



# Building Equal Opportunities in Fisheries:

The Global Marine Commodities Project Gender Strategy





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### **ACKNOWLEDGEMENTS**

Main author: Carolina Estrada

Editing: Nathalie Trejo, Karen Hildahl and Diego Orellana

Design: JM Advertising (Andrea Phillips)

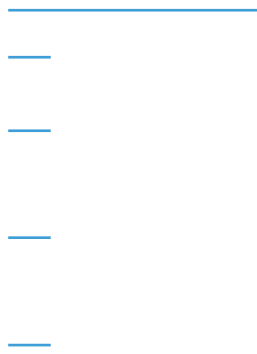
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### **For more information see:**

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# Contents



# List of **Acronyms** and **Abbreviations**

<b>ADB</b>	Asian Development Bank
<b>AIPEG</b>	Australia Indonesia Partnership for Economic Governance
<b>AP2HI</b>	Indonesian Pole and Line and Handline Fisheries Association
<b>BAPPENAS</b>	Ministry of National Development Planning of Indonesia
<b>BFAR</b>	Bureau of Fisheries and Aquatic Resources
<b>BMZ</b>	Federal Ministry for Economic Cooperation and Development
<b>BSC</b>	Blue Swimming Crab
<b>CDDES</b>	Centre for Development Economics and Sustainability
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination against Women
<b>CNFIDP</b>	Comprehensive National Fisheries Industry Development Plan
<b>COFI</b>	Committee on Fisheries
<b>COMEX</b>	Ministry of Foreign Trade of Costa Rica
<b>DFAT</b>	Australian Department of Foreign Affairs and Trade
<b>ESPAE</b>	Graduate School of Management
<b>FAO</b>	Food and Agriculture Organization
<b>FIP</b>	Fishery Improvement Project
<b>FP</b>	Focal Point
<b>GAD</b>	Gender and Development
<b>GAF</b>	Gender in Aquaculture and Fisheries
<b>GAP</b>	Gender Action Plan
<b>GDI</b>	Gender Development Index
<b>GEF</b>	Global Environment Facility
<b>GIZ</b>	German Society for International Cooperation
<b>GMC</b>	Global Sustainable Supply Chains for Marine Commodities Project
<b>GTA</b>	Gender transformative approach
<b>IFAD</b>	International Fund for Agricultural Development
<b>ILO</b>	International Labour Organization



<b>INAMU</b>	Instituto Nacional de las Mujeres
<b>INCOPESCA</b>	Costa Rican Institute of Fisheries and Aquaculture
<b>INEC</b>	National Institute of Statistics and Census
<b>IPCU</b>	International Project Coordination Unit
<b>MAG</b>	Ministry of Agriculture and Livestock
<b>MINAE</b>	Ministry of Environment and Energy
<b>MoU</b>	Memorandum of Understanding
<b>MPCEIP</b>	Ministry of Production, Export Industry, Investment and Fisheries
<b>M&amp;E</b>	Monitoring and Evaluation
<b>NGOs</b>	Non-Governmental Organisations
<b>PCW</b>	The Philippine Commission on Women
<b>PD</b>	Presidential Decree
<b>PIMME</b>	Project Implementation and Management, Monitoring and Evaluation
<b>PPGD</b>	Philippines Plan for Gender-Responsive Development
<b>ProDoc</b>	Project Document
<b>QA</b>	Quality Assurance
<b>SDG</b>	Sustainable Development Goals
<b>SFP</b>	Sustainable Fisheries Partnership
<b>SIAP</b>	The Integrated Fisheries and Aquaculture System
<b>SICOM</b>	Commercial Intelligence System
<b>SR</b>	Systematization Report
<b>SSF Guidelines</b>	Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication
<b>ToR</b>	Terms of Reference
<b>UN</b>	United Nations
<b>UNDP</b>	United Nations Development Programme
<b>USAID</b>	United States Agency for International Development
<b>WB</b>	The World Bank Group
<b>WFP</b>	World Food Programme
<b>WSI</b>	Women in the Seafood Industry

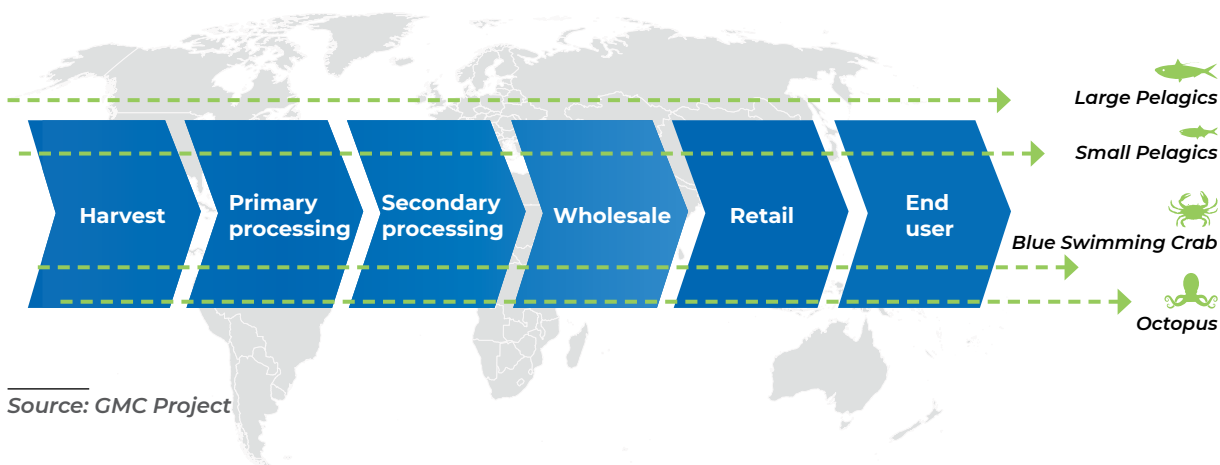


# 1. Introduction

The Global Sustainable Supply Chains for Marine Commodities (GMC) Project is an interregional initiative implemented by the Ministries and Bureaus of Fisheries and Planning of Costa Rica, Ecuador, Indonesia and the Philippines, with technical support from the United Nations Development Programme (UNDP), facilitated by Sustainable Fisheries Partnership (SFP) and funded by the Global Environment Facility (GEF).

The GMC Project objective is to contribute to the transformation of the seafood market by mainstreaming sustainability in the value chain (see Figure 1) of important seafood commodities from developing countries, improving emerging tools such as corporate sustainable purchasing policies and fishery improvement projects (FIPs), driving changes in national fisheries policy for improved fisheries administration, and generating learnings to be shared worldwide.

Figura 1. [Seafood value chain and target fisheries](#)



The Project target fisheries include: Pacific Ocean tuna species, mahi-mahi (dorado), swordfish and other large pelagic in Costa Rica, small pelagic fish in Ecuador, octopus and blue swimming crab in the Philippines and tuna and blue swimming crab in Indonesia. Market

engagement and knowledge management are global components. Sustainable marine commodities platforms and FIPs will be implemented using a participatory approach in the four participant countries of Costa Rica, Ecuador, Indonesia and the Philippines.



The purpose of the GMC Gender Strategy is to contribute to incorporating a gender perspective into Project implementation, monitoring and evaluation. The strategy aims to ensure that women are provided equal opportunities and rights to participate in activities throughout fisheries value chains, and to access the benefits that the Project intends to generate. The strategy aims to help ensure actions that improve life conditions of both men and women.

The strategy will also provide guidance to national authorities to determine the necessary actions that will ensure compliance with gender equality and women empowerment goals established in national and international commitments made by each country in the context of the fishing sector.

Although the Project objective refers to the

entire value chain, most of the GMC actions have greater influence on the harvesting, processing and export stages through improvements made to management and practices in the fisheries in the four target countries. Therefore, the strategy is focused on influencing the value chain links that receive the most attention and support from the Project.

The strategy is complemented with a Gender Mainstreaming and Monitoring Plan, including the Gender Action Plan required to effectively mainstream the gender approach into the GMC Project, and mechanisms to monitor those actions and evaluate outcomes.

It is important to note that this strategy has been designed relatively later in the Project implementation phase, and some national components have already been implemented

as is the case of Costa Rica (MAG et al, 2019). The GMC Project's initiative to develop a gender strategy at this stage is not just an important challenge, but it offers a great opportunity to generate positive changes aimed at reducing the gaps between men and women working throughout the Project-supported fisheries supply chains by considering the implications and potential effects that the Project could have for both men and women.

The GMC Gender Strategy has been designed

in strict accordance with the guidelines of the UNDP and the GEF. The UNDP views gender equality as a human rights principle and as a stand-alone sustainable development objective. It is the basis of one of the key principles of the 2030 Agenda for Development: the concept of "leave no one behind". For the GEF, gender relations between women and men and between girls and boys play a fundamental role in accessing environmental resources, and controlling those resources and the goods and services they provide.

**The Strategy has been structured in 10 sections, as described below:**



## 2. Gender Analysis

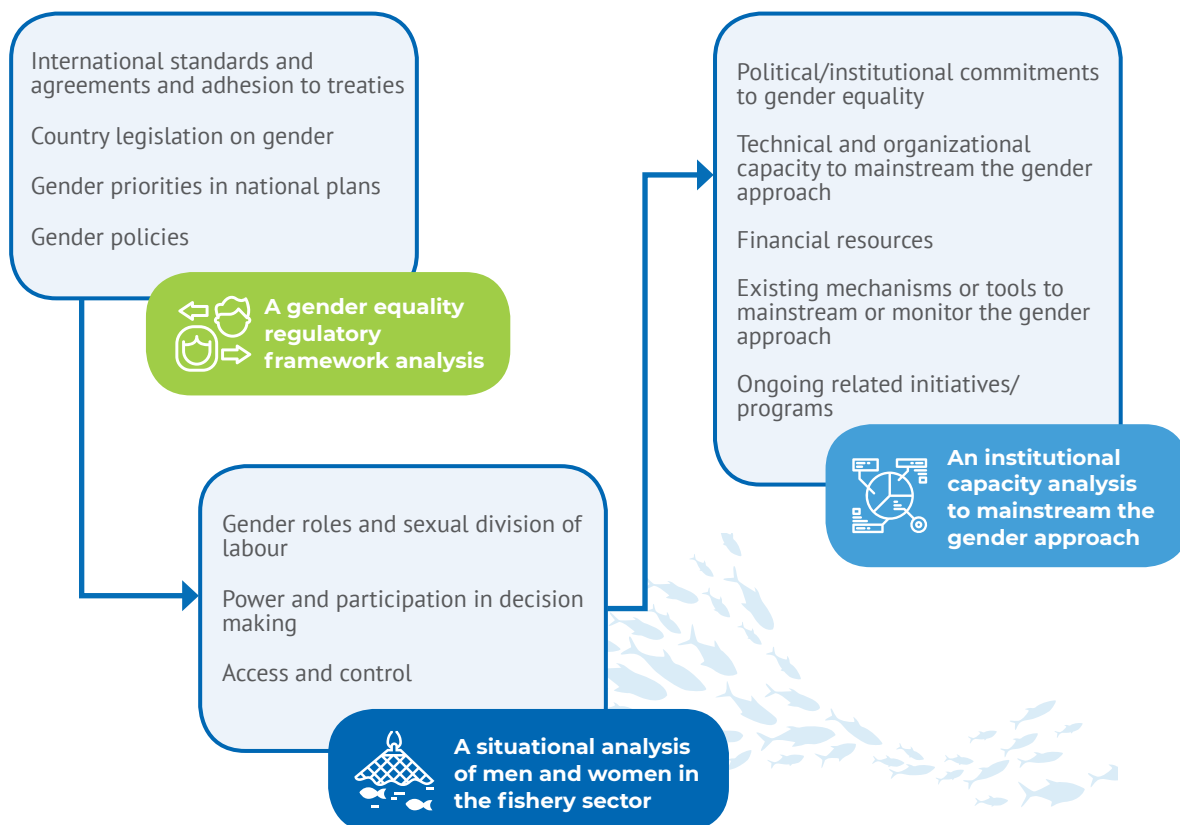
The gender analysis was developed following the *UNDP guidelines*<sup>1</sup>, and explores three dimensions:

- i. The gender equality regulatory framework analysis
- ii. A situational analysis of the role of women and men in the fishery sector

iii. An institutional capacity analysis to mainstream the gender approach

Each dimension addresses a series of specific aspects (Figure 2).

Figura 2. The GMC Project Gender Analysis Dimensions



<sup>1</sup>[https://info.undp.org/sites/bpps/SES\\_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/UNDP%20Guidance%20Note%20how%20to%20conduct%20a%20gender%20analysis.pdf](https://info.undp.org/sites/bpps/SES_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/UNDP%20Guidance%20Note%20how%20to%20conduct%20a%20gender%20analysis.pdf)

## 2.1 Methodology

This gender analysis took place during 2019 and concluded in January 2020 and is mostly based on secondary information and complemented with interviews with GMC Project key informants at different levels (International Project Coordination Unit -IPCU, implementing partners, facilitating partners and private sector representatives). In many cases, the comprehensive literature review corroborated findings and recommendations that arose in key informant interviews. The information reviewed<sup>2</sup> was classified as follows:

### Gender equality regulatory framework

- International guidelines and commitments on gender equality
- National constitutions, laws, decrees
- Sectoral gender action plans, gender policies, instruments related to the fishery sector

### Gender equality in target fisheries

- Research and studies related to gender in fisheries
- Gender-based fishery studies specifically conducted to design interventions<sup>3</sup> (target and non-target fisheries) in the GMC Project countries
- Previous gender analyses in the fishery sector (target fishery/target countries)



<sup>2</sup>The data review mentioned is specifically related to the gender analysis. The full bibliography consulted for the development of the Gender Strategy is included in section 9.

