



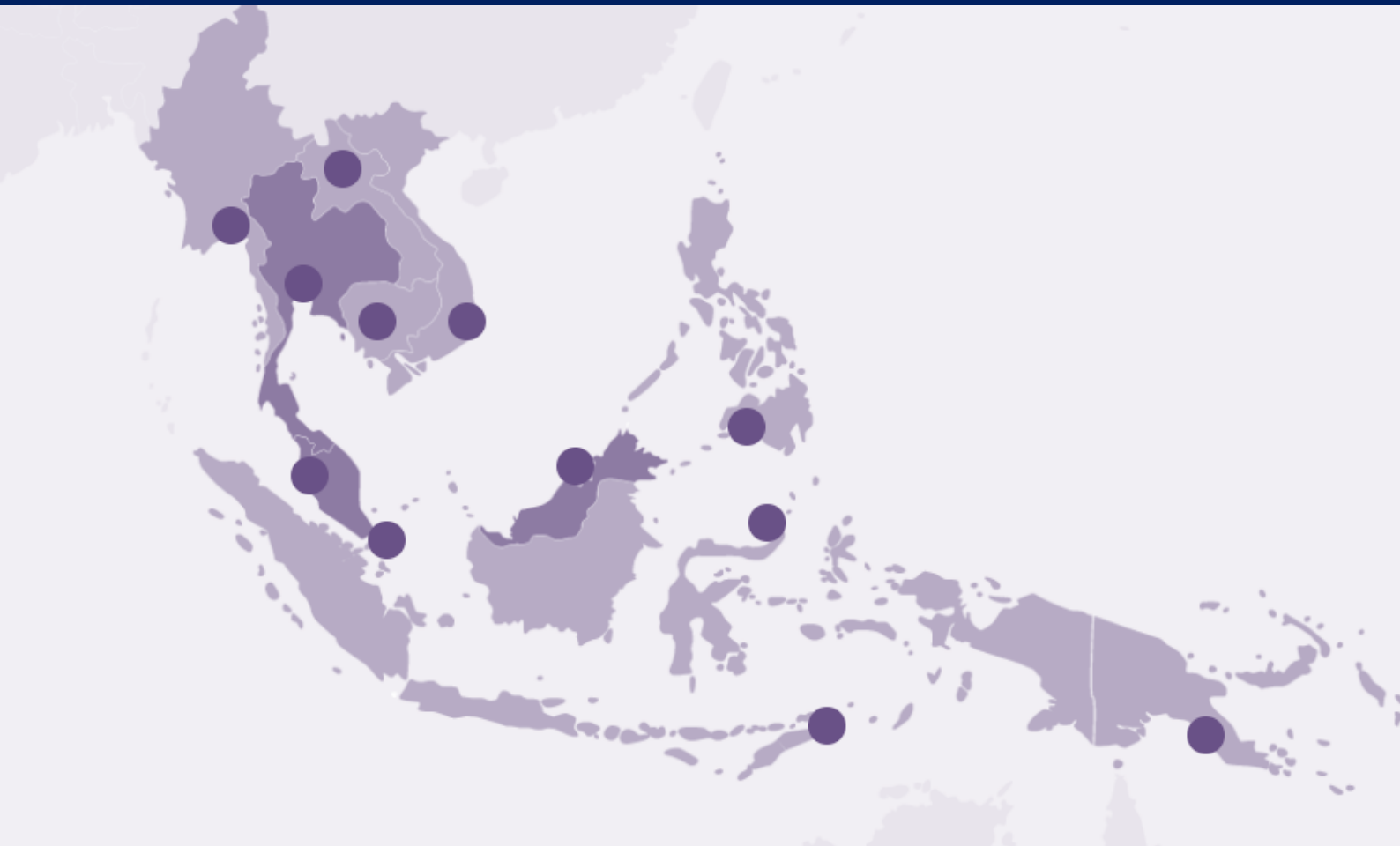
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The USAID Oceans and Fisheries Partnership (USAID Oceans)

# Regional Gender Strategies Implementation Workshop

Meeting Report | 21-22 August 2017, Bangkok, Thailand



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Submitted by: TETRA TECH-ARD  
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COR Name: Cristina Vélez Srinivasan

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# ACRONYMS AND ABBREVIATIONS

ACDS	ASEAN Catch Documentation Scheme
ADB	Asian Development Bank
AEC	ASEAN Economic Community
AFAF	Asian Fisheries and Aquaculture Forum
AFS	Asian Fisheries Society
AFS-GAF	Asian Fisheries Society-Gender in Aquaculture and Fisheries
AMS	ASEAN Member States
AOR	Agreement Officer's Representative
AQD	Aquaculture Department
ARD	Associates in Rural Development (Tetra Tech)
ASEAN	Association of Southeast Asian Nations
ASIC	Asian Seafood Improvement Collaborative
BFAR	Bureau of Fisheries and Aquatic Resources
CBCRM	Community-based coastal resource management
CDS	catch documentation scheme
CDT	catch documentation and traceability
CDTS	Catch Documentation and Traceability System
CFIs	community fisheries
CI	Conservation International
COM	Council of Ministers
COR	Contracting Officer's Representative
CSO	civil society organization; Committee of Senior Officials
CTC	Coral Triangle Center
CTI-CFF	Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security
CTIP	Counter Trafficking in Persons
DOF	Department of Fisheries
DOI	Department of the Interior
DTI	Department of Trade and Industry
EAFM	Ecosystem Approach to Fisheries Management
e-EAFM	Essential EAFM
EU	European Union
FAO	Food and Agriculture Organization
FGD	focus group discussion
FIS	Fisheries Information System
FMA	Fisheries Management Area
FMP	Fisheries Management Plan
GAD	gender and development
GAF	Gender in Aquaculture and Fisheries
GEF	Global Environment Facility
GEFE	Gender Equality and Female Empowerment
GRAISEA	Gender Transformative and Responsible Agribusiness Investment in Southeast Asia
HW	Human Welfare
IFRDMD	Inland Fishery Resources Development and Management Department
ISSF	International Seafood Sustainability Foundation
IUCN	International Union for Conservation of Nature
IUU	illegal, unreported, and unregulated (fishing)
JTF	Japan Trust Fund
KDE	Key Data Element
KII	key informant interview
Lao PDR	Lao People's Democratic Republic
LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex community
LGU	local government unit
MCS	monitoring, control and surveillance

MDG	Millennium Development Goal
MRC	Mekong River Commission
MFRD	Marine Fisheries Research Department
MFRDMD	Marine Fishery Resources Development and Management Department
MMAF	Ministry of Maritime Affairs and Fisheries
MOU	Memorandum of Understanding
MPA	Marine Protected Area
MSC	Marine Stewardship Council
NCC	National Coordinating Committee
NFARMC	National Fisheries and Aquatic Resources Management Council
NGA	national government agency
NGO	non-governmental organization
NOAA	National Oceanic and Atmospheric Administration
OCAG	Office of the City Agriculturist
ODK	Open Data Kit
PFDA	Philippine Fisheries Development Authority
PNG	Papua New Guinea
PPP	public-private partnership
RA	Republic Act
RAFMS	rapid appraisal of fisheries management system
RDMA	Regional Development Mission for Asia
RFMO	Regional Fisheries Management Organisation
RPOA	Regional Plan of Action
RPOA-IUU	Regional Plan of Action to Promote Responsible Fishing Practices including Combating Illegal, Unreported and Unregulated Fishing in the Region
SDG	Sustainable Development Goal
SEAFDEC	Southeast Asian Fisheries Development Center
SEASAIP	Southeast Asian Shrimp Aquaculture Improvement Protocol
SEI	Stockholm Environment Institute
SFMP	sustainable fisheries management plan
SGN	strategic gender needs
SOCCSKSARGEN	South Cotabato, Cotabato, Sultan Kudarat, Sarangani, General Santos City
SSF	Sustainable Small-Scale Fisheries
SSME	Sulu-Sulawesi Marine Ecoregion
TBD	to be decided
TD	Training Department
TNC	The Nature Conservancy
TOR	Terms of Reference
TWG	technical working group
U.S.	United States
UNEP	United Nations Environment Programme
UNSRAT	Universitas Sam Ratulangi
USAID Oceans	USAID Oceans and Fisheries Partnership
USAID	United States Agency for International Development
USG	United States Government
VC	value chain
VCA	value chain analysis
WCPFC	Western and Central Pacific Fisheries Commission
WID	women in development
WinFish	National Network on Women in Fisheries in the Philippines
WLF	Women Leaders' Forum
WOC	World Ocean Council
WoCAN	Women Organizing for Change in Agriculture and Natural Resource Management
WWF	World Wide Fund for Nature

# EXECUTIVE SUMMARY

On 21-22 August 2017, gender experts and focal points from 10 countries in Southeast Asia and the Pacific gathered in Thailand for the Regional Workshop on Gender Strategies Implementation of the U.S. Agency for International Development Oceans and Fisheries Development Partnership (USAID Oceans).

A total of 59 participants attended the event, including members of USAID Oceans' Technical Working Group and representatives from program partner organization the Southeast Asian Fisheries Development Center (SEAFDEC), the USAID Regional Development Mission for Asia, and development partners and non-governmental organizations engaged in gender and human welfare work in the region.

The following countries were represented: Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Papua New Guinea, Philippines, Solomon Islands, Thailand, and Vietnam. Together, these countries comprise two regional organizations working in marine and fisheries management in the region: SEAFDEC and Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security (CTI-CFF). SEAFDEC and CTI-CFF are key actors in the USAID Oceans Partnership.

## Objectives

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The workshop was convened with the following specific objectives:

1. To disseminate the results of the gender analyses undertaken at the USAID Oceans Learning Sites in General Santos City, Philippines, and Bitung, Indonesia;
2. To identify potential gender interventions for USAID Oceans at the learning sites based on the results of the gender analyses;
3. To explore potential partnerships with other organizations to address gender interventions beyond USAID Oceans' mandate;
4. To share experiences of various initiatives on gender equality and women empowerment such as SEAFDEC'S gender program and the Women Leaders' Forum from Coral Triangle countries on leadership network development and management, and other organizations;
5. To produce a working draft of the regional document on Gender Mainstreaming in the Fisheries Workplace by the Human Welfare Technical Working Group (TWG);
6. To assess capacity building needs of the TWG on Human Welfare particularly on gender aspects in fisheries;
7. To strengthen networking and partnership efforts among gender in fisheries practitioners in the region; and;
8. To provide information on the Ecosystems Approach to Fisheries Management (EAFM) concepts.

## Summary of Proceedings

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The workshop had 10 substantive sessions, all except two of which were plenary sessions. Not counting workshop overview and recaps, breakout session mechanics, and the report-outs from the breakout sessions, there were a total of 12 plenary presentations.

### Day I

The workshop opened with introductory remarks from Mr. Geronimo Silvestre, USAID Oceans Chief of Party, whom urged participants to fully engage in the discussions.

Two other speakers were at the opening: Dr. Kom Silapajarn, Secretary-General of SEAFDEC, underscored the need to consider the roles in fisheries of both men and women “for a more integrated fisheries management,” a sentiment echoed by Ms. Cristina Vélez-Srinivasan of the USAID Regional Development Mission for Asia (RDMA).

“Using a gender lens to implement our programs is extremely important to USAID. For programs to truly address the needs of all stakeholders and create lasting, meaningful change, all players must be considered—and gender considerations must be integral to the program’s design,” Ms. Velez-Srinivasan said.

The workshop proper included overview presentations on the USAID Oceans program and gender work, but the main objective of the day was to present the results of gender analyses conducted in the two “Learning Sites” of the program, namely, General Santos City in the Philippines and Bitung, North Sulawesi in Indonesia. The results reflected the specific context of each site, but also showed their commonalities, such as the prevalence of gender stereotypes defined by the physical demands of certain tasks, and the existence of many opportunities for addressing gender gaps.

Day 1 also featured USAID’s Gender Equality and Female Empowerment (GEFE) Policy, which highlighted the importance of gender-sensitive indicators and reporting in tracking program progress.

## Day 2

On Day 2, participants listened to presentations from six of USAID Oceans’ partner organizations on their respective initiatives in gender fisheries:

- **SEAFDEC** presented about the gender mainstreaming activities it has undertaken as part of its member-countries’ international commitments and the requirements of its donor organizations;
- **CTI-CFF** introduced participants to the Women’s Leader Forum, a peer-learning network for women of the Coral Triangle and an important partner for CTI-CFF in its engagement with the USAID Oceans Partnership;
- **SEAFish for Justice** presented their studies on human rights violations in the fisheries sector and recommendations for action;
- **Oxfam Thailand** highlighted their work to develop women-led fisherfolk community enterprises that are empowering women fisherfolk to exercise leadership roles in their communities; and
- The **USAID Asia Counter Trafficking in Persons (CTIP) Project** turned the spotlight on some of the darkest human rights violations in the fisheries sector, and called for cooperation from everyone to fight the social malignancy of human trafficking and forced labor.

There was one other presentation on EAFM, but the main focus of Day 2 was to review the regional document on Gender Mainstreaming in the Fisheries Workplace, which took up much of the day. The results from the review sessions were a key output for the workshop.

The closing session included remarks from Mr. Silvestre and Ms. Velez-Srinivasan.

Looking ahead, Ms. Vélez-Srinivasan expressed hope that the collaboration engendered by USAID Oceans “will continue not just through the end of this activity but well beyond, with SEAFDEC and CTI-CFF as the leaders and of course all the other NGOs and partners in this room. While the Oceans Partnership will not last forever, this working group will, so all the things we’re doing now will hopefully keep momentum for several years to come.”

Mr. Silvestre said it is important to keep the focus on what USAID Oceans’ core objectives. “We want that what we do will increase productivity but to what end does it serve if it’s inequitably distributed across participants in capture fisheries or the aquaculture sector? As we aspire for optimizing productivity and



efficiency in our sector, we need to make sure that it does not harm the options of future generations to enjoy the same productivity that we're getting from the sector.”

## Outputs

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The workshop outputs were as follows:

1. List of interventions to be provided grants under the USAID Oceans at the learning sites;
2. Workshop proceedings report outlining gender analysis results, gender gaps and indicators, capacity needs, activities of the Human Welfare Workstream on gender at national and regional level, and other workshop results; and
3. Participant feedback on working draft of regional document on Gender Mainstreaming in the Fisheries Workplace.

# I. INTRODUCTION

The Regional Workshop on Gender Strategies Implementation of the USAID Oceans Fisheries Partnership (USAID Oceans) was held on 21-22 August 2017 at Jasmine City Hotel, Bangkok, Thailand. It was attended by 59 representatives of 10 countries in Asia and the Pacific, implementing and technical partners of USAID Oceans including program partner, the Southeast Asian Fisheries Development Center (SEAFDEC), and other organizations engaged in gender and other human welfare work in the region.

USAID Oceans is a five-year program, May 2015 – May 2020, working in partnership with SEAFDEC, the Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security (CTI-CFF) and USAID’s Regional Development Mission for Asia (USAID/RDMA). The regional program engages a total of ten SEAFDEC and three CTI-CFF member countries, namely, Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Papua New Guinea, Philippines, Singapore, Solomon Islands, Thailand, Timor-Leste and Vietnam. Brunei Darussalam, Singapore and Vietnam were not represented in the workshop.

Program implementation is undertaken by three “implementing partners,” namely, Tetra Tech ARD, the prime contractor for USAID Oceans; SSG Advisors; and the global non-profit Verité, along with “technical partners” that include, among others, the Food and Agriculture Organization (FAO) of the United Nations (UN), FishWise, The Government of Sweden, the International Seafood Sustainability Foundation (ISSF), the Marine Stewardship Council (MSC), and Yayasan Masyarakat dan Perikanan Indonesia (MDPI).

Figure 1. Participants at the USAID Regional Gender Workshop (Photo Credit: A. Sia)



## I.1 CONTEXT

USAID Oceans aims to contribute to strengthening the Asia-Pacific region’s capacity to combat IUU fishing and seafood fraud, promote sustainable fisheries and conserve marine biodiversity in the region through a multi-pronged strategy that includes Catch Documentation and Traceability (CDT); Ecosystem Approach to Fisheries Management (EAFM); Human Welfare (HW); Public-Private Partnerships (PPP); and Communications and Outreach.

CDT is the backbone of USAID Oceans, supporting the program’s key objective to “develop a financially sustainable regional CDT system (CDTS) to help combat IUU fishing and seafood fraud in areas where sustainable fisheries management plans (SFMPs) are being applied.” The system is intended to trace and document seafood products throughout the supply and value chain to ensure that they come from legal and

sustainable sources as defined by relevant national, regional and international conservation and management measures. The HW Workstream supports and complements this objective by addressing human rights and welfare concerns along the supply chain, especially gender and labor issues that have become increasingly important to a growing number of consumers concerned about the sustainability and traceability of the food they buy. The HW Workstream is facilitated locally by “gender focal points” and technical experts from participating countries and organizations who also form part of the USAID Oceans National Technical Working Group (TWG), which works collectively to advance regional engagement and implementation of program activities.

An important component of the HW Workstream’s activities was the conduct of gender analyses in program learning sites to capture nuances of the fisheries industry that are influenced or affected by gender differentials along the supply and value chain, and thus identify the issues and needs that constrain the attainment of gender equality and equity. Gender analyses focusing specifically on tuna fisheries were conducted in the two program learning sites of General Santos City, Philippines, and Bitung, North Sulawesi, Indonesia. The results have served to point out strategic areas of intervention to promote gender equality in the tuna fisheries value chain not only in these learning sites, but throughout the region.

## **1.2 WORKSHOP OBJECTIVES AND EXPECTED RESULTS**

Held back to back with the three-day (23-25 August 2017) USAID Oceans Southeast Asia Fisheries Management Planning Workshop, the USAID Oceans Regional Workshop on Gender Strategies Implementation was convened to “strengthen the TWG on Human Welfare and promote collaboration with other stakeholders in the region,” with the following specific objectives:

1. To disseminate the results of the gender analyses undertaken at the USAID Oceans Learning Sites in General Santos City, Philippines, and Bitung, Indonesia;
2. To identify potential gender interventions for USAID Oceans at the learning sites based on the results of the gender analyses;
3. To explore potential partnerships with other organizations to address gender interventions beyond USAID Oceans’ mandate;
4. To share experiences of various initiatives on gender equality and women empowerment such as SEAFDEC’S gender program and the Women Leaders’ Forum from Coral Triangle countries on leadership network development and management, and other organizations;
5. To produce a working draft of the regional document on Gender Mainstreaming in the Fisheries Workplace by the Human Welfare TWG;
6. To assess capacity building needs of the TWG on Human Welfare particularly on gender aspects in fisheries;
7. To strengthen networking and partnership efforts among gender in fisheries practitioners in the region; and
8. To provide information on the Ecosystems Approach to Fisheries Management (EAFM) concepts.

There were three expected outputs:

1. List of interventions to be provided grants under the USAID Oceans at the learning sites;
2. Workshop proceedings report with sections on gender analysis results, gender gaps and indicators, capacity needs, activities of the Human Welfare Workstream on gender at national and regional level; and
3. Working draft of regional document on Gender Mainstreaming in the Fisheries Workplace.

## 2. PROCEEDINGS

The workshop agenda included 10 substantive sessions (see Annex 1), with all except two sessions held as plenary sessions. Not counting workshop overview and recaps, breakout session mechanics, and the reports from the breakout sessions, there were a total of 12 plenary presentations interspersed with some forum discussions.

The overall conduct of the workshop was facilitated by Dr. Lily Ann Lando with support from the USAID Oceans Program Team.

The plenary proceedings are reported below as they transpired, edited with reasonable interpretation where needed for clarity or concision. Reports from the breakout sessions that were not presented in plenary are included as annexes if available.

### 2.1 DAY I PROCEEDINGS

Day I consisted of several plenary sessions which included five expert presentations and some open forum discussions on a few of the topics presented. The final session of the day, Session 7, was conducted as a breakout group activity.

#### 2.1.1 Opening Session

The workshop opened with a panel of remarks by Mr. Geronimo Silvestre, USAID Oceans Chief of Party; Dr. Kom Silapajarn, Secretary-General of SEAFDEC; and Ms. Cristina Vélez Srinivasan, USAID/RDMA Contracting Office Representative.

Below are highlights of their remarks; the full text can be found in Annex V.

##### **Introductory Remarks: Geronimo Silvestre, Chief of Party, USAID Oceans**

Mr. Silvestre noted that it was “great to see the gender community in one place finally,” and briefly explained USAID Oceans’ goals. He highlighted that the core goal of building a CDT system for the region has to be pursued “within the larger framework of the fisheries management systems of the countries in the region. This will help ensure the robustness of the system and the proper implementation to help combat IUU fishing, and keep IUU-sourced fish away from the supply chain,” he added.

Mr. Silvestre also outlined the workshop’s objectives, telling those in the room that he looked forward to their “active

##### Agenda:

- Opening Session
- Introduction of Participants
- Session 1: Introduction to the Regional Gender Workshop and Expectations
- Session 2: The Oceans and Fisheries Partnership – Improving Sustainable Fisheries Management and Biodiversity Conservation through EAFM and Support to the CDTs
- Session 3: The Oceans and Fisheries Partnership Human Welfare Workstream – Gender Strategies and Work Plan
- Session 4: USAID’s Gender Equality and Female Empowerment Policy, and Gender-Sensitive Indicators and Reporting
- Session 5: Gender Analysis in Tuna Fisheries in General Santos City, Philippines
- Session 6: Gender Analysis in the Fisheries Sector in Bitung, North Sulawesi, Indonesia
- Session 7: Exercise on Prioritizing Gender Gaps and Developing Gender-Sensitive Indicators

participation in pursuit of the workshop’s objectives for gender mainstreaming and implementation strategies for our work in Southeast Asia.”

### **Welcome Remarks: Kom Silapajarn, Secretary-General, SEAFDEC**

Dr. Silapajarn noted that countries in the region are “in this period wherein we are working towards achieving the 17 sustainable development goals,” and that he hoped the workshop would help the countries build “capacity to work on Goal No. 5, which is to achieve gender equality and to empower women and girls.”

“In the small-scale fisheries sector, we usually see men as fishers and women as fish processors and traders. It shows that both are important in fisheries, hence, gender aspects need to be considered for a more integrated fisheries management,” Dr. Silapajarn explained, adding: “The Oceans and Fisheries Partnership gives a good opportunity to initiate this kind of work in our region to promote gender mainstreaming and learn tools such as gender analysis... Through this workshop it is hoped that you will learn how you can integrate gender aspects in fisheries programs and initiatives in your own countries, and improve your knowledge on gender concepts and their application.”

### **Opening Remarks: Cristina Vélez Srinivasan, Contracting Office Representative, USAID/RDMA**

Ms. Srinivasan underscored the importance of the USAID Oceans’ HW component, particularly its gender work. She said: “Using a gender lens to implement our programs is extremely important to USAID. For programs to truly address the needs of all stakeholders and create lasting, meaningful change, all players must be considered—and gender considerations must be integral to the program’s design. I was chatting with our senior regional gender advisor and the first thing that she said to me was, if the activity includes human beings, then gender considerations are critical. Women represent almost exactly half of the workforce. While men typically handle the physical tasks like fishing and transporting fish, women are more involved in fish processing and marketing. By addressing the needs of both groups, we are working to improve the livelihoods and working conditions of the entire labor force in an equitable fashion.”

Ms. Srinivasan assured participants that “USAID admires the work that each of you do to further the gender agenda in the fisheries sector,” noting: “While in the past gender in fisheries was a topic little talked about, it is because of the work you do to spread awareness, develop policy, and empower women and men, as well as girls and boys, that we can be here today to discuss this important topic.”

## **2.1.2 Introduction of Participants**

Dr. Arlene Satapornvanit, USAID Oceans Gender Integration Specialist, asked participants to introduce themselves, noting their name, position, organization, and country. In all, there were 10 countries represented, with participants coming from 25 organizations across the Asia-Pacific region.

## **2.1.3 Session I: Introduction to the Regional Gender Workshop and Expectations**

This first session of the workshop proper was presented in two parts. The first part was a presentation by Lead Facilitator Dr. Lando of the workshop overview, and the second was a participant introduction-and-expectations activity.

In her presentation, Dr. Lando introduced the rationale of the workshop by relating it to the overall USAID Oceans strategy of integrating gender into the Human Welfare workstream and linking it back to specific gender activities initiated or participated in by the program. “USAID Oceans has been set up primarily to combat IUU fishing and promote sustainable fisheries and conservation of biodiversity, gender integration is part of the HW Workstream that feeds into the program strategy,” she began. “Since the 1<sup>st</sup> TWG Planning Workshop, much has been done but the work is not in any way complete, which is why we are here for this Regional Workshop on Gender Strategies Implementation.”

Dr. Lando then explained the objectives of the workshop, and ended her presentation with a brief overview of the workshop agenda and expected outputs.

The introduction-and-expectations activity involved participants using the template shown in Figure 2 to describe themselves. Participant responses were collected and reviewed on Day 2.

Figure 2. Participant introduction-and-expectations activity template



## 2.1.4 Session 2: The Oceans and Fisheries Partnership – Improving Sustainable Fisheries Management and Biodiversity Conservation through EAFM & Support to CDTS

This session was a plenary presentation (by USAID Oceans Fisheries Management Specialist Len Garces) that broadly explained the USAID Oceans program and, in greater detail, the EAFM workstream. Specifically, the presentation covered the following topics:

- USAID Oceans Overview and Strategy
- EAFM Overview and Strategy
- EAFM Activities and Updates (Learning Sites and Expansion Sites)
- EAFM 2016-2017 Key Outputs and 2018 Workplan

### ➤ USAID Oceans Overview and Strategy

USAID Oceans is a regional cooperation to combat IUU fishing and seafood fraud, promote sustainable fisheries, and conserve marine biodiversity. The program is designed, in a span of five years in cooperation with SEAFDEC, to achieve four objectives:

- To “develop a financially sustainable regional CDTS to combat IUU fishing and seafood fraud in areas where sustainable fisheries management plans (SFMPs) are being applied.” This is being done specifically for the Sulu-Sulawesi region and the two Learning Sites in Bitung, Indonesia and General Santos City, Philippines.
- Based on the experience generated in the Learning Sites, develop guidelines to allow replication and expansion of the use of the CDTS to priority biodiversity areas in the Asia-Pacific region.
- To strengthen human and institutional capacity of regional organizations and national fishery organizations in the 10 ASEAN Member States (AMS) and the Pacific member-countries of the CTI-CFF.
- To enhance PPPs to conserve biodiversity, and promote fisheries management and the use of the CDTS.

The overall program strategy is focused on building and testing the CDTS based on gaps analyses and relevant guidelines. It is supported by fisheries management based on the EAFM framework, and PPPs to provide a base for sustainability and financial resources. To strengthen implementation, both the CDT and EAFM

workstreams consider human welfare and labor elements. A fifth, cross-cutting, component, Communications and Outreach, supports implementation across the four thematic workstreams.

At the end of the program in 2020, USAID Oceans is expected to achieve the following specific outcomes:

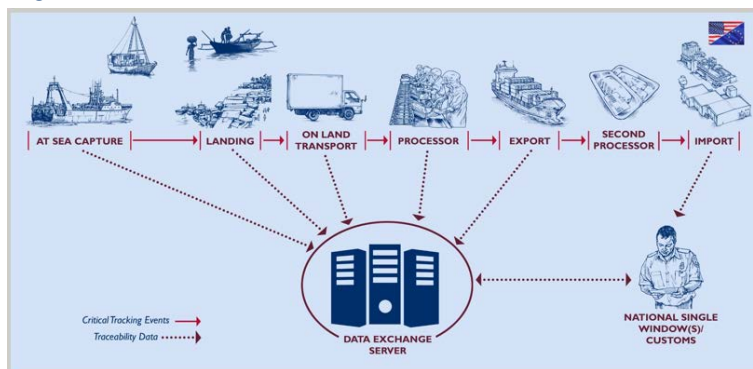
- An *electronic ACDS/CDTS*, demonstrated and implemented through the complete supply chain from point of catch, and integrated with a national Fisheries Information Systems (FIS), especially in the Learning Sites (Figure 4) – The CDTS now in place in some countries in the region is mostly paper-based; the vision is to have an electronic system. Much of the effort will focus on ensuring that the system is able to capture data at the point of catch and landing, because from the point of processing to the point of export or import, there are existing business processes that capture relevant Key Data Elements (KDEs)
- *EAFM Plans* developed for Sulu Sulawesi and Learning Sites; EAFM framework plans anticipated to be developed for other sub-regions in Southeast Asia – Key to the usability of the ACDS/CDTS as a tool for combatting IUU fishing is the establishment of effective fisheries management covering both commercial and small scale fisheries. Linking CDT to EAFM provides assurance that only fish that come from sustainably managed fisheries make it through to the downstream end of the supply chain or, at the minimum, that IUU-sourced fish are detected in a timely manner along the supply chain



Figure 3. Four thematic workstreams contributing to the overall USAID Oceans program strategy

- *CDT Guidelines* developed and applied, including KDEs, the electronic system architecture and roadmap for implementation, using lessons from the two Learning Sites and building on the ACDS that has been initiated by SEAFDEC – It must be noted that the ACDS initiated by SEAFDEC and the CDTS that is being developed under USAID Oceans are part of the same package of CDT solutions that will be made available to participating countries depending on their needs
- *Concrete PPPs*, with at least eight partnerships formed and \$4 million leveraged from private sector – These PPPs are intended primarily to support the CDTS
- *Incorporation of labor and gender considerations into the CDTS* – The KDEs will include not only the fisheries aspects but also human welfare aspects of CDT, as may be appropriate for each country. This workshop is expected to generate some guidance for what gender KDEs to incorporate in the CDTS
- *TWG member network* developed to support regional cooperation – To promote the sustainability of program outcomes, USAID Oceans has requested member countries of SEAFDEC to identify key members of the TWG to carry on program activities beyond 2020.

Figure 4. Schematic of the electronic CDTS



## ➤ EAFM Overview and Strategy

USAID EAFM is defined by FAO (2003)<sup>1</sup> as “an approach to fisheries that strives to balance diverse societal objectives or needs by taking account of the knowledge and uncertainties about biotic, abiotic, and human components of ecosystems and their interaction; and applying in an integrated approach to fisheries management within ecologically meaningful boundaries.” Basically, it means finding a balance between ecological well-being and human well-being through good governance and institutions that are in place in the fishing area.

