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| <b>TITLE</b><br>W+ Project Design Document (PDD) Template<br><br>Version 2.0  | <b>ORIGINAL DATE</b><br>April, 2015    |
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# The Nature Conservancy – Empowering Stewardship in the Coral Triangle - ‘Coral Triangle Women’ *Indonesia - TNS*

Document prepared by WOCAN

|                           |                                                                                                           |
|---------------------------|-----------------------------------------------------------------------------------------------------------|
| <b>Project Name</b>       | The Nature Conservancy (TNC) – Empowering Stewardship in the Coral Triangle – ‘Coral Triangle Resilience’ |
| <b>W+ Project ID</b>      |                                                                                                           |
| <b>Project Start Date</b> | March 6, 2025                                                                                             |
| <b>Project End Date</b>   | September 30, 2028 (end of reporting period is March 31, 2029.)                                           |
| <b>Date of PDD</b>        | January 10, 2026                                                                                          |
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## **1. DESCRIPTION OF WOMEN'S EMPOWERMENT ACTIVITIES**

### **1.1 Summary Description of the Women's Empowerment Activities**

The project is located in Teon, Nila and Serua, which is the TNS (Seram Island) and Waipia District (Banda Sea region, Indonesia).

A survey conducted by YKAN shows that the residents of TNS are predominantly low-income earning under 4 million IDR annually. A major component of their livelihoods is based on reliance on the rich natural resources such as coconuts, cocoa and fisheries. They rely on a collective traditional mechanism for natural resource management called SASI.

A summary of Focus Group discussions with local women in the TNS District show that they are engaged in a diverse set of roles that include production, care work and community related activities. Production activities include engagement in small-scale marketing of minor products grown in home gardens, or managing small retail shops. As a result of their triple roles, women possess extensive knowledge of both marine and terrestrial resources.

The project team explored the market potential for TNS commodities such as fish and coconut-based products. These two commodities were selected because of their abundance of coconut raw materials and the unique traditional knowledge of fish processing.

The most applicable W+ Domains are:

- Income & Assets
- Education & Knowledge

### **1.2 Project sector and type**

The project covers the following two sectors:

- Conservation
- Livelihoods

|                                                                                          |                                                   |
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### **1.3 Project implementers**

|                                         |                                                             |
|-----------------------------------------|-------------------------------------------------------------|
| Organization name                       | YKAN – Yayasan Konservasi Alam Nusantara                    |
| Contact person                          | Hilda Lionata                                               |
| Title                                   | Indonesia Oceans Program Manager                            |
| Address of Home Office and Field Office | Jl. Iskandarsyah Raya no. 66C, Third Floor<br>South Jakarta |
| Telephone                               | +6221 72792043                                              |
| Email                                   | Hilda.lionata@ykan.or.id                                    |

### **1.4 Other Entities Involved in the Project's and Women's Empowerment Activities**

N/A

### **1.5 Project activities start date**

Currently, the blue economy team has not determined the form and scope of work for livelihoods, but the main areas of work will be focused between Seram Island and TNS Island. The project is anticipated to begin in April/May 2025.

### **1.6 W+ Domains and Crediting Period**

The project activities are set to commence in April 2025 and will end by March 2029. Proposed activities include capacity building for income generation through value addition of existing products such as banana chip making and coconut products. Marketing strategies will include linking women producers to local and regional market hubs and / or retailers.

The W+ credit period will be for two years prior to the end date (March 2029). The W+ domains that will be applied are:

- Income & Assets
- Education & Knowledge

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| <i>W+ Domain and title of related activities</i> | <i>Start Date</i> | <i>End Date</i> | <i>Crediting period</i> | <i>Any Associated Standard</i> |
|--------------------------------------------------|-------------------|-----------------|-------------------------|--------------------------------|
| Income & Assets                                  | March 2025        | March 2027      | 2 years                 | NA                             |
| Education & Knowledge                            | March 2025        | March 2027      | 2 years                 | NA                             |

## 1.7 Description of project activities

Based on the results of socioeconomic surveys and market research conducted on TNS Island and in Waipia District on Seram Island, YKAN has identified three alternative livelihoods, namely copra production, fish drying, and seasonal ecotourism based on LOB<sup>1</sup>.