<sup>3</sup>This type of bibliography commonly includes gender diagnostics, situational analysis and/or data disaggregated by sex.



Information regarding gender considerations in fisheries was researched at three levels:



**Global**



**Regional**  
(Asia, Latin America, the Pacific<sup>4</sup>)



**National**  
(Costa Rica, Ecuador, the Philippines, Indonesia, and some other countries)

In cases where no relevant finding was identified, documentation<sup>5</sup> was not reviewed for this analysis.

It was difficult to obtain specific and/or current information on all elements<sup>6</sup> of the situational analysis in each country. The limited availability of information has prevented some countries, as well as Project-supported fisheries, from delving more deeply into these issues (with emphasis in information related with the situational analysis and its specific aspects). Due to this lack of available, up-to-date information on the role of women in Project-supported fisheries, in some cases, information for the situational analysis was gathered from sources that are more than 10 years old or from studies and reports that describe the role of women in fisheries with similar contexts but from different countries. Therefore, this should be taken into consideration in the interpretation of the analysis, main findings and conclusions presented in this report.

<sup>4</sup>Information from other countries was consulted when a specific fishery lacked gender information in a specific target country, example: Octopus.

<sup>5</sup>See bibliography in section 9.

<sup>6</sup>According to the aspects considered in each dimension of the gender analysis presented previously in Figure 2.

## 2.2 Strategic context

### Gender Equality Regulatory Framework

The four GMC target countries have made important progress in terms of adherence to international commitments, as well as national legislation, regulations and plans related to gender equality.

#### Among the most relevant international agreements adopted by the GMC Project countries are:

- The United Nations (UN) Convention on the Elimination of All Forms of Discrimination Against Women “CEDAW” (1979). The primary goal of CEDAW is to eliminate discrimination against women. CEDAW has been ratified<sup>7</sup> by the four countries.
- The International Labour Organization (ILO) Conventions, such as Convention No. 100 on equal remuneration for men and women, and Convention No. 111 on discrimination in terms of employment and occupation. Both conventions have been ratified by the four countries.

Moreover, the Beijing Declaration and Platform for Action is a visionary agenda that promotes achieving equality, development and peace for women worldwide. It was adopted in September 1995 at the Fourth

World Conference on Women. It builds upon consensus and progress made at earlier UN conferences, particularly the Conference on Women in Nairobi in 1985.

At a regional level, Costa Rica and

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<sup>7</sup>Dates of ratification are included in the analysis by country below.

Ecuador have ratified the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women "Convention of Belém Do Pará" (1994). This is an international human rights instrument concluded within the Organization of American States (OAS), which calls for the establishment in the Americas of mechanisms for protecting and defending women's rights, and for combating violence against women's physical, sexual, and psychological integrity, whether in the public or the private sphere.

In relation to the fishery sector, the four countries have also made progress in adopting instruments that include gender as a priority and operationalize international gender equality regulations, such as the case of the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (the SSF Guidelines) officially adopted<sup>8</sup> by the member countries of FAO (including the four GMC target countries) at the thirty-first Session of the FAO Committee on Fisheries (COFI) in June 2014. The SSF Guidelines consider gender equality and equity as a guiding principle.

In the following country-specific analysis, the information has been structured starting with the most relevant international commitments adopted and then the national regulatory framework related to gender equality and women's rights in the Costa Rica, Ecuador, Indonesia and the Philippines.

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<sup>8</sup><https://igssf.icsf.net/en/page/1053-FAO%20SSF%20Guidelines%20Adopted.html>



# Costa Rica

Costa Rica has assumed and ratified international commitments and agendas that protect human rights, equality and non-discrimination. Among these are: the Universal Declaration of Human Rights adopted in 1948; the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) ratified in 1986; the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women; the Convention of Belém do Pará ratified in 1995; the Declaration and Platform for Action of the Fourth World Conference on Women, Beijing 1995; the American Convention on Human Rights "Pact of San José" adopted in 1970; and the ILO Conventions No.100 "Equal Remuneration" ratified in 1960, No. 111 "Discrimination (Employment and Occupation)" ratified in 1962, No.122 "Employment Policy Convention" ratified in 1966 and No.189 "Domestic Workers

Convention" ratified in 2014.

The Political Constitution of Costa Rica (in its 1999 reform) states that "Every person is equal before the law and no discrimination contrary to human dignity can be practiced".

In the labour context, the country moved forward with the enactment of the Law on Labor Procedural Reform (Law 9343 of 2016), which establishes the prohibition of discrimination in the workplace by sex, sexual orientation, disability, age, ethnicity, marital status and other analogous forms of discrimination. The approval of the Remunerated Domestic Labor Law (Law 8726 of 2009) also stands out, as it defines and delimits the concept of domestic workers and improves their working conditions.

Costa Rica has also made important progress regarding the creation of regulations aimed at preventing and punishing violence against

women. The Law for the Criminalization of Violence against Women (Law 8589) was approved in 2007, which constitutes a historic achievement for the protection of women against forms of violence. In 2008, the National System of Attention to and Prevention of Domestic Violence and Violence against Women (Law 8688) was created. This system strengthens the conditions for inter-institutional and intersectoral coordination in monitoring public policies and monitoring the applicability of regulations that protect and recognise violence against women. The Law for the Strengthening of Legal Protection of Girls and Adolescent Women (Law 9406) was approved in 2016.

Regarding the exercise of power and decision making, one of the main laws is the Comprehensive Reform to the Electoral Code (Law 8765), which establishes the political parity of women and men in popular election payrolls, party structures and training processes.

**The participation and representation of women in social organisations is strengthened by the Law on the Minimum Percentage of Women who must be on the Directive Boards of Associations, Trade Unions and Solidarity Associations (Law 8901).**

Costa Rica has made significant progress in promoting the social, political and economic equality of women, reducing gender gaps and ensuring a life without violence for women through the creation and reformulation of legal instruments and public policies. Among these instruments are: the National Plan of Development and Public Investment of the Bicentennial 2019 – 2022; the National Policy for Effective Equality between Women and Men in Costa Rica (PIEG by its initials in Spanish) 2018-2030; and the National Policy for the Care and Prevention of Violence against Women of All Ages (2017-2032).

It is important to highlight that a National Action Plan for Sustainable Large Pelagic Fisheries 2019-2029 has recently been formulated as a joint effort of the different stakeholders as a result of GMC Project facilitation. This Plan includes some gender considerations (objective 5, outcome 5 and indicator 6b). The Platform has produced life stories and videos of the role of women in the fishing and seafood export sector to highlight the role of women in those sectors. The Fishery Improvement Project (FIP) of mahi, swordfish and tuna in longline and green stick longline fishery is framed within the Sustainable Development Goals (SDGs), with a special focus on the gender approach. Coordination actions to monitor the SDGs with a special emphasis on a gender and social approach are considered in the FIP workplan.



# Ecuador

**E**ccuador has adopted and ratified international commitments and agendas in the area of human rights, equality and non-discrimination, among which the following can be highlighted: the Universal Declaration of Human Rights adopted in 1948; the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) ratified in 1981; the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women-Convention of Belém do Pará ratified in 1995; the Declaration and Platform for Action of the Fourth World Conference on Women, Beijing 1995; the ILO Conventions: No.100 “Equal Remuneration” ratified in 1957, No. 111 “Discrimination (Employment and Occupation)”

ratified in 1962, No.156 “workers with family responsibilities” and No.189 “Domestic Workers Convention” ratified in 2013; the International Covenant on Civil and Political Rights ratified in 1969; and the International Covenant on Economic, Social and Cultural Rights also ratified in 1969.

Ecuador’s 2008 Constitution, in its Article 11, recognizes the Principle of Equality and Non-Discrimination, which establishes that “All persons are equal and shall enjoy the same rights, duties and opportunities.” It is important to note that the “right” to personal integrity, which includes a life free of violence in the public and private sphere, is guaranteed.



In 2014, the Organic Law of the National Councils for Equality was approved. Through this law, the National Council for Gender Equality was created.

**In 2018, the Organic Law to Prevent and Eradicate Violence against Women was approved, with the aim of eradicating gender-based violence, transforming the socio-cultural patterns and stereotypes that naturalize, reproduce and perpetuate gender-based violence.**

In the labour context, the Organic Law for Labor Justice and Recognition of Work at Home was approved in 2015. This law prohibits untimely dismissal of pregnant women workers and establishes that it will be considered ineffective (Article 195, 1). This law also recognizes unpaid household work and incorporates it into the social security system.

Regarding access, the Organic Law of Rural Lands and Ancestral Territories (2016) includes the obligation of the State to guarantee the validity of the principle of social, gender and generational equity in its policies for access to rural land (Art. 7, literal l). In relation to the redistribution of

rural land, it provides that priority be given to women and mothers who have assumed the maintenance of the home (Article 15. paragraph b).

In 1997, the Law of Labor Protection for Women was approved, which established the mandatory integration of at least 20% women into the superior courts of justice, notaries and registries. In addition, in 2009 the Electoral Organic Law and Political Organizations of the Republic of Ecuador, Code of Democracy was approved, through which the application of parity between men and women in the lists for multi-personal elections is regulated.

Ecuador promotes gender equality from various public policy instruments such as the National Development Plan - A Lifetime (2017-2021); the National Agenda of Women and LGBTI Persons (2018-2021) and the National Plan for the Eradication of Gender Violence (Presidential Decree 620 of 2007). This latter plan addresses gender-based violence and establishes an inter-institutional committee to coordinate public policies related to this issue.

No laws or plans related to the fishery sector that incorporate gender considerations were identified.



# Indonesia

Indonesia ratified the UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in 1984; and ratified ILO conventions that deal specifically with women, namely Convention No.100 on Equal Remuneration ratified in 1958; and Convention No. 111 on Discrimination (Employment and Occupation) ratified in 1999. It also forms part of the Convention on the Rights of Women (1958); the Declaration and Platform for Action of the Fourth World Conference on Women, Beijing 1995; the International Convention on the Elimination of All Forms of Racial Discrimination (1999); the

International Covenant on Economic, Social and Cultural Rights (2006); the Copenhagen Declaration on Social Development, 1994; and the Cairo International Conference on Population and Development, 1995.

The 1945 Constitution of the Republic and its reforms uphold a commitment to the principle of equal rights between men and women. Article 27, Paragraph (1) states that “All citizens shall be equal before the law and government and shall uphold such law and government with no exceptions.” Furthermore, Article 27, Paragraph (2) states that “Every citizen shall have the right

to work and to earn a humane livelihood.” This article asserts that men and women have the right to work and to earn a decent income.

In the employment context, Law No. 13 on Labour, 2003, states that every individual shall have the same opportunity to get a job without suffering discrimination. Ministerial Regulation No. 3 of 1989 prohibits employers from laying off women workers for reasons of marriage, pregnancy or childbirth. Government Regulation No. 8 of 1981 on Wage Protection provides that employers shall not discriminate between female and male workers in determining the rates of remuneration for work of equal value (11). There is no specific law on sexual harassment at work.

**Regarding laws and regulations on property ownership, men and women have the same rights in terms of access to assets, except with respect to inheritance, which for Muslims are regulated by Islamic law. In terms of ownership of land, Law No. 5/1960 on Agrarian Law and Law No. 1/1974 on Marriage recognize women’s right to independently or jointly own land/property. However, cultural factors and associated**

**conscious and unconscious bias have led to a situation where women are less likely to hold legal title for assets, which in turn may affect their financial decisions and/or application for financing.**

Law No. 12 on General Election was approved in 2003. This law established that each political party participating in a general election should consider at least 30% of women representation in the nomination of its members of national, provincial and local representative council.

Gender issues in Indonesia are contained in Presidential Instruction No. 9 of 2000 on gender mainstreaming in national development, which stipulates that national development should promote gender equality in the family, society and nation. However, there are also ongoing points of contention, most notably Article 31 of Law No. 1/1974 on Marriage, which stipulates that the husband is the head of the family and the wife is the mother of the household.

It is important to note that no laws or plans related to the fishery sector that consider gender aspects were identified during the research and analysis processes.



## The Philippines

**T**he Philippines has a robust and comprehensive legal framework on gender equality and evidence suggests a tradition of gender advancement. It has ratified several international agreements, including the Convention on the Elimination of All Forms of Violence against Women (CEDAW) ratified in 1981, and international labour standards associated with the fundamental principles and rights at work such as ILO Conventions No.100 “Equal Remuneration” ratified in 1953, No. 111 “Discrimination (Employment and Occupation)” ratified in 1960 and No.189 “Domestic Workers Convention” ratified in 2012. It is also part of the

Declaration and Platform for Action of the Fourth World Conference on Women, Beijing 1995 and the International Covenant on Economic, Social and Cultural Rights ratified in 1986.

