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Proyek Pesisir
Gender Assessment

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Executive Summary

Terms of Reference

Proyek Pesisir, the USAID/Indonesia-funded activity of the global Coastal Resource Management Project requisitioned a preliminary, short-term gender assessment to identify key gender issues and lay the groundwork for a focused and coherent action plan for 1998-2004. The goals of the project were to ensure that women, both community residents and professionals, full participate in project activities and become active stakeholders in decentralized and strengthened coastal resource management. In addition, the gender assessment itself would begin collaboration with local gender experts and include recommendations for gender and coastal resource management (CRM) publications and training resources. The project contracted an international consultant (N. Diamond) and two Indonesian faculty members (S. Machfud, R. Kinseng) from IPB's Center for Women's Studies who had social science and gender/environment expertise. In order to review all project activities (e.g. field extension and research; institution building, communication/information and dissemination; monitoring and evaluation, the Terms of Reference specified that assessment methods were to include a literature review and interviews with individual expert/key informants and focus groups (e.g. community members; project staff; government, university, non-governmental organization experts in gender and/or CRM). Approximately 12 days were spent in interviews; the remaining ten days were devoted to writing, briefings and travel.

Discussion Framework

As practiced and promoted by Proyek Pesisir and its parent project, the Coastal Resource Management Project (Coastal Resources Center, The University of Rhode Island), CRM encompasses biophysical, socio-economic and governance objectives. CRM refers to a flexible set of activities which aim to build the capacity of a number of institutions and actors, including government, non-governmental, universities, private sector and communities, to work collaboratively on activities related to planning, management, governance and research which enhance coastal resources and the lives of coastal residents. CRM works to improve resource management by reaching out to a diverse group of stakeholders and constituents and creating opportunities for their representation and voices to be heard in local and national governance bodies. Because it is a new field, professional development activities also support the objectives of CRM.

Therefore, the gender dimensions of CRM encompass economic and political issues, as well as the human capacity issues which influence the involvement of female professionals in CRM. Three primary questions guide this discussion:

1. How can CRM economic activities achieve sustainable livelihoods for women and men in coastal households?
2. How can CRM planning, management and governance activities fully include the representation and voice of diverse groups of women and men in coastal resource decision-making for programs and policy/regulations?

3. How can women be included and supported in those activities which support CRM professional development?

Literature Review

For the purposes of this report, the literature review focuses primarily on the English-language and Indonesian literature available on gender/women in development issues and the fields of fisheries and agriculture. Both sectors represent the predominant livelihood systems in coastal areas and these overlapping gender issues are a useful guide to the work of Proyek Pesisir and CRMP. However, it is noted that the CRM, in general and in site-specific situations, is likely to benefit from findings in the gender/women in development literature related to aquaculture, forestry, water management, tourism, urban planning, participation, democracy/governance and environmental education/ communication.

With respect to the Indonesian policy and institutional context for Women in Development (WID)/Gender and Development (GAD) issues, there has been an increasing level of government attention over the last twenty years to the role of women in development, a notion of "harmonious gender partnerships "and gender equality. The Government of Indonesia's development plans have moved from focusing only on women's household roles to more explicit attention to enhancing women's activities in economic and political spheres. Structurally, these issues are addressed by the State Minister for the Role of Women, four assistant ministers and two levels of sub-national WID teams for the advancement of women (Provincial and District). This work is further supported by other organizations (*PKK, KOWANI, Dharma Wanita*, the National Commission on the Status of Women and 65 Women's Studies Center at universities). Current emphases are on collecting gender-based statistics and developing gender profiles which assist in gender mainstreaming into sectoral programs, as well as sectoral staff training in gender issues. The Ministry measures progress on addressing gender issues using criteria related to the extent to which women are: active participants and equal partners in policy formulation and decision-making related to the planning and implementation of development activities; deriving benefits from development activities,

as implementers and users; accessing, controlling or supervising development resources (e.g. human, natural, science and technology, information, funding); benefiting from improved status or roles.

In terms of participation and rights, Indonesian women are making slow but steady progress. In formal political processes, the civil service and community development, the number of women involved is not high but is generally increasing. In the civil service, in particular, women are more often clustered in the middle ranks and found in social service sectors. Women's access to resources tends to be mediated by marriage and inheritance laws. Polygamy is legal in Indonesia but by law, a man needs his current wife (wives) consent to marry other women. The law still codifies man's role as the head of the family and women's role as the head of the household. A wide variety of inheritance practices can be found; formal, Islamic and ethnic customary law can be used to determine what a wife or daughter will inherit.

Gender and environment issues are addressed by the government, non-governmental and university sectors. Within the State Ministry for the Role of Women, these issues are primarily the domain of the Family Welfare Assistant Minister and the Deputy Assistant Minister for Health and Environmental Preservation (currently vacant). Those gender and environment issues related to entrepreneurship, training in leadership and gender analysis and research would be tasked to other Assistant Ministers. There are no environmental policies which explicitly address women's issues in relation to the environment other than the environmental impact analysis specifications which address social impact assessment (No. 4/1982, paragraph 16). The Social Environment Division of the State Ministry of Environment is tasked with formulating policies on women and the environment, in coordination with the State Ministry for the Role of Women. *WALHI* and the *Participatory Development Forum* have made some efforts to improve dialogue on women and environment issues. Through governmental, donor and NGO support, the university faculty, at IPB and elsewhere, contribute to the dialogue on these issues via research of women/gender and environment issues.

While there appears to be very little literature, for Indonesia or elsewhere, which focuses directly on the gender issues for coastal resource management, literature from related fields is relevant to this discussion. Some of the social research focuses on the lives and work of women using female informants (WID research); some focuses of women and men using male and female informants (Gender and Development/GAD research); much of it uses only male informants. Much of the coastal resource management research does not include social issues; when these issues are addressed, households and communities are often treated as "black boxes" or unitary actors). Within the fisheries management, a small sub-set focuses on women and an even smaller subset focuses on the gender issues related to fisheries.

Although only a limited amount of WID literature could be found on women in

fisheries in Indonesia, there is extensive Indonesian WID literature on women's role in agriculture, particularly in lowland and upland rice-growing communities. Almost all of this work is site-specific; few comparative studies have been done for agriculture or fisheries. These works suggest a number of relevant gender themes for consideration in CRM activities. At the household level, key gender issues include access to, and control over economic/productive resources; the division of labor and time; access to decision-making; access to extension services; and access to education (including literacy and numeracy levels). At the community level, relevant gender issues to be addressed are group membership and leadership and environmental knowledge, perceptions and attitudes. For institutions, key gender issues include the level and type of female professional involvement in CRM program and policy decision-making, as well as access to professional development opportunities.

Given the high degree of diversity in ethnic and religious practices in Indonesia and the fact that site-specific gendered information is commonly unavailable, CRM project must be prepared to support the collection of this information for site-specific programs and policy making. To accurately capture the full extent of resource use, to understand the range of community priorities and to identify the equitableness of existing community organizations, CRM projects need to make it a practice to collect data from male and female household informants and use a range of social research methods. The literature suggests that a minimal gender data set for CRM activities would include the following and track changes in:

1. Access, control and ownership of household and natural resources by women and men;
2. Access to, and range of opportunities for income-generating activities and credit for women and men;
3. Division of labor and time availability for economic activities, by women and men (and youth);
4. Access to training, study tour and other skill development activities and subsequent behavior change by women and men;
5. Access to CRM extension services;
6. Environmental and CRM knowledge, attitudes and behaviors of women and men;
7. Representation, level of involvement and degree of satisfaction by women and men with community or policy/program decisions about CRM;
8. Type and range of activities of existing or newly created community women's groups.

Proyek Pesisir Gender Assessment: Recommendations & Explanations

The gender assessment team, after reviewing project activities and relevant literature, offer the following recommendations:

1. *Create Ownership for a Gender Strategy.*
   In order to maximize a sense of ownership and ensure implementation, the staff and partners of Proyek Pesisir need to create their own gender-related project goals and, with assistance from gender experts, develop a realistic project gender strategy for the life of the project. During a retreat near the end of Year 2 (approximately November/December 1998), Proyek Pesisir staff and partners will have the necessary awareness and skills, sufficient gender-disaggregated field data and institutional partnerships (CWS-IPB, CWS-UNSRAT, NGOs) to create a gender strategy for the remaining six years of the project.
2. *Initiate Tailored Gender Training.*
   To build staff and partner skills in recognizing gender and social issues related to CRM and providing field-based gender-related data, four types of gender training should be implemented in the next year (Year 2, FY98):

   a. a field-based training in gender/Participatory Rural appraisal methods for Proyek Pesisir extension staff, possibly in combination with local government extension workers at their sites, to be conducted by a team composed of gender /PRA specialists and Proyek Pesisir trainers) (July 98 with follow up in September and December 98);

   b. a participatory classroom-based gender and CRM issues training, conducted by CWS-IPB and the Proyek Pesisir Gender Consultant, for CCMRS-IPB professional staff and interested coastal staff from BANGDA/Jakarta staff (July 98)

   c. a seminar on gender and CRM issues conducted by CWS-UNSRAT faculty for the North Sulawesi Provincial Working Group (timing dependent on when they can be briefed on CRM, asap)

   d. whenever possible, gender issues should be integrated into any other CRM trainings, particularly those for extension officers.

3. *Improve the Social Science/Gender Dialogue Related to CRM in Indonesia.*
   To build up the body of knowledge related to the gender dimensions of coastal resource management, planning and policy and benefit from the valuable expertise of Indonesian social scientists working on related issues, CRM training via seminars and/or workshops should be provided to social scientists who have

experience working in coastal communities, particularly the CWS faculty at IPB and UNSRAT. In addition, a regular monthly seminar series, held at IPB, should be instituted on social and gender issues related to CRM. The annual meeting for Proyek Pesisir should also include panels and/or presentations on gender/social science issues. This dialogue will also be augmented by a study on cross-site comparison of gender and CRM best practices (Year 4), a regional/international symposia of gender issues and CRM (Year 5) with a published proceedings (Year 6), and a final synthesis document on these issues for Proyek Pesisir (Year 7).

4. *Identify and Address Community-Level Gender Issues.*
Although limited in scope, the field work, interviews and literature review identified a number of possible community-level gender issues which merit further research attention for their extension and policy implications. In the short-term, the Proyek Pesisir extension officers should avoid preconceived gender stereotypes, try to use gender-tailored extension approaches; and make sure community decision-making includes males and females from the same household. At Bentenan and Tumbak, value could be added to the existing socioeconomic baseline study by returning to at least a subset of the respondent households and collecting additional information from women (and for some new question areas, possibly men) to establish a gender-disaggregated baseline (via a local consultant during the first quarter of FY98 or adaptation of the research instrument during Year 2 monitoring data collection). Before being applied to the E. Kalimantan and Lampung sites, the socio-economic baseline and the ecological and human history methodologies should be revisited and adapted to include selected gender-disaggregated information. At the end of Year 2, special studies could be identified for Years 3 and 4 of the project. One useful possibility may be a typology of sites according to gender-related indicators which could then be used to tailor CRM extension activities and project planning.

In addition to the data set discussed at the end of the literature review section, some related and CRM-relevant gender issues were identified during the field research but would require further investigation to verify:

a. differences in interests, priorities and CRM knowledge between women from farmer and fisher households which may also differ from men from these two types of households.

b. variable percentages of sea-going female fishers (minimal number in Bentenan; both male and female focus group participants stated that possibly up to 30 percent of Tumbak women go to sea after age 17 or 18 and this pattern has persisted since this community was established (NB: while experts, the extension officers and the Proyek Pesisir baseline study in these communities noted that there are a limited number of women

fishers in these and other communities, this appears to be an unusually high percentage).

c. men and women appear to share access and activities in most landscape niches; however, in Tumbak, it appears that mangroves are the domain of females for firewood cutting and water collection.

d. most existing community organizations appear to be single-sex groups; female participation in both-sex community meetings appears to be stronger in Tumbak than in Bentenan.

e. focus group men and women report that major household resources (boat, land, house) are perceived to be co-owned (although title may not be in both names);

f. within their households, focus group men and women, key informants and experts suggest that Minahasans share responsibilities for both productive and reproductive activities;

g. the Minahasans who were interviewed, both female and male, and key informants do not perceive any household differences in gender issues by religion and ethnicity for the Bentenan and Tumbak communities.

h. it is widely agreed that Minahasan women control household income and expenditures but major expenses are discussed by women and men;

I. although experts see a general pattern of male bias in education, the focus group respondents in both communities see educational access as equal and further schooling is limited mostly by sufficient funds and the child's abilities.

j. experts and focus group respondents noted a pattern of male and female out-migration, largely to No. Sulawesi urban centers.

k. experts, focus group respondents and the extension officers noted the significant role of women in fish trading (*tibo-tibo)* activities.

l. focus group respondents and experts suggest that women's level of environmental awareness and their ranking of environmental priorities often vary from men's.

m. focus group respondents suggest that bartering activities are dominated by women (typically fish for agricultural products); there is also a pattern of social exchange in Tumbak (fish given away to poor households).

5. *Maximize Institutional Partnerships and Build Institutional Capacity.*
To achieve successful integration of gender issues, Proyek Pesisir should strengthen its links to existing structures and organizations which focus on women's/gender issues:

a. At IPB, CWS faculty should be routinely integrated into Proyek Pesisir activities, particularly in setting up new field sites in Lampung and East Kalimantan provinces and training.

b. With more training in CRM to be provided by Proyek Pesisir and CCMRS-IPB, CWS-IPB and the local CWS faculty can work together to provide gender-related technical assistance in the future.

c. At the national level, Proyek Pesisir may want to consider a gender advisory group, particularly for policy-related activities, and should coordinate with UPW - The State Ministry on the Role of Women and the BAPPENAS staff who focus on the integration of women and gender issues into the work of other ministries. For Proyek Pesisir's policy development and reform activities related to CRM, Proyek Pesisir should coordinate with the Social Environment Division of the State Ministry of Environment and the State Ministry for the Role of Women to integrate field-level gender priorities and issues, consider gender issues related to policy implementation and avoid negative impacts on women. Other policy partners for Proyek Pesisir include WALHI , the Participatory Development Forum, Kalyanamitra and other women's NGOs working on environmental issues.

d. With BANGDA, there are a total of eight professional women in their Environmental Sub-Directorate and efforts should be made to cultivate their interest in CRM through invitations to workshops, trainings, etc.

e. At the provincial and sub-provincial levels, Proyek Pesisir should coordinate the work of its Provincial Working Group with the TP2W Tk. 1 structure by including a representative on the PWG, preferably from the CWS at the local university. If Proyek Pesisir forms sub-provincial working groups, the TP2W structure also functions at the Tk.2 level. To improve the representation of female professionals and expand women's opportunities to learn more about CRM, Proyek Pesisir should request that

North Sulawesi PWG vacancies be filled by the participating ministries with qualified women. In new provinces, Proyek Pesisir may want to consider having a male and female pair from each ministry serve on the PWG.

f. At the field level, extension workers should coordinate with PKK and other women's organizations (e.g. *arysan)* to ensure that there is sufficient and meaningful female participation in community decision-making related to CRM.

6. *Include Gender Issues in Monitoring and Evaluation.* Additional technical assistance is needed to review all Proyek Pesisir monitoring systems (CRM II PMP, NRM II PMP, routine reporting, learning and hypothesis testing) for opportunities to integrate gender issues. Apart from training figures and meeting attendance, it appears that most of the Proyek Pesisir monitoring indicators for monitoring do not currently include gender-disaggregation. For USAID reporting, this type of technical assistance also needs to be closely coordinated with the other NRM-RP Partners and USAID staff. (June)

7. *Integrate Gender Issues from the Start at the New Field Sites.* In contrast to North Sulawesi which has been underway for one year, Proyek Pesisir now has the opportunity to integrate gender issues at a very early stage in the two new provinces - Lampung and East Kalimantan. Gender-related technical assistance should be provided (by CWS-IPB and/or others) to ensure that all early activities and choices integrate gender issues (First quarter 1998 and TBD).

