reflected in the distribution list on the invitation letters that were sent out on June 14, 2022.

5. Comments and Recommendations

The presence of a few active participants from the CT6 is beyond the control of the organizing team, the SuFiA LCD and the Regional Secretariat. The lack of many CT6 participants could be due to several factors: overlapping dates with other commitments (e.g. the Asian Park Congress in Sabah, Malaysia), a reliable internet connection particularly with the Pacific-based countries, and possibly inadequate time for participants to commit to the event in light of many other events that they might have already committed to.

As the Covid-19 restrictions are easing in many countries, it is recommended that future activities be undertaken physically to ensure commitment from the participants.

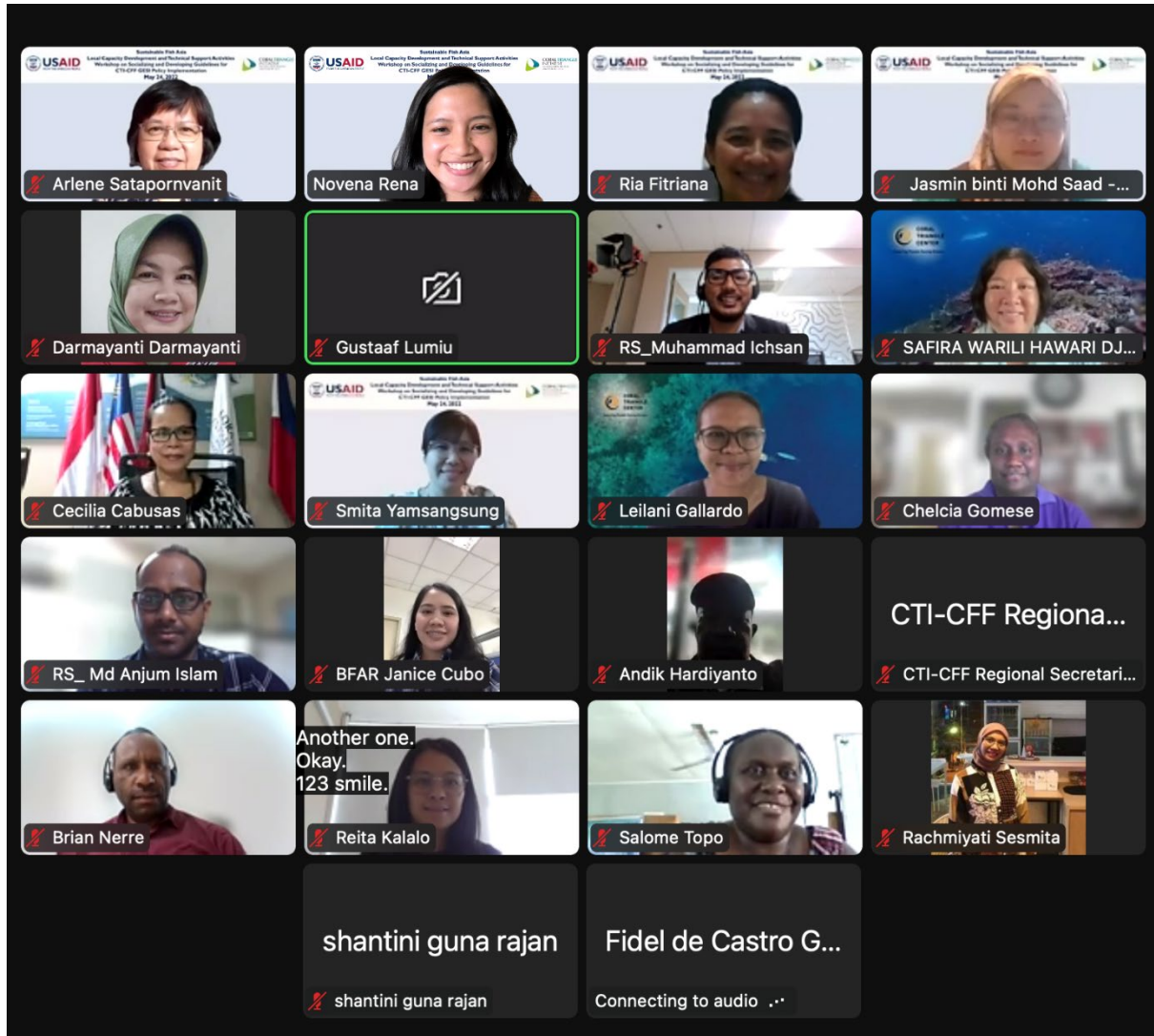
Annexes

Annex I. List of Participants


| No | Name | Gender | Email | Country / Organization |