- Coconuts have become part of the daily lives of women on Seram Island. Almost every family grows coconut trees in their gardens, and the process of processing coconuts into copra has become familiar to women in their daily lives. The recommended alternative livelihood is the production of white copra because it has significant added value in the market and has market potential.
- The activities of the community on TNS Island generally involve catching and processing fish into dried salted fish and *inasua* (wet salted fish), and on TNS Island there are sustainable fisheries activities for fishermen, with the potential to integrate fisheries conservation work with livelihoods.
- TNS Island is one of the LOB (live on board) destinations from the direction of Makassar/Papua. However, LOB has not had much impact on the community so far, due to limited communication and the community's ideas in responding to the arrival of the LOB (Live on Board) ecotourism.

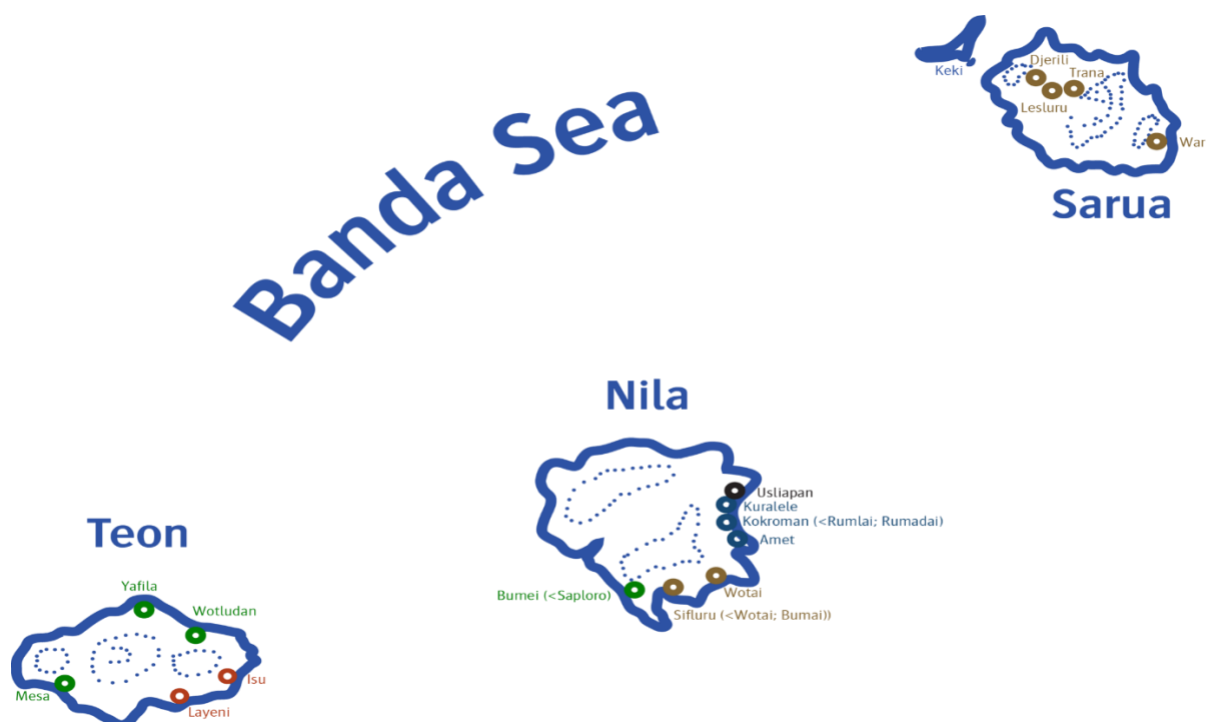
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<sup>1</sup> It should be noted that unlike the other two interventions, the LOB intervention is not covered by the GAC funds

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## 1.8 Project's activities ,boundary and scope

The main areas for project activities will be focused between Seram Island and TNS Island. The Teon Nila Serua (TNS) people are an Indigenous community originally from the three volcanic islands of Teon, Nila, and Serua in the Banda Sea. After being relocated to Seram Island in 1978 due to volcanic activity, they now inhabit 16 villages within Central Maluku Regency. Living along coastal areas, the TNS community depends heavily on marine resources, with fishing remaining a key livelihood involving 198 fishing households and 541 fishers.



## 1.9 Conditions Prior to the Project's Initiation of Activities

The socio-economic survey covered 367 respondents across TNS District (Waipia) using quantitative method, revealing that most residents earn under 4 million IDR (nearly half under 1 million), have strong community values (Moritari), and rely on rich natural resources such as coconut, cocoa, and fisheries.

The survey on Teon, Nila, and Serua Islands (34 of 103 residents) showed predominantly low-income, middle-aged populations with limited infrastructure, dependence on fishing and farming, and adherence to local traditions like *sasi* that

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sustain both economy and culture, highlighting significant potential for value-added fish products and ecotourism.

