

Gender Analysis and Gender Action Plan

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1. BRIEF PROJECT INTRODUCTION, MAIN GOAL, OBJECTIVES AND VISION FOR DESIRED GENDER IMPACTS

The “Sustainable Financing and Inclusive Management to Perpetuate Madagascar’s Locally Managed Marine Areas (LMMAs)” project aims to facilitate sustainable financing solutions and effective and inclusive management practices to strengthen the conservation and sustainable use of coastal and marine biodiversity in LMMAs across three seascapes in Western Madagascar (Diana, Manambolo-Tsiribihina, and Mahafaly), including critical mangrove and coral reefs, for people, biodiversity and climate.

The project has five mid-term outcomes:

1. Enabling environment for the conservation and sustainable use of marine and coastal resources in Madagascar
2. Improved regulatory frameworks for local community natural resource governance in Madagascar
3. Operational sustainable financing mechanisms for LMMAs in Madagascar
4. Extensive, operational LMMA and OECM networks
5. Sustainable and profitable local value chains and livelihoods for the communities living around conservation areas

Which will contribute to the long-term sustainability perspective, including: ecological integrity of coastal/marine areas in Madagascar and effective conservation of biodiversity; resilient and empowered communities; food security and poverty reduction; and green economy and strengthened sustainable value chains.

Vision for desired gender impacts and realistic targets

The “Sustainable Financing and Inclusive Management to Perpetuate Madagascar’s Locally Managed Marine Areas (LMMAs)” project envisions the full integration of gender equality into conservation and development efforts, ensuring that women from all backgrounds and in all their diversity¹ can actively participate in decision-making, access resources, and benefit equitably from project outcomes. Recognizing the diversity of women in the region and in the three seascapes, the project aims to address the specific needs, interests and aspirations of women, women with disabilities, widows, young girls, and any other potential groups in situation of vulnerability.

Desired gender impacts

- **Empowerment and inclusion:** local women participate meaningfully in governance structures and decision-making bodies, and they are empowered economically and socially.
- **Livelihood security:** women gain access to sustainable livelihood opportunities that align with conservation goals, reducing their dependency on exploitative or unsustainable practices.
- **Safety and well-being:** women and girls are protected from gender-based violence (GBV) and benefit from mechanisms addressing their specific safety concerns.
- **Cultural preservation:** women's traditional knowledge, practices, and cultural heritage are recognized, preserved, and valued within conservation efforts.

1.1. Methodology

¹ Every time the term “women” is used in this report, it should be understood as referring to “women in all their diversity” inclusive of differences in age, ethnicity, socio-economic status, geographic location, education level, marital status, disability, gender identity and expression, and sexual orientation. This report adopts an intersectional approach, recognizing that the experiences, barriers, and opportunities faced by women are not homogenous, but shaped by multiple and overlapping social identities and systems of oppression or privilege. Accordingly, gender-related analysis, actions, and recommendations throughout this document seek to reflect this complexity and ensure the inclusivity of all women and gender-diverse persons in the context of sustainable marine and coastal resource management.

This gender analysis has been conducted through a desk review of secondary literature and the collection of primary data from interviews and focus groups conducted during the mission carried out in June 2025 in Madagascar by the team of national and international experts -among others, the E&S safeguards expert. For each LMMA visited (Nord, MTB and South zones), four focus groups (with approximately 6-8 people each, selected with the support of WWF local team) were organized:

- A group of men (all professions and activities)
- A group of women (all professions and activities)
- A mixed group of fishers linked to the Fisheries Resources Management Transfer
- A mixed group of members of the VOI/Local base communities (LBC)

Time and resource limitations did not allow the gender expert to conduct in-person consultations herself. However, other team members included gender-specific questions to ask during their research as well as during the launch and validation workshops, in order to enrich the analysis and fill the gaps that were not identified during the review of secondary literature and field missions.

The gender analysis that has been conducted emphasizes social inclusion. In doing so, it does not present men and women from Madagascar and the three seascapes as homogeneous groups. The approach adopted recognizes that gender intersects with other identity factors such as age, income level, ethnic origin, migration status, disability, and geographic location. These dimensions intersect to creating multiple and sometimes cumulative forms of inequality in access to and control over resources, participation and decision making.

2. GENERAL GENDER EQUALITY CONDITIONS IN MADAGASCAR

Madagascar ranks among the countries with low human development, occupying 173rd place out of 191 countries, with an HDI of 0.510 in 2022². These inequalities particularly affect girls and women. These gaps reflect structural difficulties, including limited access to education, high rates of malnutrition, and persistent inequalities in economic opportunities for women.

According to the OECD, Madagascar is categorized as exhibiting a moderate level of gender-based discrimination in social institutions, encompassing legal frameworks, customary practices, and social norms. This classification reflects persistent constraints on women's civil liberties, rights to land and inheritance, bodily autonomy, and equitable treatment under family law³. On the other hand, Madagascar ranks 51st out of 146 countries (score: 0.737) in the 2023 Global Gender Gap Index⁴—improving from 84th in 2018—though it slipped to 66th in 2024 with a score of 0.720⁵. This metric—covering economic participation, education, health and survival, and political empowerment—shows marked gains (notably in political parity and education), yet persistent gaps remain in economic and political arenas. Madagascar's Gender Inequality Index (GII) score of 0.556 (2021) places it around 143rd out of 191 countries, signifying substantial loss in human development due to gender disparities. Key contributors include high adolescent birth rates and limited access to reproductive health, education shortfalls, and scant political representation. Regarding SDG gender-related metrics⁶, some progress has been made: adolescent birth rates dropped to 7.1 per 1,000 in 2019, and contraceptive coverage rose to 65.6% by 2020. However, only 18.5% of parliamentary seats are held by women, and unpaid care work remains heavily gendered, since women spend 14.6% of their time on it, compared to 2.8% for men. These indexes reflect a still concerning

² Rapport sur le développement humain 2022 - Madagascar. Programme des Nations Unies pour le développement

³ <https://www.oecd.org/en/data/dashboards/social-institutions-gender-index.html?oecdcontrol-18ae15c5e9-var1=MDG>

⁴ [Global Gender Gap Report 2023, World Economic Forum](https://www.weforum.org/publications/global-gender-gap-report-2023/)

⁵ <https://worldpopulationreview.com/country-rankings/global-gender-gap-by-country>

⁶ [UNW Gender Data Hub for Madagascar](https://genderdatahub.org/)

overall situation, despite a clear improvement compared to the situation in 2021, but with pronounced inequalities between regions, especially between rural and urban areas.

In rural Madagascar, gender inequalities significantly influence—and are influenced by—environmental and conservation efforts, often to the disadvantage of women and girls. Women, who provide most of household labor such as fetching water, collecting firewood, and managing agricultural plots, possess deep ecological knowledge yet remain largely excluded from decision-making in natural resource management.⁷

In community-managed protected areas and marine reserves, research indicates that women are seven times less likely than men to participate in conservation governance and 17 times less likely to influence resource-management decisions⁸. Despite their central roles in agroecological practices and biodiversity stewardship, systemic barriers—cultural norms, limited access to leadership spaces, and tenure insecurity—limits women's voice, skills, and economic opportunity in green sectors.

2.1. Country-level gender policies and frameworks

Madagascar has ratified most of the key international and regional agreements aimed at promoting gender equality, protecting women's rights, and eliminating gender-based discrimination, including CEDAW, ILO Conventions, UNSCR 1325, and commitments under the Sustainable Development Goals, and with the exception of the Protocol on the Rights of Women in Africa of the African Charter on Human and Peoples' Rights, signed in 2004, and the Southern African Development Community Protocol on Gender and Development, signed in 2008^{9,10}.

Despite these commitments, challenges remain, especially in rural communities, where patriarchal structures and socio-economic constraints continue to limit gender equality and women's empowerment, due to historical, cultural, socio-economic, and political factors. Approximately one in three Malagasy women experiences violence during their lifetime, the most common forms of which are domestic violence, rape and incest, sexual exploitation, and pimping. Harmful practices against women and girls persist, including child marriage. Madagascar has one of the highest rates of child marriage in the world, with one in two girls married or in a union before the age of 18. Child marriage deprives girls of their childhood, interrupts their education, limits their life prospects, increases their vulnerability to violence and abuse, and jeopardizes their health.¹¹

The national gender equality and women's empowerment legal framework is constituted of the following laws and normative texts:

1. Constitution of Madagascar (2010): Article 6 enshrines equality regardless of sex and explicitly “favors equal access and participation of women and men in public employment and in functions in political, economic, and social life”. Additionally, Articles 23–28 affirm non-discrimination in education, work, and training¹².
2. Labor Code (Law No. 2003-44 of 28 July 2004): Article 85 prohibits the employment of women in night-time industrial work, except in family enterprises. This legal restriction on women's labor rights remains in force¹³.

⁷ [Beyond a seat at the table: pathways for gender-equitable participation in climate adaptation decision making](#). Stockholm Environment Institute. CARE, 2024

⁸ [Gender equity and collaborative care in Madagascar's locally managed marine areas: reflections on the launch of a fisherwomen's network - Ecology & Society](#)

⁹ [Action de l'UE en faveur de l'égalité des femmes et des hommes et de l'autonomisation des femmes à Madagascar](#)

¹⁰ https://soawr.org/protocol_watch/madagascar/?utm_

¹¹ [UNFPA Madagascar | Droits de l'homme et égalité des sexes](#)

¹² https://www.constituteproject.org/constitution/Madagascar_2010?utm_

¹³ https://equalitynow.org/resource/uncategorised/madagascar_the_labor_code_law_no_2003_44_of_28_july_2004/?utm_

3. Gender-Based Violence law (Loi No. 2019-008) Enacted in November 2019, this law establishes a national framework to combat physical, sexual, psychological, and economic violence, including marital rape, harmful traditional practices, and economic abuse. It also creates a system for victim protection.
4. Nationality law (Loi No. 2016-038, applied January 2017): Reforms grant Malagasy mothers the same right as fathers to confer nationality to their children—though gender-discriminatory provisions remain regarding spouses¹⁴.
5. Marriage & matrimonial property law (No. 2007-022): ensures equal spousal rights in marriage; both partners jointly administer property, and neither may dispose of assets without the other's consent¹⁵.
6. Inheritance Law (No. 68-012 of July 4, 1968): legally guarantees equal inheritance rights for men and women.
7. Land Tenure Regulation (Ordinance No. 60-146/1960; amended by Law No. 2003-029): Recognizes a wife's legal claim to property registered in the husband's name in cases of fraud, supporting women's land rights under formal law.

2.2. National gender equality frameworks

The main national texts and frameworks currently guiding gender equality and women's empowerment efforts in Madagascar, including strategies linking gender with climate and environment, are the following:

- National gender equality policy: the country adopted a National Policy for the Promotion of Women in 2000, which aimed in particular to: "combat violence against women and adolescent girls and ensure better integration of the concept of gender in health and reproductive health programs." In the absence of a new national gender equality policy in force, which was scheduled to be finalized in 2021, the government of Madagascar specifically has addressed certain gender inequalities through ad hoc strategies, such as the "Gender and Elections Strategy" dating from 2015 or the "National Strategy to Combat Gender-Based Violence" dating from September 2016, which was set out in a 2017-2021 action plan and in Law No. 2019-008 on the fight against GBV, promulgated on January 16, 2020¹⁶.
- National gender and climate change strategy¹⁷: this strategy is consistent with Madagascar's commitments to implement its Second Nationally Determined Contribution (NDC), as well as with the Revised National Climate Change Policy and its action plan, and the National Adaptation Plan.
It also constitutes a benchmark for taking gender into account in all climate actions undertaken at the level of all sectors and all stakeholders.