|----|--------------------------|--------|--|---|
| 1 | Aazani Mujahid | F | aazanimujahid@gmail.com | Malaysia |
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| 17 | Reita Kalalo | F | Reita.kalalo@cticff.org | CTI-CFF Regional Secretariat |
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| 20 | Salome Topo | F | stopo@wwfpacific.org | Solomon Islands / WWF Pacific |
| 21 | Shantini Guna Rajan | F | srajan@wwf.org.my | Malaysia |
| 22 | Su Yin Chee | F | suyinchee@usm.my | Malaysia |
| 23 | Solomon Sundah | M | solomon.sundah@cticff.org | CTI-CFF Regional Secretariat |
| 24 | Tomy Ganda Pratama | M | omy_pratama@gmail.com | Indonesia |

*58% female participants

Annex 2. Group Photo



Annex 3. Presentation on CTI-CFF GESI Policy and the draft Implementing Guidelines



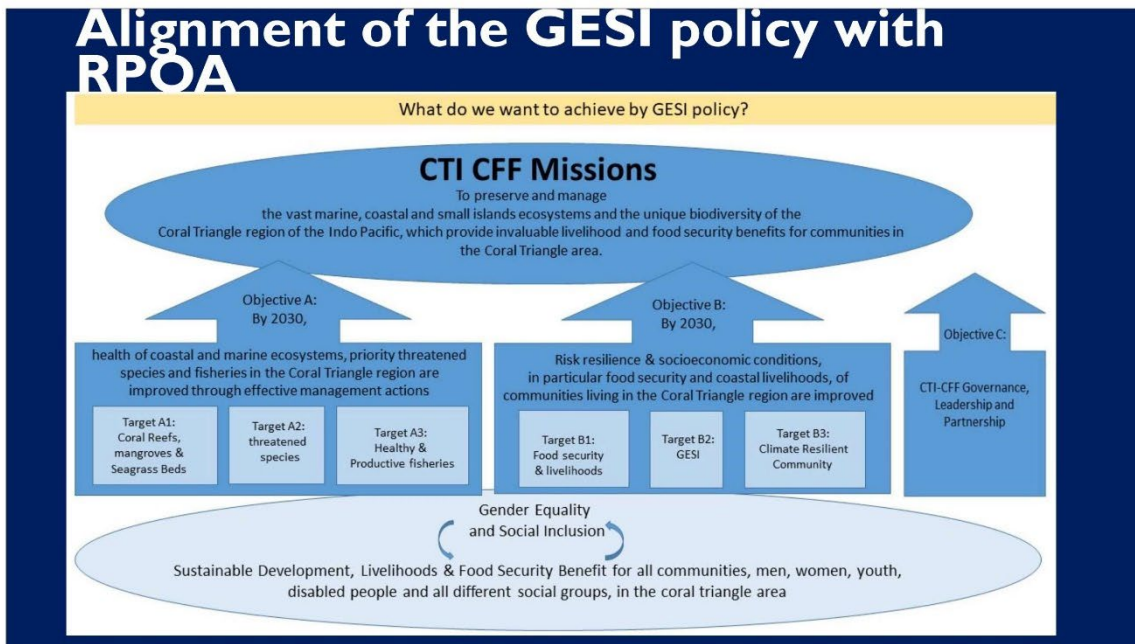
The CTI-CFF GESI Policy & Developing the implementing guideline of the GESI Policy