EAFM in the Asia-Pacific region is generally based on a planning framework and process developed by FAO and CTI-CFF, which includes the following broad steps:

- Defining and scoping the fisheries management area
- Identifying and prioritizing issues and goals
- Developing EAFM plan
- Implementing the plan
- Monitoring and evaluation
- Adapting the plan as needed based on results of monitoring and evaluation

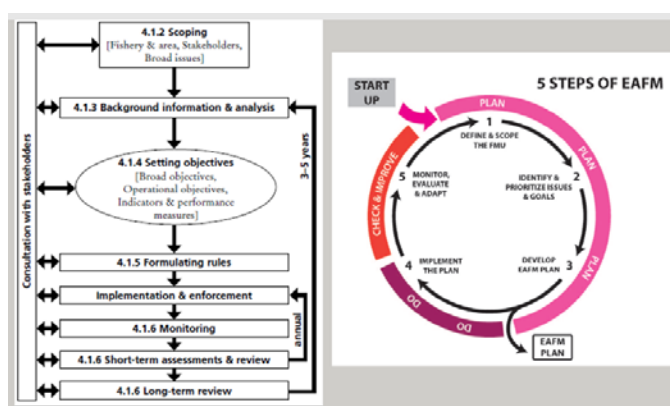


Figure 5. EAFM planning framework and processes (Source: FAO 2003, 2005; Pomeroy, et al, 2003)

Using existing guidelines by FAO, SEAFDEC and CTI-CFF, and existing EAFM training materials developed by these organizations and contextualized for use by some ASEAN countries, including Indonesia, Malaysia, Philippines and Thailand, USAID Oceans is helping each of its two Learning Sites to develop a Fisheries Management Plan (FMP). The FMP is linked to national fisheries issuances and is seen to eventually support the implementation of fisheries management framework plans at the sub-regional or regional level, such as the Sulu-Sulawesi Fisheries Management Framework Plan, which is also being assisted by USAID Oceans to strengthen regional capacity and fisheries management planning.

## ➤ EAFM Activities and Updates (Learning and Expansion Sites)

### Learning Site Activities

Activities in the Learning Sites happen at three levels: local, national and regional. Highlights at the local level included the following:

- In-depth Rapid Appraisals, Value Chain Analysis, Gender Analysis and Labor Studies conducted
  - The Rapid Appraisal of Fisheries Management Systems (RAFMS) framework was used within a value chain (VC) context to determine the status of tuna fisheries and other fishery resources in the Learning Sites

<sup>1</sup> FAO (Food and Agriculture Organization). 2003. The ecosystem approach to fisheries. FAO Technical Guidelines for Responsible Fisheries. No. 4 Supp. 2. FAO Fisheries Department. Rome, FAO. 112p.



- Stakeholder validation workshops conducted in General Santos City, Philippines (July 2017) and Manado, Indonesia (June 2017) in collaboration with WinFish and Universitas Sam Ratulangi (UNSRAT), respectively
- Essential EAFM trainings conducted (as part of the stakeholder validation workshops)
- EAFM Plans developed and currently being finalized for acceptance and adoption by Indonesia's Ministry of Marine Affairs and Fisheries (MMAF) and the Philippines' Bureau of Fisheries and Aquatic Resources (BFAR)
  - Planning was informed by the rapid appraisals, fisheries profiling using Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs) and considered inputs from the gender and labor studies and the stakeholder validation workshops.
  - The North Sulawesi FMP is linked to Indonesia's plan for its Fishery Management Area (FMA) 716 which covers both tuna and small pelagics; in the same manner, plans covering the General Santos Learning Site and Sarangani Bay are linked to relevant national and regional fisheries plans.
- CDT designed and developed for the Philippines (in progress; update on work expected in September 2017); CDT development for Indonesia planned.
  - Key Data Elements for each node of supply chain confirmed
  - Software built and tested along supply chain
  - Equipment and training support provided
  - CDT/FIS Operations Center established
- Partnerships developed to support CDT expansion and EAFM
- Grantee partnerships developed
  - Partly based on inputs from the Gender and EAFM workshops, USAID Oceans will identify grants that could be followed up in the two Learning Sites in Year 3 of the program
- Mainstreaming EAFM workshop being planned for October 2017 in the Philippines to further work on the Sulu-Sulawesi and Sarangani Bay FMP
- Follow-up training workshop with MMAF planned for September 2017 in Indonesia to develop monitoring and evaluation plan

At the national level, the work is primarily providing capacity building support and technical assistance pertinent to EAFM, human welfare, CDT, FIS, and partnership development, specifically:

- Strengthen national capacity for EAFM/CDT/FIS/Human Welfare:
  - Integrated training modules developed
  - National workshops conducted
  - CDT data exchange established
  - Gender and labor consultation workshops conducted
  - Capacity building is expected to continue to the end of the project
- Partnerships developed to support demonstration and expansion, including information communication technology (ICT)
- Communications and outreach materials produced and disseminated – This is a major activity now until the end of the project as lessons and research outputs are generated in the Learning Sites that may be used to inform program implementation in the expansion countries. Materials that will be developed include:
  - Training modules for the RAFMS and EAFM
  - Lessons and best practices, including lessons from the gender and labor studies conducted by WinFish and UNSRAT

At the regional level, the focus is on strengthening regional capacity to conduct training and support EAFM in the region. A key objective is to develop an EAFM Framework Plan for the Sulu-Sulawesi sub-region. To this end, the USAID Oceans workshop on EAFM on 22-25 August 2017 would include planning sessions to discuss the Framework Plan. The regional context is particularly crucial in an area where many fish stocks straddle or migrate across national boundaries, and where many fishers operate across national borders, with implications to human welfare as well as ecological well-being.

It must be emphasized that the work being done in the Learning Sites is not intended primarily to benefit the Learning Site countries but to generate lessons and best practices that can be applied to the entire region encompassing the 10 AMS and three CTI-CFF Pacific countries (hence the use of the term "Learning Sites").

In every sense, each Learning Site is intended to serve as a platform for strengthening the capacity of all participating countries and not only Indonesia or the Philippines.

### **Expansion Site Activities**

Expansion site activities are being implemented in two stages, as follows:

- Expansion Sites-1 – Songkhla, Thailand; Kelantan, Malaysia
- Expansion Sites-2 – Vietnam, Cambodia, Myanmar, Brunei Darussalam, Singapore, Lao PDR, PNG, Solomon Islands, and Timor-Leste

As in the Learning Sites, expansion activities happen at local, national and regional levels. At the site level, activities include:

- Development of site profiles -- Draft Site profiles have been developed for the Expansion Sites-1 in Thailand and Malaysia, and discussions with Vietnam initiated.
- Technical assistance to identify EAFM issues and objectives and conduct EAFM planning – Multi-stakeholder workshop for Songkhla, Thailand has been set for 28-29 August 2017.
- CDT learning exchanges with Learning Sites
- Provision software, training, and guidance on data exchange server, and mobile demo unit with CDT application

At the national level, USAID Oceans supports capacity building of the TWG, generally through their participation in national and site level trainings and workshops, and technical assistance in EAFM, human welfare, CDT and partnership development.

Meanwhile, at the regional level, USAID Oceans is helping to facilitate the development of EAFM framework plans for the Andaman Sea and the Gulf of Thailand sub-regions, initially through the conduct of planning sessions at the USAID Oceans EAFM Workshop on 22-24 August 2017.

## **➤ EAFM 2016-2017 Key Outputs and 2018 Workplan**

### **Key Outputs (FY 2017)**

Learning Sites:

- Engagement of key stakeholders and partners/ Learning Site launch and conduct of stakeholder consultation/validation workshops
- Report on rapid appraisals (EAFM opportunities and gaps analysis) for the two Learning Sites
- Draft FMP for the Learning Sites to support CDTs development and integrate human welfare measures
- Goals and performance indexes for monitoring and evaluation of project implementation and outcomes
- Expansion strategy based on experience and best practices generated in the Learning Sites, including adoption process and socialization/ownership by BFAR/MMAF

Expansion sites:

- Engagement of key stakeholders and partners
- Confirmation of Expansion Sites-1 in Thailand and Malaysia, and Expansion Sites-2 in Vietnam and the CTI-CFF Pacific countries
- Draft site profiles of Songkhla, Thailand; and Kelantan, Malaysia
- Support to joint fisheries planning and management through EAFM planning/training (Kelantan and Songkla FMP activities with SEAFDEC)

- Multi-stakeholder workshop for Songkhla, Thailand – 28-29 August 2017 and Kelantan, Malaysia (TBD);
- Discussions with Vietnam initiated

Regional activities (Sulawesi Sea, Gulf of Thailand and Andaman Sea):

- Engagement with CTI-CFF, SEAFDEC and regional fisheries organizations
- Sulu-Sulawesi EAFM regional planning/workshop, building on a CTI-CFF/NOAA report from June 20015 to develop draft EAFM framework plan for the Sulu-Sulawesi sub-region
- Development of FMP/EAFM training modules (with SEAFDEC, national partners and other organizations)

### **Planned Activities (FY 2018)**

Looking forward, the EAFM team has prepared the following indicative list of activities for 2018.

Regional capacity building and coordination:

- Provide regional technical expertise support on EAFM
- Complete Regional EAFM framework plan (for Sulu-Sulawesi, Celebes, Andaman Seas, and Gulf of Thailand) following regional workshop on August 23-25, 2017
- Produce technical publication on lessons learned
- Support development of regional ACDS/CDTS Guidelines and Roadmap
- Develop RAFMS Modules and documentation of lessons/experiences from the Learning Sites
- Develop EAFM document (EAFM 101)

Learning Site – Philippines:

- Complete FMP for Sarangani Bay; monitor implementation
- Develop FMP for Region 12; conduct workshop to socialize
- Conduct “Mainstreaming EAFM Workshop” to support Region 12 Plan

Learning Site – Indonesia:

- Complete FMP for FMA 716
- Conduct meetings and workshop with MMAF/North Sulawesi Province to socialize/finalize FMP, including identifying indicators for monitoring and evaluation; monitor implementation

Expansion Sites-1 (Thailand & Malaysia):

- Complete site profiles and provide technical support for EAFM planning
- Identify EAFM priorities and management objectives to contribute to FMP

Expansion Sites-2 Countries

- Develop sites profile
- Provide technical support for EAFM planning

## **2.1.5 Session 3: The Oceans and Fisheries Partnership Human Welfare Workstream – Gender Strategies and Work Plan**

This plenary session begins the focus on USAID Oceans’ gender work and gender in general. In this session, Dr. Satapornvanit discussed gender strategies and how they fit in the HW Workstream and the overall USAID Oceans program. She also presented the work done so far under the HW Workstream, lessons learned and milestones that still need to be achieved.

## ➤ **USAID Oceans Gender Integration and Strategies**

Gender integration is part of the HW Workstream strategy to bring into focus and address human welfare issues, particularly the labor and gender aspects of fisheries. It is a cross-cutting activity, issue and strategy within USAID Oceans, and feeds into every activity across the program's workstreams. To help ensure that gender integration is achieved at all stages of program implementation, the USAID Oceans National TWG includes a gender representative from each country whose work was eventually expanded to include labor as well.

There are four principles and strategic approaches in the USAID Oceans project design that serve as entry points for applying a gender lens to program implementation:

- Strengthen capacity of stakeholders to operationalize the Regional EAFM
- Prioritize vulnerable populations through targeted gender interventions depending the results of the gender analysis
- Promote safe and humane labor practices and gender equity
- Communicate messages through various media

Several strategies come into play when addressing gender and human welfare issues. These include:

- Gender mainstreaming in all aspects of program activities and interventions
- Active interaction with Gender TWG members both in person and through social media and other communication channels – The TWG is expected to eventually provide support and closely collaborate with SEAFDEC, CTI-CFF and their member countries and development partners. SEAFDEC has its own gender team, and CTI-CFF has a Women Leaders' Forum (WLF) with a team of gender advocates behind it as well.
- Gender scoping and analysis – The scoping and analysis has been completed, and the report is now at the commenting stage. This workshop is part of the process of disseminating and giving feedback on the report.
- Direct gender interventions in the two Learning Sites
- Capacity building across the program workstreams promote equal opportunity and access to people working in these workstreams
- Gender-sensitive monitoring and evaluation to ensure that follow through on the USAID mandate to produce gender-responsive activity outcomes

The strategies are translated into action steps at the regional, national and local levels. The regional work involves:

- Using the gender approach as a crosscutting effort integrated into and supporting the CDT, EAFM and PPP workstreams.
- Conduct of specific gender-related activities to enhance regional and overall strategic goals, including the conduct of and/or participation in gender workshops and events at the regional level
- Engagement with regional partners such as CTI-CFF Women Leaders' Forum, the SEAFDEC-Sweden Project<sup>2</sup>, Asian Fisheries Society (AFS) GAF, USAID's Countering Trafficking in Persons (CTIP)

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<sup>2</sup> SEAFDEC-Sweden Collaborative Program on "Fisheries and Habitat Management, Climate Change and Social Well-being in Southeast Asia"

program, and others in order to leverage and contribute to dialogue, policy development and other efforts to address gender and other human welfare issues in the fisheries sector.

At the national and local levels, the following action steps are undertaken:

- Conduct of specific gender-related activities in the Learning Sites (General Santos City in the Philippines and Bitung in North Sulawesi, Indonesia) to enhance national and site level overall strategic goals – This includes the conduct of and/or participation in gender-related events or other events on sustainable fisheries management and CDTs at the national and site levels
- Strengthening the capacity of women and empower them for sustainable fisheries management and CDTs implementation through program interventions in partnership with national and local agencies, associations and organizations

### ➤ **The Gender Work Plan**

By USAID Oceans’ close in Year 5 (2020), the HW Workstream will have achieved the following major objectives:

- Awareness of human welfare/gender issues in fisheries management increased across the Asia-Pacific region – The ultimate goal is not only to increase awareness but to complete the progression of gender integration from awareness through sensitivity to responsiveness to gender issues.
- Gender and labor KDEs integrated in the CDTs
- Human welfare/gender considerations incorporated into the sustainable fisheries management plans and practices of ASEAN and CTI-CFF member countries – This involves representation of the gender community in EAFM planning to ensure that gender and human welfare issues are considered in the FMPs
- At least four legal instruments drafted incorporating gender aspects / considerations within sustainable fisheries management

The above objectives require certain milestones to be reached within the life of project. These milestones and associated activities are listed in Table I.

Table I. Expected milestones and deliverable activities under the USAID Oceans HW Workstream

Milestones	Key Deliverable Activities
Human welfare and gender goals and objectives defined and adopted regionally in the form of legal instruments or policy standards	<ul style="list-style-type: none"> <li>• Dissemination of results of the gender analysis and labor assessments at regional, national and learning site levels</li> <li>• Production of IEC and related learning materials for advocacy and capacity building on human welfare in fisheries</li> <li>• Strengthening partnerships with organizations working on human welfare in fisheries to leverage advocacies as well as funding support for activities especially in expansion sites. In particular, working with the various AMS and member fishery agencies within the member countries provides leverage in lobbying or advocating for policy. The gender analyses revealed issues and gaps unrelated to EAFM or CDT that need to be taken up the other organizations or agencies that have the mandate, resources and capacity to do address them.</li> </ul>
Local interventions implemented for women capacity building and empowerment to promote sustainable CDT implementation.	<ul style="list-style-type: none"> <li>• Grants provided to women’s or gender-related associations and organizations at learning sites</li> <li>• Building capacity of TWG on gender mainstreaming and sensitivity approaches in fisheries</li> </ul>
KDEs for human welfare and gender integrated into the CDTs	<ul style="list-style-type: none"> <li>• Human welfare and gender equity considerations will be integrated in project documents particularly in CDTs roadmaps, and featured in CDT trainings and workshops at regional, national, and learning site levels.</li> <li>• Integration of KDEs on gender and labor into the CDTs development process – The CDTs Workstream has prepared a KDE Manual that incorporates some of these KDEs. The objective is for the minimum viable</li> </ul>

	CDT product to integrate as many of those KDEs as the system's practical to collect data will allow.
Human welfare and gender considerations integrated in the Sulu-Sulawesi EAFM Regional Plan and FMPs	<ul style="list-style-type: none"> <li>• Integration of human welfare and gender equity considerations in project documents particularly in fisheries management plans, and featured in EAFM trainings and workshops at regional, national, and learning site levels.</li> <li>• Training curriculum incorporates human welfare aspects.</li> </ul>
Women Leaders' Forum / Network for Sustainable Fisheries Management established	<ul style="list-style-type: none"> <li>• Identification and recognition of current and potential women leaders involved in sustainable fisheries management, conducting mentorship programs integrated in national and local events.</li> <li>• Strengthening women leaders' network among member countries through partnership with Women Leaders' Forum of the CTC/CTI-CFF and other related networks.</li> <li>• Participation in WLF's Intergenerational Workshops and Learning Exchanges</li> </ul>
Participation in other regional, national, local events for advocacy	<ul style="list-style-type: none"> <li>• 7th Global Symposium for Gender in Aquaculture and Fisheries (GAF7) - 2018</li> <li>• 11th Asian Fisheries and Aquaculture Forum - 2019</li> <li>• Drafting/completion of legal instruments on gender in fisheries and protection of women and girls, at regional, national or local levels – These can serve as sustainability tools to help ensure that the strategies and positive outcomes of the HW Workstream outlast the life of USAID Oceans.</li> </ul>

### ➤ **Gender Lens on Fisheries: a USAID Oceans Legacy**

By putting a gender lens on its work, USAID Oceans hopes to create a legacy of best practices and reproducible programs that can help bring about and sustain gender-equitable policies and practices that positively impact fisheries and fisheries-dependent communities in Southeast Asia and the Coral Triangle region. Many of the lessons learned and best practices generated from the implementation of the program can be codified into guidelines for gender-responsive programming. For example:

- Disaggregate all data by sex and gender as they are collected.
- Use gender-inclusive language whenever possible.
- As well as production activities for the market, monitor non-market activities that should be taken into account in public decision-making and service delivery processes.
- Be sensitive to gender and power relations, voice, vulnerability and capability differences.
- Identify, understand and address the gendered impacts of fisheries activities and initiatives (the USAID Oceans gender team is planning to design assessment forms to extract some of these gendered impacts)
- Promote inclusion of female stakeholders in fisheries activities, particularly those who are normally invisible and most disadvantaged.
- Address men's attitudes and behaviors and their effects on women's equal access to opportunity and empowerment.

### ➤ **Lessons Learned and Adjustments**

- Addressing gender issues/gaps in fisheries can be a challenge but not impossible – The inclusion of gender issues in the program was questioned in some quarters at first but eventually gained acceptance through studies showing that gender issues are real and impacting communities in a

significant way. Continued efforts will be taken to include human welfare, especially its gender aspects, in technical discussions on EAFM and CDTS-KDEs.

- Gender analysis in fisheries is necessary for program planning -- Similar activities at expansion sites will be useful to achieve awareness of gender issues in fisheries management. The gender team is looking to work with partners with the capacity to mobilize resources for this purpose.
- There are needs and opportunities for capacity building that need to be addressed – These can be incorporated in capacity building activities and activities of the workstreams, partners, and subcontractors.
- Partnership and participation are central to human welfare work – Coordination and communication with existing partners is vital, and should include as well other agencies and organizations specifically mandated for human welfare (because fisheries agencies are not primarily mandated nor particularly equipped to deal with human welfare issues).

## 2.1.6 Session 4: USAID's Gender Equality and Female Empowerment Policy, and Gender-Sensitive Indicators and Reporting

This session consisted of a presentation by Dr. Kai Spratt, USAID RDMA Senior Regional Gender Advisor, and an open forum discussion on USAID's policy on Gender Equality and Female Empowerment (GEFE) and its requirements for USAID projects.

### ➤ **USAID's Gender Equality and Female Empowerment (GEFE) Policy 2012**

The GEFE Policy enacted in 2012 requires that USAID investments should achieve three outcomes:

1. *Reduce disparities between males and females in access to resources* – There are big disparities between men and women in every society in the world. In terms of what builds human capital, there are disparities in access to resources, usually with women being less able to access on an equal basis the resources that society provides. There are many ways that people are being discriminated against based on their gender identity, ethnic origin, and class or caste status. In reference to the GEFE Policy, reducing disparities between men and women specifically means identifying the disparities between men and women, and boys and girls, in terms of the resources that could accrue from a USAID project and addressing them.
2. *Prevent and respond to gender-based violence* – Gender-based violence is not just a problem in some parts of the world but a pandemic, i.e., it is highly prevalent in every country in the world. The GEFE Policy requires USAID projects to address this problem because it can affect program implementation – when people are unable to participate out of fear of domestic violence, sexual harassment, bullying, or economic deprivation because of their sex or gender identity or gender role, it reduces their ability to benefit in the program.
3. *Empower women and girls* – Gender is, of course, not just about women and girls, it is also about men and boys. The reason USAID takes a special interest in empowering women and girls is because, while there are many powerful women, women and girls are in general not only discriminated against but are subordinate and considered less than men and boys in nearly every society in the world. To get women to engage and girls to have access to resources, there must be specific effort to empower them. This does not mean making them above men, but strengthening their ability to speak for themselves and to be engaged in decisions about their lives, so they can say “I’d like to stay in school,” “I don’t want to be married when I’m 15,” or “I would like to plan my children and when I have them.”

The GEFE Policy is implemented by integrating approaches and actions to advance gender equality and female empowerment throughout the program cycle: in Agency level policy and strategy; project design and implementation; and monitoring, evaluation, and learning.

Gender analysis is mandatory, not optional, for all USAID projects, and it begins at the project design level at USAID. A gender analysis can be very broad and high level, or it can be activity-specific, recognizing that the gender context, and the way people think and believe and justify inequality, varies from society to society, even if the conditions are similar, even within a country. The findings of gender analysis – and lessons learned about what it takes to reduce disparities, address gender violence and empower women and girls – should be integrated throughout the whole program cycle. And this is not a one-off thing, because the program cycle is an iterative process.

To begin with, a gender analysis is needed to understand and surface ideas, cultural norms, and policies or laws around men's and women's capabilities. Do they discriminate between men and women? Perhaps there are things that women either by regulation or practice are not allowed to do even though they could – for example, in Vietnam there is a law that segregates professions based on an idea that women cannot do certain things and therefore need “protection.” What political or social power structures are in play? Who is making the decisions? Who decides what fishing gear to, or when and where to fish, or who does the fishing, and who gets to work in the processing plant? Why are there so few women at the senior policy level? Why are there so few women fishers, and so few men in the fish processing plant? Why are there so few men making dinner or looking after the children while their wives are working in the processing plants?

A gender analysis helps to identify and understand the disparities or gaps, and to determine which of them should be addressed in the project. Because while the analysis might reveal hundreds of gender disparities, project managers have to be very focused and concrete in terms of what they need to address in order to achieve the project's goals.

### ➤ ***Gender-Sensitive Indicators and Reporting***

Having concrete objectives allows project managers to develop and track gender-sensitive indicators that demonstrate the extent to which the project is able to achieve reductions in selected disparities. For example, if there is a disparity in terms of women's participation in political decision-making, a gender-sensitive indicator can show whether or not the project is helping close that gap. The indicator could just be the sex-disaggregated number of participants in decision-making, but often it is necessary to address issues like lack of confidence among women to engage in policy debates and actions, because to get women to participate in decision-making in the first place, the project needs to help them overcome their lack of confidence. Indicators that can demonstrate qualitative changes in social norms, or changes in women's status, roles, self-esteem, and sense of competency or confidence, combined with quantitative changes such as changes in participation rate, would provide a more holistic measure of how well the project is doing in reducing the gender gap.

Projects are encouraged to report qualitative data that show changes in people's perspective and attitudes, beliefs about their capacities and abilities, which numbers do not. For example, the number of people trained only shows that people were at the training; it does not say what happened to those people as a result of the training. How do they feel about the training? What has changed in their technical capacity, and what have they done differently when they went back to their office?

The policy also requires that the consequences of project actions are documented, whether or not they are intended. As a learning organization, USAID seeks to understand what works to reduce gender disparities, address gender-based violence, and empower women and girls, so it is important to monitor, capture, measure and document the project outputs and outcomes throughout the entire program cycle.



And this is why gender analysis is so critical, yet often it gets done and makes a nice annex at the back of the project solicitation, and it never gets thrown into anything to do with the project. Gender analysis is key to identifying where to start and what to monitor, and to determining how well the project is able to reduce the gaps, and what needs to change or be adjusted in project implementation.

Another thing that the GEFE Policy says is that projects have to promote both equality and equity. These are related concepts but there are important distinctions between them. Equality is when there is a level playing field, when all can come into and engage in the project with the same resources, the same knowledge, and the same skills. But people do not always have the same knowledge and access to resources. Often women and girls have less access, less capacity, and less confidence, so they may not benefit, for example, from a standard training program, as well as men and boys do. For them to be able to benefit from the program, they need to be brought to a level that they can equally participate. This is what equity is about. It means that projects should do separate things for men or women if that is what it will take for them to participate in project benefits, and it is not unfair to do more for men or women if needed to achieve gender equality. (Figure 6)

Gender-sensitive indicators are required – projects have to report them – and USAID has a mandatory requirement that all people-level indicators should be disaggregated by sex. The latest guidance is to also disaggregate by age but, although recommended, this is not mandatory.

There is also the so-called “F Gender Standard Indicator,” a U.S. Government indicator that USAID is required to report to the State Department and the U.S. Congress. Project can make contributions to this indicator.

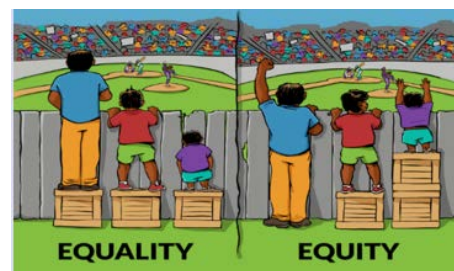


Figure 6. Equality vs equity

In general, USAID holds implementing partners accountable for reporting gender-sensitive indicators, outputs, outcomes, and qualitative and quantitative data that all go into project monitoring and evaluation based on the annual targets set for the project. For example, if the gender analysis shows that women make up only 5% of people who participate in community decision, the target may be set at 15% participation rate among women by the end of project, with annual targets against which progress can be measured to show change over time. These targets are negotiated with the USAID Contracting Officer’s Representative (COR) or Agreement Officer’s Representative (AOR).

### ➤ **Open Forum Discussion**

**Q:** *Napapan Der Kinderen (Winrock)* – Does the policy focus only on women and girls? Or does it also include other gender groups like LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex community)?

**A:** *K. Spratt* – The policy is not just about women and girls; it’s about men and women, boys and girls, and the relationships between them. Gender as we know refers to the social ideas about how men and women should behave – what’s right and appropriate for people based on their sex, whether they’re male or female. There are cases where men are disenfranchised. For example, in many countries where girls have done tremendously in terms of school completion rate, we’re starting to see men and boys not finishing secondary school or going to university. We have to ask why are there so few boys finishing secondary school in Bangladesh, for example, where we see this big drop off. Often, the reason boys are dropping off school is because their families need them to work, and they’re investing in girls to keep them in school for many social reasons. If we’re the education team at a USAID project, we don’t go, well too bad for boys, let’s just give all the scholarships to girls. In the past, the reason why girls weren’t going to school was because families didn’t want to make the investment in girls. Now families don’t seem to make the investment in their sons – they want to get them to work. There are long term

negative consequences in any society where boys and girls drop out of school – we don't want boys dropping out either, so we need to do something for them. If the gaps are related to men and boys, we have to deal with them.

With respect to LGBTI, these are men and women, but the question may be about barriers in our programs that make LGBTI people feel uncomfortable about participating. Are we making our programs open and accessible to LGBTI persons? Do our projects have unintended messages for people who are LGBTI, and are they hearing from us that we don't want them to participate? If they are discriminated against because of their gender identity or sexual orientation, then we need to be sensitive to that absolutely.

There are all kinds of equalities. In the case of persons with disabilities (PWDs), we also need to ask: Do our projects make it possible for PWDs to participate? We might not be able to address everything, but really it doesn't cost a lot to put a ramp in a building. So, yes, we need to address those things. We want everyone to participate in their country's development.

**Q:** *Ms Preeyaporn Atthaphong (Oxfam)* – When we look at access to resources among fisherfolk in Thailand, men and women seem to be on equal footing. But the situation is that tradition holds the woman responsible for the financial health of the household, and she feels it's her responsibility to take care of how the family is able to pay for not only the household expenses, but also for the gear and other materials that her husband uses for fishing. My question is, is it gender-based violence when the man says that, since he does the fishing and brings in the cash as much as he can, it should be the woman's responsibility to manage the household?

**A:** *K. Spratt* – Under U.S. policy, gender-based violence is defined in many ways. It is not just domestic violence, or violence within the household often between a husband and a wife, or other family members; it can also mean sexual harassment in the workplace, which isn't even defined in a lot of countries. There is one definition that relates to gender-based economic violence, but I'm not sure it relates to your example. It would be economic violence if economic support is withheld to the detriment of somebody based on their sex, for example, when the family refuses to spend money on a daughter who's sick because she's a girl. In the case you cited, my question would be, are men withholding most of the money, giving women only a small portion of it and then saying all the responsibility is yours? Or are they giving all their money and the problem is just that it isn't enough? It sounds more like psychological pressure – women having the psychological burden of managing inadequate income. It is not necessarily an issue of gender-based violence but more of social norms that make women responsible and say men don't have a role, which isn't really fair.

## 2.1.7 Session 5: Gender Analysis in Tuna Fisheries in General Santos City, Philippines

This was the first of two sessions focused on presenting the results of gender analyses undertaken in the Learning Sites as part of the USAID Oceans’ strategy and deliverables. This session was on the gender analysis conducted by WinFish in the General Santos Learning Site in the Philippines. It included eight topics divided among three presenters from WinFish, followed by an open forum.

