

Gender Analysis and Gender Action Plan

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1. Introduction

Honduras is a biodiversity-rich country with rapidly expanding tourism. In 2024, it welcomed over 2.8 million international visitors, 65% of them arriving via cruise ships, making tourism a primary economic driver, contributing 8.2% of national GDP and supporting over 166,000 jobs. However, Honduras ranks low in tourism competitiveness and sustainability. Roatán, its most important tourism destination, sits at the heart of the Mesoamerican Reef and holds significant ecological, cultural, and economic value. The island's coral reefs, mangroves, and seagrasses provide critical ecosystem services, including fisheries support, coastal protection, and tourism-based livelihoods.

Despite this value, Roatán's ecosystems are under pressure from unregulated coastal development, tourism growth, and climate change. Coral bleaching, mangrove loss, untreated wastewater, and unsustainable tourism practices threaten ecosystem resilience and local well-being. Management challenges are exacerbated by weak policy enforcement, fragmented governance, limited local planning, and a lack of financial mechanisms to support conservation and sustainable tourism.

The GEF-8 iCOAST Project aims to reduce pollution of water, soil, and air; reduce emissions of greenhouse gases; reduce the over-consumption of natural resources, products, and materials; and reverse the tourism sector's impact on biodiversity loss, while creating equitable livelihoods and jobs for local communities. The program will work with the governments and tourism sectors of Belize, Dominican Republic, Honduras, Indonesia, Jamaica, Maldives, Mexico, Morocco, Seychelles, Tanzania, Trinidad and Tobago, Türkiye, and Vanuatu.

In Honduras, the project will drive change in the tourism sector by enforcing policies and enabling a regulatory environment that supports and incentivizes Honduras and the Bay Island Department, specifically in the municipalities of Roatan and Santos Guardiola, the private sector, and local communities to introduce and benefit from sustainable tourism practices.

The project drives the development of local sustainable supply chains linked to the tourism sector (fisheries, agriculture, alternative products to plastic, and other inputs needed for the tourism sector) and makes it convenient and seamless for tourists to make sustainable choices without having to compromise on quality, costs, and comfort.

Through these interventions, the ultimate goals of the iCOAST program in Honduras are to:

1. Reduce greenhouse gas emissions,
2. Reduce overconsumption of natural resources,
3. Reduce pollution of water, soil, and air,
4. Reverse the sector's impact on biodiversity, and
5. Create equitable livelihoods and jobs for local communities with a focus on the Bay Islands and nationally in Honduras.

Project activities are structured into four components:

Component 1. Policy and Governance – Strengthening national and municipal regulatory frameworks, including the development of Estrategia Nacional de Turismo, support the implementation of the Plan de Accion Climatica del Turismo en Honduras and other land use planning tools at Bay Islands, and ensuring the coordination of policies, practices, and actions between government institutions in charge of tourism, environment, finance, and social issues.

Component 2. Finance and Investment – Aligning investment and incentive mechanisms with sustainability principles, including reform of tourism incentive laws and supporting ecosystem protection financing.

Component 3. Reduce the tourism footprint by promoting sustainability throughout the tourism value chain, supporting sustainable management systems and certifications, reducing hazardous chemicals, including

Persistent Organic Pollutants (POPs), implementing practices to minimize plastics and food waste in the tourism industry, and facilitating coordination for wastewater treatment, local sourcing, and conducting carrying capacity studies in the Marine Protected Area.

Component 4. Global Learning and Partnerships – Facilitating knowledge sharing, scaling best practices, and contributing to the broader iCOAST platform for sustainable coastal tourism.

The project will directly engage stakeholders across the government, private sector, NGOs, local communities, and academia. It will be implemented at the national level in Honduras, as well as within the jurisdictions of the Roatán and Santos Guardiola municipalities.

2. Project Area Gender Conditions

2.1. Gender policies in Honduras

Honduras has demonstrated a commitment to promoting women's rights and gender equality at both the international and national levels. Its participation in international treaties is a fundamental pillar of this commitment. Honduras is a party to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), one of the most important international treaties on women's rights. Its objective is to guarantee equal rights for women and men in political participation, education, employment, and health. Honduras is also committed to the Beijing Platform for Action, adopted at the Fourth World Conference on Women in 1995. This document addresses gender equality, violence against women, and women's empowerment. It is also a signatory to the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, which aims to address and prevent violence against women in Latin America and the Caribbean.

At the national level, Honduras has several laws and regulations that seek to promote women's rights and equality. The most important is the "National Women's Policy, II Plan for Gender Equality and Equity of Honduras 2010-2022", which contains the main needs and demands of women as rights holders, to reinforce the achievements made and move steadily towards full equality between men and women. This plan has several axes, including access, sustainable use, and control of biodiversity, natural resources, and risk management.¹

Another important law is the "Law Against Domestic Violence and its reforms", which aims to prevent, punish, and eradicate domestic violence, establishes protection measures for victims, and defines legal actions against aggressors². The Law on Equal Opportunities for Women also promotes equal opportunities for women in different areas, such as political participation, employment, education, and health. It also prohibits discrimination based on gender.³

The Penal Code establishes penalties for multiple crimes and offenses. This Penal Code has several articles on gender issues: Article 118-A, which criminalizes femicide; Articles 179-A and 179-B for domestic violence; Article 147-A for sexual harassment; and Article 321-A, which imposes a penalty of 3 to 5 years in prison and a fine on anyone who incites discrimination or any form of violence against someone or some group.⁴

¹ [II Plan for Gender Equality and Equity of Honduras 2010-2022.](#)

² [Law Against Domestic Violence.](#)

³ [Equal Opportunity for Women Act.](#)

⁴ [Penal Code.](#)

In response to violence against women, Honduras has Decree 106, which creates the "Unit for the Investigation of Violent Deaths of Women and Femicides of the Public Prosecutor's Office"⁵. This Unit is in charge of investigating the crimes provided for in Article 118-A of the Penal Code and the crimes against women of Article 184 paragraphs 1, 2, and 3 of the Code of Criminal Procedure, which in these matters has the powers established in Article 44 of this Law. This Decree also creates the Inter-institutional Commission for the Follow-up of Investigations of Violent Deaths of Women and Femicides to improve the processes of accountability and inter-institutional coordination.

At the national level, Honduras has shown a growing commitment to integrating a gender perspective into environmental management. Several key instruments have been developed to promote equality, such as the Gender and Environment Equity Strategy, which seeks to reduce gender inequalities related to the environment. It aims to make MiAmbiente+ a more equitable and gender-sensitive institution, both in its internal operations and in the development and implementation of environmental policies and programs to achieve sustainable development in the country⁶. Moreover, Honduras has a Gender and Inclusion Focus Guide, which forms part of the Salvaguardas+ Honduras platform. This is a practical tool designed to incorporate a gender focus and the inclusion of vulnerable groups in the design, implementation, and monitoring of climate change-related projects in Honduras⁷.

Lastly, the Law for the National Program of Solidarity Credit for Rural Women (CREDIMUJER) was approved in 2015, benefiting over 500,000 rural women⁸. The program focuses on three main pillars: access to land as a human right, technical assistance, and access to credit. It was incorporated into the National Strategy for Family Farming (2017–2030) with a multisectoral approach.

In addition to its gender-focused policies, Honduras has also adopted legal and policy instruments that promote the inclusion of other historically marginalized groups, including Indigenous peoples and persons with disabilities. The country ratified ILO Convention 169⁹ on Indigenous and Tribal Peoples, which guarantees their rights to land, resources, consultation, and cultural integrity, with specific emphasis on the participation of Indigenous women. While national legislation on Free, Prior and Informed Consent (FPIC) is still under development, the Constitution and sectoral laws recognize the collective rights of Indigenous and Afro-descendant communities. On disability inclusion, the Law for Equity and Comprehensive Development for Persons with Disabilities (Decree No. 160-2005)¹⁰ establishes measures to ensure accessibility, participation, and non-discrimination across sectors, and highlights the need to address the rights and empowerment of women with disabilities. Together, these legal frameworks are critical for ensuring that all iCOAST project activities are inclusive, equitable, and respectful of cultural rights, gender equality, and human diversity.

Government institutions currently possess access to gender-sensitive budgets, which serve as a crucial mechanism for resource allocation aimed at promoting gender equality and addressing the specific needs of women and girls. Certain governmental bodies in the capital have initiated campaigns to enhance awareness regarding gender violence. A notable illustration is the distribution of "violómetros" (violence meters), which incorporate reporting channels and usage instructions. This material and accompanying training could be disseminated to other regions, particularly islands, to bolster community awareness and reporting mechanisms.

Gender policies within governmental and financial institutions are relatively nascent, frequently influenced by international trends. Consequently, there is a significant dearth of data concerning their efficacy, particularly regarding women's participation in the tourism sector. This absence of statistics impedes the evaluation of current policies' effectiveness and the formulation of evidence-based strategies for

⁵[Decree 106-2016.](#)

⁶[Gender and Environment Equity Strategy.](#)

⁷[Gender and Inclusion Focus Guide, Secretaría de Recursos Naturales y Ambiente.](#)

⁸[Current situation of rural women in Honduras](#)

⁹[ILO CONVENTION 169](#)

¹⁰[Decree 160-2005](#)

improvement. Furthermore, government institutions exhibit a lack of clarity concerning their capacities and competencies in handling gender violence complaints. This often results in the delegation of all responsibilities to specialized services such as SER MUJER, potentially creating bottlenecks, and impeding timely intervention.

Although telephone hotlines for gender violence (e.g., 114) are in existence, there is a conspicuous lack of institutional and public knowledge concerning their functionality and efficiency. This circumscribes their effectiveness as a vital support mechanism for victims.

While policies may be established, their enforcement is frequently weak or non-existent. This leads individuals to prefer addressing matters independently or, more commonly, to remain silent, thereby perpetuating cycles of violence and injustice.

At the community level, there is a pervasive perception of impunity and widespread distrust in existing complaint mechanisms. This stems from inadequate case registration, insufficient human and material resources for follow-up, and a general lack of importance attributed to gender violence issues.

2.2. Key Gender Demographics

According to 2025 population projections, women make up just over half of the population in Honduras (51.4%¹¹). National data reveal that women are increasingly concentrated in urban areas, where they represent 53.9% of the population, while men are more populous in rural areas (51.8%). This pattern reflects broader internal migration trends in Honduras, where young women often leave rural communities in search of better education, healthcare, and employment. At the same time, men remain in rural economies, maintaining traditional livelihoods.

Within the Bay Islands Department, where component 3 of the project is to be implemented, the 2025 population is projected to reach 84,266, with women slightly outnumbering men (51.7% vs. 48.3%)¹². Nationally, women have made significant gains in education, completing secondary and university education at higher rates than men; however, men have higher rates of attainment in basic education and post-graduate education¹³. While rates at a national level show significantly higher levels of women with no education in rural areas (18% vs. 8% in urban areas), in the Bay Islands department, only 6% of women in both urban and rural areas have no education.

Economic participation and compensation data reflect another layer of disparity. Nationally, women's labor force participation stands at 51%, yet they face much higher unemployment rates than men (8.1% vs. 4.2%) and earn significantly less¹⁴. The estimated income per capita for women is \$4,173, compared with men \$6,444. Further economic dynamics are being explored through field research to have a more precise understanding of gender in livelihoods in the project area. National data shows women are engaged in the informal economy at a higher level¹⁵. Project area data on livelihoods is not gender disaggregated, and this will be further explored through field research.