**Workshop on Socializing and Developing Guidelines for CTI-CFF GESI Policy Implementation
&
Addressing and Coping with COVID-19 in the Coral Triangle Region**
USAID Sustainable Fish Asia Local Capacity Development Activity (LCD) and Technical Support (TS)
May 24-25, 2022

Background

- The GESI Policy has been promoted by the WLF CTI-CFF
- The GESI Policy was accepted on the 16th SENIOR OFFICIALS' MEETING, 16 December 2021
- The GESI Policy is mainstreamed to any interventions or programs being implemented by the CTI-CFF
- GESI = Gender Equality and Social Inclusion

Alignment of the GESI policy with RPOA



Alignment of the GESI policy with RPOA 2.0

➤ Outlined in the RPOA 2.0:

- **TARGET B2: GENDER EQUALITY and SOCIAL INCLUSION**
- **Target Outcome B2.1: By 2030, gender equality and social inclusion are mainstreamed (# of projects and a dedicated GESI specialist in the CTI-CFF)**
- **Target Outcome B2.2 By 2030, the CTI-CFF reports a positive change in productivity, skills, income, gender and social inclusions, youth involvement and sustainability of coastal livelihoods in priority seascapes and MPA networks.**

Alignment of the GESI policy with RPOA (2)

- Regional Activity B2.1: Implementation of Gender Equality and Social Inclusion (GESI) Policy
 - Outcome B2.1.1 By 2030, GESI Policy is thoroughly socialized, mainstreamed and implemented by NCCs and development partners.
 - Output B2.1.1.a: By 2023, GESI policy is endorsed by NCCs to the Senior Officials Meeting and approved by the Council of Ministers, and aligned with CT6 current and future policy framework
 - Output B2.1.1.b: By 2023, GESI principles are integrated into the CTI-CFF M&E framework, CT Atlas and CT6 national framework.
 - Output B2.1.1.c: By 2023, Practical tools are developed to collect gender and social groups segregated data
 - Output B2.1.1.d: By 2023, increase understanding and awareness related to GESI in the CTI-CFF through Communication, Education and Public Awareness (CEPA).

Alignment of the GESI policy with RPOA (2)

- Target B3: Climate Resilient Communities
 - Target Outcome B3.1: By 2030, coastal communities in CT region are resilient and adapted to climate change related risks.
 - Target Output Indicators B3.1.1b: # of vulnerability assessments done with reports produced to establish/verify exposure and vulnerability levels for men, women, youth and other social groups within the communities including the projections on climate change risks in the CT Region, by 2025.
 - Target Output Indicators B3.1.2: # of updated relevant existing climate change adaptation action plans from CT6 countries that are guided by current climate change projections and technology, as well as Gender mainstreaming guided by GESI policy, and disseminated within the CT region, by 2025
- Target Output Indicator C1.1.3b:
 - # of trainings and # of people (men, women, and different social groups) trained by the Centre of Excellence through appropriate platforms

Introduction

- All member states and development partners believe that, although complex, when they are understood and operationalized within a specific cultural, historical and socio-economic context, gender equality and social inclusion can help achieving CTI CFF mission.
- GESI mainstreaming improves livelihoods and social security, including higher economic productivity and more effective governance of marine resources
- The CTI CFF also aware the diversity within groups of women, men, youth and varied social groups itself which require particular attention.

Terminology and Key Concepts

Gender
Sex
Social Inclusion
Gender Analysis
Gender Equality
Gender Equity
Gender Mainstreaming
Gender's Role
Gender Blind
Gender Sensitive

Terminology and Key Concepts

Gender: Gender is used to describe those characteristics of women and men, which are socially constructed, while sex refers to those which are biologically determined. People are born female or male but learn to be girls and boys who grow into women and men. This learned behavior makes up gender identity and determines gender roles (WHO 2002).

Gender's Role: a set of social and behavioral norms that are considered to be socially appropriate for individuals of a specific sex

Gender Equality: when women and men enjoy equal rights, opportunities and entitlements in civil and political life, in terms of access, control, participation and treatment (FAO 2017).

Gender Equity: means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.