The Philippine Constitution (1987) upholds equality of men and women before the law and recognizes the role of women in nation- building. The Magna Carta of Women (2010) contains an overall legislative framework that articulates the specific rights and needs of women in their general and working lives. This Act seeks to eliminate discrimination against women. Salient features of the law include increasing the number of women in third level positions in government to achieve a gender balance; provision for equal access and elimination of discrimination in education; and rights of equal access for women to credit, capital and technology.

In the employment context, the 1974 Labor Code (Presidential Decree (PD) No. 442) prohibits sex discrimination in terms and conditions of employment, including promotion, training, study and scholarship grants.

In 1995, The Philippines’ Anti-Sexual Harassment Act No. 7877 was approved.

This act declares sexual harassment unlawful in the employment, education or training environment, or for other purposes. In 2004, the Anti-Violence against Women and Their Children Act No 9262 was approved.

In terms of access to resources, the Philippine property law (embodied in the Civil Code) as well as the family and succession law (Family Code) give men and women equal property rights. Assets acquired during cohabitation without marriage are jointly owned (Family Code, art. 147); within marriage, the property regime is determined by the marriage settlement (Family Code, arts. 75). However, “in case of disagreement, the husband’s decision shall prevail (Family Code art. 96). The wife retains exclusive management rights with regard to her exclusive property, without need for her husband’s consent (art. 111), except in the Muslim community, where family relations are governed by the Code of Muslim Personal Laws (Presidential Decree No. 1083). Under this Code, wives need the consent of their husband to acquire property during marriage and to use land.

As for fisheries, the Fisheries Code of 1998 states in its section II (e) “provide support to the fishery sector, primarily to the municipal fisherfolk, including women and youth sectors, through appropriate technology and

research, adequate financial, production, construction of post-harvest facilities, marketing assistance, and other service; Fish workers shall receive a just share for their labour in the utilization of marine and fishery resources”.

**The Comprehensive National Fisheries Industry Development Plan (CNFIDP) 2006-2025 stands out, as one of its objectives is to enhance gender responsiveness in fisheries development, through the development of policies and mechanisms to promote gender equality and the empowerment of women in fisheries, as well as to promote greater participation of women in decision making.**

The Philippines has a gender responsive plan signed in 1995 as an executive order; “The Philippines Plan for Gender-Responsive Development (PPGD) 1995-2025”. The PPGD rests on development that is equitable, sustainable, free from violence, respects human rights, is supportive of self-determination and the actualization of human potential, is participatory and promotes empowerment, and recognizes that discrimination exists on the basis of gender.

# Women and Men in the Fishery Sector



## Overview

Currently, more literature has been directed to making women's roles more visible in the fishery sector (Lentisco, Ulric, 2015). However, in most countries (including GMC target countries), a breakdown of fisheries data by sex and gender is still unusual. Fisheries literature and research and discussion of women's roles is particularly under-represented (Williams, 2010; Chuenpagdee et al., 2006; Bennett 2005).

The impacts of policies and strategies on women who work in fisheries value chains cannot be assessed without data on their roles and contributions to the sector. The statistical data on gender in the fishery sectors of the four GMC target countries found during the online research process<sup>9</sup> is still insufficient. Governments, projects and organisations still require greater efforts

to quantify the participation of men and women in the activities and decision-making within the fishing sector, which is crucial to define and monitor strategies that reduce or eliminate the gender gaps in the value chain. In Latin America and the Caribbean, women represent 19% of the labour force in fisheries, while 66% are men and 15% do not report whether they are men or women (FAO, 2018).

In Asia, the same source shows that 15% of those employed in fisheries are women, 78% men, and 7% are unidentified. In 61 countries that report disaggregated data to FAO and where women are recognized as fishers, the ratio is 1 fisherwoman for every 7.3 fishermen (Simmance, Funge-Smith y Gee, 2018). Women participate more often in fishing when the body of water is close to home. The generalized perception of a

<sup>9</sup>The process conducted to develop this GMC Gender Strategy



sexual division of labour has also made fisheries governance blind to women's other valuable inputs to the sector (Lentisco, Ulric, 2015). Furthermore, women usually lack representation in fisheries associations and fisheries management bodies, and thus they are commonly excluded from decision-making, particularly for the types of decisions that directly affect the resource they depend on (Lentisco, Ulric, et al., 2015).

Recognition and understanding of differences of roles mentioned above, and also how men and women access, use, and benefit from natural resources and

management decisions, are critical to ensure the long-term sustainability of management and conservation initiatives (Harper et al., 2012; Johnson et al., 2004; Agarwal, 2000).

The following situational analysis for each GMC Project country considers gender roles and the sexual division of labour, power and participation in decision-making, and access<sup>10</sup> and control over assets and resources. It is noteworthy that the findings are not strictly balanced because Costa Rica and Ecuador have less national documentation on this issue than do Indonesia and the Philippines.

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<sup>10</sup>Access refers to the ability to use and benefit from specific assets or resources (material, financial, human, social, political, etc.) whereas control over resources also entails being able to make decisions over the use of that resource

## Costa Rica (Large Pelagic Fishery)



Costa Rica has an estimated population of 5.03 million people, of which 2.53 million are men and 2.49 million are women (INEC, 2019). Costa Rica ranks 63rd in the UNDP Gender Inequality Index 2017 (out of 189 countries) and according to the SDG Gender Index 2019, Costa Rica ranks 44th (out of 129 countries).

### Gender roles and the sexual division of labour

In Costa Rica, around 98% of people aged 12 and over allocate time to perform at least one activity of unpaid domestic work per week. However, the average social time (time that society as a whole spends on a certain activity), as well as the average effective time, shows important gaps, since it is women who dedicate a greater amount of average social time to unpaid domestic work, with 35:49 hours per week, unlike men who spend 13:42 hours per week. In other words, women spend an average of 22 hours more than men a week performing unpaid domestic work (INEC, 2017).

According to employment data from the National Institute of Statistics and Census (INEC), 279,263 jobs were registered in the

Agriculture, Livestock and Fishing sector in the first quarter of 2019, of which approximately 83% (232,165) were men and 17% (47,098) were women. It was not possible to find data disaggregated by sex for the fishing sector.

In Costa Rica, fishing for large pelagic species is mainly carried out using the drifting longline technique by a national fleet. According to interviews with key informants, this type of fishing is medium-scale and is more artisanal than industrial.

Harvesting activities are commonly carried out by men. Women play a more significant role in the preparation and commercialization of products (Solórzano, Solís, Ayales, 2016). In the longline fishing sector, it is common to find women who become entrepreneurs when they own a boat, in which the husband is the captain and goes out to sea to fish, and the wife administers the business (MAG, MINAE, INCOPECA, COMEX, 2018).

A study carried out in a Pacific island (Vunisea, 2014) points out that in the tuna longline sector, the direct participation of women varies depending on the nature of the work and type of business operation. There are





several types of companies in the harvesting sector: those that have their own vessels and focus on fishing only and those that act as agents for certain contracted vessels. If these companies own a shore-based office there is direct employment for one to two women as clerical staff. All vessel operations and harvesting are done by men. Another type of fishing company is one in which the company operates a fishing fleet and uses the processing services of another company and exports the processed fish. In the latter type of operation, women also work as office managers and administrators while the fishing operations, engineering and mechanical work predominantly employ men. Shipping agents that facilitate customs clearance, border

inspections and provide other services and provisioning for vessels also employ women in clerical type positions.

Key informants of the GMC Project in Costa Rica noted that women do not participate in on-boat fishing activities in the longline fleet. Women participate in the business but not in the harvesting activities. In certain cases, wives or daughters of captains or boat owners perform administrative tasks. Key informants interviewed also indicated that women focus on fish processing activities within the value chain. Some women run their own family businesses and own boats. There is no disaggregated data but in the seafood restaurant sector there are also women managing their own family businesses.

## Power and participation in decision making

Case studies of fishers' organisations conducted in Barbados, Belize, Costa Rica, Indonesia and the United Republic of Tanzania (Siar and Kalikoski, 2016) demonstrated that women participate as members and leaders of fishers' organisations, but to a much lesser extent than men do. GMC key informants in Costa Rica pointed out that on the Board of Directors of the Fishers and Export Chambers (private sector) there is a degree of women's representation at the Chief Executive Officer (CEO) level in the fishing industry, and there are also women who are part of fishing associations. Despite this participation, women's needs are not considered as such in these bodies.

## Access and control over assets and resources

According to a study in fishing communities of Asia, Africa and Latin America (De Silva, 2011), fishers hold land ownership, which was inherited from generation to generation. They have access and control rights for land and fishing equipment. Financial and credit management activities are the responsibility of women, and they are also engaged in several informal micro financial activities. Moreover, they have decision-making power over financial resources with the consent of their husbands.

There is no available information specifically related to access and control of productive assets, resources and development opportunities (disaggregated by sex) within the large pelagic value chain in Costa Rica.

## Ecuador (Large Pelagic and Small Pelagic fisheries)



**E**cador has an estimated population of more than 17 million people, of which approximately 50.4% are women (INEC, 2017). Ecuador ranks 86th out of 189 countries

in the UNDP Gender Inequality Index 2017, and according to the SDG Gender Index 2019, Ecuador ranks 58th out of 129 countries.



## Gender roles and the sexual division of labour

Women invest much more time in household chores than men do. An estimated 11,823 million hours a year are allocated to domestic and care activities in Ecuador, which represents an annual production of 19.80 billion dollars, (20%) of the GDP (INEC, 2019). Of this amount, women contribute with 76% of the production of the household economy (15,131 million dollars) while men contribute with 24% (4,749 million).

According to employment data of the Commercial Intelligence System (SICOM in

Spanish), in the first quarter of 2019, 48,120 jobs were registered in the fishing sector (not including shrimp farming), of which approximately 96.7% (46,499) were occupied by men and only 3.3% (1,622) by women. It is important to point out that in the case of women, 78.4% (1,271) of these jobs were classified as inadequate employment<sup>11</sup>. In the same quarter, but in the processing and conservation of shrimp, fish and other processed aquatic products sector, 50,754 jobs were registered, of which approximately 44% (22,349) were occupied by women and 56% (28,405) by men. Of the registered women's jobs in this sector 27% (6,017) are considered inadequate employment.

A key informant from the Ministry of Production, Foreign Trade, Investment and Fisheries mentioned that fishing for small pelagic fish in Ecuador is done in two ways: artisanal and semi-industrial. Semi-industrial is defined as a fishery that utilizes large fishing vessels that drag smaller boats, which then do the harvesting work. Smaller boats then store the capture in the larger "mother ship" holding tank before returning to shore. However, legally, the Ecuadorian government only recognizes industrial and artisanal

<sup>11</sup>Inadequate employment: Persons with employment who do not meet the minimum conditions of hours or incomes and during the week of reference, they receive labour incomes below the minimum wage and / or they work less than 40 hours a week, and may or may not wish to be available to work additional hours (INEC, 2015).



fisheries and vessels can only be recognized under these two categories (ESPAE, 2016).

In the industrial fishing sector, women rarely participate in fish harvesting activities but do comprise a significant proportion of the processing workforce (ESPAE, 2016). In small-scale fishing, women do participate in fish harvesting activities, although to a much lesser extent than men and strictly in nearshore coastal fisheries (Pinoargote, 2008).

### Power and participation in decision making

Flores, (2017) gathered information from eight artisanal and small scale fishing cooperatives in Ecuador and demonstrated that the distribution of income and household decision making between men and women are determined by basic family needs such as food, education of children and sometimes health care. However, some experiences described in the same study by women who belong to these organisations consider that “machismo”<sup>12</sup> in the household is the most significant contributing factor that maintains a patriarchal division of labour in which women must focus solely on family and household chores. This situation

<sup>12</sup>Machismo refers to the crisis of masculinity and the forms of sexist masculinity. It is a way of being, speaking, thinking, acting and relating to patriarchy.

does not empower women on a personal and collective level, thereby limiting their opportunities to assume leadership positions in the organisations of artisanal fisheries.

A key informant from the Ministry of Production, Foreign Trade, Investment and Fisheries considers that both women and men participate in fisheries management decision-making at different levels<sup>13</sup>, but due to lack of studies and official disaggregated data, it is not possible to provide further information or related evidence.

### Access and control over assets and resources

Financial opportunities in the post-harvest activities of the fishing sector are limited. At the same time, women's access to higher-paid fishing jobs is restricted because they are often not able to take on a more important role in the sector (Ross, 2019).

Where there are women's associations in Ecuador, women often lack the technical and commercial skills to develop and undertake fishing projects. The lack of

capacity in commercial practices, such as business planning and commercialization, makes it practically impossible for women to attract the necessary financing for fishing businesses to start up and remain sustainable (Ross, 2019).



In the industrial fishing sector, **women rarely participate in fish harvesting activities but do comprise a significant proportion of the processing workforce**

<sup>13</sup>From public sector authorities related to fisheries, to decision makers in chambers and organisations.