¹¹[17th Population Census And 6th Housing Census 2013. Volume 9. Honduras:Population Projections 2013-2050, INE.](#)

¹²[17th Population Census And 6th Housing Census 2013. Volume 10 Honduras: Population Projections By Department 2013-2030, INE.](#)

¹³[17th National Population Census and 6th Housing Census 2013, Volume 1: General characteristics of the populationN, INE.](#)

¹⁴ [Basic guide to gender indicators: HONDURAS](#)

¹⁵ [Basic guide to gender indicators: HONDURAS](#)

Nationally, women have both cell phones and email at higher rates than men. In urban areas, women have a higher rate of cell phone use whereas in rural areas, women have a lower cell phone use compared to men¹⁶. In the Bay Islands, cellphone ownership and email use are higher than the national level, showing a higher level of connectivity than the average national population.

No governmental statistical studies have been conducted on the LGBTQIA+ population in Honduras. However, a 2022 study on mental health and sexual diversity offers key insights into this community. The study was based on a diverse sample of 151 LGBTQI+ individuals who were interviewed online. The majority of participants, 62.3%, resided in the Francisco Morazán department, with 57.6% of all participants living specifically in the Central District Municipality (MDC). The remaining 37.7% of the study's population was spread across 12 other departments. In terms of self-identified gender, the two largest groups were cisgender gay and bisexual men (41.7%) and cisgender lesbian and bisexual women (40.4%). Transgender individuals comprised 9.9% of the sample, while the remaining 7.9% identified as queer, non-binary, or other identities. Regarding sexual orientation, 41.1% of the population identified as gay, 33.1% as bisexual, and 15.2% as lesbian. Heterosexual and other orientations each accounted for 5.3% of the total¹⁷.

2.3. Gender Conditions in the Project Areas

2.3.1. Tourism-specific conditions

The Bay Islands, a major tourist destination in Honduras, attract a significant number of visitors. Annually, over 50,000 tourists come for activities like diving and sport fishing¹⁸. Of the total tourists who arrived in Islas de la Bahía by air, 51.8% were women and 48.2% were men. In this department, the primary reason for travel was tourism for both sexes: 89.2% of women and 83.1% of men¹⁹. Additionally, cruise ships bring approximately 60,000 excursionists to the islands. This influx of tourism is transforming the islands.

The average daily expenditure from tourists in Islas de la Bahía is higher compared to the national average (\$117.80 for women and \$122.90 for men). Here, women spent an average of \$147.20 daily, and men spent \$150.30. The average length of stay was 7.5 nights for women and 7.9 nights for men²⁰.

The Bay Islands receive about a third of the tourists who visit Honduras. In addition to the more than 50,000 annual visitors attracted by diving and sport fishing, cruise ships now contribute with some 60,000 day-trippers who disembark on the islands. The islands are being transformed, as developers are acquiring large tracts of land, such as the West End in Roatán, replacing traditional stilted houses with hotels and resorts. Roatán has also seen the addition of adventure parks, and there are discussions underway for more ports and larger cruise ships²¹.

In Honduras, tourism development is intertwined with gender roles that shape access, participation, and leadership within the sector. Women's involvement in tourism-related activities is often concentrated in specific supporting roles, such as hospitality services, artisanal crafts, and local guiding, reflecting traditional gender stereotypes that associate women primarily with domestic and service-oriented roles. Although women constitute a significant part of the tourism workforce, their participation in decision-making processes and leadership positions remain limited, often due to socio-cultural norms and institutional barriers.

¹⁶[17th National Population Census and 6th Housing Census 2013, Volume 1: General characteristics of the populationN, INE.](#)

¹⁷[Mental health and sexual diversity in Honduras: An exploration. CIR,MDR,CDM.](#)

¹⁸[Comparative Characterization Of The English-Speaking Black Population Group In Honduras According To The Results Obtained In The 2001 And 2013 Population And Housing Censuses. INE.](#)

¹⁹[Tourism statistics for Honduras 2019-2023, INE.](#)

²⁰[Tourism statistics for Honduras 2019-2023, INE.](#)

²¹[Comparative Characterization Of The English-Speaking Black Population Group In Honduras According To The Results Obtained In The 2001 And 2013 Population And Housing Censuses. INE.](#)

The tourism industry in these areas is still in its infancy and generates little income for the Garifuna population. Although a significant number of employees of Garifuna origin work in hotels and restaurants in the coastal region, very few of them own these businesses²². Racialized women experience compounded difficulties due to the intersectionality of their gender and ethnic/racial identity.

2.3.1.1 Gender, work, and working conditions

There is a marked occupational segregation by gender in the tourism and hotel sector. Roles are horizontally segregated, meaning they are strongly feminized, such as cleaning and direct service, or strongly masculinized, like maintenance and management. This segregation means that masculinized roles are often difficult for women to access, while those roles that are accessible to women are typically paid less and have lower status. This division perpetuates a persistent gender gap in wages, hierarchical rank, and access to jobs. The effects are evident in career trajectories, as women often demonstrate prolonged experience of up to 20 years in lower paid roles like housekeeping and administration without advancement into management. In contrast, the career trajectory of men shows clear paths of ascent and specialization over time, with men moving from entry-level positions to management.

Hotel managers often replicate harmful stereotypes, justifying gendered roles with perceptions that "men are stronger" or "women are more delicate." These biases influence hiring, as area managers frequently prefer men for certain positions, citing reasons of strength and physical endurance. Furthermore, academic preparation does not guarantee opportunity, as highlighted by the case of a waitress with two degrees in finance who could not find work in her field, proving that significant additional barriers exist for women. Access to job opportunities is limited by gender.

Beyond the workplace, the unequal burden of care profoundly impacts women's economic participation. The responsibility for children continues to fall disproportionately on women, a situation complicated by the strong presence of single mothers. With no state-sponsored care policies, no childcare services offered by employers, and few daycare centers, women are forced to create their own informal support networks simply to be able to work and support their families.

During the low season, women are typically assigned to deep-cleaning tasks in hotels, while men are responsible for maintenance work. This arrangement helps prevent prolonged periods of unemployment among staff. However, women's attendance tends to be less consistent during these months, largely due to limited access to childcare support. In contrast, men generally experience greater labor mobility and often travel to "the mainland" such as Tegucigalpa, or to other regions to seek temporary employment. This difference is largely explained by the unequal distribution of care responsibilities, as men are not burdened with the same caregiving duties, which allows them to pursue work opportunities outside the area more easily.

2.3.2. Conditions in fishing value chains

Artisanal fishing is a crucial economic activity for the Garifuna people, providing a reliable source of income. While it's a primary occupation for Garifuna men, it faces challenges from competition with larger commercial fishing boats. In 2001, Agriculture, forestry, hunting, and fishing represented 25.96% of the Garifuna economically active population, declining to 21.68% by 2013 due to national unemployment, rather than a shift to higher-paying sectors. Although specific statistics for fishing alone are not available, it's highlighted as the main activity for Garifuna men. The informal sector is growing among the Garifuna population, and international remittances are increasingly vital for the Garifuna population's livelihood due to insufficient employment generation²³.

²²[Comparative Characterization Of The Garifuna Population Group In Honduras According To The Results Obtained In The 2001 And 2013 Population And Housing Censuses, INE](#)

²³[Comparative Characterization Of The Garifuna Population Group In Honduras According To The Results Obtained In The 2001 And 2013 Population And Housing Censuses, INE](#)

Our comprehensive field research consistently revealed a significant gender disparity within the fishing industry, with an overwhelming majority of direct fishing activities being performed by men. When women are involved in the sector, their participation is predominantly concentrated in post-harvest activities, specifically in product processing roles. This division of labor directly translates to men having primary and more direct access to and control over natural resources related to fishing.

However, our findings also brought to light a compelling and noteworthy contrast. In Roatán, the industrial fishermen's organization is led by a woman, who also serves as a boat captain. This individual's leadership and direct involvement in a traditionally male-dominated role challenge deeply ingrained cultural norms. While the prevailing societal culture often attempts to confine women to domestic and caregiving responsibilities, exemplified by tasks such as child-rearing and household maintenance, there are remarkable women like the leader in Roatán who are actively breaking these barriers and taking on prominent leadership positions within their communities and industries. This highlights the existence of strong, influential women who are not only defying gender stereotypes but also driving positive change and demonstrating powerful leadership in sectors where they are typically underrepresented.

2.3.3. Conditions in protected areas

Our field research consistently revealed a notable trend within environmental organizations: a clear and pervasive feminization of the workforce. Women constitute a significant majority of staff members, and all leadership positions are held by women. This compelling pattern strongly suggests a deep-seated connection between women and environmental stewardship, indicating that the responsibility for nature's care and the leadership within environmental initiatives are predominantly spearheaded by women.

This finding carries substantial implications, particularly as at least half of the organizations actively involved in the co-management of the protected area are led by women. This places women squarely in positions of considerable decision-making power and strategic leadership regarding environmental governance and conservation efforts. Their involvement at this level is a crucial milestone, signifying their vital role in shaping environmental policies and practices.

However, despite this significant representation and leadership, a crucial gap was identified. None of these organizations currently possess formal training programs or established policies specifically addressing gender equality and human rights. This absence raises concerns about the comprehensiveness of their approach to inclusivity. While women hold prominent roles, the lack of explicit frameworks for gender and human rights may inadvertently limit the full recognition of the diverse values and perspectives that a truly inclusive approach could offer. It also means that the inherent value and importance of women's leadership, while evident, may not be systematically acknowledged, understood, or leveraged to its fullest potential within the organizational structures. Implementing such training and policies would not only solidify an inclusive perspective but also ensure a more robust and equitable approach to environmental management.

2.3.4. Roles of women, men, boys, girls

In the community of Roatán, women grapple with profound, gender-based challenges rooted in deeply entrenched cultural norms. A primary issue is the double burden, where women, despite their active participation in the workforce, are still expected to shoulder the vast majority of domestic responsibilities. This includes extensive caregiving for children and family, alongside meticulous household management, effectively forcing them to work the equivalent of double or even triple workdays. This societal expectation creates immense pressure, which is acutely felt by single mothers, who often face societal blame and protracted child support disputes on top of their already demanding roles.

This division of labor within the home mirrors the segregation seen in the local economy. Traditional gender roles are particularly rigid in key industries, where men predominantly control the demanding and perilous fishing sector, granting them direct access to marine resources. Conversely, women are largely confined to product processing roles, a segment of the value chain with less autonomy and economic power. This economic disparity is not a recent development, but a cycle perpetuated by historical disadvantages, as

women have culturally faced significant limitations in acquiring the same skills and trades as men. This lack of access to specialized training and information creates a formidable barrier to economic empowerment and reinforces their confinement to lower-paid, less influential positions.

Even when women overcome these economic and educational hurdles to attain leadership roles, they confront a more subtle set of systemic obstacles. While women are visibly present in some positions of authority, a comprehensive gender perspective is rarely integrated into organizational or political structures. Their inclusion is often seen as a natural occurrence rather than a strategic effort to foster equality, resulting in a lack of explicit gender policies that could institutionalize equitable practices. Consequently, women in politics or business often find themselves pressured to conform to traditionalist ideas that emphasize their primary role within the home. Disturbingly, they may be told to simply "strive harder" within male-dominated systems or even be subjected to the regressive suggestion that finding a foreign husband is a key to success, a notion that completely diminishes their own capabilities and efforts.