Terminology and Key Concepts

(2)

The goal is to watch the game



EQUALITY



EQUITY

Artist: Angus Maguire

<https://interactioninstitute.org/illustrating-equality-vs-equity/>

Terminology and Key Concepts (3)

- **Gender Mainstreaming:** as the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality (ECOSOC, 1997).
- **Gender Analysis:** the systematic attempt to identify key issues contributing to gender inequalities so that they can be properly addressed.
- **Gender Blind:** a study or project that lacks attention to the differential roles, responsibilities, resources, or experiences of men and women (International Food Policy Research Institute, 2011).
- **Gender Sensitive:** awareness of the ways in which men and women will be differentially impacted by policies, programs, and so on (International Food Policy Research Institute, 2011).
- **Social Inclusion:** the process by which efforts are made to ensure equal opportunities – that everyone, regardless of their background, can achieve their full potential in life, leaving no one behind (UN 2016).

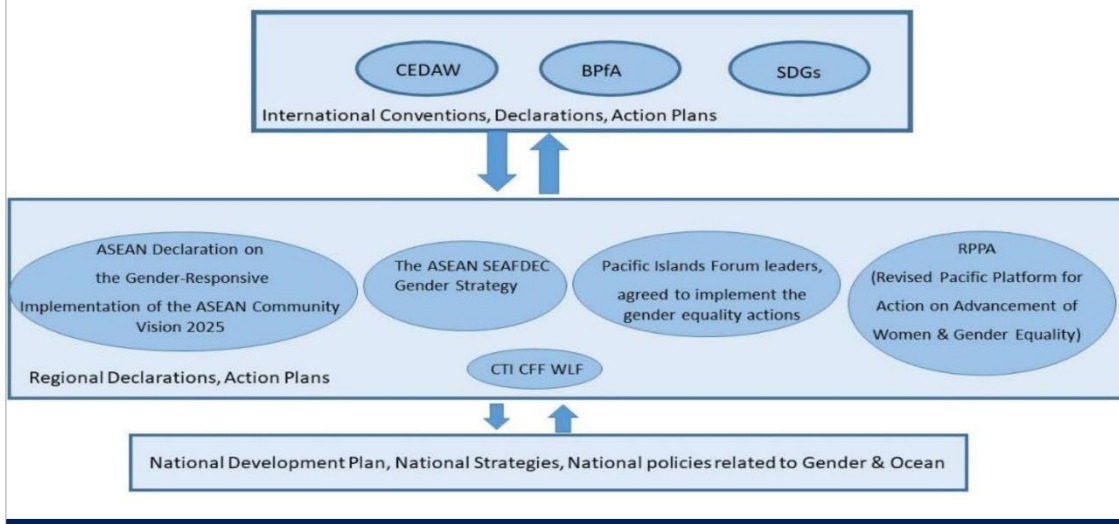
Disparity Exist

- Unequal power relations between men and women and between different social groups and related social norms cause caste/ethnicity/income/location and gender-based discrimination against women and girls, and Indigenous People constraining them from accessing available resources and opportunities for gaining better livelihoods and participate in the governance of marine ecosystem
- Economic, legal, political and social discrimination against women and girls (individual household, community and organizational levels)
- Sex disaggregated data related to marine activities is problematic, despite women's role and engagement in marine related activities. When the data persist sometimes undercounts the participation of women in the activities. The sex-disaggregated data are important for formulating policy, program and project.

Purposes of GESI policy

- to provide direction for member states, development partners, and regional secretariat in promoting and mainstreaming GESI in all activities.
- to address the current gender inequalities- rebalance the unequal power relations, reduce disparities and ensure equal rights, opportunities and respect for all individuals regardless of their social identity in the CTI-CFF areas
- This policy is inclusive to all gender.

International and Regional Commitments



GESI's GOAL & Objectives

- **GESI Policy Goal:**

- The ultimate goal of GESI Policy in the CTI CFF is to achieve all women, men, youth, disabled people and all social groups in the Coral Triangle Areas benefit from the improved marine, coastal and small islands ecosystems.