Focus group discussion were conducted with women representatives from the TNS, involving 60 women from 15 villages in Waipia. Women in TNS play diverse roles shaped by strong religious values and daily spiritual practices. Beyond managing household duties, many also engage in small-scale economic activities such as gardening and running shops, reflecting their dual roles as caretakers and income contributors. TNS women possess extensive knowledge of both marine and terrestrial resources, recognizing their economic potential for families and communities.

The research was conducted by involving 33 respondents. Prior to the socio-economic survey, the team explored the market potential of TNS's key commodities such as fish and coconut-based products. These two commodities were selected based on the abundance of coconut raw materials and TNS's unique traditional knowledge in fish processing.

Based on the results of socioeconomic surveys and market research conducted on TNS Island and in Waipia District on Seram Island, YKAN has identified three alternative livelihoods, namely copra production, fish drying, and seasonal ecotourism based on LOB (Live on Board)<sup>2</sup>.

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<sup>2</sup> These proposed activities have the potential to enhance livelihoods and women's empowerment outcomes simultaneously as women are engaged in all three activities.

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## **1.10 Compliance with Laws, Statutes and Other Regulatory Frameworks**

The project is in compliance with all the necessary laws, statutes and regulatory frameworks of Indonesia and has the right to engage in project activities.

## **1.11 Project Implementer's Right to Engage in the Project**

The project implementer has all the requisite legal rights to engage in the project.

## **1.12 Other Forms of Environmental or Social Credit**

N/A

## **1.13 Additional Information Relevant to the Project**

N/A

# **2. GENDER AND STAKEHOLDER ANALYSIS**

## **1. Introduction**

A Gender and Stakeholder Analysis (GSA) was conducted with two communities in the island communities of TNS (Seram Island) and Waipia (Banda Sea region) in Indonesia. The objective of the GSA was to determine the challenges and opportunities that affect women's participation in the project activities, and to assess ways that women's engagement is sustained beyond the life of the project.

The project's goal of affecting women's empowerment will to a very large extent be determined by the 'quality of their participation' in project interventions, starting from the design, monitoring and evaluation, and the measurement of empowerment outcomes.

The 'quality of participation' can be viewed in the context of a 4-tiered typology of decision making<sup>3</sup> in the several stages of the project cycle. Equally, it should be emphasized that women's decision-making abilities as a key stakeholder in project

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<sup>3</sup> **Contractual:** where decisions are made externally and women's engagement and their roles in project activities are predetermined by external stakeholder (s)

**Consultative:** where decisions are made externally and women stakeholders are informed accordingly

**Collaborative:** where decisions are made jointly to the extent it is possible. Women stakeholders are informed and engaged in project processes

**Collegial or women-led:** where decisions are made by women stakeholders and project implementers services are sought

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activities and outcomes is intimately linked to women's Position<sup>4</sup> or social status in the household and community. The consequence of women's Position then has a cascading affect on their Condition<sup>5</sup> or a material situation.

The social status (Position) and the material situation (Condition) of women affect their quality of participation in project processes in several ways. Both as a result of social status and material situations, women have multiple roles in the household and community. They are engaged in production or subsistence activities as well as household care givers; their access to resources, services and opportunities are shaped by their multiple roles, limited mobility and gender asymmetries that are embedded in social norms and cultural values of what constitutes *womanhood*.

Equally, because of their extensive experience generated from their multiple roles, women have knowledge rooted in agricultural practice, gathering non-timber forest products, fishing and fish processing, and income generation from sales of agricultural and fish products in local markets.

## 2. Challenges: Status of women

### Limits to decision making

Women are a key stakeholder constituent in terms of their importance<sup>6</sup> to achieve the project outcomes. However, women's ability to have significant bearing on decisions or influence<sup>7</sup> related to project interventions and outcomes is greatly inhibited by their status in relation to other project stakeholders.

A summary of a stakeholder analysis demonstrates the following:

- **Women's groups and local actors** are central to achieving the project's intended outcomes but their "voice" is greatly inhibited by absence of capacity for independent, collective action and institutional support to influence decisions.
- The **external environment** is characterized by hierarchical governance and strong customary authority structures. Decision-making is concentrated among a few key figures (Raja, district officials, buyers), while women and grassroots actors remain peripheral.