Despite this complex web of social, economic, and political barriers, a powerful counter-narrative is emerging. A growing number of women are actively defying societal expectations by successfully pursuing jobs and leadership positions traditionally held by men. In doing so, they demonstrate immense strength, intelligence, and resilience. These pioneering women are not only achieving personal success but are also dismantling restrictive gender roles, paving the way for future generations to contribute more fully to the development of their community and highlighting the remarkable progress being made in the face of deep-seated traditionalism.

2.3.5. Other vulnerable groups

2.3.5.1. LGBTQIA+ Community

The LGBTQIA+ community is a visible and accepted part of the local community, with many individuals openly expressing their orientation and identity. While the normalization of gay men and lesbian women is more prevalent, other identities and orientations, such as bisexual, transgender, queer, intersex, and asexual individuals, are less frequently discussed and understood. This disparity in discourse may lead to a lack of specific support and resources for these lesser-recognized groups.

Within the vibrant tourism sector, gay and lesbian individuals are not only well-received but have also been integral to the workforce for many years, contributing significantly to the industry's success. The primary risks identified for LGBTQIA+ individuals in this sector often revolve around interactions with guests, which can sometimes lead to uncomfortable or discriminatory situations. However, a significant gap exists as there are no explicit policies or protocols specifically designed to address discrimination or violence against LGBTQIA+ individuals within tourism establishments. Institutions often suggest reporting such incidents through existing channels for violence against women, but there is no clear consensus on the effectiveness or appropriateness of this approach for LGBTQIA+ specific issues. This highlights a need for more inclusive and tailored reporting and support mechanisms.

Despite the local community's strong religious beliefs, interviewees consistently demonstrate significant openness and respect for the LGBTQIA+ community. This positive outlook suggests a cultural environment where acceptance often transcends traditional doctrines. The island's diversity extends beyond identity and orientation to include a rich tapestry of ethnicity and race, further enriching its cultural fabric and fostering a broader sense of inclusivity.

Interviewees consistently highlight a range of positive qualities within the LGBTQIA+ community, such as unity, mutual respect, kindness, meticulous attention to detail, and innate charisma. This diversity of perspectives and talents is highly valued, contributing to the social and economic landscape and integrating seamlessly with those who adhere to more conventional social norms. The recognition of these contributions underscores the valuable role the LGBTQIA+ community plays in the overall well-being and progress of the local society.

2.3.5.2. People with disabilities and older adults

A critical issue observed is the severe lack of visibility and support for individuals with disabilities. It appears that people living with disabilities are largely confined to their homes, a situation primarily attributed to the pervasive lack of accessibility across the island. The geographical layout of the island presents significant challenges, with often long distances connected predominantly by roads designed for vehicular traffic. This infrastructure design leaves little to no dedicated space for pedestrians, and is particularly prohibitive for individuals with physical or visual impairments.

This problem extends beyond those with overt disabilities, significantly impacting the elderly population who, for similar reasons, are often unable to leave their residences. Field observations corroborate these interview-based insights. While a few foreign individuals with disabilities were seen attempting to navigate these car-centric streets, the scarcity of adequate sidewalks forces them into potentially dangerous situations. The limited presence of older individuals observed in public spaces was primarily restricted to local homeless men, further highlighting the confinement faced by other elderly residents. This systemic lack of inclusive infrastructure not only isolates vulnerable populations but also prevents their full participation in community life and access to essential services. Addressing this issue requires a comprehensive approach to urban planning, prioritizing pedestrian-friendly designs, accessible public transportation, and community support systems to ensure the dignity and inclusion of all residents.

2.3.5.3. Indigenous people and local communities

On the island, the tourism sector profoundly affects local livelihoods and opportunities, characterized by a stark divide between informal and formal activities. Residents largely operate within the informal sector, offering services like small-scale guiding, handicraft sales, and informal eateries. While these activities provide some income, they often lack stability, formal recognition, and market access. In contrast, the formal tourism sector, encompassing established hotels, resorts, and larger tour operators, primarily employs a mainland workforce. This creates significant employment disparities for island inhabitants, who, if employed in this sector, typically occupy less visible, lower-paying roles such as kitchen staff. This situation points to unequal employment access and a potential lack of investment in training and development programs that could elevate local residents to more prominent or managerial positions within the formal tourism industry. Underlying causes may include perceived skill gaps and systemic biases, both hindering the local island community's economic empowerment.

A significant obstacle to community empowerment and genuine engagement in decision-making is the infrequent, inadequate, and often inaccessible dissemination of crucial information, particularly concerning projects, policies, and initiatives directly impacting local communities and indigenous populations. This challenge is compounded by deeply entrenched linguistic barriers. The central government's official communications are almost exclusively in Spanish, leaving vital information untranslated into other prevalent island languages. This creates a substantial accessibility gap for a considerable portion of the population that primarily speaks English, and the problem is even more severe for those who speak indigenous languages like Creole or Garifuna, for whom translated materials are virtually nonexistent. This linguistic isolation exacerbates the existing disconnect between central governance and the governed communities. The inability to access and comprehend vital information impedes informed participation in decisions affecting their lives, livelihoods, and cultural heritage. It prevents communities from effectively advocating their interests, understanding their rights, and contributing meaningfully to development initiatives, thereby perpetuating a cycle of marginalization and disempowerment.

2.3.5.4. Adolescents

Adolescent pregnancy presents a critical and complex challenge that extends far beyond the immediate health risks associated with early motherhood. A significant and deeply problematic issue lies in the societal and official perception of pregnant adolescent women. Despite local authorities acknowledging a lack of comprehensive information, education, and the widespread prevalence of myths surrounding sexual health, they often dismiss adolescent pregnancy as merely a "women's fashion." This perspective is not only dismissive and trivializing but also actively ridicules these young women, unfairly blaming them for

becoming single mothers and subsequently needing assistance. This judgmental attitude creates a hostile environment, further isolating vulnerable adolescents and hindering their ability to seek and receive the support they desperately need.

Crucially, this perception reveals a stark and deeply ingrained imbalance in accountability. There is a notable and alarming absence of perceived irresponsibility attributed to the men and adolescent boys who impregnate these young women. This systemic oversight perpetuates a harmful narrative that places the entire burden of blame and responsibility solely on the female, effectively absolving male partners of their crucial role and accountability in the pregnancy. Such a skewed understanding of responsibility not only undermines efforts to address the root causes of adolescent pregnancy but also reinforces harmful gender stereotypes and power imbalances within relationships. It discourages male engagement in reproductive health education and family planning, creating a vicious cycle that continues to disproportionately affect young women.

Furthermore, the existing policy landscape significantly exacerbates the problem, often acting as a barrier rather than a solution. Instead of implementing proactive adolescent pregnancy prevention policies that directly address the underlying root causes, current strategies primarily consist of assistance policies. While these policies are undoubtedly well-intentioned in their goal of providing support to young mothers, they inadvertently create a cycle of dependency. They consistently fail to tackle fundamental systemic issues such as inadequate comprehensive sex education, severely limited access to affordable and confidential reproductive healthcare services, pervasive social inequalities, and entrenched cultural norms that contribute to early pregnancies. Without a concerted effort to address these fundamental drivers, these assistance programs merely manage the symptoms of a larger problem rather than eradicating it. This perpetuates a challenging and often insurmountable cycle that is incredibly difficult for young women to break, limiting their educational opportunities, economic independence, and overall life prospects. A holistic approach is needed, one that integrates prevention, education, access to healthcare, and genuine support systems, while also holding all parties accountable.

2.4. Management of Natural Resources

2.4.1. Roles and Activities

A study of the current situation of rural women in Honduras, produced by Oxfam, highlights the undervalued nature of women's work, particularly in rural areas, where household chores and agricultural labor are often not considered economically productive because they are unpaid. 95 out of every 100 people considered "economically inactive" in rural areas because they are dedicated to domestic activities are women. This group is defined as individuals who don't have or actively seek employment, and don't earn a salary from their domestic or agricultural work. In rural areas, only 12.5% of employed Hondurans are women. Furthermore, only 1.6% of rural women are considered salaried agricultural workers, representing just 2.8% of the total agricultural workforce in the country. Remittances from family members working abroad are one of the few options for rural women to get resources for subsistence²⁴.

In social roles, approximately 94% of the total population dedicated to domestic work nationwide are women. This figure is slightly higher in rural areas, at 94.5%. Additionally, women are often responsible for both productive work (like agriculture) and unpaid domestic labor (child and family care), emphasizing the "double burden" women face, balancing productive work with unpaid domestic labor, which limits their opportunities. During crises, women disproportionately bear caregiving responsibilities. In political and community roles, women's participation is limited due to cultural and political barriers, and the issues rural women face are often overlooked in political agendas, with a lack of adequate public policies and resources.

²⁴[Current situation of rural women in Honduras, OXFAM.](#)

Women political leaders attribute these obstacles to a "macho and patriarchal culture" that restricts women's access to land and resources, noting that available resources are often "politicized."²⁵

According to OHCHR (year), contributions from the Garifuna community to the consultation on indigenous women and the development, application, preservation, and transmission of scientific knowledge, Garifuna women in Honduras are central to their communities, serving as cultural pillars who transmit language, knowledge, and community practices to younger generations. Their roles are deeply connected to life and spirituality, as they lead rituals for new births and maintain a special relationship with nature, from which they extract medicinal plants. Beyond their traditional roles, Garifuna women are also powerful activists and leaders²⁶.

2.4.2. Access to Land or Natural Resources

Progress has been made, with more rural women receiving land titles each year. Legal reforms such as the Law for Equal Opportunities for Women in Honduras, which guarantees equal rights for women in land ownership, credit, and housing, and ensures that rural women benefit equally from the Agrarian Reform Law, and organizational advocacy have allowed rural women to own land individually or collectively. However, rural women still face significant obstacles. Economic barriers to acquiring land, the gender gap in both the number and size of titled properties, and the lack of institutional support severely limit women's access to land. Between 2011 and 2020, the National Agrarian Institute issued 78,975 land titles across Honduras. Of these, 62.7% were granted to men, while only 37.3% went to women²⁷.

According to a study on the current situation of rural women in Honduras, carried out by the Women's Articulation of La Vía Campesina Honduras, CODIMCA, with support from OXFAM in Honduras, rural peasant, political, and civil society leaders agreed that access to land is the main structural challenge faced by rural women in the country. They all acknowledge that this issue is shaped by gender inequality, patriarchal cultural norms, and a weak institutional framework that, despite legal advances, has failed to secure rural women's rights to productive resources. Political women leaders particularly highlight the legal and financial barriers that rural women face in obtaining land and credit. Their perspective is more institutional and regulatory, calling for the creation and implementation of targeted public policies with earmarked budgets that address the specific needs of women as productive agents. Civil society organizations and international cooperation actors emphasize that only 14% of rural women have access to land, compared to 36% of men. They propose institutional reform, increased public investment, and specialized technical assistance. They also stress how recurring crises, such as the pandemic, natural disasters, and political instability, as well as the disproportionate burden of unpaid care work, further exacerbate the exclusion of rural women²⁸.