## Indonesia

### (Blue Swimming Crab and Tuna fisheries)



According to UN World Population Prospects (2019), Indonesia will have an estimated population of 270 million in 2019, of which 136 million are men and 134 million women. Indonesia ranks 116th out of 189 countries in the Gender Inequality Index-GDI (2017) and according to the SDG Gender Index 2019 ranks 69th (out of 129 countries).

### Gender roles and the sexual division of labour

In Indonesia, unpaid care work by those aged 14 or older is highly prevalent among women compared to their male counterparts. This accounts for over 55% of the gender gap<sup>14</sup>. Women's unpaid care work is three- to six-fold greater than that of men (Utari, 2017).

Agriculture and fishing in Indonesia have the highest rates of informality for both men and women (AIPEG, DFAT and CDES, 2017). In 2013, the agricultural/fisheries sector accounted for about 34.9% of total employment and 32.8%

of total female informal employment. In the informal sector, women are most likely to be working in housekeeping, as homeworkers and in small microenterprises where wages, working conditions and job conditions are typically poor (Van Klaveren et al., 2010).

Dominant patriarchal social norms in Indonesia position women as “second best” after men (Mulyoutami et al., 2012), and these cultural norms affect all the stages of the tuna and blue swimming crab value chain in Indonesia.

Gender roles are evident in the labour divisions within the fishing, processing and canning companies in the tuna industry (AP2HI, 2019). A previous gender analysis carried out in Bitung found that both men and women participate in the tuna value chain, but that fishing, and fish transportation activities are carried out by men, whereas most of the fish processing and trading activities are carried out by women (USAID, 2017). These gender roles are reinforced in the community

<sup>14</sup>In this context, “gap” refers to the disparity that exists between women and men



through beliefs and perceptions that women are not suitable for fishing activities, either because of the “perceptions of physical factors” or because of perceptions related to their responsibility to take care of the house and children. Sullivan and Ram-Bidesi (2008) found that in the Pacific Islands, the number of women involved in the processing sector is growing in the short term. Although this report uses data from a decade ago, information provided by key informants of the GMC Project (private and public sector) indicates that it is unlikely the circumstances have changed.

The positive impacts of the tuna industry are common to both men and women, but

the negative impacts are often directly felt by women (Demmke, 2006). Furthermore, McClean (2017) pointed out that coastal communities are likely to be the most vulnerable to impacts from changes in tuna fisheries management, exhibiting higher fisheries dependency, lower wellbeing, and greater isolation from wider economies and alternative livelihood options than urban communities. It is likely that changes in the management of small-scale and artisanal fisheries will have a higher impact on coastal communities than changes in the management of larger-scale ones (purse seine and pole and line fisheries) (McClean, 2017).

The blue swimming crab fishery in Indonesia is operated on a small-scale basis and yet it significantly contributes to Indonesia's fisheries as the third biggest export commodity following tuna and shrimp (Ghofar, Redjeki, Madduppa, Abbey and Tasunar, 2018). Crabs are caught using modern gill nets and collapsible traps (GMC project, 2019). With regards to the gender division of roles along the BSC value chain, it is generally found that men in Indonesia do the catching and women

do the processing and picking of the meat (Ogden, 2017; APRI, 2019).

### Power and participation in decision making

Men and women have equal access to organisations in the fishery sector (AP2HI, 2019). However the same source pointed out that although finance has been the main influencing factor that drives men





and women to become members of organisations, the main constraint faced by women in accessing fisheries resources and participating in fisheries activities has been the disproportionate amount of time they dedicate to domestic and family chores. Although women apparently have no restrictions in accessing decision-making spaces, they do have limitations in participating and having greater representation, which demonstrates existing power relations that tend to place women at a disadvantage, thus perpetuating traditional gender roles in the sector.

In the BSC value chain, men are dominant decision makers in fisheries households. The kind of decision making in question involves determining who is buying and selling BSC. It also determines the appropriate production processes that increase production values (APRI, 2019). Although women have representation in community-based organisations, women have fewer roles in organisations compared to men because women do not go to sea to catch BSC, according to the same source.

### Access and control over assets and resources

According to a USAID study, in general,

men have been found to control access to physical resources (ships, fishing gear and industrial-scale processing units), while women have access to small-scale processing units and local marketing activities. Access to capital and information resources, especially for small-scale ventures, are most often dominated by women (USAID, 2017). The Gender Profile of Tuna Pole and Line Fisheries revealed that men have the most access to nine types of resources considered relevant to the Pole and Line Fishery, such as relationship with buyers, financial institutions, knowledge about the tuna market, facilities, marketing skills, capture fishing training, knowledge about government regulations, knowledge about traceability, and knowledge about seafood product certifications. The study also revealed that women have access to marketing skills and access to financial institutions (AP2HI, 2019), coinciding with the gender analysis conducted in Betung in 2017.

APRI (2019), revealed that in the BSC value chain, access to resources and markets for fisheries households is more dominated by men. Women are more focused on managing domestic work, which also limits their more active participation in training activities.

## The Philippines (Blue Swimming Crab and Octopus fisheries)



Projections of the Philippines Statistics Authority (Philippines Statistics Authority, n.d) estimate that in 2019 the country will have a population of 108.4 million people, of which 53.7 million will be women and 54.7 will be men. The Philippines ranks 110th out of 189 countries in the UNDP Gender Inequality Index 2017 (GII)<sup>15</sup>; and according to the SDG Gender Index<sup>16</sup> 2019, the Philippines ranks 73rd (out of 129 countries).

### Gender roles and the sexual division of labour

There is a strong sexual division of domestic labour, with women having primary responsibility for household and care work and a higher total work burden relative to men. In the Philippines, women provide 84% of the total household time allocated to childcare (ADB, 2013). Gendered social norms contribute

to women having greater responsibility for, and time commitments to domestic and unpaid care work. This division of labour has been slow to change despite women's increased participation in, and time allocated to paid work. The Philippines fishery profile and BFAR statistics include information related to employment but these do not present data disaggregated by sex.

During the 1990s in the Visayas (one of the three principal geographical divisions of the Philippines), case studies reported that women are mostly involved in pre- and post-fishing activities, particularly processing and marketing, although some also fish from the beach or near shore (Ferrer, Cruz, & Agoncillo-Domingo, 1996; Israel-Sobritchea, 1994). Women's participation in fishing is viewed as "helping out" and is often part-time and unpaid (D'Agnes, Castro, D'Agnes, & Montebon, 2005).

<sup>15</sup>The Gender Inequality Index measures gender inequalities in three important aspects of human development: reproductive health; empowerment; and economic status. Thus, the higher the GII value the more disparities between females and males and the more loss to human development.

<sup>16</sup>The 2019 EM2030 SDG Gender Index includes 51 indicators across 14 of the 17 official Sustainable Development Goals (SDGs) and covers 129 countries across all regions of the world. The indicators are both those that are gender-specific and those that are not, but nonetheless have a disproportionate effect on girls and women.

A recent study of gender in aquaculture and fisheries carried out in five coastal “barangays” of Carles revealed that, of the 149 participants interviewed, all of the men responders were engaged in fishing activities and were not involved at all in the marketing or processing of their catch (Yap, Peralta, Napata, Expectato and Serofia, 2017). The marketing and processing of catch was mostly done by the women in their families. Such differentiation of gender roles has existed for a long time, in which men usually harvest fish and women are delegated to repairing fishing nets, processing and marketing the catch (WB, 2012).

BSC fisheries in the Philippines are mostly artisanal (WB, 2012). The common methods of catching are bottom-set gillnets and box traps (GMC Project, 2019). A private sector representative of the BSC industry in the Philippines<sup>17</sup> mentioned that while BSC is mostly collected on a “small-scale” (artisanal), the processing is “industrial,” and the production is “mostly exported abroad.” The private sector representative provided

data based on the Blue Swimming Crab FIP in Negros Occidental, the Philippines<sup>18</sup>, revealing that men dominate harvesting activities and women perform processing.

Research conducted in Samar Island found that the few women engaged in the BSC fishery were mostly involved in post-harvest activities (Cabrales, Racuyal and Mañoza, 2015). However, the study also pointed out that the number of sample respondents did not statistically represent the whole population of the fishers, consumers, dealers and intermediaries in Catbalogan City or in Samar Island.

Octopus catch methods in the Philippines are mostly artisanal, using fairly selective fishing methods such as spearfishing, jiggers, traps and by hand (Philippines Octopus FIP, 2019). Although information on the octopus fishery and gender dimensions is very limited in the Philippines and around the world, the few existing studies<sup>19</sup> from other countries

<sup>17</sup>Interviewed in April 2019 during the first phase of the development of the GMC Gender Strategy.

<sup>18</sup>This information was not available to the GMC Project to review.

<sup>19</sup>Westerman and Benbow, 2014 pointed out that during their research process, they contacted four octopus fisheries researchers around the world who have published papers on octopus biology and/or fisheries management (Leite et al., 2009; Katsanevakis & Verriopoulos, 200; Håkansson et al., 2012; Storero et al., 2012) but none was aware of any such studies related to gender dimensions, although it was noted that some broader studies have included a small gender component (Håkansson et al., 2012).

serve as a reference of the gender roles and division of labour in this fishery, especially in the harvesting stage of the value chain. For example, small-scale octopus fisheries in the Western Indian Ocean represent a significant source of income, particularly for women, in many developing coastal countries in this region (Sauer et al., 2011; Barnes & Rawlinson, 2009; Guard, 2009). While men have been involved to some degree, women usually have been the main hunters of octopus on the Indian Ocean's African coast (Drury, 2017). Their long-established practice fits with gender expectations: they remain close to shore in the intertidal zone. The marine space near the coast remains the only one in which most women can work due to socially constructed rules, perceptions, and duties embedded in the various local cultures, since women are expected to stay close to home. Women increasingly compete with men who are attracted by the high-value octopus fishery.

A 2014 study in Madagascar found that while both sexes benefit from the fisheries management initiatives, men tend to harvest bigger octopuses and dominate reserve management discourse and decision making (Westerman and Benbow, 2014). Women traditionally play an important role in octopus

harvesting in Madagascar (Bruggemann et al., 2012; Barnes & Rawlinson, 2009). However, the gender balance of octopus harvesters changed when the demands of a more lucrative market developed (Koopman, 1993; Randolph & Sanders, 1988).

## Power and participation in decision making

Women in the Philippines have traditionally been considered more as supporters than leaders at the community level (Siason, 2004). Thus, fisherfolks generally involved only men in their activities because of the conception that only men go to sea in their fishing boats (Siason, 2004). Consequently, this gender bias reinforces the male-dominated leadership throughout the value chains of the fishery sector. Lower levels of socio-economic support deprive women from sharing equal leadership and decision-making roles in the fishing household (Cabrales et al. 2015).

A private sector (woman) representative<sup>20</sup> of the BSC industry in the Philippines pointed out that women participate in the decision making along the value chain, but that men dominate the main decisions. The octopus industry in the Philippines lacks information on gender, but if it is assumed<sup>21</sup> that the dynamics could

<sup>20</sup>Interviewed by the GMC Project gender specialist/consultant.

<sup>21</sup>There is no information within the Philippine context to confirm this with evidence.

be similar to other countries, women do participate in decision making, including in capture of the resource, but men dominate decisions along the supply chain.

## Access and control over assets and resources

Yap et al., (2017) pointed out that as a result of the “supporting role of women in fisheries communities in the Philippines as their husband’s helpers in livelihood activities”, intervention strategies become limited to basic skills training for women. However, most of this kind of training is not translated into viable alternative livelihood activities as they are mainly based either on the available fish processing methodologies being widely used elsewhere or on the requests of the beneficiaries or their local leaders, or they simply serve as one-time skills training activities with no intention to allow women to gain control of livelihood activities.

Yap et al., (2017) also pointed out that women’s access to these training opportunities in the Philippines has been minimal in the past due to: i) limited funding for livelihood training; ii) women’s lack of time to attend training because of household duties; iii) difficulty in

conducting training in the island “barangays”; iv) limited information on the benefits of training; and in most cases, v), limited follow-up to measure the usefulness and utilization of the training in the communities.

In the octopus fishery in other<sup>22</sup> countries along the West Indian Ocean, women also tend not to have access to fishing boats – mostly because women are considered bad luck, are considered unable to handle a boat, or lack available time to learn how to handle a boat while taking care of their children and households (Drury, 2017). As a result, men with access to boats may be able to access octopus gardens farther away from their homes or in deeper waters, while these remain inaccessible to women.

Despite structural change, the primary sector (agriculture, forestry, and fishing) remains an important source of employment for large groups of women and men, but in the Philippines, women own less land than men and are disadvantaged through inheritance norms (USAID 2006; ADB et al. 2008). Furthermore, women do not have equal access to extension services or equipment (ADB, 2013). Even though female traders have a higher educational level than men traders do, they have less access to profitable markets (WINFISH, 2018).

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<sup>22</sup>Countries not included in the GMC Project.