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<sup>4</sup> Position refers to women's social status in relation to men and the society at large

<sup>5</sup> Condition refers to the material situation of women

<sup>6</sup> Importance refers to their status as a key stakeholder, whose participation is critical to the project outcome

<sup>7</sup> Influence refers to their positionality in terms of decision making in relation to other stakeholders

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- Within the **internal project ecosystem**, power is concentrated among implementing organizations and customary leaders, making facilitation approaches and relationship management critical to gender equity.

### **Women and work burden**

Women are potentially limited in their ability to participate effectively in external project related activities due to their work burdens. A comparative analysis of activities across TNS and Waipia reveals important gendered patterns in productive, reproductive and community roles.

- **Gendered divisions of labor** persist across both TNS and Waipia, with women contributing to all spheres of community life but receiving limited recognition or control over resources.
- Women's **informal and care-oriented work** underpins household and community resilience yet remains economically invisible.
- **Men dominate formal decision-making and higher-income activities**, though emerging patterns show gradual shifts toward shared responsibilities, particularly in Waipia.
- **Community and religious institutions** are crucial platforms for women's participation and potential empowerment, offering culturally sanctioned ways to influence development processes.

### **Summary of Key Patterns Across Sites**

| <b>Dimension</b>     | <b>Women</b>                                                                               | <b>Men</b>                                              | <b>Observations<br/>TNS and Waipia</b>                                                     |
|----------------------|--------------------------------------------------------------------------------------------|---------------------------------------------------------|--------------------------------------------------------------------------------------------|
| Productive           | Diverse, continuous, home- and community-based, informal, essential for household survival | Physically intensive, mobile, high-value, market-facing | Women sustain livelihoods and food security; men dominate high-risk/high-return activities |
| Reproductive         | Household chores, childcare, elder care, pet care, social obligations                      | Minimal; assists with heavy tasks only                  | Women bear the triple burden, limiting mobility and opportunities for education/training   |
| Institutional/Social | Religious activities, community service, sports, cultural events                           | Religious and ceremonial leadership, public visibility  | Women's social mobility is sanctioned and safe;                                            |

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| Dimension                       | Women                                         | Men                                       | Observations<br>TNS and Waipia                       |
|---------------------------------|-----------------------------------------------|-------------------------------------------|------------------------------------------------------|
|                                 |                                               |                                           | men have greater public authority                    |
| Intergenerational Participation | Girls help with household and productive work | Boys help with physically demanding tasks | Reinforces traditional gender roles from a young age |

### **Limits to women's mobility**

Limits on women's mobility is another key factor in determining their effective participation in project processes.

The mobility mapping conducted in the island communities of **Waipia (Seram Island)** and **TNS (Banda Sea region, Indonesia)** offers a window into the gendered dimensions of daily life and livelihood strategies. The discussion with the women's group revealed that women's spatial movement, within and beyond their islands, affects both their agency and the structural constraints they navigate. Their mobility is shaped by geography, livelihood patterns, social norms, and access to infrastructure and services. While women's movements are deeply embedded in the rhythms of nature and community, they also symbolize women's negotiation for autonomy within systems that often limit their access to opportunity, visibility, and decision-making spaces.

Women's spatial mobility is intricately linked to their roles in sustaining household livelihoods—through gardening, fishing, and processing or trading natural produce such as cassava, taro, copra, nutmeg, and cloves. Daily and seasonal movements to forests, gardens, and the sea are essential for food production and income generation. These goods are sold in floating markets, Waipia markets, or transported to larger commercial centres such as Masohi and Ambon, sometimes through intermediaries or family members. These economic movements, though central to household survival, also highlight how women's participation in the market remains informal, resource-dependent, and vulnerable to seasonal fluctuations.

A comparison between the two sites reveals distinct dynamics in the nature and reach of women's economic mobility. In TNS, women's mobility remains largely localized and survival-driven, revolving around the sea, gardens, and community markets. The floating market—where women sell fish, vegetables, and garden produce when boats arrive. This is a critical space of exchange and social connection. Here, mobility is frequent but geographically constrained. By contrast, women in Waipia demonstrate broader and longer-term mobility, travelling to Masohi, Ambon, Dobo, Kupang, and

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occasionally to larger cities such as Papua, Ternate, Jakarta, or Batam. Their movements are more market-oriented, linked to trading products such as copra, cloves, nutmeg, fermented fruit, and batik, and often mediated through external networks.