2.4.3. Decision Making

The island showcases remarkable instances of women defying these entrenched norms. A compelling example is the woman who not only leads the island's industrial fishermen's organization but also serves as a ship captain. Her leadership in a historically male-dominated industry signifies a powerful challenge to traditional expectations. Another example is one of the founders of Polo's Water, who is constantly involved in community processes and favorable changes for people's lives, as the one made with that organization, where they educate and convince the community to connect to the sewerage and treatment system, as well as to the drinking water supply system.

Similarly, several environmental organizations on the island are led by women who are actively involved in co-managing the protected marine area. These women occupy crucial decision-making and leadership

²⁵[Current situation of rural women in Honduras, OXFAM.](#)

²⁶[Contributions from Garifuna community to the consultation on indigenous women and the development, application, preservation, and transmission of scientific knowledge. OHCHR, 2022.](#)

²⁷[Current situation of rural women in Honduras, OXFAM.](#)

²⁸[Current situation of rural women in Honduras](#)

positions, demonstrating their capacity for strategic thinking and effective governance. These exceptions, while notable, underscore the need for broader systemic change.

According to primary sources documented by the OHCHR (2022), Garifuna women are permanently involved in community decision-making and lead movements for territorial reclamation. Their activism, however, makes them a target for state persecution, including accusations and imprisonment, as well as threats from organized crime and extractive industries. They also advocate for environmental protection, working with others to address issues like coastal erosion, pollution, and climate change²⁹.

Despite their vital contributions, Garifuna women face significant obstacles, including government apathy towards protecting their ecosystems and lives. They also experience perpetual racism, discrimination, and misogyny that devalue their ancestral knowledge because it is not validated by global academic credentials. The imposition of "globalized" educational models further threatens their culture, creating a gap between ancestral wisdom and younger generations. Additionally, they contend with various forms of "extractivism," including ecological and cultural, as well as migration processes that lead to the emptying of their territories³⁰.

3. Gender-related risks and negative impact

3.1. Risks

3.1.1. Existing Gender Equality, Women's Rights, and GBV Issues in the Project Area

Violence against women in Honduras shows alarming statistics, with a total of 127 violent deaths, including femicides, recorded during the first six months of 2025, according to monitoring by the Center for Women's Rights (CDM). More than half of these crimes (53.5%) took place in public spaces. The level of impunity is alarming: 95% of femicide cases remain unresolved judicially, reflecting a lack of effective investigations.

The problem of violence extends to other forms beyond homicide, as shown by the 13,034 reports of domestic violence and 15,647 reports of family mistreatment received by the National Emergency System 911 from January to April 2025³¹. According to a 2022 survey, 1 in 2 women over 15 has experienced violence at some point in their lives, affecting an estimated 1.8 million women across all social groups, including urban and rural women, indigenous and Afro-descendant women, and women with disabilities³².

In addition, Honduras has one of the highest rates of hate crimes and trans femicides in the world, with 388 violent deaths between 2009 and 2021, according to data from the Red Lésbica Catrachas. The situation is especially worrying for trans women: they have registered more than 120 murders in the last decade, and their life expectancy does not exceed 35 years.³³

Stakeholder interviews reveal an undocumented but prevalent issue of the trafficking of women and minors on the island. A government stakeholder linked this problem to a local "macho culture" that encourages women to marry foreigners for improved lives, making them susceptible to trafficking networks. A notable case involves a disappeared woman and a detained US foreigner, who has also been connected to other disappearances of underage women.

²⁹[Contributions from the Garifuna community to the consultation on indigenous women and the development, application, preservation, and transmission of scientific knowledge. OHCHR, 2022.](#)

³⁰[Contributions from the Garifuna community to the consultation on indigenous women and the development, application, preservation, and transmission of scientific knowledge. OHCHR, 2022.](#)

³¹[Centro de Derechos de Mujeres \(CDM\), Violence Monitoring Report, 2025.](#)

³²[Encuesta Nacional Especializada Sobre Violencia Contra Las Mujeres y Niñas, INE 2022](#)

³³[Forced to flee and return to Honduras.](#)

The problem of trafficking is exacerbated by some political leaders who misrepresent it as voluntary sex work to protect tourism, leaving women, adolescents, and children vulnerable and without adequate attention or prevention policies. The lack of interest in involving the central government stems from a desire to avoid damaging the island's reputation as a safe tourist destination. The dual role of political leaders as tourism entrepreneurs highlights a conflict of interest, prioritizing economic gain over social welfare.

Political leaders often dismiss trafficking as a cultural issue, blaming women for raising their daughters to seek wealthy foreign partners for support. This perspective ignores the economic realities faced by local women, where increased tourism has driven up the cost of living, making it difficult to live with dignity without resorting to trafficking networks.

Women exhibit distrust in the criminal justice system, leading many to avoid reporting violence. Those who do report often face impunity and state inefficiency, with ineffective measures that can further endanger them by alerting aggressors who remain free. Despite these issues, some government programs have begun to address violence identification and offer economic empowerment initiatives to foster financial autonomy.

3.1.2. Risk of Disproportionate Burden on Women in Natural Resource Use and Management

When analyzing the potential impacts of the project within the hotel sector, a distinct gender-based division of labor becomes apparent. Roles that are primarily held by men, such as those in maintenance and electrical departments, are precisely the areas that are most likely to experience significant changes due to the project's initiatives. This implies that any new responsibilities, advanced training, or technological adaptations related to these specialized fields would predominantly be undertaken by male staff members. For instance, the introduction of energy-efficient systems, smart building technologies, or advanced waste treatment infrastructure would directly impact their daily tasks. Each specific technology and system must be evaluated, as these changes could lead to an increased workload in the short term, but also result in greater efficiency and ease of work in the medium to long term. Crucially, this upskilling provides men with new, marketable expertise, potentially leading to higher payments and greater attractiveness in the job market. Therefore, every technology chosen must be carefully reviewed prior to implementation to mitigate any potential adverse effects.

Conversely, positions related to cleaning, housekeeping, and kitchen duties are predominantly occupied by women. Consequently, any measures implemented by the project pertaining to enhanced waste management protocols, sustainable practices in housekeeping, or improved cooking oil disposal methods would primarily fall under their purview. This distribution of tasks suggests a potential for an adjusted workload for women in service roles as they integrate new waste and resource management practices into their existing responsibilities. For example, new sorting procedures for waste, the implementation of eco-friendly cleaning products, or revised protocols for handling kitchen waste would necessitate additional training and a modification of their established routines. It is therefore critical to acknowledge and address these ingrained gender roles when planning project interventions. Every intervention must be analyzed not only for its environmental impact, but also for its potential social or family impact, especially if it could generate work overload or lead to conflict. This ensures an equitable distribution of new tasks and responsibilities, mitigating any unintended burdens or disparities that could arise for either male or female employees. Proactive measures, such as gender-sensitive training programs and workload assessments, would be essential to ensure a fair and just transition for all staff members.

Moving beyond the hotel environment, the responsibility for safeguarding the natural reef ecosystem presents an inverted gender imbalance. In this domain, women constitute the majority of co-management organizations, and notably, all leadership positions within these organizations are held by women. This represents a substantial burden of responsibility and action within the island community, especially given the municipality's stated desire to eliminate the protected area management plan in favor of expanding the tourism business. This situation profoundly underscores the inherent role of women as primary caregivers and protectors of life, not only within their immediate families but also extending to the natural environment.

that sustains their communities. Their leadership in conservation efforts highlights a deep connection to the ecosystem and a strong commitment to its preservation, often against significant socio-economic pressures. The potential loss of the protected area status would place an even greater onus on these women and their organizations, and potentially push them into more precarious jobs as they lose this source of income, demanding increased advocacy, resourcefulness, and resilience in their efforts to protect the delicate marine environment.

3.1.3. Risk of Gender-Based Violence by Project Personnel

The integration of project workers into local communities within the project presents a potential risk of gender-based violence (GBV). This is largely due to differing cultural understandings of gender equality among foreign workers, which could negatively impact existing local relational dynamics.

The introduction of foreign (i.e. international or from the mainland of Honduras) personnel also carries the risk of increasing violence against women and other vulnerable groups. To mitigate this, mandatory training is essential for all project participants. This training should establish a foundational understanding of key concepts such as gender violence and intersectionality, equipping participants with the knowledge and sensitivity needed to prevent and address GBV, and fostering an environment that upholds gender equality for all. A grievance mechanism is established and capable of handling cases of GBV. Training in managing GBV cases will be provided by WWF GEF Agency Safeguards team members.

3.1.4. Risk of GBV and/or SEAH for Women and Girls from Project Activities

The project anticipates no adverse effects or risks. Instead, it is poised to foster the comprehensive inclusion of women, not merely in participatory roles but crucially in decision-making and leadership capacities. This intentional focus aims to dismantle existing barriers and create pathways for women to influence project outcomes and shape future initiatives.

Furthermore, the project is projected to significantly contribute to job growth, underpinned by a robust gender equality perspective. This involves actively promoting equal opportunities for all genders in employment, training, and career advancement within the project's scope. Strategies should be implemented to ensure fair recruitment processes, equitable compensation, and supportive work environments that address the specific needs and challenges faced by women in the workforce.

A cornerstone of this initiative is its commitment to addressing masculinity. The project should be designed to include dedicated work on challenging traditional gender norms and promoting the equitable distribution of tasks within the household. By engaging men in discussions and activities that encourage shared responsibilities, the project should aim to foster more balanced domestic lives, thereby alleviating the disproportionate burden often placed on women and enabling their greater participation in public and economic spheres. This holistic approach could create a more just and equitable society where both men and women can thrive.

3.2. Potential negative impacts

3.2.1. Risk of Negative Gender-Differentiated Impacts

The project, while aiming for positive change, carries potential negative impacts that warrant careful consideration, particularly concerning gender dynamics. One significant concern is the likelihood of an increased workload for men within the electricity and maintenance departments. This issue stems from persistent gender stereotypes that continue to rigidly separate tasks, often assigning physically demanding or technical roles predominantly to men. Without proactive measures, the project could inadvertently reinforce these traditional divisions, leading to an imbalance in labor distribution and potentially contributing to burnout among male staff in these areas.

Furthermore, there is a substantial risk that the responsibility for achieving gender equality within the project will disproportionately fall on women. While it is crucial for women to be empowered and to have a role in advancing gender-inclusive practices, it is equally vital that this burden is not solely placed upon them. Achieving true gender equality requires a collective effort, and a shift in organizational culture and men must actively engage in adapting their roles and challenging ingrained biases.

This commitment is often hindered by societal stereotypes that pressure men to conform to traditional roles, such as being solely financially responsible or suppressing emotions, which limits their capacity to be fully seen and valued in diverse ways. Failing to engage men fully in this process could lead to resentment, a lack of sustainable change, and further entrench the very inequalities the project aims to address. Therefore, any project implementation must include targeted strategies to engage men in gender education, to create an environment where characteristics traditionally associated with either gender are accepted and valued, and to ensure that the responsibility for fostering equality is shared across all genders.3.2.2. Potential Contribution to GBV, Sexual Exploitation, Abuse, and Harassment

A significant issue identified within the tourism sector involves the harassment of women employees by foreign male tourists in hotels. This problem is exacerbated by what appears to be imported violence, excessive alcohol consumption, and a notable absence of proper care protocols to protect staff. Furthermore, reports from the hotel sector also detail instances of domestic violence perpetrated by foreign men against foreign women. In several of these cases, hotel staff have demonstrated remarkable initiative and compassion, intervening to protect these women, sometimes even offering additional accommodation to ensure their immediate safety and well-being.