**Presenter: Dr. Harold Monteclaro**  
 Philippine Fisheries Profile  
 Legislation and Gender Programs  
 Study Sites, Timeline and Methodology

**Presenter: Dr. Rowena P. Gelvezon**  
 Gender-Responsive Value Chain (VC)  
 Map  
 Highlights of Findings based on the  
 USAID Gender Dimensions Framework

**Presenter: Dr. Marieta B. Sumagaysay**  
 Gender Equality and Women’s  
 Empowerment Issues  
 Implications to USAID Oceans and  
 Recommendations  
 Conclusions, Lessons Learned and  
 Opportunities  
 Food for Thought: A Case Study

### Philippine Fisheries Profile

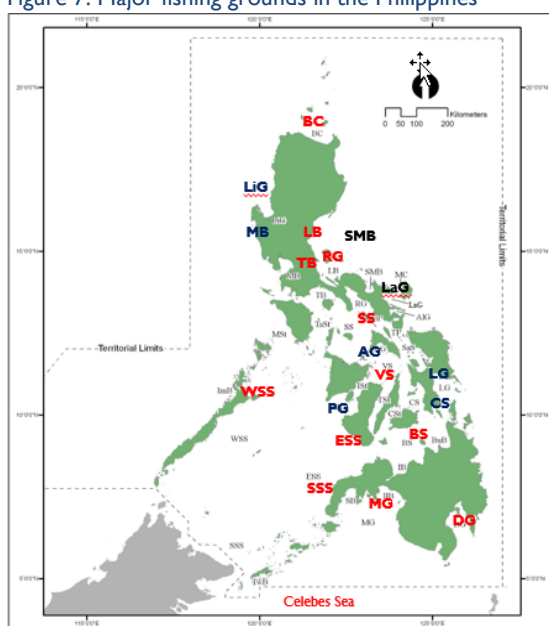
Fisheries in the Philippines are classified into three major sectors:

- Municipal fisheries – fishing with the use of vessels not greater than 3GT or fishing not requiring use of fishing vessels (in other countries, this sector is often referred to as “artisanal” or “small-scale fisheries”)
- Commercial fisheries – fishing with the use of vessels that are greater than 3GT
- Aquaculture

In 2015, the highest production and value came from the aquaculture sector, although more than half of the 2.35 million MT total production (valued at Php93.34 billion) were actually seaweeds. The commercial sector produced 1.22 million MT valued at Php81.49 billion, and the municipal sector 1.08 million MT (Php64.8 billion)

Figure 7 shows the major fishing grounds in the country. The biggest areas are in the southern part of the Philippines (Sulu Sea and Moro Gulf), but in terms of production, the richest fishing grounds are in the coastal and the bay areas in the Visayan Sea, Bohol Sea, Babuyan Sea and some bays in the Bicol region. Handline tuna fishers based in southern Philippines operate near the boundary of Indonesia, while purse seine fishers are allowed to operate in the high seas at least until this year (2017).

Figure 7. Major fishing grounds in the Philippines



- AG – Asid Gulf
- BC – Babuyan Channel
- BS – Bohol Sea
- CS – Camotes Sea
- DG – Davao Gulf
- ESS – East Sulu Sea
- LaG – Lagonoy Gulf
- LB – Lamon Bay
- LG – Leyte Gulf
- LiG – Lingayen Gulf
- MB – Manila Bay
- MG – Moro Gulf
- PG – Panay Gulf
- RG – Ragay Gulf
- SMB – San Miguel Bay
- SS – Sibuyan Sea
- SSS – South Sulu Sea
- TB – Tayabas Bay
- VS – Visayan Sea
- WSS – West Sulu Sea

Production in 2015 consisted of mostly small pelagics – sardines and round scads made up the bulk of production in the commercial sector; in the municipal sector, frigate tuna, big eyed scad, and round scad were the top three species (Figure 8). Among fishery exports, tuna had the highest value and quantity, followed by seaweeds, shrimps and prawn (Figure 9).

Figure 8. Major fishery species (2015)– Left: Commercial fisheries; right: Municipal fisheries

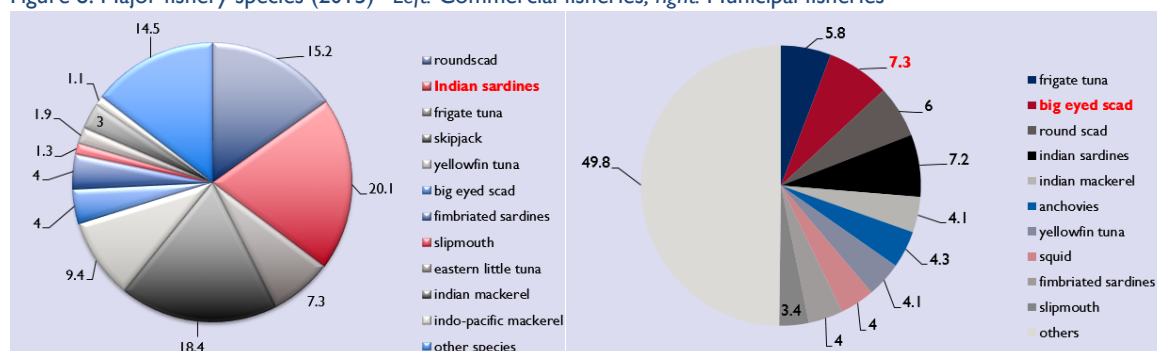
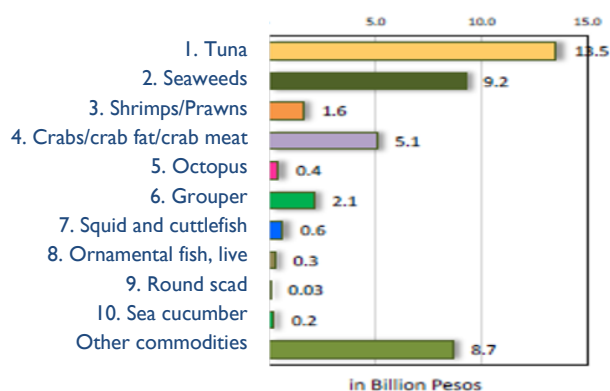


Figure 9. Major fishery exports by value (2015)



## National Legislation and Gender Programs

The basic law is the Magna Carta of Women (Republic Act (RA) 9710), which includes the following provisions pertinent to women in fisheries:

- Equal access to the use and management of fisheries and aquatic resources
- Representation of women in the National Fisheries and Aquatic Resources Management Council (NFARMC), a recommendatory body on fisheries policies
- Development and promotion by the Bureau of Fisheries and Aquatic Resources (BFAR) and the Philippine Fisheries Development Authority (PFDA) of women-friendly fishing gear and post-harvest facilities and equipment
- Benefits and privileges for women working in the fishery sector under the Labor Code, Social Security System and other laws
- Training for women in food production from agriculture and fisheries

Other Philippine laws that mention gender and women in the fisheries sector include:

- Philippine Fisheries Code (RA 8550) – Declares that it is the policy of the state “to provide support to the fishery sector, primarily to the municipal fisherfolk, including women and youth sectors” (*Chap. 1, Sec. 2*), and mandates BFAR to coordinate with local government units (LGUs) and other agencies “to enable women to engage in other fisheries/ economic activities...” (*Art. 1, Sec 65*). The law also provides for one women’s representative in Municipal FARMCs (MFARMCs) (*Art. II, Sec. 75, 78*).
- Local Government Code (RA 7160) – Provides for the delivery of welfare services for women; defines certain responsibilities of LGUs pertinent to women and women representation (e.g. LGUs

are mandated to create a Women and Family Committee); and reserve one seat for a sectoral representative for women in the local legislature.

- Agriculture and Fisheries Modernization Act (RA 8435) – Mandates consideration of women’s concerns in the Fisheries Modernization Plan (Ch.2, Sec 17); access to credit for women (Ch.3, Sec 20); and provision of timely, accurate, and responsive business information and efficient trading services (Ch. 5, Sec 38) and training (Ch.4, Sec. 107)

The Philippines is also party to a number of gender-related international treaties and agreements such as:

- UN Convention on the Elimination of All forms of Discrimination against Women (CEDAW)
- UN World Commission on the Environment and Development
- Nairobi Forward-Looking Strategies for the Advancement of Women
- UN Conference on Environment & Development
- 4th UN World Conference on Women
- Millennium Summit in 2000

The Philippine Commission on Women (PCW) serves as the primary policy-making, coordinating and oversight body on women and gender equality concerns in the Philippines. It is responsible for gender mainstreaming and advocating women’s empowerment, gender equity, and gender equality as provided in the Philippine Plan for Gender-Responsive Development for 1995-2025, which defines the framework for operationalizing the goals of gender mainstreaming throughout the Philippine bureaucracy and in national development. Gender mainstreaming is promoted through integration of gender concerns across the different divisions of national development, using various mechanisms, such as:

- Sectoral policy and program development through the Fisheries and Aquatic Resources Management Councils (FARMCs)
- Gender and Development (GAD) Plans
- All government agencies and offices are required to submit GAD plans and budgets in accordance with the General Appropriations Act
- Government agencies are mandated to allocate 5% minimum of the total agency budget for gender mainstreaming
- GAD focal system, through which all national government agencies, state universities, government-owned and controlled corporations and LGUs identify key personnel to lead in the preparation, coordination, direction setting, and monitoring of the implementation of the GAD Plans

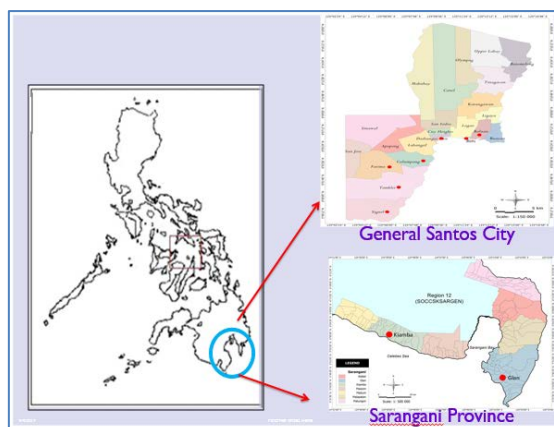
### Study Sites, Timeline and Methodology

The study focused on the SOCCSKSARGEN area south of the country, which includes South Cotabato, Cotabato City, North Cotabato, Sultan Kudarat, Sarangani and, in particular, General Santos City, the USAID Oceans Learning Site. (Figure 10)

The study ran from December 2016 to July 2017, and involved the following activities:

- *Secondary data collection (December 2016- January 2017)* – This involved data-gathering visits to the BFAR office in Region 12, LGU offices, Department of Trade and Industry (DTI), Office of the City Agriculturist (OCAG), and also the Western and Central

Figure 10. Study sites



Pacific Fisheries Commission (WCPFC) website.

- *Scoping and pocket meetings (January 2017)* – Meetings were conducted with relevant personnel at PFDA, BFAR Region 12, Mindanao State University (MSU) in General Santos City, DTI, OCAG, and LGUs
- *Inception meeting and VC mapping (9 January 2017)* – The VC mapping was done through a workshop involving 31 participants from 12 agencies
- *Survey with training in paperless survey (8-15 February 2017)* – The survey involved 225 respondents (111 males and 114 females) from three VC nodes (production, processing, trading) of three types of tuna fisheries, namely, municipal tuna fisheries, commercial handline tuna fisheries, and purse seine and ring net tuna fisheries. Three questionnaires were used, one for each of the VC nodes, based on the Harvard Moser Social Relations Approach and USAID’s six domains/dimensions of gender analysis. Because the survey enumerators could not find any women engaged in actual fishing, survey respondents at the production node included the wives of fishers to ensure gender balance across the entire survey.
- *Focus group discussions (FGDs) (20-27 February 2017)* – Eight FGDs were conducted across the different VC nodes: two FGDs were all-male, three were all-female, and three were mixed.
- *Key informant interviews (KIIs) (13-17 March 2017)* – There were 16 KIIs with four men and 12 women representing the LGU, associations of fishing industry players, women’s groups, NGOs, canneries, and government agencies.
- *Gender resource mapping (13-17 March 2017)* – The mapping was done at the General Santos Fish Port Complex (Markets 1 & 2)
- *Validation workshop (18 July 2017)* – The validation workshop involved presenting the results of the study for comments by the different stakeholders. It was attended by 33 participants composed of VC players and enablers and the USAID Oceans team.

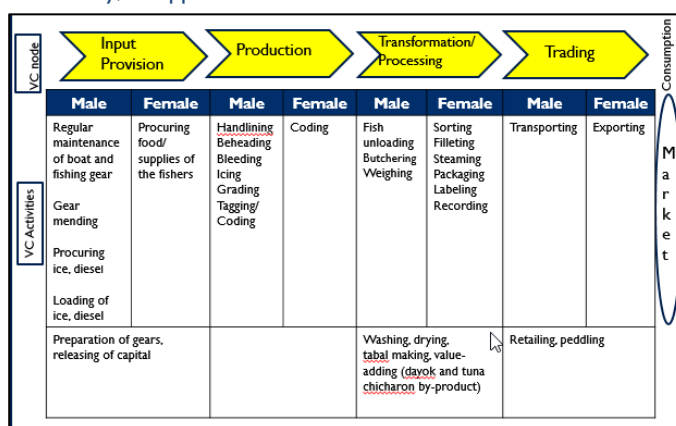
## Gender-Responsive Value Chain Map

Data were sex-disaggregated to produce three gendered Value Chain (VC) maps, one for each of the tuna fisheries in focus, that illustrate the gender differentials in terms of the roles and activities performed at each VC node of the chain, as described below.

The gendered VC map for *municipal tuna fisheries* (Figure 11) shows that:

- At the input provision node, the men take care regularly maintaining the fishing boat and gear, and purchasing ice for preserving their catch and diesel for the boat, while but the women take care of procuring food, water, cigarettes and other basic supplies that the men needed at sea. Both men and women are involved in finding the capital needed for the fishing activity.
- At the production node, it is the men who are engaged in actual fishing and the initial processing operations ordinarily performed on the fishing vessels at sea, such as, beheading and bleeding, and

Figure 11. Gendered VC map for municipal tuna fisheries in General Santos City, Philippines



they are also in charge of icing and grading the fish. Both men and women are involved in coding or recording the catch.

- At the processing node, loading and unloading, butchering and weighing are performed by the men while females do most of those tasks that entail attention to detail, including sorting, filleting, steaming, packaging, labeling and recording. Other activities – washing, drying, and value-adding – are performed by both men and women.
- At the trading node, the men are again responsible for transporting (loading and unloading), and both men and women are engaged in retailing/peddling. If the goods are intended for export, it is the women who usually take charge of export documentation.

For commercial handline tuna fisheries, the VC map (Figure 12) reveals the following:

- At the input provision node, the men build the boat and also take care of its maintenance. Purchasing, financing and disbursement are responsibilities shared by men and women.
- At the production node, most of the tasks that entail physical strength are done by the men – the actual fishing/handling, cold storage, unloading of fish, sorting, weighing, filing, degutting, loading of fish to trucks, and packing. The rest of the tasks are performed by both men and women, including bidding, trading, recording, cleaning, and icing.
- At the transformation/processing node, again it is the men that do the labor-intensive activities, while the women are primarily engaged in final processing and quality assurance/control. Note that, compared to the other nodes, there are noticeably more tasks at this node that both men and women perform.
- At the trading node, both men and women are engaged in trading, but it is the men who again do the labor-intensive work, while the women take care of documentation and recording.

The third VC map (Figure 13) shows gender differentials in *purse seine and ring net tuna fisheries* largely mirroring those found in commercial handline fisheries.

Combined, the three maps reveal the usual stereotypes of gender roles: Men perform the more physically demanding tasks while the women are mostly involved in work that entails attention to detail, such as processing, administration, recording and coding.

Figure 12. Gendered VC map for commercial handline tuna fisheries in General Santos City (left)

Figure 13. Gendered VC map for purse seine and ring net tuna fisheries in General Santos City (right)

VC node	Input Provision		Production		Transformation/ Processing		Trading		Consumption
	Male	Female	Male	Female	Male	Female	Male	Female	
VC-Activities	Ship building, maintenance		Handlining, cold storing, unloading of fish, sorting, weighing, filing, degutting, loading of fish to trucks, packing (fresh, chilled)		Pre-processing, butchering, receiving fish at plant, freezing of fish/ cold storing, cutting into fillet/steak/ ground meat, unloading of fresh/frozen from vessels/ truck, cooling, misting, pre-cooking, retorting	Final processing of fish, QA/QC, inspection in every area		Stuffing in freezer van, transport by truck export forwarder or domestic, fresh/whole transport, air shipment, unloading, cold storing, store display, wholesale	Documentation/ recording
	Purchasing, financing, disbursement		Bidding, trading, recording, cleaning, icing, bidding		Manpower provision/HR, recording at every area, packaging, purchasing, packing/ labelling, joining, skinning, deboning, beheading, weighing, sizing, maintenance and engineering		Trading for export and local consumption		

VC node	Input Provision		Production		Transformation/ Processing		Trading		Consumption
	Male	Female	Male	Female	Male	Female	Male	Female	
VC-Activities	Ship building, Maintenance		Seining, cold storing, hauling, unloading, sorting, weighing, filing, degutting, loading of fish to trucks, packing (fresh, chilled)		Receiving, cold storing, hauling, unloading, sorting, weighing, filing, degutting, loading to cooker, pre-cooking, misting, beheading, retorting, cooling, freeing and storing	Final processing of fish, QA/QC, inspection in every area		Loading, transport by truck, export forwarder or domestic, air shipment, unloading, storing, store display, wholesale	Documentation/ recording
	Purchasing, financing, disbursement		Bidding, trading (jambolero/ jambolera), checking, recording, cleaning, tray holding		Scaling, joining, packing, checking final product, sorting, seaming, sealing, labelling, manpower provision/HR, recording at every area, purchasing, maintenance		Trading for export and local consumption		

## Highlights of Findings based on USAID Gender Dimensions Framework

The USAID Gender Dimensions Framework (GDF) uses six dimensions of social life to organize and interpret information. These are: (1) access to assets; (2) knowledge, beliefs and perceptions; (3) practices and participation; (4) time and space; (5) legal rights and status; and (6) power and decision making. Using GDF, the study identified more nuanced gender differentials along the tuna fisheries VC in the study sites. Selected findings highlights are summarized below (Table 2 to Table 7).

Table 2. Access to assets: Gender differentials in the value chain for tuna in General Santos City, Philippines

VC Nodes	Findings
Production/ fishing	<ul style="list-style-type: none"> <li>Limited information available to both male and female fishers as far as new fishing technology is concerned.</li> </ul>
Processing	<ul style="list-style-type: none"> <li>Men and women have equal access to trainings and capacity development, and equal access to supervisory positions;</li> <li>Across all types of processors, both sexes are not aware of sources of marketing information, specifically price information</li> </ul>
Trading	<ul style="list-style-type: none"> <li>Because of the demands of family responsibilities, female traders cannot go far from where they live to sell their fish, so they have less access to profitable markets. In contrast, the men are more mobile and have greater access to bigger markets.</li> </ul>

Table 3. Knowledge, beliefs and perceptions: Gender differentials in the value chain for tuna in General Santos City, Philippines

VC Nodes	Findings
Production/ fishing	<ul style="list-style-type: none"> <li>Women are discouraged from joining fishing trips because of potential role conflict (fishing versus household chores), societal beliefs that women do not have skills and stamina compatible with fishing, and issues about their physical security.</li> <li>Cultural beliefs that are unfavorable to women boarding fishing boats still prevail. For example, in many places, it is common belief that a woman who is pregnant or having her monthly period is bad luck for fishing.</li> </ul>
Processing	<ul style="list-style-type: none"> <li>In the processing of frozen tuna, women are more knowledgeable about tuna fishery regulations than their male counterparts; the reverse is true in value adding activities.</li> <li>No gender differentials were found in canned tuna processing</li> </ul>
Trading	<ul style="list-style-type: none"> <li>Both male and female traders have limited knowledge about tuna and fishery regulations.</li> <li>Positive beliefs about women traders could pave the way for greater opportunities for women in trading and a better appreciation of women's role in the tuna VC.</li> </ul>

Table 4. Practices and participation: Gender differentials in the value chain for tuna in General Santos City, Philippines

VC Nodes	Findings
Production/ fishing	<ul style="list-style-type: none"> <li>Men dominate almost all tasks, except financial recording, making payments and recording of catch. There are a few tasks where women are starting to become visible.</li> <li>Few respondents said they experienced having BFAR enumerators in their boats to document catch, but fewer still were those who said CDT-related observers joined their fishing operations.</li> <li>Female respondents in the municipal fishers group are more aware of fisheries-related projects than their male counterparts, reflecting their relatively more active involvement in community affairs.</li> </ul>
Processing	<ul style="list-style-type: none"> <li>Women are assigned to tasks that require patience and attention to details while men are given work that require physical strength and speed</li> </ul>



Trading	<ul style="list-style-type: none"> <li>• Stereotypes about gender roles still prevail. Most of the physically demanding jobs are performed by male traders, while the women's responsibilities mostly revolve around administrative work like recording sales or financial transactions, processing registration/legal documents, and paying salaries and bills</li> </ul>
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Table 5. Time and space: Gender differentials in the value chain for tuna in General Santos City, Philippines

VC Nodes	Findings
Production/fishing	<ul style="list-style-type: none"> <li>• Wives spend an average of 7-8 hours in reproductive activities while men spend 2.8-5.2 hours, but men seem to be assuming more reproductive activities</li> <li>• Men spend 6.6-12.7 hours in productive activities while the women report shorter hours, perhaps because of the demands of their reproductive roles</li> <li>• Community activities take up the least amount of both men's and women's time per day.</li> </ul>
Processing	<ul style="list-style-type: none"> <li>• In the frozen and tuna value-added products (TVAP) sectors, women on average spend 4.9 and 4.2 hours, respectively, in reproductive work, slightly more than the time contributed by their male counterparts. On the other hand, males spend between 11.4 and 10.4 hours in productive work, a bit more than the time spent by the women.</li> </ul>
Trading	<ul style="list-style-type: none"> <li>• Women spend slightly longer hours in productive work (about 11.7 hours) than the men (about 10.9 hours)</li> <li>• Simultaneous and competing demands for productive (market) and reproductive (household) labor time have negatively impacted women's leisure and sleep/rest.</li> <li>• Family-work responsibilities and tasks reduce women's availability for participation in community life.</li> </ul>

Table 6. Legal rights and status: Gender differentials in the value chain for tuna in General Santos City, Philippines

VC Nodes	Findings
Production/fishing	<ul style="list-style-type: none"> <li>• More than half of fishers are aware of fisheries laws/policies; in the handline and purse seine/ring net fisheries sector, women in general are less aware of these laws than their male counterparts.</li> <li>• Only purse seine fishers report better conditions in terms of social security coverage, insurance and protective gear at work; municipal fishers have the least access to legal labor benefits.</li> </ul>
Processing	<ul style="list-style-type: none"> <li>• In the canned and frozen tuna sector, men and women receive the same salary and benefits from the company and are provided with protective clothing, eyewear and gloves for use at work. In contrast, the TVAP sector does not provide all workers with the minimum wage and benefits.</li> </ul>
Trading	<ul style="list-style-type: none"> <li>• There is absence of gender-friendly facilities and policies, rules and procedures against sexual harassment in the workplace (there have been reported cases of sexual harassment)</li> <li>• Both men and women do not have social security and accident insurance coverage.</li> </ul>

Table 7. Power and decision-making: Gender differentials in the value chain for tuna in General Santos City, Philippines

VC Nodes	Findings
Production/fishing	<ul style="list-style-type: none"> <li>• Mothers generally decide on food, budget, and community involvement; both parents decide on education and discipline.</li> <li>• Usually, it is the husband who decides on fishing operations matters, with the wife mostly participating only in the marketing of the catch.</li> </ul>
Processing	<ul style="list-style-type: none"> <li>• Women across all processing sectors usually decide on domestic and community activities. Both male and female decide on matters related to children, school, work, family planning and health, and membership in organizations.</li> </ul>

Trading	<ul style="list-style-type: none"> <li>• Male traders decide on work matters but usually turn over their earnings to their wives, who manage the household budget (this is the cultural practice)</li> <li>• Female traders decide on matters pertaining to trading operations but consult their spouses out of respect for the position of the man as head of the household</li> <li>• Wives/mothers make the decisions on food purchase and preparation, budgeting of household income, leisure activities and health matters. The responsibility for discipline in the family is shared by the father and mother.</li> </ul>
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## Gender Equality and Women’s Empowerment Issues

From the findings that were presented, the team put together all the issues related to gender equality and women empowerment, and categorized them according to criteria important to USAID Oceans, such as CDT, EAFM, and human welfare. (Table 8)

Table 8. Gender equity and women’s empowerment issues affecting the tuna value chain in General Santos City, Philippines that are relevant to USAID Oceans’ areas of focus

Categories	Issues
CDT	<ul style="list-style-type: none"> <li>• Low level of awareness of CDT – The CDT/EAFM concept is relatively new to VC players/actors and enablers</li> <li>• Lack of knowledge and skills in CDT</li> <li>• Lack of orientation and capacity building on CDT for implementers and partners</li> <li>• Poor appreciation of the role of men and women in CDT/EAFM</li> <li>• Absence of localized institutional CDT/EAFM mechanisms</li> </ul>
Sustainable Fisheries Management/EAFM	<ul style="list-style-type: none"> <li>• Limited reach of the EAFM program among implementers, especially at the level</li> <li>• Stereotypes about gender roles in EAFM: <i>Bantay-dagat</i> (sea patrol) duties are for men, coastal clean-up for women</li> <li>• Low level of knowledge on tuna and fishery regulations</li> <li>• Limited participation/engagement of both women and men in EAFM</li> </ul>
Governance/institutional/ political aspects	<ul style="list-style-type: none"> <li>• Absence of fisheries components (in particular, CDT/ EAFM) in the GAD Code of General Santos City (the city’s GAD Code does not have any provisions for CDT or EAFM)</li> <li>• Lack/absence of women’s groups or organizations, and limited involvement and engagement of men and women in fishery organizations</li> <li>• Lack of both men and women participation in policymaking, program design and project cycles</li> <li>• Poor compliance with CDT</li> </ul>
Industry	<ul style="list-style-type: none"> <li>• Perceived cost of adopting a new CDT system</li> <li>• Women having less access to market despite their higher educational attainment than men</li> <li>• Lack of gender friendly equipment, tools, machineries and other fishing paraphernalia</li> <li>• Gender discrimination at workplace (there are certain jobs – for example, as fishing boat crew – that are perceived as unsuitable for women)</li> <li>• Limited work spaces for women</li> <li>• Absence of gender-responsive facilities at the fish port.</li> <li>• Poor working conditions: long working hours, night shifts for women (especially the tray holders), lack of protective gear</li> <li>• Weak information flow along the tuna VC</li> </ul>
Individual/Personal Level; Human Welfare	<ul style="list-style-type: none"> <li>• Family-work-personal life imbalance</li> </ul>

Categories	Issues
	<ul style="list-style-type: none"> <li>◦ Simultaneous and competing demands for productive and reproductive labor time</li> <li>◦ Prevalence of beliefs, stereotypes and practices that hinder women’s participation</li> <li>• Vulnerability of women to sexual harassment in the work place</li> <li>• Contractualization, inadequate social security and insurance, and protective working gear – This is especially true for those in the informal sector in municipal fisheries. Those who are employed by companies (canneries, etc.) have SSS and other benefits</li> <li>• Practical gender needs (e.g. fatigue, long working hours, unpaid work, limited work space, or working in jobs that require standing for extended periods)</li> </ul>

### Implications to USAID Oceans and Recommendations

The identified issues have certain implications to USAID Oceans. On the other hand, the low level of gender sensitivity among the VC players (implementers as well as enablers) and the lack of gender-responsive programs and policies may imply a lack of capacity of either men or women to participate in USAID Ocean activities, which indicates a need for capacity building to focus, at least initially, on addressing gender disparities that hinder equal participation of both genders.

On the other hand, the program’s ability to fully engage stakeholders in capacity building efforts may be impeded by issues such as poor involvement of both men and women in policy-making and community activities, lack of knowledge about and skills in CDT and EAFM (“the concept is new”), low level of awareness of fishery laws and policies, and stereotypes about gender roles. This is particularly crucial in the implementation of CDT and EAFM, which are highly dependent on stakeholder engagement for success.

To overcome these issues, the following priority interventions are recommended for immediate implementation (within the next six months to one year):

- *Policy* – Facilitate and assist the formulation and institutionalization of a gendered tuna development plan or roadmap, and ensure that it is included in the Annual Investment Plan (AIP) and Comprehensive Development Plan of the LGU to provide some guarantee that it is resourced and implemented.
- *Action* – Apply gender-responsive methodologies that are available with universities and government agencies to CDT/EAFM project design, implementation, and monitoring and evaluation. For example, the Philippine Commission on Women has established harmonized gender and development guidelines that include a tool for determining if a plan is gender blind, gender neutral or already gender responsive.
- *Research* – Develop localized gendered CDT/EAFM Manual for use by VC players and enablers.

### Conclusions, Lessons Learned and Opportunities

Conclusions:

- Gender differentials exist along the tuna VC at different levels across nodes and between types of fisheries.
- Collaboration with all stakeholders and the VC players is crucial for complementation of efforts and for planning for sustainability.
- There is an urgent need to identify and engage local gender champions (both men and women).
- The results of the general analysis will serve as a baseline and reference for future monitoring of how fast and how vast gender mainstreaming and integration develops along the tuna VC.

As the implementers of the study, and to help guide future studies, WinFish identified the following factors that hindered and facilitated the conduct of the gender analysis:

- *Facilitating factors:*
  - Conduct of gender sensitivity training and gender-responsive value chain mapping (and other methodologies) for the research team – It is important for members of the research team to have a good level of sensitivity to gender equity and general matters of gender, and an understanding of gender-responsive value chain.
  - Use of paperless survey – The survey was made easier by the use of Open Data Kit (ODK) on Android tablets to save time coding and encoding of the results.
  - Ensuring the protection of human subjects at all phases of the project implementation
  - Securing the commitment of partners at all stages of the study – The scoping and pocket meetings at the start of the study were a very important step to building the partners’ commitment
- *Hindering factors:*
  - Difficulty in setting appointments with respondents and key informants
  - Inability to get Manila-based big exporters/company and the big boat captains as respondents, key informants or FGD participants – This was primarily because of time constraints.
  - Difficulty in setting up FGDs – The target participants were mostly people who spent a large part of their waking hours working at sea, or in the canneries or wet markets, with little time for much else.

For both VC players and enablers, opportunities exist to:

- Enhance GAD Code to include CDT/EAFM
- Use the gender lens as a way of thinking and promoting inclusive development and fulfilling Sustainable Development Goal (SDG) 5 to “achieve gender equality and empower all women and girls.”
- Further forge partnerships and linkages established through the many meetings that took place between VC players and enablers during the course of the study
- Address practical and strategic gender needs along the value chain
- Enhance awareness of IUU, CDT/EAFM and improve the VC players’ and enablers’ participation in related matters

The study also opened opportunities for WinFish to:

- Work with various groups in General Santos City to do gender-sensitivity trainings in gender-responsive value chain mapping; and gender methodologies and approaches. This is one way the WinFish team can advance their advocacy to mentor and help fisheries stakeholders in the area.
- Conduct research in aid of science-based/empirical policy-making towards gender equality and women’s empowerment in the tuna value chain across the different types of fisheries.
- Disseminate gender study results for possible replication of the study
- Promote gender advocacy in the fisheries sector – This is what WinFish stands for.