While this broader engagement expands economic opportunity, it also exposes TNS women to market dependencies, transport costs, and male-dominated trading systems, which limit their bargaining power. In both contexts, women's economic agency is evident—they innovate by producing value-added goods, building informal trade partnerships, and leveraging social networks. However, their constrained access to capital, safe transport, and formal market systems underscores the need for gender-responsive livelihood and enterprise support, as well as investment in local infrastructure that reduces women's reliance on distant and male-controlled trade routes

### *Social and cultural mobility*

Social and cultural movement provides important context for understanding how women's mobility is both enabled and restricted by community norms. In both TNS and Waipia, women's participation in church activities, community gatherings, and visits to family or friends forms the socially acceptable framework for movement. These activities sustain community cohesion and solidarity and often double as informal economic and information networks.

In TNS, social mobility is highly community-centered, anchored in shared cultural and religious practices. Movement for caregiving, faith, and community service is normalized and encouraged. By contrast, women in Waipia exhibit more diverse and longer-term social mobility, often travelling to other islands or cities for extended stays with relatives or to pursue education and income opportunities. These journeys, lasting from weeks to several months, reflect both economic necessity and aspiration, but also the absence of local systems that can meet these needs.

Across both sites, mobility for social and religious reasons is generally accepted. Churches and kinship networks thus act as both enablers and gatekeepers, providing women with safe collective spaces, but also reinforcing traditional gender norms about where and why women should travel.

### *Gender norms, autonomy and constraints*

Underlying these mobility patterns are deeply embedded gender norms that define acceptable roles and spaces for women. Women's movement is often seen as an extension of domestic responsibility—securing food, caring for families, or supporting community life—rather than as an assertion of personal or economic autonomy. These

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norms limit women's ability to travel independently for livelihood activities, access markets, participate in training, or engage meaningfully in decision-making processes. As a result, constraints on mobility translate directly into reduced livelihood opportunities and uneven participation in community institutions, reinforcing gendered inequalities in income, influence, and access to resources.

## **Access and Control of Resources**

### **Women's access to services and infrastructure**

Women's movement patterns reveal stark inequalities in access to essential services, which vary in degree between the two island contexts. In both TNS and Waipia, healthcare access is limited and highly seasonal. Services become available during the clove harvest, when mobile clinics reach nearby locations such as Layeni, but at other times, women must travel long distances, often to Masohi, at significant cost and time. This not only delays care but also adds to the gendered burden of balancing health needs with domestic and livelihood responsibilities.

Opportunities for education, skills development, and training are similarly distant. In Waipia, women and girls seeking higher education or vocational training must relocate to Masohi or Ambon, requiring travel permissions, financial resources, and childcare arrangements—barriers that are particularly restrictive for women. In TNS, such opportunities are even more limited, though stronger local networks and church-based community structures provide informal spaces for learning and mutual support. While some women have participated in district- or provincial-level training, these remain rare and difficult to access consistently.

A notable and emerging dimension in both sites is the use of Starlink internet in certain villages, reflecting a shift in mobility patterns where digital connectivity itself becomes a new form of access—allowing women to communicate, share market information, and engage with wider opportunities. Yet, without targeted support for digital literacy and affordable devices<sup>8</sup>, the digital divide risks reinforcing rather than reducing existing gender gaps.

### **Women's Access to Productive Resources**

Access to productive resources such as land, water, and crops is relatively shared between women and men. Women have access to gardens, agricultural produce, livestock, and small-scale markets. Men share this access but dominate in higher economic value and mobility—such as boats, marine resources, and fishing zones. In Waipia, both women and men access household plots (~2 hectares per family). In

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<sup>8</sup> These refer to access to simple mobile learning that may be instituted in local centers such as churches, schools or training venues

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TNS, women access coastal fishing areas, while men manage deeper sea commercial fishing. Access to solar panels, Starlink, and clean water is shared, but control and benefit management remain largely male-dominated.

### Control over Resources and Decision-Making

Despite shared access, men retain predominant control over high-value assets and income-generating activities. Men make final decisions regarding land use and resource sales. Women's control is limited to household or jointly managed spaces. In TNS, decision-making around fishing, boat use, and fuel distribution lies with men or clans. Group-based training or assistance programs often remain male-led.