Excessive alcohol consumption in hotel settings is consistently highlighted as a major catalyst for gender-based violence, impacting both hotel employees and family members of guests. The current project presents a crucial opportunity to significantly mitigate these incidents. This can be achieved through the development of comprehensive knowledge resources, clear and actionable protocols, and robust policies specifically designed for staff interactions with guests. By implementing these measures, the project can play a vital role in safeguarding the sustainability of local tourism, ensuring a safer and more respectful environment for everyone involved.

3.3. Risk Mitigation

3.3.1. GBV/SEAH and Human Rights Coverage in Mandated Project Training

A significant finding within the project context is the complete absence of policies or training programs addressing Gender-Based Violence (GBV), Sexual Exploitation, Abuse, and Harassment (SEAH), or broader Human Rights concerns among any of the involved stakeholders. This represents a critical vulnerability, as it leaves individuals unprotected and incidents unaddressed. While one government agency acknowledges the importance of such curricula and includes them in its agenda, its practical application is hindered by a lack of resources, specifically the inability to deploy personnel to the island for implementation. This highlights a systemic challenge where awareness exists, but the operational capacity to effect change is severely limited. Without foundational policies and accessible training, the risk of GBV, SEAH, and human rights violations remains high, undermining the safety and well-being of all project participants and community members.

The hotel sector, despite often having basic complaint mechanisms like suggestion boxes and policies against harassment and gossip, struggles with their effective implementation, particularly concerning gender-related issues. This ineffectiveness is largely attributable to the predominantly male leadership in management and human resources roles. A pervasive lack of gender perspective within these leadership positions often leads to the dismissal or trivialization of concerns raised by female employees. Such an environment erodes trust and discourages reporting, perpetuating a cycle where issues remain unaddressed, and perpetrators are not held accountable. While one hotel does make an effort to provide training on values and coworker relationships upon arrival, this isolated initiative is not a substitute for

comprehensive protocols on gender-based violence. The sector still largely relies on the individual empathy and "common sense" of employees, which is an insufficient and unreliable basis for addressing serious issues like GBV. This reactive rather than proactive approach creates an unsafe environment and demonstrates a clear need for standardized, gender-sensitive policies and robust reporting and response mechanisms.

Environmental organizations involved in the project currently lack specific gender policies. Their stated reasons for this omission, as time constraints and a perceived lack of immediate relevance, underscore a critical misunderstanding of the interconnectedness between gender equality and environmental sustainability and how such policies can increase effectiveness of these organizations. These reasons highlight the work overload faced by local environmental organizations that force them to focus on short term issues instead of medium to long term strategic issues. While these organizations are dedicated to conservation, they often overlook how gender dynamics significantly influence environmental outcomes and the effectiveness of their initiatives. Women often have unique relationships with and dependencies on natural resources, making them crucial stakeholders in conservation efforts. Failing to incorporate a gender perspective not only perpetuates inequalities but also limits the overall effectiveness and equitable results of environmental initiatives. Recognizing and actively addressing gender considerations within environmental programming is not merely a matter of social justice but a strategic imperative for maximizing conservation impact and achieving truly sustainable development goals. Integrating a gender perspective can lead to more inclusive decision-making, better resource management, and ultimately, more successful and equitable conservation outcomes.

3.3.2. Opportunities to Promote Gender Equality within the Project

Significant opportunities exist within this project to advance gender equality, a goal strongly supported by the demonstrated open collaboration of government institutions on gender equity initiatives. To translate this potential into tangible outcomes, the strategy could center on leveraging the network of SER MUJER liaisons, who are already present across all government institutions. A critical first step is to formally organize these liaisons into a project-focused network, providing them with the necessary resources and logistical support, including a travel budget to reach key areas like Roatan Island. This networked approach will transform a dispersed group of individuals into a coordinated force for change.

This coordinated network could implement a comprehensive approach, integrating crucial thematic areas to address the multifaceted nature of gender inequality. The project will focus on combating gender-based, economic, and domestic violence; fostering economic empowerment through enhanced livelihoods, entrepreneurship, and women-focused value chains; and promoting inclusive systems with a commitment to diversity, equity, and inclusion for vulnerable groups.

Rather than starting from scratch, the project could be built upon proven models of success. A powerful example comes from the Gulf of Fonseca, where programs supported by DIGEPESCA have cultivated groups of women shellfish gatherers and marketers who serve not just as participants but as leaders in decision-making roles. This framework for collective action will be replicated, along with DIGEPESCA's existing programs focused on masculinities, ensuring a holistic approach. Further inspiration comes from SERNA's initiatives that teach practical trades like cooking and creating nurseries, providing tangible skills for diversifying incomes. SERNA's experience with virtual training also offers a template for cost-effective capacity building.

A key driver of this economic empowerment is access to capital. The project will actively seek to replicate and integrate specialized financing programs, such as those offered by the BCIE for women entrepreneurs and women-led businesses. However, to ensure these interventions are truly impactful, a significant gap in understanding the specific barriers faced by women entrepreneurs must be addressed. Therefore, prioritizing research and needs assessments will be crucial to developing targeted support that addresses the root causes hindering women's economic success.

4. Gender Action Plan

This Gender Action Plan (GAP) is designed to ensure that the iCOAST Project's goals are achieved in an equitable and sustainable manner. While this document details specific gender actions and indicators for activities deemed to have the highest potential for gender impact (e.g., policy, finance, technology, and planning), the commitment to gender mainstreaming must be applied throughout the entire project cycle and across all interventions.

This project-wide gender perspective will be guided by the following principles:

- **Mitigation of Adverse Effects:** Continuously reviewing all interventions to ensure they do not increase women's workload or exacerbate Gender-Based Violence (GBV).
- **Inclusion and Empowerment:** Actively seeking inclusive participation in all consultations and decision-making forums, ensuring diverse local women are represented.
- **Awareness and Shared Responsibility:** Conducting sensitization efforts across the entire population (tourists, operators, and host communities) to highlight the importance of gender inclusion, the specific barriers women face (such as occupational segregation), and the constraints imposed by unpaid caregiving responsibilities.
- **Equitable Benefits:** Ensuring that women, especially those in vulnerable groups, benefit equitably from new opportunities, training, and resources generated by the transition to sustainable tourism.

A complete exercise was carried out to identify gender initiatives and indicators for each project activity, however the list of activities and indicators is too extensive for the scope, budget, and timeline of the project. The full exercise can be found in Annex 1. Table 1 provides a list of priority gender interventions and indicators to guide the Gender Action Plan.

Table 1: Gender Action Plan			
Intervention Type	Key Gender Indicators	Intervention Justification	Inclusion Rationale
I. Policy Analysis & Strategy	Min. 35% women representatives participating in national agreement discussions Number and description of explicit gender equality objectives integrated into the updated strategy (Min. 3)	Ensures women's voices directly shape the national framework. Leadership is formalized in policy documents.	Guarantees women's influence in high-level policy setting and mandates the integration of equality and safety measures.
II. Capacity Building & Training Includes MOOC, training in finances, training in	Min. 35% women participating/completing the training. Evidence of support mechanisms (e.g., childcare, flexible access) implemented to	Focuses on new knowledge and skills while actively removing social and digital barriers (support mechanisms). The gender-	Ensures equitable access to training and mitigates the constraint of unpaid caregiving responsibilities, which limit

Table 1: Gender Action Plan			
Intervention Type	Key Gender Indicators	Intervention Justification	Inclusion Rationale
entrepreneurship, use of new technologies, and any training part of the project.	overcome women's time/digital barriers Percentage of training content dedicated to gender-responsive topics and its quality (Min. 10% of content) % of people who report greater knowledge and understanding of gender concepts after participating in the training	focused content ensures that participants understand how to mitigate gender bias and promote equitable practices in the tourism sector.	training time.
III. Finance & Value Chains	Number of women-led businesses identified/prioritized for support (Min. 15 out of 35) Documentation that credit instruments address specific barriers faced by women and the percentage increase in sourcing from them Evidence that the blended finance program formally integrates gender equality criteria and specifies a target percentage for funds allocated to women-led businesses (30%)	The intervention focuses on economic empowerment by tracking business growth and integrating knowledge of finance barriers into product design. It is necessary to identify and dismantle systemic obstacles that restrict women's access to capital, markets, and leadership roles within the local tourism supply chain.	Directly targets women's economic empowerment by addressing access to capital and markets, which are often limited by gendered financial norms.
IV. Investment & New Technologies	Number of women trained in new technologies including those on non-traditional roles (e.g., maintenance/green technology) (Min. 8) Documentation of actions taken to mitigate work overload or safety risks resulting from new technology (Gender Impact Assessment)	Ensures women acquire new, high-value technical skills necessary to combat occupational segregation in traditionally male-dominated sectors (e.g., electricians). The risks associated with adopting new technology, including potential workload	Ensures technology investment actively promotes women in non-traditional roles and proactively mitigates negative impacts on women's and men's safety and workload.

Table 1: Gender Action Plan			
Intervention Type	Key Gender Indicators	Intervention Justification	Inclusion Rationale
		overload (sobrecarga de trabajo), are analyzed with a gender-differentiated perspective to assess the impact on both male and female staff	
V. Knowledge & Regional Collaboration	Min. 40% women from the Honduras team participating in global/regional forums Number of gender-specific topics discussed or presented by women at global meetings (Min. 2)	Focuses on empowering women to become knowledge leaders and ensuring gender-related lessons are shared at the global/regional level.	Ensures equitable representation in global knowledge exchange and validates the gender-sensitive solutions developed locally.
VI. Governance & Risk Management	Min. 35% women representatives in decision-making bodies (PNMIB Board/Committees) Number of support mechanisms and reporting services established for gender-related risks (GBV, trafficking) (Min. 3). Number of gender-related risks assessed in the Municipal Risk Plan (Min. 4) Evidence that the PNMIB Financial Plan addresses women's specific needs.	Focuses on ensuring women's representation (Leadership) in structures controlling resources (PNMIB/Municipal) and mandates the inclusion of specialized knowledge (GBV protocols) in risk plans.	Ensures female representation in governance and mandates the creation of gender-sensitive safety nets.

