

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023



The Nature Conservancy – Empowering Stewardship in the Coral Triangle - ‘Coral Triangle Women’ *Papua New Guinea*

Document prepared by WOCAN

Project Name	The Nature Conservancy (TNC) – Empowering Stewardship in the Coral Triangle – ‘Coral Triangle Women’
W+ Project ID	
Project Start Date	March 6, 2025
Project End Date	September 30, 2028 (end of reporting period is March 31, 2029.)
Date of PDD	January 10, 2026
Prepared By	WOCAN : Mamta Borgoyary and Dibya Devi Gurung
Contact	mamta.borgoyary@gmail.com : +919811499523 Dibyadevigurung@gmail.com : +9779871261339

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Table of Contents

1. DESCRIPTION OF WOMEN'S EMPOWERMENT ACTIVITIES	2
1.1 Summary Description of the Women's Empowerment Activities	2
1.2 Project sector and type	4
1.3 Project implementers	4
1.4 Other Entities Involved in the Project's and Women's Empowerment Activities	4
1.5 Project activities start date	4
1.6 W+ Domain and Crediting Period	5
1.7 Description of project activities	5
1.8 Project's activities boundary and scope	7
1.9 Conditions Prior to the Project's Initiation of Activities	8
1.10 Compliance with Laws, Statutes and Other Regulatory Frameworks	9
1.11 Project Implementer's Right to Engage in the Project	9
1.12 Other Forms of Environmental or Social Credit	9
1.13 Additional Information Relevant to the Project	9
2. GENDER AND STAKEHOLDER ANALYSIS	10
3. SELECTION OF W+ DOMAINS	22
4. INTENTIONALITY FOR WOMEN'S EMPOWERMENT	23
5. MONITORING AND EVALUATION PLAN	24
6. DO NO HARM	24
7. BENEFIT SHARING MECHANISM	26
8. DECLARATION OF NON-INVOLVEMENT IN ANY FORM OF DISCRIMINATION, SEXUAL EXPLOITATION, ABUSE OR HARASSMENT (SEAH)	27
ANNEX	28

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

1. DESCRIPTION OF WOMEN'S EMPOWERMENT ACTIVITIES

1.1 Summary Description of the Women's Empowerment Activities

a) The location of the Project

The Coral Triangle-spanning Indonesia, Papua New Guinea (PNG), the Solomon Islands, and three other nations, is the epicentre of global marine biodiversity. Over **130 million people** rely on its rich coastal ecosystems for food, livelihoods, and resilience against climate change.

This project is implemented in four coastal communities—**Pere, M'bunai, Timoenai, and M'buke Island**—located within one of the most ecologically and socially significant areas of Manus Province, Papua New Guinea. These communities depend almost entirely on marine-based resources because they are situated along the narrow coastal fringes and small islands, with limited access to arable land that is traditionally held by inland communities. As lagoon-based societies, their settlement patterns and livelihoods have historically been oriented toward the sea rather than terrestrial agriculture.

Manus Province is the smallest province in Papua New Guinea, with a land area of approximately 2,100 km², yet it encompasses around 220,000 km² of ocean, underscoring the central role of marine ecosystems in sustaining coastal and island communities.

GPS coordinates of Manus province: Latitude: -2° 04' 60.00" S Longitude: 147° 00' 0.00" E

b) Current scenario prior to the implementation of the project

Across M'buke, M'bunai, Pere, and Timoenai, women's responsibilities and economic roles are deeply shaped by cultural norms that confine them largely to the near-shore environment and household-based livelihoods. While women contribute significantly to food security and small-scale marine-based income through shallow fishing, fish processing, and handicrafts, their activities remain concentrated at the lowest tiers of the value chain. This structural position limits both their visibility and their influence in decisions relating to marine resource use and conservation. Women remain excluded from the higher-value and higher-impact segments of the marine economy, restricting their opportunity to shape rules, practices, or conservation priorities affecting the sustainability of local fisheries. Even though women manage a substantial portion of household-level marine resources, their participation rarely extends to community-level or formal natural resource governance mechanisms where conservation decisions are made.

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Women's reproductive workloads further limit their ability to participate in training, leadership roles, or broader conservation initiatives. Their time is absorbed by household responsibilities and near-shore subsistence work, which, although essential, is undervalued and rarely recognized as part of the conservation economy. Additionally, because major financial decisions and income from large-scale marine sales remain under male control, women have fewer financial incentives or resources to invest in conservation-aligned practices, technology, or livelihood diversification. While women hold critical knowledge of near-shore environments and play indispensable roles in sustaining marine-dependent households, the gendered division of labour and control severely constrains their influence in marine conservation and limits their access to the economic benefits that arise from higher-value marine resources. Their contributions remain essential but structurally undervalued, limiting both their empowerment and the effectiveness of community-based conservation efforts.

c) W+ domains and activities/measures under the Project

The project applies to two domains:

Income & Assets: Activities are designed to increase women's income from sustainable natural resource management. This will include:

- Assessing existing natural resource and marine-based income opportunities that can be strengthened or scaled.
- Targeted training and capacity-building to strengthen women's quality of participation enabling them to earn higher and more sustainable incomes especially from marine-based activities.

Education & Knowledge: Activities under the Education & Knowledge domain will focus on strengthening women's skills and capacities to participate meaningfully in data collection, monitoring, and measurement- the core competencies required for their engagement in natural resource management (NRM). This will include:

- Data collection in collaboration with the women and shared back with communities in accessible formats to incorporate and that women's perspectives are incorporated and informs local NRM plans.
- Support the establishment of a community-led framework that enables adaptive NRM, allowing communities to identify emerging needs for women's capacity building, leadership, and decision-making.
- Training and capacity building for women in leadership and NRM conservation

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

1.2 Project sector and type

Natural resource conservation and promotion of Marine Conservation-based livelihoods.

1.3 Project implementers

Organization name	The Nature Conservancy
Contact person	Jane Wia
Title	Marine Program Manager
Address	The Nature Conservancy Section 494, Allotment 14 Hanamoa Building, Unit 1B and 2B Gordons Industrial Area, Port Moresby, Papua New Guinea
Telephone	+67582211823
Email	jane.wia@tnc.org

1.4.1 Other Entities Involved in the Project's and Women's Empowerment Activities

[Pihi Environment Development Forum \(PEDF\)](#), The Pihi wards, locally existing women's community groups, which operate under the Manus Provincial structure, will serve as the primary entry point for engaging with women and facilitating the implementation of the project.