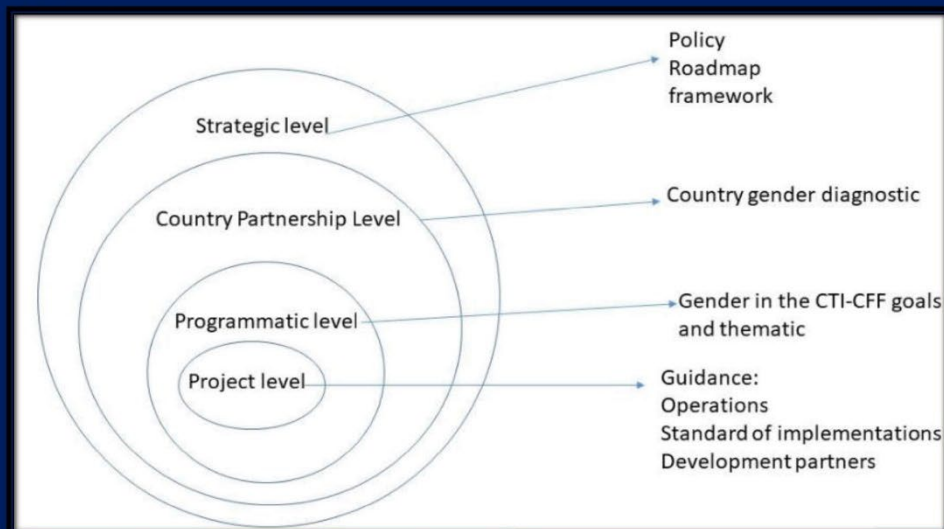
- **GESI Policy Objectives:**

- All gender -the poor, the vulnerable and the excluded within that a group- concerns are incorporated in the shaping laws, policies, programmes and projects.
- All gender have equal access and ability to participate and influence in the decision making process
- Effective GESI mainstreamed in the CTI-CFF institutional changing process that would improve the quality of the CTI-CFF institution.

Strategy in mainstreaming GESI Policy

1. Promoting all gender's economic empowerment and drawing attention to the contributions by all gender in marine related activities to food and livelihood security and to community wellbeing;
2. Promoting all gender's participation, leadership and visibility in all forms of decision-making;
3. Reinforcing GESI mainstreaming by:
 - a. Gender and social inclusion responsive policy, target and planning in the CTI CFF
 - b. Strengthening institutional arrangement for GESI mainstreaming
 - i. Internal changes and leadership in GESI
 - ii. Capacity building
 - c. Strategic Communication on GESI Policy.
 - d. Measures for Integrating GESI in the CTI CFF
4. Identify strategic partnerships and synergies
5. Time, Fund and Resource.

Several levels in Mainstreaming GESI in the CTI-CFF



End of GESI Policy

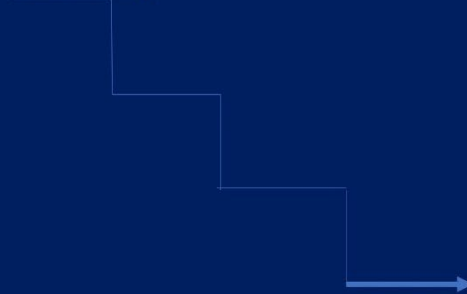
Developing the implementing guideline of the CTI-CFF GESI Policy

Introduction:

- **The Implementing guideline provides additional information to help implementing the CTI-CFF GESI Policy.**
- **The Guidelines provide details on the practical steps and required actions to mainstream GESI policy in the CTI-CFF programs and projects.**
- **The Guidelines apply to the Regional Secretariat of the CTI-CFF, member countries and development partners of the CTI-CFF.**
- **The guideline can also be useful for the broader CTI-CFF partnership and projects implemented in the CT6 countries.**
- **This guideline should be seen as an organic guideline which will grow as more good practices developed and shared**
- **Related Documents:**
 - ✓ CTI-CFF GESI policy
 - ✓ RPOA 2.0

