



FRESHWATER CHALLENGE

APPENDIX 1

GENDER ASSESSMENT

I. BRIEF PROJECT INTRODUCTION, ITS MAIN GOAL AND OBJECTIVES

Rivers and wetlands are the frontlines of the climate and nature crises. However, freshwater ecosystems remain undervalued, under-funded and overlooked, and their rapid loss is undermining development, climate resilience and conservation gains. To address this global threat, the Freshwater Challenge (FWC) aims to restore 300,000 km of rivers and 350 million hectares of wetlands and conserve intact freshwater ecosystems by 2030. This project will support country-led target setting and prioritization of specific places in policies and plans, learning, and communications that strengthen country-level freshwater ecosystem restoration and conservation interventions and accelerate FWC progress towards GBF targets.

The GEF alternative will tackle key barriers to investment and implementation of freshwater ecosystem restoration and conservation at country level through: 1) supporting countries and development institutions to monitor FWC objectives; 2) supporting countries to operationalize their FWC objectives from source to sea; 3) enabling country learning to strengthen national FWC objectives; and 4) communicating to raise the profile of freshwater ecosystems locally, nationally, in transboundary basins and globally. The project will directly benefit 600 people and contribute to engagement in IW:LEARN. It will also contribute to countries' commitments on climate resilience, biodiversity, land degradation, disaster risk reduction, the SDGs, and transboundary basin management.

II. GENERAL GENDER CONDITIONS IN THE PROJECT COUNTRIES

In accordance with the [GEF's Policy on Gender Mainstreaming](#) and [WWF's Statement of Principles of Gender Equality](#), which recognized that a more systematic inclusion of gender aspects in projects could create positive synergies between improved environmental impact and greater gender equality, a high-level gender desk review was conducted to inform and guide the development of the The Freshwater Challenge project. Social inclusion of other vulnerable and marginalized groups (youth, people with disabilities, indigenous people) is key to ensuring the project does not exacerbate existing inequalities and distributes benefits equitably. The research in this Gender Analysis focuses primarily on gender roles of freshwater resource management, as the research on other vulnerable groups and water management is scarce.

The countries' gender profiles are drawn upon a desk review of literature, including formal publications, academic articles, and white papers, throughout the internet and previously developed documents and research conducted by a gender consultant in two of the four countries. Each country profile is divided into three sections: mandates and frameworks on gender, the national context in relation to gender equality and women's empowerment, and gender considerations in the use, conservation, and management of freshwater resources.

I. BRAZIL

Mandates and Frameworks on Gender

Brazil has ratified some of the Human Rights and Gender Rights treaties and related international instruments. Relevant International conventions related to the human rights of women and girls:

- 1965 Convention on the Elimination of All Forms of Racial Discrimination
- 1976 International Covenant on Civil and Political Rights
- 1979 Convention on the Elimination of All Forms of Discrimination against Women
- 1989 Convention on the Rights of the Child
- 1966 International Covenant on Economic, Social and Cultural Rights
- 2006 Convention on the Rights of Persons with Disabilities
- 2006 International Convention for the Protection of All Persons from Enforced Disappearance
- 2007 UN Declaration on the Rights of Indigenous Peoples
- 2016 Convention Against Torture

Brazil has developed a comprehensive legal and policy framework to promote women's equality and empowerment, grounded in its Constitution and strengthened by specific laws and regulations. These laws aim to prevent discrimination, promote equal opportunities in the economy and politics, protect against gender-based violence, and ensure women's rights across all spheres of life. Despite significant progress, implementation gaps and structural inequalities remain major challenges.

The Federal Constitution of 1988 guarantees equality for all (including between men and women) before the law under Article 5. Article 7 ensures equal pay for equal work and maternity leave without loss of employment or salary for a period of 120 days. In the past twenty years, new Key Laws and Regulations on Women's Rights in Brazil have been created. In regards to violence against women, the Lei Maria da Penha (Law No. 11.340/2006) is a landmark law on domestic violence against women, which Implements the Inter-American Convention of Belém do Pará and provides protective measures, specialized courts, and shelters (named after a survivor of attempted femicide. The Femicide Law (Law No. 13.104/2015) mends the Penal Code to define femicide as a specific aggravating circumstance of homicide and applies when the crime involves gender-based violence, domestic abuse, or degradation of the victim. Law No. 13.718/2018 – Sexual Crimes Reform criminalizes non-consensual sexual acts and expands definitions and penalties for crimes like sexual harassment and rape. Law No. 13.239/2015 – Support for Victims of Domestic Violence ensures the right to reconstructive plastic surgery for women who suffer disfigurement due to domestic violence.

More recent legislative developments in the past five years include Law No. 14.188/2021, which criminalizes psychological violence against women, Law No. 14.321/2022, which addresses institutional violence, particularly failures of the justice system in cases involving women and children, and the ratification of ILO Convention No. 190 (2023) which addresses violence and harassment in the workplace.

In regards to women's empowerment and engagement in politics and the economy, Brazil passed the Law on Gender Equality in the Labor Market (Law No. 14.611/2023), which establishes pay transparency mechanisms, requires companies to produce salary equity reports, and strengthens enforcement of equal pay between men and women. Law No. 13.257/2016 expands policies for early childhood and recognizes shared parental responsibilities. The Law on Political Participation – Quotas Law (Law No. 9.504/1997, amended) requires minimum 30% of candidates from each gender in elections for legislative positions and supports female political representation, though enforcement and impact remain debated.

National Context in Relation to Gender Equality and Women's Empowerment

The 2023 Human Development Index value was 0.786, placing it in the High Human Development category, and its position was 84 of 189 countries.

The Gender Inequality Index value was 0.390, ranking it 96 out of 172 countries in 2023. Women hold 17.7% of parliamentary seats, and 15.7% of local government representatives are women. The expected years of schooling are 15.1 years for women and 16.5 for men. Women's participation in the labour market is 53.1% compared to 73.1% for men.

Regarding gender-based violence (GBV), Brazil has one of the highest femicide rates in Latin America (Femicidal Violence in Figures: Latin America and the Caribbean). In 2018, 6.5% of women aged 15-49 years reported that they had been subject to physical and/or sexual violence by a current or former intimate partner in the previous 12 months. Between 10 and 15 women are murdered per day in Brazil. A government sponsored study found that 41,532 women were murdered in Brazil between 1997 and 2007. The proportion of women who were married before age 18 was 26.2% (UNWomen 2020).