2.3. National gender machinery and partnerships

National institutions: the main institutions in charge of formulating, implementing and evaluating gender equality policies in Madagascar are:

1. Ministère de la Population, de la Protection Sociale et de la Promotion de la Femme: this ministry serves as the central government body leading gender equality, overseeing policy formulation and coordination with line ministries and civil society. It also supports capacity-building through gender focal points and sectoral gender units in all ministries;
2. Gender focal points in line ministries: each ministry is supposed to host a gender focal point responsible for gender mainstreaming in sectoral policies, plans, and budgets. These staff are to receive training on CEDAW and gender-responsive budgeting and coordinate among them and with other actors dealing with gender equality promotion;

¹⁴ https://www.womensrefugeecommission.org/press-releases/madagascar-reforms-its-nationality-law-guaranteeing-mothers-independent-right-to-confer-nationality-on-children/?utm_

¹⁵ https://www.womenconnect.org/web/madagascar/empowerment/-/asset_publisher/wdJYx2jSLNSy/?utm_

¹⁶ [Action de l'UE en faveur de l'égalité des femmes et des hommes et de l'autonomisation des femmes à Madagascar](#)

¹⁷ [Stratégie Nationale du Genre et Changement Climatique, 2023](#)

3. Interministerial Committee on Human Rights Reporting, established by decree in 2003 (amended 2017): this 54-member committee—composed of ministers, parliamentarians, civil society, and the National Human Rights Commission—prepares national reports to treaty bodies, including CEDAW, and monitors their follow-up;
4. Parliamentary Commission on Gender and Development within the National Assembly, this permanent multi-party commission (13 members, including 10 women) reviews legislation and government action through a gender lens, oversees CEDAW implementation, and can propose amendments and inquiries.

International partners: the main international organizations and donors supporting gender-sensitive and gender-transformative environmental actions in Madagascar are:

1. United Nations Agencies (UNDP, UNFPA, UNICEF, ILO, FAO, WHO, OHCHR, UNESCO) provide technical, financial, and data capacity support (e.g. gender statistics, GBV responses, SRHR programming).
2. GIZ¹⁸ collaborates with the population ministry and other ministries on gender-sensitive development projects, ranging from rural electrification to land rights and value-chain resilience, but also more broadly, dealing with environment and climate change, rural development, sustainable infrastructure, social development, governance and democracy, economic development and employment.
3. European Union¹⁹: relations between Madagascar and the European Union have taken place within the framework of the Cotonou Agreement (adopted in 2000 for a period of 20 years and extended till 2021). Today, the EU has allocated €459 million towards the partnership in 2021-27. The partnership aims to enhance skills in key sectors like environmental protection, energy, and sustainable agriculture, while also strengthening training in textiles, tourism and ICT. Combating gender-based violence and promoting gender equality are central to the EU-Madagascar partnership. A special focus is on enhancing education and vocational training opportunities for girls and young women.
4. World Bank: the WB has supported the third phase of the National Environmental Action Plan (2004–2015), expanding protected areas and forest management initiatives²⁰. On gender, the Bank's 2024 assessment revealed major disparities, including high female illiteracy and early childbearing, and now informs programs under the EAGER²¹ regional initiative to improve girls' education, reproductive health, and protection from gender-based violence²².

2.4. Education and Literacy

According to the World Bank²³, educational attainment remains low in Madagascar among both men and women, and a significant share of adult women is illiterate. As of 2021, only 3.1 percent of Malagasy women and 3.4 percent of men ages 15-49 had completed lower-secondary education, and about 2.7 percent of women and 3.2 percent of men had completed higher education (DHS 2021). Women are more likely than men to have no formal education at all: 19.5 percent versus 18.7 percent (DHS 2021). Moreover, 23.9 percent of women ages 15–49 are illiterate (vs. 21.4 percent of men). When compared to men, women tend to display lower literacy rates in almost all regions. In some southern provinces, the gender literacy gap is particularly high (for example, up to a 29-percentage-point difference in Menabe) with women at a disadvantage (DHS 2021).

¹⁸ <https://www.giz.de/en/worldwide/322.html>

¹⁹ https://international-partnerships.ec.europa.eu/countries/madagascar_en

²⁰ [The World Bank Group in Madagascar](#)

²¹ EAGER = East Africa Girls' Empowerment and Resilience Regional Program: [World Bank to Strengthen Economic Empowerment for Millions of Girls and Women Across East and Southern Africa](#)

²² [World Bank, 2024](#)

²³ Unlocking the Potential of Women and Adolescent Girls - Challenges and Opportunities for Greater Empowerment of Women and Adolescent Girls in Madagascar. World Bank. 2024

According to UNICEF²⁴, girls have an educational advantage over boys in early childhood. The advantage is particularly strong in poorer families and in rural areas where male children are more involved in child labor (in case of financial needs, it is primarily male children who are sent to work), also more frequent in the southern regions of the country. However, when moving from primary to secondary school, gender dynamics tend to disadvantage girls: dropout rates, in both urban and rural settings, become significantly higher for girls than for boys from the age of 16. This dynamic affects both rich and poor households, affecting the lives of girls in all population groups. The reasons for this are varied: the risks of sexual violence linked to long journeys, the remoteness of secondary schools, which often requires relocation, the lack of sanitary facilities, social norms unfavorable to women and early pregnancies which lead to sudden interruption of studies. In addition, poverty can lead families to decide to marry off their daughters prematurely. Boys and girls in female-headed households are more likely to be in school and less likely to fall behind. In addition, the education of the mother is also an important factor which tends to reduce deprivations in the field of education for both boys and girls, especially in rural areas.

2.5. Poverty and economic participation

Women, particularly in rural communities, experience higher poverty rates than men. Economic participation is constrained by limited access to financial resources, education, and markets. While women contribute significantly to agriculture, their roles are undervalued, and they face challenges in owning land and securing loans or financial support for entrepreneurial activities

- Economic roles: women in Madagascar are disproportionately represented in subsistence agriculture, small-scale commerce, and the informal sector. According to UN Women, 58% of self-employed workers are women—mostly in low-paid, precarious positions with minimal social protection²⁵. They also perform more than triple the hours of unpaid domestic work compared to men, averaging 4.6 extra hours per day²⁶. Despite being the backbone of household food security and livelihoods, their economic contributions are largely unrecognized and undervalued.
- Barriers to formal employment: the informal sector is the main source of employment in Madagascar. It provides 95% of the total employment and is the main supplier of jobs for women, young people, and people with less to no education²⁷. Furthermore, the Malagasy informal sector is characterized by a relatively high female participation, women facing pervasive structural and cultural barriers to formal employment. A 2024 World Bank study²⁸ shows women's labor force participation at 71.3%, compared to 82.4% for men, with only 24% of women in wage-earning roles versus 35% of men. The gender wage gap exceeds 28%, disadvantaging women significantly in earnings. Contributing factors include limited access to education—55.8% of women age 15–49 are illiterate in some regions—restricted mobility, lack of financial inclusion, and norms relegating them to unpaid care work²⁹. Half of the jobs (52%) in the informal sector are held by women and most self-employed workers are women (58%). Most family helpers in the informal sector production units are women (53%). Nonetheless, women occupy the lowest paid or most vulnerable positions including domestic services to households and other categories of family aid. There is a strong female presence outside agriculture, as the female labor supply is significant and represents 21% of female jobs against 14% of male jobs. Informal agricultural enterprises mobilize much more male labor than informal non-agricultural enterprises.³⁰

²⁴ [Gender inequalities in Madagascar, UNICEF, 2022](#)

²⁵ [Nordman, J. et al., Gender disparities in the Malagasy Labour market, 2009](#)

²⁶ https://interactive.unwomen.org/multimedia/infographic/economicempowermentindianocean/en/madagascar.html?utm_

²⁷ [Informality and Growth in Madagascar in: IMF Staff Country Reports Volume 2023 Issue 118 \(2023\)](#)

²⁸ [Unlocking the Potential of Women and Adolescent Girls in Madagascar will Reduce Poverty, World Bank, 2024](#)

²⁹ Ibid.

³⁰ Ibid.

- Impact of gendered economic roles: the gendered division of labor traps women in low-productivity roles, reinforcing poverty cycles. Subsisting in agriculture and domestic work limits their resilience to shocks such as COVID-19 or climate events, while their critical contributions are undervalued, limiting their access to wealth accumulation and decision-making opportunities.

2.6. Health and access to services

Women's access to services is further impeded by under-resourced facilities. Madagascar spends one of the lowest amounts per capita on health in Africa (~USD 18 in 2020), and the health workforce is insufficient—fewer than 2 doctors per 1,000 people—resulting in limited-service availability and variable care quality. These overlapping barriers—distance, poverty, and underfunding—systematically restrict women's access to essential healthcare, hindering maternal, sexual, and general health outcomes³¹.

Indeed, Malagasy women and girls face challenges in access to maternal, sexual, and reproductive health services, as seen by a low share of professionally assisted births (45.8 %) and a high unmet need for contraception (14.6 %). The scarcity of health centers and prohibitive costs of consultations limit women's and girls' access to health services in general and they are further constrained by the lack of reliable sources of information on sexual and reproductive health, the absence of quality youth-friendly clinics, and social norms that discourage the use of family planning services among unmarried women/ women without children. All those barriers contribute to a high share of teenage pregnancies (31.1 % of girls ages 15–19 have begun childbearing), which is associated with numerous risks for girls' well-being, with potential long-term adverse effects on their education, health, employment opportunities, and vulnerability to poverty³².

- Maternal and reproductive health: maternal health remains a critical concern: Madagascar's maternal mortality ratio stood at approximately 391 deaths per 100,000 live births in 2020, over five times the SDG target of 70³³. Only 46% of births are attended by skilled personnel, with rural–urban gaps, and 14.6% of women have an unmet need for contraception, fueling a high adolescent birth rate of 118.5 births per 1,000 girls aged 15–19. Cultural stigma and costs further deter women from seeking facility-based care³⁴.
- General healthcare access: geographic, financial, and infrastructural barriers limit women's access to routine healthcare services in Madagascar. Approximately 35% of the population lives more than 10 km from the nearest health facility, disproportionately affecting rural women who often lack transportation and cannot afford private transport. Financial constraints compound access issues: 75.9% of employed women fall below the international poverty line (< USD 1.90/day), compared to 73.7% of men, limiting their ability to pay for consultations, transportation, and medications³⁵.
- Gender-based violence and mental health: GBV remains widespread—41% of ever-partnered women report intimate-partner violence³⁶. UNFPA and WFP mobile clinics not only provide reproductive care but also GBV support, referring survivors for psychosocial and legal aid³⁷.

2.7. Political participation and decision-making power

³¹ Unlocking the Potential of Women and Adolescent Girls - Challenges and Opportunities for Greater Empowerment of Women and Adolescent Girls in Madagascar. World Bank. 2024

³² Unlocking the Potential of Women and Adolescent Girls - Challenges and Opportunities for Greater Empowerment of Women and Adolescent Girls in Madagascar. World Bank. 2024

³³ [Madagascar | World Bank Gender Data Portal](#)

³⁴ Ibid.