1.5 Project activities start date

All project activities were expected to start from March 6th 2025, as provided in the Project documentation.

1.6 W+ Domains and Crediting Period

<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>

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Income & Assets: Assessing existing natural resource and marine-based income opportunities that can be strengthened or scaled. Targeted training and capacity-building support to women's groups to enable them to earn higher and more sustainable incomes especially from marine-based activities.	March 2026	March 2027	12 months	NA
Education & Knowledge Data collection in collaboration with the women and shared back with communities in accessible formats so women's perspectives are incorporated and informs local NRM plans. Support the establishment of a community-led framework for adaptive NRM, allowing communities to identify emerging needs for women's capacity building, leadership, and decision-making. Training and capacity building for women in leadership and NRM conservation	March 2026	March 2027	12 months	NA

1.7 Description of project activities

During the WOCAN team's field visit, TNC was in the process of identifying potential project activities aimed at increasing women's Income & Assets, as well as strengthening the knowledge and capacity of women and women's groups to lead local NRM planning. The activities outlined below for the four project locations—M'Bunei, M'buke, Pere, and Timoenai—are based on discussions with the project team and the workplan shared with the WOCAN team.

- Strengthen and diversify NRM and green livelihood opportunities for women
- Participatory planning with communities to assess gaps and training needs for enhancing women's access to NRM and conservation.
- Training and awareness on gender equity in NRM
- Gender assessment of Pihi ward to understand the capacity of women-led NRM groups to lead local NRM and conservation
- Technical training and capacity building of women and women groups (and other groups like Pihi Ward) to develop, implement and lead local NRM plans

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

- Assess and strengthen gender equity in local governance of community groups
- Train and co implement gender equitable participatory monitoring of marine ecosystem.
- Participation in regional learning exchanges to develop skills and confidence as well as connect with and learn from other women leaders from other project implementation countries.

The combined set of project activities mentioned above is designed to simultaneously **strengthen women's economic resilience (relevant to Income & Asset Domain) and expand their leadership in sustainable natural resource management (NRM), particularly marine conservation (relevant to Education & Knowledge Domain)**. By strengthening women's skills, confidence, and institutional space, the project addresses both the economic and governance dimensions of women's empowerment.

Strengthening the quality of participation and diversifying NRM and green livelihood opportunities directly increases women's income and assets by enabling them to engage in higher-value, sustainable marine-based activities. This diversification reduces vulnerability to climate and market shocks while expanding women's access to resources, tools, and livelihood options. Participatory planning with communities ensures that these opportunities are grounded in local realities. By identifying gaps and training needs, the process removes practical and social barriers that prevent women-especially marginalized groups, from fully accessing and benefiting from NRM-related livelihoods.

Training and awareness on gender equity in NRM builds a more enabling environment for women's leadership. By engaging both men and women, the project strengthens community understanding of women's rights and the value of their participation in resource governance. This contributes to reducing social norms that restrict mobility, access, and decision-making power.

The gender assessment of the Pihi Ward generates deeper insights into the strengths and constraints of existing women-led NRM groups. This analysis guides targeted capacity strengthening so that these groups can more effectively lead planning, implementation, and monitoring of local NRM and conservation actions. Building women's skills, including technical, managerial, and leadership competencies, ensures they can influence decisions, steward resources, and play visible roles in conservation.

Training and capacity building of women, women's groups, and community groups such as Pihi Ward equips them with the knowledge and tools to develop, implement, and lead NRM plans. This elevates women's role from participants to decision-makers

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

and custodians of marine biodiversity. Strengthening gender equity in the governance structures of these groups further ensures that women's voices carry weight in rule-making, resource allocation, and enforcement.

Finally, implementing gender-equitable participatory monitoring of marine ecosystems, along with enhancing the skills and knowledge of relevant local and project staff on gender-responsive and social approaches, reinforces women's technical agency and leadership in conservation. As women gain skills in ecological monitoring, sustainable harvesting, and data collection, they become recognized contributors to resource protection and climate resilience.

1.8 Project activities' boundary and scope

This project is implemented in three coastal communities of Pere, M'bunai and Timoenai and M'buke Island in one of the most ecologically and socially significant areas in **Manus Province, Papua New Guinea**.

Site	GPS Location	Geography	Landscape
M'Buke	Latitude: 2° 22' 56.16" S Longitude: 146° 49' 31.10" E	A remote outer-island community surrounded by rich nearshore marine ecosystems but distant from major markets.	A close-knit island community with strong customary governance and well-preserved cultural traditions that shape daily social life, featuring few active and functional women's groups. Its economy relies on small-scale fishing, copra, and handicrafts, with limited market access due to remoteness.
M'Bunai	Latitude: 2° 12' 10.46" S Longitude: 147° 11' 37.02" E	A small centrally located coastal community in Manus with broader social links but still constrained by geographic remoteness	A culturally cohesive village where family networks and communal decision-making guide social organization. Livelihoods depend on nearshore fishing, gardening, and seasonal market sales, but economic opportunities remain narrow and vulnerable to climate pressures.
Pere	Latitude: 2°12'25.3" S	A centrally located coastal community in Manus with	A relatively larger and socially active community known for

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

	Longitude: 147°11'03.6"E	broader social links but still constrained by geographic remoteness	strong cultural identity and clan-based structures. Its economy is anchored in marine harvesting, small trade, and handicrafts, with increasing engagement in conservation initiatives
Timoenai	Latitude: 2°12'09.0"S Longitude:146°52'35.9"E	A coastal settlement with limited transport connections relying heavily on nearby reefs and lagoon systems for daily livelihoods	A small, traditional island community where social life revolves around kinship, church activities, and shared resource use. Income comes mainly from subsistence fishing, small-scale cash crops, and occasional sale of marine products, constrained by limited mobility and market connections

1.9 Conditions Prior to the Project's Initiation of Activities

Women in M'buke, M'bunai, Pere, and Timoenai face intersecting socio-economic vulnerabilities rooted in geographic remoteness, traditional gender norms, and limited market access. Their livelihoods depend heavily on small-scale nearshore fishing, handicrafts, and informal trade, which generate low and unstable income. Control over higher-value marine products and external market interactions is largely dominated by men, restricting women's economic advancement and voice in resource management.