8. *Address Gender Issues and Present Images of Women and Men in Outreach and Dissemination (Publications, Journal, Web Site and Other Communication Activities).* Proyek Pesisir should routinely include gender issues and images of women as coastal managers in all relevant publications and on its web site. The new journal being produced by IPB-CCMRS could include a statement of editorial policy which encourages authors to address gender and other socio-economic issues. In addition, the editors might want to consider a special issue on gender and CRM for the first quarter of Year 3. The gender-disaggregated field data, particularly related to environmental attitudes, knowledge and practices, which is collected during Year 2 could be used to tailor mass communication materials and messages for different audiences. The community extension manual should integrate gender issues.

9. *Review and Modify Criteria for Sites, Action Projects, Participants, and Consultant Deliverables.* Proyek Pesisir should consider using standardized language in all selection criteria for field sites, action projects, training opportunities, etc. In addition, the terms of reference for consultants (apart from

biological work) should include standard requirements to address gender issues, staff briefings to consultants should reinforce the importance of gender information and consultant deliverables should be monitored for this information.

10. *Increase Collaboration on Gender Issues between CRM-RP and NRM-RP Partners.* To date, collaboration on gender issues among the NRM-RP partners has been limited. One possibility for collaboration would be a national level advisory group on gender and environment. Another collaborative activity could be sponsorship of a Gender and Environment workshop, with co-sponsorship by the UPW - State Ministry on the Role of Women, CWS-IPB, CWS at other universities & women's NGOs.

Proposed Gender Workplan

Year 1 (January, February, March 1998)

January:	Gender Assessment
February:	Integrate standard gender language into consultant TORs, criteria, project manual.
March:	Manado briefing on CRM principles for CWS-UNSRAT faculty; Manado gender/CRM briefing for Prov.Working Group - CWS-UNSRAT.

Year 2 (April 1998-March 1999)

Training:	Hire local gender consultant; find Bahasa Indonesian PRA/gender analysis field training manuals; plan and implement staff and partner training; write training reports; two follow-up trainings for staff training.

Plan & initiate CCMRS-IPB monthly seminar series on ICM & social/gender issues;
Lampung: site visit and gender analysis by gender specialists
Gender Strategy: plan for one-day meeting at staff and partner retreat
Special gender studies: identify, contract and monitor

Year 3 (April 1999-March 2000)

Special gender studies: support and monitor
Gender/PRA Training: Lampung and East Kalimantan extension officers
Gender analysis: East Kalimantan
Follow-up visits: Sulawesi, Lampung, East Kalimantan
Other TBD (to be determined) from Gender Strategy

Year 4 (April 2000-March 2001)

Special gender studies: support and monitor
Follow-up visits: Sulawesi, Lampung, East Kalimantan
Best Practices Study: Site comparison of ICM outcomes and gender issues
Other TBD from Gender Strategy

Year 5 (April 2001-March 2002)
Regional/International Symposium on Gender Issues and ICM
Follow-up visits: Sulawesi, Lampung and Kalimantan
Other TBD from Gender Strategy

Year 6 (April 2002-March 2003)
Proceedings from Regional/International Symposium on Gender Issues and ICM
Follow-up visits: Sulawesi, Lampung and Kalimantan
Other TBD from Gender Strategy

Year 7 (April 2003-October 2003)
Final Report on Gender and ICM
Follow-up visits: Sulawesi, Lampung and Kalimantan
Other TBD from Gender Strategy

Recommendations for Gender-Related Publications for the CCMRS Resource Center

A list of the recommended publications, which include gender/environment literature reviews, conceptual frameworks and training manuals, can be found in Appendix D of the full gender assessment report.

Acknowledgments

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[1]This activity is a USAID/Indonesia buy-in activity (via the Natural Resources Management II Results Package) to the Coastal Resource Management Project II Cooperative Agreement. The latter is a joint activity of the Coastal Resources Center at the University of Rhode Island and the Center for the Environment, Bureau for Global Programs, Field Support and Research of USAID/Washington, D.C.

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Staff from BANGDA and BAPPENAS supported the gender assessment work in several ways. Due to a timely field visit, the BANGDA manager for Proyek Pesisir, Sapta Putra Ginting, was able to observe the gender experts focus group in Manado. In addition, he provided his support in organizing meetings with a group of BANGDA female staff and Ir. H. Irwandi Idris, Head of the Marine Sub-Division. Together with Ir. Endang Indriati (MCRP), staff of the Bureau for Regional Development at BAPPENAS and Philippines study tour participant, they provided valuable government perspective at the final gender assessment briefing in Jakarta.

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In Washington, DC, the team wishes to thank two staff members from the International Center for Research on Women, librarian Patricia Martin and researcher Sarah Gammage, who generously shared their library resources to enhance the literature review.

Background and Purpose of Gender Assessment

In July 1997, Proyek Pesisir, the Indonesian component of the global Coastal Resource Management Project (CRMP), requested gender-related technical assistance. Although general gender guidance were included in the CRMP design documents for Indonesia (Soderstrom 1995), the requested technical assistance would recommend specific strategic activities which would ensure that women, both community residents and professionals, fully participate in project activities and are active stakeholders in decentralized and strengthened coastal resource management. In other words, recommendations would target the local and national levels (Tracks 1 and 2) and help to strengthen linkages between these two tracks. These recommendations would lay the groundwork for a focused and coherent action plan/agenda for 1998-2004.

The work was conducted by a team of social scientists with experience in gender and environment, rural sociology, gender studies and fisheries management (Diamond, Machfud, Kinseng). In addition to an international gender and environment expert, two IPB faculty members, affiliated with the Center for Women's Studies (PSW) and the Departments of Sociology (Faculty of Agriculture) and Socio-Economics (Faculty of Fisheries) participated in the team. The Terms of Reference specified that assessment methods include a literature review, expert/key informant interviews and focus groups (e.g. community members, government and project staff and gender experts).

In a broader context, it is important to note that Proyek Pesisir's request for gender assistance builds upon earlier steps taken over the last three years by the University of Rhode Island's Coastal Resources Center (CRC) under the G/ENV CRMP cooperative agreement. Since its 1994 evaluation, CRC has made serious efforts to recognize and integrate gender issues into their program planning and implementation. For example, the senior author was engaged to sensitize CRC staff through training and discussions regarding gender issues in general, for specific country activities and for monitoring and evaluation. In addition, the 1996 Summer Institute for coastal resource managers added a segment on gender issues and integrated gender issues into other course segments. Also, the Fall 1996 issue of CRMP's *Intercoast Network* focused on gender issues and integrated coastal management.

Terms of Reference

The terms of reference for the International Consultant included the following elements:

1) a review of the broad context of concern for gender issues in CRM in Indonesia and the type of issues affecting women's involvement in CRM in Indonesia (from user-resource to user-regulator interactions) (*See Literature Review and Appendix E)*;

2) a strategy for how the two tracks of the CRMP may enable the Indonesian government and other stakeholders in CRM to better address the issues defined above and including action steps for implementing strategy - workplans (who, what, cost) and potential collaborations, partners and additional resources (*See Proyek Pesisir Gender Assessment: Recommendations & Explanations, Proposed Gender Workplan, Appendices D, F and G*)

3) recommendations for a set of publications on the gender issues in CRM to be lodged with the CCMRS at IPB. (*See Appendix D*)

4) an abstract/paper outline for the National Workshop. (*See Executive Summary*)

Methodology

From January 9 - 30, the Gender Assessment Team (Dr. Nancy Diamond, Ir. Sugiah M. Machfud, Pak Rilus Kinseng) conducted a rapid assessment of:

1. secondary data available for gender and coastal resources management in Indonesia, including gender issues related to environment and in North Sulawesi (URI library, Georgetown University library, International Center for Research on Women Resource Center, IPB, Kalyanamitra and other personal libraries in Indonesia);

2. primary data from field visits and interviews with key informants and non-randomly selected community sex-segregated focus groups from Bentanan and Tumbak on gender issues for Minahasa Regency (North Sulawesi);

3. primary data from Proyek Pesisir staff interviews (individual and group) regarding professional and academic experience, gender-related field activities to date in Bentanan, Tumbak, Talise and Blongko (North Sulawesi).

4. primary data from interviews with the Chief of Party regarding activities and perspectives on the first year of the national-level activities of Proyek Pesisir (policies, institution building, monitoring and evaluation, dissemination and

communication).

5. primary data from Jakarta-, Bogor- ,W. Java- and Manado-based experts on gender issues in Indonesia, the integration of gender issues into relevant sectoral ministries, issues for professional women and the experience of other projects integrating gender issues into research and activities.

This requested assistance was designed as a short-term preliminary assessment which would provide an overview of the general types of gender issues relevant to Proyek Pesisir across the range of all of its activities (e.g. field extension and research activities; institution building; communication/information and dissemination; monitoring and evaluation, etc.). The total length of the technical assistance was determined by CRC/Rhode Island (22 days). Approximately 12 days were available for all interviews; two days were allocated to Bentanan and Tumbak field interviews with community members and the remaining days were spent in briefings and/or in transit. In order to accomplish the review of all types of project activities in this time frame, it was necessary to rely on the advice of Proyek Pesisir and IPB staff for the selection of key informants, experts and participants in focus groups. While the samples were decidedly not randomized, the team did employ triangulation whenever possible to verify preliminary findings. Primarily, similar question areas were asked to different types of informants (e.g. male and female community members, extension workers, gender and/or North Sulawesi experts, key informants). Unfortunately, there was insufficient time to follow-up the focus group results with separate household-level interviews with adult males and females.

These rapid assessment results, at the community-level, should not be substituted for a more thorough gender analysis. In an ideal scenario, a variety of research methods would be used, much more time would be spent in the communities and some methods would employ a randomized sample. That being said, rapid assessment methods such as focus group interviews can provide a researcher and/or client with an overview, a sense of trends and patterns in the community at-large (e.g. resource use, access and control; the gender division of labor; daily and seasonal calendars, gendered priorities, etc.), and identify issues which merit further investigation. The details need to be clarified and verified through more systematic household research methods which interview both women and men and attempt to minimize methodological biases.

As used in this report, there are several terms which may require definition. The term, ***gender issues***, refers to program-related issues raised by the differences and similarities in women's and men's interests/priorities, rights, responsibilities and access to resources. These patterns are culturally defined and enforced socially and/or legally. The terms, ***gender and gender issues*** do not just refer to women or so-called "women's issues" but instead focus attention and comparative analysis on the situation for women and men. Using rapid assessment methods and a literature review, a ***gender assessment***

provides a quick review of potential gender issues and recommends programmatic activities which lead toward a gender strategy. A ***gender strategy*** for a project identifies key gender issues relevant to project activities, identifies information gaps, reviews project activities and proposes and prioritizes potential opportunities for future studies, strategic adjustments in current and proposed activities, or new related activities which enhance project effectiveness and sustainability.

Discussion Framework

The Terms of Reference request "a review of the broad context of concern for gender issues in CRM in Indonesia and the type of issues affecting women's involvement in CRM in Indonesia (from user-resource to user-regulator interactions). English-language journal literature and books were collected through an on-line search at the University of Rhode Island; an additional book and dissertation/thesis search was conducted at Georgetown University and the International Center for Research on Women in Washington, D.C. In addition, at IPB, a literature search was conducted at the library of the Center for Women's Studies, the Information Resource Center (campus library), the Department of Socio-Economics (Faculty of Agriculture, Faculty of Fisheries), the Center for Development Studies. Other key informants, including staff from COREMAP-LIPI, UNSRAT and the Department of Anthropology at the University of Indonesia, were asked about the literature.

As practiced and promoted by the URI Coastal Resources Center and others in the field, coastal resource management encompasses a flexible set of resource planning activities, resource management practices, research and institutional capacity building activities. The goal of these activities are improved, sustainable and decentralized management of natural resources in coastal areas/zones. While this work encompasses fisheries management, it is typically much broader in scope, both bio-geographically (marine and terrestrial resources including coral reefs, mangroves and other forests, littoral zones, watersheds, agriculture, etc.) and socially (all community members and/or local and extra-local stakeholders). In contrast to much of the work in fisheries management, CRM places greater emphasis on improving governance for resource management and community development and enhancing democracy. This work is accomplished by reaching out (i.e. ensuring *representation* and *voice*) to stakeholders and constituents from diverse organizations, groups and institutions at local and national levels. And as a relatively new and multidisciplinary field, professional development is also an important aspect of the work of CRM projects.

Accordingly, the gender dimensions of coastal resource management encompass economic and political issues, as well as human capacity development issues particular to female professionals. Three main questions frame the discussion below:

1. How can CRM economic activities achieve sustainable livelihoods for men and

women (coastal households)?

2. How can CRM planning, management and governance activities fully include the representation and voice of diverse groups of women and men in coastal resource decision-making?
3. How can those CRM activities which support CRM professional development include and support females?

Literature Review

For the purposes of this report, the literature review focuses primary on the English-language and Indonesian literature available on gender/women in development issues and the fields of fisheries and agriculture. Both sectors represent the predominant livelihood systems in coastal areas and these overlapping gender issues are a useful guide to the work of Proyek Pesisir and CRMP. However, it is noted that the CRM, in general and in site-specific situations, is likely to benefit from findings in the gender and development (GAD)/women in development (WID) literature related to aquaculture/mariculture[2], coastal forestry/mangroves[3], watershed/water resources[4]/ sanitation/environmental health, tourism (cultural and scenic resources), biodiversity, energy and urban planning[5]. For the governance dimensions, further guidance could be gleaned from a more thorough review of the gender literature regarding participation[6], democracy/governance and environmental education/communication (i.e., differences in environmental knowledge, attitudes, and household and community behavior)[7].

The next section discusses the general political, economic and professional context for women in Indonesian (both women in development/WID and gender and development/GAD issues). The following sections summarize the literature related to gender and CRM in Indonesia and elsewhere.

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[2] See for example, Weeks 1992, for a discussion of social issues; Ahmad 1995 for Bangladeshi gender issues.

[3] See for example, FAO 1987, for a discussion of women in forestry issues, in general and FAO 1995 for gender and forestry training materials.

[4] See for example, Cleaver and Elson 1995, for a review of women, community and water issues.

[5] See for example, Dandekar 1992, for a discussion of women and shelter in urban environments.

[6] See for example, McCay and Jentolft 1996, for a discussion of participation issue in fisheries management.

[7] See for example, Mohai 1992, for a discussion of these issues in the United States.

> *Women as citizens as well as human resources for development have the same rights, responsibilities and opportunities as men in all aspects of development activities. The enhancement of women's role as equal partners of men is to be directed to increasing their active participation in development activities. (1993 Broad Guidelines of State Policy)*

Over the last twenty year, there has been an increasing level of government attention and support for policies, institutions and programs related to the role of women in development, the notion of "harmonious gender partnerships" and gender equality. As stated in documents provided by the Office of the State Minister for the Role of Women, "development policies in Indonesia are based on the principle of equality between men and women" (e.g. Republic of Indonesia 1995a, Republic of Indonesia 1995b). This principle of equality can be found in the State Philosophy (*Pancasila*)[8], the 1945 State Constitution and all regulation and legislative acts of the Government of Indonesia (GOI). In 1984, the GOI ratified the convention on the Elimination of All Forms of Discrimination Against Women (Law No. 7).

In 1978, two government actions supported women in development issues. For the first time, a discussion of women was included in one chapter of the Guidelines of State Policy (GBHN) which become the basis for Five Year Development Plans (GBHN). In the same year, a Junior Minister was appointed as a member of the cabinet. This position was later elevated to a Minister of State (State Minister for the Role of Women - *Menneg UPW*) in 1983.