### **Food for Thought: A Case Study**

Susie (not her real name), 25 years old, and reached 2nd year high school. She has a daughter and 8-month old baby, and a live-in partner of 6 months. She buys tuna innards and sells the same at a mark-up price of PhP10 per plastic bag. When she cannot buy innards in the market, she goes to Madam, the big buyer of innards in the fish port complex who maintains/stores innards in a big cold storage. When small innards

buyers (like Susie) cannot get innards somewhere else in the market, they go to Madam and buy innards from her

On a good day, Susie can earn about Php200-300 (about US\$3.96-5.94). Susie has no social security coverage or health insurance. When she had her last baby, she had to give up her government health insurance in favor of infant formula for her baby. But she likes her current work better than her old job at a cannery, where she spent long hours standing in the assembly line. Now as an innards buyer she goes to the market at a certain time between 8am and 4pm to buy and sell innards, after which she can go home to take care of her baby.

However, should Susie be encouraged to continue to depend solely on innards as her only income source? Or should Susie be provided with capacity building assistance or access to credit facilities, or no-interest loan (capitalization) for value adding to the innards she sells so she can earn more income per unit of time.

## Open Forum Discussion

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**Q:** *P. Attaphong (Oxfam)* – You said men are the ones who load the fish and not women. Is it because the fish are big size tuna? I'm asking because it's totally different from the situation in Thailand where men and women help each other in loading the fish so they can go to the market as quickly as possible.

**A:** *Dr. Gelvezon* – Yes, we're talking of really big, very heavy tuna. It was suggested that if women were provided with the proper tools, such as gender-friendly heavy lifting equipment for example, they could potentially participate in the loading/unloading activity.

**Q:** *Mr. Yusmansyah (Indonesia)* – Is there any difference between younger women and older women in terms of their roles at work? Because usually the younger women who have babies and children cannot do over time work, but the older women can.

**A:** *Dr. Sumagaysay* – Yes, the participation of the woman is also affected by life cycle changes. The women who stay in the port until evening are usually those who are older and have no children. They are the tray holders, the cleaners, the people who go to work as everyone else goes home for the day and put everything back in place in preparation for the next day. In small scale fisheries, the women usually “go to work” in the morning when their husbands arrive from a fishing trip – they sort the catch and they sell it, and then they go home for the children, usually around lunch time.

On the other hand, women who work in the cannery stay in their workplace the whole day – in fact, for 12 hours. There is no difference in working hours between the older women and the younger ones. The problem here is usually the lack of gender-responsive facilities in the workplace.

In the wet market in General Santos City, we noticed that women fish vendors brought their children to work. There was a small space at the back where all the children would stay, running around and just enjoying themselves. It seemed like everybody was looking after everybody's kids in that small place, but again, there was really no gender-friendly facility there.

We did not find any age discrimination. The discrimination was really more in terms of physical strength, with the women being less physically able to haul and load and unload fish. Again, it was a matter of not having gender-responsive equipment, because if there was a conveyor or a pulley, then maybe the women, or people with smaller physique in general, would be able to do the job.

**Q:** *Dr. Spratt* – I have two questions: First, where was most of the money in the VC – where did the real earners earn and what percentage of those earners were women? And my second question refers to what you said about there being no men or women involved in policy. That is a little confusing to me because if that is the case, then who is making the policy? Or did you mean there are no fishers involved in policy making? Just to clarify that point because there has to be somebody doing the policy.

**A:** *Dr. Sumagaysay* – To the first question, yes, a true VC analysis considers where the money goes, and how much goes to whom. Our group did not cover that aspect, because there is another group that is doing VC economics. They have computed where the money goes and in which part of the VC. I'm not sure if they identified how much goes to the woman or to the man, so this might be something we could look at in the future.

To the second question, I'm sorry the statement wasn't very clear. Yes, there is somebody doing the policy. In fact, there is a body making the policies: We have a legislative council even at the community level, as well as a recommendatory body, the FARMC, which advises the council on fisheries matters. Our law states that women should be represented in the FARMC, but this is not necessarily happening in many places because even if a woman is appointed to the council, she may not take part in FARMC meetings. In fact, we had a female respondent who said she was a member of FARMC but she had a conflict with the FARMC head and was not getting involved in the council anymore. But, yes, what we meant was that the VC players, both men and women, were not actively engaged in policymaking, which is supposed to be a participatory process.

*Dr. Lando* – I would like to respond to the question about where the values go in the VC. WorldFish did the study on VC economics, and these are some of the results: In municipal fisheries, the value that accrues to the fisher and the fisher's family is about 30% of the whole value. The consolidator, either a male or a female, gets 41% of the value, and the retailer, who is also either male or female, gets about 28%. (Figure 14)

In tuna purse seine fisheries, the big winner is the wholesaler, who gets about 47%, almost half of the value, while the purse seine operator gets 1.79%. The same is true for tuna ring net fisheries, where the wholesaler gets 48% and the ring net operator gets about 2.5%. (Figure 15)

**Q:** *Dr. Satapornvanit* – My question refers to the case study about Susie: Is the buying of tuna innards specific to women? Or are there men engaged in this type of activity and, if so, do they command the same price, Php10 per bag, as the women?

**A:** *Dr. Sumagaysay* – The trade in tuna innards is a by-product activity that does not appear in the tuna VC. It involves mostly women from the lower income group and some bigger sellers and buyers who use the innards for feeds and other purposes. There's really no discrimination on who can buy, but in practice, it's the woman who usually does it.

**Q:** *Nives Mattich (USAID Oceans)* – Is there a way we could rephrase some of the physical labor issues? For example, you presented the idea that women have to stand long hours, or that the equipment is not there for them to lift heavier things, but just because men can lift heavier items perhaps because of their body mass does not mean they should. If something is bad and dangerous and difficult for women, it is probably as bad for men and it would be important to look at the injuries that the men are suffering

Figure 14. Key findings of study on VC economics in municipal tuna fisheries in General Santos City

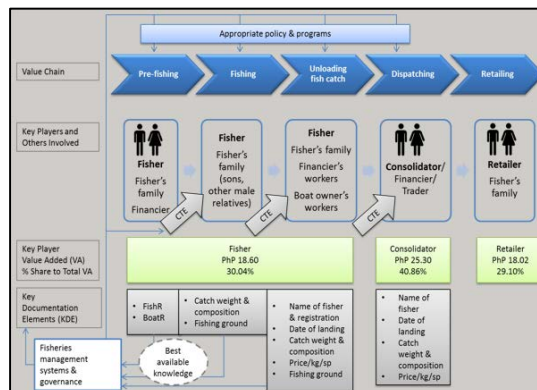
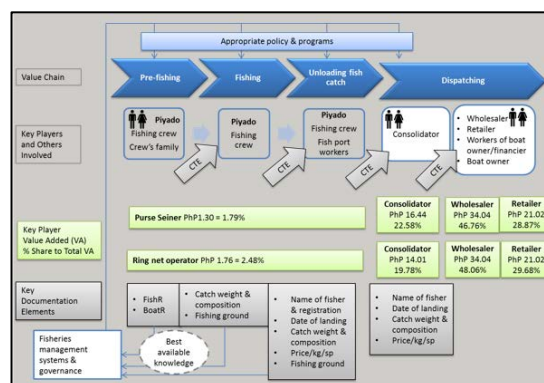


Figure 15. Key findings of study on VC economics in tuna purse seine and ring net fisheries in General Santos City



because they're carrying these giant heavy fish. We could reframe the issue from "how women can participate" to "what needs to be done to make the job easier for everyone." For example, in the U.S., when I was growing up, postal workers had these big heavy bags that they would carry from house to house that caused them back problems. Now you see everybody has a cart they pull along with the mail, and it's not just the women, but the men as well, because everybody is subjected to the same conditions and the possibility for injury.

**A:** *Dr. Sumagaysay* – Thank you. Yes, certainly, we need to include that. We missed that perspective. Yes, gender is also making it lighter and easier for the men, because we also have to protect their welfare as well as the women's.

**Q:** *Ms Attaphong*– This is not really a question but I would just like to add that, in Thailand, both men and women contribute equally to the fisheries value but the women do not think they contribute equally. They regard fisheries as a man's job, yet they are holding all the responsibility in financial management, as well as doing their share in other activities. So, I think it's a question of how men and women value themselves and their contribution. And just one more thing about technology – men feel that when it comes to technology, especially at sea, they have more knowledge than women. But it's not just technology that drives efficiencies and value in an economic activity, it's also financial management and other business processes, so we don't say that engineering is much more significant than financial management or something like that.

**A:** *Dr. Sumagaysay* – In municipal fisheries, much of the work is family labor and everyone contributes to the family income, so the woman does not really feel that she needs to distinguish and calculate her contribution. In fact, unless we get into standards and metrics, it's really difficult to determine how much is the woman contributing, because the woman's work is usually unpaid and not counted in conventional income and labor force statistics. Although perhaps from our perspective it's unpaid work that should be recognized, the women in municipal fisheries don't really see their contribution as work that needs to be paid, but rather as part of their duty as wife and mother to contribute to the family's welfare. In commercial fisheries where women are formally employed and earn a salary, it is much easier to determine the woman's contribution to the value chain.

*Dr. Satapornvanit* – Talking about the metrics and quantitative aspects of women's contributions, there are frameworks to measure women's empowerment and economic contributions that we have yet to apply in fisheries and aquaculture. WoCAN (Women Organizing for Change in Agriculture and Natural Resource Management) uses a women's empowerment index but it's for agriculture.

## 2.1.8 Session 6: Gender Analysis in the Fisheries Sector in Bitung, North Sulawesi, Indonesia

Results from the gender analysis of data collected in the Bitung Learning Site were presented in this session by representatives from UNSRAT who were part of the team that did the analysis. The presentation was divided among three presenters, as follows:

### Indonesia Fisheries Profile

Fisheries Indonesia is the world's largest archipelagic country and a top fish-producing country with an estimated production in 2014 of 20.8 million tons from capture fisheries (31%) and aquaculture (69%), the second largest after China. (Table 9)

**Presenter: Dr. Daisy Makapedua**

*Fisheries Profile of Indonesia  
Legislation and Gender Programs  
Fisheries Profile of Bitung*

**Presenter: Dr. Alvon Jusuf**

*Study sites and Methodology  
Fisheries VC Map and Gender Differentials in  
VC Activities  
Highlights of Findings based on the USAID  
Gender Dimensions Framework*

**Presenter: Dr. Reiny A. Tumbol**

*Gender Equality and Women's  
Empowerment Issues  
Conclusions, Lessons Learned and  
Opportunities  
Food for Thought: A Case Study*

Table 9. Fisheries production (2014)

Category	Environment	Production	
		tons	% of total
<b>Capture Fisheries</b>		<b>6,484,346</b>	<b>31.1</b>
	Marine	6,037,654	29.0
	Inland open water	446,692	2.1
<b>Aquaculture</b>		<b>14,359,129</b>	<b>68.9</b>
	Marine	9,034,756	43.3
	Brackish water	2,428,389	11.7
	Freshwater	2,895,984	13.9
<b>Total</b>		<b>20,843,475</b>	<b>100.0</b>

Data from Indonesia's Central Bureau of Statistics show that 65% of fishers' household income comes from fisheries, with individual fishers earning about US\$225 on average per month. By their sheer number, small-scale fishers (<5 GT) dominate the industry, accounting for about 89% of all fishing vessels (Table 10), with surrounding nets, seine nets, gillnets and entangling nets, and hook-and-line fisheries producing the highest marine catch of about 6 million tons in 2014 (Table 11).

The major marine fishery species are tuna and tuna-like species (Skipjack and Eastern little tuna), accounting for about 22% of

marine fisheries production. (Table 12)

Table 9. Fishing vessels in Indonesia by tonnage (2014)

Category	Type/Size of Boat	Units	% of total
<b>Small-scale (&lt;5 GT)</b>	<b>Total</b>	<b>556,569</b>	<b>89.0</b>
	Non-motorized boats	165,066	26.4
	Outboard motor	238,010	38.0
	Inboard motor	153,493	24.5
<b>Commercials (5 GT or greater)</b>	<b>Total</b>	<b>69,069</b>	<b>11.0</b>
	5-10 GT	41,374	6.6
	10-20 GT	14,301	2.3
	20-30 GT	9,578	1.5
	30-50 GT	1,029	0.2
	50-100 GT	1,766	0.3
	100-200 GT	840	0.1
>200 GT	176	0.0	
<b>Total</b>		<b>625,633</b>	<b>100.0</b>



Table 10. Production by fishing gear (2014)

Fishing Gear	Production	
	tons	% of total
Surrounding nets	1,177,615	19.5
Seine nets	690,629	11.4
Trawls	324,880	5.4
Dredges	124,495	2.1
Lift nets	494,561	8.2%
Gill nets and entangling nets	1,394,473	23.1
Traps	307,802	5.1
Hook-and-lines	1,468,744	24.3
Grappling and wounding	54,455	0.9
<b>Total</b>	<b>6,037,654</b>	<b>100.0</b>

Table 11. Major fishery species (2014)

Species	Production	
	Tons	% of total
<b>Fishes</b>	<b>5,314,690</b>	<b>88.0</b>
Tuna	313,873	5.2
Skipjack tuna	496,682	8.2
Eastern little tuna	515,571	8.5
Other fishes	3,988,564	66.1
<b>Crustaceans</b>	<b>361,290</b>	<b>6.0</b>
Shrimp	273,133	4.5
Other crustaceans	88,157	1.5
<b>Others</b>	<b>361,674</b>	<b>6.0</b>
<b>Total</b>	<b>6,037,654</b>	<b>100.0</b>

### Legislation and Gender Programs

Indonesia does not have a gender equity and equality law but the country has ratified the United Nations (UN) Convention on the Elimination of All Forms of Discrimination against Women (1984), and two draft bills have been introduced since 2012. In addition, there are three regulations related to gender equality in fisheries, namely:

- Guidelines for Monitoring and Evaluation from the MMAF Responsive Program
- Guidelines for Mapping the Implementation of Gender in Fisheries Sector
- Mapping Roadmap of Gender Mainstreaming in Fisheries Sector

Gender programs in fisheries generally include training in business development and diversification for women; equipment grant and hands-on training for women in the production of shredded fish, fish balls and other products; and increasing access to capital for women, especially those in the coastal areas.

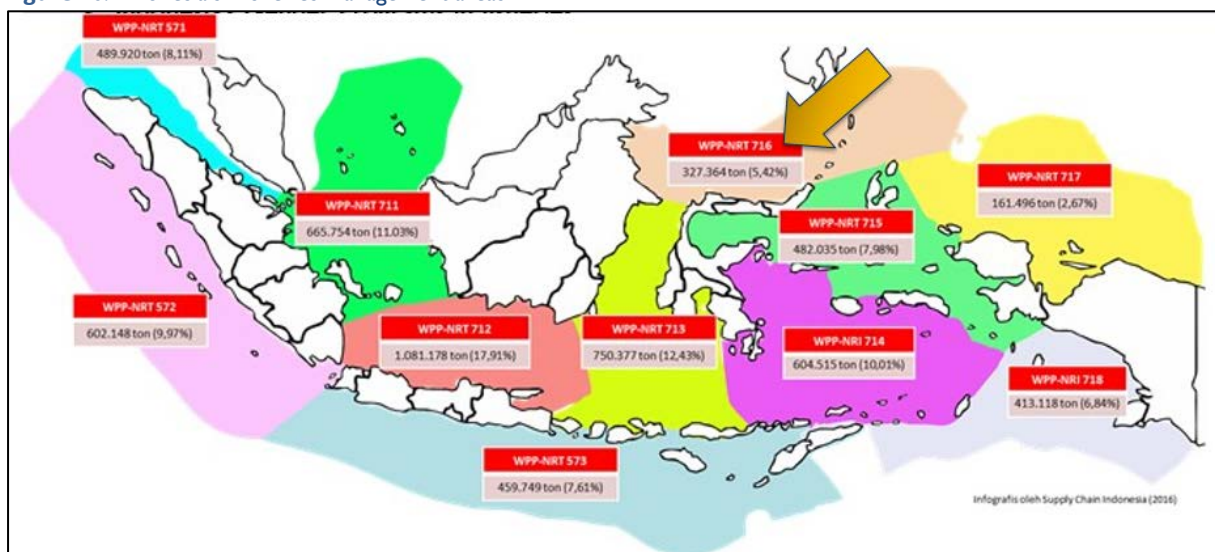
For purposes of fisheries management, Indonesia’s marine waters are divided into 11 Fisheries Management Areas (FMAs) based on the characteristics of fish resources and the environment. Bitung, the USAID Oceans Learning Site is in FMA 716 (Sulawesi Sea and north Halmahera). (Figure 16)

### Fisheries Profile of Bitung

Bitung is the center of the fishing industry in Eastern Indonesia, particularly for tuna and tuna-like species. There are about 1,040 fishing boats operating in the area, 90% of which are less than 5 GT boats for small-scale fisheries.

The fishery sector in Bitung, which includes fishing, fish processing and marketing, is the source of livelihood for some 2,500 fisheries households. Total fish catch landed in Bitung fisheries port in 2016 was 46,522 tons, about 82% of which were tuna and tuna-like species. Currently, there are 67 fish processing companies operating in Bitung City.

Figure 16. Indonesia’s “fisheries management areas”



Tuna fishing is a predominantly male industry, and while there are many women involved in fish processing, marketing and other post-harvest activities, the women’s contribution to the industry remains undervalued and unappreciated.

The gender analysis was conducted better to understand the different roles and interactions among male and female actors along the tuna, and to identify the key issues and constraints that need to be addressed to achieve gender equality and women empowerment in Bitung.

## Study Sites and Methodology

The study was done in several sub-districts in Bitung City, and covered different types of fishing gear. Respondents included fishers, fish traders, small-scale fish processors, and workers in large-scale fish processing companies operating in the area. (Table 13)

Table 12. Respondents profile by gender and VC activity

VC Activity	Number	Female	Male
Fishing (owners)	59	7%	93%
Fish trading/wholesale	43	57%	43%
Small-scale fish processing	16	62%	38%
Large-scale processing (workers)	126	75%	26%
<b>Total</b>	<b>244</b>	<b>52%</b>	<b>48%</b>

Field research was conducted from March 2017 to May 2017 and involved field surveys and observations with 244 respondents aged 15-65 years old, 85% of whom were in the 26-55 age range and 66% had at least a junior high school diploma. Primary data obtained through interviews were analyzed descriptively using Google Form, and the results of the analysis were confirmed through FGDs, KIs, and local stakeholders' validation workshops. The study

employed GDF and considered USAID's six dimensions of gender analysis, namely, access and control; knowledge, beliefs and perceptions; practices and participation; time and space; legal rights and status; and power and decision making.

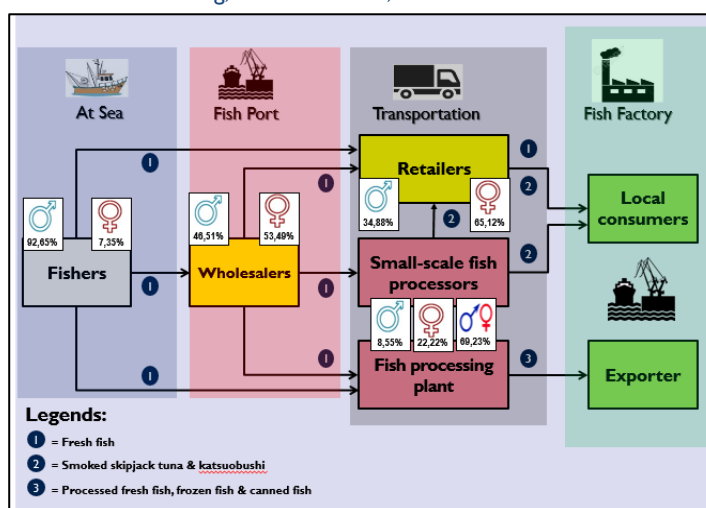
### Fisheries VC Map and Gender Differentials in VC Activities

Sex-disaggregated data from field research were used to produce maps showing gender representation and differentials in the VC for tuna fisheries in Bitung. In terms of gender representation, production is dominated by men, with male fishers far outnumbering female fishers, but women are well-represented in the other VC activities. (Figure 17)

Figure 18 shows the gender differentials along the tuna VC, which are further described below:

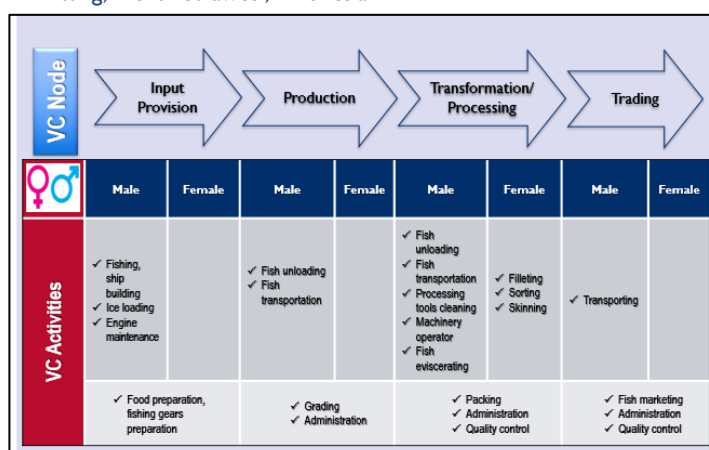
- At the input provision node, men take the responsibility for completing permits and documentation, preparation of provisions for fishing (fuel, water, food, cigarettes, fishing gear, ship building, engine maintenance),
- The production node is dominated by men, including fishing and fish handling at sea, fish loading/unloading and transportation, and procuring the block ice and crushing it into smaller pieces. The process of icing the fish is mostly done by men, but some women are also involved in this work.

Figure 17. Gendered VC map showing gender representation in tuna VC activities in Bitung, North Sulawesi, Indonesia



- In small-scale processing, fish purchasing and selling and financial management are usually performed by women, while men normally do the fish unloading and transportation, butchering, cleaning, slicing, clamping and smoking. In large processing plants, women mostly do the filleting, sorting and skinning, while men are primarily responsible for fish unloading and transportation, fish eviscerating, cleaning of processing tools cleaning and machine operations.
- The transportation and marketing of fresh and processed fish in large quantities is generally done by men; few women are engaged in these activities because of the physical demand of the job. But the retail selling of fresh and processed fish is generally done by women.

Figure 18. VC map showing gender differentials in tuna VC activities in Bitung, North Sulawesi, Indonesia



### Highlights of Findings Based on the USAID Gender Dimensions Framework

Using GDF, the research data were further analyzed to identify gender differentials across USAID’s six dimensions of gender analysis. Selected findings are listed in Table 14.

Table 13. Highlights of findings from gender analysis in Bitung, North Sulawesi, Indonesia based on USAID’s six dimensions of gender analysis

GA dimensions	Findings
Access and control	<ul style="list-style-type: none"> <li>• In capture fisheries, access to and control of assets are held by men because most of the fishing vessels are owned by men</li> <li>• In small-scale processing, women usually own the business and therefore have control over assets and who is allowed to access those assets.</li> <li>• In large-scale fish processing firms, access to and control of the company’s assets are mostly decided by men (almost all the managers are men).</li> <li>• In fish marketing, men and women share on almost equal terms access to and control of assets.</li> </ul>
Knowledge, beliefs and perception	<ul style="list-style-type: none"> <li>• Men have the knowledge pertinent to fish capture much more than women, but women predominantly hold the knowledge on fish processing and marketing.</li> <li>• There are societal beliefs and perceptions that women are unsuited to fishing and should be in a domestic role taking care of home and children.</li> </ul>
Practices and participation	<ul style="list-style-type: none"> <li>• Men do most of the work involving heavy lifting (such as transporting fish), while women do physically lighter work that requires attention to detail and persistence.</li> <li>• Women prefer to participate in social activities, such as “arisan” (regular social gathering where members contribute to and take turns at winning an aggregate sum of money).</li> </ul>
Time and space	<ul style="list-style-type: none"> <li>• The time spent by women and men in the tuna value chain is relatively similar.</li> <li>• Women spend more time than men in fish processing activities, but time spent in outdoor activities along the value chain (fishing, transportation fish and processed fish, and selling fish) is fairly even between men and women.</li> </ul>
Legal rights and status	<ul style="list-style-type: none"> <li>• There is no gender-discriminatory law that inhibits women from owning property, including fishing vessels. Women working in large-scale fish processing plants also face no constraints to exercising their legal rights and or improving their status. Overall, men and women have equal rights and legal status in all value chain activities.</li> </ul>

GA dimensions	Findings
Power and decision making	<ul style="list-style-type: none"> <li>The decision to go fishing is made by the vessel owner or the captain who is typically male.</li> <li>Decisions pertinent to small-scale fish processing is made by the business owner who is usually a woman; these include decisions on what fish to purchase and when, whether or not to recruit help, what processing methods to use, where and how to sell the processed fish, and generally how the business is run.</li> <li>Fish wholesale and retail businesses are mostly also owned by women; as business owners, these women hold positions of power and decision-making.</li> <li>All this suggests that, overall, men and women are relatively equal in terms of power and decision making.</li> </ul>

The study also identified opportunities and constraints for male and female actors along the value chains of both small-scale and large-scale tuna fisheries in Bitung. These are shown in Table 15 and Table 16.

Table 14. Opportunities and constraints in small-scale fisheries in Bitung, North Sulawesi, Indonesia

VC Activities	Opportunities		Constraints	
	Male	Female	Male	Female
<b>Marketing</b>	Market expansion (national/international), higher income		Market fluctuation, limited market, unregistered products (In Indonesia, food products must meet the requirements of the Indonesian National Standard (SNI), National Agency for Drug and Food Control (BPOM), halal)	
<b>Processing</b>	Product diversification, market expansion, by-product added, knowledge and skills development, funding assistance (from MMAF, MFO, other aid agencies, additional income source)		Lack of raw materials in Bitung due to fishing moratorium policy, low awareness of hygiene, limited capital, low knowledge and skills in fish processing (diverse fish products, handling, vacuum packaging). Some women's groups previously assisted by the International Fund for Agricultural Development (IFAD) no longer active.	
<b>Fishing</b>	Assistance from the government (e.g. MMAF/MFO (Marine Fisheries Office)/other aid agencies) on fishing gear and vessels	Additional income (i.e. grading)	Limited fishing vessels and gear, lack of capital and low entrepreneurial capacity, low knowledge and skills in fishing technology	
			Reluctance to get fishing permits	Less women's involvement in fish capture activities
<b>Input provision</b>	Operational cost reduction, fishing vessel registration thus increased fish price, information gained on fisheries regulation		Unregistered small fishing vessels, difficulties in obtaining fishing permits, low knowledge on fishing gears,	Poor handling of raw materials for fish processors
	Fish capture training	Administration of fishing permits and catch reports/ documentation		

Table 15. Opportunities and constraints in large-scale fisheries in Bitung, North Sulawesi, Indonesia

VC Activities	Opportunities		Constraints	
	Male	Female	Male	Female
Marketing	High demand/market for tuna and tuna-like species, government support for obtaining trading permits, increased job availability		Limited supply of tuna (due to seasonal factors, fishing moratorium policy), difficulties in meeting international quality and quantity standard	
Processing	More job availability		Lack of raw materials due to seasonal factors, fishing moratorium policy	
			Less conscientious	Absence women's group, women's underrepresentation high-level management, no support facilities for female workers (child care, breast feeding room, etc.)
Fishing	Investment in fishing vessels and gears, increased fish catch		Lack of capital	
Input provision		More job availability		Time constraints (due to multiple tasks)

## Gender Equality and Women's Empowerment Issues

The study highlighted the following gender quality and women's empowerment issues generally affecting the value chain actors in Bitung's tuna fisheries:

- Access to opportunities for both men and women is constrained by cultural/societal norms and gender stereotypes defined by the physical demands of a task -- for example, fishing and fish loading/unloading are tasks that are generally accessible only to men, while bookkeeping and other tasks requiring attention to detail are usually given to women.
- Limited access to raw materials and markets undermines the ability of small-scale fish processors to determine the price of *katsuobushi* (the processors rely on a monopoly buyer for this product).
- Societal expectations that women are primarily responsible for child care and home maintenance leave women little time for money-making activities.
- The scarcity of public transportation in the area gives women fish vendors no choice but to travel to the fish landing centers very early in the morning, thereby exposing themselves to security risks.
- Because of limited access to collateral, small-scale women business owners are unable to obtain credit to expand or upgrade their businesses, or to bring their products to more profitable markets such as the export market.
- Limited access to information, networks, extension and associations.

The study also highlighted those issues that are particularly relevant to USAID Oceans and categorized them more specifically into the USAID Oceans' areas of focus, as shown Table 17.