³⁵ Unlocking the Potential of Women and Adolescent Girls - Challenges and Opportunities for Greater Empowerment of Women and Adolescent Girls in Madagascar. World Bank. 2024

³⁶ Ibid.

³⁷ [UNFPA Madagascar | Droits de l'homme et égalité des sexes](#)

Despite constitutional guarantees, women's representation in politics and decision-making in Madagascar remains limited. Structural impediments, gender norms, and institutional shortcomings continue to impede women's influence in governance, conservation, and public administration.

- Minimal women's representation: in the National Assembly, women hold only 23 of 163 seats, or 14.1%, as of July 2024³⁸. In the Senate, women occupy 2 of 18 seats, approximately 11.1%³⁹. Furthermore, there is no legal quota system to support gender balance.
- Exclusion from decision-making: even those women elected often lack real influence: key legislative and budgetary committees are overwhelmingly male. While the Commission on Gender and Development exists in the National Assembly—comprising 10 women and 3 men—its scrutiny authority does not necessarily translate into broader legislative impact.
- Barriers to political participation: social norms often discourage women from pursuing leadership roles, reinforcing family responsibility pressures. Institutional barriers, lack of quotas and limited support from political parties are also determinant to further limit women's opportunities.

2.8. Access to resources

As detailed in the seascape-specific gender analysis (Section 3.1), deep-rooted gender disparities persist across resource access and control. Malagasy women face significant inequities in land rights, financial services, formal employment and participation in natural resource management—limitations that are exacerbated by climate vulnerability and socio-cultural norms.

- Restricted land rights: women and men have equal administrative power and ownership rights to immovable property, including land⁴⁰ (according to the Law no. 2007-022 du 20 août 2007 relative au mariage et aux régimes matrimoniaux, Arts. 117 et 118). However, in practice only a minority hold land titles in their name. Customary norms heavily favor men (especially sons and husbands), while technical and financial barriers make land registration inaccessible to many women, particularly in poorer and rural communities. Furthermore, sons and daughters do not have equal rights to inherit assets⁴¹ (according to the Law Loi no. 68-012 du 4 juillet 1968 relative aux successions, testaments et donations, Art. 83) neither male nor female surviving spouses do.
- Limited financial inclusion: Roughly 41% of adults—including women—remain fully financially excluded, with limited access to bank accounts or formal credit⁴². The financial exclusion of women in Madagascar stems from a combination of legal-institutional constraints, real and perceived access issues, and limited empowerment in financial decision-making. Access is also hindered by underdeveloped digital infrastructure and mobile financial services, which have the potential to expand rural outreach but currently favor men due to their higher likelihood of owning and using mobile phones, as it is the case in many other countries of Sub-Saharan Africa⁴³.

2.9. Gender-based violence and vulnerabilities

In rural Madagascar, gender-based violence (GBV) remains an important issue, with deep social and structural drivers. Women and girls face multiple vulnerabilities due to weak enforcement of laws, and humanitarian crises such as food insecurity and climate shocks.

³⁸ [Madagascar | National Assembly | Data on women | IPU Parline: global data on national parliaments](#)

³⁹ [Madagascar | Senate | Data on women | IPU Parline: global data on national parliaments](#)

⁴⁰ Women, Business and the Law Report, World Bank, 2024

⁴¹ Women, Business and the Law Report, World Bank, 2024

⁴² Ibid

⁴³ Unlocking the Potential of Women and Adolescent Girls - Challenges and Opportunities for Greater Empowerment of Women and Adolescent Girls in Madagascar. World Bank. 2024

- Prevalence of GBV: approximately one in three women⁴⁴ in Madagascar has experienced physical or sexual violence from an intimate partner — only 25% report seeking help or reporting to authorities. Over 14% of women in 2018 had encountered sexual violence at some point in their lives, while more than 25% were victims of partner violence.⁴⁵
- Lack of support services: UNFPA and the Ministry of Population have established 26 Listening and Legal Advice Centers nationwide, half in the Grand Sud region⁴⁶, but survivors frequently do not report incidents. Social workers and mobile clinics, while present, are sparse and costly to reach, leaving many rural survivors unable to access psychosocial support, legal counsel, or shelter.
- Weak legal protections and enforcement: Madagascar enacted a comprehensive GBV law in 2019 and has legal frameworks condemning domestic violence and marital rape. However, impunity remains widespread, often driven by stigma, weak enforcement, and limited victim support.

2.10. Challenges in gender-sensitive approaches

Despite formal commitments to gender equality, the implementation of gender-sensitive approaches within the project can face persistent obstacles.

Limited representation and participation of women remain a key challenge. Systemic barriers—such as low literacy, lack of access to information, and exclusion from local governance—continue to limit their involvement in decision-making, particularly in marine resource management.

Socio-cultural norms also restrict women’s participation and empowerment. Deep-rooted gender expectations, limited property rights, and unequal access to training exclude many women from conservation activities and leadership positions. These inequalities are reinforced in communities where customary laws override statutory protections, often privileging men in decisions about land and resource use. Gender-based violence and the exclusion of women from decision-making remain widespread, underlining the need for stronger safeguards and more inclusive project design.

The project can also face resource limitations—both financial and institutional—for mainstreaming gender. Gender expertise is often underfunded everywhere, and local staff may lack the training needed to apply gender-sensitive practices. Finally, while national gender policies exist, their implementation is weak, especially in rural areas.

Finally, a major constraint, as in many countries, is the lack of gender-disaggregated data, which limits the ability to identify and respond to specific needs, interests and aspirations of women and girls. Without solid evidence, strategies risk being generic and ineffective.

3. PROJECT-SPECIFIC GENDER INFORMATION AND CONSIDERATIONS

The project operates within a complex gender context, where systemic inequalities and vulnerabilities intersect with environmental conservation challenges. Gender roles and inequalities slightly vary across the three seascapes, but important commonalities can be also identified, since the three exhibit gender dynamics shaped by similar socio-economic, cultural, and environmental factors. Addressing these disparities requires targeted strategies that consider the specific needs of women across different groups. By promoting gender-sensitive policies, enhancing women’s access to resources, and ensuring their inclusion in decision-making processes, the

⁴⁴ Unlocking the Potential of Women and Adolescent Girls - Challenges and Opportunities for Greater Empowerment of Women and Adolescent Girls in Madagascar. World Bank. 2024

⁴⁵ [Madagascar, Enquête par grappes à indicateurs multiples, 2018 Résumé statistique \(NSTAT, World Bank, USAID, UNICEF\)](#)

⁴⁶ [Fighting for justice against gender-based violence in Madagascar](#)

project aims to contribute to sustainable conservation outcomes while advancing gender equality in the three seascapes.

Diana: in the Diana region, gender disparities are particularly stark within natural resource management and rural livelihoods. In the framework of the GEF-funded project implemented by WWF⁴⁷ two gender surveys across Diana's coastal villages found that while women contribute heavily to reef gleaning, crab and seaweed harvesting, and crop gardening, they are markedly underrepresented in public decision-making forums due to cultural norms that discourage female participation. Though women typically manage sales of marine and agricultural products—retaining revenues from activities like algaculture—they rarely influence collective governance of those same resources. This disconnection is mirrored in community-run protected areas and marine protected areas, where women are significantly less likely than men to hold participatory or leadership roles in conservation initiatives. A 2019 study⁴⁸ in the Ambilobe district shows that barriers for women's empowerment are multiple: they have limited access and control over natural resources (water, land) and in marine and coastal resource use (fishing, mangroves), women are highly active in coastal gleaning but excluded from offshore fishing and management and unrecognized in their conservation activities. They often lack formal training and have low literacy levels, facing a triple burden: managing household duties, participation in productive work and contributing to conservation without compensation. These gendered exclusions reflect broader inequities across Madagascar, where structural discrimination limits women's land tenure, access to credit, and representation—factors already identified nationwide in education, healthcare, economics, and agency⁴⁹. In Diana, these structural barriers translate into fewer opportunities for women to shape management of natural resources—despite their key roles in sustaining livelihoods and protecting biodiversity.

Manambolo-Tsiribihina: according to the gender analysis carried out by WWF in the Manambolo Tsiribihina (MTB) landscape in 2017⁵⁰, gender-based segregation is still very evident in the division of tasks and responsibilities, in the access to resources and benefits, and in the decision-making processes at all levels, both within households and in the community. Fishing families living in coastal areas still live in poverty, even as they continue to exploit natural resources irrationally. Poverty, combined with the precarious nature of fishing as a livelihood, affects the family unit and inevitably impacts women, given their roles within it. These challenges tend to worsen with the current economic difficulties, which could increase women's vulnerability in terms of access to resources and, as a result, lead to increased pressure on natural resources.

Mahafaly: women in Mahafaly actively participate in marine conservation activities, and their leadership is nearly on par with that of men. However, leadership in the management of local committees and public affairs is still largely held by men. According to a WWF study⁵¹, men continue to dominate leadership positions in local committees, and it is rare—or even nonexistent—to see women holding positions of responsibility within public institutions, such as chefs fokontany (village chiefs). In some associations and groups, women are generally only regular members or hold secondary roles such as secretary, or at best, treasurer. This situation is often linked to sociocultural norms that favor men for decision-making roles. Men, as heads of households, are perceived as the official representatives of their families in community institutions, while women typically only step in to replace

⁴⁷ [Expanding and Consolidating Madagascar's Marine Protected Areas Network | Projects | WWF](#)

⁴⁸ Etudes sur l'évaluation du genre dans le nord du canal de Mozambique : cas du district d'Ambilobe, Région Diana Référence : « MG 2017.02 – Madagascar Civil Society- Projet WWF 40000523-401570, avec l'appui technique et financier de WWF Madagascar ». 2019. Université d'Antsiranana PJ2 Lazaret CUR Antsiranana-1.

⁴⁹ [Unlocking the Potential of Women and Adolescent Girls - Challenges and Opportunities for Greater Empowerment of Women and Adolescent Girls in Madagascar, World Bank, 2024](#)

⁵⁰ RAVAOARISOA Joséphine Marie Lucie, ENQUETES SUR LE GENRE AU NIVEAU DU PAYSAGE DE MANAMBOLO-TSIRIBIHINA, « Rapport final », WWF, 2017

⁵¹ RASOARINORO Jeannine, RAPPORT DE L'ANALYSE GENRE AU NIVEAU DES COMMUNAUTES LITTORALES DU PAYSAGE MAHAFALY Région Atsimo Andrefana - RAPPORT FINAL. WWF. 2024

their husbands in cases of absence, without holding any specific role. However, thanks to various community projects implemented in these areas by different partners (such as FAO, CRS, etc.), women are beginning to gain empowerment and take on responsibilities in community activities, even though limitations linked to discriminatory social norms still persist.