Since 1978, the GBHN discussion of the role of women in national development has progressively been expanded over time to include women's economic and professional activities. The 1988 GBHN includes basic concepts related to: 1) equal status, rights, obligations and opportunities for women and men as harmonious partners in all aspects of civic life and development activities; 2) women's harmonious role in the family and society; 3) respect for women's dignity and protection of women's specific biological characteristics/reproductive function; 4) development of a favorable socio-cultural climate and enhancement of women's capabilities for wider participation in development; and 5) encouragement of the active participation of NGOs, including the Family Welfare Movement (PKK), to promote family welfare. The 1993 Chapter on Women in the GBHN includes more explicit reference to women's economic roles and further expands the discussion to include: 1) the enhancement of women's skills in

[8] The five principles (*panca*) of the national ideology (*Pancasila*) include belief in one Supreme God, civility and justice among people, the Unity of Indonesia, democracy through deliberation and consensus among representatives, social justice for all. (National Development Information Office. 1994. Indonesia Source Book, p. 13).

science and technology; 2) the enhancement of women's mental and spiritual resilience; 3) the enhancement of women's role in decision-making; 4) the development of women's capacity to face changes; 5) the conscientization of parents on their role in family education; 6) the development of women's role in solving social, economic, human resource and environmental problems; 7) the enhancement of women's skills, productivity, welfare and protection of female labor; and 8) the improvement of health, job-safety, career and social services for women as female workers and members of the family. In addition, the 1993 GBHN included reference to the need to enhance "parents' roles" and not just "mothers' roles" (in earlier GBHN documents). (Republic of Indonesia 1995a)

According to experts interviewed during the gender assessment, the GOI has maintained a women in development, women-focused approach up until recently but is now shifting to a gender mainstreaming approach. For example, in the Fifth Five-Year Development Plan (1990-1995), there are references "sustainable gender based development." To this end, The Office of the State Minister of the Role of Women has articulated a concept of "Gender Partnership in Harmony" or "Harmonious Gender Partnership" which is included in the Sixth Five-Year Development Plan (Repelita VI). The principles, as stated in a 1995 booklet published by the Office of the State Minister for the Role of Women, are as follows:

1. "Harmonious gender partnership between men and women is the dynamic condition in which men and women have equal rights, obligations and opportunities based on mutual respect, appreciation, support and mutual help in the context of development in various fields."

2. "Development based on a gender approach is defined as an approach to development which integrates the aspirations, needs and participation of the enhancement of the role of women in both policy and development strategies in various fields and sectors as well as in family life. Therefore efforts to increase the capacity of sectoral development planning to base their work on the concept of harmonious gender partnership should be intensified."

The State Ministry of the Role of Women, according to Presidential Decree No. 44, is tasked with policy formulation, planning, coordination and advocacy of programs and activities for improving the situation of women. However, the implementation of women in development (WID) programmes is the responsibility of the sectoral ministries. There are both women-focused and integrated programs. There are four assistant ministers (i.e. Family Welfare, Women Workers, Education of the Role of Women and Development of the Socio-Cultural Environment). Environmental activities, per se, fall under Deputy Assistant Minister for Health and Environmental Preservation under the purview of the Family Welfare Assistant Minister. However, female entrepreneurship, training in leadership and gender analysis, and gender/WID-related

research are tasked to other Assistant Ministers. (Republic of Indonesia 1995c).

At the sub-national level, there are several structures and institutions which support women in development issues. There is a Provincial WID Team for the Advancement of Women (TP2W) headed by the Vice-Governor assisted by the Head of the District Planning Board and also a District/Municipal WID Team. Also, the 65 Women's Study Centers at state and private universities in all 27 provinces assist the Ministry and the Provincial Teams. (Republic of Indonesia 1995c).

A number of national Indonesian organizations support WID/gender work related to the environment in Indonesia: *PKK, KOWANI, Dharma Wanita* and the National Commission on the Status of Women. The Family Welfare Movement (Pendidikan Kesejahteraan Keluarga or PKK) began in 1964 with women's group activities in Central Java. In 1972, it became a nation-wide voluntary movement for women which is sanctioned by government. There is an organizational structure from the village to national level. There are now ten major programmes: 1) *Pancasila* ideology comprehension and practical application; 2) fostering mutual self-help; 3) food; 4) clothing; 5) housing and house arrangements; 6) education and skills; 7) health; 8) promotion of cooperatives; 9) sound domestic planning and 10) protection and conservation of the environment. Households are organized into units of ten to 20 which are named, "*Dasawisma.*" KOWANI, the Indonesian Women's Congress, was founded in 1928 and is comprised of 64 nation-wide women's organizations. Environment is one of their eleven areas of concern. There are similar federations which operate at the provincial (BKOW) and district levels (GOW) but they operate independently. *Dharma Wanita*, an organization for the wives of civil servants, was established in 1974 and supports government social development programs, including those in environmental preservation. The semi-autonomous National Commission on the Status of Women is tasked with collecting data through research and submitting recommendations to the government. (Republic of Indonesia 1995c)

In terms of objectives, activities and indicators, the State Ministry for the Role of Women focuses on a program with five components (*Panca Upaya*): 1) improving the status of women; 2) improving the role and opportunities of women in development; 3) improving women's capabilities; 4) improving women's self-reliance; 5) improving women's mental and spiritual resilience. The Ministry for the Role of Women and BAPPENAS ask each Ministry to make specific plans to integrate gender issues into their programming (e.g. balance the opportunities for participation and benefit sharing for women and men) and to support the development of female and male professional staff. To this end, staff from a number of Ministries (e.g. BANGDA) have participated in trainings related to gender issues (Personal communication, Hubeis, 1998; Pudiastuti and Heroe, 1998) . The Ministry collects gender-based statistics to develop profiles which serve as the basis for discussions about how to address these gender-based issues. They use the following criteria to measure change:

1. The active participation of women as equal partners of men both in the formulation of policies and taking of decisions in the planning and implementation of development activities;

2. That women are deriving benefits from development activities in both their roles as implementers and users;

3. That women have access and control or supervision of a number of development resources such as human, natural or other resources such as science and technology, information and funding.

4. That there is a positive impact on the status and role of women.
With respect to women's professional participation in formal political processes, the civil service and community development, Indonesia's Country Report for the 1995 Fourth World Conference on Women (*op cit.* 1995) notes a steady increase. In 1992, for elected officials, women constitute ten percent of the national People's Consultation Assembly, 13 percent of national Parliament, and seven to 18 percent of the provincial legislative bodies. Women in the civil service average 35 percent but tend to be clustered in the middle two of four ranks and there are greater aggregations of women in specific ministries such as the Family Planning Board, Social Affairs, Health and Education. In Indonesia, the wives of senior civil administrators from the village to the Provincial level play a unique unpaid executive and managerial role for some activities related to women's and community activities.

From a legal perspective, several Indonesian laws present country-specific gender issues. Polygamy is legal; however the 1974 Marriage Law stipulates that a man can take another wife only with the consent of the first. Indonesian law stipulates that the rights and position of the wife are equal with that of the husband (Regulation No. 9/1975, article 5, clause 1) but sets forth different roles and statuses for women and men. The husband is considered to be the head of the family and responsible for providing for the wife's (economic) needs and the wife is the head of the household and responsible for the domestic maintenance of the household (article 31, clauses 1 and 2) (NB: A number of Indonesian feminists and NGOs are working to change this language) Indonesian inheritance law is not standard but is instead pluralistic. For the majority of Indonesians who follow Islamic inheritance law, daughters are entitled to only a half share of parental property. However, in many parts of Indonesia, patriarchal customary laws are followed in which the daughters are not entitled to any property from their fathers or parents. Some families follow a mixed method: customary division for traditional clan land and marriage agreement land or goods but equal division of goods acquired during marriage.

Indonesia can be uniquely characterized by its extensive ethnic diversity and the

breadth of its island-based geographic scope. With more than 250 ethnic groups, 300-plus languages, greater than 17, 000 islands and 65,000 villages, there would appear to be great variability in the gender division of labor, access and control over resources by women and men and gendered involvement in household community decision-making. Generalizations are likely to be inaccurate; gender-disaggregated statistical data is often not available. This variability suggests that site-specific gender analysis and the collection of gender-disaggregated baseline and monitoring data are important elements for project success and sustainability. (Republic of Indonesia 1995d)

Gender and environment issues in Indonesia are addressed by the governmental, non-governmental and university sectors. No environmental policies explicitly address women's issues in relation to the environment. In relation to environmental impact analysis, women's concerns are addressed in environmental law No. 4/1982 (paragraph 16) as they relate to social impact assessment. Women's involvement in environmental policy tends to be implicit and women are not clearly identified in cross-sectoral implementation. The Social Environment Division of the State Ministry of Environment formulates policies on women and the environment, in coordination with the State Ministry for the Role of Women. NGOs have also played an active role in involving women in environmental programs (e.g. WALHI has established a special Division for Women and Environment; in 1992, a Participatory Development Forum working group on women and environment was formed to increase NGO-NGO, NGO-GOI dialogue, activities and research). A number of environmental activities for women have focused on the domestic environment and water and sanitation issues. Through governmental, donor and NGO support, university faculty, at IPB and elsewhere, contribute to the dialogue on these issues via research on WID/GAD issues related to environmental management.

Research Related to Gender Issues and CRM

Gender and coastal resource management is an under-researched topic in the international literature. While there appears to be very little literature, in Indonesia or elsewhere, which focuses directly on gender issues for coastal resource management, literature from related fields is relevant to this discussion:

1. Some social research focuses on the lives and work of coastal women using female informants (WID research); some focuses of coastal women and men using male and female informants (Gender and Development/GAD research); much of it uses only male informants.

2. The coastal resource management literature, more often than not, places environmental problems at the center of the discussion and social issues are not always included. When people at the community level are discussed, they are typically discussed as an aggregate group such as "the community" or

"stakeholders" or "resource users." These groups are often discussed in an undifferentiated way as either "black boxes" with different interests but too complicated to explore or as unitary actors who are assumed to have shared interests (after Cleaver and Elson 1995). The gender issues are seldom raised. Some of this deficit can be attributed to the newness of this field and its dominance by resource managers and planners trained in the natural sciences. However, even when social studies have been conducted by international and local social scientists for CRM project, informants for the gender assessment noted that gender issues have often been left out of these reports.

3. Within the fisheries management literature, a small sub-set focuses on women and an even smaller subset focuses on the gender issues related to fisheries.

4. National-level census data is seldom collected from both household males and females and is often inaccurate, incomplete and unreliable for the needs of CRM projects.

Indonesia

Although only a limited amount of Indonesia WID literature could be identified on women in fisheries, there is extensive Indonesian WID literature on women's role in agriculture, particularly in lowland and upland rice-growing communities. These studies have supported the GOI's traditional policy emphasis on agriculture. These studies have been carried out by scientists from a variety of academic and government institutions, e.g. Center for Development Studies of IPB (see Sajogyo, 1983), Center for Socio-economic Studies of the Department of Agriculture, the Centers for Women's Studies at various universities, the Agricultural Research and Development at Cimanggu and NGOs. Almost all of these works are site-specific; few comparative nation-wide studies have been done for agriculture or fisheries. These works suggests a number of relevant gender themes for research related to coastal resource management activities:

<u>Households</u>

1. *Access and control over resources.*
   In general, researchers have found that women have less secure access and control over productive resources. These resources include fishing boats and gear, farm land, houses, credit, education, information, technology, etc. Women generally have less access to credit for entrepreneurial activities such as fish trading, technology for increasing productivity and knowledge about how to market new products (Hourihan 1986; Upton and Susilowati 1991). Related to resource access and control, there has also been an increasing trend toward the feminization of poverty, particularly as a result of increasing numbers of female-headed households (*de facto* or *de jure*). In addition, coastal households are often characterized by a highly diverse livelihood strategies which can vary daily,

weekly and seasonally. Therefore, special attention is needed to capture gender-related data on these issues.

In an example related to fishing technology, Hourihan (1986) notes situations in which new technologies can decrease women's access to resources. In some instances, technologies such as new types of nets were introduced for female-dominated activities and then were cooped by men, which further marginalized women.

2. *Division of Labor and Time.*
A number of studies have focused on the internal dynamics of households, including the division of labor among men, women and children and their respective time allocation in productive (typically renumerated economic activities) and reproductive (unrenumerated household maintenance and childcare) activities. While there appears to be great variation in these arrangements in different areas of Indonesia, it appears that there has been consistent underestimation of the contribution of men's reproductive activities and the type and value of women's productive activities to their households. Given the bias toward male informants in fisheries studies, it does not appear that the extent to which women are involved in boat fishing is well-understood from the perspective of female informants. Also, the gendered aspects of migration in relation to coastal resource management are not well-documented (after Silvey, 1994).

Hourihan (1986) describes how the spouses of Muslim fishers in Sumatra did not engage in marketing and played little role in fish processing. However, the females in Javanese transmigrant households in South Sumatra were active in these activities; both Javanese and Balinese women tend to be involved in these activities.

In a study conducted on women's contribution to household income among poor fishers households in the coastal communities of West, Central, and East Java; East Kalimantan; West Sumatra; and South Sulawesi, CWS- IPB researchers found that both women and men were involved in both productive and reproductive activities (Sitorus, 1992). Similar studies have also been conducted by several students in the Socio-Economics Department, Faculty of Fisheries at IPB (see Selvi's 1996 study of the role of women in fishing communities in the Thousand Islands and Elfisyahri's 1988 study in Medan, North Sumatra). In addition, these gender roles change in response to broader social and economic trends (see Sitorus *et al.* 1996b for a discussion of how the work burden for older women in fishing communities in West Kalimantan and Irian Jaya increased as a result of their daughters going to work in factories).

Women and men process and sell fish locally and both migrate for work in the fish processing industry. Machfud *et al.* (1991) discuss women's role in the food processing and selling industry and found that women have a dominant role in marketing raw fish in west Java. In their 1984 study, Mubyarto, Soetrisno, and Dove briefly discuss how women are active fish traders and they interviewed a female head of household for one of their respondent case studies.

3. *Access to decision-making.*
In terms of decision-making at the household level, men often dominate decision-making related to fishing gear. However, women control the household budget in many places and also dominate household-related decision-making.

However, decision-making in households is rarely this simple. Hourihan (1986) discussed how, in an ADB-funded fisheries project directed at male fishers in Sumatra, both women and men in a household discussed whether or not the man would be involved in project activities. As keeper of the household finances, credit was part of the woman's household responsibilities. In addition, her labor was required for aquaculture activities. The ADB project did not understand the gender division of household labor and decision-making and only had official contact with household males.

4. *Access to extension services.*
Women typically have less access to "technical" extension services related to resource management.

In Hourihan's (1986) work for ADB in Sumatra, he found that extension agents and agencies did not perceive women to be involved in fisheries activities and assumed the reason was *purdah*-related. However, when the situation was discussed with local women, they had skills in net making/repairing, fish drying/salting and fish/shrimp snack preparation and interest in alternative economic activities. But because of the low productivity of fishing in their area and lack of access to credit and markets, the women had figured out that it was not worth their time to be involved in these particular activities. In contrast, a GTZ Area Development Project, assigned a female extensionist with a fisheries background to work with women's groups and helped them to identify priorities, propose their own solutions and borrow micro-loans from a tiny revolving fund ($100 per community).

5. *Access to education (including literacy and numeracy).*
For both community and professional women, lack of education (including literacy and numeracy) can be a barrier to participation in project-sponsored

educational opportunities and weaken some women's confidence to participate in resource management decision-making and community institutions.

Community

1. *Group Membership and Leadership.* In terms of findings related to community activities, women have not always or often been involved in formal cooperatives or farmer's groups (Machfud *et al.* 1996) but they are consistently involved in women's credit associations (*arysan*), PKK and religious groups at the community level. Women have typically been less involved in leadership positions in mixed-sex community groups and had less involvement in decision-making by these groups. Machfud (1994) studied women's roles in self-help groups (Kelompok Usaha Bersama), including income-generating groups promoted by Social Department in West and Central Java, and found that these groups tend to be unsustainable and do not stop young women from migrating to urban areas if the economic incentive is too limited. Geru and Lontaan (1998) found that 29 percent of the local elites in a North Sulawesi Minahasaan community were women and approximately 50 percent of the women were religious elites.

2. *Environmental Knowledge, Perceptions, Attitudes and Priorities.* Projects do not always recognize that the indigenous technical knowledge of women may be different than men's knowledge and priorities for the management for different natural resources may vary between women and men. In a study for watershed-related programs in West Java's Upper Cimanuk Watershed Management, Machfud *et al.* (1996) found that women's knowledge enhanced the success of nurseries for plant materials.

   In other research conducted in Blanakan Village, West Java, researchers found that women and men can have different perceptions and priorities with regard to environmental problems. For example, because women's geographic domain in West Java had been more limited to their households, their priority environmental issues were related to household sanitation. Men prioritized environmental issues related to the broader community. Action research was then used to help raise women's awareness of community environmental problems. (Sajogyo *et al.* 1990, Machfud, 1994).

Institutions

1. *Level and Type of Professional Involvement in CRM Programs and Policy Decision-Making and Access to Professional Development Opportunities.*
   In general, professional women appear to have less access CRM programs and

policy decision-making and professional development opportunities. Some causes are structural, for example, CRM activities may target staff from higher civil service levels in which women are not commonly found or only from technical sectors in which women are represented in limited numbers (rather than including social sectors relevant to CRM and with high-level female professionals). In other situations, women perceive equal access but choose not to take these opportunities because they cannot be coordinated with family responsibilities, their husbands complain or the women lack the necessary confidence.