Women's mobility is significantly constrained, particularly for off-island travel, limiting their access to training, markets, and decision-making spaces. Educational opportunities beyond secondary levels are limited, reducing exposure to new skills and livelihood innovations. Social norms reinforce expectations around domestic responsibilities, limiting women's opportunities to engage in productive activities or assume community leadership. While women may have some leisure time, it is often not used for productive activities. Women remain underrepresented in formal NRM structures and decision-making forums, despite being primary users and caretakers of marine and household resources.

Climate change impacts, such as declining fish stocks, coastal erosion, and extreme weather, disproportionately affect women due to their dependence on nearshore resources. Their ability to adapt is constrained by limited access to tools, credit, technology, technical skills, and information. These factors collectively heighten

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

economic vulnerability while diminishing women's influence over natural resource governance, even as their labour and knowledge remain central to household survival and community resilience.

1.10 Compliance with Laws, Statutes and Other Regulatory Frameworks

The project complies with all national laws, statutes and regulatory frameworks of Papua New Guinea.

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

Coral triangle countries collaboration- the platform existed and this project can refer and contribute to the platform. Existing guidance on gender equity in conservation of TNC supports the implementation of the project (compliance). The similarity of the biodiversity of the six countries, enables sharing of lessons learnt and scope for exchange of best practices.

TNC PNG has an existing MoU with the Mwanus Endras Tribal Network(MENAR) that could be leveraged to support women groups and offers scope for beyond project sustainability. They have applied for MoA with the provincial government- pending signing.

2. GENDER AND STAKEHOLDER ANALYSIS

The Gender and Stakeholder Analysis was undertaken to deepen understanding of the social, economic, and cultural dynamics that shape women's participation, opportunities, and leadership in the four project sites of M'Buke, M'Bunai, Timoenai, and Pere.

The analysis aims to (1) assess existing gender relations and roles within households and communities, (2) inform the development of a comprehensive Women's Empowerment Plan to guide project design and implementation, and (3) establish a baseline for measuring changes in women's empowerment and the impact of project interventions over time.

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Across the four sites, women play a central role in sustaining household livelihoods through nearshore fishing, processing, gardening, and handicrafts; yet their economic contributions remain concentrated in low-value activities with limited access to markets, assets, and income-generating opportunities. Their leadership in natural resource management (NRM) and marine conservation is also significantly constrained. Deep-rooted gender norms, limited mobility, unequal access to information and decision-making platforms, and structural barriers in community governance systems restrict women’s visibility and influence in NRM processes that are largely male-led. Compared to men, women have fewer opportunities to engage in higher-value marine value chains, participate in conservation initiatives, or contribute to local resource governance—further reinforcing economic vulnerability and limiting their leadership potential.

To clearly identify these constraints and understand the distinct needs, roles, and capacities of women and men, the analysis draws on a combination of qualitative and quantitative methods (see Annexure 2 for tools and mapping tables). The gender analysis was done through a comprehensive 14 focus group discussions with more than 100 participants, as well as key informant interviews with M’buke Island People Association (MIPA), community leaders, youth representatives, and members of PIHI (women), alongside direct field observations. This was followed by a half-day consultation with TNC project staff and representatives from 20 other relevant stakeholders to get a better understanding of the power dynamics and strategic interest of women, both at the site and district level. Together, these insights provide a robust foundation for designing targeted strategies that enhance women’s economic empowerment, strengthen their leadership in sustainable NRM, and create more equitable participation across all levels of community resource management.

A. Categories of Women Stakeholders

The gender analysis identified several distinct categories of women stakeholders in the project area. Their social roles, livelihood strategies, and positions of influence shape how they participate in and benefit from conservation initiatives. These categories reflect the diversity of women’s experiences in the four sites and underscores the need to consider intersectional factors, such as age, mobility, and access to resources, to ensure project activities are inclusive and equitable, and that all women are able to meaningfully participate in and benefit from the project.

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Key groups include:

SN	Category	Description
1	Entrepreneurial women	Involved in small and medium enterprises (SMEs), marine and terrestrial enterprises, handicrafts, small stores, local/table markets, and similar livelihoods.
2	Women with social influence	Wives or daughters of chiefs, and women living near market or trading centers with comparatively greater access to networks and decision-making forums.
3	Home-makers	Primarily engaged in unpaid domestic and care work; face time and mobility constraints that can limit their participation.
4	Young mothers and educated young women	Interested in employment and leadership opportunities but often underserved by existing structures.
5	Women with vulnerabilities	Includes widows, women with disabilities, and older single women who face multiple layers of vulnerability and risk being excluded from project benefits and decision-making.
6	Other intersectional groups	Require further identification and analysis as the project progresses to ensure inclusive project design.

B. Stakeholders' Analysis

The stakeholder mapping categorizes stakeholders based on their level of influence (decision-making power) and importance (relevance to the project's goals). This analysis helped in the identification of stakeholders that need to be engaged, supported, or monitored, while examining existing power dynamics and imbalances that might affect women's participation. It also helps to clarify where the practical and strategic interests of women lie, how these interests are shaped by social and

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

institutional structures, and how they can be effectively navigated within the project context.

In consultation with key stakeholders at both the local and district levels, including representatives of communities, customary chiefs, civil society organisations, Indigenous networks, and local government stakeholders who could influence project outcomes or are critical to the success of the intervention were identified and categorised into **four influence areas**.

This process aimed to deepen understanding of the current power relations, identify the constraints limiting women's meaningful participation, and determine which stakeholders need to be influenced or mobilised to create an enabling environment for women's active and effective participation in project activities

- **High Influence & High Importance**: These are the primary decision-makers and resource holders. Engaging them effectively is crucial for project success and sustainability.
- **High Influence & Low Importance**: They can affect outcomes indirectly or may require strategic engagement, though their core relevance to project goals is limited.
- **Low Influence & High Importance**: Critical for achieving project objectives and ensuring inclusivity, particularly marginalized women and local groups. Efforts should focus on empowering and supporting these stakeholders.
- **Low Influence & Low Importance**: Minimal direct impact; monitor lightly and engage selectively.