3.1. Gender Analysis Table

Questions	Diana	Manambolo-Tsiribihina	Mahafaly
1. Who does what?	In the Diana region, gender roles across coastal and inland communities reflect deep-rooted cultural norms and practical adaptations to the environment. Across all localities—whether in inland Ambilobe or along the Baie d’Ambaro—women consistently carry the burden of reproductive labor, including cooking, childcare, water fetching, and firewood collection. In addition to these unpaid domestic responsibilities, they are also deeply involved in productive activities such as small-scale agriculture, local trade, fishing in accessible areas (mainly mangroves and shorelines), and artisanal crafts. Men, meanwhile, dominate roles that require physical mobility, equipment, or resource control: offshore fishing, plowing, and resource extraction. They also hold primary authority in decision-making and land access. Despite contextual differences between villages, these gendered divisions of labor—and the resulting disparities in power, access, and income—are remarkably consistent across the region.	In the Manambolo-Tsiribihina seascape⁵⁶, both women and men contribute in terms of income-generating activities, but their roles differ. Women engage in activities such as fishing for crabs and chevaquines (locally known as <i>patsa</i>), transplanting rice, harvesting, cultivating sweet potatoes, market gardening, trading goods, raising poultry, basket weaving, and embroidery. Men, on the other hand, are more involved in heavier agricultural work such as plowing, irrigation, harvesting, raising livestock like zebu, managing fruit trees, building pirogues (traditional canoes), handling transport, and beekeeping. While both genders participate in fishing, the methods, tools, and scale often differ. Women are primarily responsible for reproductive roles within the household. These include domestic chores such as cooking, cleaning, doing laundry, collecting water and firewood, caring for children and family members’ health, and managing the household’s basic food supplies like rice, cassava, or sweet potatoes. While men may occasionally help with some of these tasks—such as gathering firewood or maintaining the home—this support tends to depend on time availability and varies between fishing and farming households. Menabe district⁵⁷: men are primarily responsible for fishing at sea, targeting small fish and crabs using	Women and girls in Mahafaly seascape⁵⁸ predominantly carry out reproductive and domestic tasks. These include fetching water and firewood, preparing meals, cleaning the household, caring for children and the sick, and participating in market activities. Such tasks often occupy most of their day, leaving little time for other economic engagements. Men and boys, on the other hand, are primarily involved in productive roles such as fishing, livestock herding, agriculture, and conservation efforts. While women also participate in agriculture and animal husbandry—particularly in small-scale poultry farming and gardening—they are often considered unpaid family laborers. In marine livelihoods, men dominate high-risk, offshore fishing, using boats and heavy equipment, while women are involved in nearshore and tidal harvesting of small fish and shellfish, as well as fish processing and marketing. Men are also more likely to be involved in leadership roles within community resource management and politics, whereas women are active in local associations and committees, particularly those tied to savings groups, food security, or development projects. Befasy district⁵⁹: Women handle household duties (education, childcare, laundry) and economic activities such as gleaning, fish trading, and household budgeting. Men lead strategic economic

⁵⁶ RAVAOARISOA Joséphine Marie Lucie, ENQUETES SUR LE GENRE AU NIVEAU DU PAYSAGE DE MANAMBOLO-TSIRIBIHINA, « Rapport final », WWF, 2017

⁵⁷ Focus groups discussions during the field mission, May-June 2025

⁵⁸ RASOARINORO Jeannine, RAPPORT DE L’ANALYSE GENRE AU NIVEAU DES COMMUNAUTES LITTORALES DU PAYSAGE MAHAFALY Région Atsimo Andrefana - RAPPORT FINAL. WWF. 2024

⁵⁹ Focus groups discussions during the field mission, May-June 2025

	Ambilobe district⁵²: Women manage all domestic tasks and engage in small-scale farming, artisanal work, and community reforestation. Their fishing is limited to shoreline areas. Men dominate in plowing, large-scale agriculture, offshore fishing, and resource control. Baie d'Ambaro Antstrana⁵³: Men fish for shrimp and crab over long, physically intense trips. Women remain near shore, fishing for roach in mangroves, trading, farming, and managing household duties. Baie d'Ambaro Ankazomborona⁵⁴: men focus on shrimp and fish harvesting, while women play a key role in chevaquine fishing, a daily activity timed with low tide, using nets that require two people. Women here also share agricultural duties (particularly sowing), participate in local trade, and gather firewood, occasionally from mangrove forests. Cooking is mostly done using charcoal, another labor-intensive task linked to forest resource use and gender. Baie d'Ambaro Angodorofa⁵⁵: While men focus on daily crab fishing using	traditional dugout canoes. They typically leave early in the morning and return in the late afternoon. They also fish for shrimp in mangrove channels. Women, on the other hand, fish closer to the shore, collecting chevaquines, juvenile fish, and occasionally crabs in the mangroves—often for their own consumption. Some women avoid crab fishing due to fear of the crabs, enforcement patrols, or concerns about harming natural resources. Women handle fish processing (such as drying) and are heavily involved in trade. They bring the catch to local and regional markets like Namora and Morondava. Many women are also engaged in small-scale livestock farming and agriculture, cultivating rice, cassava, and peanuts. These agricultural activities are often done in collaboration with their husbands, unless the men are away fishing. Some women own land; others rent or farm family plots. Older women weave raffia baskets, a skill passed down from childhood, but they face material shortages, particularly dyes needed for production. Access to fishing equipment is a major barrier for women. Few own nets or canoes and must often rely on their husbands' equipment or rent it. Sometimes women negotiate access to canoes by offering a share of their catch. A women's association recently acquired dugout canoes with support from the French Embassy, but they are underutilized, as men are	and social activities including fishing, community representation, and resource management. Resource access and control decisions are made by the community assembly, typically jointly on major issues like land and equipment. Women manage family budgets and daily household purchases. They participate in LMMA management decisions but often defer to men. Women also monitor catches for quality control and lead income-generating and alternative livelihood activities. Itampolo district⁶⁰: Women manage household tasks and financial/economic activities such as shore-based fishing, fish trading, and budgeting. Men oversee strategic economic activities, community representation, resource management, and decision-making, with the community assembly handling resource access and control. Decisions, especially on major purchases, are generally joint; women manage household expenses. Women often lead income-generating activities, with a cooperative involved in ice production and fish processing. They contribute to managing temporary octopus reserves, but technical LMMA decisions are male-dominated. Conflict resolution involves community assemblies or the local chief, with no specific mechanisms for women. Lanirano district⁶¹: Women manage households—including education, chores, and selling fish products—while men represent the household in
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⁵² ETUDES SUR L'EVALUATION DU GENRE DANS LE NORD DU CANAL DE MOZAMBIQUE : CAS DU DISTRICT D'AMBILOBE, REGION DIANA Référence : « MG 2017.02 – Madagascar Civil Society- Projet WWF 40000523-401570, avec l'appui technique et financier de WWF Madagascar ». Août 2019

⁵³ Ibid.

⁵⁴ Ibid.

⁵⁵ Ibid.

⁶⁰ Ibid.

⁶¹ Ibid.

	specialized tools, women contribute across several sectors: they sell food and drinks to fishermen, fish for chevaquines and shrimp near mangroves, operate mobile grocery stalls, and are active in raffia-based handicrafts like bag-making. Many women farmland—whether their own, family plots, or rented parcels—and may even hire male laborers if engaged in trade. Women are also involved in livestock rearing (zebu, sheep, ducks, chickens) and continue to fulfill essential domestic roles such as firewood collection. In households without male support, women take full responsibility for school fees and children's welfare.	reluctant to use them. Fishing is also subject to seasonal closures, and crab fishing is typically only pursued during times of food scarcity. Women are interested in ecotourism opportunities, particularly selling fish and handicrafts to visitors, but face limitations due to a lack of training, funding, and access to markets. The challenges of transporting and selling woven products persist, and access to basic resources like drinking water (whose collection is often women's responsibility) remain difficult. Community management tasks also reflect a gendered divide. Women tend to organize community events such as funerals, marriages, religious ceremonies, and circumcisions. They often serve as midwives and are more active in religious and educational roles at the community level. Men, meanwhile, are generally responsible for ensuring security and making major community decisions, especially those related to the use and management of natural resources like forests, water for irrigation, and firewood.	community decision-making. Both genders have equal resource access and control, but roles differ: men lead committees and general management, women oversee catch monitoring. Household decisions are usually joint, but women's overall participation is limited, with men making final decisions, especially in public forums. Women fish and trade fish year-round. Resource use is governed by accepted management practices without formal restrictions, with shared local management rights. Women participate in catch monitoring and shoreline surveillance. Conflict resolution relies on community mechanisms without specific provisions for women either.
2. Who has access and controls what?	Men tend to control higher-value or physically demanding activities, especially those related to fishing and natural resource management, while women have access to local, land-based or nearshore resources and control household finances and small-scale trade. Women's involvement in formal governance structures (like the CLB) provides partial access to decision-making, but control remains uneven across genders.^{62,63}	Access to resources—both material and immaterial—is another area where gender disparities are evident. Access to land is especially problematic for women, particularly single mothers, who often have no formal rights to farmland or rice paddies. Property and land ownership remain predominantly under male control, and since many marriages are not legally formalized, women lack legal protection and are left dependent on customary laws. Women are also frequently excluded from community meetings where key information is shared, often due to lack of invitation, self-exclusion, or disinterest born from structural	Access and control over resources are markedly unequal. Men generally control high-value and productive resources such as livestock, fishing gear, land, and agricultural equipment. They also dominate decision-making related to investments and the use or sale of assets. Women may have physical access to land or small livestock, but they seldom control these assets, especially in patriarchal settings where inheritance is passed through male lineage. Women exercise more control over domestic and low-value assets, such as kitchen tools, poultry, and

⁶² ETUDES SUR L'EVALUATION DU GENRE DANS LE NORD DU CANAL DE MOZAMBIQUE : CAS DU DISTRICT D'AMBILOBE, REGION DIANA Référence : « MG 2017.02 – Madagascar Civil Society- Projet WWF 40000523-401570, avec l'appui technique et financier de WWF Madagascar ». Août 2019

⁶³ Focus groups discussions during the field mission, May-June 2025

		marginalization. As a result, they miss out on opportunities that could directly impact their families. ⁶⁴ .	income from petty trade. In terms of financial resources, women often manage daily household expenditures and have high participation in savings and loan groups, but decisions regarding major household investments still typically require male approval. Despite having higher access to agricultural plots in some project areas, women's control over land remains limited, especially in remote or traditional communities. Additionally, men are more likely to control fishing zones and tools like pirogues and nets. Access to education, health services, and water is more common among women due to their household roles, yet infrastructure limitations, climate change, and social expectations place additional burdens on them. ^{65,66}
3. Who decides?	Men dominate decision-making in strategic and public domains, particularly around fisheries and natural resource management. Women make decisions at the household level and in economic matters, especially trade, but often defer to men in public forums. Their participation is growing, especially through committees like the CLB and leadership training programs, though cultural and structural barriers remain. ^{67,68}	Politically, men dominate participation and leadership in most villages. Women are usually present only in small numbers during community meetings and often remain silent, largely due to social norms or lack of confidence. However, in a few villages where women's associations are active and well-organized, women have begun to participate more meaningfully in public discussions and decision-making. ⁶⁹ In Menabe ⁷⁰ , all women are members of the VOI (community-based natural resource management group). The committee is gender-balanced (half	Decision-making is largely male dominated, especially in public domains. Men usually decide on land use, large purchases, livestock management, and participation in formal politics or leadership roles. Even in cases where women manage household finances or agricultural production, they are often required to consult with their husbands. Within the household, women may make day-to-day decisions related to food, education, and health, but key strategic choices (such as selling land or livestock or making large investments) rest with men. In community settings, men typically occupy

⁶⁴ RAVAOARISOA Joséphine Marie Lucie, ENQUETES SUR LE GENRE AU NIVEAU DU PAYSAGE DE MANAMBOLO-TSIRIBIHINA, « Rapport final », WWF, 2017

⁶⁵ RASOARINORO Jeannine, RAPPORT DE L'ANALYSE GENRE AU NIVEAU DES COMMUNAUTES LITTORALES DU PAYSAGE MAHAFALY Région Atsimo Andrefana - RAPPORT FINAL. WWF. 2024