Gender and CRM issues are discussed in two donor-related documents funded by the Canadian International Development Agency (CIDA) and the U.S. Agency for International Development (USAID). In the 1987/88 to 1988/89 CIDA WID Strategy, a WID Strategy in Marine and Coastal Resource Development for Indonesia included emphases on active female participation in coastal community development; the transfer of technology to women; the strengthening of extension services and access by women to training and scholarships and enhancing female entrepeneurship. During design, formulation and implementation of projects, the CIDA strategy suggested special attention to expanding the database on women in the sector; assessing project impact on women; strengthening the organization structure to ensure maximum participation of women at all levels and stages of projects, and monitoring and evaluation of women's participation. In addition, they supported the use of gender role analysis throughout the project cycle. (*CIDA WID Strategy, 1987/88 to 1988/89, Indonesia, Appendix 2.2. Marine and Coastal Resource Development*).

In a 1991 USAID-funded report, *Role of Women in Development and Poverty Alleviation in the Fisheries Sector,* Upton and Susilowati discuss the institutional and legal framework, individual and group factors influencing the roles and status of women in fisheries, and guidelines and strategies for incorporating *gender* considerations in fishery development. Individual factors include: age, marital status, time-use, control over assets of production and income, educational levels and employment status). [9] Group factors include:

1. Socio-cultural factors (i.e. the division of labor, religious beliefs, ethnicity, power relationships, kin-based production, social activity);
2. Economic factors (i.e. economic necessity, high value resource, equity and the significance of small-scale income; lack of credit or access of credit,

[9] Susilowati, in personal correspondence (1998), discusses the low levels of education in rural Indonesia, in both coastal and other rural communities. With the implementation of the Presidential Instruction Program for Elementary School (SD IMPRES Program) in the 1980's, the economic contribution of children to the household was reduced. NB: In many other settings worldwide, reductions in the availability of child labor has resulted in an increased workload for the adult females in the household.

. transmigration policies);

3. Technological factors (i.e. technological change, easily acquired skills, use of indigenous materials, labor-intensive);
4. Ecological factors (i.e. seasonality of the resource, dynamic nature of the coastal environment).

The guidelines suggested by the authors were adapted from the USAID Gender Information Framework Pocket Guide (1989) and focus on collecting gender-disaggregated data related to sociocultural, economic, technological and ecological factors at baseline, monitoring and evaluation stages. They suggest that research is conducted on the gender impacts of new activities/technologies, including changes in women's time use, financial and cost-benefit analyses. In addition, they recommend that projects institute gender strategies. Their specific recommendations for gender strategies for fishery development activities relate to: 1) continued and expanded government and non-government support for women in fisheries, 2) improved routine national data collection of gender-disaggregated data; 3) equitable and targeted training activities for women related to the fisheries sector; 4) equitable access to credit and extension for women's fisheries activities; 5) support and encouragement to women's labor organizations; 6) legal protection for women engaged in formal and informal sector fishery-related activities, and 7) inclusion of WID specialists in project/program planning and implementation.

Susilowati (personal correspondence, 1998) discusses the experience of coastal women in Indonesia with government programs related to fisheries and other community development programs. One fisheries development program provided guidance to women on fish processing but ultimately proved to be unsustainable (NB: reasons not elaborated). The government poverty alleviation programs, KUKESRA and TAKESRA, appear to have had some success with assisting women. In addition, backyard hatchery programs in Central Java and at Gondol in Bali, have increased household fish consumption.

It appears that the lack of gender-disaggregated data regarding the division of labor and other issues in Indonesian coastal households and communities is a major constraint to effective project planning and implementation of CRM projects. The team identified very limited site-specific gender-disaggregated data for Indonesia. Also, there was no evidence of any national comparative studies for Indonesia about the gender division of labor in coastal communities. Projects should substitute site-specific data, gathered from both males and females (and youth, if possible) on the gender division of labor, etc. rather than making the common fisheries management assumption that females dominate fish post-harvest, processing and marketing and males dominate territorial and off-shore fishing. As discussed in the next section, there are a number of compelling reasons to question these gendered generalizations.

While much can be learned about women in coastal communities from the social science and fisheries literature, it is important to keep in mind several common methodological weaknesses of this work. Much of the research ignores, masks or consistently underestimate women's roles in harvesting fish, their contribution to household and national income from fishing activities and the amount of labor which they provide for fish processing (Gammage 1996, Hourihan 1986). Why does this occur?

Intentional and unintentional gender biases are often present in this research. Although described as household studies, men are often used as the sole informant for their households. For fisheries work, it is assumed that males are the fishers and males are the heads of households. It is often implicitly assumed that the knowledge and perceptions of one male household informant about other household members will be sufficiently reliable and unbiased. Researchers and funders often argue that they cannot afford to survey or interview both male and female household respondents because it is too costly or time-consuming. Sometimes, methodological triangulation (e.g. participant and direct observation, key informants, secondary data) is used to verify this type of primary data but more often than not, the data provided by household men regarding the activities, knowledge, attitudes and behavior of other household members, e.g. women and youth, is not verified by extensive interviews with these other members. In some cultures, males may also have less access than female researchers to female informants/respondents. Also, researchers and their assistants in this field are more often male.

Many of these issues have been addressed head on by the feminist "household" literature which has been conducted in various fields over the last 20 years (for example, Folbre 1986; Moser 1986). Many studies argue that these biases have resulted in consistent underestimation of the extent and value of women's contribution to household and community welfare by male informants and researchers. Some relevant findings include:

1. With respect to male informants, many researchers have challenged the reliability of memory recall methods when informants are discussing their own situation; these problems with reliability are magnified multi-fold when one informant is asked to report on the behavior, income, knowledge, etc. of others in their households.

2. Despite a plethora of gender relations and household differences related to income, financial management, decision-making, etc., Gammage (1996) points out how the design of the research and the research instruments often artificially force one person into the role of "head of household" and assume that there must be one primary

breadwinner of the family.

3. Another issue has to do with discrepancies between actual behavior and the "face" one presents to outsiders and the community at-large. Although actual observation or other research methods have identified a different and/or less traditional pattern of gender relations, some households (both male and female informants) have reported to outsiders that they have a traditional or idealized pattern of gender relations (male fisher; female housewife) in an effort to avoid social embarrassment or loss of status. Women are reported and self-report as only "helping" men with productive tasks; men report or are reported as only "helping" with household reproductive tasks. The gender division of labor frequently varies by socioeconomic status; for example, gender relations for poor households can often be more flexible since both males and females do whatever they need to do to support their households.

4. As discussed by Gammage (1996), the construction of interview questions and mode of interviewing is critical to getting accurate information, particularly on the gender division of labor, access/control rights over resources and responsibilities. She argues that most survey and census questionnaires are overly rigid in their definition of what constitutes a fisher, their precoded responses are too limited and the sampling methodologies are too gender-blind to seek out both male and female respondents. Precoded responses, with a limited range of answers, would probably not capture this information. In most questionnaires, a fisher is defined as someone who fishes regularly for an extended period of time, concentrates their activities in the open sea and demonstrate possession of/access to fishing capital such as boats, nets or a motor. Women, who often fish sporadically, without capital and in estuaries or near shorelines, would tend to be excluded as fishers with these research instruments. Some argue for interviewing women on the shore immediately after the boat fishers arrive, at their fishing sites rather than in their houses and at a wide variety of times, days, weeks and seasons.

By adding a time allocation questionnaire to a more conventional survey,

Gammage found that almost 26 percent of the women fished either in the estuary or close to shore; about 60 percent cleaned the fish and processed the catch; 42 percent cleaned the boats and helped their husbands haul the catch in from the beach and 17 percent sold the produce in local markets, restaurants or bars. Schoeffel (1985) found that 20 percent of the village fishers were women in Tarawa, Kiribati; Hill (1977) notes that 31 percent of the village fishers in an American Samoan village are women; the percentage ranges from 20 to 50 percent in some regions of Papua New Guinea (Haines 1982).

The actual contribution to the household economy from women's fishing activities has often been undocumented. Gammage cites two examples from the Philippines. Women's fishing contribution to household income in Pangasinan and Bataan was found to be almost 34 percent and 25 percent of total household income, respectively, from estuary and lagoon fishing.

5. Some argue that the conceptual division between fish production activities (dominated by men) and the fish marketing/processing activities (dominated by women) is an artificial and no longer useful construct. They call for recognition of the complementarity of all of these fisherfolk activities (Lundayan editorial, 1991, second quarter).

6. For researchers, it appears that both male and female researchers and enumerators can introduce a variety of their own gender biases to the research.

The utility of some of the WID literature is limited by only discussing the situation of women *in situ*. Earlier Indonesian and international studies focused solely on women to remedy years of research and program neglect. Through research focused on women, WID analyses identified the issues of women. In actuality, some of these "women's issues" were actually household or community issues. But the WID information often led to typically poorly funded WID components which were vulnerable add-on activities to programs in which the balance of resources were still being spent on activities focused on men.

In contrast, more recent work with GAD analysis identifies the relative situation of women and men with respect to a given issue. Data is collected from both women and men, as individuals and in groups. GAD-derived programmatic solutions may include women-focused activities to redress inequities or respond to cultural differences (e.g. selection criteria which ensures the representation of women, train women in specific skills, tailor communication and extension activities). More commonly, gender-related solutions aim to mainstream women into activities which have been designed to address the needs of both women and men.

Gammage's work in El Salvador (1996) illustrates the value of gender-disaggregated and flexible research strategies and the practical implications of this data. In her qualitative survey with nearly 500 individuals in 110 households, only one woman identified herself as a "fisher" and only six percent reported involvement in fish processing and marketing. Most define their occupation as "housewife." However, 29 percent reported earning an income. A daily/weekly time allocation questionnaire identified high levels of involvement in fishing-related activities (see #4 above). Despite this involvement, most women had no access to credit for improved technology to improve their productivity, none were visited by fishing extension officers and their access to their traditional fishing areas were being threatened by mangrove shrimp and

salt farm development. Besides losing a valuable source of household protein, women are being displaced from income-earning activities.

While a gender perspective is fundamental to CRM, it should be noted that gender alone is an insufficient prism for identifying all key socioeconomic patterns of resource use, ownership/control, as well as group and community representation and voice. In a community or at the national level, women do not always share common household resource allocations, interests and priorities - in other words, women do not necessarily act as a class nor should they always be treated as one. There are obvious socio-economic differences among women and households. For instance, poor women and men may have more strategic priorities and interests in common than do poor and elite women. Hourihan (1986) and others highlight the importance of age in understanding gender issues. For example, sometimes older widows can play a unique non-traditional role in communities and may have more status. They are also found in both extremes of the economic spectrum. Ethnicity and religion can also create differences in gender issues among women and men. Livelihood systems can also be another differentiating variable among women, as it is for men. Marital status is another factor, including the *de facto* (e.g. resulting from migration) or *de jure* (e.g. divorce) absence of a man from the household.

In general, the body of knowledge of the true extent of women's involvement in, and contribution to fisheries and the management of coastal resources is extremely limited. Hourihan decries the anemic state of the art in his 1986 ADB report about women's roles in, and impact upon in fisheries development in Asia. He draws from primary data collected on ADB fisheries projects in Indonesia (Sumatra), Thailand and Nepal, expert interviews and three sets of studies: the SIDA/FAO Bay of Bengal reports and working papers published in the early and mid-1980s, the 1985 Report by the Economic and Social Commission for Asia and the Pacific (ESCAP) and a 1986 article on women in fisheries in Bangladesh which forms an appendix of the project preparation report for Bangladesh's Second Aquaculture Development Project (ADB-supported). The SIDA/FAO documents describe women's actual roles in fisheries and pilot women's income generating activities in Sri Lanka, India, Bangladesh, Thailand and Malaysia. The ESCAP report, based on a series of commissioned socio-economic surveys, describes women's roles in fisheries in Fiji, Indonesia, Papua New Guinea and the Philippines. He also includes mention of Pollnac's 1984 summary of the "average division of labor by sex in societies with a moderate to high emphasis on fishing." By 1988, FAO had published guidelines regarding women in fishing communities and in 1990, they updated an earlier version of a selective annotated bibliography on women in fisheries (FAO 1990 by Merrikin). A 1991 review of women and fisheries issues can be found in the Philippine journal, *Lundayan* (Israel 1991).

In the 1980s and 1990s, there have been a number of site-specific WID or GAD studies related to fisheries. Many studies have been conducted in the Philippines (e.g. De

Castro 1985, 1986; Pomeroy 1987; Abregana 1991). Examples of other Asian work includes a 1989 Bay of Bengal study by (Madhu 1989) and Nowak's 1988 study of the Malaysian Btsisi. Nadel-Klein and Davis (1988) document issues for women in fishing communities. This literature has made a valuable contribution to the field of fisheries and economic development by documenting women's economic roles related to fisheries and their access/control over productive resources (capital, gear, technology, extension services, etc.). However, most of this literature still does not provide gender-disaggregated data on management of the full range of coastal resources nor does it address governance issues related to women's representation and voice in social institutions engaged in resource decision- and policy-making.

Notable recent exceptions discuss gender issues in the context of a wide range of coastal resources and community resource governance issues. For Inhaca Island in Mozambique, Wynter (1990) discusses gendered property rights regimes, both customary and formal, and how women secured customary rights to mangrove resources. Work by Shields and Thomas-Slayter (1993) from Siquijor Island, The Philippines, illustrates a useful approach to gender analysis for CRM and encompasses ecological, social and political dimensions. Tungpalan, Mangahas and Palis (1991) from The Philippines aim to capture women's actual contribution to their families sustenance and includes information of women's involvement in community organizations and gender roles by age in coastal communities. Lachica (1993), also from The Philippines, discusses the need to recognize women's "triple burden" (reproductive, productive and community duties), criticizes CRM projects which only focus on raising women's environmental awareness or level of community involvement and argues for more substantive and substantial participation of women on resource management councils. CRM issues for Asia and the Pacific are thoroughly reviewed in general, in reference to women, by a 1992 Environment volume of the Asia and Pacific Development Centre. Gender issues covered include the gender division of labor, livelihood activities, resource conservation methods, indigenous technical knowledge, population, fuelwood/energy, women in fisheries projects and female environmental activism for CRM issues.

With respect to an overview of gender and CRM issues, Diamond (1996), Gammage (1996) and Petrovich (nd) discuss the importance of understanding gender issues related to CRM and the potential value of gender analysis for coastal resource managers. Diamond (1996) argues that the scientifically rigorous approach now applied by CRM practitioners to the collection of solid bio-physical, geographical, economic and policy data needs to be extended to the social and gender issues of CRM. Gender-related data is need for both households and organizations (divisions of labor, access and control rights over productive resources, household and community responsibilities, and trends in gender relations over time). CRM project managers need to acknowledge gender differences and inequalities and design programs and policies which either improve women's access to resources and institutions or, at the very least, do nothing to further harm women's existing level of access.

Gammage (1996) speaks of women's productive, reproductive and community roles in relation to the coastal environment. She argues for institutional and policy/regulatory solutions, at the local and national level, which improve access by women to capital and fisheries extension services. In addition to low-cost appropriate fishing technology, capital and knowledge/skills would enable women to switch to practices which conserve coastal resources. In communities in which female customary access to community natural resources (e.g. mangrove estuaries) is mediated by community institutions, projects/programs need to support women's security of tenure, both informal and formal, to help women to work out realistic conservation measures such as seasonal harvesting. CRM projects also must recognize that indigenous technical knowledge about biodiversity may also vary for women and men and this information should be used to inform management strategies.

