

ANNUAL NARRATIVE REPORT: [PREPARATORY GRANT: KORALESTARI]

January – December 2023

Report submitted by:

Yayasan Konservasi Alam Nusantara Muhammad Ilman, Indonesia Oceans Programme Director Muhammad.ilman@ykan.or.id



Table of Contents

| Pro | gramme Overview – Concept Note | 3 |
|------|--|------------|
| Exe | cutive Summary | 3 |
| I. | Programme Objectives | 4 |
| II. | Programme Implementation & Results | 5 |
| А | Programme Results Overview | 5 |
| В | Indicator-Based Performance Assessment | 7 |
| C | Gender Mainstreaming | 9 |
| III. | Stakeholder Engagement | 10 |
| IV. | Resource Mobilisation | 12 |
| V. | Communications and Visibility | 12 |
| VI. | Risk Management and Mitigation | 13 |
| VII. | Adaptive Management | 1 4 |
| Ann | exes | 15 |
| Α | nnex A: Map of Project Locations | . 15 |

Programme Overview – Concept Note

| Programme Title & Project Number | Programme Duration |
|---|---------------------------|
| Programme Title: KORALESTARI: Sustaining | Start Date: November 2022 |
| Indonesia's Coral Reefs through Bankable | End Date: April 2023 |
| Conservation and Restoration Initiatives | |
| Programme Number: 00133800 | |
| Total Ap | proved Budget |
| Total GFCR Prep Grant Budget: USD 100,000 | |

[Convening Agent]: Yayasan Konservasi Alam Nusantara

Executive Summary

The Sustaining Indonesia's Coral Reefs through Bankable Conservation and Restoration Initiatives or KORALESTARI Programme aims to tackle the decline of coral reef health in Indonesia caused by unsustainable fishing and aquaculture practices, uncontrolled coastal development, land and marine pollution, climate change impacts, and invasive species. The programme seeks to establish sustainable management systems of Marine Protected Areas (MPAs) and stimulate a reef-positive blue economy that improves local livelihoods, is inclusive, and enhances coastal resilience to climate change impacts. It plans to broaden the accessibility of sustainable funding for coral reef conservation and restoration by using innovative finance mechanisms (FM) and involving local capacity in protecting, restoring, and recovering coral reefs. In this reporting period, a full Proposal and Budget request of USD 2,006,615 for 18 months of the firstPhase was submitted to the GFCR Executive Board in March 2023.

The programme has identified three proposed sites for implementation: Berau in East Kalimantan Province, Savu Sea in East Nusa Tenggara Province, and Riau Islands Province within Natuna Sea. The programme has engaged with key stakeholders and co-implementers, including government agencies, NGOs, universities, and local women's associations, to establish collaborations for implementation. Stakeholder engagements have revealed enthusiasm and guidance for the programme's advancement towards positive outcomes.

Multi-stakeholder collaboration, preferably coordinated by the national or local government, has been identified as a key solution for addressing policy work and research challenges and supporting financial mechanisms and reef-positive businesses in Indonesia's MPAs. KORALESTARI will incorporate data from surveys and stakeholder interviews to develop and design the programme. During the preparatory period, KORALESTARI has achieved several milestones, including identifying and disseminating priority finance mechanisms, conducting an initial evaluation of options for innovative finance mechanisms, assessing policy enabling environment, developing a scoping paper outlining opportunities for policy works in coral reef conservation and restoration, improving the Theory of Change (ToC), and finalizing the Coral Reef Funding Facility (CRFF) as a blended finance mechanism supporting reef-positive businesses and projects.

The key priority activities for the implementation phase include establishing a self-financing model for MPAs, namely UPTD-BLUD MPA, replicating the UPTD-BLUD MPA Management Model in Raja Ampat to

another focus area in East Kalimantan Province and setting up a CRFF as a grants and technical assistance facility supporting early-stage projects and businesses in sustainable fisheries, aquaculture, eco-tourism, waste management, and bioprospecting. Both activities will enhance coral reef conservation and protection.