From gender aware to gender responsive and do right

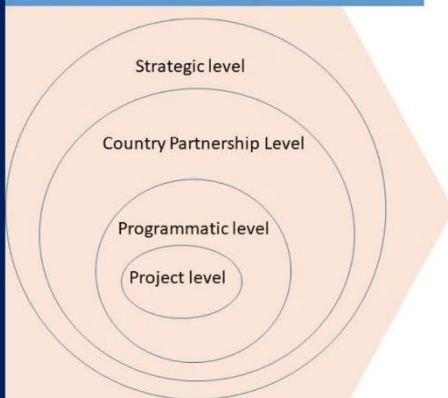
GESI Policy



GESI is mainstreamed
in all levels in the CTI-CFF

Approach in developing this guideline

Several levels in Mainstreaming GESI in the CTI-CFF



GESI mainstreaming
will be implemented
generally by:

Regional Secretariat
Country
Development Partners
Broader Partnership &
Project Implementer

Guidelines to help
implementing the GESI
at the institutional level,
program and project
implementation level:

- A. Institutional
framework &
mechanisms, include:
1. Policy
 2. Human Resources
 3. Communication
products
- B. Program and project
implementation level

Strategic elements needed to mainstream the GESI focus on:

1. Policy
2. Human Resources
3. Communication products, including Speech, Newsletter, Press Release, Report and other Publications
4. Program and projects implemented in the CT area



Guidelines

1. Key Messages
2. Key Actions to consider
3. Pitfalls to avoid

1. Policy:

Key messages:

- 1.
- 2.

Key Actions to Consider:

- 1.
- 2.

Pitfalls to avoid:

- 1.
- 2.

1. Policy:

Key messages:

- **Policy provides direction and guide to mainstream the GESI into organizational and project implementation level.**
- **Policy creates an enabling environment to provide equal opportunity and rebalance the unequal power relations, reduce disparities and respect for all individuals regardless their social identity.**

1. Policy:

Key actions to consider:

- Assess there is a GESI policy or in different form of statement in the organization policy
- Ensure the GESI policy is supported with **the implementing guidelines**
- Establish the **GESI support mechanisms** to ensure the GESI policy is implemented effectively
- Design policies based on evidence and recent research to avoid negative impact to GESI mainstreaming initiatives.
- Widely disseminate the GESI policy and statement in **simple terms** both within and outside the organisation

1. Policy:

The pitfalls to avoid:

- Establish a theoretical statement that does not reflect the societal change and situational context
- A policy or statement that is contradicted with international benchmark.
- The GESI policy or statement is only recognized in gender divisions (if any)
 - Due to insufficient communication.
 - GESI concerns only related to GESI Policy.
 - limited discussion to address GESI perspective in sectoral policy
 - The GESI policy and strategies are acknowledged and coordinated at organizational level however lack of coordination at implementing level.

2. Human resources:

Key messages:

- 1.
- 2.

Key Actions to Consider:

- 1.
- 2.

Pitfalls to avoid:

- 1.
- 2.

2. Human resources:

Key messages:

- Secured and committed leadership at the highest level is critical to successful implementation of GESI policy.
- Leaders must clearly articulate Gender Equality and Social Inclusion in guidance, verbal communication and decision making process. A commitment from strategic level flows to grass root level leaders in mainstreaming GESI.
- Clear roles, responsibilities, and mandates in implementing the GESI initiatives. The GESI is expected to be everyone concern. Indeed, this might lead to no one responsibility. Therefore a clear mandate is needed.
- Equipped and knowledgeable staffs recognizing the GESI in conducting relevant works will enable and accelerate the GESI mainstreaming
- A strategic partnership and synergy is crucial to ensure GESI is mainstreamed in the CTI-CFF activities.

2. Human resources:

Key actions to consider (1):

- Ensure committed leadership to implement the GESI policy and effective coordination mechanism for GESI mainstreaming is in place
- Dedicated GESI specialist if any
- Available resources including staffs is adequate to implement the GESI mainstreaming
- Ensure Human Resources capacity in implementing the GESI policy, including establish a gender focal point/unit and powerful line of coordination.
- Providing gender-related training to all managers and staffs that implement gender policies as well as providing coaching and mentoring programs to assist with gender-related issues.
- Consider initial training or workshop for women and other disadvantaged group to prepare in participating of a particular activity.