Petrovich (nd) suggests two ways that gender analysis can be applied to coastal management: 1) analyzing differences in how women and men use resources and how these differences should be addressed in development; and, 2) from a management perspective, analyzing differences in the way women and men perceive problems and find solutions. Ideally, women and men would be included in the development of coastal management plans to get perspectives and ideas from both and the management plan itself should address "the specific needs and concerns of user groups which are otherwise excluded from the development process." She argues that gender analysis is one participatory approach to planning which also can identify other social divisions in a society or location. Since CRM uses a planning approach, Petrovich argues that it is not the perspective of individual women which is sought but rather their perspective as members of social groups (i.e., informally employed single mothers, female-headed households, fish traders). Petrovich identifies seven key gender issues for CRM:

1. Women often maintain traditional and sustainable uses of natural resources while men often are the beneficiaries of modern technologies and practices which may be more sustainable.
2. If women's use of a resource is ignored, the real extent of the depletion will be underestimated.
3. Women are often employed informally and these efforts are often ignored in economic accounting efforts.
4. Women often face a "triple burden" of work: unpaid household labor, formal or informal economic activities for the household and unpaid community labor.
5. Women may be denied access to legal and political channels as a result of cultural traditions.
6. With few legal rights, women may also have limited access to financial capital and credit.
7. Women and men have different perspectives on the use of environment and development.

Most CRM projects do not address gender issues in an explicit manner. For those CRM projects which have conducted social assessments as part of their baseline or monitoring procedures, it appears that few collect gender-disaggregated data or know how to use it. Most CRM project do not appear to have gender strategies. The gender strategy and/or guidelines are important means of institutionalizing and routinizing project activities and organizational policy so that positive gender actions are not discontinued with a change in project or partner personnel.

One CRM project which has instituted a gender strategy is the IUCN-Irish Aid Tanga Coastal Zone Conservation and Development Programme in Tanzania. Shurcliff (personal correspondence, 1998) describes gender guidelines which were developed by the project team for the post-pilot demonstration stage. The goals of their efforts were to achieve greater gender equity in the following areas: well-being; access to resources; self-awareness and identity; participation in decision-making and control over resources. Pilot phase activities included: awareness-raising among community members, extensionists and other government officers about the importance of male and female participation in committees, decision-making, training, study tours, etc.; women's confidence building; and holding of special women's meetings in situations with low levels of female participation. In the demonstration phase, the guidelines suggested:

1. *Gender Training for Staff*: training in gender-sensitive appraisal and planning for village, district and regional staff and a regional advisor;
2. *Female Representation/Gender Balance*: more female recruitment for district technical teams and steering committees; encouragement of gender-balanced committees and training programmes;
3. *Gender Profiling*: as part of participatory socio-economic studies in new villages, gender profiles should be created which document gendered resource use and management, access to/control over resources, identification of women's practical and strategic needs);
4. *Trainings, Meetings and Assistance for Community Women*: leadership and animation training for women involved in programme village committees; use separate sex meetings, as needed, to overcome low female participation and convenient times for women's schedules; target community women for at least 50 percent of the material assistance related to mariculture and agriculture start-up activities;
4. *Continuous Monitoring:* identify indicators and warning flags with village women which will show if project activities are addressing their practical welfare and empowerment needs; villagers conducting a gendered benefit analysis for material assistance; regular community feedback meetings with women and men; mid-term assessment after one and a half years.

6 *Networking*: Network to access expertise and exchange of experience with other local and national projects with strong gender components.

Summary

As per GOI criteria, Proyek Pesisir should be tracking whether or not their project is:

- engaging women as active participants and equal partners in policy formulation, activity planning and implementation;
- benefiting women implementors and users;
- improving or securing women's access, control or supervision of development resources such as human, natural or other resources;
- positively impacting women's status and roles.

To understand resource use and the socioeconomic impacts of their activities, Proyek Pesisir should consider collecting data in the following types of Gender Indicator Areas:

1. Access, control and ownership of household resources (land, boat, gear, house) and natural resources (mangrove products, shore products, fish, etc.) by women and men;
2. Access to, and range of opportunities for income-generating activities and credit by women and men;
3. Division of labor and time available for economic activities, for women and men;
4. Access to training, study tour and other skill development activities by women and men;
5. Access to CRM extension services;
6. CRM and environmental knowledge, attitudes and behaviors of women and men;
7. Representation, level of involvement and degree of satisfaction by women and men with community or policy/program decisions about CRM;
8. Type and range of activities for existing and newly created women's groups.

As suggested by the experience of the IUCN Tanga CRM Project, gender-related project activities can include gender training for staff and partners and promoting female representation and gender balance for staff, consultants and on community, sub-provincial, provincial and national teams. Gender issues should also be addressed by

networking and collaborating with other projects and gender experts. At the community level, projects need to gather basic community data to create gender profiles as part of participatory socio-economic studies (including identification of women's practical and strategic needs). Training should be targeted for community women and professional women based on a needs assessment. Meeting may need to be sex-segregated, depending on the situation and topic, to overcome low female participation; meetings also need to be held at convenient times and places for women's schedules. When material assistance is given, projects should consider targeting community women for at least 50 percent of the material assistance and have male and female villagers conduct a gendered benefit analysis before and after the material assistance is provided. Project staff should hold regular community feedback meetings with women and men; with the help of community women, the project should identify indicators and warning flags which will show if project activities are addressing their practical welfare and empowerment needs. In addition, the mid-term project assessment should include a review of gender activities and impacts, to date.

For institutional capacity building activities with professional women, CRM projects can draw from the experience of many other types of projects. Within government institutions, individuals with either technical professional backgrounds or elected/appointed individuals are nominated for training or participation in CRM fora. In many countries in the world, women have had less access than men to scientific training and less access to employment and advancement in the civil service. In addition, women in most countries are less frequently elected or appointed to government posts, particularly in ministries related to resource management. For activities involving government line staff and officials, it will be necessary to gear participation and activities to the bureaucratic level where technical women professionals are represented so as not to exclude them. Also, the selection criteria for training can stipulate that women candidates be nominated first before male candidates will be accepted and/or that slots for women will not be filled by men. Similar issues can be addressed when working with professionals from NGOs and the university community.

Gender issues are an essential part of the foundation of the social research and monitoring which guide the design of CRM activities. Gender analysis helps a CRM program manager to work out enabling activities, institutions and policies. Gender-disaggregated data, gathered in a participatory manner, helps link local and national tracks in a meaningful way by bring local knowledge and priorities to policy makers and preventing negative gender-based policy impacts. The first steps in this process are: 1) obtaining accurate site-specific gender information from females and males, and 2) initiating gender training so that coastal resource practitioners and policy makers learn to recognize gender issues and utilize gender-related data in planning and management activities. Without this gender-related information and these skills, CRM practitioners and policy makers are very likely to make serious ecological, social and political mistakes. As described above, they are likely to underestimate the extent and pattern of

resource use, inaccurately depict current management regimes and identify solutions which only reflect the values and priorities of at best, half of the community members. If the goal of CRM practitioners is to facilitate collaborative, decentralized and sustainable planning and management, then program activities must be grounded in a solid understanding of social and gender issues, have explicit gender-related objectives and follow a strategy for monitoring and achieving these ends.

Proyek Pesisir Gender Assessment: Recommendations & Explanations

After reviewing project activities and the relevant literature, the gender assessment team offers the following recommendations:

1. *Create Ownership for a Gender Strategy.*
   In order to maximize a sense of ownership and ensure implementation, the staff and partners of Proyek Pesisir need to create their own gender-related project goals and, with assistance from gender experts, develop a realistic project gender strategy for the life of the project. As per the recommendations below, by the last quarter of Year 2 (approximately Jan./Feb./Mar. 1999), Proyek Pesisir staff should have the necessary awareness and skills, sufficient gender-disaggregated field data and the necessary institutional partnerships (CWS-IPB, CWS-UNSRAT, NGOs) in place to conduct a staff retreat to create a Proyek Pesisir gender strategy for the remaining three years of the project.

2. *Initiate Tailored Gender Training.*
   It appears that most of the staff and partners involved in Proyek Pesisir have had quite limited exposure to gender/social science issues and research. Therefore, before the project gender strategy can be developed by staff and partners, four types of gender training should be implemented in the next year (Year 2, FY98) to strengthen skills in recognizing gender issues related to CRM and provide field-based gender-related data:

   a. a field-based training in gender/Participatory Rural appraisal methods for Proyek Pesisir extension staff, possibly in combination with local government extension workers at their sites, to be conducted by a team composed of gender /PRA specialists and Proyek Pesisir trainers) (July 98 with follow up in September and December 98);

   b. a participatory classroom-based gender and CRM issues training, conducted by CWS-IPB and the Proyek Pesisir Gender Consultant, for CCMRS-IPB professional staff and interested coastal staff from BANGDA/Jakarta staff (July 98)

   c. a seminar on gender and CRM issues conducted by CWS-UNSRAT faculty for the North Sulawesi Provincial Working Group (timing dependent on when they can be briefed on CRM, asap)

   d. whenever possible, gender issues should be integrated into any other CRM trainings, particularly those for extension officers.

3. *Improve the Social Science/Gender Dialogue Related to CRM in Indonesia.* The literature review and expert interviews suggest that while there has been a significant amount of social science and women-focused research conducted in Indonesian coastal communities, there has been very little research on the gender dimensions of coastal resource management, planning and policy. If Proyek Pesisir is to benefit from the valuable expertise of these social scientists, CRM training via seminars and/or workshops should be provided to them, particularly the CWS faculty at IPB and UNSRAT. In addition, a regular monthly seminar series, held at IPB, should be instituted on social and gender issues related to CRM. The annual meeting for Proyek Pesisir should also include panels and/or presentations on gender/social science issues. This dialogue will also be augmented by a study on cross-site comparison of gender and CRM best practices (Year 4), a regional/international symposia of gender issues and CRM (Year 5) with a published proceedings (Year 6), and a final synthesis document on these issues for Proyek Pesisir (Year 7).

4. *Identify and Address Community-Level Gender Issues.* Although limited in scope and scale, the Manado expert focus group, the four community focus groups in Bentanan and Tumbak and the literature suggest a number of possible community-level gender issues which merit further research attention for their extension and policy implications. This information suggests that the extension officers should be sure to avoid preconceived gender stereotypes, try to use gender-tailored extension approaches; and make sure community decision-making includes males and females from the same household.

To maximize value-adding for the Bentanan and Tumbak baseline households and establish a gender-disaggregated baseline, a limited subset of data should be collected from a sample of women in the baseline households during either the first quarter of FY98 (by a local consultant) or added to the Year 2 monitoring data collection period. Before being applied to the E. Kalimantan and Lampung sites, the socio-economic baseline and the ecological and human history methodologies should be adapted to include selected gender-disaggregated information. At the end of Year 2, special studies could be identified for Years 3 and 4 of the project. One useful possibility may be a typology of sites according to gender-related indicators which could then be used to tailor CRM extension activities and project planning.

This gender assessment resulted in preliminary identification of a number of potentially interesting gender issues which are likely to influence extension and policy activities but require further investigation to verify:

a. differences in interests, priorities and CRM knowledge between women from farmer and fisher households which may also differ from men from these two types of households.

b. variable percentages of sea-going female fishers (minimal number in Bentanan; both male and female focus group participants stated that possibly up to 30 percent of Tumbak women go to sea after age 17 or 18 and this pattern has persisted since this community was established (NB: while experts, the extension officers and the Proyek Pesisir baseline study in these communities noted that there are a limited number of women fishers in these and other communities, this appears to be an unusually high percentage).

c. men and women appear to share access and activities in most landscape niches;however, in Tumbak, it appears that mangroves are the domain of females for firewood cutting and water collection.

d. most existing community organizations appear to be single-sex groups; female participation in both-sex community meetings appears to be stronger in Tumbak than in Bentanan.

e. focus group men and women report that major household resources (boat, land, house) are perceived to be co-owned (although title may not be in both names);

f. within their households, focus group men and women, key informants and experts suggest that Minahasans share responsibilities for both productive and reproductive activities;

g. the Minahasans who were interviewed, both female and male, and key informants do not perceive any household differences in gender issues by religion and ethnicity for the Bentanan and Tumbak communities.

h. it is widely agreed that Minahasan women control household income and expenditures but major expenses are discussed by women and men;

i. although experts see a general pattern of male bias in education, the focus group respondents in both communities see educational access as equal and further schooling is limited mostly by sufficient funds and the child's abilities.

j. experts and focus group respondents noted a pattern of male and female out-migration, largely to No. Sulawesi urban centers.

k. experts, focus group respondents and the extension officers noted the significant role of women in fish trading (*tibo-tibo)* activities.

l. focus group respondents and experts suggest that women's level of environmental awareness and their ranking of environmental priorities often vary from men's.

m. focus group respondents suggest that bartering activities are dominated by women (typically fish for agricultural products); there is also a pattern of social exchange in Tumbak (fish given away to poor households).

5. *Maximize Institutional Partnerships and Build Institutional Capacity.*
To achieve successful integration of gender issues, Proyek Pesisir should strengthen its links to existing structures and organizations which focus on women's/gender issues.

a. At IPB, CWS faculty should be routinely integrated into Proyek Pesisir activities, particularly in setting up new field sites and training activities in Lampung and E. Kalimantan.

b. With more training in CRM to be provided by Proyek Pesisir and CCMRS-IPB, CWS-IPB and the local CWS faculty can work together to provide gender-related technical assistance in the future.

c. At the national level, Proyek Pesisir may want to consider a gender advisory group, particularly for policy-related activities, and should coordinate with UPW - The State Ministry on the Role of Women and the BAPPENAS staff who focus on the integration of women and gender issues into the work of other ministries. For Proyek Pesisir's policy development and reform activities related to CRM, Proyek Pesisir should coordinate with the Social Environment Division of the State Ministry of Environment and the State Ministry for the Role of Women to integrate field-level gender priorities and issues, consider gender issues related to policy implementation and avoid negative impacts on women. Other policy partners for Proyek Pesisir include WALHI , the Participatory Development Forum, Kalyanamitra and other women's NGOs working on environmental issues.

d. With BANGDA, there are a total of eight professional women in their Environmental Sub-Directorate and efforts should be made to cultivate their interest in CRM through invitations to workshops, trainings, etc.

e. At the provincial and sub-provincial levels, Proyek Pesisir should coordinate the work of its Provincial Working Group with the TP2W Tk. 1 structure by including a representative on the PWG, preferably from the CWS at the local

university. If Proyek Pesisir forms sub-provincial working groups, the TP2W structure also functions at the Tk.2 level. To improve the representation of female professionals and expand women's opportunities to learn more about CRM, Proyek Pesisir should request that North Sulawesi PWG vacancies be filled by the participating ministries with qualified women. In new provinces, Proyek Pesisir may want to consider having a male and female pair from each ministry serve on the PWG.

f. At the field level, extension workers should coordinate with PKK and other women's organizations (e.g. *arysan)* to ensure that there is sufficient and meaningful female participation in community decision-making related to CRM.

6. *Include Gender Issues in Monitoring and Evaluation.*
Additional technical assistance is needed to review all Proyek Pesisir monitoring systems (CRM II PMP, NRM II PMP, routine reporting, learning and hypothesis testing) for opportunities to integrate gender issues. Apart from training figures and meeting attendance, it appears that most of the Proyek Pesisir monitoring indicators for monitoring do not currently include gender-disaggregation. For USAID reporting, this type of technical assistance also needs to be closely coordinated with the other NRM-RP Partners and USAID staff. (June)

7. *Integrate Gender Issues from the Start at the New Field Sites.*
In contrast to North Sulawesi which has been underway for one year, Proyek Pesisir now has the opportunity to integrate gender issues at a very early stage in the two new provinces - Lampung and East Kalimantan. Gender-related technical assistance should be provided (by CWS-IPB and/or others) to ensure that all early activities and choices integrate gender issues (First quarter 1998 and TBD).

8. *Pay Attention to Gender Issues and Images in Outreach and Dissemination (Publications, Journal, Web Site and Other Communication Activities).*
Proyek Pesisir should routinely include gender issues and images of women as coastal managers in all relevant publications and on its web site. The new journal being produced by IPB-CCMRS could include a statement of editorial policy which encourages authors to address gender and other socio-economic issues. In addition, the editors might want to consider a special issue on gender and CRM for the first quarter of Year 3. The gender-disaggregated field data, particularly related to environmental attitudes, knowledge and practices, which is collected during Year 2, could help tailor mass communication materials/messages for different audiences. The community extension manual should integrate gender issues.

9. *Review and Modify Criteria for Sites, Action Projects, Participants, and Consultant Deliverables.* Proyek Pesisir should consider using standardized

language in all selection criteria for field sites, action projects, training opportunities, etc. In addition, the terms of reference for consultants (apart from biological work) should include standard requirements to address gender issues, staff briefings to consultants should reinforce the importance of gender information and consultant deliverables should be monitored for this information.