Key to the programme are the identification of the main barriers to developing financial mechanisms and bankable reef-positive projects in Indonesia (e.g. a lack of awareness, a lack of political will from the government officials, limited funding, etc.); identification of support or enabling environment activities needed to overcome these barriers; identification of businesses, blue economy projects and initiatives that are "bankable" or "investor-ready" in Indonesia; and identification of areas for clear collaboration. Identifying these elements and possible solutions to the barriers faced by these elements could facilitate the smooth progression of KORALESTAR.I.

I. Programme Objectives

The main objective of programme proposal development wasto provide a proposal that aims to address the decline of coral reef health in Indonesia, due to unsustainable fishing and aquaculture, uncontrolled coastal development, land and marine pollution, climate change impacts, and invasive species. To tackle the drivers of coral reef degradation, KORALESTARI will pursue the following outcomes: 1) Improved coral reef conservation through developing innovative finance mechanisms; 2) Supporting bankable reef-positive projects that advance the livelihoods of reef-dependent communities; and 3) Coral reefs are restored and recovered after major shocks, maintaining climate resilience.

<u>The expected outcome of the programme proposal development is as follows:</u> Outcome 1: A full proposal of a comprehensive, multi-year programme in Indonesia for advancing coral reef conservation and restoration.

The expected outputs of the programme proposal development are as follow:

- <u>Output 1.1</u>: A Consortium for implementing the "Sustaining Indonesia's Coral Reefs through Bankable Conservation and Restoration Initiatives" project is composed.
- <u>Output 1.2</u>: Priority finance mechanisms for full implementation are identified and socialized with key stakeholders.
- <u>Output 1.3</u>: A pipeline of projects which generate financial returns and benefit coral reefs is developed.
- <u>Output 1.4</u>: A Scoping Paper describing opportunities for policy work related to coral reef conservation and restoration is produced.
- <u>Output 1.5</u>: A full proposal, if invited, following the GFCR template is prepared and submitted for approval.

II. Programme Implementation & Results

A. Programme Results Overview

In developing KORALESTARI, Yayasan Konservasi Alam Nusantara (YKAN) undertook several key activities:

1. Convene consultation meetings with key stakeholders (national and sub-national governments, academics, business actors, and NGOs), focusing on the introduction of the KORALESTARI proposed programme and exploring the potential and challenges associated with innovative finance mechanisms and reef-positive businesses in the area. Consultation processes were conducted for the KORALESTARI program, involving 36 stakeholders representing 19 institutions (3 government agencies at national level; 6 government agencies at regional level; 4 universities; 3 NGOs, and 3 private sectors), who were directly engaged through interviews. Additionally, utilizing our Community Inspiring Actions for Change (SIGAP) approach, we engaged in discussions with 140 individuals from local communities to ascertain their vision, needs, and potential interventions. The insights gathered from these discussions were used in shaping the KORALESTARI Program. In total, 176 individuals were consulted, comprising 102 males and 74 females.

These consultations have provided valuable insights into the concept of our proposed finance mechanism. This includes exploring the potential establishment of a UPTD-BLUD MPA Management Unit in Berau, East Kalimantan Province. Additionally, we have actively pursued potential collaborations for assessing and developing reef-positive businesses in sustainable aquaculture, and blue carbon areas. The UPTD-BLUD MPA Management Unit consists of the UPTD, which is a Regional Technical Implementation Unit under the Provincial Marine and Fisheries Agency. The BLUD constitutes the business unit of the UPTD, which allows for private income generation. It is also known as the Provincial Agency for General Service, which is a semi-public business unit.

2. Prepare a concept for each innovative finance mechanism. Develop a conceptual framework for each innovative finance mechanism in collaboration with The Nature Conservancy (TNC) team, as well as academics, and international and local consultants.