**Summary Table: Access and Control by Gender**

| Resource Type        | Women Access/Control              | Men Access/Control               | Remarks                                         |
|----------------------|-----------------------------------|----------------------------------|-------------------------------------------------|
| Land and Soil        | High Access / Limited Control     | High Access / Full Control       | Men control land leasing decisions              |
| Agricultural Produce | High Access / Shared Control      | High Access / Shared Control     | Women manage food crops; men handle cash crops  |
| Livestock            | Moderate Access / Limited Control | High Access / Control            | Men dominate high-value livestock               |
| Marine Resources     | Low Access / No Control           | High Access / Full Control       | Fishing and sea products controlled by men      |
| Training Programs    | High Access / Group Control       | High Access / Individual Control | Women's training often lacks ownership outcomes |

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### Gendered Livelihood Patterns

In TNS, livelihoods are strongly influenced by the marine environment and perennial crop cycles. Communities rely on nutmeg, clove, coconut, and banana cultivation, alongside fishing and small-scale trade. Nutmeg, coconut, and banana can be planted and harvested year-round, while clove trees require seasonal care early in the year and harvesting around mid-year. Fishing is a continuous activity, but locations shift with wind seasons: during the west wind season (December–March), fishermen move east to calmer waters, and during the east wind season (May–August), they shift westward.

The cool season (September–October) brings calm seas favorable for inshore fishing and communal coastal harvesting of fish, sea cucumbers, and shellfish—a period when both men and women participate equally. However, men dominate deep-sea fishing and the management of boats and equipment, while women engage in shore-based activities, copra processing, and market sales. Environmental challenges such as high waves and occasional fish bombing—primarily by outsiders—affect safety and sustainability.

In contrast, Waipia’s livelihood cycle centers on agriculture, home-based production, and petty trade, with a higher concentration of women-led economic activity. Farming is largely rainfed, with most crops—cassava, sweet potato, taro, corn, paddy, and vegetables—planted year-round, though harvesting is avoided during the rainy months (May–August). Root crops such as cassava and taro provide food security and small surplus income, while quick crops like corn and paddy are harvested within 3–4 months. Bananas, coconuts, and nuts are grown year-round, forming a supplementary source of household income.

Women dominate in these activities, leading cultivation, harvesting, processing (such as chip-making or fermented fruit preparation), and market sales. Men support heavier agricultural tasks and copra production. In some places, women are also active in small-scale trade, batik production, and community functions—such as PKK meetings, health post work, and church activities—reflecting their strong role in both economic and social life.

### Gendered Roles and Participation

Across both locations, gendered labor patterns reflect complementarity but unequal control:

- **In TNS**, men dominate high-risk, high-income activities such as fishing, nutmeg, and clove management, while women contribute through processing, domestic trading, and nearshore harvesting.

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- **In Waipia**, women’s labor is central to food production and local enterprise, with daily engagement in gardens, trade, and cottage industries, while men support selected farming and copra-making tasks.

Despite women’s high participation, **decision-making power and control over income and assets remain limited**, often shaped by traditional norms and male authority in resource management.

### **Gendered Dimensions of Climate Change**

Flooding is the most recurrent and disruptive hazard identified by both women and men in Waipia. Its frequency and severity have been intensified by climate variability, land degradation, and inadequate drainage systems, which together contribute to widespread environmental and livelihood disruption.

The impacts of flooding extend far beyond immediate physical damage, resulting in economic losses, food insecurity, social tension, and limited access to basic services. However, while both women and men face the same environmental shocks, the nature and intensity of their vulnerabilities differ, shaped by gender roles, access to resources, and social expectations.

For women, flooding compounds multiple layers of vulnerability, particularly in relation to food security, household wellbeing, and income stability. Floods routinely damage gardens, fishponds, and household environments, leading to reduced food availability and financial stress.

With household income falling, women struggle to meet family needs such as children’s education, clothing, and daily meals, often resorting to borrowing from cooperatives or moneylenders, which leads to debt accumulation and harassment from debt collectors. Floodwaters and clogged drains also create unhygienic living conditions and restricted mobility, exacerbating women’s domestic burdens.

Beyond these material challenges, women experience psychological strain, frustration, and exclusion. They report feeling ignored in local decision-making and disaster planning, despite being among the most affected and active in recovery efforts.

Women’s engagement with institutions remains largely informal but proactive. They report flood impacts to state and district authorities and seek assistance from agencies such as the Plantation and Agriculture Service. They also coordinate with neighboring villages to improve water management.

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However, their participation in formal governance, planning, and disaster response remains limited. Women's knowledge and contributions are often undervalued or overlooked, despite being essential to community resilience.