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Stakeholder Mapping Table^[1]

Influence/ importance	High Importance	Low Importance
High Influence	- Traditional leaders with access to local/external resources - The Nature Conservancy (TNC) – funding & technical expertise - Respective Islands People’s Association (e.g., MIPA) - Ward Development Committee - Division of Fisheries (sustainability post-project) - Buyers of Marine Resources (value chain influence) - Fish Cooperatives (emerging influencers) - MENAR (TITAN) - GAC - Local Level Government (LLG with resources)	- PIHI Manus (provincial level) - Traditional leaders with limited resources/networks - Division of Fisheries (project support role) - National Fisheries Authority (NFA) - LLG with limited resources
Low Influence	- PIHI groups (local level) - PIHI Manus (provincial level) - TNC (low decision-making) - Women’s interest groups (PIHI, clubs, church, tribal groups) - Marginalized local women (village level) - Technical experts - Youth groups - PEDF - Women Tribal Network - External Dev. Agencies (WWF, CARE, WCS, etc.)	- No stakeholders identified

The stakeholder analysis above, highlights a clear concentration of decision-making power among actors with **high influence and high importance**, including traditional leaders with access to resources, local government structures, fisheries authorities, market actors, and key implementing and funding partners. These stakeholders play a **critical role** in shaping **access to resources, livelihoods, and post-project sustainability**, and therefore require **continuous engagement to support inclusive outcomes**.

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

At the same time, **women's interest groups, marginalised local women, youth groups, and community-based networks** are positioned in the **low influence–high importance** quadrant, indicating that while **they are central to achieving project objectives, they have limited power to influence decisions**. This imbalance reflects existing **gendered power dynamics** within governance, customary systems, and value chains. The analysis underscores the need to **strategically engage and influence high-power stakeholders**, particularly traditional leaders, buyers, and local authorities, to create an enabling environment for women's participation, leadership, and benefit-sharing. **Strengthening linkages between influential actors and women-led groups will be essential to shifting power relations and ensuring women's strategic interests are recognised and advanced through the project.**

Interestingly, the analysis identified no stakeholders in the **low-influence/low-importance** quadrant. This suggests that all identified actors are perceived as having a meaningful stake in, or potential impact on, the project outcome, reflecting the interconnected nature of community governance, customary systems, and marine-based livelihoods. From a gender-transformative standpoint, this underscores that even actors with limited formal power can reinforce or challenge existing gender norms. It also highlights the importance of adopting an approach, where engagement strategies recognise that **change in women's participation and leadership** depends not on isolated actors, but on **shifting relationships, incentives, and power dynamics** across the entire stakeholder ecosystem

C. Division of roles between and its impact on women's opportunities

The gender analysis reveals a culturally embedded division of labour in the project area. Women shoulder primary responsibility for household care and food security, while engaging in near-shore fishing, handicrafts, and other small-scale income-generating and conservation activities, which form their main sources of income. Men, by contrast, engage in deep-sea fishing and control the income from larger marine harvests and their marketing. This gendered division of labour and control over resources shapes women's economic opportunities and their meaningful engagement in conservation activities. Notably, despite their increasing workload, women generally do not perceive these responsibilities as burdensome or exploitative.

D. Women's workload: Balancing Roles and Responsibilities

Women in the project area manage their household and care responsibilities alongside income-generating activities, conservation efforts, and personal leisure. Unlike in many rural contexts, Titan women in PNG appear to be able to allocate time for their own leisure, demonstrating strong capacity to balance multiple roles. However, this balance is disrupted during disasters, when women's workloads and caregiving duties

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

intensify, resulting in heightened psychological stress and vulnerability. In contrast, men's vulnerabilities during such events are primarily linked to the loss of physical assets. These dynamics underscore the importance of interventions that account for women's capacities and vulnerabilities and enhance the quality of their participation in all levels of conservation and community activities, which encompass both technical and non-technical activities, including decision-making roles.

Across all four villages, women carry the primary responsibility for household care, food preparation, and child-related tasks. This work starts early (often 4–6am) and continues late into the evening. Men primarily handle deep-sea fishing and physically intensive tasks.

Box 1 : Women's Workload Across Different Sites

Observed Differences

- M'Buke: Women express a strong sense of pride and agency, with minimal articulation of victimhood in relation to care responsibilities. Communal fish smoking serves not only as a livelihood activity but also as a space for social cohesion and mutual support among women. Women also appear to set some time aside for leisure especially during low fishing seasons.
- Pere: Women experience extended leisure periods during mid-day low fishing seasons; however, this is offset by prolonged working hours at night markets, often extending until 11:00 pm, increasing time poverty and fatigue.
- M'Bunai: Young women are increasingly engaged in income-generating activities, while men continue to undertake heavier physical labour. Youth participation is notably high, signalling shifts in gender and generational roles.
- Timoenai: Seasonal constraints, particularly during wet periods, significantly reduce fishing activities, leading to increased household workloads and heightened food insecurity risks, with disproportionate impacts on women.

Observed Similarity

- Across all villages, marine-based livelihoods and household responsibilities remain strongly gendered. While these roles are consistent, the intensity of workload, time pressure, and emotional burden experienced by women varies by context. Overall, women do appear to have some leisure time for themselves.

Please see Annex for the daily activity mapping in the sites.

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

E. Gendered Patterns of Income Control and Decision-Making

The analysis reveals distinct gendered dynamics in how household income is controlled and financial decisions are made within the project area. Women exercise full control over their personal earnings, assets, and day-to-day household spending. They play a central role in sustaining the household economy through managing fish for consumption and engaging in small-scale, community-based income activities such as table markets and handicrafts.

In contrast, men dominate larger-scale economic engagements. Bulk sales, formal marketing, and negotiations with external private or government actors, such as the National Fisheries Authority and private Chinese companies, are primarily managed by men. Correspondingly, men typically make decisions related to overall household income and major financial matters.

These patterns reflect a clear distinction between women's authority in community-based, small-scale livelihoods and men's control over higher-value economic transactions and household-level financial decision-making. Across the four villages, it was observed that Women lead market-based income but become less visible as the value chain moves upward (scale, export, capital). Please see Annexure 2 for the income and asset control mapping in the four sites. Some highlights that stood out in each of the four villages are mentioned below.

a. Inter-Site Access & Control Comparison: Key Findings

Women in **all four sites** have access to key productive and household resources (e.g., cooking, shallow fishing, gardens, market tables). However, **access does not equal control** — especially over high-value marine resources and strategic assets (boats, fishing gear, finance) as is clear from the decision-making matrix below. The women in M'Buke reflected the strongest level of shared and respectful household-level control, while in Pere it showed the widest gender control gaps.