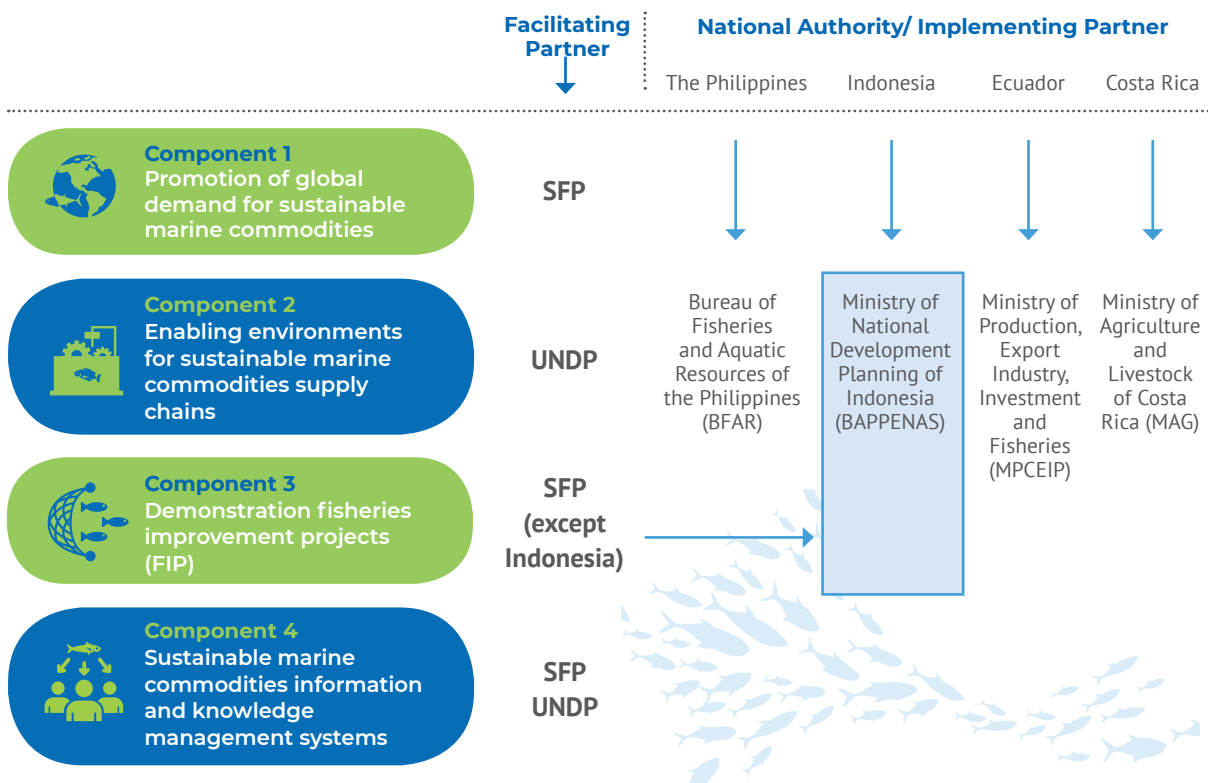
# Institutional Capacity Analysis to Mainstream the Gender Approach within the Implementing and Facilitating Partners

The institutional capacity analysis focuses on assessing the potential of the facilitating and implementing parties of the GMC Project components to engage in commitments and implement actions derived from this Gender Strategy, and

their ability to identify and resolve limiting factors that prevent women from accessing equal opportunities within the GMC Project target fisheries. Such capacity involves a set of functional conditions such as:

- Political/institutional commitments to gender equality
- Technical and organisational capacity to mainstream the gender approach
- Financial resources
- Existing mechanisms or tools to mainstream or monitor the gender approach
- Ongoing related initiatives/programmes

Figura 3. Implementing and facilitating partners by GMC Project component





The SFP facilitates parts of component 1, 3 and 4. UNDP is responsible for component 2 and part of component 4. Component 2 is implemented at the national level (national components) by each country. The IPCU is responsible for overall coordination among the national components, SFP and the international component.

The result of the institutional capacity analysis revealed that implementing/facilitating partners have commitments on gender equality (upcoming in the case of SFP), experience, some tools, and a willingness to carry out actions under the GMC Project framework and contribute to gender equality and empowerment of women in the fishery sector with an emphasis on target fisheries. However, there are some differences between countries or organisations in terms of progress, availability of resources, policies and guidelines, and human resources trained in aspects of gender equality to be able to deliver on the challenges identified by the Gender Strategy.

Gender equality is a priority for the UNDP; through its representation offices in the target countries, the agency has the commitment, expertise, experience and tools related to gender mainstreaming. These strengths must be complemented with the institutional capacity of the implementing parties at the country level and reinforced through specific actions aimed to strengthen the awareness regarding gender equality considerations and capacity for action of key actors.

The Ministry of National Development Planning of Indonesia (BAPPENAS) in Indonesia and the Bureau of Fisheries and Aquatic Resources (BFAR) in the Philippines are two of the implementing parties that have made important progress in gender equality mainstreaming in terms of commitments, financial resources, human resources, related projects and tools that could contribute positively to the implementation of the GMC Project Gender Strategy.

While the Ministry of Production, Export Industry, Investment and Fisheries (MPCEIP) in Ecuador does not have a specific gender equality policy or strategy and resources to mainstream the gender approach, it does have a gender focal point in the artisanal fishery division and the Integrated Fisheries and the Aquaculture System (SIAP) gathers information and allows categorization and classification by sex.

There is no information available related to the institutional capacity to mainstream the gender perspective within the Ministry of Agriculture and Livestock (MAG) and its projects in Costa Rica.

In the case of SFP, the organisation has tended to focus its support on helping fisheries to achieve ecological sustainability, and fisheries standards have lacked a gender focus. However, SFP is developing an anti-discrimination policy that covers gender discrimination as well. Furthermore, the SFP coordinator of the

GMC Project activities has participated as an expert in international independent studies related to gender in fisheries and thus should be considered as a key actor to help overcome potential barriers within the organization and the promotion of a gender approach in components 1, 2 and 4 of the GMC Project.

Table 2. Summary of the Institutional capacity analysis<sup>23</sup>

Facilitating/ Implementing Partner	Political/ institutional commitments on gender equality <sup>24</sup>	Technical and organisational capacity to mainstream the gender approach	Financial Resources to mainstream gender	Existing mechanism or tools to mainstream or monitor the gender approach	Ongoing gender-related initiatives/ programs
UNDP	*UNDP Global Gender Strategy  *Gender strategies in each UNDP target country, aligned with national plans and national/international regulatory framework and the SDG 5.	*Gender experts in each UNDP target country 5	Yes	*Specific guides and tools <sup>25</sup> for mainstreaming and monitoring.	*UNDP through its country offices promotes and supports the implementation of the Gender Equality Seal <sup>26</sup>
SFP	*In progress: developing an anti-discrimination policy that covers gender discrimination among other things.	No	No	No	No
BFAR (the Philippines)	*Comprehensive National Fisheries Industry Development Plan (CNFIDP)  *BFAR GAD <sup>27</sup> Action Plan.	*GAD focal point The team involved in the GMC Project has not participated in any gender equality training or gender equality awareness initiative.	Yes	*Use of the Harmonized GAD Guidelines' Project Implementation and Management, Monitoring and Evaluation (PIMME).	*Comprehensive Fish Landing Center Project under the BFAR National Fisheries Program.

<sup>23</sup>Based on interviews with the GMC key informants. As a result of this study, SFP is currently working on strengthening the gender institutional capability.

<sup>24</sup>Refers to commitments derived from National and international regulatory frameworks or SDG 5.

<sup>25</sup>Gender Equality Seals, etc.

<sup>26</sup>For example The Gender Equality Seal Project implemented by the INAMU (Instituto Nacional de las Mujeres) in Costa Rica

<sup>27</sup>Gender and Development





Table 2. Summary of the Institutional capacity analysis

Facilitating/ Implementing Partner	Political/ institutional commitments on gender equality	Technical and organisational capacity to mainstream the gender approach	Financial Resources to mainstream gender	Existing mechanism or tools to mainstream or monitor the gender approach	Ongoing gender- related initiatives/ programs
<b>BAPPENAS (Indonesia)</b>	<p>*There is a national strategy<sup>28</sup> on acceleration of gender mainstreaming and gender responsive budgeting and planning.</p> <p>*In the 5-year national development planning, there is a specific section on implementation strategy for gender mainstreaming for government ministries and agencies.</p>	<p>*There is a Directorate of Family, Women, Children, Youth, and Sport, Ministry of National Development Planning/ BAPPENAS.</p> <p>There is a Sub-directorate of Gender Mainstreaming and Women's Empowerment.</p> <p>There is a gender specialist/focal point.</p> <p>The GMC team member had participated in previous gender training conducted by another project (Mangrove for Future) in the BAPPENAS</p>	Yes	<p>*There are mechanisms<sup>29</sup> focused on monitoring the extent of gender mainstreaming of the sectoral planning document, the participation and empowerment level of women in sectoral planning, which include indicators to evaluate the targets.</p> <p>In addition to the gender seal monitoring mechanism in UNDP (as Country Office Support Service), the Directorate also utilize the same monitoring mechanism used to monitor government programs.</p>	*Programs <sup>30</sup> in sectoral ministry (Ministry of Marine Affairs and Fisheries).
<b>MPCEIP<sup>31</sup> (Ecuador)</b>	<p>*There is currently no gender strategy or gender policy within the institution.</p> <p>*They mainstream gender equality informally. Their activities are oriented towards strengthening women's fishery organisations and helping them associate to produce</p>	<p>*MCEIP has a gender focal point in its artisanal fishery division.</p> <p>*The team involved in the GMC Project has not participated in any gender equality training or gender equality awareness initiative.</p>	No	*The Integrated Fisheries and Aquaculture System (SIAP) gathers information and allows categorization and gender classification.	No
<b>MAG (Costa Rica)</b>	No info available	No info available	No info available	No info available	No info available

<sup>28</sup>Both the strategy and the national developing planning were available online in Indonesian, not available in English.

<sup>29</sup>Not available in English

<sup>30</sup>List of programs available in Indonesian at <https://kkp.go.id/>

<sup>31</sup>Information refers specifically to the Vice Ministry of Aquaculture and Fishing



### 3. Rationale

The GMC Project contributes to the transformation of the market by mainstreaming sustainability in the value chain of important seafood commodities from developing countries, improving emerging tools such as corporate sustainable purchasing policies and FIPs, motivating changes in national fisheries policy for improved fisheries administration, and generating learnings to be shared worldwide.

The GMC Project is considered “gender sensitive”: It addresses gender norms, roles and access to resources insofar as needed to reach other goals in the Project. The management, implementing and facilitating partners must ensure that the Project outcomes and potential impacts will not: 1) perpetuate gender inequality within the value chains, 2) increase

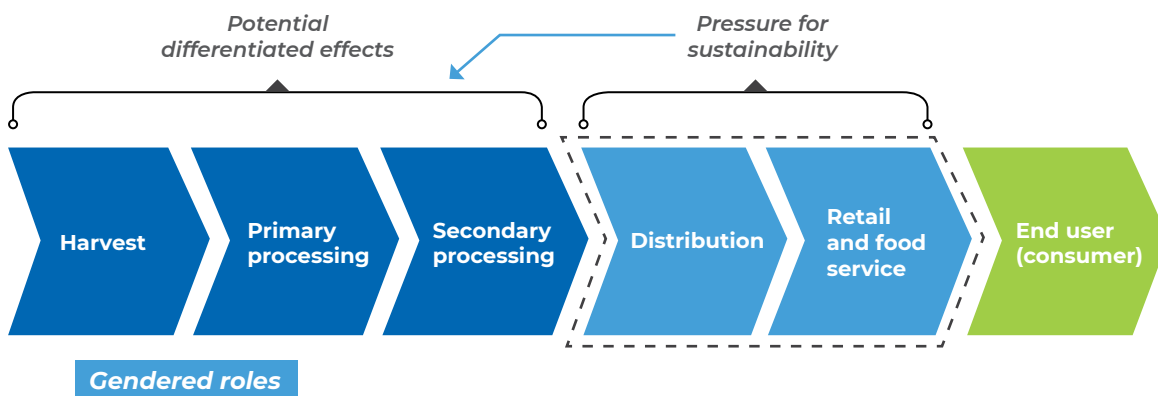
the gender gaps and discrimination against women in the sector, nor 3) generate additional vulnerability of women to measures intended to achieve sustainable fisheries management.

**The GMC Project should actively prioritize actions where it can influence and positively contribute to gender equality and women’s empowerment within the sector (for example under component 2, facilitated by the UNDP which has a strong institutional capacity to mainstream gender).**

Based on the value chain and its relationship to the Project, there are different levels of potential influence in mainstreaming the gender approach (Figure 4). The green boxes are those where the Project has a direct influence on the specific value chain link, yellow means the Project has some influence,

but with a reduced possibility of relevant changes<sup>32,33</sup>, whereas the red box indicates there is very little possibility of influence with the GMC Project. Therefore, the Gender Strategy considers its scope based on the influence of the Project within the value chain of the supported fisheries.

Figure 4. Seafood value chain and possibility to mainstream the gender approach through the GMC components.



The connection between the findings revealed in the gender analysis and the scope of the Project are decisive in guiding and justifying the gender equality objectives (see section 4),

and provide inputs to identify opportunities to overcome the barriers women face along the fisheries value chains supported by the Project.