After thorough discussions and drawing insights from past experiences, we have formulated a concise concept for the innovative finance mechanisms of the UPTD-BLUD MPA Management Unit. This includes outlining the overarching idea of a self-financing business model, although further feasibility studies and assessments on potential revenue streams will be conducted later.

We have also initiated discussions with the TNC team and consulted with both international and local consultants to outline the business model for the CRFF. This includes establishing connections between finance providers and beneficiaries (reef-positive businesses). The CRFF is structured as a (returnable) grants and technical assistance (TA) facility to support early-stage projects and businesses and designed to collaborate closely with other funds, concessional finance providers and accelerators, ensuring that reef-positive businesses and projects supported under the CRFF will be able to leverage other sources of (concessional) financing once they graduate from the CRFF.

3. Assess policy enabling environment. We conducted assessments on policies and regulations, identifying gaps related to innovative finance mechanisms, including blue carbon and the UPTD-BLUD MPA Model.

Following the assessment, we recognized that the Indonesian Government is actively engaged in formulating a carbon policy. However, there remains a need for the establishment of regulations concerning voluntary blue carbon projects. KORALESTARI aims to play a significant role in advancing this policy development initiative by facilitating public consultation processes and providing information from actual example of the challenges and opportunities in voluntary carbon project development that need to be included at the national and sub-national carbon policies. In regards to UPTD-BLUD MPA Management Unit, a recent update to the regulation has approved the ability of provincial government to establish new Regional Technical Implementation Unit (UPTD) for MPAs, which is an important enabler of the UPTD-BLUD MPA Model. The work of KORALESTARI will now focus on creating a UPTD-BLUD MPA Model that can act as the management body.

4. Full proposal development. Drawing from past experiences, initial assessments, and extensive discussions with key stakeholders, academics, and consultants, we have successfully finalized and refined the concept of innovative finance mechanisms in the full proposal. These finance mechanisms encompass five distinct solutions, which are 1) The CRFF 2) Sustainability standards and aggregation support to coral reef fisheries, sustainable aquaculture farmers, and local micro-business groups, 3) Self-financing models for MPAs and other reserves, 4) Blue carbon pilot project, and (5) Reef insurance mechanism.

Extensive discussions with key stakeholders have proven invaluable in providing insights into the initial socio-economic and ecological context, particularly for our new site in Natuna Sea. As for our two existing sites in Berau and Savu Sea, our established relationships with the local government and community, facilitated through our SIGAP approach and ongoing blue economy initiatives and programme implementation, have greatly aided us in accommodating the aspirations of the local community and shaping our programme to foster potential reef-positive businesses, including developing of technical assistance plan. Our consultations highlighted the importance of sustainable practices and community-based approaches in promoting conservation and economic development in the region. However, during the initial 18-month inception phase, we anticipate acquiring more detailed information and data that will be instrumental in preparing for the implementation of KORALESTAR.I.

YKAN developed the Community Inspiring Actions for Change (SIGAP) approach to assist communities to strengthen village governance, create economic opportunities and better manage their natural resources. The SIGAP approach supports villagers to first identify, and then internalize, their agency, strength, and abilities to take actions to improve their livelihood and preserve their environment. SIGAP aims to ensure that the improved management of coastal and marine habitats will create the community's sustainable businesses and vice versa. The SIGAP process is conducted in every village when YKAN is about to start its program. YKAN utilizes the outcomes of SIGAP to design intervention programs and proposals, including the KORALESTARI proposal. The SIGAP program involves several participatory consultations with village government and community members, including women representatives.