In the Constitution of 1988, a clause was added to the document announcing that land distributed by agrarian reform could be assigned and titled "in the name of the man, woman, or both, independent of civil status." This was the first time in Brazilian history that women could legally be named beneficiaries of agrarian reform measures. Demands for more equitable agrarian property rights, championed by organizations such as the Central Workers' Union, the Ministry of Agriculture, the National Women's Council led to agrarian reform measures in the 1988 Constitution. Grievances regarding equal land distribution in Brazil continued, evident in the Marcha da Margaridas of 2000, in which over fifteen thousand women marched on the capital to demand joint allocation of land to couples, rather than just men. The 2003 Civil Code improved women's rights, providing for gender equality in the acquisition, management, and administration of property brought into the union or acquired after marriage. However customary rules continue to be applied in practice, especially in rural areas, undermining women's property rights.

Gender Consideration in the Use, Conservation and Management of Freshwater Resources

In Brazil, women and other vulnerable and marginalized groups, such as persons with disabilities, the elderly, and indigenous peoples, face significant challenges and play a crucial role in water management, often experiencing inequalities in access and decision-making power, while simultaneously being at the forefront of water collection and sanitation efforts, particularly in rural and marginalized communities ([Muniz Machado et al.](#), [Rosa et al.](#), [Neves Silva et al.](#), [Moraes and Perkins](#)). This impacts access, use, and conservation of freshwater resources. Efforts to empower women in water management, such as the Cisterns Programme ([Moraes et al.](#), [Moraes and Rocha](#), [Futurepolicy.org](#)), have shown positive impacts on both water access and gender equality.

There are many challenges faced by women and vulnerable and marginalized groups in Brazilian water management, including unequal access to and burden to collect water, limited decision-making power, and gender inequality in leadership. Women are disproportionately affected by water scarcity and lack of sanitation, often spending significant time and effort collecting water from distant sources, impacting their health and limiting their participation in other activities. This traditional role can lead to increased burdens, health impacts (e.g., from carrying heavy loads and poor hygiene due to lack of water), according to a [Frontiers](#) article. Climate change and environmental degradation exacerbate these inequalities, making women more vulnerable to shocks like water scarcity. Lack of access to proper sanitation disproportionately affects women and girls, impacting their health, privacy, and safety, [says #TOGETHERBAND](#). ([IWA](#) and [Frontiers](#)) Women and other minority groups are often underrepresented in water management councils and decision-making bodies, hindering their ability to influence policies and resource allocation. Despite their crucial role in water management at the household level, women are often underrepresented in water-related decision-making bodies, both locally and nationally. Traditional patriarchal norms, lack of training and capacity building, and time constraints related to domestic responsibilities contribute to this marginalization, according to [a Taylor & Francis Online article](#). Water management has historically been a male-dominated field, particularly in areas related to large infrastructure projects like hydroelectric dams. Women are significantly underrepresented in leadership positions within the water sector, limiting their influence on strategic decisions and resource management. ([Rosa and Guarda](#) and [SDGs.un.org](#))

Brazil has recognized the need for greater gender equity in water management and has made progress in integrating gender considerations into policies and programs. For example, the revised National Biodiversity Strategy and Action Plan (NBSAP) now includes specific gender actions ([IUCN](#)). The "One Million Cisterns" program has empowered women by giving them ownership and responsibility for cisterns, thereby improving water access and their role in the community, [notes futurepolicy.org](#). Efforts to increase women's participation in water committees and other decision-making bodies are being undertaken, including through training and support from NGOs and social movements. Indigenous women are increasingly recognized for their vital role in natural resource management, and efforts are being made to support their leadership and acknowledge their knowledge and skills, [according to The Nature Conservancy](#).

II. CAMBODIA

Mandates and Frameworks on Gender

Cambodia has ratified most of the Human Rights and Gender Rights treaties and related international instruments. Relevant International conventions related to the human rights of women and girls:

- 1965 Convention on the Elimination of All Forms of Racial Discrimination
- 1976 International Covenant on Civil and Political Rights
- 1979 Convention on the Elimination of All Forms of Discrimination against Women
- 1989 Convention on the Rights of the Child
- 1990 International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families (signed but not yet ratified)
- 1966 International Covenant on Economic, Social and Cultural Rights
- 2006 Convention on the Rights of Persons with Disabilities

2006 International Convention for the Protection of All Persons from Enforced Disappearance
2007 UN Declaration on the Rights of Indigenous Peoples
2016 Convention Against Torture

Cambodia has enacted an extensive suite of gender-related laws and aligned with key international treaties. However, entrenched social norms, weak enforcement, and institutional limitations continue to undermine women's rights. Sustained political commitment, stronger institutional support, legal aid expansion, and transformative public education are essential to advance gender equality in Cambodia.

The Constitution of the Kingdom of Cambodia (Articles 31 & 42) prohibits discrimination based on sex and ensures equal rights for all citizens. Additionally, Cambodia's civil law system binds international treaties into domestic law under Article 31.

The Law on the Prevention of Domestic Violence & Protection of Victims (DV Law) (2005) criminalizes physical, psychological, sexual, and economic violence within households. Allows protection orders, mediation, and financial support plans. The Criminal (New Penal) Code (2010) strengthens punishments for gender-based crimes: rape (Art. 239), sexual harassment (Art. 250), pimping (Art. 285). The Law on Suppression of Human Trafficking & Commercial Sexual Exploitation (2008) addresses human trafficking and sexual exploitation. Revisions in Family & Marriage Laws from 2006-2007 created a monogamy law and made updates to marriage/family law to support gender equity. The Media Code of Conduct (Reporting on Violence Against Women) (2017) improves media sensitivity and ethics when covering violence against women. Referral Guidelines for GBV Survivors (2016) Establishes streamlined coordination among health, justice, and social services.

National Context in Relation to Gender Equality and Women's Empowerment

Cambodia's HDI value for 2023 is 0.606— which puts the country in the Medium human development category—positioning it at 151 out of 193 countries and territories.

The Gender Inequality Index value was 0.506, ranking it 136 out of 172 countries in 2023. Women hold 14.4% of parliamentary seats. The expected years of schooling are 11.4 years for women and 10.9 for men. Women's participation in the labour market is 73.4% compared to 85.5% for men.

In Cambodia, 17.9% of women aged 20–24 years old who were married or in a union before age 18. In 2018, 9.1% of women aged 15-49 years reported that they had been subject to physical and/or sexual violence by a current or former intimate partner in the previous 12 months. (UN Women)

Cambodia has in place institutions to progress women's rights and gender equality. The Ministry of Women's Affairs (MoWA) was established 1993 and houses departments for Legal Protection, Gender Equality, and Economic Development. The Cambodia National Council for Women (CNCW) coordinates CEDAW responses, including drafting a follow-up action plan (2022). MoUs between CNCW and the Bar Association to ensure pro bono legal representation for GBV victims. Free legal aid channels for vulnerable women are provided via government volunteers.