ANNEX 1: Full Inventory of Gender Actions and Indicators

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
Component 1: Policy & Regulatory Environment						
Outcome 1.1: An enabling policy and regulatory environment supports the national tourism sector's transition to climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution technologies and approaches. (USD 848,000)						
Output 1.1 National tourism strategies, policies, and regulations in Honduras are revised to ensure cohesion, alignment with international commitments and national priorities, and to incorporate clear targets for low-carbon, low-chemical, zero-waste, and zero-pollution accommodation, along with an implementation strategy developed with national and local stakeholders.	Activity 1.1.1 Conduct an in-depth analysis of national tourism regulations, and national policy frameworks, ensuring coherence with environmental, waste, and other general normative instruments beyond the tourism sector, their contribution to low-carbon, low-chemical, zero-waste, and zero-pollution tourism, and their alignment with Honduras's international commitments and cross-sectoral programs from environmental and social national agencies (e.g., climate change, ozone, biodiversity)	Ensure the analysis includes a thorough review of how existing regulations impact women's participation, economic opportunities, and protection from gender-based violence (GBV) within the tourism sector.	Safeguards coordinator	Number of policy analysis that include a gender perspective (1) Number of key gender-related thematic areas (e.g., GBV, economic opportunities, participation) reviewed and documented in the analysis. (2) Number of women leaders or representatives consulted to provide input on the regulatory analysis (10)		Included in project budget
	Activity 1.1.2 Update the National Sustainable Tourism Strategy with a global perspective, supported by specialized international organizations (e.g., UN Tourism), integrating national policy instruments and defining concrete actions to promote low-carbon, low-chemical, zero-waste, and zero-pollution tourism and accommodation.	Integrate explicit gender equality objectives into the updated National Sustainable Tourism Strategy, ensuring that actions to promote sustainable tourism also create equitable livelihoods and opportunities for women, particularly in decision-making roles and higher-paying positions.	Safeguards coordinator	Number and description of explicit gender equality objectives integrated into the updated strategy.(2) Number of women leaders and representatives actively consulted during the strategy development process. (at least 35% of stakeholders consulted are women) Evidence that the strategy addresses women's access to leadership and higher-paying		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
				positions in the sector. (mention in the final strategy document)		
	Activity 1.1.3 Develop a national inventory of GHG emissions for tourism in Honduras and a Roadmap to Climate-Resilient Tourism.	While developing the GHG inventory and the Roadmap, assess potential gender-differentiated impacts of climate change and proposed mitigation/adaptation actions, especially concerning women's roles in energy consumption, resource management within households and informal tourism sectors, and their specific vulnerabilities to climate change. Ensure women's voices are included in the planning process to avoid disproportionate burdens.	Safeguards coordinator	Number and description of gender-differentiated impacts identified and addressed in the final Roadmap to Climate-Resilient Tourism. (3) Number of women consulted from various stakeholder groups (local communities, informal sector, women-led businesses) during the development of the inventory and roadmap. (15) Number and description of explicit gender equality objectives integrated into the updated strategy.		
	Activity 1.1.4 Convene and broker a national agreement to position climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution tourism as a strategic pillar of Honduras's economy and sustainable development.	Actively ensure women's representation and meaningful participation in the national agreement discussions, including women leaders from public institutions, private sector, and social organizations. Advocate for commitments that explicitly link sustainable tourism to gender equality, including		Percentage of women representatives participating in national agreement discussions and signing the agreement (40) Number and description of explicit commitments in the national agreement linking sustainable tourism to gender equality and women's rights.(at least 2		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
		targets for women's economic empowerment and leadership in the sector.				
Output: 1.2 One Sustainability standard (SICCS) for tourism entities is adopted to support climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution practices in Honduras.	Activity 1.2.1 Conduct an assessment of the application of the SICCS (Central American Integrated System for Quality and Sustainable Tourism) in Honduras and across the region to identify barriers and opportunities for improvement in both criteria and implementation.	Include a gender lens in the SICCS assessment to determine if the standards adequately address gender equality, fair labor practices for women, and protection from GBV within certified entities. Identify opportunities to integrate gender-sensitive indicators into the SICCS criteria.		Number of gender equality criteria identified in the current SICCS standards (baseline).		
	Activity 1.2.2 Benchmark the SICCS with the GSTC methodology and criteria and with climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution tourism practices.	Advocate for the inclusion of explicit gender equality criteria within the strengthened regional SICCS label, such as policies against discrimination, equal pay, and mechanisms for reporting and addressing GBV.		Number of explicit gender equality criteria included in the strengthened regional SICCS label. (increase from baseline established in activity 1.2.1)		
	Activity 1.2.3 Draft an updated SICCS that aligns with the GSTC and integrates climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution considerations..	Ensure that the national agreement emphasizes the importance of gender-sensitive implementation of SICCS, including training for auditors on gender issues and the promotion of women's leadership in certified businesses.		Number of provisions in the national agreement emphasizing gender-sensitive SICCS implementation.		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
	Activity 1.2.4 Establish SICCS as the official sustainability certification standard for tourism and accommodation practices in Honduras.	Actively engage women entrepreneurs and women in leadership positions within the private sector in the review and enhancement of SICCS standards. Develop awareness campaigns that highlight the benefits of gender-inclusive practices for tourism businesses.		Number of women entrepreneurs and leaders participating in forums and workshops related to the officialization of SICCS. (minimum 15) Number of awareness campaigns developed highlighting gender-inclusive practices. (2) Documentation of enhanced recognition and demand for the products/services from businesses prioritizing gender-inclusive practices and SICCS certified by private sector actors.		
Output 1.3: National and local stakeholders are trained in low-carbon, low-chemical, zero-waste, and zero-pollution practices, as well as the revised policies, regulations, and standards	Activity 1.3.1 Develop climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution guidelines for tourism construction, renovation, and operations.	Ensure these guidelines incorporate gender-sensitive considerations, such as promoting women's employment in green construction jobs, ensuring safe and accessible working conditions for all genders, and addressing potential gender-differentiated impacts of new technologies or practices.		Number and description of gender-sensitive considerations incorporated into the guidelines. Number of guidelines addressing safe and accessible working conditions for all genders(3) Number of women construction engineers, managers, or tourism operators consulted during the development and review of the guidelines.(10)		
	Activity 1.3.2 Develop a Massive Open Online Course (MOOC), with UN Tourism endorsement and the National Autonomous University of Honduras (UNAH) support, covering key concepts of low-carbon, low-chemical, zero-waste, and zero-pollution tourism.	Integrate modules on gender equality, GBV prevention, and women's economic empowerment within the MOOC. Ensure the course content is accessible and relevant to both men and women,		Number and description of modules on gender equality, GBV prevention, and women's economic empowerment integrated into the MOOC.(3) Evidence that the MOOC content addresses gender-specific		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
		addressing gender-specific challenges and opportunities in sustainable tourism.		challenges and opportunities in sustainable tourism (specific content integrated)		
	Activity 1.3.3 Host the course on a national or regional sustainable tourism e-learning platform, making it accessible to tourism and accommodation stakeholders nationwide, and develop a promotion campaign for its use.	Implement strategies to ensure equitable access for women to the e-learning platform, considering potential barriers such as limited internet access, digital literacy, and time constraints due to caregiving responsibilities. Provide support and incentives for women's participation.		Percentage of women accessing and registering for the e-learning platform.(40%) Number of specific support mechanisms provided to facilitate women's participation(3) Percentage of women completing the course hosted on the platform. (38%) Number of promotion materials or campaigns developed using communication channels known to effectively reach female community members (4)		
Output 1.4: Local ordinances and planning instruments are developed and strengthened to drive the transition to climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution	Activity 1.4.1 Update the GSTC (Global Sustainable Tourism Council) assessment for Roatán and develop a new assessment for Santos Guardiola, incorporating chemical use, pollution, and climate vulnerability criteria.	Integrate gender analysis into the GSTC assessments to evaluate how chemical use, pollution, and climate vulnerability disproportionately affect women and vulnerable groups in Roatán and Santos Guardiola. This should inform the development of gender-responsive mitigation strategies.		Number of GSTC assessments with gender analyses integrated. Number and description of disproportionate impacts on women and vulnerable groups identified. Number of gender-responsive mitigation strategies developed based on the assessments.		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
tourism and accommodation .	Activity 1.4.2 Based on these assessments, develop long-term Sustainable Tourism Plans for Roatán and Santos Guardiola, including a governance framework that defines which institutions will lead and support the implementation process, establishing roles and responsibilities for all relevant actors, as well as mechanisms for accountability, coordination, and stakeholder engagement.	Ensure that the Sustainable Tourism Plans explicitly address gender equality, including targets for women's participation in decision-making bodies, equitable distribution of benefits from tourism, and mechanisms to address GBV. The governance framework should include gender focal points and accountability for gender outcomes.		Number of explicit gender equality provisions in the Sustainable Tourism Plans. Number of targets for women's participation in decision-making bodies. Number of mechanisms to address GBV included in the plans. Number of gender focal points established in the governance framework.		
	Activity 1.4.3 Carry out a feasibility analysis and road map for implementation of a single-use plastics ordinance in Santos Guardiola.	Ensure that the feasibility analysis and enforcement strategies are equitable and do not disproportionately burden women, especially those in informal waste collection or small businesses. Conduct a risk analysis to identify potential negative impacts on women's livelihoods and propose gender-responsive mitigation measures.		Inclusion of a comprehensive risk analysis detailing how the ordinance implementation could affect women's livelihoods in the informal sector. Number of women in informal waste collection and small business owners consulted during the feasibility analysis phase.(10) Percentage of women in informal waste collection or small businesses negatively impacted by the ordinance (measured from baseline to end of project) (0%)		
	Activity 1.4.4 Review, update, and promote the approval of territorial/land use planning instruments for Roatán and Santos Guardiola.	Integrate a gender perspective into the review and update of territorial planning instruments to ensure that land use decisions consider		Number and description of actions with gender perspective integrated into territorial planning instruments.(4)		

[illegible]