<sup>32</sup>The “distribution” stage refers to secondary commercialization of seafood products that transports seafood within local and international markets and sells the seafood to the retail sector. The “retail and food service” stage refers to seafood markets and fishmongers as well as food service companies and restaurants.

<sup>33</sup>The strategy in the yellow stages should be directed to promote gender equality through the incorporation of gender considerations in third party and private sector initiatives that aim to improve the sustainability of fisheries management. In addition, it is important to note that the Project has built smaller initiatives to build awareness of in-country chefs, restaurants and consumers regarding “responsible seafood.” These initiatives aim to connect interested chefs and restaurants with fishing associations that are carrying out best practice and responsible fishing activities so that these efforts can be recognised and new national markets can respond to nascent demand for responsible seafood. However, these initiatives of the GMC Project are more minor in their scope and breadth in comparison to the Project’s influence in the harvest and processing sectors.

## 4. Strategic **Approach** and Guiding Principles

**T**he GMC Gender Strategy is formulated in strict accordance with the guidelines of the UNDP<sup>34</sup> and the GEF<sup>35</sup>. The Strategy focuses on gender equality, women's empowerment and human rights. For the UNDP, gender equality, centered in human rights, is both a development goal on its own and a critical factor for achieving sustainable development. It is the basis of one of the key principles of the 2030 Agenda for Development:

the concept of "leave no one behind". For the GEF, gender relations between women and men and between girls and boys play a fundamental role in accessing environmental resources and controlling those resources and the goods and services they provide.

This Strategy adheres to the following guiding principles to promote gender equality and the empowerment of women:



<sup>34</sup><https://www.undp.org/content/undp/en/home/2030-agenda-for-sustainable-development/people/gender-equality.html>

<sup>35</sup><https://www.thegef.org/topics/gender>



***Human rights-based approach:*** Inalienable rights belong to all human beings. A human rights approach recognizes that everyone has the right to be free from discrimination and violence and that everyone benefits from living and working in a just and equal society.



***Harmonization:*** The Strategy considers the four countries' national laws and policies on gender equality and with international commitments CEDAW; the Beijing Platform for Action, the SDGs and a series of regional commitments each country has assumed. It also considers the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication.



***Equality:*** This concept is fundamental to any development initiative. Justice and fair treatment of all people should be promoted, both legally and in the practice. Differences between women and men should be acknowledged and specific measures taken to accelerate de facto equality<sup>36</sup>.



***Diversity:*** All of us are equal in rights and opportunities to access and control resources and valuable assets from a legal, social, economic, ethnic and cultural point of view. The rights and duties of women and men belonging to different ethnic groups, races, indigenous peoples and Afro-descendants of the four countries are recognized.



***Non-discrimination:*** The elimination of all kinds of discrimination in policies and in practice in the fishery sector<sup>37</sup> is promoted.

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<sup>36 y 37</sup><http://www.fao.org/3/a-i4356en.pdf>

## 5. Strategic objectives, Expected Outcomes, and Outcome Indicators

The following table includes the strategic objectives, outcomes and outcome indicators defined for the GMC Project Gender Strategy.

Table 4. Strategic Objectives, Expected Outcomes and Outcome Indicators

Strategic Objectives	Outcomes	Outcome indicators
1. Create/strengthen capacities of GMC Project management and partners to mainstream the gender approach in Project-supported fisheries governance systems and contribute to increased gender awareness in the fishery sector	<ul style="list-style-type: none"> <li>- Strengthened capacities of GMC management and key partners to mainstream and monitor the gender approach.</li> <li>- GMC stakeholders recognize the relevance of gender equality in fisheries supply chains and manage to identify differentiated impacts (to men and women) that result from fisheries governance systems.</li> </ul>	1. Changes in stakeholder's perception on the recognition of gender as an important issue within the sustainable fishery dialogue platform.
2. Create an enabling environment to enhance the process of gender responsive management in GMC-supported fisheries to ensure women and men have equal opportunities to participate in decision-making processes and access resources in compliance with national legislation and international agreements on gender equality.	<ul style="list-style-type: none"> <li>-Gender issues addressed adequately in processes, plans and policies related to target fisheries value chain.</li> <li>-Increased women's representation and influence in supported fisheries governance and decision making.</li> </ul>	2.1 Changes in the percentage of women and men attending the dialogue platform <sup>38</sup> . 2.2 Changes in the percentage of men and women actively participating <sup>39</sup> in platforms/working groups 2.3 The action plans incorporate gender issues
3. Improve government, donors, NGO, private sector and civil society's understanding of women's contributions to the supported fisheries	Improved quantification and public information on the contribution of women and men in the value chain of the target fishery.	3. # target fisheries value chains with available (online) updated gender equality information
4. Increase visibility/coverage of the GMC Project's contributions to gender equality and women's empowerment in the four target countries.	-Improved GMC related information and communications system with a gender approach.	4. # of communication products that incorporate gender inclusive language and contribute to challenge gender stereotypes <sup>40</sup> , and/or transmit clear messages with a gender perspective

<sup>38</sup>Men and women attending the dialogue, in representation of organisations / institutions.

<sup>39</sup>Women and men contributing to the dialogue and active in decision-making.

<sup>40</sup>Gender stereotypes are the beliefs that people have about the characteristics of women and men. The content of stereotypes varies over cultures and over time. These expectations are often related to the roles that men and women fulfill in a culture. An example is the belief that men are assumed to be independent and leaders, and women dependents and supporters. Another example is that work offshore should be done by men, and work onshore and near home can be done by women.



- Consider the implications for women and men in the value chain, in relation to the decisions to be taken in the framework of the formulation of management / action plans for the sustainability of the supported fishery and;
- Define mitigation measures or avoid potential negative impacts for women and men.

In components 1, 3 and 4, potential negative impacts have not been identified. However, if the gender approach is not mainstreamed, there is a risk of contributing to perpetuating gender roles and stereotypes in the sector (specifically in the value chains of supported fisheries).

- It should be taken into consideration that in order to mainstream the gender perspective in certain components of the GMC Project, (such as component 3), some preliminary actions (with a value chain approach), must be carried out first, such as those derived from strategic objective 3. Actions 3.2-3.6 in the Gender Action Plan are aimed at providing information to and thereby influencing purchasing decisions of large seafood buyers so that the processes involved in commercialisation of seafood commodities incorporate gender considerations in the near future. The result of Actions 3.2-3.6 will also serve as a support evidence for “gender advocacy actions” in potential opportunities to upscale and replicate the GMC Project.

## 6. The Gender Action Plan

**K**ey considerations for the development of the Gender Action Plan (GAP):

- The Gender Action Plan (GAP) is based on the gender analysis, barriers and opportunities defined in the Gender Strategy (sections 1-5 of this document). In addition, potential risks and /or impacts that GMC activities could cause for men and women within the value chain of supported fisheries need to be considered. Therefore, in relation to GMC Project component 2, the Gender Action Plan includes relevant actions (under strategic objective 1 and 2), in order to create the necessary conditions, to:

# The structure of the Gender Action Plan

The Gender Action Plan is structured in a matrix and includes the variables described below:

## **Actions**

Activities or processes that together contribute to the achievement of a certain outcome.

## **Category**

A budget categorization has been included to facilitate decision-making on activity implementation.

### **Category A.**

Actions that do not necessarily require a complementary budget, but rather in-kind contributions of the team's time, or collaboration from partner organisations.

### **Category B.**

Actions that may require limited project funding or those which may be channeled through existing alliances or other related initiatives and promoted by any partner.

### **Category C.**

Actions that require a defined budget, mostly involving efforts and time of additional staff, which may require subcontracting, negotiations, strengthening strategic alliances, etc.

## **Output Indicator**

An indicator that measures outputs (the immediate results of an action).

## **Responsible**

Refers to the person, unit or institution/organisation recommended to be the main responsible to implement a specific action. The responsible party for any action could involve co-responsibility with other participants or strategic allies in order to achieve the implementation of an activity.

## **Timeline**

Expected (recommended) date to implement or initiate the action.

## **Monitoring mechanism / frequency**

Types of reports, tools and periodicity of reporting.



Table 5. Gender Action Plan Matrix

Strategic Objective 1: Create/strengthen capacities of GMC project management and partners to mainstream the gender approach in project-supported fisheries governance systems and contribute to increased gender awareness in the fishery sector.							
Key Outcomes	Key Outcome Indicators	Activities/ actions	Cost category	Output indicators	Responsible	Timeline	Monitoring mechanism / frequency
*Strengthened capacities of GMC key partners to mainstream the gender approach.	Changes in stakeholders' perception on the recognition of gender as an important issue within the sustainable fishery dialogue platform.	1.1 Gender equality specific training <sup>41</sup> for implementing partners/ facilitating partners (management and staff involved in sustainable fisheries)	A	# of women and men trained by country/ partner per year	Implementing partners/ facilitating partners	2019-2021	4th Quarterly Report Annually
*GMC stakeholders recognize the relevance of gender equality in the value chains process and manage to identify related differentiated impacts (to men and women) associated to changes towards a more sustainable fishery.		1.2 Identify and designate a Gender Focal Point in each implementing partner/ facilitating partner <sup>42</sup>	A	Formalization of appointment	Implementing partners/ facilitating partners	2019	4th Quarterly report (once and report if the Focal Point (FP) is replaced)
		1.3 Adapt existing monitoring tools (reports sections/ components) to incorporate gender aspects/ considerations <sup>43</sup>	A	# of partners with monitoring tools adapted	Implementing partners/ facilitating partners IPCU- M&E	2019	4th Quarterly report (2019)
		1.4 Gender awareness sessions (interventions) implemented as part of sustainable marine commodity platform meetings <sup>44</sup>	A or B	# of gender awareness sessions implemented in the sustainable marine commodity platforms	Implementing partners (Platform/ national coordinators)	2019-2021	Quarterly report/ Systematization Report (SR) for National Commodity Platform Meetings

<sup>41</sup>Partners should evaluate internally the need for specific training since it should be targeted to key staff linked to the GMC Project who have no experience in mainstreaming the gender approach in a project cycle and have actions under their responsibility. It is particularly relevant that implementing partners (especially national/platform coordinators) to have at least the basic knowledge to be able to develop their tasks if there is a lack of external collaboration/advice from a gender specialist.

<sup>42</sup>The Gender Focal Point position will be responsible for: a) avoiding overlapping and double funding of training and/or awareness activities, and taking advantage of other current or potential related initiatives within the implementing partners; b) complementing/ adapting mechanisms and/or actions that might require attention due to changes in the Project context.

<sup>43</sup>Adaptation should consider specific recommendations included in this document in section 7.

<sup>44</sup>Component 2: Sessions should take place with platform participants/stakeholders during the formulation of the fisheries action/ management plan. It is recommended to:

a) Consider more than one session per platform/working group.

b) Consider covering topics that respond to “Why gender matters in fisheries?” “Why are gender issues important to effective fisheries management and sustainable fisheries?”, “Why is it relevant to increase women’s representation in decision making?”, “Why could the empowerment of women within the value chain reduce the potential effects that the measures defined in the management / action plans may cause to the most vulnerable groups?”, “Why is gender equality a human rights issue?”

b) Re-define, adapt or incorporate gender awareness topics in coordination with the Gender Focal Point defined within the platforms/ working groups (see Action 2.2). Take advantage of the results of stakeholder’s survey (Appendix 3) to have additional elements for the definitions or the gender awareness sessions according to the context.

Table 5. Gender Action Plan Matrix

Strategic Objective 2: Create an enabling environment to enhance the process of gender responsive management in GMC-supported fisheries to ensure women and men have equal opportunities to participate in decision-making processes and access resources in compliance with national legislation and international agreements on gender equality.							
Key Outcomes	Key Outcome Indicators	Activities/ actions	Cost category	Output indicators	Responsible	Timeline	Monitoring mechanism / frequency
<p>*Gender issues addressed adequately in process, plans, and policies related to the value chains of target fisheries.</p> <p>*Increased women's representation and influence in supported fisheries governance and decision-making processes.</p>	<p>*Changes in the percentage of women and men attending the dialogue platform.</p> <p>*Changes in the percentage of men and women actively participating in platforms/ working groups</p> <p>*The action plans incorporate gender issues.</p>	2.1 Adequately engage with public institutions or non-governmental organisations working on gender related issues <sup>45</sup> .	A	Memorandum of agreement	Platform-country Coordinator	2019-2020	Quarterly Reports Systematization Report (SR) for National Commodity Platform Meetings
		2.2 Appoint a Gender Focal Point for each sustainable marine commodity platform <sup>46</sup>	A	Focal Point designated	Platform-country Coordinator	2019	Quarterly Reports (once and report if the Focal Point (FP) is replaced) Systematization Report (SR) for National Commodity Platform Meetings
		2.3 Implement <sup>47</sup> and adapt defined mechanisms to encourage women to actively participate in and influence <sup>48</sup> plenary discussions (platform/ working groups dialogue)	A	# of women and men attending platform meeting/ session # of women and men actively participating <sup>49</sup> in each platform meeting/ session	Platform-country coordinator Platform Gender Focal Point	2019-2020	Quarterly report/ Systematization Report (SR) for National Commodity Platform Meetings
		2.4 Ensure the incorporation of gender responsive indicators in the fishery management/ action plans.	A	# of gender responsive indicators included in fishery Management/ Action Plans	Platform-country Coordinator Gender focal point	2019-2021	Quarterly report/ Systematization Report (SR) for National Commodity Platform Meetings
		2.5 Ensure the designation of a Gender Focal Point in the platform monitoring committee for the future monitoring of the gender indicators	A	Focal Point designated to the Action Plan.	Platform-country coordinator	Once the action/ management plan is finished	Quarterly report/ Systematization Report (SR) for National Commodity Platform Meetings (once)



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<sup>45</sup>See section 2 (proposed role of UNDP country offices) and section 3 (strategic alliances).