### Gendered Comparison and Analysis

| Dimension                       | Women's Group                                                                      | Men's Group                                                                                       |
|---------------------------------|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| <b>Primary Risks</b>            | Loss of income, food insecurity, debt stress, poor sanitation                      | Crop loss, damaged ponds, delayed copra production                                                |
| <b>Economic Impact</b>          | Reduced cash flow, inability to meet basic needs                                   | Reduced agricultural and fishing productivity                                                     |
| <b>Adaptive Capacities</b>      | Gardening recovery, crop diversification, women's business groups                  | Livelihood switching, repair work, side businesses                                                |
| <b>Social Capital</b>           | Mutual cooperation, RT environmental groups, PKK activities                        | Community service, repair groups, collective cleanups                                             |
| <b>Attitudinal Patterns</b>     | Resilient but under-recognized; frustration due to exclusion from decision-making  | Practical but sometimes impulsive; occasional conflict or indifference                            |
| <b>Institutional Engagement</b> | Limited role in decision-making, rely on government support                        | More active in public cleanup and discussions, but informal                                       |
| <b>Gender Relations</b>         | Women show leadership in social care and environment but low influence in planning | Men dominate physical recovery efforts and decision-making but show growing household cooperation |

### 3. Opportunities

Though there are considerable challenges for women in both sites, they also exhibit agency, creativity, and resilience. Women navigate logistical and cultural constraints through adaptive strategies: selling goods via intermediaries, sharing transport

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resources, organizing collective trading, or using digital networks to access buyers and information.

Women’s emotional and practical forms of resilience, mobility in spite of limits imposed by social and cultural norms, and practical knowledge borne from working on production activities that range from agriculture, fishing and collecting are important entry points for project intervention strategies that lead to empowerment outcomes and sustainability beyond the project life.

### **Emotional and practical dimensions of resilience**

Though recurrent floods have led to emotional fatigue and disillusionment among women, compounded by feelings of being ‘unprioritized and blamed’ when recovery efforts falter, others also note declining cooperation within women’s groups as economic and social pressures mount. However, even amid frustration, women sustain a deep culture of perseverance, faith, and solidarity. The guiding motto, often expressed as “*work and pray (ora et labora)*”, reflects their commitment to hope and collective strength. Women continue to motivate one another, promoting clean living, frugality, and mutual support as survival strategies.

### **Women’s Mobility: A paradox of Empowerment and Inequality**

Across both TNS and Waipia, women’s mobility embodies a paradox of empowerment and inequality. The ability to move-to trade, learn, access services, or maintain social ties, reflects autonomy and collective strength. Yet the reliance on informal systems, distant service centres, and male intermediaries highlights enduring gender inequities in access to infrastructure, resources, and opportunities.

In TNS, broader mobility opens pathways to markets and learning but brings exposure to exploitation, unsafe travel, and economic precarity. In Waipia, localized mobility sustains community resilience but restricts women’s engagement with external opportunities. The comparison shows that empowerment through mobility is not defined by distance but by control, purpose, and safety—the ability of women to move freely and meaningfully without fear, permission, or dependency.

The contrast between the two sites reveals a continuum of autonomy: Waipia women display greater individual mobility and external engagement, reflecting exposure to markets and migration opportunities, whereas TNS women’s mobility is more localized and collective, emphasizing mutual support within a closely knit community. Both patterns are expressions of empowerment in their own right, though they operate within persistent structural limitations, limited infrastructure, social expectations of caregiving, and male-dominated decision-making spaces. The mapping underscores that enhancing women’s mobility is a powerful entry point for advancing gender justice in island ecosystems.

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### **Knowledge, Roles, and Experience**

The seasonal calendars of TNS and Waipia reveal distinctive livelihood systems shaped by geography, climate variability, and gendered roles in production. While both locations share strong community and subsistence orientations, their livelihood rhythms, resource dependencies, and gender divisions of labor differ markedly.

While **TNS** livelihoods revolve around the sea and spice-based economies, **Waipia** sustains a land-based, diversified system anchored in women's agricultural and community leadership. TNS exhibits stronger exposure to environmental risks (waves, storms, fish bombing), while Waipia faces seasonal rainfall challenges that impact productivity.

Women in both sites demonstrate resilience and adaptability—balancing household responsibilities with income generation—but face barriers in accessing assets, markets, and formal decision-making spaces.

## **3. SELECTION OF W+ DOMAINS**

| <b><i>W+ Domain</i></b> | <b><i>Benefits</i></b>                                                                                                                                                      | <b><i>Challenges/ Risks</i></b>                                                   |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| Income & Assets         | <ul style="list-style-type: none"> <li>Increased Income</li> <li>Increased conversion of Income into Assets</li> </ul>                                                      | Limited market access                                                             |
| Education & Knowledge   | <ul style="list-style-type: none"> <li>Increased confidence and ability to recall training content</li> <li>Application of knowledge in formal and informal ways</li> </ul> | Inability to extend knowledge towards application and its dissemination to others |

## **4. PROJECT INTENTIONALITY FOR WOMEN'S EMPOWERMENT**

NB: The Women's Empowerment Plan is submitted as a separate document.