10. *Increase Collaboration on Gender Issues between CRM-RP & NRM-RP Partners.* To date, collaboration on gender issues among the NRM-RP partners has been limited. Collaboration possibilities include a national level advisory group on gender and environment (government, NGO, university) and collaborative sponsorship of a Gender and Environment workshop, with the State Ministry on the Role of Women, CWS (IPB and other universities) & women's NGOs.

Proposed Gender Workplan

Year 1 (January 98-March 98)

Month	Activity	Personnel	Budget
January	Jakarta, Bogor, Manado: Gender assessment	ND, SM, RK	22 days for ND + airfare & expenses Contract with CWS
February	Jakarta, Bogor, Manado: Integrate standard language for gender issues into consultant TORs, criteria, etc.	ID, BC	- 0 -
March	Manado: briefing for CWS-UNSRAT faculty on CRM principles	BC, JT, Field staff, IPB-CCMRS(?) ID (?)	-0-
	Manado: CWS-UNSRAT seminar for PWG faculty on gender issues related to CRM	BC, JT (organize Dra. Fay, Dra. Hetty, Ibu Henni	Expenses?

Year 2 (April 1998-March 1999)

Month	Activity	Personnel	Budget
April	Jakarta: Hire local gender consultant(s) for field training (obtain CVs, call refs for Dra. Fay, UNSRAT and Sita A. at Kalyanamitra, Jakarta, others via CIDA's Ibu Franscisca)	ID, possibly JT help ND? To review CVs and write SOW	Working period: June 15-Aug.7 (7 weeks) Part-time salary for five weeks, full-time for two weeks, per diem for six days, transport expenses Four days in WDC
May	Initiate CCMRS monthly seminar series on ICM and social science/ gender issues Locate PRA and/or gender training manuals in Bahasa Indonesian (e.g. from CARE, Oxfam, NGOs, other training orgs.)	ID, Darmawan, CWS BC or new Research Officer	Misc. refreshments Speaker fees? -0-

June 6/15-30	Plan trainings (extension, IPB-BANGDA) Review other training plans	ND	12 days (salary, per diem, Bogor, Jakarta), RT air WDC)
July 7/1-16 7/17-31	Plan trainings Implement trainings	ND ND	24 days (salary, 18 days per diem for Manado, RT air Manado; 6 days per diem Bogor & Jakarta, local transport)
August 8/1-15	Write training reports	ND	12 days (salary, per diem Jakarta & Bogor, local trans.
September	Follow-up I to field training	Local Gender Consultant	Three days in field Salary, Transport, Per Diem
October	Follow-up II to field training	Local Gender Consultant	Three days in field Salary, Transport, Per Diem
November	Lampung gender analysis (one-week)	ND SM	ND: Two weeks Nov./Dec., salary, per diem / Lampung, Manado, Jakarta; intl. Airfare from WDC - RT, ground transport RT to Lampung, airfare to Manado SM: Eight days salary, per diem, ground transport RT to Lampung

		Lampung CWS gender specialist	TBD: Eight days salary, per diem.
December	Staff Retreat with one-day gender strategy session	ND IPB-CWS (SM)	ND: see Nov. above SM: Four days in Manado - salary, airfare, transport, per diem
January	Initiate contracting for special gender studies (or make funds available and solicit proposals)	ID or Research Officer ND ?	ND: Five days in WDC to write SOWs and/or review proposals.
February	Monitor special studies	Research officer	-0-
March	Monitor special studies	Research officer	-0-

Year 3 (April 1999-March 2000)
Special Studies
Lampung Extension Officer training in Gender/PRA
Kalimantan Gender Analysis & Extension Officer training in Gender/PRA
Sulawesi, Lampung and Kalimantan follow-up visits
Other TBD by Gender Strategy

Year 4 (April 2000-March 2001)
Special Studies
Sulawesi, Lampung and Kalimantan follow-up visits
Study on Best Practices: Site comparison of ICM outcomes & gender issues
(ND + Indonesian co-authors)
Other TBD by Gender Strategy

Year 5 (April 2001-March 2002)
Regional/International Symposium on Gender Issues and ICM
Sulawesi, Lampung and Kalimantan follow-up visits
Other TBD by Gender Strategy

Year 6 (April 2002-March 2003)
Proceedings from Regional/International Symposium on Gender Issues and ICM (ND + Indonesian co-authors)
Sulawesi, Lampung and Kalimantan follow-up visits
Other TBD by Gender Strategy

Year 7 (April 2003-March 2004)
Sulawesi, Lampung and Kalimantan follow-up visits
Other TBD by Gender Strategy
Final Report on Gender and ICM (ND + Indonesian co-authors)

APPENDIX A: Gender Assessment Schedule and Contact List

Schedule

7 January	Diamond departs from Washington, DC
8 January	Diamond Travel Day
9 January	Diamond arrives in Jakarta, USAID meetings
10 January	Jakarta
11 January	Travel Jakarta to Bogor
12 January	Bogor team meeting with staff from CCMRS, CWS and other IPB depts.
	Team meeting with Wetlands International - Indonesia Programme
13 January	Team meets with Jakarta-based experts (A)
14 January	Team meets with Jakarta-based experts (A)
15 January	Team travel to Manado, Dinner meeting with ID, BC, SM, RK
16 January	Manado - Gender Team briefed; staff and consultant interviews (B)
17 January	Manado - Team meets with No. Sulawesi Provincial Focus Group ©
18 January	Team travel to Bentanan
19 January	Bentanan Focus Groups and Interviews by team
20 January	Tumbak Focus Groups and Interviews by team
21 January	Manado Debriefing, Travel to Jakarta
22 January	Jakarta meetings - Diamond meets with ID, BANGDA Focus Group (D)
23 January	Jakarta meetings by Diamond with NRMP II partners (E)
	Preparation of Summary and Agenda for IPB Focus Group Meeting
24 January	Jakarta
25 January	Diamond and ID travel Jakarta to Bogor
26 January	IPB Focus Group Meeting with team (F), Final Gender Team Meeting with ID
27 January	Diamond travels Bogor to Jakarta,
	Preparation of Jakarta Briefing Presentation
28 January	Jakarta briefing by Diamond (G)
29 January	Trip Report Preparation (Diamond)
30 January	Trip Report Preparation (Diamond), Departure from Jakarta (Diamond)
31 January	Arrival in Washington, DC (Diamond)

Contact List

A) Jakarta and Bogor Meetings

USAID

Vikka Moldrem, Mission Director
Holly Ferrette, Titayanto Pieter - Office of Rural Envtl. Management
American Embassy, Jl. Medan Merdeka Selatan 3
Jakarta 10110, Indonesia
Tel: 62-21-344-2211; Fax: 62-21-380-6694
email: hferrette@usaid.gov; tpieter@usaid.gov

CWS-IPB

Sugiah Machfud Muniesyah, MS
Center for Women Studies - IPB
Jl. Gunung Gede
Bogor 16151 Indonesia
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Ibu Arni

Dept. of Socio-Economics, Faculty of Fisheries

Ir. Rilus Kinseng, MA
Kampus IPB Darmaga
Bogor 16680
Tel: 62-0251-622908; Fax: 627935

PKSP (CCMRS)-IPB

Dr. Ir. Rokhmin Dahuri, Director
Marine Center Building, 4th Floor, Faculty of Fisheries, KAMPUS IPB Darmaga
J. Rasamala Bogor
Tel: 621086; 626380; Fax: 6-251- 625556; email: r-dahuri@indo.net.id

Darmawan, Deputy Director,
Marine Center Building, 4th Floor, Faculty of Fisheries, KAMPUS IPB Darmaga
Jl. Rasamala Bogor
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Fedi Sondita
Budy Wirywan
Neviati P. Zamani
Poppi

Moermanto
Nonyi

IPB - Other Departments
Dr. Aida V. Syafri, LPM-IPB

GOI
UPW (Office of the State Minister of the Role of Women) Bureau of Planning & Foreign Cooperation

contacts:
Dra. Hj. Sri Pardina Pudiastuti, MSc.; Head of Foreign Coop. Div.
Ir. Hertomo Heroe
Jalan Merdeka Barat 15, Jakarta, Indonesia (10110)
Tel: 62-021-3805563, 3805559 (ext. 138); Fax: 3805562

BANGDA (Ministry of Home Affairs - Directorate General for Regional Development)
contact: Ir. Sapta Putra Ginting, Head of Coastal Resource Protection Section
Jl. T.M.P. Kalibatan 20, Jakarta Selatan 12740, Indonesia
Tel (direct): 62-21-7942651/53 ext. 692; Tel/Fax: 7942661; 7983771;7983780
email: sapta_gt@hotmail.com; sapta.putra@jcu.edu.au

BAPEDAL (Environmental Impact Management Agency)
contact: Not able to meet with Dr. Sri Hartatiningsih
alternate contact (but not for gender):
Djaka Dwiputra, Marine Environment Scientist
Sub-Directorate for Marine Pollution Control
Arthaloka Building, 6th Floor, Jl. Jend. Sudirman No. 2
Jakarta 10220, Indonesia
Tel: 62-21-2512562, 2511540, Ext. 213; Fax: 62-21-2511547

LIPI - Contact: Deny Hidayati (COREMAP)
Ministry of State for the Environment (KLH),
contact: Dr. Sudariyono, Deputy to the Assistant Minister for Policy Formulation
Dr. Saparinah Sadli

NGO
Wetlands International,
Contacts: Mr. I.N.N. Suryadi Putra, Technical Director
Ms. Laksmi Savitri, Information and Training
Ms. Endali N, Environmental Education
Jl. Arzimar III, No. 17 Bogor 16152

P.O. Box 254, Boo Bogor 16002
Indonesia
Tel: 62-251-312189; Tel/Fax: 62-251-325755
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KEHATI (Indonesian Biodiversity Foundation)
contact: Cliff Marlessy
Gedung Patra Jasa, 1st Floor, Room C2
Jalan Jend. Gatat Subroto Kav. 32-34
Jakarta 12950, Indonesia
Tel: 62-21-522-8031; 62-21-522-8032; Fax: 62-21-522-8033

Kalyanamitra (Women's Communication and Information Centre),
contact: Sita Aripurnami
Jl. Kaca Jendela II No. 9, Rawajati-Kalibata
Jakarta 12750, Indonesia
Tel: 62-21-790-2109; Fax: 62-21-790-2112
email: ykm@indo.net.id //// kalyana@nusa.or.id

WWF - Gayatri Lilly

University of Indonesia
Dr. Meutia Farida Swasono, Program Studi Antropologi
Program Pascasarjana UI
Jl. Salemba Raya 4, Jakarta Pusat 10430
Tel: 62-021-391-6523; 314-6306

(B) Manado

Staff Meetings:
Ian M. Dutton, Chief of Party
Brian Crawford, Technical Advisor
Johnnes Tulungen, Field Program Manager
Ramli Malik, Sr. Extension Officer
Meidiarti Kasmedi, Extension Officer, Blongko
Noni Tangkilisan, Extension Officer, Talise

Consultants:
Dr. Eddie Mantjoro
Ir. Janny Kusen
Ir. Rina Sumati

(C) Manado Focus Group

Meidiarti (Meidi) Kasmedi, Extension Officer, Blongko
Noni Tangkilisan, Extension Officer, Talise
Norma Mangampe, Extension Assistant, Blongko

Ir. Henny E.J. Pakasi-K, MSc., Director,CWS-UNSRAT
Kampus UNSRAT
Bahu, Manado 95115
Sulawesi Utara
Tel: 62-0431-862586

Dra. Hetty Sompie-Geruh, CWS-UNSRAT, FISIP, Sociologist
Dra. Fay Sondakh-Manumpil, CWS-UNSRAT

Ir. Rina Sumanti
Fakultas Teknik-UNSRAT

Priciellia (Lili) Kusoy
KELOLA
Jl. W. Monginsidi, No. 2, Bahu Lingk. V.
Manado 95114
Tel: 62-0431-869744; email: kelola@manado.wasantara.net.id

(D) BANGDA Women's Focus Group - Environmental Section (PPLH) (1/26)

Professional Environmental Staff
(8 women professionals/25 women total/76 staff total)

Ir. Hari Nurcahya Murni (Nonong), M.Si.,
(Head, Marine Res. Dev. Section., mangrove regulation, now in Ph.D. program)
Ir. Alina Tampubolon, M.Sc. (Planning Studies for Developing Countries)
(Environmental Impact Management Subdivision)
Ir. Diah Indrajati, M.Sc.
(Conservation & Rehabilitation Subdivision, Conservation Section; 1 yr. Coastal)
Ir. Rini, B.S., Agronomy
(Proj. Mgr., Cons. Integ. Area Dev. Proj., National Park, four provinces)
Ir. Zanariah, B.S. Chem. Eng.
(Environmental Impact Assessments, BAPPEDAL, River Clean)
Ir. Rinu Manurun, S.Sos (Coastal Project, So. Java)
Ir. Nani, B.A. (Env. Analysis and Identification Section - Agenda 21) (accounting bkgd.)
Ir. Sumiati, B.S., Civil Engineering
Pak Hendra (Env. Analysis and Identification Section - Agenda 21 - Poverty/Women

Administrative Staff
Ibu Sri Rata - Administration, Payroll
Ibu Korniyatu - Financial Admin., Coastal Subdivision (MREP treasurer)
Ibu Rinu, BA - financial Admin., Proj. Asstl, Marine Resource Dev. section
Ibu Dia - Admin.

(E) NRMP II Partners

Biodiversity Support Program - KEMALA
contact: Kathleen Shurcliff, Team Leader
Jalan Madiun No. 3, Menteng Jakarta 10320, Indonesia
Tel: 62-21-3161572; Fax: 3926583; email: kathsh@cbn.net.id

(F) IPB Focus Group

Dr. Aida Vitayala S. Hubeis, LPM-IPB
Ir. Arni Sri A., PSW-IPB
Ir. Supini, PSW-IPB
Melani Abdulkadir-Sunito, M.S., SOSEK, Faperta, IPB

Ir. Tuti Susilowati, M.S.
IP2TP - Bojonegara Research Station for Coastal Aquaculture
Jl. Raya Bojonegara, P.O. Box 01
Cilegon 42454
West Java, Indonesia
Fax: 62-254-500042

Ch. Endali N., Wetlands International

Dr. Komariah Emong Sapardjaja, S.H., PSW-UNPAD, Bandung
Siti Homzati , PSW-UNPAD, Bandung
Dr. Rokhmin Dahuri, Director, PKSPL-IPB
Darmawan, PKSPL - IPB
Dr. Budy Wiryawan, PKSPL - IPB
Neviati P. Zamani, PKSPL - IPB
Fedi Sondita, PKSPL - IPB

(G) Jakarta De-Briefing

Holly Ferrette, USAID
Titayanto Pieter, USAID

Kath Shurcliff, BSP-KEMALA, Team Leader
Ir. Arli, BSP-KEMALA
Nonette Fay, BSP-KEMALA
Sapta Putra Ginting, BANGDA, Head, Section of Coastal Resource Protection
Ir. Endang Indriati, MCRP, BAPPENAS, Bureau for Regional Development
Jim Plouffe, Proyek Pesisir communications consultant
Ian Dutton, Proyek Pesisir, Chief of Party

Additional Contacts for Future Visits: Other Sulawesi Projects

Hellen Banwell

CIDA Coordinator for Sulawesi projects (see for So. Sula Reg. Dev. Proj. Rpts)
Widjojo Centre, Jalan Sudirman, 10th Fl. Tel: 3205856; Fax: 5205855

Harry Cumming (was with CIDA-SRDP), email: hcumming @oac.uoguelph.ca
Barbara Kirby (was with CIDA-SRDP), email: bkirby@uoguelph.ca
Tim Babcock (re: CIDA-SRDP), Jakarta, Tel: 769-0579
Luc DeMeester, GTZ, Tel: 388-8160 (has SRDP reports - now with GTZ-Bangda Sulawesi decentralization project).

APPENDIX B: Focus Group Agendas (Manado, Bentanan-Tumbak, IPB-Bogor)

Agenda for Manado Experts Focus Group (January 17, 1998)

1) Introductions
   - A) The Gender Assessment Team
   - B) What we're doing?
   - C) What happens to the information? (Including confidentiality)
   - D) Asking participants to briefly introduce themselves (their organization, position, experience/research in gender issues, gender and CRM or natural resource management.