Highlight 1: Decision-Making & Control — Where Gaps Become Visible

Resource/Space	Mbuke	Pere	Mbunei	Temonei
Small scale fishing income	Women exercise high control over sales and spending	Women have access but men often decide on income use	Women increasingly control the local market fish	Women have access, but men dominate higher-value items

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Large-scale marine trade (e.g., sea cucumber)	Controlled by men	Controlled by men	Controlled by men	Controlled by men
Land/house decision	Mixed/shared	Men stronger control	Mixed/shared but chiefs influence	Men lead land decisions
Public decision-making spaces	Women present but limited decision power	Women underrepresented in committees	Chief-led; women can raise issues	Women participate mostly in support roles, not leadership

Highlight 2: Income Control: Women Earn, Men Decide

Across all sites, women play a critical role in household survival through: fish smoking & sales; table market trading and handicrafts. But when income sources are **external**, larger, or linked to **formal value chains**, men typically make the decisions.

Highlight 3: Leadership & Institutional Roles — Unequal but potential exists

Box: Unequal Leadership roles

- **M'Buke**: Women are more active in social committees — even Law & Order (3 of 5 seats!)
- **Pere**: Women's groups exist but are **dominated by elite families**; marginalised women are excluded
- **M'Bunai**: Chiefs and men dominate — elite family/active women attending but not deciding
- **Timoenai**: Women's participation mostly in **service tasks**, not core leadership

Highlight 4: Gendered Norms & Perceptions

Site	What Women Say	What Men Say	Power dynamics
M'Buke	No victim narrative; roles taken with pride	Supportive of women's income	Harmonious but traditional

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Pere	Higher drudgery during crises	Men focus on material loss only	Inequity + exclusion
M'Bunai	Women are “boss of the house” economically (serving as keepers of the money)	Men willing to support change	Transition potential
Timoenai	Women supportive role in public spaces	Men lead most economic decisions	Reinforced patriarchy

Inter Site Gender Dynamics Summary Assessment

Area	Strongest Village	Weak Village	Key note
Women's income control	M'Buke	Pere	Autonomy is local scale dependent
Inclusion of marginalised women	M'Bunai	Pere	Elite capture visible
Women in decision making structure	M'Buke	Pere	Formal presence
Men as development allies	M'Bunai	Pere	Youth allyship strong in Mbunai
Gender balance in value chain	M'Buke	Timoenai	Sea cucumber always male dominated

F. Women's mobility is moderately constrained

In all four locations, it was observed that women generally move freely within their community and province, but travel outside the province typically requires consent and is often undertaken with men or in groups, reflecting prevailing social norms. Within these limits, women travel locally and provincially to market marine and handicraft products, while youth travel for higher education. Selected women and youth occasionally travel to attend training, workshops, or exposure visits organized by external agencies or projects. Please see Annex 2 for the mobility maps for each site.

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Box 2 : Key Insights on Gendered Mobility and Access

Observation	Gender Implication
Women rely on accompaniment for all off-island travel.	Shapes women's autonomy and access to services, with travel time and social norms influencing when and how women are able to engage in opportunities beyond the village
Longer-distance mobility is predominantly male-led.	Reinforces men's greater access to information, networks, markets, and institutional resources.
Women's independent movement is largely confined within village boundaries.	Limits women's full participation in education, healthcare, livelihood diversification, and leadership opportunities beyond the community

Addressing these constraints requires shifting social norms and institutional practices that govern mobility, alongside strengthening women's agency and collective voice. This could include engaging male leaders and gatekeepers, promoting shared decision-making within households and communities, and creating safe, supported mechanisms that enable women's independent movement and equitable access to services, markets, and leadership spaces.

G. Existing Women's Engagement Platforms: Limited reach

The project area has multiple platforms, both functional and non-functional, through which women can participate in conservation and community development activities. These include women-centered groups, church groups, savings and credit associations, and mixed community committees. In principle, these structures offer several entry points for women's engagement in conservation initiatives.

However, participation across these platforms is uneven. A relatively small, more privileged group of women—often those who are educated, socially influential, or connected to local power structures, tend to dominate these spaces. These women frequently receive repeated access to training and consultations, further reinforcing their leadership and visibility. Villages such as M'Buke also receive more opportunities for project piloting and engagement with external agencies, enabling women from these communities to gain greater exposure, develop stronger leadership skills, and

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

benefit more consistently from external resources. As a result, M'buke has the potential to serve as a role model for other communities.

Box 4: Voices from the Community

“When support is meant for widows, it does not always reach us. Sometimes it is taken or decided by others, especially during difficult times, and we are left without help.”

— Widow, community consultation

These experiences point to critical gaps in social protection and underscore the need for **targeted outreach, safeguards, and transparent benefit-sharing mechanisms** to ensure support reaches intended women beneficiaries.

Marginalized women, such as older widows, single women, women with disabilities, and those residing in remote or dispersed hamlets, have markedly less access to information, decision-making processes, and income-generating opportunities related to conservation or community development. Their limited presence within community structures further restricts their ability to benefit from external interventions.

H. Quality of Women's Participation

The functionality and effectiveness of women's groups vary significantly across the project area. Some groups, such as those in M'buke, are active and engaged in community and conservation activities, while others, including groups in Timoenai are less functional and have limited participation. Even in areas like M'Buke, where women are relatively active and informed, their involvement in higher-level community development, technical conservation platforms, and decision-making remains restricted. Community decision-making is largely dominated by men in positions of authority, limiting women's opportunities to influence priorities, resource-use decisions, and conservation initiatives. Consequently, women's ability to shape outcomes that affect their livelihoods and environment remains constrained.

Most initiatives promoted by local-level government (LLG) structures and other institutions tend to reinforce traditional gender roles, focusing primarily on activities such as sewing rather than promoting women's participation in broader livelihood, leadership, or conservation-related domains.

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Access to finance and microcredit for women is also limited, further restricting their capacity to invest in alternative livelihoods, strengthen conservation practices, or scale up small enterprises.

I. Men as Allies

Men generally view women's primary role as caregivers. At the same time, both younger and older men express support for women's economic empowerment and recognize the value of women's contributions to household and community livelihoods. Men also demonstrate a high level of trust in women's skills related to marine activities, particularly in fish processing, pricing, and managing small-scale sales, areas in which women are regarded as competent and reliable. This indicates opportunities to engage men in supporting women's leadership and development.