B. Indicator-Based Performance Assessment

| Output 1.1: A Consortium for implementing the "Sustaining Indonesia's | Activity 1.1.1: Convene meetings of potential | December 2022 | |
|--|---|---------------|--|
| Coral Reefs through Bankable Conservation and Restoration Initiatives" project is composed. | Consortium Partners. | | The series of consultation meetings with key stakeholders occurred from November 2022 to January 2023, focusing on the introduction of the KORALESTARI proposed programme and exploring the potential and challenges associated with innovative finance mechanisms and reef-positive businesses in the area. |
| | | | Furthermore, in March 2023, we convened a meeting with the East Kalimantan Marine and Fisheries Agency to introduce the KORALESTARI Programme and engage in consultations regarding the implementation plan for UPTD-BLUD MPA Model. |
| Output 1.2: Priority finance mechanisms for full implementation are identified and socialized with key stakeholders•• | Activity 1.2.1: Conduct preliminary assessment of a set of innovative finance mechanism options. Activity 1.2.2: Prepare a Concept Brief for each financial mechanism. Activity 1.2.3: Conduct consultations with key stakeholders. | January 2023 | A preliminary assessment of a set of innovative mechanism options was conducted from October 2022 to January 2023. The discussion on the UPTD-BLUD MPA Model draws upon lessons learned from previous experiences in Raja Ampat, as well as an initial assessment of the current opportunity for implementing the UPTD-BLUD MPA Model in Bureau. The concept brief developed by the YKAN and TNC team for each financial mechanism was completed in February 2023. Refining the CRFF concept and selecting the investment vehicle type will be conducted during the inception phase. Consultations with key stakeholders took place from November 2022 to February 2023, including engagements with: Sub-national government (including representative of East Kalimantan Marine and Fisheries Agency, Riau Islands Marine and Fisheries Agency) National government (BKKPN Kupang at East Nusa Tenggara Province - under the Ministry of Marine Affairs and Fisheries) Universities (University of Mulawarman (UNMUL) and University of Borneo |

| | | | Haji Maritime University) – Riau Islands Province) Local NGOs (CI - Conservation International, KI – Konservasi Indonesia, YEKR – Ecology Foundation, Taman Dugong, Institute of Resource Governance and Social Change (IRGSC)) Private sectors (PT. Bintang Raja Kupang, Green Nirvana Resort) |
|---|---|---------------|---|
| Output 1.3: A pipeline of projects which generate financial returns and benefit coral reefs is developed. | • Activity 1.3.1: Prepare a Pipeline Document. | February 2023 | Crafting a project pipeline concept for sustainable aquaculture and micro-businesses involves identifying the processes, including the incubation phase before linking to the investment pipeline. Additionally, discussions were conducted regarding the requirements within the incubation phase, including the needs of technical assistance, and regarding the initial proposal for CRFF function. This process was done during January – March 2023. |
| Output 1.4: A Scoping Paper describing opportunities for policy work related to coral reef conservation and restoration is produced | Activity 1.4.1: Assess policy enabling environment. | March 2023 | An assessment of existing policies and regulations related to MPAs and Small and Medium Enterprises (SMEs) was conducted from December 2022 to March 2023. |
| Output 1.5: A full proposal, if invited, following the GFCR template is prepared and submitted for approval. | Activity 1.5.1: Full proposal document development | April 2023 | The comprehensive proposal development process entails desktop assessments, brief study on existing policies and regulations, a series of consultation meetings with experts, interviews with key stakeholders, and the gathering data from our existing sites and aspirations from local communities. The process was done during December 2022 – April 2023. |



C. Gender Mainstreaming

During the proposal development, we conducted a brief analysis on gender from July 2022 to February 2023. The purpose of our gender analysis is to give input and information to improve social inclusiveness especially for women and other marginalized group by assessing and identifying gender issues in natural resource management, village governance, sustainable livelihood, and climate resilience in communities that YKAN is working. The consultation process employed various methods, including in depth interviews, questionnaires, and Focus Group Discussions (FGD). Studies covered are women leadership in public/village and women empowerment in conservation; 24-hour activity; seasonal calendar, access & control on natural resources, leadership; and local situations, social & gender related programs in the village/district. Both male and female respondents were included in the study and discussion took place based on their gender (separated FGDs for women and men group).