⁶⁶ Focus groups discussions during the field mission, May-June 2025

⁶⁷ ETUDES SUR L'EVALUATION DU GENRE DANS LE NORD DU CANAL DE MOZAMBIQUE : CAS DU DISTRICT D'AMBILOBE, REGION DIANA Référence : « MG 2017.02 – Madagascar Civil Society- Projet WWF 40000523-401570, avec l'appui technique et financier de WWF Madagascar ». Août 2019

⁶⁸ Focus groups discussions during the field mission, May-June 2025

⁶⁹ RAVAOARISOA Joséphine Marie Lucie, ENQUETES SUR LE GENRE AU NIVEAU DU PAYSAGE DE MANAMBOLO-TSIRIBIHINA, « Rapport final », WWF, 2017

⁷⁰ Focus groups discussions during the field mission, May-June 2025

		women, half men). While women attend and are given space to speak, they prefer smaller discussion groups to be consulted, as they can express themselves more freely. They are used to holding women-only meetings, sometimes with NGOs. WWF organizes such meetings and recently involved women in mangrove conservation initiatives.	positions of authority such as village chiefs, committee heads, and political representatives, while women serve in auxiliary roles like treasurers or secretaries. Notably, in some areas influenced by development projects, women's participation in decision-making is increasing, especially through their involvement in savings groups, farming associations, and development committees. However, cultural norms still hinder their full leadership potential and often confine them to traditionally 'feminine' spheres of influence. ^{71,72}
4. Who knows what?	Men typically possess more formal and strategic knowledge, especially related to governance and technical fisheries. Women hold experiential knowledge tied to local, shore-based resource use, trade, and household management. Training and committee involvement are slowly improving women's awareness and participation. ^{73,74}	Economic vulnerability further limits women's access to credit, equipment, raw materials, and transport. Additionally, lack of education and widespread illiteracy prevent many from gaining the knowledge and skills necessary to move beyond traditional roles or access broader markets and income opportunities ⁷⁵ .	Women tend to be more informed about household-level concerns, including health, food security, education, and small-scale finances. This is largely due to their roles in managing daily household needs. They are also more aware of services offered by savings and microfinance groups, and sometimes health or agricultural extension services—especially when these are tailored to women. Men, however, are more likely to be aware of issues related to land tenure, formal resource governance, fishing rights, and political developments. They also tend to dominate access to technical training and information shared in public or formal settings (e.g., community meetings), where women may either be underrepresented or remain silent due to sociocultural expectations.

⁷¹ RASOARINORO Jeannine, RAPPORT DE L'ANALYSE GENRE AU NIVEAU DES COMMUNAUTES LITTORALES DU PAYSAGE MAHAFALY Région Atsimo Andrefana - RAPPORT FINAL. WWF. 2024

⁷² Focus groups discussions during the field mission, May-June 2025

^{73,74} ETUDES SUR L'EVALUATION DU GENRE DANS LE NORD DU CANAL DE MOZAMBIQUE : CAS DU DISTRICT D'AMBILOBE, REGION DIANA Référence : « MG 2017.02 – Madagascar Civil Society- Projet WWF 40000523-401570, avec l'appui technique et financier de WWF Madagascar ». Août 2019

⁷⁴ Focus groups discussions during the field mission, May-June 2025

⁷⁵ RAVAOARISOA Joséphine Marie Lucie, ENQUETES SUR LE GENRE AU NIVEAU DU PAYSAGE DE MANAMBOLO-TSIRIBIHINA, « Rapport final », WWF, 2017

			In households, even if women are the ones managing the money, they often must share financial information with their husbands before making decisions. Furthermore, limited literacy, mobility, and time due to domestic workloads restrict women's ability to access new knowledge or participate in training sessions ^{76,77} .
5. Who benefits from what?	Men benefit more from high-value, capital-intensive activities and decision-making influence, while women gain from informal commerce, subsistence-level resource use, and household management, though often with less financial return and fewer structural supports.	Women benefit primarily through their role in sustaining household wellbeing and small-scale economic activities. Overall, they benefit less from the fruits of their labor —particularly when it comes to control over them. Their work is often viewed as supplemental or taken for granted, even when it contributes directly to the family's livelihood. Moreover, access to land, productive equipment, and decision-making roles remain largely in the hands of men, limiting the scope of benefits women can independently derive from their labor. Men generally benefit more from control over income-generating activities, assets, and community power structures. ⁷⁸	Men tend to benefit more from high-value income-generating activities such as offshore fishing, livestock sales, and commercial agriculture. They also benefit from community leadership roles and political influence, which afford them greater control over communal and natural resources. Women benefit from their involvement in small-scale trade, petty commerce, and informal savings groups, where they often control earnings and reinvest in household welfare. Their labor—whether in agriculture, childcare, or market work—supports family survival, but is often undervalued or unpaid. In times of crisis, women's roles in ensuring food and water access become even more critical, though they rarely receive corresponding recognition or support ^{79, 80}

⁷⁶ RASOARINORO Jeannine, RAPPORT DE L'ANALYSE GENRE AU NIVEAU DES COMMUNAUTES LITTORALES DU PAYSAGE MAHAFALY Région Atsimo Andrefana - RAPPORT FINAL. WWF. 2024.

⁷⁷ Focus groups discussions during the field mission, May-June 2025

⁷⁸ RAVAOARISOA Joséphine Marie Lucie, ENQUETES SUR LE GENRE AU NIVEAU DU PAYSAGE DE MANAMBOLO-TSIRIBIHINA, « Rapport final », WWF, 2017

⁷⁹ RASOARINORO Jeannine, RAPPORT DE L'ANALYSE GENRE AU NIVEAU DES COMMUNAUTES LITTORALES DU PAYSAGE MAHAFALY Région Atsimo Andrefana - RAPPORT FINAL. WWF. 2024

⁸⁰ Focus groups discussions during the field mission, May-June 2025

3.2. Expected impacts of project activities on women and men

3.2.1. Positive impacts

The project's emphasis on inclusive governance and sustainable livelihood enhancement offers significant benefits to both women and men in coastal communities:

- Women are expected to benefit from alternative income sources, improved access to microfinance and economic empowerment, training, and participation in savings groups, particularly through their increased involvement in local resource management and income-generating activities. Capacity reinforcement for LMMA governance and livelihood diversification may empower women to participate more actively in decision-making processes and take on roles beyond the household sphere.
- Men, particularly those involved in fishing and marine conservation, will benefit from strengthened LMMA governance, improved fishing practices, and access to sustainable financing mechanisms.
- These interventions are designed to reduce overfishing and environmental degradation, thereby securing long-term livelihoods for both genders.
- Through gender-sensitive safeguards, reporting mechanisms, and survivor support services, the project can reduce GBV, improving women's safety, well-being, and ability to engage in social and economic activities.

3.2.2. Negative impacts

Some of the main potential negative impacts foreseen from this gender analysis are:

- Conservation activities may restrict access to natural resources critical for women's subsistence and livelihoods, particularly among those who rely on fishing and gathering.
- Despite its inclusive design, the project may inadvertently reinforce existing gender inequalities and favor unequal benefit distribution, if safeguards are not implemented. For example, men's dominance in leadership roles and control over high-value resources (e.g., boats, fishing gear, land) could result in them capturing a disproportionate share of project benefits, such as funding, equipment, or training.
- Women's limited time due to heavy reproductive workloads may restrict their ability to fully engage in project activities, training, or governance roles. Without explicit gender-sensitive planning, interventions may unintentionally marginalize women or overlook their specific needs, constraints, interests and aspirations.

3.2.3. Differential livelihood impacts

- Men, who primarily engage in offshore fishing and own or control productive assets, may experience direct economic benefits from sustainable fishing initiatives and equipment investments.
- Women, whose livelihoods depend more on small-scale farming, fish processing, and informal trade, may benefit from improved access to value chains and local markets, but only if these pathways are prioritized and supported equitably. If not carefully managed, the gap in benefit realization could widen, particularly where women lack formal rights over land or marine resources.

3.3. Opportunities and risks of widening inequalities

- **Opportunities:** The project can enhance women's agency through targeted support for financing, participation in saving groups, training programs and reinforcement of the value chains where

they are more present. Strengthening women's roles in LMMA governance structures and community-based organizations creates opportunities for long-term empowerment. By promoting sustainable value chains that align with women's economic activities (e.g., processing and selling marine products), the project can directly improve women's incomes and economic resilience. Formal recognition of community resource rights may also help secure women's access to land and fisheries, particularly where customary systems currently exclude them.

- **Risks of widening inequalities:**

- There is a risk that project resources, training, or decision-making authority will be captured by men due to entrenched social norms, particularly where leadership, land rights, and financial control are traditionally male-dominated. This could exacerbate existing inequalities and further limit women's participation in marine conservation and livelihood decision-making. Without intentional strategies to redistribute benefits, women's labor may continue to be exploited without increasing their control over resources or income.
- Women are overburdened with reproductive responsibilities, underrepresented in public decision-making, and have limited control over high-value resources. These gaps reduce their capacity to engage meaningfully in project activities and to benefit equally. They also hinder the effectiveness of community-based marine management and it would represent a missed opportunity, as women's contributions and perspectives are vital for sustainable outcomes.

3.4. Gender-related barriers and their impact on project success

- **Barriers to participation and decision-making:** Cultural norms and patriarchy restrict women's involvement in decision-making bodies such as LMMA committees and public governance forums. Even when women are present, they are often relegated to secondary roles and discouraged from speaking up. Time constraints due to domestic labor further reduce their availability for training, meetings, or leadership. This limits the diversity of perspectives in governance and reduces the inclusivity and legitimacy of community-based marine management.
- **Barriers to benefit sharing:** men tend to control the most profitable assets and income streams, while women are limited to low-return activities and have minimal control over household-level or community-level investments. Women's access to financing is increasing, but without legal rights or decision-making power, their ability to control and benefit from larger financial or productive resources remains limited. Women often lack access to the information necessary to understand how conservation projects work and the potential benefits they can derive, limiting their participation in these programs. Finally, women's participation in conservation activities may be hindered by the threat or experience of gender-based violence, including harassment and exploitation, which discourages them from engaging in these initiatives.
- **Barriers to success:** If gender dynamics and resistance to change are not adequately addressed, the project may fall short of achieving inclusive and sustainable resource management. Furthermore, without gender-disaggregated data and gender-sensitive monitoring and evaluation (M&E) systems, the project may fail to identify and address gendered impacts. Excluding or marginalizing women undermines social cohesion, weakens local ownership of conservation efforts, and limits livelihood impacts. Failing to recognize women's informal roles in marine resource management and their specific knowledge and needs may lead to inappropriate or ineffective interventions.
- **Recommendations for addressing gender considerations:**

- Integrate **gender-specific targets across all outcomes**, including leadership, training, financing, and livelihood support.
- Ensure **women's representation in LMMA governance** structures, and support their capacity through leadership training programs.
- Promote labor-saving technologies and flexible scheduling for activities and training to accommodate women's time constraints.
- **Monitor gender-differentiated impacts** throughout implementation and adjust strategies based on participatory feedback mechanisms.
- **Engage men and community leaders** as allies to challenge discriminatory norms and support women's empowerment as a shared goal. Awareness-raising and community outreach should highlight the importance of redistributing domestic tasks and valuing the contributions of both women and men -whether in community development, unpaid care, resource governance and conservation. Through targeted awareness-raising and capacity-building, men and boys' perceptions and practices can evolve and shift their understanding of the tangible benefits of equal participation in natural resource management for better overall outcomes at the household and community levels.