Box 5: Men's Perspectives from Focus Group Discussions

"Of course we will support a project that promotes women's agency. But it should not disturb the roles and responsibilities we share. A woman's first responsibility is the household. If she manages that and then participates, we have no objection."

— Older men, FGD, Timoenai

"I support my wife's participation. If it helps increase our household income, I am ready to take on more household work so she can be involved."

— Younger husband, Men's FGD, M'Buke

"Men should not be cornered or left out. If a project works with women, we also need to be informed and consulted. Otherwise, participation can create conflict within households."

— Men's FGD (collective view)

J. Presence of Gender-Based Violence (GBV)

Key informant interviews and village-level discussions indicate the presence of gender-based violence in the project area, with a higher risk reported among women married outside their clan. Some communities have established informal protection mechanisms, such as law and order committees, to support local conflict

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

resolution. In certain cases, households where women have received training and leadership opportunities have accessed formal legal protections, including sending daughters to safe houses in Port Moresby during high-risk situations.

3. SELECTION OF W+ DOMAINS

The following two domains are the main focus for impact in the project, and have been selected for W+ measurement in discussion with the TNC team.

W+ Domain	Benefits	Challenges/ Risks
Income & Assets	Directly relates to the project logframe Outcome 1200 — enabling women to access and control financial resources for NRM and climate resilience. It is important because Increased economic agency enhances decision influence at household, community, and institutional levels It Contributes to Outcome 1100 of the project logframe— women with stronger economic positions can lead local resource governance. Project activities are also designed to address increase in Income & Assets from marine conservation.	Economic gains may not translate into control of income/assets due to persistent gender norms. Changes in income/assets may be slow and sensitive to seasonality in fisheries
Education & Knowledge	Foundational for Outcome 1300 — meaningful participation in policy requires awareness, skills, and confidence. Enables informed engagement in planning, resource management, and climate adaptation Critical for both technical knowledge (NRM, climate resilience) and leadership skills. Project activities are also designed to increase capacity and knowledge of women to enable informed engagement in planning, resource management.	Knowledge gains (training, knowledge) may not immediately lead to increased influence unless represented through governance changes that are gender equal

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

4. INTENTIONALITY FOR WOMEN'S EMPOWERMENT

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

<i>Policy for gender/women's empowerment</i>	<i>Budget targeted for women's empowerment</i>	<i>M&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	Yes
"Guidance for Integrating Gender Equity in Conservation" – accessible online.	The project focuses on gender integration with a dedicated budget.	Monitoring indicators are disaggregated by gender. "Performance Measurement Framework (M&E Tool)". This is the overall Monitoring and Evaluation guideline during the project period, whereas all 3 Intermediate results consist of measuring women's involvement in natural resource management (NRM), livelihood and financial mechanism,	A Gender Specialist is currently being recruited to oversee the project (100% FTE) at the regional level. Gender Inclusion Capacity Building (online) available for all staff and participants: - Gender-based Analysis Plus (GBA Plus) course: https://www.canada.ca/en/women-gender-equality/gender-based-analysis-plus/take-course.html - Gender in Conservation 101: https://www.conservationtraining.org/course/view.php?id=2208	Participants in PNG were selected through a community-led process facilitated by local women's groups and female leaders. Local women identified and nominated participants to ensure representation across different ages, marital status, and social roles. This included young women, married women, and women already engaged in leadership or training activities. This approach ensured that women from all backgrounds had an equal opportunity to

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

		policy making, communication and engagement.	Gender Based Violence: https://www.conservationtraining.org/course/view.php?id=1650	participate and that the final group reflected the diversity of women within each community. At the regional level, see “Selection Guidelines for Women Leaders” for the Regional Learning Exchange.
--	--	--	--	--

5. MONITORING AND EVALUATION PLAN

For W+ measurement purposes, a baseline survey was conducted in November 2025, prior to project implementation, to establish reference values for women’s income and asset status and their knowledge related to marine-based livelihoods and natural resource conservation across the four project sites. **The baseline covered 51 beneficiaries out of a total of 90 project beneficiaries , providing a 90% confidence level with a 7.6% margin of error.**

An endline assessment will be conducted approximately 12 months later (by March 2027) to measure changes attributable to project interventions. Differences between baseline and endline results will be used to calculate W+ credits in accordance with the W+ Standard methodology. The assessment will focus on measuring changes within the Income & Assets and Education & Knowledge domains, aligned with relevant immediate outcome indicators, to capture progress resulting from project activities.

6. DO NO HARM

While many barriers to participation relate to structural constraints such as time poverty and limited mobility, the assessment identified gender-based violence (GBV) as a critical safety risk that could undermine empowerment outcomes if not proactively addressed. Given that GBV constitutes a violation of rights and poses risks of physical and psychological harm, it should be treated as a priority within the Do No Harm framework.

During formal focus group discussions, no women disclosed personal experiences of violence. However, women frequently noted the need to obtain their husband’s

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

consent to participate in project activities, and the TNC Project team also shared in general in the province, cases where women were unable to engage due to permission being withheld. Importantly, during informal conversations and one to one interactions, women acknowledged that domestic violence is prevalent within their communities, with heightened vulnerability reported among women married outside their clan, who often have weaker social protection and limited recourse to family support.

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

Although the project has not triggered reported incidents of GBV, there is a recognised risk that women's participation in training, leadership roles, livelihood activities, or conservation work may contribute to household tension. 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

- **Engage men as partners, not bystanders:**
Engage husbands, male relatives, customary leaders, and church representatives early and throughout implementation through structured briefings and dialogue. Emphasise shared household and community benefits of women's participation, and position men as critical allies in enabling safe and sustainable engagement rather than framing participation as adversarial or exclusionary.
- **Promote safe and socially appropriate participation modalities:**
Design activities that are locally accessible and minimise unnecessary travel, schedule sessions at times that reduce household strain, and align participation expectations with community norms while gradually supporting positive shifts in shared roles and responsibilities.
- **Strengthen confidential safeguarding and referral pathways:**
Ensure women are informed of safe, confidential channels to raise concerns during project implementation. Where feasible, link participants to existing local support services and trusted intermediaries, recognising variability in service availability and accessibility across sites.

By integrating men's engagement, safeguarding measures, and context-sensitive participation strategies, the project will be able to **support women's agency while**

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

minimising risk, fostering conditions for meaningful and sustainable participation without exacerbating household or community tensions.