Cambodia has made strides in advancing women's rights and gender equality in recent decades, but significant disparities persist across social, economic, and political spheres. There are cultural barriers to advancement, including “Chbab Srey”, which is traditional ethics teaching female subservience, which was taught in schools until as recently as 2007. There are many challenges in implementation of these laws.

Despite high awareness of domestic violence laws (~90%), only ~26% understand women's rights under the law (Baker McKenzie Resource Hub). There is weak enforcement and service delivery, as LICADHO and others underscore that under-resourced authorities, forced mediation, corruption, and lack of criminal enforcement lead to delayed or prevented justice (PeaceWomen). There is also systemic underrepresentation in the justice system; women constitute only 15% of judges, 14% of prosecutors, and 22% of lawyers, undermining gender sensitivity in justice ([Open Development Cambodia](#)). Cambodia also has high instances of trafficking in persons ([State Department](#)).

Gender Consideration in the Use, Conservation and Management of Freshwater Resources

In Cambodia, women play a vital, yet often overlooked, role in natural resource management, particularly in wetland areas. While they are heavily involved in activities like fishing, farming, and collecting resources for household consumption, their participation in decision-making processes related to these resources is often limited, especially at higher levels of governance. This disparity highlights the need for greater gender equality in natural resource management policies and practices to ensure women's voices are heard and their contributions are recognized.

There are multiple challenges faced by women when it comes to freshwater resource management. Women often lack access to information regarding water supply and management, hindering their ability to advocate for their needs. Women and girls in Cambodia bear the primary responsibility for collecting water for domestic use, spending hours daily on this task in areas with limited access ([SEI.org](#)). Time spent on water collection and limited participation in water-related decision-making may restrict women's opportunities for economic independence and development. Women are particularly vulnerable to the impacts of floods and droughts due to their dependence on natural resources and social barriers that limit their adaptive capacity. Patriarchal gender norms often exclude women from participating in decision-making processes related to water allocation and infrastructure development, despite their crucial role in water collection and use ([UN CC Learn](#)). Men typically manage water for farming and other economic activities, potentially limiting women's involvement in these areas. Women are underrepresented in water management institutions like Farmer Water User Communities (FWUCs), with men dominating leadership roles and technical positions, [according to the Cambodia Development Resource Institute](#).

According to an [IUCN report](#), gender equality and women's development policies in Cambodia do not specifically refer to water resources. Fisheries frameworks acknowledge roles of women in fisheries and differential impacts on women's livelihoods and specific actions to support women are highlighted. Gender mainstreaming is required in all efforts in rural water strategy, but there is no explicit reference to gender in other water related laws and policies. EIA Sub-Decree 1999 encourages public involvement but no concrete requirements around gender participation are stipulated. A study by [Grant et al.](#) found that "whilst there was evidence of empowerment reported by female water enterprise owners, the complexity of the ongoing empowerment process, challenges and limitations were also observed." According to a study by [Ngo and Tran](#), the Cambodian government has been enhancing their key policy documents in the agricultural sector to promote gender equality. However, despite its efforts in achieving gender equality, female employment in the sector has continued to decline.

There are various policies and initiatives promoting gender equality in Cambodia. The Cambodian government's Rectangular Strategy (a development plan adopted by the Royal Government of Cambodia, outlining key priorities and strategies for the country's growth, employment, equity, and efficiency) and

the National Strategic Development Plan (Cambodia's overarching policy framework for achieving sustainable development and poverty reduction) include provisions to address gender equality and women's empowerment. Article 14 of the Environment and Natural Resource Code (MoE 2018) includes, “The principle of gender equality in environmental protection and natural resource management”, to promote gender equity and the participation of women in all aspects of decision-making concerning the environment and natural resources ([Brimofot](#)). The World Bank's Water Supply and Sanitation Improvement Project encourages the participation of women in water utilities and has shown positive results in increasing female staff representation in some areas. For instance, Mondulkiri Water Utility has increased its ratio of female staff from 12% in 2019 to 32% in 2024 ([World Bank](#)). The [Mekong River Commission](#) has adopted a Gender Strategy and Policy to promote gender mainstreaming in water resources development in the Lower Mekong River Basin. The [Sustainable Water Partnership](#) empowers women leaders in the Stung Chinit River Watershed to participate in water basin management efforts. The Water for Women Community-Led Inclusive Climate-Resilient (CLICR) WASH project focuses on empowering women and promoting their participation in WASH decision-making and leadership ([Winrock](#)).

II. FIJI

Mandates and Frameworks on Gender

The country has acceded to some, but not the majority, of the key human rights treaties. It has ratified eight Human Rights and Gender Rights related international instruments. Relevant International conventions ratified in Fiji related to the human rights of women and girls:

- 1965 Convention on the Elimination of All Forms of Racial Discrimination
- 1979 Convention on the Elimination of All Forms of Discrimination against Women
- 1989 Convention on the Rights of the Child
- 1990 International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families
- 1966 International Covenant on Economic, Social and Cultural Rights
- 2006 Convention on the Rights of Persons with Disabilities
- 2006 International Convention for the Protection of All Persons from Enforced Disappearance
- 2007 UN Declaration on the Rights of Indigenous Peoples
- 2016 Convention Against Torture
- 2018 UN Declaration on the Rights of Peasants and Other People Working in Rural Areas

The actual Constitution of 2013 incorporates international human rights law where the government is obligated to mainstream the respect, protection, and fulfilment of human rights in all policies and legislation in accordance with the conventions it ratified.

The Constitution includes the Bill of Rights, which protects among others, “the right to equality between women and men, and non-discrimination provisions, guaranteeing substantive equality and prohibiting discrimination based on sex, social origin, sexual orientation, age, religion, gender, marital status, and pregnancy, according to the recommendation of CEDAW Committee (OCDE 2020).

Under the Ministry of Women, Children and Poverty Alleviation, the Department of Women is mandated to achieve gender policy goals. The work of the Department is guided by Fiji's Gender Policy which was adopted in 2004. Prior to this, women-related issues were dealt with under the National Women Plan of Action (2004–2008).

A key task is that the Ministry defines its data requirements to support its role in advocating and advising on gender planning and mainstreaming across sectors. However, the mainstreaming of women's rights and the collection and analysis of gender-sensitive data is a function of the Fiji Islands Bureau of Statistics.