It's evident that women play a crucial role in micro-, small-, and medium-enterprises (MSMEs), with many of these being micro and informal home-based businesses. Additionally, women are integral to the fisheries sector in Indonesia, participating in various aspects such as fishing, processing, and marketing fish. In the context of fishing activities, women primarily engage in providing operational support before fishing takes place. After fishing activities, their roles are diverse and include assisting in sales, processing, and financial management. Out of the 472 respondents from the study, the data revealed that women's roles are distributed as follows: 38% participate in pre-fishing operations, 26% assist in sales and marketing of catches, while the remaining percentage is involved in processing the catch and managing household finances. In contrast, most men predominantly play roles in fishing operations and in sales and marketing of catches.

According to the study's findings, there appears to be a positive relationship between women's involvement and the profits generated within the small-scale fisheries sector. So, it will be strategic to involve women in managing the sales and household finances. YKAN invites other organizations to collaborate in promoting gender equality through skill development and empowerment initiatives that target both men and women, starting with inclusive participation in decision-making at the household, community, and at national levels to ensure the sustainability of Indonesia's small-scale fisheries, financial management, and sustainable alternative livelihood development.

Despite this, women-owned small businesses and those in the fisheries industry often face challenges in accessing capital, credit, technology, and markets compared to their male counterparts. Based on the brief study in assessing the role of women in small-scale fishery households in Indonesia, it was found that most bank account assets are registered under the husband's name (male) at a range of approximately 49% to 80% in each study location. This situation can pose challenges in terms of accessing and administering funds when husbands are away at sea. Based on the study, out of 152 respondent answers, 64% registered under the husband's name, and 36% registered under the wife's name.

Therefore, in implementing our SIGAP approach, we would like to ensure that the representation of women and other minority groups, including indigenous people, participate, allowing them to articulate their needs. In our current work at sites, we actively engage women seaweed farmers and women involved in micro-businesses in our discussions to understand their challenges and gather their suggestions. As we have observed during our discussions and village meetings, it can be challenging to



ensure women feel comfortable speaking for themselves. However, we remain consistent in our commitment to encouraging their active participation.

Our gender approach and action plan will continually undergo refinement and standardization across all sites. In our previous training sessions and technical assistance programmes, we have already actively engaged women's groups. This includes training sessions on conservation, waste management, organizational management, business plan development, and various other topics. We also provide support to existing women's groups in micro-enterprises to enhance their organizational management capacity, financial literacy, and improve market access. KORALESTARI remains committed to upholding this inclusive approach.

The gender action plan will be updated during the inception phase of KORALESTARI ensuring alignment with the GFCR gender policy. In general, KORALESTARI will integrate the following actions to mainstream gender across project implementation:

- At the beginning of the programme, a local gender expert will be hired to conduct an in-depth gender intersectional analysis.
- Gender-responsive planning and monitoring will be conducted across the programme.
- KORALESTARI will ensure that all consultations, trainings, and other events are organised in an inclusive manner.

III. Stakeholder Engagement

In developingKORALESTARI, YKAN consulted with relevant key stakeholders in three implementation locations, especially with national and sub-national governments, universities, business actors, and NGOs.

The consultations with key stakeholders occurred from November 2022 and extended to February 2023, focusing on introducing the KORALESTARI proposed programme and exploring the potential and challenges associated with innovative finance mechanisms and reef-positive businesses in the area. The consultations were done through interviews and meetings to introduce the KORALESTARI Programme and discuss the key challenges and potential collaboration. The key stakeholders involved in the consultation included:

- Sub-national government (including: representatives of Provincial Marine and Fisheries Agencies of East Kalimantan, East Nusa Tenggara, and Riau Islands provinces)
- National government (BKKPN Kupang at East Nusa Tenggara Province, managing Savu Sea; Loka KKPN Pekanbaru, managing Natuna Waters conservation areas - under the Ministry of Marine Affairs and Fisheries)
- Universities (University of Mulawarman (UNMUL) and University of Borneo Tarakan (UBT) –
 East Kalimantan Province, University of Riau and UMRAH (Raja Ali Haji Maritime University) –
 Riau Islands Province)