7. BENEFIT SHARING MECHANISM

The TNC–PNG office can facilitate the flow of funds from international sources directly to local PIHI women’s groups, ensuring transparent and efficient financial support for community-led initiatives. PIHI women’s groups are locally established community organizations with bank accounts and some experience managing community funds. In some locations, the groups are already active and functioning (e.g., in Mbuke), while in others they require activation and capacity strengthening. PIHI groups can receive and manage funds directly from international sources, enabling women to make decisions on implementing activities that benefit both their communities and local marine and natural resources. This mechanism could help ensure that benefits from conservation projects are equitably shared, empowering women while strengthening local governance and accountability structures.

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

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: _____ Jane Wia _____

Title: _____ Marine Program Manager _____

Signature: _____  _____

Date: _____ 30 April 2026 _____

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Annex

Tools (Daily activity, mobility mapping, vulnerability mapping, seasonal calendar, access and control)

Mbuke

Daily Activity Chart – Mbuke Men

Time	Daily Activity
6-12	Deep fishing every day except Sunday
12-15	Lunch and firewood and coconut collection
16-17	Sports and entertainment
18-21	After dinner – older men relax; youth hang out in the beach
21	Bell rings – music is put off and retire for bed

Mbuke – women group I

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Time	Daily Activity
4-5 am	Wake up, pray, wash, clean up kitchen and go to raise the flag
5-6 am	Prepare bfast
6-7 am	Clean up children, prepare them for school and feed them
7-8 am	Drop their children to school, housework, laundry, and if they have a table market, they prepare and set up the table.
8-9 am	Weekly community meetings- they discuss village development issues
9-10am	Prepare lunch and go out for work
10-2 pm	Business (fishing, handicrafts, table mats etc)
3-4 pm	Resting and work relaxed manner
5-7pm	Prepare dinner, cleaning, helping children with homework, and have dinner
8-9 am	Leisure work (meet other women)
10 pm	Go to bed

Women – M'Bunai

Time	Daily Activity
1-4 am	Fish smoking for marketing
5 am	Raising flag
6 am	Wake up
6-7 am	Prepare breakfast, cleaning, toilet, story telling
7-8	Cleaning and washing up around the house
8-2 pm	Marketing and fishing, gardening, prepare lunch
1-4 pm	Sports (Monday community work)
5-4	Leisure, flag raising
5-6 pm	Toilet and general bonding with other women
6-8 pm	Prepare and have dinner and take bath
8-10 pm	Leisure time, bonding
10 pm	sleep

Pere-Women's Daily Activity Chart

Time	Daily Activity
6.00	Wake up
7.00	Prepare breakfast
8.00	Cleaning and washing up
9-11	Table market, fishing (depends on weather condition);
11	Prepare Lunch
12-16	Leisure (playing cards, story telling..._

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

4-6	Prepare dinner, smoke fish (depends on fish arrives)
7-8	Eat dinner
9-11	Table market subject to customers
12.00 am	Sleep

Access and control – M'Buke - Men Group

Resources	Access		Control		Decision Making	
	Male	Female	Male	Female	Male	Female
Marine						
Canoe	X	X	X	x	X	x (X complete control if they have bought it)
Fishing gun	X	X	X	-	X	-
Diving Goggles	X	-	X	-	X	-
Flipper	X	-	X	-	X	-
Fishing Line	X	x	X	-	X	-
Selling fish (price, market location,	X	X	X	X	-	X
Coral (for use of lime)	X	X	x	X	x	X
Asset						
House	X	-	X	-	X	-
Bank Account	X	X	X	X	X	X(women have full)
Public Spaces						
Local Market	X	X	x	X	x	X
MIPA (Manus IPs Association)	X	X	X	-	X	-
Development Committee	X	X	X	-	X	-
Law and order (women are 3 out of 5 ex.committee)	X	X	x	X	x	X

Access and Control– M'Buke women group (including youths)

Activities	Access		Control	
	Women	Men	Women	Men
Inside the house				
Cooking	X	X	X	
Household Income	X	X	X	x
Training				

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Pihi Manus				
Sewing (mary blouse, reusable pads)	X		X	
Managing money and computing	X	X	X	
Yam plantation	X	X		
House	X	X		X
canoes	X	X		X
education	x	X		X
Family planning	x	X	X	X
Smoking fish	X			X

Access and Control– M'Buke women group 3

Activities	Access		Control		
	Women	Men	Women	Men	
Inside the house					
Land	X	X			Land is community owned
House	X	X		X	
Motor Boat	X	X	x	X	When women own, she has full control
Generator	X	X	x	X	When women own, she has full control
Solar lighting)	X	X	x	X	
Self Earned Income	X	X	X	X	
Joint Income	X	X	x	X	
Outside House					
Ward development committee meeting	X	X	x	X	
Women Church Fellowship	X		X	X	
Church Club	X		X	X	

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Ward development committee	x (only 2 rep)	X	x (very little)	X	
Soccer Club	X	X	X	X	
Pihi Ward	X		X (usually the president)		
Trainings					
Sewing	X		X		
Financial literacy (2- market mamas)	X				
Gender training (given by PARI)	X	X			10 men and 10 women participated
Canoe making training given by locals (Traditional canoes)		X (older men)		X (older men)	
Sea web (NRM/Beach cleaning)	x	X			15 participants majorly men
Sea food processing- post harvesting (by TNC)	X	x			
Food processing Tapioca	X	x			
Species monitoring					For one person only- male

Pere – Access and Control

Activities	Access		Control		
	Women	Men	Women	Men	
Inside the house					
Cooking	X	x	X	-	
Smoking fish	X	-	X	-	
Cleaning and washing up	X	x	X	-	
Outside the House					
Income	x	X	x	X	
House	X	X			
Canoe	X	X	-	X	
Land	X	X		X	
Birthright (family planning)	X	X	-	X	
Dressing					X

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Training					
Sewing of reusable pad	X				X
Decoration and beautification, cooking	X				

M'Bunai Access and Control Women's group 1

Activity	Access women	Men	Control Women	Men
Production				
Market price	X	X	X	
Fish Catch	X	X	x	X
Marketing Fish	X	X	X	
Sea Cucumber	X	X	x	X
Gardening	X	X	x	X
Handicraft	X		X	
Manscraft: boat repairing		X		X
Regulations LLG		X		X
Institutional				
Church	x	X		X
School	x	X		X
LLG	x	X		X
Public Service	X	X	X	X
Ward development Committee	X	X	X	X
Textile House	X		X	