2) Secondary Data: What's available
   - A) Provincial and District Profiles
   - B) Studies/Research
   - C) Documents from donor projects

3) Women's organizations and women's involvement in organizations
   - A) TP2W, PKK, WIST
   - B) Women's level of involvement in other organizations - community, district, provincial (Membership, Leadership, Decision-Making, Benefit Distribution)

4) Other Gender Experts/Social Scientists for North Sulawesi? Students studying elsewhere?

5) Gender Issues In North Sulawesi and Minahasa
   - A) Trends over time (past, present, future) in household relations between women and men:

     North Sulawesi
     1) access and control to resources,
     2) gender division and sharing of labor
     3) gender division and sharing of income
     4) variations by location, ethnic group, religion

     Minahasa
     1) access and control to resources,
     2) gender division and sharing of labor
     3) gender division and sharing of income
     4) variations by location, ethnic group, religion

6) Issues for Professional Women in North Sulawesi - constraints, etc.

7) The experience of donor projects working with women - what works? what doesn't? (SM)

8) Their awareness/knowledge about CRMP:

What do they know about the project in general?

Other than today's focus group, have you heard of any activities that they are doing with women or related to gender issues?

Agenda for Community Women's Focus Groups in Bentenan-Tumbak (Jan.19-20, 1998)

1) Introductions
   - A) The Gender Assessment Team
   - B) What we're doing? Working for CRMP.
   - C) What happens to the information? (Including confidentiality)
   - D) Asking participants to briefly introduce themselves

2) Women's Organizations in their community - now and in the past
   - A) PKK
   - B) Other

3) Gender Issues In North Sulawesi and Minahasa
   - A) Trends over time (past, present, future) in household relations between women and men in their community:
     1) access and control to resources,
     2) gender division and sharing of labor
     3) gender division and sharing of income
     4) variations by location, ethnic group, religion Trends over time in their community

4) Quality of life for women and girl's in this community (including problems and constraints):
   - A) Access to education
   - B) Access to, control over income, income-generating activities
   - C) Access to health care; Nutrition-Related Issues
   - D) Culture-Related Issues, Problems and Constraints

5) Their relationship to the Coastal Resource Management Project, to date

6) Their ideas for how CRMP can work more with women:
   A) increase women's participation in decision making and project activities

IPB-Bogor Focus Group Agenda (January 26, 1998)

1) Introductions
   A) The Gender Assessment Team
   B) What we're doing? Working for CRMP
   C) What happens to the information? (Including confidentiality)
   D) Asking participants to briefly introduce themselves

2) Assessment Team Findings and Tentative Conclusions: Group Feedback

3) Other gender issues to consider which are particular to North Sulawesi and Minahasa; South Sumatra and East Kalimantan.

4) Their Experience with integrating gender issues into other projects -
   A) CRM
   B) Natural Resource Management

5) Their ideas regarding the best ways for a project to:
   A) To integrate gender issues;
   B) To help professional women.

APPENDIX C: Manado Field Team De-Briefing Handout (January 21, 1998)

Preliminary Gender-Related Findings & Recommendations:
Proyek Pesisir Community & Provincial Level Activities

I. Methods

* This work is a limited gender assessment and analysis for planning future gender work;
* Staff interviews included I. Dutton, B. Crawford, J. Tulungen, N. Tangkilisan, M. Kasmidi, C. Rotinsalu, Norma Mangampe;
* Manado Key Informant Interviews included E. Mantjoro, R. Sumanti, N. Mangampe;
* Bentanan and Tumbak Interviews included a women's credit group and Copra/Vanilla Trader in Bentanan;
* Five focus groups conducted - 1 Manado Province-level gender issues; 4 community focus groups (2 each in Bentanan and Tumbak)
* Limitations:
  Time: Non-randomly selected sample, limited sample size and research methods
  Manado - no government workers, no men's group, limited information available on the provincial working group;
  Field - limited sample size; no randomization; very few men, mostly community leaders/officers, gathered at the last minute; few male farmers in Bentanan.

II. Preliminary Findings and Recommendations

A. CRMP FIELD STAFF

Preliminary Finding 1:
In general, for extension staff, they have had v. limited exposure to gender/social science issues and PRA-style research methods. Noni and Meidi are interested in more training; Chris did not request training although he recognizes his lack of background in, and exposure to gender/social issues.

Brian and Johnnes have had some exposure to gender/social science issues and PRA research methods which gather gender information.

Recommendation 1A:
A staged program of training in gender/social research methods (PRA-type) is recommended for field extension staff. The first training should be field-based and include exposure to a range of research methods and data analysis. The group training should take place at all three sites (e.g. two days per site). Successive follow-up/training should take place over the next six to nine months after field staff are given data collection "homework."

Recommendation 1B:
Given the training experience of Brian and Johnnes, they should work with gender specialists/trainers and be part of the training team for the sessions. Selected staff from the Center for Women's Studies at UNSRAT (e.g. Dra. Fay Sondakh-Manumpil) have had exposure to these methods but have limited training experience and background in CRM. They should be paired with a gender trainer with more experience. Lilly Kusoy of KELOLA NGO has had some exposure to gender issues and collaboration on gender training may be an option and may strengthen the local NGO relations of Proyek Pesisir.

Recommendation 1C:
Extension worker-to-extension worker learning/training will be an important element of the new sites in E. Kalimantan and S. Sumatra. After the North Sulawesi gender/social science methods and analysis trainings and follow-up visits, all three No. Sulawesi extension workers should ideally be potential trainers (e.g. the value of a male/female team). Alternatively, the project may consider assigning one extension worker to this responsibility. If the latter option is taken, then it is important that all staff remain responsible for addressing gender issues and the extension gender point person is not expected to do it for others.

Preliminary Finding 2:
Field extension staff are also interested in training in community organizing, extension communication methods and small business development.

Recommendation 2A:
These trainings should also include attention to gender issues. If consultants are hired, then their terms of reference should include the requirement that their trainings address the particular issues involved in reaching and benefiting. women and men.

B. STAFF-COMMUNITY ISSUES

Preliminary Finding 3:
In terms of gender issues at the Bentanan-Tumbak field sites, the most critical difference among women appeared to be their primary production activity. Bentanan and Tumbak women from fisher households (including women who themselves fish in Tumbak) have more in common than Bentanan fishers and farmers. In general, farm households and in particular farming women, have had less interaction to date with coastal resources and the CRMP.

Recommendation 3A:
Farm women are not disinterested in CRM and CRMP but the extension workers should consider using a different approach and different information to inform these women and engage their interest in CRMP (e.g. the links between agriculture and coastal resource conditions; nutrition issues). One link may be water (drought year); another may be the impacts of CRM on the active informal barter system among farming and fisher women.

Preliminary Finding 4:
In Tumbak, community members interviewed estimate that 30 percent of the women go to the sea as daytime boat fishers. They said that this is an old pattern and consequently, many women from age 18 upwards have had the experience of sea fishing. In fact, the kepala desa has had not success in stopping his 90-year old grandmother from fishing (now with a hook and line) and buys her fish at twice the normal price!

Recommendation 4A:
It is important for the extension workers and the project to not assume that women are not fishers - ask! Information on CRM and CRMP needs to be given equally to women and men.

Recommendation 4B:
If women are fishers, then their time availability in the day will be more similar to that of male fishers. In Tumbak, both men and women prefer evening meetings after 7:00 p.m.

Recommendation 4C:
Further research is needed to verify this finding.

Preliminary Finding 5:
In Tumbak, both women and men perceive mangrove fuelwood cutting and water collection as women's duties. Accordingly, men see mangrove re-planting as more logically a responsibility of women. In Bentanan, women were willing to re-plant mangroves but it was done by men at a busy time of day for the women.

Recommendation 5A:
Women should definitely play a significant role in mangrove re-planting but planting needs to take place between lunch and dinner.

Preliminary Finding 6:
In terms of social organizations, sex-segregated institutions/groups are most common now. The government-sponsored PKK is stronger in Tumbak than in Bentanan.

Recommendation 6A:
In general, the extension workers should work with as many institutions and groups as possible, for both males and females, so as to avoid the perception of bias (including gender) or elite favoritism. The numerous women's credit groups (arysan) in both communities would be a good way to meet with women and discuss CRM and CRMP. In addition, in Bentanan, the Christian women's groups would be another potential medium for CRMP communication. Religious leaders, both Christian and Muslim, can also help promote CRM objectives.

Recommendation 6b:
In Bentanan, women seemed to feel less comfortable with mixed groups; in the Tumbak group, there were mixed opinions about how comfortable women would be to speak out in mixed groups. However, the team's impression of the Tumbak women interviewed (and confirmed by the four Tumbak men interviewed) was that, in general, these women were more vocal and less shy than Bentanan women and would speak up in mixed groups. In general, the extension workers should vary who they meet with - single-sex and mixed groups. In the beginning, mixed group decision-making meetings should be preceded and followed up with single-sex meetings.

Recommendation 6C:
Some meetings are not appropriate for CRMP extension communication. The Thursday night male and female Koran group meetings in Tumbak are not the right setting nor are the Posyanadu (mothers) groups.

Preliminary Finding 7:
Both women and men in both communities appear to perceive resources (land, boats, houses) to be jointly owned and controlled. Decisions about these resources and major purchases are typically shared by a couple.

Recommendation 7A:
It is important for CRMP extension workers to not make assumptions about males owning household resources.

Preliminary Finding 8:

In both communities, women appear to control the household money.

Recommendation 8A:
It is important for CRMP extension workers to recognize women's control over household income and involve women in any decisions which involve household expenditures and income.

Preliminary Finding 9:
Men appear to play an increasing role in household "reproductive" (kids, cleaning, cooking) activities, particularly as women's involvement in "production" activities increases. (e.g. women's increasing role in fish trading - *tibo-tibo*).

Recommendation 9A:
It is important for CRMP extension workers to recognize that both men and women divide their time between productive and reproductive activities. Accordingly, decisions made regarding both spheres need to include both women and men.

Preliminary Finding 10:
Despite the presence of multiple ethnic groups (as documented by the socioeconomic baseline) and both Christians and Muslims, the community residents of both Bentanan and Tumbak do not appear to perceive any differences (e.g. resource control, income, division of labor, etc.) in gender relations by ethnicity or religion.

Recommendation 10A:
CRMP staff should be careful not to make assumptions about gender roles based on religion or ethnicity. Each situation needs to assessed. The situation for Muslim women is more variable than stereotypes would suggest.

Preliminary Finding 11:
In B-T, the focus group participants stated that there is no gender bias in educational opportunities for secondary school. If money is available, those kids who have the ability are sent on in school. In Bentanan, the drought-related environmental decline has resulted in less household income for farm households and fewer kids (male and femal e) are sent for secondary school. Religion did not appear to influence girls'access to education.

Preliminary Finding 10:
In both communities, the focus groups noted that out-migration is an increasing trend for both woman and men. Remittances support a number of B-T households.

Recommendation 10A:
More information is needed on how out-migration affects CRM and also how this aspect

can be.used to communicate CRMP's message about sustainable management (reduce the need for out-migration through sustainable livelihoods).

Preliminary Finding 11:
Both women and men appear to be involved in income-generating activities. *Tibo-tibo* (fish traders) are mostly women but include some men. Most are short of capital. Bentanan women are seeking more skills and new ideas for income generating activities. Men are concerned with capital for fishing gear. Transport is an issue for both communities.

Recommendation 11A:
CRMP should consider working out strategies for *tibo-tibo* traders.

Recommendation 11B:
CRMP should work with PKK and their environmental section, at least at the local level, to come up with realistic, sustainable income generating activities using coastal resources and related to CRM for women.

Recommendation 11C:
As a general principle, CRMP's efforts related to income-generating activities and/or credit should be designed in a manner so that women are not excluded and have at least equal access.

Preliminary Finding 12:
For both men and women, there appears to be a general lack of fruit and vegetables in the local diet and visible indicators of child malnutrition.

Recommendation 12A:
CRMP should consider whether or not home garden improvement or agricultural diversification fits into their overall strategy for CRM.

Preliminary Finding 13:
Both Bentanan and Tumbak focus group women, particularly but not exclusively those in fisher households, appear to be environmentally aware of CRM and willing to be involved (e.g. mangrove planting and decision-making).

Recommendation 13:
Women and men may respond to different types of extension methods/explanations regarding CRM. For example, in Tumbak, the discussion with women could start with their water needs and draw the connection between domestic water and CRM. In addition, many Tumbak women have the experience of sea fishing (but not diving) and this experience is a starting place for dialogue. In Bentanan, in Dusun V, women seem

particularly concerned with the high water table, no public toilet available and sanitation. Bentanan farm women are acutely aware of their decreasing economic opportunities to do hoeing labor as a result of the El Nino-related drought.

Preliminary Finding 14:
With regard to male and female awareness about the CRMP, the people interviewed have the level of knowledge that one would expect after three months of full-time extension work. The team does recognize that the focus group participants may not be at all representative of the larger community. Most people in the group can state one or two project objectives and proposed activities. However, it appears that the implementation project activity proposals could have been developed with broader community participation.

Also, there appears to be some confusion about the two names of the project - CRMP and Proyek Pesisir. Tumbak knows the project by the former name; Bentanan knows it by the latter name.

There is confusion among men and women regarding differences between CRMP and IMA activities.

Recommendation 14A:
Training in participatory methods of community brainstorming and prioritization would help make proposal development more participatory. There is not CRM decision which should be made exclusively by men or by women - both women and men want to be involved in these major community decisions.

Recommendation 14B:
CRMP should develop a clear graphic image and stick to one name to avoid confusion.

Recommendation 14C:
CRMP should organize a community meeting with IMA to clarify similarities and differences.

Preliminary Finding 15:
Women in both communities appear to have extensive barter networks (e.g. fish for agricultural products) and men in Tumak barter fish for fuel. In Tumbak, poor households (more than likely including female-headed households and older women) are directly given fish by the fishers. In Bentanan, the attitude is: "No money, no fish."

Recommendation 15A:
The food security of poor non-fisher households may be affected first by CRM decisions. CRMP should consider this group as a set of project stakeholders and at least informally monitor the impact of the project on these households.

PROVINCIAL AND SUB-PROVINCIAL ISSUES

Preliminary Finding 16:
There are no gender experts on the CRMP Provincial Working Group. (CRMP-PWG).

Recommendation 16A:
The government's parallel provinical structure to address the concerns of women is called TP2W. A representative, preferrably from UNSRAT's Center for Women's Studies, should be added to the CRMP-PWG.

Recommendation 16B:
CRMP should consider offering or collaborating with the Ministry on the Role of Women to offer a brief gender training for the members of its PWG.

Preliminary Finding 17:
There is only one woman serving on the CRMP-PWG.

Recommendation 17A:
More information is needed on the composition of the PWG and the rank of the members from different sectoral ministries. Due to the glass ceiling for women in several ministries, CRMP may need to request women ministry representatives from a lower level in order to increase the opportunities for women professionals on the PWG.

Preliminary Finding 18:
Several staff members of the UNSRAT-Center for Women' Studies have experience with research on women in coastal communities but not necessarily women's role in CRM. The focus group participants from CWS expressed interest in greater exposure to CRM principles.

Recommendation 18A:
CRMP should initiate a relationship with CWS faculty and identify opportunities to inform and engage them in CRM activities.

Preliminary Finding 19:
The team needs more information regarding CRMP's activities or plans for work with government levels between the province and the desa.

Recommendation 19A:
In general, sub-provincial working group activities should include women professionals, include a gender issues resource person and consider how to increase exposure of these representatives to gender and CRM issues (including exploring leveraging possibilities with other government/NGO training options).

DATA AND RESEARCH

Preliminary Finding 20:
Gender-related data available for North Sulawesi includes a provinical profile on the role and status of women. The district profiles are not yet completed due to financial constraints. The CWS have conducted some coastal community studies and Eddie Mantjoro has done additional socio-economic studies. Elsewhere in Sulawesi, the CIDA-funded Sulawesi Regional Development Project did some gender studies. The NRMP I project has some socio-economic studies related to Bunaken NP. The socio-economic and gender sections of the COREMAP report for North Sulawesi is being revised this year.

For local data, CRMP socio-economic studies to date (Pollnac, Mantjoro) include very limited data for women. The only questions asked of both men and women were on environmental attitudes/beliefs; all other questions were asked of either a man or woman from the household but not both. There is almost no discussion of gender issues. No other studies have been identified for the three field sites.