In 2013, along with the establishment of the new Constitution, Fiji enacted its first national minimum wage legislation, which positively affects women, particularly in the tourism, garment, and service sectors. In 2016, Fiji amended the constitution and introduced a national identification system where national IDs were established for both men and women (UNwomen 2020).

The Fiji Women's Rights Movement initiated the "Not OK: Stop Sexual Harassment" campaign following a study conducted with 1,013 women in 2016. One in five women had experienced sexual harassment in the workplace (Pacific Island Forum Secretariat and Pacific Community 2020).

With respect to the progress in the implementation of actions delineated in the SDG Report of 2019 (UNwomen 2019), only 25.5% of indicators needed to monitor the SDGs from a gender perspective are available, with gaps in key areas such as key labour market indicators, gender pay gap, skills in information and communication technology, and women in local governments, poverty, women's access to assets including land, physical and sexual harassment, and gender and the environment.

According to the UNWomen Report of 2019, the SDG indicators show that Fiji's legal framework has advanced:

- By 83.3 %, the enforcement and monitoring of gender equality, with a focus on violence against women
- By 54.5%, the overarching legal framework and public life
- By 60% employment and economic benefits, and
- By 90.9%, marriage and family

National Context in Relation to Gender Equality and Women's Empowerment

The 2019, Human Development Index value for Fiji was 0.724, placing it in the High Human Development Category, and its position was 93 of 189 countries and territories. The value for women was 0.679 in contrast with 0.725 for men. The Gender Inequality Index of 0.629, ranked it 84 of 162 countries. Women hold 19.6 % of parliamentary seats, and 79.4% adult women have reached at least a secondary level of education compared to 78.2% of their male counterparts. Female participation in the labour market is 38.5% compared to 76.5% by men.

The country's main economic drivers are agricultural products and complemented by various fisheries products as well as garments, mineral water, gold, and tourism. Half of Fiji's population lives in rural areas, where most of the country's informal economic activity takes place and is predominantly undertaken by women.

Fiji has one of the highest rates of domestic and sexual violence in the world with almost two-thirds of the country's women experiencing domestic or sexual violence during their lifetime. The high rates of domestic and sexual violence translate into lost staff time and reduced productivity that is equivalent to almost 10 days of lost work per employee each year (Fiji Women's Crisis Centre 2014).

Government statistics report that 66% of women have experienced physical abuse; 26% have been beaten while pregnant; 48% of married women have been forced into sex by their husbands, and 13% have been raped. About 74% of domestic violence is not reported to the police, with some victims preferring to defer to the community or religious leaders. In contrast, others are reluctant to report any abuse at all. The cost

of violence per annum has been estimated at FJD 290 million (Pacific Island Forum Secretariat and Pacific Community 2020).

The government Ministry of Women, Children, and Poverty Alleviation strengthened their capacity for psychosocial support during the COVID 19 pandemic by developing materials and training for the frontline service providers (counsellors, social workers, mental health specialists, nurses, protection officers, and community activists).

Traditional Indigenous and Indo-Fijian cultures also contribute to a misunderstanding of what constitutes economic violence and financial abuse: although women work outside the house, there are still many that cannot use their earned income, are denied funds, food, basic needs, and their access to employment is also controlled (UNWomen 2020).

In some rural communities women are constricted by traditional culture, and they must adhere to unwritten rules and expectations. “The role of women in fisheries is poorly documented and undervalued in Fiji and has been identified as a priority need by the Women in Fisheries Network-Fiji” (Vunisea 2016). In some coastal areas, women only have the ability to influence their local community activities and participation in the fisheries sector. However, women’s ancestral knowledge related to fisheries, in some coastal communities, is not always valued. Also, women’s roles and status depend on the clans they belong to or are married into, especially in rural communities.

Women and other marginalized groups also face barriers in the informal economy to which they are mostly constricted. These include the absence of social and legal protections. Many women and members of marginalized groups have a limited or no voice decision-making process. Ironically, women’s absence of participation is also seen in the formulation of policies and legislation related to the low participation of women in precisely these areas, as is evidenced in their low presence in Parliament.

Furthermore, economically active women suffer from an unequal burden of work since they also have responsibilities in the home, family, and the community. According to the Regional Overview in 2017, in Fiji, women working for wages or salaries spent on average 24 hours a week on household work, while men spent 10 hours.

Fiji has an E-government Master Plan, which has an accompanying governance framework, facing the challenge of using technologies to fundamentally transform government service delivery with a vision to provide citizen-centered and integrated. (Government of the Republic of Fiji Islands 2007). According to Hogeveen (2020), e-government is defined as activities that involve the use IT for three types of activity: i. improving internal government processes, ii. connecting government to citizens (referred to as government-to-citizens), iii. connecting government and citizens to business and industry (referred to as government-to-business). However, the efficiency-oriented approach to e-government has resulted in a missed opportunity for advancing the gender equality agenda. The Fiji e-government Master Plan does not draw explicit connections between the gender mainstreaming agenda and e-government programming. However, the country has an interesting example of a mobile application initiative called mWomen, a subscription-based SMS service offering free advice daily on women’s and children’s legal rights, family law, and gender-based violence. The initiative started in March 2013 as a partnership between the Ministry of Women, Children, and Poverty Alleviation, the Government of Fiji and Vodafone (Gurumurthy 2016). The service considered internet availability in the country, which was in 2007 54.6 % and at present is 70.5%.

Gender Consideration in the Use, Conservation and Management of Freshwater Resources

Gender plays a significant role in the use, conservation, and management of freshwater resources in Fiji, particularly impacting women. Most of the published research in Fiji is related to marine and coastal resource management, with few sources covering freshwater resources. There is more need for research into gendered considerations in freshwater management. In Fiji, women are often traditionally responsible for collecting and storing water for household use, backyard gardening, rearing livestock, and other domestic needs. They also play a significant role in freshwater fisheries, particularly in subsistence fishing for household food security ([Thomas et al.](#), womeninfisheriesfiji.org). Women possess valuable traditional and local knowledge about freshwater sources, species, and ecosystems, including the effects of environmental changes on these resources ([Kitolelei et al.](#)). Their traditional knowledge and practices are crucial for the sustainable management of freshwater resources, especially in adapting to climate change and managing water scarcity.