Table 16. Gender equity and women's empowerment issues affecting the tuna value chain in Bitung, North Sulawesi, Indonesia that are relevant to USAID Oceans' areas of focus

Categories	Issues/Problems/Gaps
CDT	<ul style="list-style-type: none"> <li>• Lack of or limited awareness of CDT among respondents</li> <li>• Need for training to engage women in CDT</li> </ul>

	<ul style="list-style-type: none"> <li>• Need to simplify CDT processes to make them easier especially for women and fishers with limited education to understand and follow</li> </ul>
Sustainable Fisheries Management/EAFM	<ul style="list-style-type: none"> <li>• Limited/less raw materials for women fish processors</li> <li>• Lack of knowledge on conservation affecting women's participation in sustainable fisheries</li> </ul>
Governance/institutional/political aspects	<ul style="list-style-type: none"> <li>• Absence of a national law on gender equality and women empowerment</li> </ul>
Industry	<ul style="list-style-type: none"> <li>• Still less women at level of decision making at commercial scale despite the fact that most of the workers are women – top managers are mostly dominated by men at the commercial scale despite the fact that most of the workers are women.</li> <li>• Women skills are less desired compare to men</li> </ul>

## Recommendations, Lessons Learned and Opportunities

The study puts forward the following recommendations for USAID Oceans and the various stakeholder sectors, as follows:

Party	Recommendations
USAID Oceans	<ul style="list-style-type: none"> <li>• Form a local and national organization for fisher women</li> <li>• Strengthen the existing group of women fish processors</li> <li>• Provide capital assistance to small-scale fish processors, small-scale capture fishers, and small-scale fish vendors through a linkage program with financial institutions</li> <li>• Provide marketing assistance for small scale fish processing products</li> <li>• Establish a continuing fostering/mentoring program to provide regular counseling and training in processing, marketing and group management to the fish processing sector</li> <li>• Promote equal roles for women and men in public decision-making at village, sub-district and city levels</li> <li>• Provide cold storage facilities for fish processors in Lembah</li> <li>• Support the development of an electronic CDT system by providing fishers, fish processors, and fish workers with CDT-related skills through training and incentives for compliance. Incentives in the form of capital to start or develop fisheries business activities or other funding should be assisted or monitored closely to ensure that the fund provided is effectively used to improve the livelihood of the target groups.</li> <li>• Empower fishers' and fish processors' groups through fisheries-related training or technologies that could improve their businesses</li> <li>• Assist in developing marketing network to improve the fisheries sector's bargaining power and access to market opportunities.</li> </ul>
Private sector industries	<ul style="list-style-type: none"> <li>• Accommodate in their product mix fish products from small-scale fish processors</li> <li>• Assist in forming groups of small-scale women fish processors</li> <li>• Equip fisheries stakeholders with technical skills in export standard methods</li> <li>• Assist fishers to achieve export quality products</li> </ul>
Educational and training institutions	<ul style="list-style-type: none"> <li>• Provide degree and non-degree training for coastal communities in fisheries-related science and skills</li> <li>• Provide skilled workers for industrial scale production</li> </ul>
Research institutions	<ul style="list-style-type: none"> <li>• Conduct gender research and analysis to better understand the roles and relationships of women and men in the fisheries sector and to promote sustainable fisheries development</li> <li>• Conduct research on quality and nutritional content of the products produced by the sector and the application of appropriate technologies for smoked fish production</li> </ul>

	<ul style="list-style-type: none"> <li>Undertake fisheries management research to inform fish processors' financial decisions and help achieve their financial objectives</li> </ul>
NGOs, civil society organizations, farmers' groups/associations, women's groups	<ul style="list-style-type: none"> <li>Develop network of women's groups to promote exchange of experience, skills and information on various fisheries related activities including market opportunities, prices, resources and financial assistance or support.</li> </ul>
Development assistance agencies	<ul style="list-style-type: none"> <li>Develop network of women's groups to promote exchange of experience, skills and information on various fisheries-related concerns including market opportunities, prices, resources and financial assistance or support.</li> <li>Provide assistance in the form of research, capital, training, information sharing, etc. to support coastal community empowerment.</li> </ul>
LGUs	<ul style="list-style-type: none"> <li>Monitor fisheries business activities to ensure product quality maintenance and business sustainability</li> <li>Provide fisheries-related training, skills, and technology extension services</li> <li>Conduct regulatory and enforcement activities</li> <li>Assist in finding financial support</li> <li>Assist the formation of fishers' and fish processors' self-help microfinance groups</li> <li>Foster fish processors' group through regular and continuous counseling and training in processing, marketing and group management</li> <li>Assist in obtaining business permits</li> </ul>
National government	<ul style="list-style-type: none"> <li>Issue regulations, laws and policies that take into account local conditions (e.g. in Bitung City)</li> <li>Monitor fisheries business activities to ensure product quality maintenance and business sustainability</li> <li>Provide fisheries-related training, skills and technology extension services</li> <li>Enhance coordination and collaboration among agencies and stakeholders through EAFM</li> </ul>

#### Lessons learned and opportunities?

- Women, whether in a group or as individuals, usually engage in alternative fisheries livelihood activities primarily to support their families and communities
- Income earned by women is more likely to help support family needs (food, education, health etc.)
- Women are key to motivating other women – Women are encouraged to try something new (e.g. a new fish processing technology) through the narratives and testimonials of other women, especially their peers.
- Livelihood support and training provided by government agencies and NGOs have provided a good platform for women to venture into business as a group and eventually develop into independent business owners.

## Open Forum Discussion

**Q:** *G. Silvestre* – In the Philippines, the social norm is for the wife to hold the family's purse strings, although of course there is discussion and consensus between the husband and the wife on how the family resources should be spent. What is the social context relevant to power relations between genders in your study site? Would there be questions about efforts to compensate women for their economic contribution because it's the woman who controls the money anyway?

**A:** *Dr. Reiny Tumbol* – It's very similar. The wife holds the money but the decision to spend is made jointly by the husband and wife.



Dr. Spratt – I have to push you a little bit, because holding the purse strings does not mean having the power to decide how the family resources are going to be used. You really have to dig deeper into what control of resources means in the household. It’s not about women having the responsibility for managing the budget, but about who makes the final decision about big resources and big assets being bought and sold. Women may have a lot of control around the edges but in countries where there is gender inequality – and that includes virtually every country in the world – women rarely have equal control over big assets and big decisions about financing. For both the Philippines and Indonesia, you want to look at the value chain and occupational sex segregation up the value chain where there’s lower incomes and less status. You’re most likely going to see more women at the lower end of the value chain, and fewer and fewer women as we go up the value chain. One of the challenges for this project is how to move women into the higher levels of the value chain, so it is useful to know not just that men and women are present, but what percentage of men and women are there.

## 2.1.9 Session 7: Exercise on Prioritizing Gender Gaps and Developing Gender-Sensitive Indicators

For this session, the room was divided into eight groups of between four and five members each. The groups were given handouts that listed 10 gender inequalities identified in the Philippines gender analysis, and also 10 gender inequalities identified in Indonesia’s gender analysis. Groups 1 to 4 were instructed to review and discuss the Philippines’ list, while Groups 5-8 would work on Indonesia’s list. The object of the exercise was for each group to:

- Identify three priority gaps that they believed could impede the achievement of USAID Oceans’ goals;
- Develop 1-3 indicators to track progress on closing each of the priority gender gaps;
- Present in plenary the priority gaps and explain why they were chosen (how would they impact program implementation?); and
- Present the indicators.

Dr. Spratt facilitated the session and provided a keynote reiterating the necessity of having a gender analysis and gender-sensitive indicators, and integrating these in the project design and program cycle.

The outputs from this session are captured in Table 18 and Table 19 below. Dr. Spratt noted the focus on gaps in capacity building and access to information resources – “the issues that were identified as holding women back” – and several indicators that measure change in gender disparities. Outcomes or the change that is desired as a result of implementing an implementation “is really the best kind of indicator, but sometimes all you can get are outputs, which is OK too,” she said.

Dr. Spratt also noted overlaps among the groups, “which makes sense because you’re all working on the same project despite the fact that you’re coming from different countries.” She added: “That’s your strength – despite coming from different countries you’re seeing the overall constraints.”

Table 17. Priority gaps and indicators for General Santos City, Philippines

Priority gaps	Indicators	Additional comments
Access to information and opportunities for training and capacity development	<ul style="list-style-type: none"> <li>• Number of trainings achieved by men and women</li> <li>• Number of women trained in CDT, EAFM</li> </ul>	<ul style="list-style-type: none"> <li>• The indicators should be measurable and comparable among different value chain nodes</li> </ul>
Processors are not aware of market price information	<ul style="list-style-type: none"> <li>• Number of women engaged in CDT and EAFM training or processing Ability to participate in CDT or EAFM effectively</li> </ul>	

Priority gaps	Indicators	Additional comments
<p>Female traders have less access to profitable markets (than male traders)</p> <p>Cultural beliefs and perceptions that women are not good in fishing and bring bad luck if they join the fishing trip.</p>	<ul style="list-style-type: none"> <li>• Ability of women's groups to use the CDT system for their business</li> <li>• Average number of training hours, disaggregated by gender, age group and also by value chain node</li> <li>• Increase in knowledge, e.g. pre- and post-test/assessment of training showing changes in scores</li> <li>• Women in government offices doing more extension services to train women at the community level and empower them to move up to a more commercialized scale</li> <li>• Gap reduced between bigger players and smaller players in the community in terms of access to information and opportunities to training and capacity building</li> </ul>	
<p>Stereotyping of roles for both sexes, i.e. men for physical and women for detailed and light work could be a barrier to achieving people's potential (including in fisheries management roles)</p>	<ul style="list-style-type: none"> <li>• Before and after survey of the perceptions on gender roles</li> <li>• % of women involved in fishery management, specifically in law enforcement/monitoring, control and surveillance (MCS)</li> </ul>	<ul style="list-style-type: none"> <li>• Stereotyping prevents either sex from valuable opportunities and limits their potential</li> <li>• Training is necessary and can be measured easily within a short time.</li> </ul>
<p>Lack of women participation at the policy level, program design and project cycle in fisheries</p>	<ul style="list-style-type: none"> <li>• No. of women who participated in the program</li> <li>• Change in role of women, e.g. women having greater leadership role, women feeling empowered, and women contributing to change</li> <li>• Percentage increase of women participating at the policy level – in some countries, the law requires a certain number or percentage of legislative seats to be reserved for women</li> </ul>	<ul style="list-style-type: none"> <li>• Their inability to participate at the policy level makes it harder for women to participate in other aspects of society and the economy. Effective policy and good governance should come first as drivers of change.</li> <li>• Women can play a key role in developing policy and giving voice to the concerns of women and other underrepresented sectors</li> </ul>
<p>Absence of women's groups and organizations and women champions at the community level</p>	<ul style="list-style-type: none"> <li>• Number of women groups organized</li> <li>• Number of women champions identified</li> <li>• Increase in number women's groups</li> <li>• Increase in number of women champions</li> <li>• Specific difference/change these groups/champions have made/achieved</li> <li>• % increase in women's income within two years</li> <li>• Number of women leaders recognized in the community</li> </ul>	<ul style="list-style-type: none"> <li>• Organizing women helps to empower them</li> <li>• We need women champions who can proactively and aggressively promote women's empowerment.</li> </ul>

Table 18. Priority gaps and indicators for Bitung, North Sulawesi, Indonesia

Priority gaps	Indicators	Additional comments
<p>Stereotyping of roles for both sexes, i.e. men for physical and</p>	<ul style="list-style-type: none"> <li>• % of women getting a license to operate a fishing vessel</li> </ul>	<ul style="list-style-type: none"> <li>• A male-dominant culture especially among Asian</li> </ul>

Priority gaps	Indicators	Additional comments
women for detailed and light work could be a barrier to achieving people's potential (including in fisheries management roles)	<ul style="list-style-type: none"> <li>• % change in roles of women and men for different tasks</li> <li>• (I) Improve women's confidence to be able to speak out in front of the group or show their skills/expertise/competence</li> <li>• Number of trainings or capacity building activities for women / increase in knowledge among trainees (pre-test versus post-test)</li> <li>• Participation rate among women in different kinds of jobs/activities</li> <li>• Improved ability/confidence of women to speak to financial institutions to find funding, e.g. for their business</li> </ul>	<p>countries that the man should always come to the woman's rescue sometimes deprives women of the opportunity to develop their potential and show that they can be as capable as men.</p> <ul style="list-style-type: none"> <li>• People have poor access to financial resources because of gender stereotyping by financial institutions.</li> <li>• Economic empowerment is a way to counter some of these cultural beliefs</li> </ul>
Women have poor access to financial resources due to limited or no collateral. Financial institutions are not interested to finance too small-scale businesses. Lack of financial support to women limits them from upgrading their fisheries businesses and therefore they are not able to form sustainable and viable fish trade especially when it comes to the export of fish and other fishery products.	<ul style="list-style-type: none"> <li>• % of women who gained access to financial resources or support</li> <li>• Number of women who obtained loans from financial institutions</li> <li>• % change in number of women who understand the importance of having collateral or assets</li> <li>• % change in number of men who are more open to women having greater access to assets.</li> </ul>	<ul style="list-style-type: none"> <li>• Traditionally collaterals or assets are owned by the head of the family, who is usually male.</li> </ul>
Conflict between women's reproductive and productive roles prevent them from participation in other activities such as the community/social and economic (family-work-personal life imbalance)	<ul style="list-style-type: none"> <li>• % of women participating in community/social and economic activities</li> <li>• Time spent in the activities</li> </ul>	
Women having limited access to information, networks, extension and associations to further their business activities (including CDT, EAFM)	<ul style="list-style-type: none"> <li>• % increase in number of women participating in trainings</li> <li>• Numbered of women actively involved in associations</li> <li>• % change/increase in knowledge, ability to access more info</li> </ul>	<ul style="list-style-type: none"> <li>• Active participation should be clarified – what does “actively involved” mean?</li> </ul>
Few women at the decision-making level despite the fact that most of the workers are women	<ul style="list-style-type: none"> <li>• Number of women in leadership positions</li> <li>• Increase in number of women in leadership positions</li> </ul>	<ul style="list-style-type: none"> <li>• Having access to information and finances to grow small businesses is also key to raising women up to higher levels of decision making within the industry.</li> </ul>

## 2.2 DAY 2 PROCEEDINGS

The second (and final) day of the workshop opened with a recap presentation by Dr. Lando of previous full day of discussions that included three main sessions consisting of seven plenary presentations and four simultaneous small group discussions with plenary feedback.

The first six plenary presentations were from USAID Oceans partners about their “gender in fisheries” programs and comprised the first main session of the day. The seventh presentation – a “learning session” on EAFM preparatory to the USAID Oceans Southeast Fisheries Management Planning Workshop that followed this gender workshop – was the workshop’s last main session. In between were the small group discussions and plenary feedback, which made up the second session focused on USAID Oceans’ gender strategies implementation.

### 2.2.1 Recap of Day 1 and Overview of Day 2

Dr. Lando provided a recap of day one and an overview of the participants profile and outputs from the expectations exercise conducted at the start of the workshop (Section 2.1.3). The participants profile and expectations are shown in Annex VI.

Dr. Lando also presented an overview of the day’s activities.

### 2.2.2 Session 8: Partner Organizations’ Initiatives on Gender in Fisheries

This session consisted of six presentations, as follows:

- SEAFDEC’s Gender Mainstreaming Activities
- CTI-CFF Women Leaders’ Forum: Empowering Women in Marine Conservation
- SEAFish for Justice: Encouraging Fisheries Justice – Lobby Notes
- Oxfam’s Fisherfolk Community Enterprise: How Women’s Economic Empowerment Helps Strengthen Community Advocacy
- National Network on Women in Fisheries in the Philippines (WinFish)
- USAID Asia Counter Trafficking in Persons (CTIP) Project

#### Agenda:

- Recap of Day 1 and Overview of Day 2
- Session 8: Partner Organizations’ Gender in Fisheries Initiatives
- Session 9: USAID Oceans Gender Strategies Implementation
- Session 9A: Group Discussions
- Session 9B: Presentation of Highlights of Group Discussions
- Session 10: Ecosystems Approach to Fisheries Management (EAFM) Learning Session – Orientation for EAFM Workshop on 23-25 August 2017
- Wrap-up and Next Steps
- Closing Session

#### ➤ **Presentation: SEAFDEC’s Gender Mainstreaming Activities**

*Presented by Ms. Jariya Sornkliang, SEAFDEC Gender Focal Person*

#### **About SEAFDEC**

SEAFDEC was formed in 1967 “to develop and manage the fisheries potential of the region by rational utilization of the resources for providing food security and safety to the people and alleviating poverty

through transfer of new technologies, research and information dissemination activities.” Members include the 11 ASEAN Member States (AMS) and Japan.

The organization is made up of a Secretariat office established in 1969 in Thailand, and five departments located in five countries as follows:

- Training Department (TD), Thailand (est. 1968)
- Marine Fisheries Research Department (MFRD), Singapore (est. 1969)
- Aquaculture Department (AQD), Philippines (est. 1973)
- Marine Fishery Resources Development and Management Department (MFRDMD), Malaysia (est. 1992)
- Inland Fishery Resources Development and Management Department (IFRDMD), Indonesia (est. 2014)

SEAFDEC’s gender initiatives are part of the AMS’s commitment to meet international development goals and principles on gender equality, including:

- Millennium Development Goal (MDG) 3: Promote gender equality and empower women
- Sustainable Development Goal (SDG) 5: Achieve gender equality and empower all women and girls
- FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries (SSF) – Guiding Principle 4: Gender equality and equity is fundamental to any development. Recognizing the vital role of women in small-scale fisheries, equal rights and opportunities should be promoted

In addition, SEAFDEC’s funding partners, including USAID, the Sweden Government, UNEP and GEF, require gender mainstreaming to be a central criterion in project design, implementation and evaluation.

In compliance with these requirements, SEAFDEC started to collect sex-disaggregated data on the number of participants on SEAFDEC meeting or trainings in 2013 and, in 2015, designated a focal point on gender. Capacity building for the gender focal point and other SEAFDEC staff began in 2016 and remains in place as a continuing program for the organization.

### **Capacity-building Program for SEAFDEC Staff**

Capacity-building for SEAFDEC staff is undertaken either through training organized by SEAFDEC or its partner organizations, or by sponsoring staff to attend relevant activities, programs or events organized by other organizations. For example, in July 2016, Oxfam organized a gender workshop especially for six staff members of SEAFDEC who work with the community in SEAFDEC’s project sites. In September 2016, the gender focal point participated in discussions on gender analysis and monitoring with the national gender focal point for Lao PDR and the Mekong River Commission (MRC) gender expert, and early this year in January, a core staff of nine, including the gender focal point, had intensive training in gender analysis and monitoring.

As part of their development of gender workers, key SEAFDEC staff also participated in gender meetings and other activities around the region, including:

- GAF6 and IIAFAF (August 2016)
- 8<sup>th</sup> Philippines National Conference on Gender and Fisheries (September 2016)
- FAO Experts Workshop on gender-equitable small-scale fisheries in the context of the implementation of the SSF guidelines (November 2016)
- WoCAN Gender Equality Workshop (19 Jan) and Training Course for Senior Management Level (January 2017), through the support of the Embassy of Sweden

The capacity building program is not limited to the core staff: a major objective of the program is to mainstream and integrate gender into all levels of the SEAFDEC organization through in-house gender training for all SEAFDEC staff. The first such training – a workshop on gender awareness and gender

mainstreaming – was held in July 2016, with 24 SEAFDEC personnel participating. In April 2017, the SEAFDEC-Sweden Project organized another training on gender sensitivity attended 89 percent of SEAFDEC staff (93 out of 130 staff members), 23% of whom were women.

A second gender awareness and gender mainstreaming workshop was held on 21 April 2017. The one-day workshop was attended by 10 participants, including five new hires to the SEAFDEC organization and the Regional Fisheries Policy Network (RFPN).

### Capacity-building Program for Member Countries

Capacity-building for member-countries has not fully started but as an initial step, SEAFDEC has integrated “gender in fisheries” into its Training Course on Facilitating Fisheries Information Gathering through the Introduction of Co-management and Community-based Fisheries Management. The training was conducted in September 2016 in Lao PDR, with positive participant feedback.

### Work Plan to Integrate Gender at SEAFDEC in 2017

The work plan to integrate gender at SEAFDEC is being implemented in cooperation with the International Union for Conservation of Nature (IUCN), Stockholm Environment Institute (SEI), USAID Oceans and other partners. SEI-IUCN will cover South Asia, while SEAFDEC will work in Southeast Asia.

Activities for 2017 under the SEAFDEC-USAID Oceans Partnership are shown in Table 20. For the SEAFDEC-Sweden Support program, the work plan includes the following activities:

- Organize a small event among partners to discuss steps to monitor and assess improved gender involvement and social well-being
- Review/research social profiles, livelihood opportunities and market channels in Myanmar communities in Kaw Thoug and across the border in Ranong, Thailand.
- Regional workshop for the implementation of the SSF Guidelines in Southeast Asia to promote gender and human rights in SSF.
- Expert meeting in support of the SSF Guidelines with a special focus on the implications and usefulness of a Human Rights Based Approach and to ensure gender equity in the process.
- Other Gender/Social including SEAFDEC Gender policy development and continue capacity building program.

Table 19. 2017 Work Plan under the SEAFDEC-USAID Oceans Partnership

No.	Activities	Date
1.	Inception Workshop on Gender in Tuna Value chain in General Santos	9-12 Jan 2017
2.	Integrated Stakeholder Consultation Workshop in General Santos City, Philippines	21-23 Feb 2017
3.	Integrated Stakeholder Consultation Workshop, Manado, Indonesia	12-17 June 2017
4.	2 <sup>nd</sup> Regional TWG Planning Workshop	12-14 July 2017
5.	Regional Gender Workshop, Bangkok	21-22 Aug 2017
6.	Regional EAFM Planning Workshop, Bangkok	23-25 Aug 2017
7.	Multi Stakeholder Consultation Workshop, Songkhla, Thailand	28-29 Aug 2017
8.	Women Leaders' forum workshop, Bali, Indonesia	2017

### Opportunities

Having a gender focal point and access to a gender network and many gender experts represent an opportunity for SEAFDEC to advance its gender agenda and move forward effectively with mainstreaming and

integrating gender into its programs and organization at all levels. To further assist this process SEAFDEC needs to:

- Gain experience in gender analysis for SEAFDEC staff working in the field
- Organize gender training for member-countries)
- Promote gender integration in project planning process
- Encourage SEAFDEC and SEAFDEC member countries to work on gender issues in fisheries to fulfill the area of work within Southeast Asian Countries
- Create success stories in gender mainstreaming under the SEAFDEC program

➤ **Presentation: CTI-CFF Women Leaders’ Forum: Empowering Women in Marine Conservation**

Presented by M.s. Jasmin Mohd Saad and Ms. Hesti Widodo

**About CTI-CFF**

CTI-CFF (also known as CTI) is a multilateral partnership of six countries (Indonesia, Malaysia, Philippines, Papua New Guinea, Solomon Islands, Timor-Leste) working together to sustain coastal and marine resources in an area known as the world’s “bullseye of marine biodiversity” based on a Regional Plan of Action (RPOA) focused on five goals around seascapes, EAFM, marine protected areas (MPAs), climate change adaptation, and threatened species.

Activities are coordinated in each country by a National Coordinating Committee (NCC), and most of the countries would have a TWG for each of the five goals. At the regional level, coordination is through a mechanism that includes a Council of Ministers (COM), Committee of Senior Officials (CSO), Regional Secretariat, TWGs that take care of the five goals, and governance working groups that address concerns on financial resources, monitoring and evaluation and coordination. In addition, there are four mechanisms to address cross-cutting themes: WLF (gender equality and women’s empowerment), local Local Governance Network (local governance), Regional Business Forum (public-private partnerships), and capacity building. These cross-cutting mechanisms are previously and currently supported by the Coral Triangle Center (CTC).

The Initiative is supported by contributions from the member-countries based and development partners that include The Nature Conservancy (TNC), World Wide Fund

Figure 18. Map showing the Coral Triangle region recognized as the most biodiverse reef region in the world

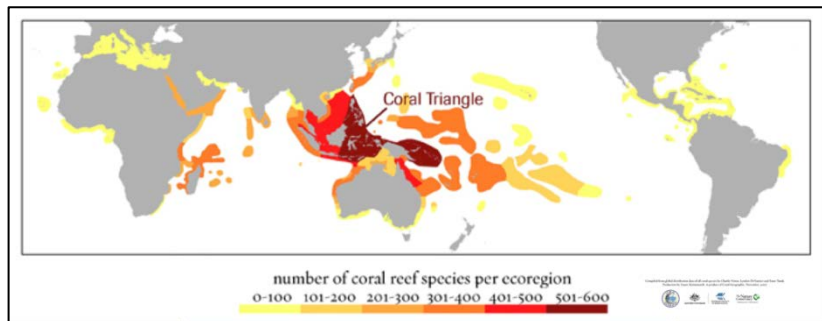
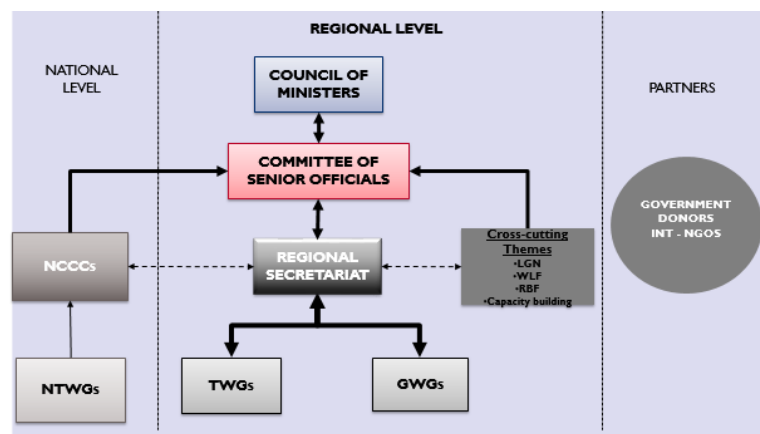


Figure 20. CTI-CFF governance structure and coordination mechanisms



for Nature (WWF), Conservation International (CI), Asian Development Bank (ADB), CTC and other international organizations.

To maintain high-level political commitment, the COM is convened every two years, and there is annual meeting of the CSO to review the implementation of the RPOA and provide recommendations for the COM.

With respect specifically to gender, gender measures have been incorporated into the CTI Monitoring and Evaluation Manual. The CTC is working with the WLF focal points to prepare appropriate indicators for submission to the next CTI Monitoring and Working Group Meeting.

The WLF is the main mechanism recognized by the CSO for regional learning exchange on gender and women's concerns, although it does not have an approved Terms of Reference (TOR) yet and thus remains an informal grouping under the CTI-CFF. It is currently chaired by Indonesia, with the CTC serving as Secretariat, regularly coordinating updates, activities and capacity building and funding for projects. Coordination is mainly through conference calls convened and supported by TNC. Support provided by the USAID-US DOI-CTC partnership has enabled the conduct of WLF activities in each of the Coral Triangle country and is key to mobilizing resources to support WLF activities at the regional and national level.

### **About WLF**

WLF is a peer-learning network for women who play key leadership roles in sustaining the marine resources in the Coral Triangle role. It serves as a venue for recognizing the achievements of grassroots women leaders who are championing marine conservation in the six Coral Triangle countries, and as a platform to build the capacity of women to take leadership roles in preserving and sustaining the region's unique marine and coastal resources.

Early in the establishment of WLF, CTC brought together 12 women from the six CTI countries on a trip to the U.S. to attend a leadership training – these women continue to serve as the regional leaders for WLF.

At the grassroots level, WLF has six women champions who are working not only in marine conservation but also in health, law enforcement and other community concerns. In May 2014, when WLF was launched in Manado, Indonesia, these women champions were honored and awarded a small grant of US\$3,000 to carry out marine conservation and sustainability projects in their communities. To this day, they continue to lead activities on the ground in their communities, and inspire replication in other communities.

Some activities undertaken under WLF since its launch in 2014 are as follows: MPA Fundamentals Training and

Marine Tourism Awareness Nino Konis Santana (November 2014), Timor-Leste; Earth Hour Awareness Talk (March 2015) and 1<sup>st</sup> capacity building workshop for the Malaysian Women Leader's Forum attended by 15 women leaders (October 2016), Malaysia; and Women Leaders in Biodiversity Forum (July 2015), Philippines.

### **CTI-CFF Women Leaders Learning Forum and Mentorship Program (2017-2018)**

Looking ahead, CTC is rolling out a new program together with the CTI-CFF Regional Secretariat and NCCs, USDOJ, SEAFDEC and USAID Oceans to build the next generation cadre of women leaders from the Coral Triangle countries who are empowered to lead marine conservation programs in support of the CTI-CFF goals. Lessons learned from the WLF experience in terms of capacity gaps, access to training and capacity building, and the role of grassroots women and WLF as a medium for sharing and learning will be applied through an 18-month inter-generational learning program that aims to pass on knowledge from senior marine conservation women leaders to early career women who show both potential and interest in developing leadership qualities.



The program involves the following broad steps:

- Selection
- Regional training
- Implementation and small grant mentoring
- Capturing and sharing lessons

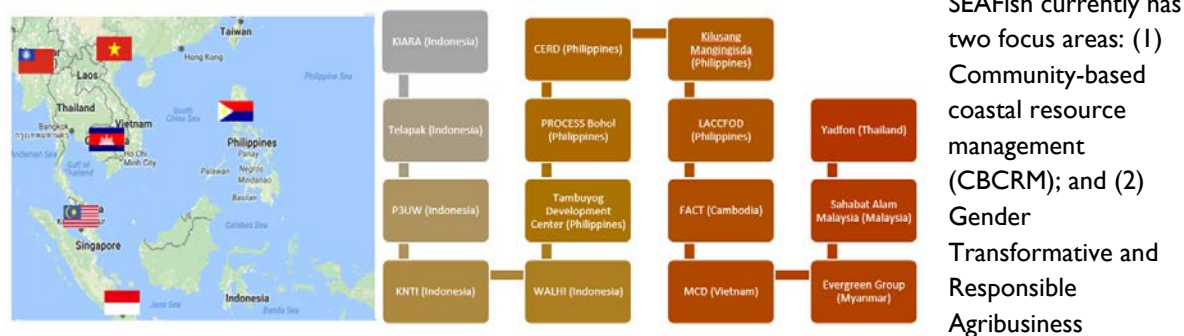
## ➤ **Presentation: SEAFish for Justice: Encouraging Fisheries Justice – Lobby Notes**

Presented by Ms. Susan Herawati Romica, Regional Coordinator for SEAFish for Justice

### About SEAFish for Justice

SEAFish for Justice is a regional coalition of 15 NGOs and civil society organizations (CSOs) representing more than six million small-scale producers in Southeast Asia to develop a regional and international lobby, advocacy, and campaign platform on fisheries issues.

Figure 19. SEAFish for Justice members and countries covered



Investment in Southeast Asia (GRAISEA).

These are two very different areas: CBCRM is about coastal resources, taking into cognizance that women play a major role in coastal resource management, especially in mangrove conservation, management and sustainable use in Cambodia, Indonesia, Malaysia and the Philippines.

On the other hand, the focus of the GRAISEA Project is, first, aquaculture and, second, the fishing vessel – or the fish hold in the fishing vessel.

### Women in Fisheries

At least 84 percent of people worldwide directly engaged in the fisheries and aquaculture primary sector in 2014 were in Asia. Thirty-two percent – or about 18 million – were engaged in fish farming, and 96% of them were in Asia. It is estimated that, overall, women accounted for more than 19 percent of all people directly engaged in

the fisheries and aquaculture primary sector and when primary sector engagement and secondary sector engagement are combined, women made up 47% of the workforce.<sup>3</sup>

A 2008 study conducted in Indonesia by SEAFish revealed that:

<sup>3</sup> FAO. 2016. The State of World Fisheries and Aquaculture 2016. Contributing to food security and nutrition for all. Rome. 200 pp.

- The situation and role of women are unrecognized and unsupported by policy and programs.
- Women often receive lower daily wages than the men for similar labor.
- When a woman is pregnant, the company pushes her to resign
- Women continue to carry the burden of running the household even when they are fully employed outside the home and so are unable to take part in training programs.
- Women are not always recognized as having the right to own land.
- Women who work in aquaculture ponds or fish processing may be exposed to reproductive (e.g. chemical) or other health hazards that are often not recognized.
- The woman's potential to contribute in a meaningful way to aquaculture and food security is constrained by societal limitation on their participation in certain value chain activities

The same study indicated that fisherwomen contribute about 48% of the family's income, with those in capture fisheries working about 17 hours per day, compared to those in aquaculture who work 15 hours per day. Declining fish catch, whether due to overfishing, increased frequency of extreme weather events, global warming or other factors, is putting a lot of burden on women in terms of ensuring the economic well-being of the family. In Cambodia, the study indicated that, increasingly the wives and children are participating directly in fishing activities to ensure that the family has enough fish for food or for sale.<sup>4</sup> Moreover, the loss of coastal forests have a specific effect on indigenous women who use the forest as a source of traditional medicines.