4. PROJECT-SPECIFIC STRATEGIES AND OPPORTUNITIES FOR GENDER MAINSTREAMING AND DESIRED IMPACT

The project recognizes that addressing these gender-related barriers and opportunities is critical to ensuring the success, equity, and long-term sustainability of its conservation efforts.

Based on the results of the Gender Analysis and the project's Theory of Change (ToC), the project integrates comprehensive gender mainstreaming strategies to ensure meaningful participation, equitable access to resources and opportunities, and the distribution of benefits among women and men while addressing and reducing existing gender inequalities. The project emphasizes empowering marginalized groups, including women in all their diversity (young women, girls, widows, women with disabilities, migrants, etc.), youth, and other populations in situation of vulnerability, ensuring their active participation and improving their quality of life. In the following sections the core strategies identified are presented.

4.1. Gender mainstreaming strategies

The Gender Action Plan (GAP) detailed in Section 5 includes the following gender mainstreaming strategies:

1. **Ensure equitable participation and representation:** the GAP includes deliberate measures to guarantee meaningful and equitable representation of women in LMMA governance bodies, OECM site selection processes, financing committees, and policy dialogues. This includes setting quotas or targets for women's participation in consultations and working groups, and ensuring their voices are heard—not just their presence registered.
2. **Capacity reinforcement:** targeted capacity-building will be implemented to equip women in all their diversity with the knowledge, tools, and confidence to engage effectively in LMMA and OECM governance, financial decision-making, and ecological monitoring. Joint training workshops will include gender-sensitive content, and technical assistance mechanisms (e.g., from FAPBM and Tany Meva) will include dedicated support for women-led groups.

3. **Gender responsive budgeting and gender-lens financing:** the GAP integrates gender considerations into the design and disbursement of funding mechanisms, including the Marine Conservation Resilience Fund (MCRF). Gender-responsive budgeting practices will be promoted at community level, with participatory budgeting frameworks ensuring equitable allocation of resources for women's priorities. Fiduciary risk frameworks and TA models will include explicit support to women-led organizations and gender-differentiated risk assessments, ensuring that women are not excluded from funding opportunities due to structural disadvantages.
4. **Leadership and empowerment:** training on negotiation, public speaking and others: to address cultural norms that silence or marginalize women in decision-making, the project will support the empowerment of women leaders through targeted training in negotiation, public speaking, leadership, and financial literacy. This will enable them to speak confidently in LMMA committees, national working groups, etc. Mentorship programs and leadership pathways will be explored in collaboration with local women's associations, and efforts will be made to ensure women's visibility as experts and role models in public forums.
5. **Redistribution of power dynamics and men engagement:** Recognizing that sustainable gender equality requires shifting social norms, the project will engage men and boys in dialogue about shared governance, unpaid care responsibilities, demonstrating the value of both women and men's work, positive masculinities and inclusive leadership. Community outreach and awareness-raising activities will promote the redistribution of domestic tasks and the recognition of women's valuable contributions to conservation and governance. A workload typology will be developed to assess women's labor burdens. This will prevent overburdening them by defining equity thresholds, and guide when and how women can participate meaningfully without reinforcing unpaid labor imbalances. Participation modalities (e.g. meeting times, locations, compensation) will be adapted based on this typology.
6. **Measures against gender-based violence:** anti-GBV messaging will be incorporated into training and communication strategies, and community-based safeguards (including the development of a locally appropriate gender and GBV-responsive grievance mechanism) will be introduced to prevent and respond to gender-based violence (GBV), especially in LMMA contexts where power asymmetries may be reinforced.

4.2. Principles of Monitoring & Evaluation

As presented in the GAP's corresponding line to Component 5 (page 29), the Gender Action Plan includes a set of measures and actions to ensure that the M&E system of the project is fully gender-responsive, including:

- **Gender-responsive Indicators:** both quantitative and qualitative, not only at the output or the activity level, but also at the outcome level, aimed at monitoring participation, access to benefits, and decision-making influence.
- **Gender-disaggregated data collection:** crucial for tracking disparities and designing adaptive strategies
- **Community-based monitoring,** to ensure all perspectives are incorporated into evaluation and project adjustments
- **Gender-responsive reporting and budgeting:** annual reports will include a specific section on gender mainstreaming, documenting progress, challenges and lessons learned, and including results from the gender budgeting tracking (to ensure resources are effectively dedicated on planned gender actions).

4.3. Desired high-level gender impacts and rationale for setting realistic targets in the Gender Action Plan (GAP)

The desired high-level gender impacts expected from the implementation of the GAP and the corresponding targets have been established as follows:

- **Improved representation, empowerment, leadership development and inclusion:** local women participate meaningfully in governance structures and decision-making bodies, and they are empowered economically and socially. At least 30%⁸¹ participants in governance bodies, and decision-making processes are women in all their diversity. This target is established based on a practical, context-sensitive approach, taking into account the socio-cultural, political, and economic realities of the target regions.
- **Capacity reinforcement, training participation and community consultation:** 50% participants in training, capacity building initiatives and consultation processes are women in all their diversity. This target is more ambitious to ensure more balanced representation and the active involvement of women in all project activities.
- **Livelihood security and economic empowerment:** women gain access to sustainable livelihood opportunities that align with conservation goals, reducing their dependency on exploitative or unsustainable practices.
- **Reduced gender inequalities:** reduced incidents of GBV and greater awareness of women's rights through targeted training and Grievance redressing mechanisms (GRMs).

The GAP also includes gender-related impacts associated with the project objectives level and for each outcome.

⁸¹ This target is not expected to be fully achieved before the last year of project. Instead, progressive improvement in reaching this target is expected every year. This will represent a more realistic progress over the course of the project as opposed to expecting this target achieved early on, which may not be feasible for all project sites.

5. Gender Action Plan

Project objective: Facilitate sustainable financing solutions and effective and inclusive management practices to strengthen the conservation and sustainable use of coastal and marine biodiversity in LMMAs across three seascapes in Western Madagascar (Diana, Manambolo-Tsiribihina, Mahafaly), including critical mangrove and coral reefs, for people, biodiversity and climate.

Gender-related impacts⁸²:

- (1) **Improved representation, empowerment, leadership development and inclusion:** local women participate meaningfully in governance structures and decision-making bodies, and they are empowered economically and socially.
- (2) **Livelihood security and economic empowerment:** women gain access to sustainable livelihood opportunities that align with conservation goals, reducing their dependency on exploitative or unsustainable practices.
- (3) **Capacity reinforcement, training participation and community consultation:** training, capacity building initiatives and consultation processes include women in all their diversity
- (4) **Reduced gender inequalities:** reduced incidents of GBV and greater awareness of women's rights through targeted training and Grievance redress mechanisms (GRMs)

Component 1: Enabling Environment for LMMA effective management

Outcome 1.1. Improved regulatory framework, planning and capacities to harmonize sectoral frameworks and secure community rights to govern and manage marine resources and land

Gender-related outcome: Enhanced participation and leadership of women and marginalized groups in policy reform, marine spatial planning, and capacity-building processes to ensure their rights and knowledge are integrated into LMMA governance

Outputs	Gender action	Indicators and targets	Budget requirements	Responsible entities / individuals
Output 1.1.1. Existing regulatory frameworks to secure long-term rights to govern LMMAs effectively are identified, revised and agreed upon by key stakeholders	- Ensure gender-balanced representation in all consultations and decision-making forums during the revision of frameworks, including institutional and civil society actors promoting women's rights and gender equality (gender focal points⁸³ from relevant ministries, international⁸⁴ and national/local⁸⁵ CSOs/NGOs, female leaders, gender experts, etc.) - Analyze Dinas, TGRN, TGRH contract models from a gender perspective and make recommendations, such as the inclusion of gender clauses to ensure women's consultation and participation,	I: % of participants in consultation and decision-making forums who are women and representatives from institutional and civil society actors dealing with women's rights and gender equality promotion. T: At least 30% female representation in all relevant consultations and at least 1 representative from institutional actor and 1 civil society actor promoting gender equality. I: % of Dinas, TGRN, TGRH contract models revised with a gender lens.	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 5 working days for facilitation and coordination 10 working days for gender audit of TGRN,	Gender specialist in the PMU; Gender Focal Points in relevant ministries CSOs/NGOs dealing with gender equality and women's rights Women-led organizations and networks⁸⁹ Female leaders and gender experts

⁸² As indicated in Section 4.3, these targets (indicators at the outcome level) are not expected to be fully achieved before the last year of project. Instead, progressive improvement in reaching these targets is expected every year. This will represent a more realistic progress over the course of the project as opposed to expecting the targets to be achieved early on, which may not be feasible for all project sites.

⁸³ Such as the [National Gender & Climate Change Focal Point](#) working the Ministry of Environment and Sustainable Development: [Ms Antonine Clara Raharisoa](#)

⁸⁴ Such as [CARE Madagascar](#)

⁸⁵ Such as [Ong C-For-C – Madagascar](#), [Femmes Action Rurale de Madagascar](#) or [Barefoot College Madagascar](#)

⁸⁹ Such as the [Réseau National des Femmes de la Pêche de Madagascar \(RENAFEP\)](#) or the [Conseil National des Femmes de Madagascar](#)

	representation in governance bodies and establishment of gender-specific safeguards. Promote actively the recognition of women's traditional knowledge^{86,87} and leadership roles in conservation and customary marine governance systems, also through the involvement of specialized organizations or programs⁸⁸ and including them in the pool of young local experts.	T: 50%I: # of documents or meeting records referencing women's traditional knowledge and leadership. T: at least 3 formal references or recognitions to women's traditional knowledge in official documents or proceedings. I: % of young women included in the pool of local experts trained in ecological monitoring T: 30%	TGRH and Dinas contract models 3 working days for documentation	
Output 1.1.2.: Mechanisms for informing and consulting communities in place at the community level and mitigating any environmental and/or social impacts of the project	- Ensure inclusive and gender-responsive participation in consultations (separate consultation spaces or focus groups for women, youth, and other marginalized groups to ensure their voices are heard without fear of reprisal or cultural barriers; gender-sensitive facilitation methods (e.g., local female facilitators, childcare during meetings, scheduling at times compatible with women's daily responsibilities, etc.) - Guarantee that results from women's and vulnerable groups' consultations are formally integrated into LMMA management plans and Livelihood Restoration Plans (LRPs)	I: Percentage of community consultation sessions that include at least one dedicated space/focus group for women and other groups (youth, etc.). T: By Year 2, 100% of community consultation processes (in all LMMAs supported by the project) include at least one dedicated space/focus group for women and structurally excluded groups I: Percentage of Livelihood Restoration Plans (LRPs) which specifically integrate outputs from women and other groups' consultations T: At least 80%.	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 5 working days for gender-responsive consultation tools development and implementation	Gender specialist in the PMU
Output 1.1.3.: Marine spatial planning (MSP) and zoning for small-scale fisheries established with relevant ministries and harmonized with other sectors (incl. mining, fishing)	- Prescribe female representation in the interministerial MSP coordination mechanisms, including gender focal points of the involved ministries, gender specialists, and women representatives, fisherwomen ambassadors⁹⁰ and women's networks⁹¹ - Ensure women's networks, youth and women fishers and processors are actively consulted and involved in the MSP design and zoning, data collection and validation processes, through community meetings and focus groups adapted to their needs, time availability and care responsibilities.	I: # of bodies with female representation and participation of women's networks representatives. T: At least 30% of bodies have at least 30% of female representation. I: % of women's networks, women fishers and processors consulted in the MSP processes. T: At least 30% of participants in the consultations are women.	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 5 working days to support inclusive planning 10 working days for participatory MPS	Gender specialist in the PMU; other staff in the PMU; Gender Focal Points in relevant ministries Fishers' Associations Women's Networks