Despite their crucial role, women in Fiji are often excluded from formal decision-making processes related to water and fisheries management, [according to ResearchGate](#). This exclusion can lead to policies and management strategies that do not adequately address their needs and priorities, potentially hindering the effectiveness of conservation efforts and the sustainability of freshwater resources. Traditional gender norms and biases can limit women's access to education, training, and resources, further hindering their participation and empowerment in freshwater resource management. Women's engagement in disaster risk management is also constrained due to socially constructed roles and expectation of women in Fiji ([Charan et al.](#)). This can have negative consequences for women's well-being, food security, and the sustainable management of freshwater resources.

Inland fishing is mainly for home consumption, with market and roadside sales of some species. Most of the inland catch comes from the two largest islands, Viti Levu and Vanua Levu. Main inland fishery resources are the freshwater mussel (kai) and river prawns (ura). Other species consumed are eels, various freshwater crustaceans, and introduced fish such as tilapia and carps. Flagtails (*Kuhlia* spp.) and a number of gobi species were formerly important for interior villages, but abundance has decreased in recent years. All inland fishing is carried out with very small-scale gear. This consists of baited lines, spears, a variety of traditional woven traps, hollow poles and cane knives. Most fishing effort for freshwater resources is subsistence based. Freshwater fisheries issues and/or problems and their solutions are generally closely linked with freshwater quality. The most important species by weight is the freshwater mussel (*Batissa violacea*). *Batissa* fishing is carried out by women and takes place in the shallow parts of rivers, where the shells are located by hands and feet. *Batissa* is a reliable livelihood opportunity for village women with few alternative sources of regular income ([Vunisea](#)).

In Fiji, sections of marine or freshwater areas have been tabu (protected from harvesting) historically for cultural reasons, referred to as culturally protected water bodies (CPWB) ([Vave](#)). Primarily serving a ceremonial and food provisioning service, the view that CPWBs do not contribute to biodiversity conservation can be counterproductive to conservation efforts. CPWBs as a place-based practice are eroding due to low awareness by conservation practitioners, and exclusion from community management plans. Knowledge of CPWBs and the practical challenges of implementing them can help conservation practitioners and Indigenous peoples maintain cultural practices, while ensuring food security and conservation into the future.

III. TANZANIA

Mandates and Frameworks on Gender

The country has ratified most of the Human Rights and Gender Rights treaties and related international instruments. Relevant International conventions ratified in Tanzania related to the human rights of women and girls:

- 1965 International Convention on the Elimination of All Forms of Racial Discrimination
- 1976 International Covenant on Civil and Political Rights
- 1976 International Covenant on Economic, Social and Cultural Rights
- 1980 Convention on the Elimination of All Forms of Discrimination against Women (ratified 1985)
- 1990 Convention on the Rights of the Child (ratified 1991)
- 2003 Optional Protocol to the Convention on the Rights of the Child, on the sale of children and child prostitution and child pornography
- 2004 Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict
- 2007 Convention on the Rights of Persons with Disabilities (ratified 2009)
- 2007 Maputo Protocol to the African Charter on Human and People's Rights
- 2008 Convention for the Protection of All Persons from Enforced Disappearance

The Constitution of Tanzania of 1977 sustained the principle of the equality of women and those human rights should not be curtailed on account of sex. The constitutional review process, initiated in 2011, strengthened the provisions regarding the rights of women and explicitly declared these rights. The final draft was submitted to parliament in October 2014, where it has remained devoid of parliamentary approval.

The 2000 national Women and Gender Development Policy and the 2005 National Strategy for Gender Development (NSGD) provide guidelines to Government and non-Government actors on the incorporation of gender equality concerns in all their plans, strategies, programs and budgets.

The Ministry of Community Development, Gender, and Children (MDCGC), established in 2002, is the government institution in charge of implementing, supervision, and advancement of gender equality.

According to the UNWomen's SDG Country Data Report 2019, the SDG indicators show that Tanzania's legal framework has progressed by 33% in enforcement and monitoring of gender equality, focusing on violence against women. The report reveals a lack of concerning the areas aimed at mainstreaming gender perspective, violence against women, unpaid care and domestic work, key labor market indicators, gender pay gap, gender and poverty, women's access to assets including land, physical and sexual harassment, and gender and the environment.

National Context in Relation to Gender Equality and Women's Empowerment

The 2019 Human Development Index value was 0.529, placing it in the Low Human Development category, and its position was 163 of 189 countries.

The Gender Inequality Index value was 0.556, ranking it at 140 of 162 countries. Women hold 36.9% of parliamentary seats, and 30.1% of women are represented in the local governments. The expected years of schooling are 8.2 years for women and 8.0 for men. Only 12% percent of adult women have reached secondary school compared to 16.9% of their male counterparts. Women's participation in the labour market is 79.6% compared to 87.3% for men.

Regarding gender-based violence, the Report indicated that 40% of women and girls from 15 to 49 years of age had experienced physical violence, and 17% had faced sexual violence. The proportion of women who were married before age 18 was 30.5%, and 27.9% of girls had experienced sexual violence before their 18th birthday (UNWomen 2020).

Domestic violence incidents decreased by 30% due to the restrictions in mobility, lack of information, and increased isolation due to the Covid 19 pandemic (UNWomen 2020). Women and girls are reluctant to report gender-based violence out of fear of being blamed, not being believed, and treated differently by their communities (Tanzania Human Right Report 2015).

Tanzania ratified the Maputo Protocol to the African Charter on Human and People's Rights in 2007 and passed a law to integrate the provisions of international treaties in many legal areas, such as those associated with violence against women, rape, sexual harassment, divorce, access to land and assets, inheritance, workplace rights, and female genital mutilation in a few rural areas. But the prevalence of the traditions, social and cultural norms minimize the seriousness of acts that violate the human rights of women.

In Tanzania, the law does not criminalize domestic violence because the tradition considers this phenomenon as a private matter that should not be reported outside the family (CEDAW 2016a). With the support of UN Women, in 2020, the government developed programs to disseminate information on violence against women and girls and established procedures that facilitate the identification of violent behaviors against women and children and their screening for violence during COVID-19 testing.

According to the National land Policy of Tanzania, women's land rights are inferior to those of men. Their access to the land is indirect and insecure since customs and traditions determine it.

The Customary Law of 1963 excludes widows and daughters from executing the estate of the deceased. Senior men in the clan perform management of the inheritance process, or a son, facilitating their retentions of the rights over the property (Legal and Human Rights Centre 2015).

While women may open accounts with banks and financial institutions, the lack of land ownership precludes women from obtaining the collateral required for credit purposes. The few banks that exist in the rural areas offer loans and credit lines at high-interest rates. Low women's literacy (73.1%) and the heavy bureaucracy are also barriers for women to obtain credit and register businesses, which again requires holding title deeds for their land. Women do not own property and assets to offer as collateral (CEDAW 2016a).