2. Human resources:

Key actions to consider (2):

- Provide policy mentioned clearly that activities implemented must provide equal opportunity to all men, women, youth, and varied social groups. Women and disadvantaged groups are sometimes more shy or lack of information to participate in an activity. There needs special and advance efforts to include all stakeholders to participate equally.
- Collaborate with the Ministry that is responsible for community including women's well-being;
- Collaborate with partners who are more knowledgeable on GESI on the ground
- Investing resources in training and promoting collaborative approaches

2. Human resources:

The pitfalls to avoid:

- The mandates, authority and coordination mechanism are partially defined and leaving space for misinterpretation, overlapping, and implementation gaps.
- The GESI institutions and focal points/units are under-resourced and far from the power;
- The focal point or unit for GESI mainstreaming have limited capacities or unclear responsibilities and coordination mechanism to fully implement the mandates;
- The gender expert is not available/accessible to conduct gender analysis
- Always listening to the same voices and avoiding new views and ideas
- Limited resources to conduct gender analysis and monitor the impact of a project to GESI

3. Communication Products

- Communication products, including Verbal Communication, Speech, Newsletter, Press Release, Report and other Publications

Key messages:

- 1.
- 2.

Key Actions to Consider:

- 1.
- 2.

Pitfalls to avoid:

- 1.
- 2.

3. Communication Products

Key messages:

- The GESI policy, action plans and targets need to be disseminated to all CTI-CFF member states and development
- Communication products should reflect the GESI consideration.
- Generating communication products and Lessons Learnt use at least gender-disaggregated data as a start to ensure all gender and social groups' concerns are documented, heard and incorporated in the project communication products.
- It is important to send a message to all implementing and broader partners regarding with the CTI-CFF commitment in mainstreaming GESI

3. Communication Products

Key actions to consider:

- Ensure the high-quality gender-disaggregated evidence
- Present the number of actors that represent women, men and varied social groups according to their roles and responsibilities
- Try to present diverse actors (men, women, varied social groups) in infographics
- All communication products should present all gender and social group's concern.
- Group diversity is clearly acknowledged, such as ethnic groups, sex, social class, age.

3. Communication Products

The pitfalls to avoid:

- Avoid the words or a sentence that imply diminishing one gender, women or men's, roles and responsibility in the statement.
- Stereotyping a certain gender

4. Program and projects implemented in the CT area

Key messages:

- 1.
- 2.

Key Actions to Consider:

- 1.
- 2.

Pitfalls to avoid:

- 1.
- 2.

4. Program and projects implemented in the CT area

Key messages:

- All levels in the CTI-CFF must mainstream gender issues
 - understand different needs and interest,
 - potential being marginalized or disadvantaged due to gender barriers
 - seek solutions to address these issues in the design, implementation, evaluation and management of all activities.
- GESI is not additional issues, indeed the GESI should be integrated and mainstreamed in all program and projects.
- Program and project objectives provide equal benefit to men, women and all social groups
- Define measurable goals and indicators linked to high-level outcome targets to achieve gender equality priorities
- Monitoring, evaluation and reporting are used to reveal whether a program addresses different priorities and needs of women, men, youth, and varied social groups in the program and project design.

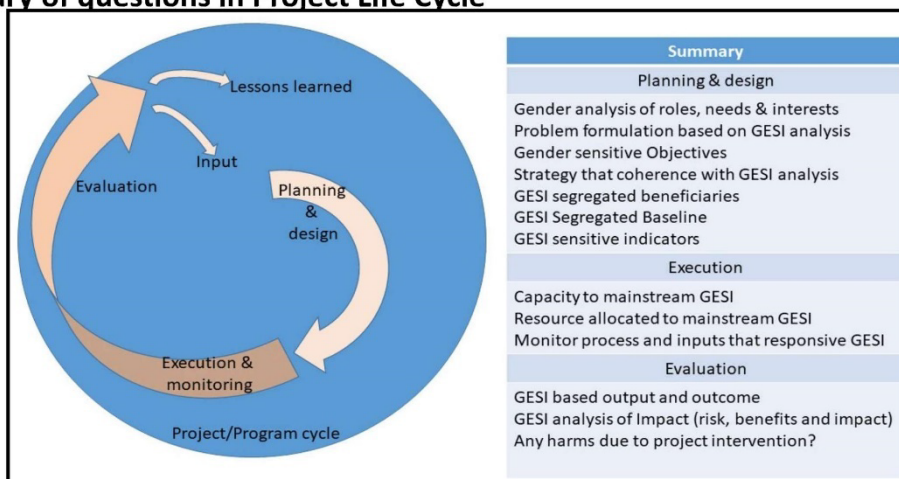
4. Program and projects implemented in the CT area