M'Bunai Group 2(women)

Activity	Access women	Men	Control Women	Men
Inside the house				
Cooking	X	x	X	-
Gardening	X	X	X	-
Income	X	X	X	-
Outside the House				
Sago	X	X	X	-
Deep-sea fishing		X		X
Meetings	X	X		X
Trainings				

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Sewing	X	x	X	
Land ownership (house)	X	X		X
Canoe	X	X		X
Kitchen area	X	X	X	
Education	X	X	X	X
Notes: men are more engaged in labor intensive work; chief controls the meetings, women raise concerns/issues				

Access and Control – M'Bunai (women)

Activity	Access		Control	
	women	Men	Women	Men
Game house	X	X	X	
Fishing				
Hook and line	X	X	X	X
Smoking fresh fish	X	-	X	-
Diving for reef fish	X	X		X
Sago sale for school fees	X	X		X
Handicraft	X	X	X	
School/church	X	X	X	
Note: CC plays a big role in food provisions, this includes the conditions of the moon star constellations, tidal measurements etc. June to July is wet season and impacted the most. Coconut oil production from Drova island sold to neighboring community. Training for handicrafts from LLG.				

Access and Control – Timoenai Women's group

Resources	Access		Control	
	Women	Men	Women	Men
Trainings through – LLG (building)				
Market center	X	X		
Building Market center	X (serve meals)	X (labor)		
Solar lights		X		

Mobility

Areas	Distance	Men	Women
Primary school	150m within the village	X	X
Secondary school	Closest Town	X	X
Hospital	Loringoan (Town)	X	X(accompanied by other men or women in groups)
Aid post	Community	X	X
Sub-health center	Wall island (20 min boat)	X	X(accompanied by other men or women in groups)

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Health Center	Pelipewai 1.20 min	X	X(accompanied by other men or women in groups)
Church	Village (within community)	X	X
Bank	Town (3 hrs boat ride)	X	X (accompanied by other men or women in groups)

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Vulnerability Mapping-Pere – mixed group

Category	Vulnerability	Capacity	
	Women	Men	Men
Material/Physical	Work-load high during water shortage; During food shortages, women feed others and eat less; meal size and frequency decreases; Struggle to find food in sea and bush; Widows are most vulnerable; Table/trading women – have credit problems to buys new stock and less support form family.	1. Problems of purchasing fishing tools; 2. Low/no fish catch during bad weather; 3. Pay extra for fuel during rescue 4. Less sleep to keep watch on canoe and boats; 5. Flu and sickness during high tide season; 6. Less support from government	Demonstrate skills to engage in partnership with external partner during crisis; Self-learners Better access to health facilities Ability to mobilize and lead rehabilitations
Social /Organizational	Low engagement in community water tank mgt. Unable to present women's issues in development committee Women leaders have inadequate capacities to mobilize other women Gambling is major issue (resulting in decreased participation and engagement in C-works)	Communities do not listen to men leaders during crisis No support/limited response from LLA/Development office	Experience and Confidence to help others during crisis New confidence and better trust of community from the engagement/experience. Strong networks and equipment

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Seasonal Calendar – M'Bunai 1

Activity	Months
License	All year round
Fundraising	All year round
Bingo	All year round
Playing Cards	
Fishing – hook and line	
Canoe and reef	
Smoke fish	
Market prep	
ice box to store fish	
Diving preparation	
Handicraft	
Beading	
Basket weaving	
Market preparation	
Material prep	
School events	
World envt day	
Clean up	
Women's fellowship	Every Wednesday

Seasonal Calender- M'Bunai - 2

Activity	Months – Jan to Dec.	Women	Men
Fishing:	No fishing during south easterly	X	X
Collecting firewood	All year round except during rains, mostly in mangrove areas.	X	
Preparation: Prepare Baits, strings, hooks nets	All year round, done in groups	X	X
Sea Cucumber	Oct-Dec	x	X
Handicraft – beading	Nov-Dec	X	
Grass skirts	Nov-Dec	X	-
Mats	Nov-Dec	X	
Beatign Sago	Through out the year during food insecurity	X	X
Collection of coconut	All year round – except Sep.	X	X
Diving for shells	All year round except September.	X	X

Timoenai

Activity		Months
Drying fish	F	Dec -Feb
Coconut husk	F	Dec- Feb
Firewood from mangrove	M, F	Dec- Jan
Diver	M	All year round
Reef fishing	FM	Jan-Feb, Sep, Dec
Marketing of fish	F	All year roudb
Canoe	M	Oct-Dec

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
FILE LOCATION(S) www.wplus.org/	REVISION DATE November, 2023

Sago leaf sewing	F	Oct-Jan
Bamboo Mat	F M	Oct-jan
Market – sea cucumber	F	Oct-Dec
Firewood (terrestrial)	F, M	Oct-Dec
Drying firewood	M	Oct-Dec
Boiling fish	MF	Oct-Dec
Canoe	FM	Oct-Dec
Collecting sea cucumber	FM	Oct-Dec
Marketing shells and clams	FM	Dec-Feb
Boiling, drying and smoking	F	Dec-Feb

Seasonal Calendar – Men’s Group Timoenai

Summary:

Wet season – north west wind – Oct-March fishing is challenging; different in roles and responsibilities in women and men and clear division of labor- men have a providing role and are engaged in physically heavy work;

Dry Season: April to Sep – fish diversity is high;

Occupational profile:

7. 95% community dependent on marine for livelihoods
8. Gardening – 5% for consumption only
9. Fishing – men do deep fishing; women reef and shallow fishing;
10. Both women and men smoke fish but women’s primary responsibility; women also sell fresh fish in local market – only surplus is sold in the market after consumption;
11. Pricing of fish – both men and women are involved, men feel women are better in setting prices, because women put a lot of thinking(planning) – e.g. transportation, market rates while men rush to sell off at whatever price they get at.

Quote: “women is the boss of the house”

Climate change impacts are very visible, the volume of fish catch has reduced also the diversity of fish is much less, fish has travelled further to the sea; before they could predict weather, now unpredictable;

Men own both the land and marine resource. The youth participants said that they prefer to explore different occupations other than fishing. As they are educated and have broader skills and exposure to technologies (social media).

Men said they are ready to support women, as long as they are informed, engaged.