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
Output: 2.1.1. Sustainable finance and resource mobilization strategy for the LNBIMP	Activity 2.1.1 Develop a comprehensive assessment of the effectiveness of current financial instruments and mechanisms and evaluate the potential impact of revising or creating new ones. The assessment will include recommendations to redirect existing public finance mechanisms away from pollution-intensive practices and towards sustainable tourism investments.	Ensure the assessment includes a gender analysis of how current financial instruments and proposed revisions impact women's and men's access to finance, decision-making power, and economic opportunities in sustainable tourism.		Number of financial instruments analyzed for gender impact. Number and description of recommendations specifically addressing gender disparities in financial access.		
	Activity 2.1.2 Establish a national or regional blended finance program in collaboration with multilateral institutions (such as CABI, IDB, CAF) including the development of pre-feasibility studies, feasibility assessments, and market demand analyses.	Ensure that pre-feasibility studies, feasibility assessments, and market demand analyses for the blended finance program explicitly consider gender-differentiated market needs and opportunities, and include mechanisms to ensure women-led businesses can access the program.		Number of gender-disaggregated data points included in the pre-feasibility studies and market demand analyses Inclusion and description of gender equality criteria in the blended finance program design Number of women-led businesses participating in the market demand analyses and consultations for the program design.(10) Number of specific mechanisms or criteria included in the final program design to ensure women-led businesses can access the program (2) .		
	Activity 2.1.3 Co-design innovative instruments between financial institutions and local clean energy and service providers	Facilitate the participation of women entrepreneurs and women-led businesses in dialogues with financial institutions and clean energy providers to co-design credit instruments that are accessible and tailored to		Number of women entrepreneurs participating in co-design dialogues between financial institutions and service providers.(5) Number of credit instruments designed that include specific features for women-led businesses.		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
		their needs for investing in sustainable technologies.		Documentation that the co-designed instruments address known gender-specific barriers to finance. Increased confidence of women entrepreneurs regarding their ability to access the new credit instruments (based on post-dialogue feedback).(15%)		
Output 2.2: The capacity of tourism sector stakeholders to access and apply sustainable finance is strengthened, ensuring equitable benefit sharing.	Activity 2.2.1 Analyze the capacity of national and local financial institutions to design and implement sustainable tourism finance mechanisms, as well as the capacity of the tourism sector (in general, but particularly of accommodation providers) to access, manage, and apply such funds.	Assess the capacity of financial institutions and tourism businesses to address gender-specific barriers in accessing and managing sustainable finance, and develop recommendations for gender-sensitive training for banking personnel and tourism stakeholders.		Number of financial institutions and tourism businesses assessed for their capacity to address gender-inclusive finance. Number of gender-specific barriers to accessing and managing sustainable finance identified in the assessment report. Number and description of recommendations developed for gender-sensitive training for banking personnel and tourism stakeholders.		
	Activity 2.2.2 Implement training programs for local bank personnel and credit analysts to strengthen their understanding of the operational dynamics, value chain, investment cycles, and risk-return profiles of tourism businesses, with a focus on improving their ability to evaluate and manage green finance opportunities in the sector.	Integrate gender-responsive content into training programs for bank personnel and credit analysts, focusing on understanding the unique financial needs and challenges of women-led tourism businesses and gender-differentiated risk profiles in the sector.		Percentage of training program content dedicated to gender-responsive finance (15%) Number of women bank personnel and credit analysts trained on gender-responsive finance.(40%) Increased confidence of trained personnel in evaluating women-led business proposals (measured via pre/post-training survey).(15% increased)		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
				Number of training modules that include case studies of successful women-led sustainable tourism businesses.(2)		
	Activity 2.2.3 Develop a specialized toolbox of financial instruments for sustainable tourism, accessible to tourism and accommodation businesses in Honduras.	Develop a specialized toolbox of financial instruments that includes clear guidance and resources specifically designed to support women-led tourism and accommodation businesses in accessing sustainable finance.		Number of financial instruments in the toolbox that are tailored or highlighted for women-led businesses.(4) Evidence that the toolbox includes specific guidance or simplified requirements for women entrepreneurs addressing known barriers. Number of women-led businesses accessing and utilizing the toolbox for identifying finance opportunities (monitored via downloads or user registration). Documentation of increased confidence and knowledge among women entrepreneurs in applying for green finance after using the toolbox.(15% increase)		
	2.2.4 Design a training program, tools and checklists for tourism and accommodation businesses on accessing green finance, complemented by an experience-exchange process with companies that have successfully applied such funding.	Design a training program, tools, and checklists that specifically address the needs of women-led tourism and accommodation businesses in accessing green finance, and ensure		Number of training sessions specifically for women-led businesses. Number of women entrepreneurs participating in experience exchange.		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
		the experience-exchange process includes successful case studies of women entrepreneurs.		Increased confidence and knowledge of women entrepreneurs in applying for green finance.		
Output 2.3: Tourism businesses in Roatán gain access to and apply financial incentives to transition to climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution tourism and accommodation practices.	Activity 2.3.1 Assess the current conditions and capacities of a pilot group of Roatán tourism businesses to access the sustainable finance instruments identified under Activity 2.1.	Conduct a gender-sensitive assessment of the current conditions and capacities of a pilot group of Roatán tourism businesses, ensuring the assessment identifies specific barriers and opportunities for women-led businesses to access sustainable finance.		Number of women-led businesses included in the pilot group assessment. Number and description of gender-specific barriers to finance identified. Detailed report of the understanding on the financial landscape for women entrepreneurs in Roatán.		
	2.3.2 Provide technical assistance to at least 10 hotels to prepare complete, bankable portfolios for accessing financing for sustainable tourism initiatives.	Prioritize providing technical assistance to women-led hotels or hotels with a strong commitment to gender equality, ensuring they receive tailored support to prepare bankable portfolios for sustainable tourism initiatives.		Number of women-led hotels receiving technical assistance.(4) Number of bankable portfolios prepared by women-led hotels.(2) Number of hotels with a strong commitment to gender equality receiving technical assistance.(6) Number of bankable portfolios prepared by hotels with a strong commitment to gender equality.(3) Increased success rate of women-led hotels in securing sustainable finance.		
Component 3 – Environmental Footprint Reduction						
Outcome 3:						

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
The national tourism sector and its local supply chains have the knowledge, technical capacity, and access to alternative practices, technologies, and business models to reduce their environmental footprint and increase regional economic benefits, including job creation.						
Output 3.1: Gender-responsive pilot projects are implemented with selected high-end tourism businesses in Roatán to support the uptake of climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution technologies and approaches, aligned with MAR SAP strategic actions.	Activity 3.1.1 Implement action plans to reduce carbon emissions, chemical use, waste generation, pollution, and climate vulnerability in participating hotels, as developed under Activity 1.3.1	Support hotels in developing and implementing action plans that include gender-responsive measures to reduce carbon emissions, chemical use, waste, and pollution, ensuring that women and men are equally involved in the design and implementation of these plans and benefit equitably from their outcomes.		Number of action plans that include gender specific targets or considerations (8). Percentage of women and men participating in the development and implementation of the action plans (40%) Documentation of improvement in working conditions or reduction in health risks for women and men due to implemented actions (Documented improvement in 5 action plans) Number of women receiving training and new responsibilities related to the implemented sustainability measure (15)		
	Activity 3.1.2 Reduce emissions through investments in energy efficiency, identifying opportunities through energy and insulation audits to replace air conditioning, cooling, heating, lighting, and electronic equipment with alternatives containing lower amounts of globally significant chemicals, thereby reducing the carbon footprint.	Promote investments that consider gender-differentiated impacts, such as ensuring that new equipment is safe and accessible for all workers, and that women are trained and have opportunities to work with new technologies.		Number of investment proposals that include a gender impact assessment and mitigation plan before approval.(All). Number of women trained in the operation and maintenance of new, sustainable equipment (10) Documentation of feedback from men and women workers on the possible burden caused by the installation of new equipment, and actions taken to mitigate negative impacts. Number of new equipment/technology installations		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
				verified as safe and accessible for both men and women.(all)		
	3.1.3 Integrate the national climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution guidelines for tourism construction of new hotels and renovations of those requiring them. (Activity 1.3.3).	Provide technical assistance that explicitly addresses gender equality in the integration of sustainable guidelines for construction and renovation, ensuring women's participation in decision-making processes and their access to training on new sustainable practices.		Number of technical assistance programs that include gender equality components (e.g., specific clauses on safe work environments, non-discrimination in hiring, or targeted recruitment).(all) Percentage of women participating in training on sustainable construction and renovation practices (30%) Percentage of women participating in the decision-making processes on the design or renovation of supported construction projects.(30%) Documentation of opportunities created for women to assume non-traditional roles.		
	3.1.4 Support hotels in obtaining or updating their SICCS certification.	Support hotels in obtaining or updating their SICCS certification by ensuring that gender equality and women's empowerment criteria are integrated into the certification process and that hotels demonstrate tangible efforts in these areas..		Policy Integration: Number of SICCS-certified hotels that include gender equality criteria (8) Percentage of women in management positions in SICCS-certified hotels(15% increase from baseline) Documentation of tangible efforts made by certified hotels to advance women's empowerment		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
				Documentation of improved safety or working conditions for women in certified hotels, linked to SICCS compliance.		
	3.1.5 Support public institutions and hotels in obtaining the GES Seal certification.	Support one national public institution and 5 hotels in obtaining the GES Seal Certification by ensuring that their application process leads to tangible efforts to achieve gender equality in the workplace and integrate gender policies into their core business/public strategies..		Number of public institutions and hotels achieving the GES Seal Certification.(1 public institution, 5 hotels) Number of certified entities that include gender equality criteria (e.g., equal pay, non-discrimination, GBV protocols) in their official policies and strategies.(All) Percentage of women in management positions in certified hotels and the public institution (measured from baseline).(15% increase) Documentation of tangible efforts made by certified entities to advance gender equality in the workplace Percentage of women in management positions in SICCS-certified hotels.		
	3.1.6 Implement a Wastewater Management Action Plan for Roatán to mitigate water pollution impacts from the tourism sector.	Implement a Wastewater Management Action Plan that considers gender-differentiated impacts of water pollution on communities and ensures		Number of women involved in community consultations for the action plan. (40% of total consultations)		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
		women's participation in the planning, implementation, and monitoring of wastewater management solutions.		Reduction in waterborne diseases, with gender-disaggregated data. Improved access to clean water and sanitation for women and their families.		
Output 3.2 Sustainable procurement partnerships and agreements increase local sourcing, stimulate local innovation, and strengthen local market linkages..	3..2.1. Conduct an input-output study to identify opportunities to strengthen and integrate local value chains in the tourism sector, including mapping current suppliers (regional, national, imported), assessing reliability, logistics challenges, and identifying substitution potential for priority product categories (e.g., seafood, groceries, amenities, textiles).	Ensure the input-output study disaggregates data by gender, age, capacity, and origin to identify women's participation in local value chains, assess their specific challenges (e.g., access to markets, capital, training), and identify opportunities to strengthen their integration and economic empowerment within the tourism sector		Number of data points disaggregated by gender and other intersectional categories included in the input-output study.(minimum 5 intersectional data points) Number of gender-specific barriers to market access or supply chain integration identified (minimum 4) Documentation of insights into women's experiences and needs within local value chains with an intersectional lens.(Analysis completed)	All years	Need to increase training compensation (fare, lunch etc.) to include option to bring spouse to training [PS5]
	3.2.2. Advise hotels on adopting sustainable consumption policies to increase local sourcing of low-chemical, zero-waste, and pollution-free products and services, including traceability protocols for artisanal fishery products.	Advise hotels on adopting sustainable consumption policies that prioritize sourcing from women-led businesses and producers of artisanal fishery products, and ensure traceability protocols consider the roles of women in fishing value chains and promote fair labor practices.)		Number of hotels adopting policies that prioritize sourcing from women-led businesses(Minimum 5) Percentage increase in sourcing from women-led businesses by participating hotels (measured from baseline) (10% increase) Evidence that traceability protocols consider the roles of women in the fishing value chain and include clauses on fair labor		Covered by output budget

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
				practices.(Included in protocols adapted from 3 hotels) Evidence of improved economic opportunities for women in artisanal fisheries due to fair sourcing practices. (Documented in 2 case studies) --		
	3..2.3. Develop an Innovation Challenge process with the support of UN Tourism to provide targeted technical assistance and small-scale investments to strengthen local value chain industries in Roatán, including aspects like capacity, quality standards, logistics, and reliability of regional suppliers, enabling them to meet tourism sector demand, as well as identifying other value chains like the one for waste management.	Provide targeted technical assistance and small-scale investments that explicitly support women-led businesses and women within local value chain industries, addressing their specific capacity-building needs, improving quality standards, and enhancing their reliability as suppliers to the tourism sector.		Number of women-led businesses receiving technical assistance and/or small-scale investments through the Innovation Challenge.(Minimum 5) Increase in the capacity and reliability of women-led suppliers to meet tourism sector demand (based on evaluation metrics) (15% increase) Increased income and business growth of women entrepreneurs (measured via sales or income reports from baseline).(10% increase) Number of women entrepreneurs participating in the Innovation Challenge call for proposals. (minimum 20)		Covered by output budget