- Local NGOs (CI Conservation International, KI Konservasi Indonesia, YEKR Ecology Foundation, Taman Dugong, Institute of Resource Governance and Social Change (IRGSC))
- Private sectors (PT. Bintang Raja Kupang, Green Nirvana Resort)
- International Organizations (BlueYou, Worldbank, USAID SEA, USAID BERIKAN, Zurich, Meloy Fund)

For KORALESTARI, YKAN conducted consultation meetings with representatives of the provincial government of East Kalimantan (for the Berau site), East Nusa Tenggara (for the Savu Sea sites), and Riau Islands (for the Natuna Sea), and received valuable input from them, resulting in an endorsement letter. Through the SIGAP approach in YKAN two's existing sites (Berau – East Kalimantan Province and Savu Sea - East Nusa Tenggara Province), we also consulted with community groups to capture their aspirations in crafting the programme.

IV. **Resource Mobilisation**

YKAN engagement with the national government, specifically the Ministry of Marine Affairs and Fisheries (MMAF), has been formalized through a Memorandum of Understanding (MoU)... In this

agreement, we have aligned our workplan with the objectives of the programme implementation. Eor grant co-financing, we have compiled a list of existing functing projects that could align with Cooperation Agreements have been established between YKAN with the Directorate General of Marine KORALESTARI and potential future funding from other sources. This list is derived from our ongoing Spatial Planning — MIMAF, East Kalimantan Province, and East Nusa Tenggara Province. Through these projects and informed by interviews and consultation meetings with other projects and donors. Our agreements, we conduct regular meetings aimed at enhancing coordination, consultation, and current projects serve as the cornerstone for the future of this Programme. Much of the groundwork, collaboration effort. including community engagement at the village level and the initiation of blue economy programmes,

has been laid through our ongoing projects, particularly in Berau and Savu Sea. Regarding the KORALESTARI programme development, discussions with East Kalimantan Province

primarily focused on policy development, implementation plans, and establishing the timeline for the KOBALESTARI can build upon the efforts already undertaken in previous and current projects. UPTD-BLUD MPA Model. In East Nusa Tenggara Province, potential collaboration on seaweed particularly in sustainable seaweed aquaculture. Shrimp-carbon aquaculture, and MPA management, production and supply chain matters were explored. Initial discussions with Riau Islands Province especially in Berau and Savu Sea. For the new site in Natura Sea, we do not currently have a blue revolved around identifying types of blue economy activities and determining the necessary support in the region. allowed us to establish and maintain a strong relationship with the provincial government of Riau

Islands. Additionally, we plan to seek future co-financing opportunities during the implementation of securing government time for meetings has not always been straightforward, but we make every effort

KORALES TARI to accommodate their schedules. Although there were occasional delays, we successfully held several

meetings, these meetings proved to be productive and were followed up with actionable plans. The list of potential co-financing under existing projects and private sector actors that align with

KORALESTARI Programme includes: YKAN's SIGAP approach is to assist communities to strengthen village governance, create economic 1 USAID KOLEKTIF opportunities and better manage their natural resources. The SIGAP approach supports villagers to first identify, and then internalize, their agency, strength, and abilities to take actions to improve their World Bank LAUTRA livelihood and preserve their environment. Specifically, it helps villagers to improve their leadership 4. Word Bank Coral Bonds Project skills, develop village management plans, advance livelihood options, gain access rights over natural 5. Current private donors resources, and improve marine management. It ensures a bottom-up approach that allows for

6. Current aduaculture accelerator gathering feedback and aspirations of the local communities. 7. State-owned banks, with their micro financing programme for KORALESTARI target groups