Key actions to consider:

- Program and project objectives provide equal benefit to men, women and all social groups
- Improving sex-disaggregated data and information on GESI
- Conduct gender and stakeholder analysis to provide information on:
 - ✓ *diverse needs, interest, potential barriers to participate in activity and potential being affected, impacted and marginalized due to implementation of an activity as well as ways to address the issues.*
 - ✓ *Group diversity is clearly acknowledged in the context and situation analysis of all gender, youth and marginalized groups.*
- Integrate the result of gender analysis into the program and project cycle (planning, implementation, monitoring and evaluation).

4. Program and projects implemented in the CT area

Summary of questions in Project Life Cycle



4. Program and projects implemented in the CT area

Key actions to consider (2):

- Develop GESI sensitive indicators, try to segregate the actors engaged by GESI concerns.
- The monitoring could be started by assessing gender equality and social inclusion in the objectives of a project or program.
- Whenever the baseline and indicators mention about person or community-related indicators : clearly state men, women, youth, and varied social groups in terms of representation, number, participation, benefits and impacts of project activities.

4. Program and projects implemented in the CT area

Key actions to consider (3):

- Monitoring and evaluation should focus on results of action, process of implementation and outcome from GESI perspective. For example, with whom the activity in a project was done and how it was done. In addition, quantitative data need to be complemented with process changes in the relevant outcomes.
- Provide equal participation and representation of women, men, youth and varied social groups in the committee and decision making process.
- A program and project have to define level of participation expected for all varied social groups, either being informed, attended, join the discussion or level of involved in the decision making.
- Strengthen the capacity of targeted beneficiaries, especially the marginalized groups of women, men, youth and varied social groups.
- Communication approach to grass root needs to consider the characteristic of varied social groups. Men, women, youth and differed social groups access, interpret and respond information in different ways, therefore information sharing to target communities have to consider all the challenges of varied groups in assessing information.

4. Program and projects implemented in the CT area

The pitfalls to avoid:

- **Gender analysis is conducted only to accomplish** the requirement of project or program implementation
- **Lack of ability and concern** to integrate the gender analysis into project cycle.
- GESI is not just about having an activity that **targeted specially for women/girls**. It should consider all sex, age and varied social groups integrated and mainstreamed in all aspect of program or projects.
- **Insufficient data** and information collected according to GESI perspective and are not easily accessible.
- **Open invitation for participation** might hinder women and disadvantaged social groups to participate. Another barrier for wider audience to participate is limit the participation advertisement to the “usual” participants. When implementing activity, try to enable all gender and social groups in meetings, stakeholder consultation or other activities.

4. Program and projects implemented in the CT area

The pitfalls to avoid:

- **Gender neutral** doesnot really mean accommodating all women, men, youth and varied social groups
- Implement activities that maintain **stereotype roles** for example perception on women to be home makers without assessing the gender’s role in the sector
- **Participation is not only about attending**. A number of women attended in a decision making process meeting doesn’t mean that women in particular has a voice in the decision making process. Equal and meaningful participation should be encouraged to participants.
- **Ineffective communication that cause selected participation**. Information should be disseminated using appropriate media for specific social groups and gender. Using one media only or formal media might hinder women for example to assess and absorb the information.

Presenter's Name: **Ria**
Fitriana

Email Address: rfitriana@gmail.com

Thank
you!