An alternative for women's economic empowerment was the establishment of the Village Community Bank, which increased women's access to credit. The government established the Empowerment Funds, which provided soft loans for women entrepreneurs (CEDAW Task Force 2014).

According to the CEDAW Report of 2016, women's rights in the workplace include equal pay for equal work in Tanzania. In practice, the gender wage gap has broadened, women continue to be concentrated in lower-wage jobs, and there are limited opportunities for mobility in the workforce.

Women produce most of the food in the country, performing 80% of the farm work; however, farming is still perceived as a man's job.

Women spend many hours performing domestic tasks: gathering firewood, fetching water, and caring for the young, the ailing, and the aging. This work reduces the time available to women to cultivate the crops for their family's consumption. The cultural expectation further exacerbates this "time poverty" that

women will labour on the plots owned by their husbands and perform the domestic work before working independently (CEDAW 2016).

Internet penetration in Tanzania covers 25% of the population and 98.8% of that proportion access Internet via mobile phones. In rural areas, the use of mobile phones by women is controlled by men. Digital communication using mobile phones is an opportunity for women and girls in rural areas to strengthen their economic empowerment. For example, in 2020, 8.4% of women with internet access via mobile phones used access for economic transactions (Data Reportal 2020).

Gender Consideration in the Use, Conservation and Management of Freshwater Resources

In Tanzania, considering gender in the use, conservation, and management of freshwater resources is crucial due to the distinct roles, needs, and vulnerabilities of men and women and vulnerable and marginalized groups related to water ([Truelove et al.](#)). The gendered division of labour in most of rural Tanzania is such that within the household women are responsible for food preparation, childcare, and domestic hygiene, whereas men's specific water needs relate to livelihood generation, such as livestock watering and other water-dependent productive activities which vary according to the specific local context ([Mandara et al.](#)). There is a disproportionate burden on women and girls as the primary water carriers in rural Tanzania who bear the responsibility of collecting water for household use ([World Bank](#)). This often involves long distances and considerable time, impacting their health, education, and involvement in other activities. Women and girls also have increased vulnerability to water scarcity: when water is scarce, their burden intensifies, increasing their vulnerability to climate change impacts and potential conflicts over water resources. Additionally, water insecurity is associated with an increase in intimate partner violence among female adolescents and youth in rural Tanzania ([Kisliuk et al](#)).

Women and marginalized and vulnerable people have limited participation in decision-making around freshwater resources due to cultural and social norms and their underrepresentation in governance bodies. Traditional gender roles often limit women's participation in community water management structures and decision-making processes. Women are underrepresented in water management bodies, despite their crucial role in water provision and safeguarding. Excluding women's perspectives from planning and implementation can lead to water projects that don't effectively address their needs and may lack sustainability.

Tanzania's national policies acknowledge the importance of gender equality and women's role in water management, but there exist considerable gaps in terms of integrating gender issues in the documents during the formulation process ([Kironde et al](#)). There's a push to integrate gender perspectives into water policies and programs to address gender gaps and ensure equitable benefits ([Michael](#)). Programs like UPWARD have demonstrated how a gendered social norms approach and community mobilization can lead to changes in gender norms and increased women's participation in water-related decision-making ([Eaton et al.](#)).

RELEVANT ORGANIZATIONS IN COUNTRIES

BRAZIL	
Name	Description
<u>Women's Earth Alliance</u>	WEA is a global organization on a mission to empower women's leadership to protect our environment, end the climate crisis, and ensure a just, thriving world.
<u>Filha do Sol</u>	Filha do Sol uplifts frontline women's leadership on ecosystems regeneration and climate justice. Based in based in Piau�, Brazil.
CAMBODIA	
Name	Description
<u>RECOFTC: Resilient communities, sustainable and equitable and sustainable forest landscapes</u>	RECOFTC is an international nonprofit organization working towards a future where resilient communities with respected rights thrive in forest landscapes that they manage sustainably and equitably. We take a long-term, landscape-based and inclusive approach in supporting local communities to secure their land and resource rights, stop deforestation, find alternative livelihoods and foster gender equality. We operate in the Asia-Pacific region, with country offices in Cambodia, Indonesia, Lao PDR, Myanmar, Nepal, Thailand and Viet Nam. der equality.
<u>Women Organizing for Change in Agriculture and Natural Resource Management (WOCAN)</u>	WOCAN was established in 2004 with the objective to address three major gaps that emerge from the knowledge and experiences of sustainable and rural development processes. These are: 1. policies regarding gender within the agriculture and natural resource management sectors, 2. roles of professional women in implementing policy objectives for rural women's empowerment and gender equality within these sectors, and 3. organizational barriers that obstruct women from realizing positions of leadership and influence to take on such roles.
<u>Cambodia Development Resource Institute (CDRI)</u>	CDRI works to produce independent, objective, high quality policy-relevant development research, to maximise its accessibility to policy makers, influencers and stakeholders and to have it affect policy in five interrelated areas that are key for Cambodia's

	sustainable development: ● Policy Research in Agriculture and Rural Development ● Development Economics and Trade ● Educational Research and Innovation ● Natural Resource and Environment ● Governance and Inclusive Society
FIJI	
Name	Description
<u>Women in Fisheries Network</u>	The mission of the WIFN-Fiji is to facilitate networks and partnerships to enable opportunities for women to be informed about all aspects of sustainable fisheries in Fiji and increase the meaningful participation of women in decision making and management at all levels of sustainable fisheries in Fiji.
<u>Fiji Women's Fund</u>	The Fiji Women's Fund (the Fund) is an initiative of the Australian Government's Pacific Women Shaping Pacific Development (Pacific Women) Program. The Fund has committed AU\$10.5 million from 2017 to 2022 for funding and capacity development support to women's groups, networks, and organizations in Fiji to expand and enhance their work on women's empowerment and gender equality.
<u>Fiji CSO Alliance For COVID-19 Humanitarian Response</u>	Seven NGOs and CSOs from across different Fiji areas have come together to form the Fiji CSO Alliance for COVID-19 Humanitarian Response. The aim of this Alliance is to build on existing partnerships and allies to coordinate COVID-19 response efforts, information, and analysis and provide support to each other.
<u>Pacific Women Shaping Pacific Development</u>	Pacific Women Shaping Pacific Development (<i>Pacific Women</i>) commits up to \$320 million over ten years in 14 Pacific Islands Forum member countries. <i>Pacific Women</i> supports Pacific countries to meet the 2012 Pacific Islands Forum Leaders' Gender Equality Declaration commitments.
The Pacific Rainbow Advocacy Network (PRAN)	A community-led organization established in 2008 through the 'Sekoula Project' by <u>Empower Pacific</u> . The Lautoka-based network has more than 80 members with diverse sexual orientations and gender identities, homeless people, single mothers, people living with disabilities, and former and current sex workers. PRAN advocates on its members' issues and needs, including human rights, decriminalization of sex work, and access to essential services.