<sup>46</sup>The Gender Focal Point should be a man or woman who represents an organisation within the stakeholders, and who has experience in gender equality and women's empowerment.

<sup>47</sup>Appendix 2 includes a supporting tool with mechanism that should be adapted to each country according with their contexts.

<sup>48</sup>It is important to acknowledge that gender inequalities are deeply ingrained and difficult to change, and to accomplish change, gender-mainstreaming needs to go beyond simply increasing the number of women. It means providing real opportunities to both women and men to influence the agendas, and processes of sustainable fisheries management.

<sup>49</sup>Women and men contributing to the dialogue and are active in decision making.

Table 5. Gender Action Plan Matrix

Strategic Objective 3: Improve government, donors, NGO, private sector and civil society's understanding of women's contributions to the supported fisheries							
Key Outcomes	Key Outcome Indicators	Activities/actions	Cost category	Output indicators	Responsible	Timeline	Monitoring mechanism / frequency
*Improved quantification and public information on the contribution of women and men in the value chain of the target fishery.	# Target fisheries value chains with available (online) updated gender equality information.	3.1 Conduct and publish (online) gender profiles of the GMC-supported fisheries in each country	C	A Gender profile by each supported fishery available online	Implementing partners <sup>50</sup>	2019-2020	Quarterly Reports (once)
		3.2 Design a FishSource gender equality indicator/index that evaluates and informs supply chains about men and women's participation in management of target fisheries	B	Gender equality indicators set methodology approved by SFP and IPCU	SFP	2020	Quarterly Reports
		3.3 Pilot the application of the gender equality indicator set/index with targeted GMC Project fisheries.	B	Number of target fisheries assessed by the indicators set methodology	SFP	2020	Quarterly reports (once)
		3.4 Summary of gender equality indicators set/index methodology and results shared with target audiences.	B	FishSource Gender Equality Indicators set/index methodology updated incorporating comments received	IPCU and SFP	2020	Quarterly reports (once)
		3.5 Present findings on the pilot application of the FishSource Gender Indicators set at the Gender in Aquaculture and Fisheries (GAF) global conference in 2020	B	Results of pilot exercise with feedback from GAF publicly available.	IPCU and SFP	2020	
		3.6 Write a paper that integrates feedback from GAF conference and submit for publication.	B	Gender indicator methodology paper submitted.	SFP	2021	

<sup>50</sup>Implementing partners could encourage private sector organisation to support these activities. For example, the gender profiles of the BSC and tuna fisheries in Indonesia were carried out by APRI and APDH1 respectively and supported by the GMC Project.

Table 5. Gender Action Plan Matrix

Strategic Objective 4: Increase visibility/coverage of the GMC project's contributions to gender equality and women's empowerment in the four target countries.							
Key Outcomes	Key Outcome Indicators	Activities/ actions	Cost category	Output indicators	Responsible	Timeline	Monitoring mechanism /frequency
Improved GMC related information and communications system with a gender approach.	# of Communication products that incorporate gender inclusive language and contribute to challenge gender stereotypes, and/or transmit clear messages with a gender perspective	4.1 Assign a Quality Assurance (QA) advisor within each UNDP country office (Gender specialist for example) for the QA of all communication products to ensure adequate incorporation of gender considerations.	A	Formalization of Appointment	IPCU/ Communication specialist	2019	Once
		4.2 Adopt a gender checklist tool <sup>51</sup> to assist Project communication officers and partners in the incorporation of a gender lens to communication products.	A	Written formalization (commitment) of the use of checklist	IPCU/ Communication specialist Implementing partners Facilitating partners	2019	Once
		4.3 Adapt the Project's communication strategy to include a product that systematizes GMC contribution to gender equality and women empowerment in the value chain of a specific commodity (or commodities).	B	Communication strategy adapted	IPCU/ Communication specialist	2019	Once

<sup>51</sup>See Appendix 1



## 7. Mechanism for **Monitoring and Evaluation**

**T**he monitoring and evaluation of the Gender Strategy indicators will be the responsibility of the IPCU with support from the national platform coordinators/officers and SFP staff.

Both gender output indicators and gender outcome indicators will use existing mechanisms to monitor and evaluate the GMC Project indicators. However, some adaptation to existing monitoring reports and a definition of a complementary tool to measure an outcome indicator (Outcome indicator 1) are suggested below.

### Monitoring Mechanism

The monitoring of the actions will be carried out by responding to the output indicators defined in the Gender Action Plan, using the same monitoring mechanisms that are used in the GMC Project, such as:

- Semesterly report (according to the standard formats of each partner)
- Systematization Report for National Commodity Platform Meetings

However, it is suggested to adapt or supplement (in attachment) information to the reports in accordance with the following tables:

## Semesterly reports

Table 6. Information to be included in semesterly reports

Reference <sup>52</sup> for adaptation	Question/data detail
A1.1	Was any gender equality training conducted during the year? If the answer is yes, how many men and women participated?
A1.2	Name and position of gender focal point. Date of appointment (include MoU in annex).
A1.4	Were any gender awareness sessions implemented in the sustainable marine commodity platforms during the reporting period?
A2.1	Name of public institutions or non-governmental organisations working on gender related issues engaged in platform and date of engagement. (Include MoU in Annex).
A2.2	Name and organisation of the gender focal point designated within the platforms. Date of appointment (Include MoU in Annex).
A2.3	Provide the number of plenary sessions of the platform and working groups developed during the period and include;  Number of women and men attending each platform meeting/session.  Number of men and women actively participating in each platform meeting/session.
A2.4	How many gender responsive indicators have been defined in discussions during plenary? Include the indicators and update it in the next report until the Management Plan/Action Plan has been finalized.
A2.5	Name, organisation and date of appointment of a Gender focal point in the platform monitoring committee.
A3.1	Has a gender profile been conducted for the supported fishery? Attach document-
A3.2-A3.6	Update on the status of the FishSource gender equality indicators set/index process. Include if there are changes in activities defined in the Gender Action Plan, and justification of those changes.  Include achievements and barriers faced.

<sup>52</sup>This reference links to the actions/activities (A) of the Gender Action Plan, to easily identify frequency and the partner (responsible for such activity) that should include information in their reports.

## Systematization Report for National Commodity Platform Meetings

Table 7. Information to be included in Systematization Report for National Commodity Platform Meetings

Reference <sup>53</sup> for adaptation	Question/data detail
A1.4	Was any gender awareness session implemented in the sustainable marine commodity platforms during the meeting/plenary? If yes, Indicate topic and responsible.
A2.1	Name of public institutions or non-governmental organisations working on gender related issues recently engaged in platform and date of engagement (not necessary to include same organisation twice in subsequent reports).
A2.2	Name and organisation of the gender focal point designated within the platforms (once or if the focal point is replaced).
A2.3	<p>Number of women and men attending the platform meeting/session</p> <p>Number of men and women actively participating in the platform meeting/session</p> <p>Attach as an annex the “supporting tool to encourage women participation” completed.</p>
A2.4	Document specific gender issues and how they were discussed, what agreements were reached, what progress was made and actions taken following the meeting, and how men and women took part in the discussions and activities and decision making. If a gender indicator was defined, include it.
A2.5	Include the name and organisation of the gender focal point designated in the platform monitoring committee for the future monitoring of the gender indicators (should be in final sessions)

For the activities not been included in, this is because it is not necessary to do so through questions / data in the monitoring reports under the responsibility of the partners.

### Evaluation Mechanisms

To measure the expected results, an evaluation should be carried out in the

final year of the GMC Project. It is feasible that the final evaluation of gender outcome indicators could be done with the final evaluation of the GMC Project. However, a multidisciplinary team is suggested. In case that just one external consultant is hired, it is strongly recommended to include experience in Gender Mainstreaming in the ToR of the evaluator.



Table 8. Matrix of Evaluation Mechanisms

Outcome Indicator <sup>53</sup>	Indicator Detail	Evaluation Mechanism	Source of Verification or Tools	Responsible	Timeline
1. Changes in the stakeholder's perception on the recognition of gender as an important issue within the sustainable fishery dialogue	Gender equality is not always recognized as a relevant aspect for the sustainability of fishery resources. What is intended to be measured with this indicator, is to what extent changes have been made (derived from the GAP) in the way that different stakeholders perceive gender equality and the importance of addressing gender issues for the sustainable management of supported fisheries.	Final Evaluation	Stakeholders Survey <sup>54</sup>	Platform coordinators IPCU - (external evaluator)	2019 and 2021 at the end of the Project
2.1. Changes in the percentage of women and men attending the dialogue 2.2. Changes in the percentage of men and women actively participating in platforms/working groups; the action plans incorporate gender issues.	Women are commonly underrepresented in the decision-making and governance spaces of the fishery sector. What this indicator intends to measure is to what extent there have been positive changes in the percentage of women attending and actively participating in those spaces, and whether this active participation has resulted in effective measures defined through gender responsive indicators in the action plans or management plans.	Final Evaluation	*Quarterly reports *Systematization Report for National Commodity Platform Meetings *Sustainable Fishery Action Plans/management plans	IPCU - (external evaluator)	
3. # target fisheries value chains with available (online) updated gender equality information	Supported fisheries value chains and most of the fishery sector often lack access to updated gender information. What this indicator intends to measure is the number of fisheries supported by the GMC Project that through the Gender Strategy have improved the quantification of contributions of both men and women to the value chain and to what extent this information (free available online) is used for decision making in the sector.	Final Evaluation	*FishSource website *GMC Project website *Stakeholders websites <sup>55</sup>	IPCU - (external evaluator)	
4. # of Communication products that incorporate gender inclusive language and contribute to challenge gender stereotypes, and/or transmit clear messages with a gender perspective	This indicator measures the number of videos, newsletters, magazines, social media news, articles, etc. that have been designed (under the GMC) with a gender lens <sup>56</sup> and contribute to gender equality and women empowerment.	Final Evaluation	To be defined by IPCU	IPCU - (external evaluator)	

<sup>53</sup>See table 4.<sup>54</sup>A survey to measure this qualitative indicator has been designed and included in Appendix 3. Consider that the result of this survey may also serve as supporting information to define gender awareness sessions (Action 1.4)<sup>55</sup>It is expected that the gender profiles of the target fisheries can be available to any user, on the GMC website and on the websites of organizations involved in the development of those profiles.<sup>56</sup>A gender lens is like putting on glasses to bring things into focus. A gender lens helps those who are unable to see sexism even where it is excessive and far-reaching. They do not make you see something that is not there, they just let you see more clearly. <https://womensinitiativeedmonton.ca/resources/glossary/>

## 8. Complementary Recommendations

- 1** *It is highly recommended* to prioritize collecting information for a gender diagnosis.

### **For Indicator 1.**

“Changes in stakeholder’s perception on the recognition of gender as an important issue within the sustainable fishery dialogue”, the information should be collected using the perception survey included in Appendix 3.

### **For Indicator 3.**

“# Target fisheries value chains with available (online) updated gender equality information” none of the countries currently have this information completed.

### **For Indicator 2 (2.1 and 2.2).**

“Changes in the percentage of women and men attending the dialogue” and “Changes in the percentage of men and women actively participating in platforms/working groups; the action plans incorporate gender issues” the information should be calculated using quantitative data from the first quarterly report informing about activity A 2.3.

### **For Indicator 4.**

“# Of communication products that incorporate gender inclusive language and contribute to challenge gender stereotypes, and/or transmit clear messages with a gender perspective” this should be tracked to ensure all future products have a gender perspective.

**2** *Costa Rica* has finalized its sustainable fisheries action plan for the large pelagic fishery, which means that most of the activities included in the gender action plan under the responsibility of implementing partners (national component) may not be applicable for Costa Rica. However, it is suggested that the Costa Rica country office:



Propose the appointment of a Gender Focal Point (in case that it has not been done yet), to follow up on gender indicators included in their completed National Action Plan for the Large Pelagic Fishery.



Share supporting tools (designed under this Strategy) with stakeholders and/or government institutions related to the sector to contribute to strengthening their capacities in gender mainstreaming.



Inform the committee in charge of following the implementation of the Action Plan that Costa Rica could benefit from the GMC End-of-Project Evaluation, taking lessons learned on gender mainstreaming from other countries.



If an opportunity arises to update the National Action Plan for the Large Pelagic Fishery, complement it by including updated actions and indicators, borrowing relevant concepts from other GMC Project countries in their Management/Action Plans.