⁸⁶ Josephine, M. [Traditional Ecological Knowledge in Andavadoaka, southwest Madagascar](#)

⁸⁷ [Gender equity and collaborative care in Madagascar's locally managed marine areas: reflections on the launch of a fisherwomen's network - Ecology & Society](#)

⁸⁸ Such as [MIHARI Fisherwomen Leadership Program \(FWLP\)](#) or the [Women Marine Ambassador Program SEED Madagascar](#)

⁹⁰ [Promoting Gender Equity Through Female Marine Ambassadors - SEED Madagascar](#)

⁹¹ Such as the [Réseau National des Femmes de la Pêche de Madagascar \(RENAFEP\)](#)

	- For the remaining inventories/diagnostics and planning exercise, map gender-specific use of marine spaces (e.g., gleaning areas, seaweed farms) to ensure zoning plans reflect diverse livelihood needs. - Build capacity of women to fully participate in marine spatial planning exercises through the regional consultation workshops.	I: # of marine spatial plans incorporating gender-specific resource-use mapping. T: 100% of marine spatial plans incorporate gender-disaggregated use data I: # of women trained in marine spatial planning and monitoring. T: at least 50 women trained in each region (to be confirmed during project implementation)	coordination and remaining diagnostics 8 working days for Gender Trainers (to be covered with extra budget)	Fisherwomen ambassadors NGOs Training Institutions⁹² or individual trainers
Outcome 1.2. LMMAs that meet the OECM criteria are formally recognized as OECM to help strengthen long-term community management rights and to increase Madagascar's contributions to the Global Biodiversity Framework				
Output 1.2.1: Process of defining new OECMs sites supported	- Guarantee women's representation in the newly established OECM working group and interministerial coordination workshops, including gender focal points, gender specialists, youth and women from coastal communities, fisheries cooperatives, and LMMA structures, and institutional or civil society actors involved in the promotion of gender equality in these sectors⁹³. - Develop gender-responsive training modules and toolkits that include case studies and practical guidance on integrating gender into OECM identification, governance and monitoring and biodiversity outcome tracking. - Include explicit language protecting women's participation and benefit-sharing in OECM regulatory definitions, including in the national monitoring framework for OECMs to be designed. - Ensure that consultations with national, regional and local stakeholders to identify sites (including LMMAs) that could meet OECM criteria are gender-responsive, including active participation of youth and women's networks and groups. - Ensure that the baseline data on governance systems, biodiversity values, management effectiveness and community involvement in potential OECM new sites includes a gender ecosystem situational analysis (eg. Differentiated roles of women and men in	I: % of participants in policy harmonization dialogues who are women or gender focal points from institutions or female leaders from CSOs dealing with gender equality within the concerned sectors. T: At least 30%. I: # of training materials that include gender related content; T: 90% of modules refer to or include case studies and practical guidance on gender mainstreaming methods and tools. I: # of provisions referencing gender or women's rights in the final regulatory text and OECM monitoring framework. T: At least 2 provisions I: % of consultations are gender-responsive by ensuring active participation of youth and women's networks and groups. T: 90%	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 3 working days to coordinate with female participants/representatives 5 working days to elaborate gender-responsive training modules 3 working days to supervise gender responsiveness of the consultation processes and monitoring framework 6 days to develop gender analysis and produce gender-disaggregated	PMU Gender Specialist Gender Focal Points in Ministries CSOs/NGOs promoting gender equality Gender specialists and jurist

⁹² Such as [Women Lead Movement Madagascar](#)

⁹³ See main actors mentioned in Outcome 1.1.

	governance, livelihood reliance, access to natural resources, conservation, etc.)	I: The baseline data includes sex-disaggregated data on differentiated gender roles and responsibilities in each potential OECM new site. T: 100% of potential OECM data baselines include sex-disaggregated data.	data to be included in the site profiles.	
Output 1.2.2.: List of OECM candidate sites with appropriate database and description submitted to Government for approval and inclusion in the World OECM database	- Develop gender-specific criteria (e.g., women's leadership roles, equitable access to conservation benefits) to be included in the guidelines for assessing/screening candidate OECM sites. - Ensure the participation of women and youth's groups and networks, gender focal points from relevant ministries and gender specialists in the validation workshops with the national OCEM working group, government representatives and community stakeholders to review and finalize the candidate list.	I: # of gender-related criteria developed and applied for the assessment of candidate OECM sites; T: at least 2 gender-related criteria are developed at the beginning of the project, and its application is well documented. I: % of women and youth's networks that participate in the OECM validation process. T: at least 25% of participants to validation workshops are women and youth's networks representatives.	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 3 days to develop gender-related criteria and supervise participation to validation workshops.	OECM Technical Team National OECM Working Group NGOs PMU Gender specialist
Component 2: Sustainable Finance solutions and Strengthened Conservation Trust Funds (CTF). Capacities to support LMMAs				
Outcome 2.1. Enabling conditions for sustainable financing in place				
Gender-related outcome: Women and marginalized groups equitably benefit from, access, and participate in sustainable financing mechanisms related to marine conservation.			I: % of women having actively participated in and benefited from the project activities. T: At least 50% of female participants	
Output 2.1.1: Capacities on sustainable financing for LMMAs within the Government, CTFs and other key stakeholders are built	- Assess gender-lens financing related capacities among institutions (FAPBM, Tany Meva, ministries and local NGOs) beneficiaries of capacity building workshops and identify capacity building needs. - Integrate gender-lens financing into training programs and deliver gender-specific training on sustainable financing (e.g., gender equity in benefit-sharing, gender-responsive budgeting) to respond to the capacity diagnostic carried out (previous activity) - Ensure women's participation in all training and capacity development activities under this output.	I: % of target institutions that have conducted a self-assessment of their gender-lens financing capacities and formally identified capacity-building needs. T: at least 80% of targeted institutions I: # of training programs with gender-specific modules. T: 100% of training programs. I: % of women participants in trainings T: At least 40%	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 5 working days for assessments and advocacy and awareness sessions 5 working days of a gender-lens financing	FAPBM, Tany Meva Gender budgeting/finance specialist (consultant as needed) PMU Gender Specialist

	Ensure that advocacy and awareness sessions with public and private stakeholders, donors, and investors explicitly highlight the importance of gender-responsive financing (e.g., access for women's groups, women-inclusive governance, differentiated livelihood needs).	I: % of advocacy and awareness sessions on LMMA financing that explicitly integrate gender-responsive financing principles. T: By the end of the project, 100%.	specialist/trainer to ensure gender-lens financing modules elaboration and training (activity to be covered with extra budget)	
Output 2.1.2: LMMA system including management costs, current public and private expenditure and gaps are assessed; and relevant policy and institutional needs for sustainable financing is identified	- Ensure that the assessment of LMMA management and governance needs systematically collects sex-disaggregated data and documents women's and men's differentiated roles, knowledge, and priorities in LMMA governance (based on the gender ecosystem situational analysis carried out in Output 1.2.1) - Integrate a gender-responsive costing exercise that identifies resources required to enable women's effective participation (e.g., childcare, meeting logistics, training tailored for women, women-led livelihood initiatives) - Include an analysis of gender-specific risks and barriers such as women's limited access to financial services, digital payment systems, literacy gaps, and underrepresentation in decision-making bodies, and document these as part of the overall financing risk assessment - Formulate gender-responsive policy recommendations that explicitly promote women's and marginalized groups' equitable access to LMMA financing, including simplified application procedures, quotas for women's organizations, and requirements for inclusive governance in financing frameworks - Assess the gender institutional capacity of MIHARI and LMMA federations (e.g., proportion of women in leadership, existing corporate gender policies, staff expertise on gender-lens financing) and provide recommendations for strengthening institutional mechanisms that ensure women's meaningful participation and leadership in LMMA financial and technical management.	I: Number of LMMA governance and management assessments that include sex-disaggregated data and analysis of gender-differentiated roles and priorities. T: 100% I: Extent to which the LMMA financial assessment includes cost categories related to women's participation. T: At least 3 gender-responsive cost categories are integrated into the LMMA financial assessment. I: Number of gender-specific risks and barriers identified and documented in the LMMA financing risk assessment. T: At least 3 gender-specific risks identified I: % of policy recommendations on LMMA financing that explicitly include gender-responsive measures. T: At least 30%. I: Proportion of LMMA federations and MIHARI structures assessed that include gender capacity elements (e.g., women in leadership, gender policy, staff expertise). T: 100% of institutional capacity assessments (MIHARI and LMMA federations) conducted in Year 1 include a gender capacity component, with at least 2 gender-specific recommendations per institution.	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 10 working days	PMU Gender Specialist Gender budgeting/finance specialist (consultant as needed) Local Municipalities PMU Gender Specialist

Outcome 2.2. Potential national and site-level sustainable financing mechanisms and/or blended finance options for LMMAs piloted				
Output 2.2.1: LMMAs potential sustainable finance mechanisms and/or blended finance options are identified, short-listed and tested	- Ensure the landscape review explicitly assesses how each finance mechanism (PFP, MCRF, Blue Business Incubators, PPPs, etc.) addresses or overlooks gender considerations, including opportunities for women's participation in blue value chains, access to seed funding, and representation in governance of fund, safeguards for equitable benefit-sharing, and simplified procedures to reduce access barriers. - Analyze how eligibility criteria (e.g., legal registration, fiduciary capacity, digital tools) may disproportionately disadvantage women's groups or women-led initiatives, and propose gender-sensitive adjustments or safeguards to ensure equitable access for women and men - Integrate a gender lens into due diligence by assessing the readiness of women-led or women-inclusive LMMA groups to access finance and identifying capacity-building needs specific to women (e.g., training on financial literacy, digital tools, negotiation skills). - Include gender capacity gaps in the institutional strengthening plans, such as limited women's representation in financial decision-making, lack of gender expertise in LMMA governance, and barriers to women's leadership, and design targeted measures to strengthen women's participation in financial governance structures.	I: % of sustainable finance mechanisms reviewed that include a gender analysis component T: 100% of mechanisms reviewed by Year 1 I: % of eligibility assessments that identify gender-differentiated barriers and propose mitigation measures T: 100% of assessments completed in Year 1 I: % of due diligence assessments that include women-led or women-inclusive LMMA groups T: At least 80% of sample LMMAs assessed include women-led or women-inclusive groups I: % of institutional strengthening plans that integrate gender capacity gaps and measures T: 100% of strengthening plans by Year 2	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 10 working days for assessments, criteria definition, etc.	Ministries Local NGOs PMU Gender specialist Gender-Finance Specialist (consultant as needed)
Output 2.2.2.: Technical, financial and regulatory proposals developed for selected sustainable finance mechanisms and/or blended finance options for LMMAs	- Ensure that all financing mechanisms, including the MCRF endowment window, operational tools, and fiduciary frameworks, incorporate gender-responsive elements (as in output 2.2.1). - Integrate gender-sensitive assessments and mitigation measures in all environmental, social, and institutional frameworks. This includes screening for legal, regulatory, or social barriers that may disproportionately affect women, ensuring ESMF	I: % of financing mechanisms (MCRF endowment window, operational tools, fiduciary frameworks) that integrate gender-responsive elements T: 100% of financing mechanisms developed or revised by Year 2 include gender-responsive design I: % of ESMF, eligibility assessments, and policy recommendations that include gender-specific risk screening and mitigation measures	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 5 working days for assessments 5 working days for design and delivery of training	PMU Gender Specialist; Finance Gender Specialist consultant as needed