Recommendation 20A:
The two socio-economic instruments used in North Sulawesi should be revised to collect gender-disaggregated information at future sites. Gender issues and data should be incorporated as early as possible in E. Kalimantan and S. Sulawesi sites.

Recommendation 20B:
At already-documented sites, supplemental gender-disaggregated data collection on specific variables should be collected as soon as possible so as to have a gender-disaggregated baseline. Supplemental information could be most quickly collected by a consultant with some staff involvement. This data collection could be combined with the gender methods/analysis training.

Recommendation 20C:
The gender analysis data should be reviewed at the end of Year 2 to identify appropriate special gender studies to be undertaken in Years 3 and 4 of the project.

Preliminary Finding 21:
The extension workers have had minimal exposure to socio-economic/gender research methods but are expected by CRMP to include research in their activities. Two of the three extension workers feel intimidated and overwhelmed by these responsibilities because of inadequate support and increasing field responsibilities.

Recommendation 21A:
While extension workers should be exposed to research methods and researchers as much

as possible, the team suggests that burdening the extension workers with the responsibility for research may be unwise.

APPENDIX D: Gender-Related Resources for Proyek Pesisir

Possible Gender Trainers

(NB: As per gender schedule, Proyek Pesisir needs to review candidate resumes and call references to determine skills in gender/PRA training)

IPB

Ir. Sugiah M. Machfud, (Director, CWS)
(experience with social science/Gender research methods, no specific PRA training)

Dra. Aida Vitayala Sjafri Hubeis (Director, Education and Training Center, Institute for Community Service, Associate Professor - Faculty of Agriculture) - (experience with Gender and Policy, Training for Ministry Staff in BANGDA)

UNSRAT

Dra. Fay Sondakh-Manumpil (CWS, Faculty of Sociology, experience with gender/PRA methods and World Bank/CARE project related to women and sanitation) (NB: call training references)

Other CWS have women's/gender research backgrounds but not training.

Kalyanamitra (see address with trip schedule): Women's Communication and Information Centre (NB: review training materials, call references - WALHI)

Ibu Sita Aripurnami (Staff and one of founders, she has experience with gender training for NGO staff and some coastal/envt. background)

Ibu Ita Nadya
(s.a. library resources)

Yayasan Indonesia Sejahtera, (two courses: gender and PRA) (NB: interview, call refs)
Jakarta: Jalan Kramat 6, No. 11, Jakarta 10430,
Tel:62-21-3902973, 3148529, 3914559; Fax: 62-21-326914
Solo: Jalan Tanjung No. 96, Soropadan, Rt. O1, RW.08 Karangasem, Laweyan Solo 57145, Tel: 62-0271-718506, 723065; Fax: 62-21-0271-718506;
email: yissolo@indo.net.id

Other Gender Experts (not interviewed this trip)

1. Ibu Nursyahbani Katjasungkana
   Chairwoman of the Indonesian NGO forum on women
   (workplace and family issues)
   Tel: 873-5383

2. Dr. Mansjur Fakih (Bapak)
   Oxfam, Jogyjakarta
   via Jakarta Oxfam: 315-6908

3. Ibu Apong Herlina
   Director of the Legal Aid Foundation
   (Labor issues)
   Tel: 390-4226

4. Ibu Carla Bianpoen
   former World Bank gender expert
   Jl. Danau Bekuan C1/51, Pejampangan, Jakarta
   Home tel: 570-4385

5. Ibu Franscisca Indiarsini
   CIDA, Fax: 570-1650

6. Ibu Sjamsiah Ahmad
   Former Deputy Minister for Women' s Affairs
   Now at LIPI, led Indonesia' s Beijing delegation
   Fax: 520-7144

7. Leonor Roger
   CIDA Permanent Advisor with the State Ministry for Role of Women
   Jalan Merdeka Barat 15, Tel: 350-0467

Libraries with gender resources

1. Kalyanamitra (see above)

2. Association of Women in the Republic of Indonesia (PERWARI)
   Jl. Menteng Raya 35
   Pusat, Jakarta
   President: Ms. Z. D. Enna
   Tel: 62-21-3909150; Fax: 3909194

3. CWS-IPB

4. LIPI - The Indonesian Institute of Sciences

5. University of Indonesia Library (see anthropology theses and dissertations)

Gender Training Materials

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2. FAO (author: The Bureau of Applied Research in Anthropology, University of Arizona, Tuscon). 1997. Socioeconomic and Gender Analysis (SEAGA): Macro-Level Handbook. Working Draft, FAO, Women in Development Service, Women and Population Division, Sustainable Development Department, Rome. 123 pp. (to be copied for PP)

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[Swedish International Development Agency, Carolyn Hannan-Andersson, S-105-25 Stockholm, Sweden, Fax: 46-8-612-4980]

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Orders above $100: Check to International Collective in Support of Fishworkers@International Collective in Support of Fishworkers, 65 Rue Gritry,B-1000 Brussels,BELGIUM]

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APPENDIX F: Gender-Related Research Needs

I. What social/gender dimensions to monitor?

As per GOI criteria, Proyek Pesisir should be tracking whether or not their project is:

- engaging women as active participants and equal partners in policy formulation, activity planning and implementation;
- benefiting women implementers and users;
- improving or securing women's access, control or supervision of development resources such as human, natural or other resources;
- positively impacting women's status and roles.

Proyek Pesisir should consider collecting data in the following types of Gender Indicator Areas:

1. Access, control and ownership of household and natural resources by women and men;
2. Access to, and range of opportunities for income-generating activities and credit for women and men;
3. Division of labor and time availability for economic activities, by women and men (and youth);
4. Access to training, study tour and other skill development activities and subsequent behavior change by women and men;
5. Access to CRM extension services;
6. Environmental and CRM knowledge, attitudes and behaviors of women and men;
7. Representation, level of involvement and degree of satisfaction by women and men with community or policy/program decisions about CRM;
8. Type and range of activities of existing or newly created community women's groups.

Options for Monitoring within Proyek Pesisir's Monitoring Activities

1. ***Baseline data*** **(gender-disaggregated)**
   Purpose: monitoring, extension strategies, site planning, policy & communications materials,

2. ***Action-oriented gender-focused studies*** **(e.g. relevant community, institutional or**

policy issues),
Purpose: to guide action on specific issues or solicit proposals to support research on gender-related ICM topics.

3. ***Integration of gender issues into other project studies (e.g. ecological and human history, profile, etc.),***
Purpose: to add value and depth to other topics.

Baseline Data

1. There are four sets of data to be monitored: NRM II PMP, CRM II PMP, Routine Reporting and Learning (Hypotheses Testing).

2. At present, the *USAID NRM II indicators* focus on:

- amount of area under best practices
- institutional development
- policy/enabling conditions progress
- numbers of GOI approved and implemented site-specific management plans/agreements between stakeholders groups
- numbers of viable NRM enterprises,
- documentation of mobilizing NRM lessons/best practices
- numbers of trained individuals participating effectively in CRM.

Comment:
In terms of monitoring, gender-disaggregated data is only required for the last indicator. This indicator, if qualitative measures are taken before and after specific trainings, would meet the data needs of Gender Indicator Area #4.

For the social criteria of social sustainability, the Proyek Pesisir and USAID should consider including other gender-disaggregated indicator areas from the list above.

3. For *CRM II, the G/ENV results package*, the following areas are tracked:

- improvements in strategies and policies for ICM (indicated by the number of policies developed, adopted and implemented),
- improved understanding of, and participation in ICM by stakeholders (measured by an index of participation by stakeholder groups and numbers of communication and outreach actions, supplemented by gender-disaggregated impact surveys)
- improved human and institutional capacity for ICM (indicated by the number of people gaining expertise through formal training or field experience as ICM practitioners; the number of institutional structures created to improve ICM; supplemented by gender-disaggregated impact surveys related to exposure to training, field experience or new institutional structures),
- concepts and tools for ICM (measured by counts of communication, publication and

outreach activities, supplemented by impact surveys),

- capacity of ICM professionals (indicated by the number of people gaining expertise through formal training programs, supplemented by gender-disaggregated impact surveys).

Comment:
At present , there are plans to collect gender-disaggregated impact data via impact surveys for:

- improved understanding of, and participation in ICM by stakeholders
  (Relates to Gender Indicator Area #6)

- improved human and institutional capacity for ICM (ICM practitioners and structures)
  (Relates to Gender Indicator Areas # 4 and #7

- capacity of ICM professionals
  (Relates to Gender Indicator Areas #4 and #7)

There are definite gender dimensions to ICM strategy and policy making activities (including gender-related information, considering gender impacts, using gender information to implement policies and strategies). Proyek Pesisir should consider monitoring gender-related information for the following project indicator:

- improvements in strategies and policies for ICM (indicated by the number of policies developed, adopted and implemented)
  (Relates to Gender Indicator Areas #7 for policy making; Implementation impacts Gender Indicator Areas #1-3, #5, #6, #8)

4. For *Learning Activities*, monitoring is designed:

- to help test hypotheses,
- compare monitoring tools,
- compare indicators,
- evaluate unexpected/unanticipated events,
- other

Comment:
While it would be a mistake to only track gender-related data under this monitoring area, there are tremendous opportunities available to capture project impacts on women and men which are not easily worked into the other monitoring areas (in particular, Gender Impact Areas #1-3, #5, #6, #8).

At the community-level, hypotheses could be tested about how gendered changes in

resource control/access/ownership; access/range of income-generating activities and credit; division of labor and time availability; community decision-making representation, participation and satisfaction vary by CRM extension approaches, management interventions or policy/regulatory changes. One example would be a qualitative and quantitative comparison of economic benefits for women compared to men from different coastal management interventions. CRM extension approaches could be varied by how they work with women's groups. Proyek Pesisir could also test the impact of different CRM extension approaches on environmental/CRM knowledge, attitudes and behaviors of women and men. In addition, data could be collected to compare gender findings from participatory rapid appraisal methods versus survey approaches.

5. For *Routine Reporting*, tracking is maintained on project staff, TA, interns/volunteers, contractors, publications, material dissemination, meetings, presentations, counterpart contributions, expenditures and activity schedule. Gender-disaggregated data is already maintained on staff, TA, interns/volunteers, contractors and meeting attendance.

Appendix G:
Quick Checklist for Gender Considerations: Proyek Pesisir Year One Outcome Areas

A. Development and Documentation of Field Sites

2.2.1. Forming working group (provincial)
(Consider who is invited, who participates, who decides, how can gender-disaggregated/related information and expertise be obtained for decision-making)

2.2.2. Consultative planning process
(Consider who is consulted, who participates, who decides, how can gender-disaggregated/related information be obtained for decision making)

2.2.3. Key issue identification and analysis
(Consider who decides on what is a key issue, who's criteria and from who's perspective)

2.2.4. Early implementation actions
(Consider who decides, who's criteria, who's priorities)

2.2.5. Monitoring framework and baseline
(Consider if gender-disaggregated/related information being collected, who collects it)

2.2.6. Build local capacity
(Consider who gets training; fill slots for female candidates first, then allow a male match; develop male and female professionals and local leaders)

2.2.7. Site management
(Consider instituting and enforcing equal opportunity policies; use job performance criteria for managers and field staff)

2.3.1. Second field site options
(Consider gender issues as part of site-selection criteria, seek out gender information, identify partners with gender expertise and experience working with women)

2.3.2. Establish second site
(Consider instituting equal opportunity policies, reach out to both women and men as soon as possible, collaborate with gender expert partners and women's groups)

2.4.1. Field support to RP1 and RP3
(Consider sharing the gender assessment and strategy, information and resources, short-term exchanges of staff for HRD, cross-community visits by male and female community members)

2.4.2 Network of ICM Projects
(Consider sharing the gender assessment, strategy and information/resources)

2.4.3 Expose CRMP to non-NRM II audiences
(Consider tailoring extension and other communication activities using messages from baseline findings on attitudes related to quality of life and environment)

B. Strengthened and Decentralized Institution

3.2.1. Partners' Communication Capability
(Consider social marketing approaches where gender-disaggregated research data is used to develop tailored messages and materials).

3.2.2. Governance Review -
(Consider working with GOI on gender and environment policy review for CRM; consider gender impacts of all proposed policies and revisions)

3.3.1. Sri Lanka Tour
(Consider who goes; what activities, aspects or people are highlighted during the trip)

3.3.2. Philippines. Tour
(Consider who goes; what activities, aspects or people are highlighted during the trip)

3.3.3. Decision-makers seminar
(Consider who is invited, who attends and participates, which gender-related info/case studies are used during the seminar.)

3.3.4. Directories
(Consider if are any gender organizations are potential partners?)

3.4.1. Assess role of women in ICM
(Review all activities from a gender perspective)

3.4.2. Intern program
(Consider who gets what opportunities)

3.5. Role of NGOs Assessment
(Consider which ones are potential partners, include gender/women's organizations, how do they address gender issues/work with women)

3.6.1. MOU - IPB/URI
(Consider HRD issues, involvement of gender faculty, female faculty)

3.6.2. CCMRS support capability
(Consider HRD issues, involve social scientists)

C. Improved Policies and Enabling Conditions

4.2.1. Manual on Techniques for site profiling
(Consider who gets asked, who's priorities)

4.3.1. PMP baseline developed
(Consider gender-disaggregated gaps, gender impacts)

4.3.2. Integrate with global CRMP
(Consider how to include gender in CRMP overall)

4.4.1. Local ICM lessons-learned workshop
(In Year One, consider using gender-related boxes in reporting to highlight any specific accomplishments)

4.4.2. ICM policy reviews
(Consider including social/gender policy, get local gender consultant conversant in policy analysis) (s.a. GENESYS - Gender policy inventory matrix)

4.4.3. Case studies for participatory planning
(include sections on gender issues)

D. Dissemination of Lessons Learned

5.2.1. Coastal resources of Indonesia booklet
(Consider who is featured, raise gender issues, think about gender-tailored messages)

5.2.2. CRMP Communications strategy
(Consider tailoring messages and materials by gender using research)

5.3.1. CRMP web site
(Consider gender issues for text and show women managers and users)

5.3.2. CRMP journal
(Provide gender-related contributor guidance, show images of women managers and users, consider a special gender issue)

5.3.3. National CRM Library
(Build up gender and social research/manual resources)

5.3.4. CRM pubs and communications
(Address gender issues and show images of women managers and users)

5.5.1. National CRM Conference
(Consider who's invited, who gives presentations, who raises gender issues)

5.5.2. Participate in regional/international forums
(Consider who goes, who raises gender issues)

Standardized CRMP Procedures

I. Personnel Issues

A. Hiring female professionals

1. Advertisements - use standard tag line - "Female candidates encouraged to apply" or some other appropriate affirmative action-type statement.

2. Channels/networks for advertising - e.g. IPB CWS, local university CWS and university social science departments such as development extension (for EOs) or other relevant depts.

   a. Background of candidates - consider social science, extension, etc.
   b. Family-friendly policies
   c. Sexual harassment policies

3. Hiring female consultants
   a. If advertised, standard tag line
   b. Channels/networks for identifying candidates

4. Working with female advisors (e.g. working and/or advisory groups)
   a. Consider having two slots per sector ministry and requesting one male and one female candidate serve.
   b. Consider when you hold meetings - women's "double shift" - avoid nights, weekends, travel, if feasible.
   c. Consider having childcare arrangements

5. Training, Workshop, Study Tour opportunities
   a. Make sure the criteria do not exclude women based on professional level, family commitments, etc.
   b. Advertise as widely as possibility in both social science/gender circles as well as standard coastal info hubs. Use women's networks.
   c. Identify women to present papers at workshops.
   d. Offer short- and medium-term training to accommodate different schedules and availability.
   e. Fill slots for female candidates first, then allow a male match or inform organizations involved that slots will remain empty unless women are nominated.

II. Program Issues (see section above)

A. Consultant Work
   1. Terms of reference - gender issues (boilerplate)
   2. ID or JT consultant briefings - reiterate requirement that gender issues are addressed.
   3. Follow-up on deliverables - make sure gender issues are included in consultant reports/outputs.

B. Staff Work
   1. Use job performance criteria related to working with women (either supervising other staff or serving community members) and providing them with equal opportunities for career development.
   2. Use job performance criteria related to outreach to women's groups.
   3. Provide and require staff training in gender issues and analysis.