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| <i>Policy for gender/women's empowerment</i> | <i>Budget targeted for women's empowerment</i>                           | <i>M&amp;E plan for women's empowerment</i>        | <i>Internal capacities for gender analysis and women's empowerment</i>                                                                       | <i>Project's selection criteria of beneficiaries to demonstrate equal opportunity for participation of women from all social groups in project activities</i>       |
|----------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Yes                                          | Yes                                                                      | Yes                                                | Yes (but limited)                                                                                                                            | Yes (but limited)                                                                                                                                                   |
| An overall policy for gender exists for TNC  | There is a budget targeted for women's empowerment through the GAC funds | The W+ Women's Empowerment Plan has been developed | There is a gender person in YKAN and TNC. The internal capacities for gender analysis amongst project team needs considerable capacity input | While project aims are targeted towards women, the selection criteria for project beneficiaries does not precisely adhere to selection based on intersectionalities |

## **5. MONITORING AND EVALUATION PLAN**

For the W+ assessment, focus group discussions and individual interviews were conducted with beneficiaries in TNS. Prior to these field activities, interviews and meetings were also conducted with the YKAN team to assess the most appropriate selection of W+ domains.

The selection of Income & Assets and Education & Knowledge domains were considered most relevant to measure the outcomes generated from the numerous capacity interventions that will be implemented with support from the GAC fund.

The measurement for both W+ domains will be conducted in March 2027.

A baseline for Income & Assets domain has been established.

The baseline for the Education & Knowledge domain will be generated through a control group and/or recall methodology during the time of endline measurement. A baseline for this domain was not feasible since no capacity interventions had been implemented during the time of the field visit in August 2025.

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## 6. DO NO HARM

The project seeks to expand women's participation in natural resource management, conservation, and livelihood activities across the coastal areas of TNS. While there are several challenges that inhibit women's participation in the project (see the Gender & Stakeholder Assessment), the assessment also revealed that gender-based violence is a critical risk that could undermine empowerment outcomes.

During formal focus group discussions, no women disclosed personal experiences of violence.

### **Identified Potential Harm: Risk of Increased GBV Linked to Women's Participation**

Gender-based violence is a recognised risk that could potentially be triggered from women's participation in training, leadership roles, livelihood activities, or conservation work. Increased visibility, mobility, income generation, or involvement in decision-making may be perceived as disrupting established gender roles and household arrangements. In contexts where men traditionally hold authority over finances, mobility, and public engagement, such shifts may increase the risk of emotional, verbal, or physical violence, particularly if men feel excluded, uninformed, or undermined.

### **Mitigation Measures**

- Developing strategies for male-allyship
- Promote safe and socially appropriate participation modalities
- Strengthen confidential safeguarding and referral pathways

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## 7. BENEFIT SHARING MECHANISM

The key platform that is available for benefit sharing is *sasi* which is a traditional Indonesian system of natural resource management, particularly in eastern Indonesia, that uses customary laws to protect resources by temporarily closing off harvesting areas on land or at sea. It is a conservation practice used to allow ecosystems to regenerate and is still widely practiced by indigenous communities, though sometimes its enforcement against outsiders is a challenge. *Sasi* is a 400 year old traditional conservation system and natural resource management concept that is effective in regulating resources use in indigenous communities, solving conflicts and protecting vulnerable groups such as women and children, particularly widows and orphans

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## **8. DECLARATION OF NON-INVOLVEMENT IN ANY FORM OF DISCRIMINATION, SEXUAL EXPLOITATION, ABUSE OR HARASSMENT (SEAH)**

Hereby declare that, to the best of my knowledge, neither (name of project implementer) or any other entity involved in project design or implementation has not been involved in or will be involved in any form of discrimination, sexual exploitation, abuse, or harassment (SEAH).

This signed declaration is made in good faith and with my full consent, without pressure or coercion. I understand that any breach thereof may/will result in the termination of the W+ Application.

This signed declaration forms part of the requirements of the application of the W+ Standard.

**Signature of authorized representative submitting this Project Design Document**

Name: Hilda Lionata

Title: Ocean Program Manager

Signature: 

Date: 6/04/2026