### **Women in the Seafood Sector**

Studies describe the general situation of women in the seafood sector as follows:<sup>5</sup>

- Women engaged small-scale capture fisheries are mostly involved in pre- and post-harvest activities such as food preparation, mending nets, preparation of baits, processing, and marketing of fish catch.
- Women usually work behind the scenes with lack access to information and training on how to improve their existing productive capacities.
- Availability and access to support services such as health, maternal care, child care, early childhood education, and reproductive health are often inadequate or lacking in coastal communities, causing multiple burdens for women.
- Despite women's active involvement in aquaculture activities, they remain less appreciated and unrecognized. Women cannot make major decisions concerning aquaculture operations, and are often excluded from projects and training that would equip them to increase productivity.
- The lack of basic services due to inefficiencies in government service delivery, lack of social protection, and additional responsibilities in the home because of male migration have increased the vulnerability and workloads of women and young girls in fishing communities.

One recommendation that came out of the studies is to advocate/promote the introduction of a gender perspective in the Southeast Asian Shrimp Aquaculture Improvement Protocol (SEASAIP).

### **Violations of Human and Labor Rights**

SEAFish has also conducted a study on human rights violations in fishing vessels (2016) and found that, although it is mostly the men who man fishing vessels, the woman is also impacted when her husband

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<sup>4</sup> FACT. 2008. Women in Fisheries in Cambodia: A Case Study in Kampong Phluk in Tonle Sap Lake

<sup>5</sup> FACT, et al. 2008. Case studies to understand the specific situation of women in Southeast Asia's seafood sector. FACT (Cambodia), KIARA and WALHI (Indonesia), MCD (Vietnam) and PROCESS-Bohol, CERD, and Tambuyog Development Center (CERD).

becomes a victim of human rights violations as she must assume sole responsibility for the family. Often, she is forced to turn to loan sharks, even at the risk of victimization. Also, if the husband owes the agency money, the agency will chase the wife, even though the contract is between the agency and the husband.

The research documented the stories of workers from the villages of Kasuari and Boneoge in Indonesia, and Irrawady region in Myanmar, who boarded vessels that also employed workers from Thailand, Cambodia and Laos PDR. For example, in Indonesia, the recruiter or the employment agency usually keeps the workers' passports. Workers are forced to work long hours to meet the ships' production targets, and are unable to get sufficient rest. They are not given enough food, drinking water and medicine and, when they complain, they are either threatened or subjected to physical or verbal abuse. They do not have the right to speak. In order to survive, many workers have learned to become submissive.

In Myanmar, the fish workers are trafficked and there is no labor union for fish workers yet. Fish workers from Myanmar claim to experienced forced confinement, forced labor, non-payment of salaries, excessive working hours, and psychological and physical abuse amounting to torture.

These incidents expose the weakness of the protection offered by the ASEAN to their citizens working in fishing vessels. KIARA has sought to mitigate the women's situation by organizing "fisherwomen sisterhoods." There are 14 such sisterhoods of women helping other women.

### **ASEAN-wide Action on Seafood**

- The Strategic Plan of Action for ASEAN Cooperation on Fisheries for 2016 to 2025 shows that bulk of ASEAN's initiatives are ultimately focused on enhancing the region's competitiveness in the global market and in strengthening the ASEAN Economic Community (AEC).
- It does not have concrete action plans to address cases of gross human and labor rights violation in the seafood supply chain.
- Creating a truly inclusive, progressive and sustainable ASEAN community means ensuring that stakeholders, especially those most vulnerable, get their fair share from economic output and growth.
- In 2015, ASEAN adopted the Good Aquaculture Practices. The GAqP provides guidelines in four areas namely (i) food safety (ii) animal health and welfare (iii) environmental integrity and (iii) socio-economic aspects.
- The section on socio economic aspects contains provisions related to the responsible treatment of workers in line with the national rules and regulations of ASEAN Member States, and relevant ILO conventions; labour and gender discrimination.
- In November 2016, the ASEAN Intergovernmental Committee on Human Rights (AICHR) conducted a seminar on how to integrate CSR and human rights principles in business operations.
- Ensuring the private sector in the seafood sector respect labors and human rights is critical to addressing some of the challenges confronting workers and fisherfolks in the industry.

### **Recommendations**

- Develop a five-year program that provides a range of support aimed at promoting economic empowerment of women in the fisheries sector and integrate this into Strategic Plan of Action for ASEAN Cooperation on Fisheries for 2016 to 2020.
- Develop a regional action plan to implement the UN Guiding Principle on Business and Human Rights, including in the fisheries sector.

- Encourage AMS's to adopt and implement Work in Fishing Convention of 2007, which provides for the protection of workers and fishers in fishing vessels.
- Ensure that civil society organizations, especially women's groups, are represented in ASEAN decision-making processes related to the fisheries sector.

(Note: KIARA is holding a symposium and festival for fisherwomen on 9 September 2017.)

## ➤ **Presentation: Fisherfolk Community Enterprise: How Women's Economic Empowerment Helps Strengthen Community Advocacy**

*Presented by Preeyaporn Atthaporn (Oxfam in Thailand)*

### **About GRAISEA**

GRAISEA is a project under Oxfam's Food Justice Programme that aims to improve the living standard of small-scale producers and empower women leaders to become strong market and entrepreneur. In Thailand, it is currently being implemented in four provinces involving 160 fisherfolk households, and will be expanding to one more province by the end of the year.

The program creates women-led fisherfolk enterprises, focusing on strengthening women through economic activities

GRAISEA works directly with fishers to promote sustainable fishing practices, prevent overfishing and protect the environment. A key component is the development of fisherfolk women-led social enterprises that buy directly from local fishers, ensuring a fair price. The project has established the Blue Brand, a standard for small scale fisheries guaranteeing consumers safe responsibly sourced seafood while sharing the profits with the fishers, raising not only fishing standards, but also the women's confidence levels. Oxfam enhances their business skills and product expertise by conducting workshops in the communities.

### **Gender Analysis**

A baseline gender analysis conducted to inform program planning and implementation showed that:

- Men and women have relatively equal access to and control over assets (land, house, fishing boats, big economic animals)
- Women are in higher debts because of their traditional role as caretakers of the household; when the family has no money, they are the ones that have to go out to borrow money from others. And women are said to have better communication skills, and more able to get loans than their husbands.
- While women have to cope with the family's day-to-day needs, men are able to focus on long-term adaptation and conservation projects aimed at improving marine resources.
- Both are overworked, but women work more hours. As well as going out to sea with their husbands, women also have to do domestic work, take care of the children, manage household finances, and if there is not enough money they also have to do the supplementary work to augment the family's income from fishing.
- Men have more power to decide on expenses related to fishing, i.e., they make the decision on whether or not to buy fishing gear and what fishing gear to buy. Women lack opportunity to exercise their skills in critical thinking and business development, or to even express their opinions.
- Both women and men devalue women by not recognizing that women are contributing equally to the family's income.

The project has been documenting the experience and has seen qualitative proof of women gaining more confidence in assuming leadership roles because of their engagement in the enterprise. The fisherfolk

enterprise has enabled women to improve their capacities and skills, which has in turn increased their confidence level, and raised their status in the community and at the household level. It has also enabled the women to participate more in marine resource conservation and discussions about fishing issues, which have always been the men's sphere.

### **Lessons Learned and Opportunities**

- The main lesson is that gender concerns should not only be mainstreamed but integrated into enterprise development:
  - Hands-on experiences and capacity building for business operation help increase women's self confidence
  - Economic leadership can enhance women's status in the community and household
  - Workshops should provide room and opportunities for women to practice their skills, for example, in public speaking
  - Business viability lays a good foundation for gender changes – When the women's role or status in business improves, they gain greater respect in the community. In many cases, addressing gender inequality in this indirect manner is more effective than strategies that confront gender issues head on, which may encounter resistance.
- The fisherfolk enterprise model is an effective advocacy tool for community mobilization to unite different groups in the community and beyond. It serves as the point of engagement for different groups of people to mobilize collectively for marine resource management
- Viability of the enterprise is a deciding factor for promoting community mobilization and the application of the Blue Brand Standard.
- The project area should be selected based on local needs and context. Different areas may require different interventions.

### **➤ Presentation: National Network on Women in Fisheries in the Philippines (WinFish)**

*Presented by Dr. Alice Carolino*

#### **About WinFish**

WinFish is a non-profit organization founded in 2000 to promote a gender-fair society and a gender-responsive fisheries sector, with the following goals and objectives:

##### *Goals*

- Recognition and appreciation of the role of women in nation-building through their participation in fisheries-related activities
- Women in the fisheries sector organized for advocacy and networking activities
- More focused direction for fisheries-related activities of women in partnership with men

##### *Objectives*

- To increase awareness of women's role in fisheries
- To enhance gender sensitivity among individuals and institutions involved in fisheries, especially those in government
- To promote information exchange among members and interested individuals and institutions
- To initiate and conduct gender-related activities through individual and collaborative approaches

- To improve women's quality of life especially in the fisheries-involved communities through advocacy and networking

### **Gender Analysis Strategy Interventions**

Several studies have been done on Philippine tuna fisheries, but no gender lens was applied on any of them, so the value chain was gender-blind. To do the gender analysis, WinFish applied a strategy that included the following interventions:

- Gender-sensitizing value chain players and enablers
- Identifying, recognizing and engaging gender champions especially in local communities
- Using gender-sensitive methodologies/approaches
- Engendering the value chain
- Tapping local gender experts for assistance

### **Opportunities and Lessons Learned for Value Chain Upgrading**

Findings from the gender analysis revealed several opportunities for upgrading the Philippine tuna value chain. For example:

- Wives of fishers tend to have a relatively high level of education, which makes them trainable in terms of the skill sets that add value to their participation in fisheries.
- There is increasing involvement of men in reproductive tasks and this has released time for wives to engage in more empowering activities
- Women have experience in negotiating loans which can be harnessed for responsible livelihood borrowing – Generally, money lenders tend to trust women more because of a common perception that when the husband gets a loan, a good portion of it goes to liquor, cigarettes and other vices, while his wife uses all of the money for the household.
- Positive perceptions and beliefs about women traders could pave the way for more women entrepreneurs – Female traders are said to be more trustworthy than their male counterparts.

Lessons learned:

- Collaboration with local stakeholders is important
- Trainers should be trained for gender-sensitive capacity building to integrate gender concerns in their work
- Technical assistance is needed in engendering plans, policies and programs
- Gender champions and women role models can facilitate buy-in of value chain players
- Institutional mechanisms are necessary for gender advocacy
- The academe plays an important role for sustainability of gender initiatives

### **Case Study**

*Current situation and challenge:*

Annie (not her real name), a 49-year-old widow, is an accomplished community leader. She is the president of an association of fishers' wives, for which she has facilitated government assistance, including capitalization, capacity building, provision of mangrove seedling, and startup tools of the trade. Through her initiative, the association is also receiving NGO assistance for a credit and feeding program for its members. Her group is a recipient of training in various areas essential for empowerment, such as food processing, leadership, credit and financial management, entrepreneurship, women's rights, parenting, and violence against women and children.

As association president, Annie presides over members' meeting every 2<sup>nd</sup> Friday of the month and attends bible sharing and other community meetings and trainings as well. Outside of her role in the community, she

is a typical fisher's wife performing both reproductive and productive roles at home, taking care of household chores and parental duties on the one hand and, on the other hand, doing her fair share in the family business, such as, selling her husband's catch, drying fish, planting and tending mangrove trees, and culturing mud crabs.

But Annie's organization is being hindered from participating a proposed community fish landing project by a conflict with the barangay council. Annie is a very strong leader, but unfortunately she's not in good terms with local officials.

*Recommended interventions:*

- Association's involvement in ecotourism planning (include mangrove nursery in project design)
- Gender-sensitivity training for village council
- CDT/EAFM seminar
- Participation of association in decision-making in the village council to resolve conflict
- Establishment of functional women's desk at the fish landing site
- Enlisting Annie as a local gender champion for CDT/EAFM

## ➤ **Presentation: USAID Asia Counter Trafficking in Persons (CTIP) Project**

*Presented by Ms. Napapan der Kinderen (Winrock)*

### **About USAID Asia CTIP Project: Framework**

According to a U.S. Government report (2012), there are 27 million people worldwide who are victims of trafficking – 22% are trafficked for sex work, 10% for state-enforced labor, and 68% for labor. The CTIP Project aims to reduce trafficking in persons (TIP) through coordinated and consolidated action by government agencies, CSOs and private sector, with the following specific objectives:

- Strengthen learning around human trafficking;
- Enhance cooperation between various sectors in source, transit and destination countries; and
- Increase opportunities for private sector leadership in this area.

The project works with the private sector, organizations that deal with workers, government and other stakeholders to reduce risks for migrants, focusing in particular on recruitment, transport and transfer, destination and identification, and facilitating assistance and reintegration of TIP victims.

### **TIP and gender issues in fishery resources**

*Some facts about human trafficking in fishing:*

- Many trafficking victims are migrant workers who are trafficked in the fishing boats – 97% have never seen their contracts, and some migrant workers are unable to read or understand contracts written in another language.
- Most trafficking victims are male<sup>6</sup>, but women could be recruited on board fishing vessels as well<sup>7</sup>.
- Increased IUU fishing has contributed to TIP
- There is a close linkage between migrant smuggling and TIP in the recruitment process

*Female trafficking victims in the seafood processing sector:*

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<sup>6</sup> ILO, 2013. Caught at sea: Forced labour and trafficking in fisheries. International Labour Office, Special Action Programme to Combat Forced Labour (DECLARATION/SAP-FL), Sectoral Activities Department (SECTOR), Geneva.

<sup>7</sup> de Coning, E. 2011. Transnational Organized Crime in the Fishing Industry (Vienna, UNODC)

- The largely female migrant workforce in the seafood processing sector work in shrimp sorting and seafood processing sweatshops and small factories under challenging conditions
- Some face forced labor and unlawful passport retention or confiscation of identity documents
- Many suffer physical, mental and sexual abuse, their reproductive health rights violated – They are denied access to health care services, and pregnant women are denied work.

*Some challenges and constraints:*

- Shelters for boys and girls are available but there are no shelters specifically equipped to care for male trafficking victims suffering mental health problems as a result of physical or mental abuse
- Some male fishers do not seek help because they do not perceive themselves as trafficking victims but rather as victims of bad luck.
- Some local authorities and others who are in a position to help do not view male fishers as “trafficking victims” because they think their situation is “normal.”
- In many countries in Asia, human rights violations in the fisheries and seafood sectors are largely “hidden problems” (especially in unpoliced waters) that have yet to gain sufficient attention from the public, the media, or even government.

### **Lessons Learned and Opportunities**

There is increasing international pressure to address TIP issues (e.g. U.S. TIP Tier system, ratification of ILO Convention and international human rights conventions, adoption of national laws protecting human rights). The EU Yellow card for IUU is a crucial mechanism for monitoring and pressuring the Thai government and the other actors to address human rights violations in the fisheries sector. The engagement of major and international retailers, traders and buyers in EU countries, U.S. and Canada in terms of applying and ensuring ethical principles and human rights standards in their operations has also contributed to the growing pressure on governments to take action. This offers opportunities for various organizations and programs to participate in the anti-TIP movement, such as:

- Strengthening networks on CTIP and human rights protection of migrant workers, and awareness raising;
- Strengthening CSO networks or communities of practices for better protection and assistance of migrant workers;
- Collaborating and engaging with international networks or platforms on CTIP and human rights of migrants, workers, e.g. Freedom Collaborative
- Engaging and collaborating with international and national institutions or agencies advocating on protection, sustainable development and protection of workers in fishing and aquaculture sectors.

### **Case Studies**

- Human Trafficking, Slavery and Murder of Burmese Fishers in Fishery Sector, Trang Province: Report produced by the Environmental Justice Foundation -- <https://ejfoundation.org/resources/downloads/EJF-Thailand-Seafood-Slaves-low-res.pdf>
- Slave laborers in Thai Shrimp Factory: Mahachi, Samut Sakorn Province – <https://www.theguardian.com/global-development/2015/dec/14/shrimp-sold-by-global-supermarkets-is-peeled-by-slave-labourers-in-thailand>



## 2.2.3 Session 9A-B: Group Discussions and Presentations on Gender Strategies Implementation

For this session, participants were divided into four small discussion groups with the following objectives:

- Identify country-specific strategies/activities to align with USAID Oceans gender workplan
- Assess your (countries') gender capacity building needs
- Discuss country specific inputs to the draft regional document on Gender Mainstreaming in the Fisheries Workplace
- Discuss how to organize/strengthen a women leaders' forum for sustainable fisheries management

The groupings were as follows:

Group no.	Members	Facilitator	Assistant Facilitator	Rapporteur
1	Indonesia (2 MMAF, 4 UNSRAT)	Fini	Kongpathai	Melinda
2	Philippines (2 BFAR, 4 WINFISH)	Becky	Krit	Nives
3	Cambodia (2), Lao PDR (1), Malaysia (1), Myanmar (1), Thailand (1)	Jariya	Weerasak	Araya
4	WLF (5), CTC (1), CTI-CFF (1)	Arlene	Yanida	Jasmin

Dr. Satapornvanit provided a brief introduction in plenary. She said: "The purpose of this discussion is to provide inputs to the Gender Mainstreaming in the Fisheries Workplace document. We want this to be a participatory approach so that, when this regional document is approved, you can say that you are part of its development and you can adopt it as your own and even revise it if you feel it's necessary."

Following the discussion sessions, each group provided summary presentations. Rapporteur notes are included as Annex VII.

### ➤ **Presentation: Group 1 (Indonesia)**

*Presented by Mr. Yusmansyah (MMAF), Dr. Reiny Tumbol (UNSRAT) and Ms Susan Herawati Romica (SEAFish for Justice/KIARA)*

#### **Country-Specific Strategies/Activities to Align with USAID Oceans Gender Work Plan**

*Community/Local level: Address lack of awareness/information*

- Capacity building or training to develop specific skills and knowledge needed to address gender equality and gender equity issues
- Activities/programs to improve women's ability to run a business and avail of opportunities to expand their market:
  - Provide training in accounting and financial management, marketing, and quality control/quality assurance
  - Provide or facilitate access to information on government programs, policies and regulations relevant to their business
  - Facilitate access to banks and other financial institutions, technical assistance from government or development organizations, new markets and expertise
- Formation of women's fisheries associations to provide local women representation at the national level and encourage their participation in political and policy-making processes:
  - Build the women's associations capacity to train their own members

- Provide training in organizational and group management
- Specific activities that can be undertaken in the near term:
  - Symposium and Festival for Fisherwomen (September 2017) – Integrate gender concerns in the program
  - Conduct separate gender trainings for West, Central and East Indonesia (for logistical and geographical considerations)

*National level:*

- Marine business forums – These are monthly forums organized by MMAF, attended by company CEO, traders, exporters and importers, and led by the Minister:
  - Replicate marine business forum model at the provincial and local levels to enable women’s fisheries associations and local fishery business owners to participate and improve their bargaining position in the trading and marketing of their products
- Workshops on customary management to engage indigenous communities in gender programs, SEAFish Lombok Fair (November 2017)

**Assessment of Gender Capacity Building Needs**

- Capacity building to inform inter-ministerial and intergovernmental level
- More information and knowledge
- Networking organizations on gender issues
- More resources to manage capacity building for fisherwomen and fisherfolks
- Improving knowledge in business management, especially for small and medium enterprise
- Effective training methods for women working in fisheries sector
- Deeper understanding of gender gaps and gender-sensitive indicators

**Inputs to Gender Mainstreaming in the Fisheries Workplace**

Your organization’s responsibilities or tasks	How do you mainstream or integrate gender?	How will these approaches be implemented or applied?	What results/outputs /outcomes can be expected after implementation?
Facilitate the training of facilitators or trainers  Train fisherfolk especially in Bitung as the chosen pilot project for small processors and fish vendors for both men and women’s groups	Raise awareness through training of the women’s or men’s groups  Inform inter-ministerial and intergovernmental level	Identify the target groups	% of number of men or women’s groups trained
		Prepare the methods of curriculum	Number of women’s or men’s groups that have implemented the trainings
		Run the training or workshop on each skill assigned or chosen	Products produced by the groups/fish processors
		Assist and monitor the project implemented	Number of groups that implemented the training/curriculum that we will prepare
		Teach research and community development especially in Bitung as site of pilot project, then replicate in other provinces	Improvement in fishers’ understanding of gender/more knowledge

## Organizing/strengthening a women leaders' forum for sustainable fisheries management

- Support women leaders' forum at the national level through collaboration between the Ministry of Women's Empowerment and Child Protection (KPPPA) and MMAF toward:
  - Integrating gender in fisheries in the policy and program agenda of KPPPA and MMAF – KPPPA is implementing and supporting many activities for women empowerment, but these are not focused on fisheries
  - Providing support to similar initiatives/activities at the provincial, regency and district levels
  - Engaging fisheries stakeholders in the identification of programs and the development of approaches and methods of curriculum

### ➤ **Presentation: Group 2 (Philippines)**

Presented by Ms. Rebecca Andong (USAID Oceans) and Dr. Marieta Sumagaysay (WinFish)

## Country-Specific Strategies/Activities to Align with USAID Oceans Gender Work Plan

- There are several planned or ongoing activities, including gender in fisheries activities that BFAR and other organizations are already implementing. (WinFish will be part of BFAR activities)
- Participation in CSR Asia summit in Bangkok (2017)
- Participation in Sustainable Seafood Week in Manila (2018)

## Assessment of Gender Capacity Building Needs

- Group 2 members are confident about their competence and ability to undertake gender work
- More collaboration, synchronization, harmonization will be needed so that participation will be maximized

## Inputs to Gender Mainstreaming in the Fisheries Workplace

Your organization's responsibilities or tasks	How do you mainstream or integrate gender?	How will these approaches be implemented or applied?	What results/outputs/outcomes can be expected after implementation?
Technical assistance, including at the academe level	Increase awareness of the women's role in fisheries	Do information exchange especially on the data on fisheries  Promote extension and community work  Through the various partners' websites share information, data and experiences to encourage replication of best practices and assist implementation of activities in other countries as well	(List of gender-sensitive indicators) – <b>See Annex VII</b>
	Help engender curriculum and course offerings	Conduct training – the members of this group are confident they can provide training to whoever will need it	

## ➤ Presentation: Group 3 (Cambodia, Lao PDR, Malaysia, Myanmar and Thailand)

Presented by Ms. Fadhline Chan Mahadie Chan (Malaysia)

### Country-Specific Strategies/Activities to Align with USAID Oceans Gender Work Plan

	Activities	
	General	Gender-themed
<b>Cambodia</b>		6 trainings on gender, labor and child concepts for six inland water CFIs (community fisheries) Support 10 CFIs for savings group/micro finances for livelihood improvement Promote use of product standards for better financing and product quality and safety Livelihood and market access (training and livelihood development assistance) Gender and labor annual planning Women's day
<b>Lao PDR</b>	Fish Releasing Day, 13 July	International Children Day, 1 June (brainstorm about gender equality) Lao's Women's Day, 20 July;
<b>Malaysia</b>	National Fishers' Wave (Gelombang Nelayan Nasional), Kemaman, Terengganu, October 2017 – festival for fishing community, involving cooking competition among fishers' wives, post-harvest training on how to make products such as fish cakes,, etc.	Post-harvest training for fishers' wives --this is not scheduled event; it is organized occasionally as a series of training for fishers' wives
<b>Thailand</b>	CSO Coalition on Seafood Industry – Forums of Sea and Labor NGOs USAID Ocean – inputs on gender/labor in processing UP Campaign on Seafood, Feb 2019 Seminar on Good Labor Practices, DOF, 2018	
<b>Myanmar</b>	Fish releasing ceremony for increasing fish production and resources conservation, May, June and July (during spawning periods) Appointment market for promoting fish processing product (every three months)	Launch of Lift's Gender Strategy and Workshop for Cooperation with Partners for Gender Equality, 16 Aug 2017 World Women's Day, 8 <sup>th</sup> March Myanmar's Women's Day, 3 July  <b>Note:</b> Myanmar requests USAID Oceans and SEAFDEC to implement "learning site project on gender" in Myanmar; TOT training for processing technology for women workers in processing plant

### Assessment of Gender Capacity Building Needs

- Confidence level "average": understand gender concepts "a bit"
- *Gender capacity building needs*
- Training of trainers for capacity building regarding gender
- Monitoring and evaluation system and methodologies to track and evaluate gender-sensitive indicators (quantitative and qualitative)
- More information/knowledge on and exposure to gender areas, gender mainstreaming and gender leadership/women empowerment activities

- More capacity building, preferably customized to each country -- Every country has their own understanding and context, so the module cannot be one size fits all
- *Capacity building needs specific to Lao PDR:*
  - Project proposal and report writing related to gender (Training and workshop)
  - Gender analysis (training and workshop)
  - Study tour or exchange experiences
  - Learning through case study

### Inputs to Gender Mainstreaming in the Fisheries Workplace

Your organization's responsibilities or tasks	How do you mainstream or integrate gender?	How will these approaches be implemented or applied?	What results/outputs /outcomes can be expected after implementation?
Fisheries management	Training of trainers including men and women  Survey women and men (collection of data disaggregated by sex)  Develop gender-sensitive indicators	Design work plan and training to include gender	Women are more confident to participate in fisheries management process  Good work plan for gender mainstreaming

### ➤ **Presentation: Group 4 (WLF, CTC and CTI-CFF)**

Presented by Ms. Ivory Akao (Solomon Islands), Ms. Rachel Yapucwangao Rabi (PNG), Ms. Catherine Vagi Kila (Madang Fisheries Cooperative Society)

### Country-Specific Strategies/Activities to Align with USAID Oceans Gender Work Plan

	Activities	
	General	Gender-themed
<b>Regional/ International</b>	EAFM REX (annual) CTI-CFF SOM (annual) Regional Business Forum, Malaysia (2018) Coral Triangle Day (June 9) World Tuna Day (May) Pacific Tuna Forum and Pacific Seafood Expo (Sept 12-18) World Environment Day World Oceans Day Annual World Congress on Oceans, China (November 2017)	Proposed cooperation with WoCAN International Women's Day (March) International Youth Day
<b>PNG</b>		Meetings – Violence against Women, Women in Business, National Council of Women, Provincial Council of Women, Women in Politics
<b>Solomon Islands</b>	National Environment Symposium (September 2017)	Women Small Loans Scheme (WWF)

## Assessment of Gender Capacity Building Needs

- Protecting the rights of resource owners at the community level – Respect for customary practices must be exercised at all times, along with confidence-building measures to encourage the cooperation of community members in resource management.
- Leadership training.
- Fisheries business training
- Sustainable fisheries management/EAFM training with gender analysis/gender lens
- Marine resources management capacity building
- Mainstreaming gender in coastal and marine resources management
- Networking opportunities with relevant organizations

## Inputs to Gender Mainstreaming in the Fisheries Workplace

Your organization's responsibilities or tasks	How do you mainstream or integrate gender?	How will these approaches be implemented or applied?	What results/outputs /outcomes can be expected after implementation?
Sustainable management of fisheries and marine resources	Encourage equal participation of women and men in fisheries training process in country and overseas	Send more women to trainings	Greater participation and involvement of women in fisheries management
NCC-CTI-CFF (Sri Atmini)	GM should be integrated to the 5 TWG not only in EAFM TWG. These are: Seascape, MPA, CCA and Threatened Species WG.	Gender activities include in NPOA thru the Focal Point	Gender more confidence and powerful.
	Coordination with the related government organizations/ institutions. NGO, stakeholders		
Aileen Tan (Universiti Sains Malaysia): To propose an alternative livelihood or "part-time" activity in fisheries for womenfolk in coastal communities	Simplified the approaches or activities to suit the participants	Through hands-on training and also assign student interns to be based with the communities	<ol style="list-style-type: none"> <li>1. Improve in their livelihood</li> <li>2. Create social entrepreneurs</li> <li>3. Fisheries cum eco-tourism</li> </ol>
Hesti (CTC): Conduct capacity building in marine and coastal management in the coral triangle (deliver training, develop learning sites)	<ul style="list-style-type: none"> <li>- Integrate in workplan (activities)</li> <li>- Use gender sensitive indicators in M&amp;E plans</li> </ul>	<ul style="list-style-type: none"> <li>- Training on gender sensitive analysis</li> <li>- Monitor progress over indicators</li> <li>- Integrate gender perspective in WLF intergenerational training</li> </ul>	<ul style="list-style-type: none"> <li>- Project that is able to elevate behavioral change (+) especially confidence level of those target groups that have low access to info/data/ resources</li> <li>- % increase knowledge on gender in coastal marine resource management</li> <li>- Inclusion of women leaders in policy discussion</li> </ul>
Jasmin (CTI-CFF): Coordinator for women and youth programs (organization)	At organization level: based on SOM decision, to develop gender indicators into CTI M&E operational plan	The indicators shall be applied throughout CTI @ 5 technical WGs and Governance WGs (Financial, M&E, Coordination) +	<ol style="list-style-type: none"> <li>1. Indicators developed</li> <li>2. % change in women participation and contribution</li> </ol>

		cross-cutting themes (Local Govt. Network, Regional Business Forum, Capacity Building, Scientific Advisory Group) with WLF as Coordinator	<p>throughout all CTI components</p> <ol style="list-style-type: none"> <li>3. % exposure at international, regional and national levels (brand – CTI)</li> <li>4. % increase in (number of) development of training modules/ capacity building programs in all aspects of gender issues</li> </ol>
Jasmin (CTI-CFF): same as above in addition to personal interest	Knowledge and networking exposure as general knowledge (personal)	To be applied in working environment	Confident in knowledge and networking
Ivory Akao (Ministry of Fisheries, Solomon Islands): Develop management plans for fisheries	Gender inclusive in community consultations	Hold separate sessions with women to get their views and issues	Management plans gazetted are gender inclusive
Ivory Akao (Ministry of Fisheries, Solomon Islands): Conduct awareness programs to communities on sustainable fisheries	Participation of women are equally represented in awareness programs	Conduct separate sessions for women awareness and youth	<ul style="list-style-type: none"> <li>- Better awareness for women and youth</li> <li>- Women and youth more aware of sustainable fisheries</li> </ul>
Ivory Akao (Ministry of Fisheries, Solomon Islands): Provide alternative support for communities engaging in LMMAs	Identify activities		
Catherine Kila-PNG: Working closely with relevant government agencies linking programs to deliver to community levels	<ol style="list-style-type: none"> <li>1. Fisheries business trainings</li> <li>2. Resource management</li> <li>3. Know-how skills to see the value of their resource</li> <li>4. Land ownership rights</li> </ol>	Through linking agencies within our government system	<ol style="list-style-type: none"> <li>1. Quantity and quality standards are improved.</li> <li>2. Business is successful to meet basic needs</li> </ol>
Napapan, Winrock: <ul style="list-style-type: none"> <li>- Provide technical support on gender equality and social inclusion to CTIP members and implementing partners</li> <li>- Serve as focal point on gender and social inclusion related issue in human trafficking</li> </ul>	<ol style="list-style-type: none"> <li>1. Develop gender policy/ strategies</li> <li>2. Develop gender training curriculum (tools, checklists)</li> <li>3. Conduct Gender Equality and Social Inclusion (GESI) training for Winrock and partners</li> </ol>	<ol style="list-style-type: none"> <li>1. Winrock and partners integrate and mainstream GESI and report on GESI against GESI indicator</li> <li>2. Apply GESI in overall project cycle</li> <li>3. GESI issue highlighted for response</li> </ol>	Winrock and partners could overcome or mitigate gender inequality or gender issue in their work and make further changes in lives of women and girls or else.
Julia, CSR-Asia, Sustainability Consultant: Sharing with industries how to	Knowledge sharing and round tables	Policy, supplier code of conduct	Hopefully for hotels and retailers to see the value in improving welfare

## ➤ **Open Forum Discussion**

**Q:** *Dongdavanh Sibounthong (Lao PDR)* – What is the current experience on gender in your country (PNG)?

**A:** *R. Yapucwangao Rabi (PNG)* – We now have laws in place to protect the rights of women. We put a bill before parliament to reserve 22 seats for women and that bill has been passed. We also have a National Council of Women who protect the rights of women who experience violence but cannot speak out. In business, we have two groups of women: informal/grassroots, and then we have the SMEs. We try to help the ones at the grassroots level by providing them access to microfinance facilities so they can become SMEs. We fought for the SME policy which is now tabled before the parliament. This is recognition from the government of our capacity to contribute to the economy, which means easier access to finance, because women in PNG is running the country as well, with more women in once male-dominated fields.