Through consistent engagement with the pilot villages, YKAN consulted with the community on variousprogrammes and gained valuable insights, including conservation concerns, best practices for sustainable seaweed aquaculture, plans for piloting shrimp-carbon aquaculture and exploring opportunities for other sustainable alternative livelihoods. Most of the activities outlined in the proposed KORALESTARI programme emerged from consistent communication with relevant stakeholders within the local communities. We engaged with various local community groups,



V. Communications and Visibility

During the proposal development phase, we integrated communication throughout all operations, including conducting consultation meetings and interviews with key stakeholders. We develop concise information about GFCR, KORALESTARI, and YKAN, through slide presentations, which are presented at every meeting with key stakeholders, before initiating discussions. We also allocate roles by splitting the team to conduct parallel interviews and designate a lead person to oversee both the interviews and consultation meetings. For the interviews, we have developed talking points and a questionnaire which serve as guidelines.

The table below summarizes the target audience, key spokespersons, and key shareable communication products:

| Key spokespersons | Target audience | Key shareable communication products | Primary communications platforms |
|---|---|--|--|
| YKAN staffConsultant | National government agencies Sub-national government agencies Private sectors NGOs Academics/expert | Slide presentation about KORALESTARI Programme and talking points for interview/consultation | Online and offline (meeting at government agencies offices) |

VI. Risk Management and Mitigation

We discussed and developed the risk management matrix during proposal development, which we have now incorporated into the full proposal. Among others, we included risks associated with climate change, natural disasters, and programmatic, institutional, and fiduciary risks.

Under the programmatic risk category, our risk level is assessed as medium due to the potential for a lack of political buy-in from the government despite having an existing MOU in place. Under the institutional risk category, our risk level for lack of stakeholder participation is low as YKAN partners with local institutions. However, the risk level associated with limited local capacity and skills relating to business management is medium, and to mitigate this, YKAN will partner with a fund manager and expert committee for business development and building pipeline. The full description of the risk



management matrix is incorporated in the full proposal. Based on the risks outlined in the proposal, we have not yet identified any new risks that have emerged at this time.

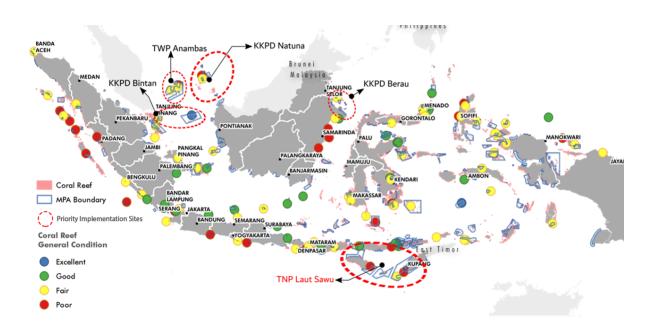
VII. Adaptive Management

Lessons learned from the proposal development process:

- 1. Allocating time for consultations can be particularly challenging, given the busy schedules of high-ranking government officials. Delays in decision-making, crucial for mutual collaboration, often result from this situation. We have learned that scheduling well in advance can help anticipate such delays.
- 2. Encouraging active participation from women and other minority groups can pose challenges, especially considering the cultural context varies across different regions. We have learned that engaging with both genders can yield positive outcomes. Demonstrating the economic impact of women's participation in household activities has proven effective in fostering women's leadership within village communities.
- 3. Coordination among staff and consultants at the initial stages of proposal development is crucial. We have learned that establishing a Highly Effective Team chart, outlining the roles and responsibilities of each team member, can effectively address coordination and communication challenges.



Annexes



Annex A: Map of Project Locations

The total expanse of the Marine Protected Area (MPA) where our Programme is situated spans 4,121,907 hectares, comprising three distinct MPAs as outlined below:

- Derawan Islands MPA, East Kalimantan (285,549 Ha)
- Savu Sea MPA, East Nusa Tenggara (3,355,353 Ha)
- Lingga MPA, Riau Islands (481.005 Ha)