TANZANIA	
Tanzanian Women Fish Workers Association (TAWFA)	Supported by FAO, the Tanzanian Women Fish Workers Association (TAWFA) was launched in April 2019. The network is a member of the African Women Fish Processors and Traders Network. TAWFA has over 200 member groups, reaching up to 6000 women.
<u>World Fish Center</u>	WorldFish is working with the Tanzania government and development partners to increase aquaculture production, reduce post-harvest fish losses, enhance the role of fish in nutrition, boost fish consumption by women and children, and encourage better management of small-scale coastal and inland fisheries. WorldFish is one of the few organizations doing aquaculture and fisheries research in Tanzania, will deliver this work by drawing on its strong networks with national and regional fisheries organizations such as Tanzania Fisheries Research Institute (TAFIRI), University of Dar es Salaam and Lake Tanganyika Authority (LTA) and Lake Victoria Fisheries Organization (LVFO), respectively.
<u>Tanzania Media Women's Association Zanzibar</u>	TAMWA is a national-level Non-Governmental Organization known as Tanzania Media Women's Association, formed in 1987. TAMWA's Mission is to advocate for women and children's rights by conducting awareness-raising activities for cultural, policy, and legal changes in society through media use. This Mission is meant to facilitate the realization of the association's Vision of a peaceful Tanzania society, which respects human rights with a gender perspective.
<u>African Women Fish Processors and Traders Network AWFISHNET</u>	AWFishNet was established in April 2017. It draws its members from African Union member states to facilitate collaboration and cooperation among members.

III. PROJECT-SPECIFIC GENDER INFORMATION AND CONSIDERATIONS

Despite recent advances, it remains the case that there are significant differences between the rights realized and opportunities available for women, men and the marginalized groups in the four countries where the project is proposing to work. These include, among others: differences concerning land and resource rights, access to goods, services and financial resources, gender-based violence and spaces to participate in and

influence decision-making processes. The gender analysis also showed that inequality between men and women in the four countries is ingrained in socio-cultural norms. As GBV is prevalent in these countries, it is the responsibility of the PMU to examine if the project might exacerbate GBV and avoid doing so. Otherwise, WWF's ESSF Standard on Community Health and Safety may be triggered.

Gender can often strongly predict how an individual can be meaningfully engaged in resource-management programmes and decision-making, and how those programmes might positively or negatively impact that individual. Existing gendered power imbalances in freshwater decision-making and resource ownership specifically affect women's capacity to influence change and expand their roles in managing and safeguarding freshwater resources.

Moreover, it is also crucial to recognise that women and men may have divergent understandings of the use and management of natural resources or traditional knowledge about biodiversity and ecosystems.

These power imbalances and access to resources and decision-making also disenfranchise other vulnerable groups, such as youth, disabled individuals, and indigenous people. The project needs to ensure that these groups are no worse off as a result of the project, and that any benefits from the project are equitably distributed.

Consequently, the present project would ensure:

- People-centred governance that respects women and other marginalized and vulnerable groups through full access and control of valuable assets, including rights, and economic autonomy.
- Secure equal access to and control of natural resources for women, young women, and other marginalized and vulnerable groups, to manage and protect their livelihoods.
- Recognize women and young women, and other marginalized and vulnerable groups, as decision-makers, leaders and change-makers, participating in decision-making processes at all levels in the wise use and conservation of freshwater ecosystems.

Promoting gender equality and social inclusion in the use, management, and conservation of freshwater resources requires that both women and men have equal access to opportunities and the ability to participate in and benefit from the project initiatives. Examples from the gender analysis show that everyone benefits when gender dynamics are understood within a community, and both women's and men's roles, needs, and priorities are mainstreamed into action. These benefits include:

- Enhanced ability of women and men to realize their full human potential, rights, and freedoms.
- Greater awareness of the importance, roles, and experiences of women and men—including their everyday lives—to better address their needs and priorities.
- Poverty reduction.
- Secure equal access to and control of natural resources for women and young women, in all their diversity, to manage and protect their livelihoods.
- Recognize women and young women, in all their diversity, as decision-makers, leaders and change makers, participating in decision-making processes at all levels in the wise use and conservation of coral reefs.
- Reductions in gender inequality throughout various social segments result in a decreased risk of violence and greater social and economic prosperity.
- Greater resilience and capacity for adaptation to unanticipated changes to freshwater ecosystems.
- More favourable project/programme outcomes as they effectively respond to women's and men's different needs.

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

Action on the use, management, and conservation of freshwater resources can either reinforce or exacerbate inequalities, or else they may intentionally aim to overcome them and hasten progress towards gender equality and social inclusion. Acknowledging the above, a gender-responsive approach will guide this project. **This means** recognizing and acknowledging gender norms and inequalities and responding to them by creating actions and initiatives to address women and men's different needs, constraints, and opportunities. A gender-responsive approach ensures that women and men's differential needs are addressed; that participation of women and men is equitable; and that distribution of benefits, resources, status, and rights are equitably addressed.

The following requirements will be implemented throughout the project:

1. Structure inclusive and gender-sensitive project teams with capacities and technical expertise to support gender-responsive and socially inclusive action. This might require providing staff with basic training on gender and social inclusion dimensions specific to the project to increase understanding and capacity on gender mainstreaming and social inclusion for implementation.
2. Ensure equality of voice and influence by women and men (and other marginalized and vulnerable groups) in all aspects of the project, using culturally sensitive and appropriate approaches.
3. Ensure that women and women's organizations (and other marginalized and vulnerable groups) are represented in any stakeholder consultation.
4. Ensures that the roles, needs, skills, and vulnerabilities of women and men are equally recognized.
5. Promote equal rights to access and derive benefits from the use, management, and conservation of freshwater resources.
6. Support the full, equal, and effective engagement of women and men (and other marginalized and vulnerable groups) in decision-making and all action related to developing, implementing, monitoring, and evaluating the project.
7. Ensure project activities, both in-person and virtual, are accessible to women and other vulnerable groups, considering location, timing, transportation constraints, household responsibilities, permission from a male family member(s), access to computers, phones, and internet, etc. which may affect their ability to attend/participate in project activities.
8. Provide adequate resources- both expertise and financial- to support the development and implementation of gender-responsive interventions.
9. Ensure that the results framework is gender-sensitive along with a comprehensive sex-disaggregated data collection.
10. Furthermore, due to the nature of this project, it will depend to a great extent on the establishment of task forces, panels, workshops, and meetings. **Therefore, the project will embrace the principle of no male-only panels, advisory groups, task forces, etc..**

V. MONITORING AND EVALUATION OF GENDER-RESPONSIVE ACTIVITIES

As in other components of the Project, the gender mainstreaming strategies will be monitored on a regular basis to evaluate if the desired outcomes are being achieved, and to determine whether adaptive mechanisms need to be developed if outcomes are not being reached. The Gender Action Plan below presents a clear vision of desired gender impacts and realistic targets, which is fully aligned with the project results framework.