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
Output 3.3: Tourism sector stakeholders and supply chain actors have the knowledge, capacity, and incentives to reduce their environmental footprint.	Activity 3.3.1 Conduct training needs assessment for tourism and accommodation businesses in Roatán.	Conduct a gender-sensitive training needs assessment that identifies specific knowledge and capacity gaps among women and men in tourism and accommodation businesses regarding environmental footprint reduction, considering their different roles and responsibilities.		Number of women and men participating in the training needs assessment (e.g., via surveys, interviews, or focus groups).(50/50%) Number and description of gender-specific training needs identified (e.g., maintenance vs. cleaning roles, management vs. operational roles).(minimum 4) Documentation of the understanding of how environmental training can be tailored to different gender roles and responsibilities in the sector.(Specific chapter/section in the assessment report) Percentage of data collected for the assessment that is gender-disaggregated and intersectional.(minimum 60% of data)		
	Activity 3.2.2 3.3.2 Develop a business case for climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution hotels, showcasing the economic, environmental, and social benefits of transitioning to sustainable models.	Ensure the business case highlights the gender-differentiated benefits of sustainable hotel practices, including improved working conditions for women in hospitality (e.g., reduced exposure to harmful chemicals, safer waste management), and opportunities for women's		Number of gender-specific benefits highlighted in the business case (minimum 3) Number of women in leadership roles in hotels adopting sustainable models featured in the business case case studies.(Minimum 2) Evidence that the business case links sustainability investments to improved working conditions for women (e.g., reduced chemical		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
		leadership in sustainable management.		use in cleaning services).(Specific mention) Number of women hotel workers and managers consulted to identify and validate the gender-differentiated benefits included in the business case.(minimum 10)		
	Activity 3.3.3 Design and implement a skills certification program for hotel and tourism staff in Roatán, as well as for tourism providers, to support climate-smart, low-carbon, low-chemical, zero-waste, and zero-pollution tourism operations, aligned with MAR SAP strategic actions and harmonized with the topics under Output 1.3.	Design and implement a skills certification program that ensures equitable access and participation for women and men in hotel and tourism staff, providing targeted training and support to enable women to gain skills in climate-smart and sustainable tourism operations, including in traditionally male-dominated roles.		Number of women and men participating in the skills certification program.(minimum 40% women) Evidence that the program includes targeted support mechanisms (e.g., flexible schedules, mentorship, incentives) to encourage women's participation. Percentage of women achieving certification in new sustainable skills (e.g., green maintenance, energy efficiency management).(minimum 38%) Documentation of increased career advancement opportunities for women (e.g., promotions to specialized roles) in sustainable tourism following certification.(documented in 3 case studies). Number of women trained and certified in skills for traditionally male-dominated roles (e.g., maintenance, technical operations).(minimum (8) I		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
	Activity 3.3.4 Strengthen the institutional capacity of the Roatán Destination Management Organization (DMO) to provide continuous technical assistance and support for sustainable tourism practices.	Develop and disseminate a catalog that prominently features women-led businesses and suppliers of sustainable products and services, ensuring their visibility and promoting their access to the tourism market.		Percentage of women-led businesses included in the catalog. Number of new partnerships between hotels and women-led suppliers facilitated by the catalog. Increased recognition and demand for products/services from women-led businesses.		
	Activity 3.2.5 Implement gender-sensitive awareness campaigns targeting tourists, host communities, and tourism operators to promote environmental best practices, including reducing food waste and avoiding single-use plastics, aligned with MAR SAP strategic actions.	Implement gender-sensitive awareness campaigns that acknowledge the different roles of women and men as tourists, host communities, and tourism operators and address the different impacts on their work and lives in promoting environmental best practices, ensuring messages resonate with diverse audiences		Number of campaign materials developed with gender-sensitive messaging that acknowledges different roles and impacts. Percentage of women and men in host communities and among tourism operators reached by the campaigns.(50/50%) Number of women community leaders and women tourism operators consulted during the design of the campaign messaging.		
	Activity 3.3.6 Establish or support a mechanism to systematize, analyze, and utilize the environmental data reported annually by tourism businesses as part of their ecological licensing obligations to enhance knowledge management, support evidence-based decision-making, and promote continuous improvement in environmental performance across the sector.	Establish a mechanism that disaggregates environmental data by gender, age, capacity, and origin, to enable intersectional gender sensitive analysis and inform evidence-based decision-making that promotes equitable environmental performance across the tourism sector.		Number of environmental data points disaggregated by gender and other intersectional categories (5) Documentation of improved understanding of gender-differentiated environmental impacts and opportunities among stakeholders using the mechanism.(15% increase. Understanding score in feedback survey) Number of staff (from IHT, SERNA, DMO) trained on utilizing the mechanism for gender-sensitive environmental analysis.		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
Output 3.4 The tourism footprint in the Parque Nacional Marino Islas de la Bahía (PNMIB) is reduced through improved management and sustainable practices.: Tourism sector stakeholders and supply chain actors have the knowledge, capacity, and incentives to reduce their environmental footprint.	Activity 3.4.1 Implement the Financial Sustainability Plan for the Parque Nacional Marino Islas de la Bahía (PNMIB).	Implement the Financial Sustainability Plan for PNMIB with a gender lens, ensuring that partners, funding mechanisms, and resource allocation consider and address the specific needs and contributions of women in marine conservation and sustainable tourism. Conduct an analysis to determine how activities performed to reduce the footprint could affect the workload of men and women		Number of financial resources or budget items allocated to gender-responsive conservation initiatives within the PNMIB Financial Sustainability Plan.(2) Increased financial support for women-led conservation efforts or enterprises linked to the PNMIB (measured from baseline).(15% increase) Evidence that funding mechanisms (e.g., fees, branded products, grants) established under the Plan consider the specific needs and contributions of women in their design. .		
	Activity 3.4.2 Update the 2018 Public Use Plan of the Parque Nacional Marino Islas de la Bahía (PNMIB), based on the development of Limits of Acceptable Change (LAC) studies and carrying capacity assessments in the most visited tourism hotspots.	Conduct carrying capacity and visitor management studies that include a gender analysis of how tourism impacts women and men in host communities, and integrate gender sensitive visitor management actions into the PNMIB plan to ensure equitable benefits and mitigate negative impacts.		Number of studies (LAC and Carrying Capacity) that include a gender impact assessment and analysis of community impacts.. Number and description of inclusive-sensitive visitor management actions integrated into the updated PNMIB Public Use Plan.(3) Number of women from host communities consulted on the impacts of tourism and the effectiveness of management actions during the study phase. (15). Documentation of feedback from women in host communities on the impacts of tourism and the effectiveness of management actions.		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
				Evidence that the updated Plan includes strategies to ensure equitable distribution of benefits from tourism to women in host communities.		
	3.4.3 Promote the adoption of sustainability and safety practices among marine tourism operators.	Promote the adoption of sustainability and safety best practices among marine tourism operators that explicitly address the safety and well-being of women employees and visitors, and empower women to take on leadership roles in promoting and implementing these practices.		Number of marine tourism operators adopting gender-sensitive safety protocols (e.g., protocols for GBV prevention, harassment, or emergency procedures for women) (10). Number of women trained in marine safety and sustainable tourism practices (e.g., as certified guides, boat captains, or supervisors) (30) Documentation of improved safety and working conditions for women in marine tourism (based on qualitative feedback or internal reports). Number of women taking on leadership roles in implementing and monitoring the new sustainability and safety practices within their organizations.(8)		
Component 4 – Knowledge Management						
Outcome 4: Global access to knowledge, best practices, and transformative partnerships enables the scaling up and replication of sustainable tourism interventions.						
Output 4.1: The Honduras project team actively participates in	Activity 4.1.1 Participate in global forums, knowledge exchanges, and working groups virtually to share and acquire lessons learned and best practices.	Ensure that women from the Honduras project team are actively involved in participating in global forums, knowledge exchanges, and working		Number of women from the Honduras project team participating in global forums.(40%)		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
global iCOAST knowledge-sharing mechanisms and events.		groups, and are empowered to share their perspectives and lessons learned, especially those related to gender equality in sustainable tourism.		Number of presentations or contributions by women on gender-related best practices.(2) Documented increased visibility of women's leadership and contributions from Honduras in global knowledge-sharing events. Percentage of women assigned as speakers, moderators, or lead presenters in virtual global events. (40%)		
	Activity 4.1.2 Attend the project's biannual in-person meetings to strengthen regional collaboration and exchange experiences.	Ensure equitable representation and active participation of women from the Honduras project team in the biannual in-person meetings, fostering an inclusive environment for regional collaboration and experience exchange, with specific attention to gender-related issues.		Percentage of women attendees from the Honduras project team at biannual in-person meetings. (40%) Number of gender specific topics discussed or initiatives proposed during these meetings. (2) Documentation of enhanced regional collaboration on gender and sustainable tourism issues. Number of times women attendees served as lead presenters, facilitators, or rapporteurs during the meetings. (4)		
Output 4.2: Twinning activities between Belize and Honduras are implemented to share knowledge and	4.2.1 Establish a joint working group to exchange knowledge and best practices on water management between the two countries sharing the Mesoamerican Reef and Central America Region	Establish a joint working group that ensures the equitable participation of women from both Honduras and Belize, facilitating the exchange of knowledge and best practices on gender-sensitive water management, recognizing		Percentage of women representatives in the joint working group. (40%) Number of gender-sensitive water management best practices exchanged.(3) Documentation of improved understanding of gender-differentiated impacts on water		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
lessons learned from iCOAST implementation, aligned with the MAR SAP Knowledge Management objectives.		women's roles in water use and conservation.		resources and management strategies. Number of times the working group specifically addresses women's roles in water use and conservation in its discussions or outputs. (2)		
	4.2.2 Actively participate in the development and periodic update of the CCAD–SITCA Environment and Tourism Roadmap, a key regional planning tool for sustainable tourism.	Actively participate in the development and periodic update of the Environment–Tourism Roadmap, ensuring that gender equality principles are integrated into the regional planning instrument for sustainable tourism, and that women's perspectives from MAR countries are reflected..		Policy Integration: Number and description of gender equality principles or objectives integrated into the regional roadmap.(3) Number of women representatives from MAR countries participating in the roadmap development and periodic update process.(10) Documentation that the regional roadmap explicitly addresses gender-differentiated impacts and opportunities in sustainable tourism. Percentage of project inputs/submissions to the Roadmap that include a gender analysis or focus on women's perspectives.(all)		
Output 4.3: Experiences and lessons learned are shared at the regional level with MAR countries	Activity 4.3.1 Produce knowledge materials on water management and tourism's role in water consumption and treatment.	Develop knowledge products on water management and tourism that incorporate a gender perspective, highlighting the specific roles, challenges, and contributions of women in water consumption, treatment, and conservation within the		Number and description of knowledge products that include a gender analysis on water management and tourism.(All) Number of women's voices or case studies featured in the knowledge products, highlighting their contributions and challenges in water management.(3 case studies)		

Output	Project Activities	Gender specific action	Responsible Party/ies	Indicators and Targets	Timeline	Budget
through CCAD platforms and technical working groups.		tourism sector, and ensuring these products are accessible to diverse audiences.		Number of knowledge products developed in formats accessible to diverse audiences, including women with lower digital literacy or limited internet access (e.g., radio spots, physical copies).(2) Documentation of increased awareness and understanding of the gender-water nexus in tourism among global and regional stakeholders.(15% in feedback survey)		