**Q:** *L. Garcés* – Are the training modules for gender research or analysis already well-developed or is there room to improve them?

**A:** *Dr. Sumagaysay* – We can provide technical assistance in the preparation of modules, for example, on gender-responsive methodologies. Specifically, we think there is a need for technical assistance in the formulation of gendered value chain especially in the Learning Sites.

*L. Garcés* – Our Year 3 Work Plan for USAID Oceans includes the development of training modules to promote gender mainstreaming, so we need to discuss this. The plans are being drafted now -- we will work with Jigsiz on the engagement of module writers.

## **2.2.4 Ecosystems Approach to Fisheries Management (EAFM) Learning Session**

This session was intended to be an orientation to EAFM for participants who were also joining the three-day fisheries management planning workshop scheduled to begin the next day. Dr. Isara Chanrachkij, SEAFDEC's Head of Research and Development Division, provided a presentation about the EAFM framework used by SEAFDEC and its member countries.

Dr. Chanrachkij explained how the framework has developed into its current form, noting that in the beginning, "we thought that the core (of EAFM) was ecology" based on the 2011 SEAFDEC Plan of Action (POA) that includes the following objectives on fisheries management:

*POA8.* Accelerate the development of fisheries management plans based on an Ecosystem Approach

*POA10.* Establish and implement comprehensive policies for an Ecosystem Approach to Fisheries Management

*POA11.* Adopt Co-management at all levels

*POA12.* Strengthen the capacity of fisheries communities and the capabilities of fisheries-related organizations, NGOs and the private sector



“It was only in 2014 when we started to understand what is EAFM and why EAFM,” Dr. Chanrachkij. That year, SEAFDEC was introduced to “Essential EAFM<sup>8</sup>,” a training course designed for data-poor situations typical to the Asia-Pacific region, and targeted at mid-level fisheries managers and staff.

Since then several SEAFDEC staff members have been trained as trainers in Essential EAFM, and SEAFDEC has taken the lead in offering the course in Asia. A new material was completed last for leaders, executives and decision-makers, the “EAFM LEAD Toolkit,” which can be used for advocacy and policy influencing “to explain EAFM in five minutes,” as Dr. Chanrachkij put it. The entire package of course materials is freely available online at <http://www.eafmlearn.org>.

## About EAFM

*The following is a direct transcription of the video that Dr. Chanrachkij used in his presentation to explain EAFM.*

Ecosystems benefit different groups of people in different ways. Sometimes these different uses can come into conflict with each other. For example, large scale fishers may impact small scale fishers if their fishing grounds are shared. The lack of dialogue between the various stakeholders and fisheries management systems that focus only on the harvesting of target species can increase conflict between stakeholders and accelerate the degradation of natural resources.

The Ecosystem Approach to Fisheries Management recognizes the reality that fisheries depend on healthy ecosystems and that different fisheries components are interdependent.

In addition, fisheries activities can impact on other sectors and vice versa. EAFM helps fisheries management planners move forward systems and decision-making processes that aim to balance ecological health with human wellbeing through effective governance frameworks. EAFM helps identify opportunities and address conflict issues in divergent societies and helps coordinate between different interest groups, including small and large-scale fishers, governmental and non-governmental agencies and other stakeholders.

Building on existing FM tools, EAFM focuses on the broad ecosystems defined in a fishery management unit and addresses threats and issues at the appropriate temporal and spatial scale. It also focuses on management of fisheries while considering links to other sectors and supporting ecosystems, ensuring that different groups and stakeholders participate in the planning and implementation processes.

More and more countries are moving towards an ecosystem approach to FM or EAFM which involves balancing human and ecological wellbeing through good governance.

We can see an excellent example of EAFM in action in Western Samar, Philippines. The Samar Sea has a total area of around 200 square km. There are close to 38,000 registered fishermen and 11,000 fishing boats operating. In recent years, severe overfishing and destructive fishing practices have resulted in the significant degradation of marine resources.

Fisheries management measures have been largely ineffective to-date. There have been many conflicts between small scale and large-scale fishers operating in the coastal fisheries. The Samar Sea Management Plan has been developed through the application of EAFM principles and processes. It is intended to unify fisheries policies and planning actions in the Samar Sea area.

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<sup>8</sup> Staples, D., Brainard, R., Capezzuoli, S., Funge-Smith, S., Grose, C., Heenan, A., Hermes, R., Maurin, P., Moews, M., O'Brien, C. & Pomeroy, R. 2014. *Essential EAFM. Ecosystem Approach to Fisheries Management Training Course. Volume 1 – For Trainees*. FAO Regional Office for Asia and the Pacific, Bangkok, Thailand, RAP Publication 2014/13, 318pp.

The plan involves a range of stakeholders who envision sustainable fisheries. These stakeholders include communities, national and local government, small and large-scale fishers, fish traders, academics and NGOs. To support development of the plan a training course on EAFM was conducted for local fisheries managers, fisherfolk from municipal and commercial sectors, planners, and local govt development officers.

*Dr. Jonathan Dickson, National Technical Officer:* “The Ecosystem Approach to FM or EAFM can contribute to the formulation of a management plan for the fisheries resources of Samar Sea. As you know, EAFM consists of the ecological well-being, human wellbeing and good governance in the formulation of a management plan, so it is very important that the human wellbeing wherein you employ the various stakeholders operating in Samar Sea.”

*Ronaldo Aquino, Mayor, Calbayog City, Samar, Philippines:* “As the City Mayor of Calbayog it is one of our concerns to protect and develop Samar Sea. Precisely we have organized the local government executives – the city mayors and municipal mayors – comprising the Samar Sea to come up with a plan to manage and protect Samar Sea. We asked them to participate and also help us in protecting the Samar Sea so that in the long run it will be a win-win solution for commercial fishermen.”

The main goal of the plan is to improve food security and reduce poverty of fisherfolks by including livelihood support. Management measures being introduced include: increasing fishery resources through establishing closed season during spawning periods; introducing a participatory monitoring, control and surveillance system to improve fish biomass and maintain sustainable production levels.

While the Samar Sea is a good example of working to achieve an ecosystem approach to fisheries management, the process will take time. Positive outcomes and lessons learned from the effort can be applied to adaptive management as well as to future efforts to move toward EAFM in other parts of the Philippines and globally.

Ecosystem approach to fisheries management applies the following seven principles:

1. *Good governance* – Develop and apply policies and management tools to balance human well-being with ecosystem well-being
2. *Appropriate scale* – Decide on the most appropriate scale of the plan
3. *Multiple objectives* – Develop objectives that address multiple challenges and concerns and balance trade-offs
4. *Participation* – Increased participation of fishers and others to ensure their concerns are taken into account. Negotiate to resolve conflicts on resource use
5. *Collaboration and coordination* – Fisheries and other sectors in the same fishery management unit work effectively together
6. *Adaptive management* – A step-by-step process that takes management through planning, doing and checking and adaptation
7. *Precautionary approach* – Where there are serious threats and issues plan and act with caution. You do not need to wait until there's certainty

In summary, the seven EAFM principles are: good governance, appropriate scale, multiple objectives, participation, collaboration and coordination, adaptive management, and precautionary approach.

In conclusion EAFM can result in a wide range of benefits:

1. EAFM increase international recognition of your country as a model for sustainable fisheries and best practices in resource governance
2. EAFM helps improve your image as a leader and establish a legacy for introducing a fully integrated approach to fishery governance
3. EAFM helps reduce conflicts between countries and political tension

4. EAFM helps different groups of people to have fair access to natural resources and benefit from them
5. EAFM helps stakeholders feel that they can help manage the resources they are most dependent on
6. EAFM helps better achieve the balance between ecological and socioeconomic wellbeing of the future generations and makes sustainable development possible,

### ➤ **Open Forum Discussion**

**Q:** *H. Widodo* – My question is about your Training of Trainers: How does one know that a person is qualified to be an EAFM trainer? Is there a certification process?

**A:** *Panitnard Taladon (SEAFDEC)* – There is a selection process for the training, and also a qualifying test after the training. To qualify, a person must be motivated, willing to work in the country or the area where the training will be conducted, and pass the qualifying test. And then we also look at the work performance.

*Dr. Chanrachkij* – Training is important but experience of the one managing the fisheries is the key for success of EAFM.

**Q:** *R. Yapucwangao Rabi* – Do you also provide training at the community level or is this limited to fisheries authorities? How do the communities benefit from your training?

**A:** *Dr. Chanrachkij* – Essential EAFM (e-EAFM) is for mid-level or junior managers, people who can apply scientific knowledge and local knowledge and understand how to integrate the two. We have not developed material for community-based EAFM but what we do is to invite them to a very short orientation work. If USAID Oceans would like to develop the material for the fishers or community that would be fantastic, but right now we are using discussion as a tool to introduce fishers to EAFM.

## 2.2.5 Next Steps and Wrap-up

Dr. Satapornvanit briefly reminded participants of the “end-game” for the Human Welfare Workstream and then presented next steps and planned activities for 2017-18.

Dr. Lando provided the wrap-up of the two-day meeting.

### Next Steps

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#### *Regional Activities:*

- Regional TWG workshops (2018, 2019)
- Participation in regional activities relevant to workstream
- 7<sup>th</sup> Global Symposium on Gender in Aquaculture and Fisheries (GAF7; 2018)/12<sup>th</sup> Asian Fisheries and Aquaculture Forum (12AFAF; 2019)
- Developing materials for dissemination and advocacies
- Regional document on Gender Mainstreaming in the Fisheries Workplace
- Case studies/success stories

#### *National Activities:*

- Gender interventions at the learning sites, with other member-countries also participating
- Supporting other Oceans workstream activities to integrate gender, including site profiles and other communication materials, and capacity building activities of the other workstreams
- Participation in national activities / events (from Session 9 discussion) – gender-related, fisheries-related, other opportunities for capacity building, information dissemination, advocacy

- Partnering with other organizations for resource mobilization to conduct gender related activities
- Establishment and networking among potential women leaders

*Proposed legal instruments:*

In developing these selected legal instruments in the Learning Site, the team hopes to also capacitate the countries in terms of formulating gender policy and legislation.

Year	Philippines	Indonesia	Regional
2018	Gendered Tuna/Fisheries Development Roadmap for PHI completed and submitted to local authority and BFAR and relevant agencies	Implementing guideline for Gender Related Articles in IND drafted and submitted to local authority and MMAF	Mainstreaming Gender in the Fisheries Workplace Philippine and Indonesian drafted materials can also be used as reference by member countries: we have two learning sites and we will be learning from them
2019	Hand Book on Gender Responsive Fisheries Project Implementation & Management (or on specific topics such as VCA, GAD, education, research, extension & outreach) completed and submitted to and for consideration by relevant agencies for an Ordinance or Memorandum to make it usable as a legal instrument		

*Tools for keeping up-to-date and in touch with each other:*

- SEAFDEC-Oceans website – <http://seafdec-oceanspartnership.org>
- Facebook group: <https://www.facebook.com/groups/OceansTWG/>
- Workshop Directory (Annex II)

## Wrap Up

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Dr. Lando rounded out the session with a look back at the highlights of the two-day workshop, ending with this wrap-up quote from the former UN Secretary General Kofi Annan: “Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.”

### 2.2.6 Closing Session

USAID/RDMA’s Ms. Vélez-Srinivasan and USAID Oceans’ Mr. Silvestre provided the closing remarks.

Ms. Vélez-Srinivasan said, “I was just reflecting on Dr. Kai’s talk yesterday morning, and how sometimes we see a problem as too big and seemingly overwhelming, but if we start breaking it down into little pieces of actionable things we can do, it’s not so overwhelming. We’re really happy to see the momentum still going after (last month’s) TWG meeting and we certainly hope the collaboration will continue not just through the end of this activity but well beyond, with SEAFDEC and CTI as the leaders and of course all the other NGOs and partners in this room. While the Oceans Partnership will not last forever, this working group will, so all the things we’re doing now will hopefully keep momentum for several years to come.”

Mr. Silvestre pondered how “governments always identify social justice and equity as a high policy priority for national development,” and yet the question remains: “Why are we poor?”

He observed: “Often development experts will tell you we are poor because, first, our productivity is low, and we keep putting our time and our resources in areas or economic activities that have very low productivity. Second, because of inequity that we see in the distribution of the factors of production in our respective societies, a key concern for governments in this region. And, finally, because our institutional

systems are unable to promote increased productivity and increased equity the various stakeholders in the society.”

“We want that what we do will increase productivity but to what end does it serve if it’s inequitably distributed across participants in capture fisheries or the aquaculture sector? As we aspire for optimizing productivity and efficiency in our sector, we need to make sure that it does not harm the options of future generations to enjoy the same productivity that we’re getting from the sector,” he concluded.

# ANNEX I. AGENDA

The below agenda was provided at the beginning of the USAID Oceans Regional Workshop on Gender Strategies Implementation held on 21-22 August 2017 in Bangkok, Thailand. It does not reflect agenda or schedule changes made during the workshop.

<b>AUGUST 21, 2017 (MON)</b>	
8:30-9:00	Registration
9:00-9:30	<b>Opening Session:</b> <ul style="list-style-type: none"> <li>• Introductory Remarks Mr. Geronimo Silvestre Chief of Party, USAID Oceans and Fisheries Partnership</li> <li>• Welcome Remarks Dr. Kom Silapajarn Secretary General, SEAFDEC</li> <li>• Opening Remarks Ms. Cristina Vélez Srinivasan Contracting Office Representative USAID RDMA</li> </ul>
9:30-9:45	<b>Introduction of Participants</b> Dr. Arlene Nietes Satapornvanit, Gender Integration Specialist, USAID Oceans
9:45-10:00	<b>Session 1: Introduction to the Regional Gender Workshop and Expectations</b> Dr. Lily Ann Lando, Lead Facilitator
10:00-10:30	<b>Group Photo and Coffee Break</b>
10:30-11:00	<b>Session 2: The Oceans and Fisheries Partnership: Overview</b> Mr. Len Garces, Fisheries Management Specialist, Oceans
11:00-11:20	<b>Session 3: The Oceans and Fisheries Partnership: Human Welfare Workstream: Gender Strategies and work plan</b>
11:20-12:00	<b>Session 4: USAID's Gender Equality and Female Empowerment Policy, and Gender-Sensitive Indicators and Reporting</b> Dr. Kai Spratt, Senior Regional Gender Advisor, USAID RDMA
12:00-13:30	<b>Lunch</b>
13:30-13:40	Check-In/Group Dynamics - Mr. Krit Phusirimongkol & Ms. Yanida Suthipol
13:40-14:40	<b>Session 5: Gender Analysis in the Fisheries Sector in General Santos Area, Philippines</b> Dr. Marieta B. Sumagaysay, Dr. Rowena P. Gelvezon, Prof. Alice Prieto Carolino, Dr. Harold Monteclaro (WinFish)
14:40-14:50	Q&A
14:50-15:50	<b>Session 6: Gender Analysis in the Fisheries Sector in Bitung, North Sulawesi, Indonesia</b> Dr. Reiny A. Tumbol, Dr. Alvon Jusuf, Dr. Daisy Makapedua, Dr. Jardie Andaki (Faculty of Fisheries and Marine Sciences, Sam Ratulangi University – UNSRAT)

15:50-16:00	Q&A
15:00-15:30	<b>Working Coffee Break</b>
16:00-16:40	<b>Session 7: Exercise on Prioritizing Gender Gaps and Developing Gender Sensitive Indicators</b> Dr Kai Spratt
16:40-17:00	Day 1 Wrap-Up/Briefing for Day 2 Group Discussion
18:00-20:00	<b>Welcome Dinner (Jasmine City Hotel)</b>
<b>AUGUST 22, 2017 (TUE)</b>	
8:30-9:00	Registration
9:00-9:10	Recap of Day 1 & Overview of Day 2 (Dr Lily Ann Lando)
9:10-10:10	<p>Session 8: Partner Organizations' Initiatives on Gender in Fisheries</p> <ul style="list-style-type: none"> <li>• SEAFDEC's Gender Mainstreaming Activities Ms. Jariya Sornkliang, SEAFDEC Gender Focal Person</li> <li>• CTI/CFF Women Leaders' Forum Ms. Hesti Widodo, Training and Learning Network Manager, Coral Triangle Center</li> <li>• Encouraging Fisheries Justice: Lobby Notes Ms. Susan Herawati Romica, Secretary General, KIARA/Regional Secretariat, SEAFish for Justice</li> <li>• Fisherfolk Community Enterprise: From Women's Economic Empowerment to Strengthen Community Advocacy Ms. Preeyaporn Atthaphong, Oxfam in Thailand</li> <li>• National Network on Women in Fisheries in the Philippines (WinFish) Prof. Alice Carolino-Prieto</li> <li>• USAID Counter Trafficking in Persons (CTIP) Project</li> <li>• Ms. Napapan Der Kinderen, Gender Equality and Social Inclusion Advisor, Winrock International</li> </ul>
10:10-10:20	<b>Coffee Break</b>
10:20-12:00	<p><b>Session 9A: Group Discussion on Gender Strategies Implementation</b></p> <ul style="list-style-type: none"> <li>• Alignment of Oceans' Work Plan on gender with national gender strategies and priorities</li> <li>• Gender capacity building needs assessment</li> <li>• Gender Mainstreaming in the Workplace regional document</li> <li>• Operationalizing the Women Leaders' Forum for Sustainable Fisheries Management</li> </ul>
12:00-13:30	<b>Lunch</b>
13:30-13:50	Check-In/Gender Group Dynamics
13:50-14:30	<b>Session 9B: Presentation of Highlights of Group Discussion</b>
14:30-15:30	<b>Session 10: Ecosystems Approach to Fisheries Management (EAFM) Learning Session</b> (Orientation for EAFM Workshop 23-25 August) Mr. Isara Chanrachkij and SEAFDEC EAFM Team
15:50-16:30	Workshop Evaluation and Wrap-Up
16:30-17:00	<b>Closing Session</b> (see speakers list from Opening Session)

# ANNEX II. LIST OF PARTICIPANTS

## COUNTRY DELEGATES

### **CAMBODIA**

#### **Thach Phannady**

Deputy Director, Department of Administrative and Litigation, Fisheries Administration  
#186, Preah Norodom Blvd, Chamcar Morn, P.O. Box 5862, Phnom Penh, Cambodia  
phannady\_thach@yahoo.com

#### **Kao Sochivi**

Deputy Director General, Fisheries Administration  
#186, Preah Norodom Blvd, Chamcar Morn, P.O. Box 5862, Phnom Penh, Cambodia  
kaosochivi@yahoo.com;  
Kaosochivi2017@gmail.com

### **INDONESIA**

#### **Yusmansyah**

Marine and Fisheries Analyst, Ministry of Maritime Affairs and Fisheries  
Mina Bahari I, 4th Floor, Jl. Medan Merdeka Timur No.16 Jakarta Pusat 10110, Indonesia  
yusmansyah@kkp.go.id

#### **Ishartini**

Head of Planning Bureau, Ministry of Marine Affairs and Fisheries  
Jl. Medan Merdeka Timur No 16, GMB I, Biro Perencanaan 3A floor, Indonesia  
ishartini@yahoo.com; ishartini@kkp.go.id

#### **Sri Atmini Dirdjoseparto**

Vice Coordinator, National Coordinating Committee, Secretariat of CTI-CFF Indonesia  
Mina Bahari 2nd Bldg, 17th Floor, Ministry of Marine Affairs and Fisheries, Ji. Medan Merdeka Timur No.16 Jarkarta Pusat, Indonesia  
s\_atmini@yahoo.com; ncc.indonesia@cticff.org

### **LAO PDR**

#### **Dongdavanh Sibounthong**

Director of Resources Protection Division, Department of Livestock and Fisheries, Ministry of Agriculture and Forestry  
Vientiane, Lao PDR  
apone53@gmail.com

### **MALAYSIA**

#### **Fadhlina Chan Mahadie Chan**

Fishery Officer, Department of Fisheries Planning and Development Division, Level 2, Tower Block 4G2, Wisma Tani, Precinct 4, 62628 Putrajaya, Malaysia  
fadhlina@dof.gov.my; fadhlinachan@gmail.com

### **MYANMAR**

#### **Yin Yin Moe**

Deputy Fishery Officer, Department of Fisheries, Ministry of Livestock, Fisheries and Rural Development Office 30, Naypyidaw, Myanmar  
yinyinmoedof@gmail.com

### **PAPUA NEW GUINEA**

#### **Rachel Yapucwangao Rabi**

Fisheries Scientist, National Fisheries Authority, PO. Box 2016, Port Moresby, National Capital District, Papua New Guinea  
Member, CTI-CFF Women Leaders' Forum  
rrabi@fisheries.gov.pg; rachelrabi09@gmail.com

### **PHILIPPINES**

#### **Mildred M. Buazon**

Bureau of Fisheries and Aquatic Resources, 3rd Floor, PCA Annex Building, Elliptical Road, Diliman, Quezon City, Philippines  
mmbuazon@gmail.com

#### **Mercy M. Tomo**

GAD Coordinator, Bureau of Fisheries and Aquatic Resources (BFAR)-XII, JMP Building, City Heights, General Santos City  
Bfar12pfosc@yahoo.com

### **SOLOMON ISLANDS**

#### **Ivory Akao**

Principal Fisheries Officer, Ministry of Fisheries and Marine Resources, PO Box G2, Honiara, Solomon Islands  
Member, CTI-CFF Women Leaders' Forum  
iakao@fisheries.gov.sb



## THAILAND

### **Chirdsak Chookong**

Fisheries Resources Biologist, Professional Level,  
Department of Fisheries, Kaset-Klang Chatuchak,  
Bangkok 10900 Thailand  
chirdchoo@gmail.com

## TIMOR-LESTE

### **Alda S. Lemos Da Rosa**

Gender Focal Point/Senior Staff, Fisheries  
Industry, Ministry of Agriculture and Fisheries Rua  
P. Nicolau Lobato, Dili, Timor Leste  
Member, CTI-CFF Women Leaders' Forum  
davaldc@yahoo.co.id

## PARTNER ORGANIZATIONS

### WOMEN LEADERS' FORUM

#### **Catherine Vagi Kila**

Chairlady, Madang Fisheries Cooperative Society,  
PO. Box 611, Madang, Madang Province, Papua  
New Guinea  
cjthires@gmail.com

#### **Aileen Tan Shau Hwai**

Director of Center for Marine and Coastal  
Studies, Universiti Sains Malaysia, 11800 Penang,  
Malaysia  
aileen@usm.my

### CORAL TRIANGLE CENTER (CTC)

#### **Hesti Widodo**

Training and Learning Manager, Coral Triangle  
Center, Jl. Danau Tambligan No. 78, Sanur, Bali,  
80228 Indonesia  
hwidodo@coraltrianglecenter.org

### CORAL TRIANGLE INITIATIVE ON CORAL REEFS, FISHERIES AND FOOD SECURITY (CTI-CFF)

#### **Jasmin Mohd Saad**

Governance Working Group and Cross-cutting  
Themes Senior Manager, CTI-CFF, B-10-B10,  
Armanee Terrance 2, No.8 Julan PJU 8/1,  
Damansara Perdana, 47820 Petaling Jaya, Selangor,  
Malaysia  
jasmin@cticff.org

## NATIONAL NETWORK ON WOMEN IN FISHERIES IN THE PHILIPPINES, INC. (WINFISH)

### **Marieta B. Sumagaysay**

National Research Council of the Philippines,  
DOST, General Santos Avenue, Bicutan, Taguig  
City, Philippines  
National Network on Women in Fisheries in the  
Philippines, Inc. (WINFISH)  
mayet\_uptac@yahoo.com

### **Rowena Paz L. Gelvezon**

National Network on Women in Fisheries in the  
Philippines, Inc. (WINFISH), c/o Gender  
Development Program, University of the  
Philippines Visayas, General Luna St., Iloilo City,  
5000 Philippines  
rowenagelvezon@gmail.com

### **Alice Prieto-Carolino**

National Network on Women in Fisheries in the  
Philippines, Inc. (WINFISH), c/o Gender  
Development Program, University of the  
Philippines Visayas, General Luna St., Iloilo City,  
5000 Philippines aliceprieto@yahoo.com

### **Harold M. Monteclaro**

National Network on Women in Fisheries in the  
Philippines, Inc. (WINFISH), c/o Gender  
Development Program, University of the  
Philippines Visayas, General Luna St., Iloilo City,  
5000 Philippines hmmonteclaro@up.edu

## UNIVERSITAS SAM RATULANGI (UNSRAT)

### **Reiny Tumbol**

Faculty of Fisheries and Marine Science, Sam  
Ratulangi University Jl. Kampus UNSRAT Bahu,  
Manado 95115, Indonesia  
reinytumbol@yahoo.com

### **Alvon Jusuf**

Faculty of Fisheries and Marine Science, Sam  
Ratulangi University, Jl. Kampus UNSRAT Bahu,  
Manado 95115, Indonesia  
alvon\_jusuf@yahoo.com

### **Daisy Makapedua**

Faculty of Fisheries and Marine Science, Sam  
Ratulangi University, Jl. Kampus UNSRAT Bahu,  
Manado 95115, Indonesia  
daisy\_monica@yahoo.com

**Jardie Andaki**

Faculty of Fisheries and Marine Science, Sam Ratulangi University, Jl. Kampus UNSRAT Bahu, Manado 95115 Indonesia  
jardieandaki@unsrat.ac.id

**THE NATURE CONSERVANCY (TNC)****Allison Lewin**

RAFT (Responsible Asia Forestry & Trade)  
Partnership Manager The Nature Conservancy 63 Phrom Phong, Sukumvit soi 39, Klongton Nua, Vadhana, 10110, Bangkok Thailand  
alewin@tnc.org

**WINROCK INTERNATIONAL****Napapan Der Kinderen**

Gender and Social Inclusion Specialist, Winrock International, 208 Wireless Road Building, Wireless Road, Lumpini, Pathumwan, Bangkok 10330 Thailand  
napapan.dk@gmail.com,  
napapan.derkinderen@winrock.org

**OXFAM THAILAND****Preeyaporn Atthaphong**

Oxfam Thailand, 539/2 Gypsum Metropolitan Tower, 15th Floor, Sri-Ayudhaya Road, Ratchathewi, Bangkok 10400 Thailand  
Patthaphong@oxfam.org.uk

**Kasina Limsamarmphun**

Oxfam Thailand, 539/2 Gypsum Metropolitan Tower, 15th Floor, Sri-Ayudhaya road, Ratchathewi, Bangkok 10400 Thailand

**EMBASSY OF SWEDEN****Louise Herrmann**

Senior Programme Manager Environment and Climate Change, Embassy of Sweden, One Pacific Place, 11th Floor, 140 Sukhumvit Road, Bangkok  
louise.herrmann@gov.se

**Orawan Raweekoon**

Programme Officer, Development Cooperation Section (Regional), Human Rights & Democracy, Embassy of Sweden, One Pacific Place, 11th Floor 140 Sukhumvit Road, Bangkok  
orawan.raweekoon@gov.se

**CSR-ASIA****Hoi Man (Jacky) Ng**

Project Manager, CSR-Asia Office A15F, Wing Cheong Commercial Building, 19-25 Jervois Street, Sheung Wan, Hongkong jacky.ng@csr-asia.com

**Julia Whitney**

Project Manager, CSR-Asia, Office A15F, Wing Cheong Commercial Building, 19-25 Jervois Street, Sheung Wan  
Hongkong  
julia.whitney@csr-asia.com

**SEAFISH FOR JUSTICE/KIARA****Susan Herawati Romica**

Secretary General, SEAFish for Justice/KIARA, Jalan Kedondong Blok C No. 19, Perumahan Kalibata Indah, Jakarta Selatan, Indonesia  
guisusan98@gmail.com

**Nibras Fadhlillah**

Program Officer, SEAFish for Justice/KIARA, Jalan Kedondong Blok C No. 19, Perumahan Kalibata Indah, Jakarta Selatan, Indonesia  
Fadhlillah.nibras@gmail.com

**ASIAN INSTITUTE OF TECHNOLOGY****Raksa Sok**

Master Student in Gender and Development Studies, Asian Institute of Technology, 58 Moo 9, Km42, Paholyothin Highway, Klong Luang, Pathumthani 12120 Thailand  
St118699@ait.asia

**SOUTHEAST ASIAN FISHERIES DEVELOPMENT CENTER (SEAFDEC)****Pattarajit Kaewnuratchadasorn**

Senior Policy Officer, SEAFDEC, Suksawad Rd, Laemfapha, Phra samutchedi, Samut Prakan, 10290 Thailand  
pattarajit@seafdec.org

**Jariya Sornkliang**

Gender Focal Person, Fisheries Management Scientist, SEAFDEC, Suksawad Rd, Laemfapha, Phra samutchedi, Samut Prakan, 10290 Thailand  
jariya@seafdec.org