VI. GENDER ACTION PLAN

The indicators and targets below are about gender equality (women and men), but it is important for the PMU to consider impacts on and indicators for marginalized and vulnerable groups to the extent possible. Once the gender specialist at the PMU is on board, they will be responsible for filling in the timeline and budget columns of the Gender Action Plan in collaboration with the PMU and country leads.

Project Objective: Support country-led target setting and prioritization of specific places in policies and plans, learning, and communications that strengthen country-level freshwater ecosystem restoration and conservation interventions and accelerate progress of the Freshwater Challenge

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Project Component	Project Outcome	Project Output	Gender Specific Activities	Responsible	Indicators and Targets	Timeline
1. Supporting Countries and Development Institutions to Monitor Freshwater Challenge Objectives	1.1: Improved guidance on indicators and tracking approaches for freshwater ecosystems	1.1.1: Recommendations and guidance on a freshwater indicator framework developed and shared 1.1.2: A recommended approach to tracking is developed and shared 1.1.3: Indicators and tracking recommendations piloted with a subset of the project countries and development institutions	Review recommendations, guidance, and indicators for gender sensitivity and gender inclusiveness, as well as inclusion of other marginalized groups Ensure women's and other marginalized groups' organizations and government agency's involvement with the development and piloting of indicator tracking	PMU, gender specialist	Indicator: A gender-responsive 'guidance, recommendations, and indicators' Target: 1 gender-responsive 'guidance, recommendations, and indicators'	To be established with the annual workplan and budget
2. Supporting Countries to Operationalize their Freshwater Challenge Objectives from Source to Sea	2.1: Increased operationalization of FWC objectives in national and sub-national plans and resourcing co-led with selected FWC member countries	2.1.1: Pipeline and gap analysis of freshwater restoration and protection interventions and resourcing in selected FWC member countries 2.1.2: Selected FWC member countries supported with technical assistance to operationalize and report on FWC objectives	Each country to create a Gender Action Plan Solicit input on pipeline and gap analysis from women organizations and women's government agencies and other marginalized groups, particularly at local level Review, revise, and monitor technical assistance activities	PMU, gender specialist, Country leads	Indicator: Gender Action Plan each country of this component Target: 4 Indicator: Number of women's government agencies or groups consulted on pipeline and gap analysis Target: At least one women's government	
	Outcome 2.2: Improved integration of Source to Sea actions in country plans in selected	2.2.1: Selected FWC member countries supported to integrate Source to Sea actions				

	FWC member countries		and Source to Sea actions for gender sensitivity and inclusiveness; paying specific attention on ensuring benefits provided to women and other marginalized groups Ensure beneficiary tracking for Source to Sea actions has gender-disaggregated data		agency and at least two women's organizations Indicator: percentage of technical assistance projects reviewed for gender sensitivity and inclusiveness, implementation of gender action plan Target: 100% Indicator: Beneficiary data is gender-disaggregated Target: 100%	
3. Enabling Country Learning to Strengthen National Freshwater Challenge Objectives	3.1: Improved availability of knowledge and learning resources that supports effective integration, program design, and monitoring of FWC objectives by countries	3.1.1: Online FWC Learning Hub with curated content established 3.1.2: Country-led learning cases developed and shared in the Learning Hub	Translate learnings and FWC learning hub into local languages Ensure learnings get disseminated back to communities where projects were piloted Involve women's government agencies and/or women's or other marginalized groups' organizations in the challenge and peer-to-peer exchanges	PMU, gender specialist	a) Indicator: Monitoring platform includes gender-sensitive indicators Target: gender-sensitive indicators included throughout the monitoring platform b) Indicator: Proportion of women/men who participated in the exchanges Target: At least 30% women.	
	3.2: Improved knowledge among FWC member countries that supports effective FWC-related planning and implementation	3.2.1: In person and/or virtual group "Challenge Exchanges" held with FWC member countries 3.2.2: In person and/or virtual peer-to-peer exchange and mentorship facilitated between FWC member countries				
4. Communicating to Raise the Profile of Freshwater Ecosystem	Outcome 4.1: Increased awareness of freshwater ecosystem challenges and solutions among the	4.1.1: FWC-related communications disseminated through multiple media channels 4.1.2: Regional roundtables on freshwater challenges and solutions held	Ensure women's engagement in FWC regional roundtables		Indicator: Proportion of women/men who participated in the roundtables. Target: At least 30% women.	

s Locally, Nationally, in Transbound ary Basins, and Globally	general public and decision makers					
	4.2: Strengthened engagement of diverse stakeholders in FWC messaging and objectives	4.2.1: New and diverse partnerships built in support of FWC communications 4.2.2: Youth partners engagement in the FWC strengthened through “Youth Challenge Grants”				
M&E**	Effective on-going Monitoring and Evaluation	ME1: Regular monitoring, reporting and independent project evaluation	a) Support the development of gender-sensitive M&E reports, including project progress reports, midterm evaluation, and terminal evaluation. b) TORs of the consultant/team end-of-term evaluation include gender expertise as a criterion for selection. c) Gender mainstreaming strategies will be monitored regularly to evaluate if the desired outcomes are being achieved and determine whether adaptive mechanisms need to be developed if outcomes are not being reached. d) Ensure that the work related to gender equality and women’s empowerment conducted by the project is showcased in the materials (successes, challenges, best practices/learning/lessons learned) to share during the annual reflection workshops and meetings.	PMU, gender specialist	Target: 100% of the gender targets in the GAP are included in the results framework Indicator Gender content is included in the presentations of the project during the annual reflection workshops and meetings Target: 100% of the presentation includes reference to the work related to gender equality and women’s empowerment conducted by the project	