	implementation and policy dialogue recommendations explicitly consider gender impacts. Promote women's meaningful participation and leadership across all project activities by developing step-by-step guidance, tracking tools, and training modules. This includes capacity-building for women in LMMA governance, financial management, and decision-making, ensuring gender equity in workshops, coaching, and community-level processes.	T: 100% of assessments and policy recommendations produced by Year 2 integrate gender-sensitive analysis I: % of project trainings, workshops, and guidance tools that include modules or measures to promote women's participation and leadership T: 100% of capacity-building activities, operational guidance, and participatory tools developed and implemented by Year 2 include measures to support women's meaningful participation and leadership.	modules to reinforce women's capacities in LMMA governance, financial management, decision-making, etc. (to be covered with extra budget)	
Component 3. Targeted LMMA Inclusive Management				
Outcome 3.1. Strengthened capacities of LMMA managers and local leadership communities to effectively govern, manage and finance targeted LMMA				
Gender-related outcome: Gender-equitable LMMA governance and financing mechanisms in place			I: % of women in leadership positions. T: 30% (at the end of the project)	
Output 3.1.1. Management and governance of 8 LMMA supported	- Ensure women are represented in LMMA governance bodies (e.g., committees, leadership roles). - Integrate gender clauses into TGRN/TGRH contracts, requiring women's representation in community structures and fisheries committees and including gender equity principles and indicators in management plans. - Ensure that gender-responsive technical assistance to elaborate/renew PAPs and PAGs in LMMAs is provided by co-developing LMMA management tools with women and men, and ensuring gendered perspectives are considered. - Provide capacity-building sessions for women on LMMA finance, governance, and enforcement. - Integrate gender equity principles into all LMMA monitoring and financial management tools. - Establish gender-sensitive and GBV grievance and reporting mechanisms. - Provide "leadership, negotiation, and communication & public-speaking" training tailored to women (especially young and rural women) to empower them to voice their opinions and influence decisions in the LMMAs	I: % of LMMAs governance bodies with women in leadership roles T: At least 30% I: % of TGRN/TGRH contracts including gender clauses T: 75% of reviewed/new TGRN/TGRH contracts include gender clauses I: Involvement of gender specialists in the provision of technical assistance or the elaboration/renewal of PAPs and PAGs in LMMAs. I: % of participants to training in LMMA finance/governance/enforcement are women. T: 50% I: % of monitoring and financial management tools including gender considerations. T: 100% I: # of gender-sensitive grievance and reporting mechanisms. T: At least one in each community within a LMMA I: # of women trained in leadership, negotiation and others. T: (to be confirmed at the project outset)	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 40 working days for contracts revision, coordination of TA and training, definition of grievance mechanisms, training design and delivery.	LMMA Committees LMMA Networks PMU Gender Specialist(s) in collaboration with consultants as needed TA Providers Women's Associations

	▪ Provide training on “GBV, positive masculinities, inclusive leadership and gender equality in the context of LMMAs”, addressed to men and young men, to facilitate power shifts, promote shared responsibilities and avoid GBV backlash ▪ Establish thresholds and define indicators (e.g. maximum daily work hours or unpaid workload balance) beyond which women’s involvement in LMMA roles are considered inequitable. Provide childcare, transport and compensation for participation. ▪ Use the existing time-use analysis (produced by WWF in the three seascapes’ gender analysis) to guide context-sensitive participation models and to avoid the creation of new burdens for women.	I: # of men and young men trained. T: (to be confirmed at the project outset) I: # of thresholds and indicators established to avoid overburdening women. T: At least 1 in each seascape I: # of women benefiting from childcare, transport and compensation for participation in project activities. T: (to be confirmed at the project outset) I: % of women reporting (in surveys) their participation in project activities is “manageable” and not burdensome. T: At least 90%.		
Outcome 3.2. Improved livelihoods and sustainable practices within targeted LMMAs to support a better ecological status			I: % of women reporting an increase of their income in relation to the project’s actions at the end of the project. T: At least 50% of female participants report an increase of their income	
Output 3.2.1 Implementation of eligible activities by promoters and local community groups in partnership with private sector and potential funding institutions to strengthen effective management sustainable practices and livelihoods	▪ Ensure gender-responsive approaches are used to carry out the climate change vulnerability assessments at LMMA level ▪ Ensure equitable participation in nature-based alternative value chain feasibility assessments, particularly by selecting value chains where women already play a key role or others more profitable where they could gain access with support. Promote women’s participation in fisheries improvement activities (e.g., gear selectivity training, post-catch handling, cold-chain use, and LMMA federations), ensuring equitable access to training and infrastructure. ▪ Facilitate technical assistance to women and youth for conservation-linked enterprise development. Support women-led value chain pilot projects to achieve partnership agreements with private sector entities.	I: % of climate change vulnerability assessments at LMMA level conducted with a gender-responsive approach. T: 100% I: % of women-led value chains considered in feasibility assessments and decision-making processes. T: at least 40% I: % of participants in fisheries improvement trainings and infrastructure use who are women. T: at least 40% are women I: % of women/youth receiving technical assistance T: at least 50% I: % of women-led value chain pilot projects supported, launched and operational T: At least 10 women-led cooperatives supported	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 35 working days for coordination, supervision of value chain feasibility assessments, provide TA and support, gender mainstreaming into financial inclusion education and mentoring, etc.	Private Sector Microfinance institutions Women's Cooperatives PMU Gender specialist

	- Actively identify funding sources (microfinance institutions or similar), facilitate access by women to financial services (low-collateral microloans, flexible repayment schedules, etc.) and prioritize funding for sustainable livelihood projects led by women entrepreneurs or benefitting women. - Guarantee that financial inclusion education and long-term accompaniment and mentoring target women's needs, interests and aspirations. - Ensure women are actively involved in CITES-listed species conservation activities (e.g., monitoring, low-impact harvesting alternatives, enforcement, and awareness campaigns). - Integrate gender-sensitive screening and mitigation measures into all ESMF processes to identify and address risks disproportionately affecting women (e.g., livelihood displacement, GBV risks, workload increases).	I: # of funding sources and financial services identified and made available to women T: At least 3 funding entities identified I: % of financial inclusion education, long-term accompaniment and mentoring initiatives adapted to and targeting women. T: At least 50% I: % of CITES conservation pilot activities with documented participation of women. T: ≥40% participation of women I: % of ESMF screening reports and mitigation plans including gender-specific risks/measures. T: 100% of ESMF reports and plans integrate gender considerations.		
Component 4. Knowledge management and communication				
Outcome 4.1. Project communication and knowledge management				
Gender-related outcome: Women, men, and youth have equitable access to project knowledge and communication platforms, with women's voices, leadership, and contributions to LMMA governance and sustainable finance visibly integrated and promoted				
Output 4.1.1: An inclusive and gender-sensitive project Knowledge Management and Communication strategy developed and implemented	- Develop gender-sensitive communication products (e.g., testimonies from women LMMA leaders, role models). - Use locally appropriate channels (radio, social networks, others) to reach women and youth. - Ensure that communication materials are in local languages and accessible to all profiles - Integrate gender-responsive indicators into the Knowledge Management & Communication Strategy to systematically monitor how women's perspectives and needs are represented and reached - Provide training and mentoring for women and youth to act as communication ambassadors and advocacy spokespersons for LMMAs and sustainable finance.	I: # of gender stories/products disseminated. T: 10 gender-focused stories or media items produced along the project duration I: % of project communications use inclusive channels. T: 80% project communications I: % of materials adapted for low literacy or other needs. T: 90% of key communications adapted I: % of communication products that highlight women's voices, leadership, or perspectives T: ≥40% of all products I: % of women among the target audiences effectively reached by communication campaigns T: ≥50% of participants/recipients	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 10 working days (in coordination with communication specialist)	PMU Comms Specialist PMU Gender Expert

		I: % of trained communication ambassadors who are women or youth T: ≥50% I: # of advocacy/communication events where women or youth serve as speakers or spokespersons T: At least 1 per targeted region per year		
Output 4.1.2: Information management established, knowledge captured, stored, and shared	Integrate sex-disaggregated data into the project's information management systems.	I: # of knowledge management systems or tools capturing sex-disaggregated data. T: 90% of systems/tools include sex-disaggregated fields	To be covered by the M&E specialist (with gender expertise) LoE	PMU M&E Specialist and Gender Specialist
Output 4.1.3: Information exchange and learning opportunities operationalized	- Facilitate exchange visits and learning events that include women leaders and youth. - Capture and share lessons learned on gender equality and women's leadership in LMMA management. - Ensure training modules on data collection, archiving, and knowledge management explicitly integrate gender-sensitive approaches, guarantee equitable participation of women and men, and include ethical handling of women's traditional and community knowledge - Ensure that all knowledge products shared on open platforms highlight women's contributions to LMMA governance and are made accessible to diverse groups (local languages, low-literacy formats, visual/audio materials)	I: % of exchanges with women/youth participation. T: 50% of events organized have active women/youth participation I: # of gender-focused knowledge products T: 5 case studies or briefs on gender and LMMAs I: % of women participants in data/knowledge management trainings T: ≥ 40% women participants in all capacity-building session I: % of communication/knowledge products that include women's voices and use accessible formats T: 100% of open-access products	(gender actions covered with the project output budget and carried out by the PMU gender specialist, unless otherwise stated) 10-15 working days (in coordination with communication specialist)	PMU Comms Specialist PMU Gender Specialist
Component 5. Monitoring and Evaluation				
Outcome 5.1. An effective and gender-sensitive project M&E system is established and efficiently utilized				
Gender-related outcome: M&E system tracks gender outcomes and supports adaptive learning				
Output 5.1.1: Periodic M&E reports submitted to WWF-GEF Agency for project monitoring	- Develop gender-specific indicators for LMMA management, livelihoods, and financing (use examples of indicators developed in the GAP). - Ensure all M&E reports present sex-disaggregated data and analysis. - Include outcome-level metrics (e.g., # of women with increased income from LMMA activities).	I: # of gender indicators tracked. T: At least 6 gender-specific indicators I: % of reports with disaggregated data. T: 100% of M&E reports include disaggregated data I: # of gender-outcome metrics tracked. T: At least 3 indicators on women's income, leadership, and participation.	To be covered by the M&E specialist (with gender expertise)'s LoE	PMU M&E Specialist PMU Gender specialist support if needed

Output 5.1.2: Independent mid—term and terminal evaluations conducted in accordance with the GBFF and WWF-GEF Evaluation Policies	▪ Ensure evaluations assess project’s contributions to gender equality and women’s empowerment as per GEF requirements. ▪ Include women stakeholders in evaluation design, data collection, and validation processes. ▪ Use participatory tools (e.g., Most Significant Change) to capture gendered experiences.	I: % of evaluations covering gender as per GEF requirements I: # of women engaged in evaluation I: # of evaluations using gender-inclusive tools	Independent Evaluation consultants group covered by project budget.	External Evaluators Gender Specialist
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