**Krit Phusirimongkol**

Training and Extension Officer, Training and Supporting Division  
krit@seafdec.org

**Yanida Suthipol**

Information Technology Officer, Training and Supporting Division  
yanida@seafdec.org

**Weerasak Yingyuad**

Fishing Gear Technologist (FGT)  
weerasak@seafdec.org

**Kongpathai Saraphaivanich**

Head of Training and Information  
kongpathai@seafdec.org

**Isara Chanrakhij**

Head of Research and Development Division (RDD)  
isara@seafdec.org

**Rattana Tiaye**

Fisheries Management Scientist (FMS)  
rattana@seafdec.org

**Thanyalak Suasi**

Fisheries Management Section Head (FMSH)  
thanyalak@seafdec.org

**Wasit Yimnoi**

Audio-Visual Assistant (AVA)  
anurak@seafdec.org

**USAID REGIONAL DEVELOPMENT MISSION FOR ASIA****Cristina Velez-Srivanasan**

Contract Office Representative  
USAID RDMA  
cvelez@usaid.gov

**Kai Spratt**

Senior Regional Gender Advisor  
USAID RDMA  
kspratt@usaid.gov

**USAID OCEANS AND FISHERIES PARTNERSHIP****Geronimo Silvestre**

Chief of Party  
Geronimo.Silvestre@oceanspartnership.org

**Nives Mattich**

Deputy Chief of Party  
Nives.Mattich@oceans-partnership.org

**Len Garces**

Fisheries Management Specialist  
Len.Garces@oceans-partnership.org

**Araya Poomsaringkhan**

Partnership Specialist  
Araya.Poomsaringkarn@oceans-partnership.org

**Arlene Nietes-Satapornvanit**

Gender Integration & Capacity Building Specialist  
arlene.satapornvanit@oceans-partnership.org

**Melinda Donnelly**

Communications & Outreach Specialist  
Melinda.Donnelly@oceans-partnership.org

**Rebecca Andong**

Site Coordinator – Philippines  
Rebeca.Andong@oceanspartnership.org

**Fini Lovita**

Site Coordinator – Indonesia  
Fini.Lovita@oceans-partnership.org

**Lily Ann D. Lando**

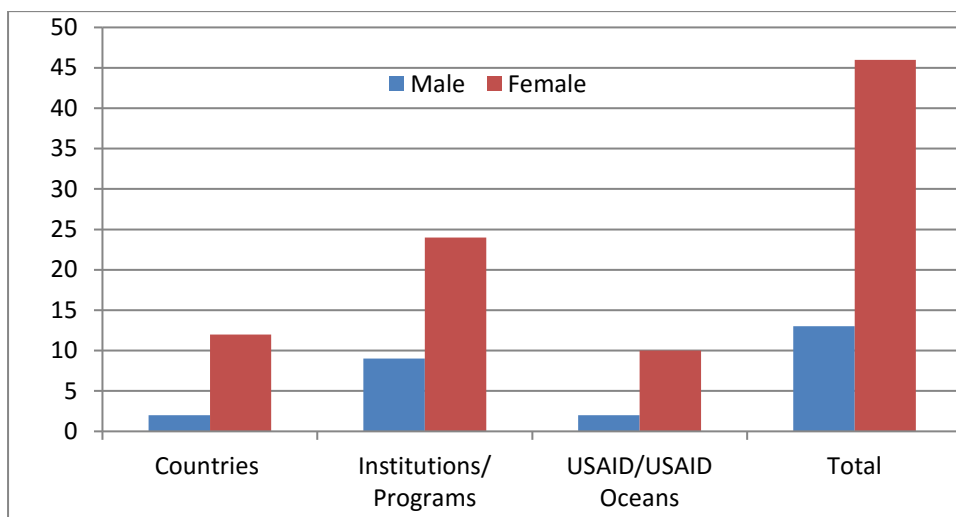
WorldFish Philippine Country Office, DPITC,  
Jamboree Road, Timugan, Los Baños, Laguna  
4030, Philippines  
L.Lando@cgiar.org

**Asuncion Sia**

Consultant, Workshop Rapporteur  
ciony.sia@gmail.com

## ANNEX III. PARTICIPANTS BREAKDOWN BY GENDER & ORGANIZATION

Category	Male	Female	Total
Countries	2 (14%)	12 (86%)	14 (24%)
Institutions/ Programs	9 (27%)	24 (73%)	33 (56%)
USAID / USAID Oceans	2 (17%)	10 (83%)	12 (20%)
<b>Total</b>	<b>13 (22%)</b>	<b>46 (78%)</b>	<b>59 (100%)</b>



# ANNEX IV. WORKSHOP EVALUATION RESULTS

## **Pre-test:**

Twenty one participants (4 males, 17 females) provided information on the gender trainings they had attended during the last five years. The following were the training topics that the majority had attended:

- Gender Concepts – Mainstreaming, Sensitivity, Equality
- Gender Analysis
- Gender M&E Framework

USAID Oceans' TWG members also included the learning sessions from TWG Workshops.

Thirty four participants (8 males, 26 females) responded that they needed the following knowledge, skills and expertise to equip them in their work related to gender in fisheries:

- Gender mainstreaming, responsiveness, Gender analysis, Gender sensitive indicators
- Lessons learned from other countries
- How to approach stakeholders
- Training of Trainers
- Presentation, negotiation, social skills, Communication with fisherfolk
- Value Chain Analysis
- Gender M&E implementation, Monitoring approaches and methodologies
- Fish processing
- How to access USAID grants for women empowerment
- Gender metrics and standards to quantify women's contribution

## **Post-test:**

35 participants (8 males, 27 females) responded to the post-workshop evaluation, either agreeing or strongly agreeing that:

1. They were able to participate freely and openly (60.0%)
2. They felt comfortable sharing their thoughts and ideas (54.3%)
3. The program was well-organized (57.1%)
4. The training workshop met their expectations (51.4%)

The majority agreed that:

1. The materials and handouts were useful (62.9%)
2. The knowledge/skills they learned from this workshop will allow them to do a better job (51.4%)

The participants responded that they learned new things from the workshop, such as on gender equality and equity concepts, gender mainstreaming, gender analysis methods, how other countries are integrating gender in fisheries projects, gender research methods, gender sensitive indicators, gender case studies and gender analysis results in USAID Oceans' learning sites, gender project development and EAFM concepts.

# ANNEX V. Opening Remarks

## INTRODUCTORY REMARKS: GERONIMO SILVESTRE, CHIEF OF PARTY, USAID OCEANS

Welcome, everyone, to this workshop and to Bangkok. It is great to see the gender community in one place finally. This is the gender workshop that aims to look at gender implementation strategies for Oceans. As most of you know, Oceans is intended to increase or improve regional capacity and cooperation to combat IUU fishing, in the process improving the sustainability of our fisheries and of course helping conserve marine biodiversity in the Asia-Pacific region. We have five main work components, and the core workstream centers around helping build a catch documentation and traceability (CDT) system for the region in collaboration with the ASEAN Member States of SEAFDEC. The four other workstreams support the construction, deployment and implementation of the CDT system.

The first support component is the EAFM workstream. We are aware that the CDT system has to be within the larger framework of the fisheries management system of the countries in the region. This will help ensure the robustness of the system and the proper implementation to help combat IUU fishing, and keep IUU sourced fish away from the supply chain. The 2<sup>nd</sup> support component is Communications and Outreach; the 3<sup>rd</sup> is Public-Private Partnerships; and the 4<sup>th</sup> and not the least, Human Welfare, which includes the gender and labor aspects in the sector.

The workshop is intended principally to present to you the results thus far achieved by the Human Welfare component of Oceans. Our gender team will be making presentations on the gender assessments that have been done in our Learning Sites – Bitung in Indonesia’s North Sulawesi province, and General Santos City in the Philippines, where the gender assessments have been conducted and where we are piloting the CDT system.

We would also like to look at the follow-up items to the gender assessment work that has been done in those two Learning Sites, and we are looking forward to working with the workshop participants to look at what other interventions are necessary at other levels of governance to help put in place and mainstream gender equity and policy in the fisheries workplace.

We would like to take advantage of workshop to hear from other gender initiatives in the region, share lessons and experiences with those other initiatives and hopefully explore potential networking, collaboration and cooperation in gender equity work in the region.

We are hoping to produce a first working draft of a regional document on gender mainstreaming in the fisheries workplace in Southeast Asia, and we look forward to everyone’s active participation to put together this working draft with our technical working groups that are dealing with gender workstream.

Finally, we wish to be able to also assess and strengthen capacity, networking and partnership in gender work for our technical working groups, and of course we hope to introduce the subsequent workshop that is happening also this week through the introduction of EAFM concepts and principles. Many of you know there is a 2<sup>nd</sup> workshop this week that will focus on EAFM Planning for the Sulu-Sulawesi, Andaman Sea and Gulf of Thailand sub-regions in the Asia-Pacific.

I look forward to your active participation in pursuit of the workshop objectives for gender mainstreaming and implementation strategies for our work in SEA. Thank you all from taking time out from your busy schedules to come and join us in the next couple of days.

## **WELCOME REMARKS: KOM SILAPAJARN, SECRETARY-GENERAL, SEAFDEC**

Good morning and welcome to the SEAFDEC/USAID Oceans and Fisheries Partnership Regional Gender Workshop, with a focus on Gender Strategies Implementation in the Oceans Activity.

A warm welcome also to Thailand, particularly to those who have come from our member countries as well as those who are here for the first time.

As we all know, we are in this period wherein we are working towards achieving the 17 sustainable development goals, and during this workshop, I hope we will have more capacity to work on goal number 5 which is: to achieve gender equality and to empower women and girls. Gender is a concept that deals with the roles and relationships between women and men that are determined by social, political and economic contexts, not biological. Unequal power relations between women and men in many cultures mean that one of them is disadvantaged in terms of their control over resources, their access to services, as well as in their ability to take advantage of new opportunities and deal with ongoing changes affecting their lives.

In the small-scale fisheries sector, we usually see men as fishers and women as fish processors and traders. It shows that both are important in fisheries, hence, Gender aspects need to be considered for a more integrated fisheries management. The Oceans and Fisheries Partnership gives a good opportunity to initiate this kind of work in our region to promote gender mainstreaming and learn tools such as gender analysis, to organize this workshop for sharing of knowledge and experiences on gender equality and women empowerment, and to strengthen partnerships and networks among practitioners in the region. Through this workshop it is hoped that you will learn how you can integrate gender aspects in fisheries programs and initiatives in your own countries, and improve your knowledge on gender concepts and their application. Please feel free to share your knowledge, experiences and ideas during this workshop. I hope that what you will gain in this Workshop will be useful in your work on gender in fisheries.

I would like to thank all those who have worked hard to organize and host this year's workshop and for making the necessary arrangements to make our stay in this City comfortable and memorable.

I would also like to express my appreciation to all participants for attending this Workshop, especially to those who have made the long journey to be here. I hope your journey to our country was smooth and you were able to arrive safe and sound.

Finally, I hope that all of you will enjoy your short stay in Bangkok. Please find some time to see more of Bangkok, so that you can see for yourselves the way of life, the culture and aspirations of the various groups of people who make up this multi-ethnic nation of ours. I hope that when you leave Thailand, you will take back with you many fond memories of your stay in this country, and that you will have the chance to visit again.

On behalf of my organization, SEAFDEC, as co-organizers of this workshop, I hope that you will find all the arrangements made during your stay here a comfortable one. To the organizing committee, I must thank and congratulate you for the successful organization of this meeting.

I wish all of you a fruitful and rewarding workshop. Thank you.

## **OPENING REMARKS: CRISTINA VÉLEZ SRINIVASAN, CONTRACT OFFICE REPRESENTATIVE, USAID/RDMA**

Good morning and thank you all for being here. I would like to extend a special thank you to Dr. Kom Silapajarn, Secretary General of the Southeast Asian Fisheries Development Center (SEAFDEC) and of course to his entire team for their collaboration and support in hosting this year's regional gender workshop. I would also like to thank the Technical Working Group members that traveled from far away to be here today and the rest of our partners including the Coral Triangle Initiative Regional Secretariat, and all the NGOs and universities that are part of this important regional gender workshop.

A special thank you to Gerry and the Oceans team for the hard work that you do every day, and I don't want that to be unrecognized. We are grateful for your engagement and support for the USAID Oceans and Fisheries Partnership. Your efforts are creating a shared regional vision and approach to combatting illegal and unreported fishing in the region.

Using a gender lens to implement our programs is extremely important to USAID. For programs to truly address the needs of *all* stakeholders and create lasting, meaningful change, all players must be considered—and gender considerations must be integral to the program's design.

My colleague, Dr. Kai Spratt, is our senior regional gender advisor. We were chatting the other day with Arlene, and the first thing that she said to me was if the activity includes human beings, then gender considerations are critical. The gender component must be considered, and USAID strongly believes in looking at gender as a cross-cutting issue that runs across all of our vision.

While fisheries are typically thought to be a male-dominated sector, both men and women have important roles to play. It is critical that we understand both roles in order to promote gender equity and equality throughout the industry.

Women represent almost exactly half of the workforce. While men typically handle the physical tasks like fishing and transporting fish, women are more involved in fish processing and marketing. As I was reading, I couldn't help but remember my previous life about 20 years ago, I was working in freshwater fisheries management. Yours truly worked in a fish hatchery for about two years and, as fishermen brought in their fish, I was doing the measuring, the counting, and the monitoring of species and all that info was used for fisheries management in Arizona and Nevada. This is a special topic for me as a woman 20 years ago working in fisheries, so I'm just really happy to be here today and sharing the progress that we've made in the sector. By addressing the needs of both groups, we are working to improve the livelihoods and working conditions of the entire labor force in an equitable fashion.

USAID admires the work that each of you do to further the gender agenda in the fisheries sector. While in the past gender in fisheries was a topic little talked about, it is because of the work you do to spread awareness, develop policy, and empower women and men, as well as girls and boys that we can be here today to discuss this important topic.

As the U.S. government is committed to improving the sustainability of Southeast Asia's fisheries, we are also committed to empowering both women and men who work tirelessly each day to contribute to an important global food source. Thank you again to each of you for being here today. I look forward to the discussions in the days ahead and our collaboration over the coming years.



# ANNEX VI. Participants' Profile and Expectations

## Participants' profile

	Manager/ Coordinator/ Director	Professor/ Lecturer	Fisheries Officer	Comms, Planning, Training	Gender/ Women PM
	Education/ Knowledge/ Expertise	Gender concepts, methods	Sisterhood, working together/networks, being part of TWG		Willing to learn, hard work, diverse roles
	Experience	Respect for others, empathy			
	Gender knowledge, skills, methods	Politics, culture, behavior change	Work-life balance, gender in daily life	Leadership	
		Open-mindedness	Experience	I am part of TWG	
Willingness to learn		Leadership/ Management	Communicator		

## Participants' expectations

**I expect to:**

<b>Learn</b>	<b>Share</b>
Experience/ Success of others	Personal experience
Strategy/ method/ intervention & how to communicate	Knowledge
Best practices/ lessons	Insight/ Learning
	Methods

# ANNEX VII. Rapporteurs' Notes from Session 9A

## VII.1. Group 1: Indonesia

### Participants –

USAID Oceans/SEAFDEC - Fini, Kongpathai, Melinda (Note taker)

SEAFISH

UNSRAT Participants

**Activity 1:** Fini introduced the four objectives of the session to the group. The group reviewed USAID Oceans' regional and national activities for Year 3 and brainstormed planned MMAF, UNSRAT, or other activities in Indonesia that can link with Oceans' activities and objectives. More discussion is needed amongst the Indonesia team to identify events occurring later in Year 3.

Women/Gender Activities	General Activities
<ul style="list-style-type: none"> <li>• Manage and elaborated gender issues on symposium and festival for fisherwoman (Sept 3)</li> <li>• Manage 3 gender trainings in west, central and east of Indonesia</li> <li>• Capacity building of fisherwomen in public speaking</li> <li>• Capacity building of fisherwomen on building women-owned SMEs</li> <li>• Strengthen Indonesian fisherwomen sisterhood (Sept 7)</li> <li>• Gender training for fisherwomen in Indonesia (Sept 10)</li> <li>• Training for fisherwomen on CDT</li> <li>• Formation of women in fisheries association in each province and control/manage by MFO/DKP</li> <li>• Training/capacity building organized through the association</li> <li>• Capacity building for finance access and management; packaging and branding; legal registration</li> <li>• Grant for simple/basic processing equipment</li> <li>• Comparative study/learning studies for women leaders (proposed activity, not planned)</li> <li>• Capacity building through training on special skills/knowledge in processing (UNSRAT - Bitung, Nov 2017)</li> </ul>	<ul style="list-style-type: none"> <li>• Business Forum (National occurs quarterly in reality); Propose that local gov. also holds own forums</li> <li>• Technical assistance for performance indicator management; monitoring; program planning</li> <li>• Manage regional workshop of coastal management of traditional community fair/local indigenous (Nov 2017 – SEAFISH)</li> <li>• Capacity building of fisherfolks regarding the importance of traceability</li> </ul>

**Activity 2:** In Activity 2, respondents indicated that they were largely confident in their ability to and capacitated to integrate gender into their projects. Four members were confident, one noted they needed more practice, and one was unsure of how to integrate. They indicated they needed more practice in the following areas:

Confident In	Needs More Practice	Low Understanding
	<ul style="list-style-type: none"> <li>• How to integrate gender equality &amp; equity into national policy. Capacity building should involve inter-ministerial, inter-governmental level.</li> <li>• Need more resources to manage capacity building to fisherfolk/women</li> <li>• Need more deep understanding on gender gaps and gender-sensitive indicators</li> </ul>	

Confident In	Needs More Practice	Low Understanding
	<ul style="list-style-type: none"> <li>• Need improved knowledge of business management, especially on SMEs</li> <li>• Need more resources to empower fisherwomen, especially on gender issues</li> <li>• Need more information &amp; networking on NGOs/CSOs concerned on gender issues</li> <li>• Effective training method for women working in fisheries sector</li> <li>• Needs assessment methodology of women in fisheries</li> <li>• Method/approach in empowering women, especially through training on fish processing, financial management</li> <li>• Evaluation method on gender activities (for above item)</li> </ul>	

**Activity 3:** In Activity 3, MMAF and UNSRAT described that their organizations’ responsibilities and tasks were coordinating the development and implementation of gender programs in line with the priority of the ministry and teaching, research, and community development, respectively. MMAF integrates gender by developing process design, roadmaps, and capacity building. Likewise, UNSRAT addresses gender through teaching and capacity building. MMAF and UNSRAT noted similar results and outputs from their efforts, which included:

- Percentage of women involved in groups improved
- Integrated sex aggregated data with one data policy
- Amount of independent groups enhanced
- Amount of groups that develop into small-scale business unit enhanced
- Ministerial Decrees
- Awareness of people (women’s groups) to maintain the fisheries resources and to continue to sustain, utilize for their welfare increased
- More involvement in women in fisheries sector to improve their livelihood

**Activity 4:** In regard to the activities of the Women Leaders’ Forum, group members noted that there is no similar initiative by UNSRAT or MMAF in relation to fisheries. MMAF noted that there are other women’s forums in other ministries (Ministry of Women and Children). The group recommended that the Ministry of Women and Children be approached to initiate a fisheries-specific group.

**Facilitator Notes:**

**What was not covered within the time given?** Overall, the session discussions were brief as time did not allow for deep dives into the activity content. Time was especially limited for Activities 1 and 3. The sessions did, however, provide a basis for discussion to continue beyond the workshop.

**What was the atmosphere in the training room?** Participants were engaged in the sessions and eager to make progress.

**How did the participants react during various activities in the session? If negative, how to improve the session design?** Participants were very engaged, but for some activities (like activity 1), participants needed a bit of time to orient themselves to the task and understand the directives.

**What additional preparations should have been done to make the delivery of the session better?** Shortage of time was the biggest challenge, as there were many activities and limited time. Perhaps more advance “homework” could be given next time (such as preparing list of activities that align with the Oceans’ work plan).

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## VII.2. Group 2: Philippines

Facilitator: Becky

Assistant: Krit

Note taker: Nives

Participants: BFAR and WinFish

### **Activity 1: Alignment of Oceans' Work Plan on gender with national gender strategies and priorities.**

- Gender tuna research can be presented in FY 18 for the regional Gender meeting.
- Women leaders from the General Santos learning site can be recommended for the Women Leaders Forum. It was suggested that women leaders from other areas be put forward to participate in the Women Leaders Forum but this should be proposed to CTI-CFF or other partners for funding. It was recommended that criteria be developed to help choose and prioritize who could be sent.
- The priority for participation in regional events is the TWG but other factors may influence others to participate (e.g. travel limitations from countries). It should be the TWG leads who propose alternates. There would still be criteria to follow that would contribute to the goals of the program.
- For the development of the SEAFDEC Gender Policy, countries will be able to provide input. Participants who were interested were asked to reach out to Becky, and Jigsz to coordinate with SEAFDEC. WINFISH informed it would be happy to provide input to SEAFDEC policy development. There is a WINFISH member in SEAFDEC and she is a board member. Documents can be circulated for review and input.
- Communications strategy: WINFISH informed that it can contribute to legacy document development. Next steps are to coordinate with Jigsz and SEAFDEC on how to provide inputs.
- Newsletter: Not all the participants receive it. The USAID Oceans team will add the Gender participants' information to its contact database to ensure receipt in the future. Representatives were also informed they could sign up to the newsletter on the website. There was interest from the participants in contributing content for the Newsletter.

### **Planned National Gender and General Meetings that can be leveraged.**

#### General comments

- Integrated workshop on lessons learned and best practices to be conducted in Quarter 2: Question if WINFISH or BFAR activities that can be combined. Next: Look at program of activities developed by CDT and EAFM activities. Inputs will be provided in the EAFM workshop for the next 3 days. Ninth annual conference on gender in Fisheries will be undertaken by WINFISH in 9<sup>th</sup> September 2018 in Iloilo city. To be announced. Possibly to be done in GenSan in coordination with the Tuna Congress.
- BFAR is launching search for outstanding women fishers.
- WINFISH has identified two types of training that are considered a priority from its research. (USAID Oceans to follow up).
- National Gender and Labor Consultation workshop can be done during the women's month (March) and October to leverage events as they make sense.
- Oceans was encouraged to work with WINFISH and BFAR Capture fisheries to review their annual training plans and identify areas for collaboration. This information can help to feed into the grants development process.
- Discussion was undertaken on the USAID Oceans grants project and Nives provided a brief explanation of WINFISH mechanism and its objectives. The next step is further discussion with WINFISH and BFAR on ideas of how the Oceans can strengthen women's organizations, and identify partnership opportunities and types of activities.

Gender specific activities/meetings:

- September 2018: 9<sup>th</sup> National Conference on Gender and Fisheries organized by WinFish. Location Ilollo (or possibly General Santos)
- March 2018: Women's Month Celebration.
- March 2018: Gender Sensitivity Training (GST) for Faculty of Mindanao State University, General Santos City.
- March 2018: GST for Personnel of the ECPC for Sarangani Province.
- Q2 2018: WINFISH - Technical Assistance for the formulation and institutionalization of a Gendered Tuna Development Plan / Roadmap.
- Q3 and Q4, 2018: WINFISH = Develop localized and engendered CDT/ EAFM Manual for Value Chain players and enable use.
- Q 2 – Q4, 2018. WINFISH Production of modules for gender responsive methodologies (e.g. fisheries project design; implementation, M&E, resources in CDT/EAFM; evaluation of plans/policies for gender work plan.

General activities/meetings where gender can be integrated:

- Week 1, September 2018: Tuna Congress (General Santos).
- October 21, 2018: Launch of BFAR Annual Search for Outstanding Women in Fisheries.
- Week 3, October 2018: Fish Conservation Week.

**Activity 2: Self-Assessment Gender capacity building needs assessment.**

Confident (lavender): 3

- Gender Analysis Frameworks (triple role: social relations, six dimensions of USAID);
- Basic Gender concepts;
- Gender Sensitivity Training;
- GRVCA in fisheries;
- HGDG;
- Gender methods and tools: PRA-Gen, Gender Resource Map, engendered curriculum;
- Gender Responsive Value Chain Analysis in Fisheries;
- Rapid Appraisal and gender tools;
- Academic curriculum making (in fisheries incorporating gender);
- Gender responsive value chain analysis in Fisheries;
- Fisheries and Marine Ecosystem Assessments.

Need more practice (pink): 3

- Harmonization of EAFM/CDTS guidelines with BFAR GAD Checklists;
- Additional training on Value Chain Analysis and EAFM.

Do not know how to do it (blue): 0

- n/a

**Activity 3: Matrix Exercise.** Two matrixes completed 1) BFAR and 2) WINFISH. Please see pdf copies.

**Activity 4: Conversation to continue after the workshop.**

## ANNEX VIII. CLOSING REMARKS

### **CLOSING REMARKS: CRISTINA VÉLEZ SRINIVASAN, CONTRACT OFFICE REPRESENTATIVE, USAID/RDMA**

Good afternoon. I was not able to participate the whole two days but I'm impressed with what I've seen and the great work that you've done. We're happy to see that we're able to achieve the work in Indonesia and the Philippines and find applications for this knowledge and develop approaches that are informed by regional perspectives.

I was just reflecting on Dr. Kai's talk yesterday morning and how sometimes we see a problem as too big and seemingly overwhelming, but if we start breaking it down into little pieces of actionable things we can do, it's not so overwhelming. It reminded me of when I took a trip to Hawaii, and I took one little rock from the National Park and I was told, "What? that's bad luck, you can't take a rock— think about it, if everybody took just one little rock there will be no more rocks left." And I think about that a lot when I see a big problem and I think, what can I do? I'm just one person doing one small thing. But if everybody does a little bit it really makes a dent. I keep that analogy with me all the time. When I'm thinking of something that's overwhelming, I break it down.

Yesterday Kai told me that you were able to identify just 1-3 things – that's a great start.

As you all very well know, concerns for gender equality and gender equity run through all dimensions of the fisheries sector—from pre-catch preparations, harvest, landing, processing and sale. It is also tied to all aspects of the program's work—from designing the catch documentation and traceability system to developing enhanced fisheries management plans.

We're really happy to see the momentum still going after the TWG meeting and we certainly hope to continue collaboration not just through the end of this activity but well beyond – SEAFDEC and CTI as the leaders and of course all the other NGOs and partners in this room. While the Oceans Partnership will not last forever, this WG will, so all the things we're doing now will hopefully keep momentum for several years to come.

It is this integrated approach to policy development and intervention that will create regional change. I'm really inspired by each and every one of you.

### **CLOSING REMARKS: GERONIMO SILVESTRE, CHIEF OF PARTY, USAID OCEANS**

I speak on behalf of Oceans team, thank you all for coming to join us in the last couple of days, for your active participation, contributions to the workshop. We did a splendid job and I think we've accomplished largely the objectives of the workshop.

There is much to be done to improve equity and optimize the benefits that we generate from the fisheries in the region. Governments always prioritize social justice and equity as a high policy priority for national development. If you review the aspirational documents of the 10 AMS you will find the social justice provisions giving high priority to improving equity, because of our historical background, most coming from a colonial past, became independent mostly after WWII and we were victims of a lot of inequities through the institutions that we inherited from our colonizers.

In our drive for development, there's always the question: Why are we poor? And often development experts will tell you we are poor because, first, our productivity is low, and we keep putting our time and our resources in areas or economic activities that have very low productivity. Second, because of inequity that we see in the distribution of the factors of production in our respective societies, a key concern for governments in this region. And, finally, because our institutional systems are unable to promote increased productivity and increased equity the various stakeholders in the society.

In the fisheries sector the last thing we would like to see is the extension of inequities of land based systems to the sea sector that we are trying to manage. We want that what we do would increase productivity but to what end does it serve if it's inequitably distributed across the participants in the capture fisheries or the aquaculture sector? We hope that USAID Oceans is a first step for us to be able to take on gender and other inequities in the sector to help us move forward and address those issues. As we aspire for optimizing productivity and efficiency in our sector, we would like to see that it does not harm the options of future generations to enjoy the same productivity that we're getting from the sector. I hope you can join us in advancing equity in the region.

## ANNEX IX. LIST OF PRESENTATIONS

1. Introduction to the Regional Gender Workshop and Expectations  
*Dr. Lily Ann Lando, Lead Facilitator*
2. The Oceans and Fisheries Partnership: Overview  
*Mr. Len Garces, Fisheries Management Specialist/USAID Oceans*
3. The Oceans and Fisheries Partnership: Human Welfare Workstream Gender Strategies and Work Plan  
*Dr. Arlene Nietes Satapornvanit/USAID Oceans*
4. USAID's Gender Equality and Female Empowerment (GEFE) Policy and Gender-Sensitive Indicators and Reporting  
*Dr. Kai Spratt, Senior Regional Gender Advisor/USAID RDMA*
5. Gender Analysis in the Fisheries Sector in General Santos City, Philippines  
*Dr. Marieta B. Sumagaysay, Dr. Rowena P. Gelvezon, Prof. Alice Prieto Carolino, Dr. Harold Monteclaro/(WinFish)*
6. Gender Analysis in the Fisheries Sector in Bitung, North Sulawesi, Indonesia  
*Dr. Reiny A. Tumbol, Dr. Alvon Jusuf, Dr. Daisy Makapedua, Dr. Jardie Andaki/(UNSRAT)*
7. Recap of Day 1 and Overview of Day 2  
*Dr. Lily Ann Lando, Lead Facilitator*
8. SEAFDEC's Gender Mainstreaming Activities  
*Ms Jariya Sornkliang, Gender Focal Person/SEAFDEC*
9. CTI-CFF Women Leaders' Forum  
*Ms Hesti Widodo, Training and Learning Network Manager/CTC*
10. SEAFish for Justice: Encouraging Fisheries Justice – Lobby Notes  
*Ms Susan Herawati Romica, Secretary General/KIARA/SEAFish for Justice*
11. Fisherfolk Community Enterprise: How Women's Economic Empowerment Helps Strengthen Community Advocacy  
*Ms Preeyaporn Atthaphong/Oxfam in Thailand*
12. National Network on Women in Fisheries in the Philippines (WinFish)  
*Prof Alice Carolino/WinFish*
13. USAID Asia Counter Trafficking in Persons (CTIP) Project  
*Ms Napapan Der Kinderen, Gender Equality and Inclusion Advisor/USAID Asia CTIP/Winrock*
14. Ecosystem Approach to Fisheries Management (EAFM) Learning Session  
*Mr. Isara Chanrachki and SEAFDEC EAFM Team*
15. What's Next  
*Dr. Arlene Nietes Satapornvanit/USAID Oceans*
16. Workshop Wrap-up  
*Dr. Lily Ann Lando, Lead Facilitator*