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# 10. Appendixes

- **Appendix 1.** Gender and Communications Toolkit



- **Appendix 2.** Supporting tool to encourage and track women participation and influence in platforms or working groups sessions

Supporting tool to encourage and track women's participation and influence in platforms or working groups sessions

	Tips/suggestion to encourage women participation and influence	Tracking questions	Notes for coordinators		
			YES	NO	COMMENTS
<b>PLAN AND PROMOTE BEFORE SESSIONS</b>	<p><b>Raise awareness before sessions to promote participation</b></p> <ul style="list-style-type: none"> <li>•Promote (with stakeholders) the definition of gender quotas<sup>57</sup> to include women and men in decision-making processes of the platform/working groups (Consider a minimum of 30% of women participation and representation).</li> <li>•Encourage men leaders and fishers to support and promote women's and other marginalized groups participation.</li> <li>•Take advantage of alliances with gender organisations to use their dissemination mechanisms to promote gender awareness and boost the participation of women in these spaces<sup>58</sup>.</li> <li>•Produce/use specific and easy to understand GMC communication materials (The development of these materials do not necessarily imply the need for additional budget, but rather the design and dissemination of gender-specific short messages, notes, flyers etc., that could be published through the websites of the stakeholders involved in the platforms) to encourage women's participation/influence.</li> <li>•Promote women's participation in current related communications campaigns developed by implementing partners (if possible).</li> </ul>	<p>Are gender quotas being achieved?</p> <p>Has any awareness-raising action been implemented through a communication mechanism prior to the convening of the platform meeting session?</p> <p>Are the stakeholders contributing to boost women's participation prior to the plenaries?</p>			

<sup>57</sup>In line with the target endorsed by the UN Economic and Social Council, it is widely held that women, at a minimum, should at least make up 30% of any decision-making body, committee, consultation, workshop, etc. (For more information, see United Nations (1995), Beijing Declaration and Platform for Action, Fourth World Conference on Women, available at <https://beijing20.unwomen.org/es/about>)

<sup>58</sup>The Gender Action Plan includes a specific action (and outcome indicator) to engage with these kinds of organisations.

## Supporting tool to encourage and track women's participation and influence in platforms or working groups sessions

	Tips/suggestion to encourage women participation and influence	Tracking questions	Notes for coordinators		
			YES	NO	COMMENTS
PLAN AND PROMOTE BEFORE SESSIONS	<p><b>Design platform/working group's meetings considering the causes (obstacles) that limit the participation<sup>59</sup> of women.</b></p> <p>Be sensitive to the practical obstacles to women's participation, such as their family responsibilities, cultural and religious customs discouraging women's participation in public affairs or women traveling alone, and concern for personal safety and security. Organize meetings with considerable flexibility on when and where to meet. Consider logistical arrangements with stakeholders to provide equal, adequate and safe access for women and men. e.g.</p> <ul style="list-style-type: none"> <li>• Convenient meeting time and date</li> <li>• Safe transportation and lodging for women,</li> <li>• Arrange meetings in situ (harvesting communities and near main supply chain production facilities). Or meetings near their houses to facilitate women's participation.</li> <li>• Child care facilities, if necessary and possible</li> <li>• Consider the possibility of designating additional resources required to ensure women's participation, for example, where women are not allowed to travel alone, invite two women instead of one.</li> </ul>	<p>Is the meeting at a place that women and men are able to physically access?</p> <p>Is the meeting held at a time that is convenient for women (and men) and does not clash with other responsibilities inside or outside the household?</p> <p>Have some facilities or special conditions/considerations (flexibility) been guaranteed to ensure greater participation of women?</p>			
	<p><b>Plan the agenda incorporating gender considerations</b></p> <ul style="list-style-type: none"> <li>• Incorporate gender considerations in meeting agendas, and make sure that selected facilitators have general gender and fishery knowledge and familiarity with the gender dimensions of the workshop theme in particular. Take advantage of engaging with women organisations to raise gender awareness<sup>60</sup> and include brief interventions in the agendas.</li> <li>• Plan the presentations considering a balance of women and men as key speakers (including facilitators).</li> </ul>	<p>If there are gender issues, are they reflected in the agenda for the workshop/meeting?</p> <p>Are men and women represented in a balanced way in the presentations (as key speakers/presenters)?</p>			

<sup>59</sup>The gender analysis included in the GMC Gender Strategy incorporates information related to the obstacles that women face to be more active in decision making in the sector.

<sup>60</sup>See Gender Action Plan (Action 1.4).

## Supporting tool to encourage and track women’s participation and influence in platforms or working groups sessions

	Tips/suggestion to encourage women participation and influence	Tracking questions	Notes for coordinators		
			YES	NO	COMMENTS
<b>BE ACTIVE PROMOTING INCLUSIVENESS DURING SESSIONS</b>	<p><b>Recognize different voices and forms of participating</b></p> <ul style="list-style-type: none"> <li>• Work to include all voices. Give everyone a chance<sup>61</sup> to speak, to discuss and respect different methods for making an argument. In order to give an equal chance to every participant to speak up, the facilitator should implement different methods<sup>62</sup> to facilitate the participation of women.</li> <li>• Invite gender specialists to actively participate in platform discussions to ensure specific gender-sensitive facilitation techniques, that are used to facilitate discussions and to help ensure all voices are heard and can speak freely.</li> <li>• It is also relevant that facilitators take into consideration cultural differences that might exist among the different stakeholders, thus it is important to provide safe spaces where women feel free to talk and express their opinions<sup>63</sup>.</li> </ul>	<p>Are both men and women equally encouraged and given the opportunity to give their views and provide inputs to the discussion and meeting activities?</p> <p>Does the meeting use appropriate methods that motivate, support, and encourage women and men to engage in the process?</p> <p>Is there a gender balance among people raising their voices (key speakers and other participants)?</p>			

<sup>61</sup>A 2018 report found that women received only 20% of 820 speaking opportunities at 20 seafood-related conferences (WSI, 2018).

<sup>62</sup>For example: a) To ask for written responses or free-writes. This method gives the facilitator the chance to choose a couple of participants to read their response. This will give everyone time to prepare something. This is a great opportunity to involve women who participate only minimally or not at all. b) Silent participants may speak up in smaller groups. Therefore, those participants who are sharing less in plenary discussions may be grouped into one working group. Vocal participants would be grouped in a separate group.. Separate groups of vocal women and silent women may also be considered to provide quieter women and opportunity to speak up.

<sup>63</sup>Given social and cultural barriers, it can be the case that many women face discrimination and threat from harmful social norms if they raise their voice. Thus, bringing women with similar priorities and interests together in a group can help to create a safe environment for them to create a collective and unified voice, develop the confidence and skills to strategically engage in the process and access and influence decision-making processes.

## Supporting tool to encourage and track women's participation and influence in platforms or working groups sessions

	Tips/suggestion to encourage women participation and influence	Tracking questions	Notes for coordinators		
			YES	NO	COMMENTS
DOCUMENT PARTICIPATION AND INFLUENCE	<p><b>Quantify men and women and document gender issues</b></p> <ul style="list-style-type: none"> <li>Count the number of people who attended the meeting/session<sup>64</sup> and disaggregate the list by sex.</li> <li>Count the number of women and men who spoke (actively participated<sup>65</sup>) during the platform meeting or session.</li> <li>Document specific gender issues and how they were discussed, what agreements were reached, progress was made and actions taken following the meeting, and how men and women took part in the discussions and activities and decision making.</li> </ul>	<p>Does the list of people attending the meeting/session within the systematization report provide a breakdown of women and men participants and the number of women and men who actively participated in meeting/session?</p> <p>Does the systematization report include details about the gender issues addressed in the meeting/session?</p>			

Note: Include this table with corresponding notes as an attachment of each systematization report. The tracking questions are relevant to self-assess to what extent the mechanisms (included in this table) and others complemented (adjusted or restated in each target country according to their context), are being implemented and contributing to boost the participation and influence of women in the sustainable marine commodity platforms. Although these questions will not be part of the monitoring to be carried out by IPCU-UNDP (since they are not linked to output indicators of the Gender Action Plan), by including them as an annex (using the same matrix) in the systematization reports, they can contribute to other countries to replicate mechanisms (adapted by country) that have worked successfully or rethink those that are not suitable for these types of spaces, at the same time it could mean an important input for a potential upscaling or replication of the GMC Project. Consider that this tool also includes reminders on information that must be included in corresponding monitoring reports.

<sup>64</sup>Men and women attending the dialogue platform, in representation of organisations / institutions (but not necessary speaking or influencing).

<sup>65</sup>Women and men contributing to the dialogue and active in decision making.

- **Appendix 3.** Perception Survey



Global Sustainable Supply Chains for Marine Commodities (GMC)  
Project No. 00096079  
GENDER STRATEGY FOR THE GMC PROJECT

**STAKEHOLDERS SURVEY**  
(Platforms/working groups)

**SECTION 1. INTRODUCTION TO THE SURVEY**

The Global Sustainable Supply Chains for Marine Commodities Project (GMC) has developed a Gender Strategy, with the purpose of incorporating a gender perspective into project implementation, monitoring and evaluation. As part of the monitoring and evaluation process, the **Gender Strategy** includes several methods to track changes in some gender indicators defined and linked to the project components (as component 2 “Enabling environments for sustainable marine commodities supply chains” defined to contribute to the formulation/adaptation of management/action Plan of supported fisheries in target countries).

This Survey aims to collect opinions from Platform/Working group stakeholders that will serve not only to measure a qualitative indicator, but also to adjust or improve any strategic activity derived from the Gender Action Plan of the GMC Project.

This survey is expected to be completed (in 10-15 minutes) by each participant of the Platform/Working group (even if there are more than one participant representing one organisation).

**Your opinions and contribution are very valuable and will be managed confidentially, you don't need to provide your name or your organisation's name.**

## SECTION 2. BASIC INFORMATION

1. Country	
2. Name of the Platform/Working group	
3. Gender	
a) Woman	
b) Man	
4. Type of organisation you belong to (mark with an x only one option in the right column)	
a) Public Organisation (government institution (excluding women ministries))	
b) Women's organisation (private) or women's ministry (public)	
c) Private Sector (Fishing organisations, chambers, sport-fishing associations, etc.)	
d) Private sector (exporters)	
e) NGOs, civil society and academia.	
f) Development partners (donors, etc.)	
g) Other (Specify)	
h) I don't represent any organisation	
5. Years in the organisation	
6. Position <sup>66</sup> in the organisation or role <sup>67</sup> within the value chain	
7. Interview Date	

<sup>66</sup>For example: Chairperson, Director/Managing position, technical position/expert, self-employed (within the value chain), other specify.

<sup>67</sup>If you don't belong to any organization/institution



### SECTION 3. ABOUT THE FISHERY SECTOR

Please MARK with an "x" only one option for each question

**1. Do you consider that both women and men have the same opportunities to make decisions in your country's fishery sector?**

- a) Yes
- b) No, women participate in decisions, but men dominate decision making
- c) I don't have enough information

**2. Do you consider that men and women have the same opportunities to use and benefit from assets or resources (material, financial, human, social, political) within the value chain of this target fishery?**

- a) Yes
- b) No, women have less access
- c) I don't have enough information

### SECTION 4. ABOUT YOUR ORGANISATION

**1. How many women and men are in your organisation approximately?**  
Give an estimate in % if you don't have enough information.

W	M
<input type="text"/>	<input type="text"/>

**2. How many women and men have a leadership position in your organisation?**  
Give an estimate in % if you don't have enough information

W	M
<input type="text"/>	<input type="text"/>

**3. Do you believe that women have a significant representation in decision-making within your organisation?** (Please MARK with an "x" only one option)

- a) Yes
- b) No, but there are initiatives/efforts within the organisation to boost women's participation and influence
- c) No (Your opinion is relevant, please provide a brief appreciation about this)

- d) I don't have enough information

**4. Are there facilities or conditions to promote greater participation of women in activities outside of your organisation (such as this governance space)?**

Type of facility/conditions (Mark with an "x" (could be more than one, except if you mark "d"))

- a) Flexible schedules
- b) Support in transport
- c) Other (please indicate)
- d) There are no such facilities within our organisation / institution

## SECTION 5. ABOUT THE PLATFORM/WORKING GROUP

Mark just one option "x" in the right column in questions 1 to 3

### 1. Do you know the number of men and women participating in the platform?

	a) Yes (indicate)	# men:	# women:
	b) I just have an idea (estimate)	# men:	# women:
	c) I don't know (it's changeable)		
	d) No		

### 2. If you indicated "yes" in the previous question, or "have an idea", please answer: Do you consider that women are well represented in the platform?

	a) Yes		b) No
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### 3. Do you think that it is relevant to incorporate gender considerations in the national action plan/fishery management plan that will be the outcome of the platform process (sustainable fishery dialogue)?

	a) It is more relevant to focus on fishery regulatory frameworks, conservation, environmental impact (etc.), of the target fishery
	b) Gender aspects matter, but should be addressed through other specific gender initiatives
	c) It is very relevant, and should be a priority to address gender issues in to this sustainable fishery dialogue, therefore the Action/Management Plan.

### 4. What advantages and/or disadvantages do you think there might be when prioritizing gender issues and the empowerment of women in the value chain of the target fishery?

a) Advantages	b) Disadvantages

Thank you very much for your contribution





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