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USAID Oceans and Fisheries Partnership REGIONAL DOCUMENT ON GENDER INTEGRATION IN THE FISHERIES WORKPLACE



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ACRONYMS AND ABBREVIATIONS

ASEAN	Association of Southeast Asian Nations
BFAR	Bureau of Fisheries and Aquatic Resources
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CT	Coral Triangle
CTI-CFF	Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security
CT6	Refers to the six member countries of the CTI
DLF	Department of Livestock and Fisheries
EAFM	Ecosystem Approach to Fisheries Management
GAD	Gender and Development
GESI	Gender Equality and Social Inclusion
HWGE	Human Welfare and Gender Equality
ILO	International Labor Organization
IUU	Illegal, Unreported, and Unregulated
Lao PDR	Lao People's Democratic Republic
LWU	Lao Women's Union
M&E	Monitoring and Evaluation
MAF	Ministry of Agriculture and Forestry
MMAF	Ministry of Marine Affairs and Fisheries
MoWA	Ministry of Women's Affairs
NSSF	National Social Security Fund
PUG	<i>Pengarusutamaan</i> Gender (Gender Mainstreaming)
RA	Republic Act
RDMA	Regional Development Mission for Asia
SDG	Sustainable Development Goal
SEAFDEC	Southeast Asian Fisheries Development Center
TWG	Technical Working Group
UNDP	United Nations Development Programme
US DOI	United States Department of Interior
USAID	United States Agency for International Development
USAID Oceans	USAID Oceans and Fisheries Partnership
WINFISH	The National Network on Women in Fisheries in the Philippines, Inc.
WLF	Women Leaders' Forum

EXECUTIVE SUMMARY

This document was envisioned during the first USAID Oceans Technical Working Group (TWG) Workshop in 2016 organized with the Southeast Asian Fisheries Development Center (SEAFDEC), whereby the initial USAID Oceans Human Welfare and Gender Equality (HWGE) TWG, comprised of members from SEAFDEC member countries, met to provide inputs according to a prepared matrix on how gender mainstreaming and integration can be implemented in the fisheries workplace (Annex I). At the start of USAID Oceans, the majority of institutional partners and members were not as sensitized to gender, particularly in understanding the rationale for a gender component in a fisheries activity or project with technology development as its main output. However, the HWGE TWG members understood the importance of gender mainstreaming in their fisheries work. Along with this understanding, they expressed the need for building their capacities and providing materials that can be used as references or guides to implement gender-sensitive fisheries work and activities.

Contributions from members were obtained in subsequent years during annual regional events when HWGE TWG members gathered together from 2016 to 2019. In addition, during the 2017 *Regional Gender Workshop* (USAID 2017), HWGE TWG members were joined by the CTI-CFF Women Leaders' Forum (WLF) representatives from the Coral Triangle member countries. In 2019, CTI-CFF WLF and development partners conducted a stocktaking on gender-related policies and legal framework in the Coral Triangle, spearheaded by The Nature Conservancy. Information from the stocktaking report is also included in this Regional Document. In 2020, the Regional Workshop on Gender Integration in Fisheries was the last venue to obtain more inputs from members. The inputs provided are based on actual experiences of the contributors in the fisheries workplace, which, spanning across the Southeast Asian and Coral Triangle countries, reflect various contexts and nuances.

This document will be utilized by SEAFDEC and CTI-CFF member countries, gender staff, and technical personnel as a reference to ensure gender aspects are integrated into their work in fisheries and coastal resources management.

INTRODUCTION

USAID Oceans is a five-year program (2015 - 2020), working in partnership with SEAFDEC, CTI-CFF and 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.

USAID Oceans aims to contribute to strengthening the Asia-Pacific region's capacity to combat illegal, unreported, and unregulated (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, ecosystem approach to fisheries management (EAFM), HWGE, public-private partnerships, and communications and outreach.

The HWGE workstream supports and complements project activities particularly eCDT technology development and sustainable fisheries management by addressing human rights and welfare concerns along the fisheries supply chain. These concerns included 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 trade and consume. Each member country has appointed a gender focal person to be part of the TWG to provide technical guidance and support to USAID Oceans work in the region, and to facilitate the implementation of HWGE workstream activities at the USAID Oceans learning sites. Other countries' HWGE TWG members participated in regional capacity building events to learn and share knowledge and experiences in gender integration in the fisheries workplace.

USAID Oceans conducted gender analyses and implemented gender interventions at the learning sites in Indonesia and the Philippines. The gender analyses captured the differences and disparities occurring in the fisheries industry based on the gender domains framework overlaid with the value chain analysis framework. The analyses resulted in the identification of gender issues and needs that constrain the attainment of gender equality and equity in fisheries. 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.

One of the things that members pointed out was the lack of materials to be used as references in the workplace regarding how to mainstream or integrate gender in their work. As fisheries technical personnel, their training was more on the ecological aspects of fisheries and sustainable fisheries management. They have yet to learn the social aspects, including human welfare and gender equity, which is a new paradigm for them and their agencies. Thus the lack of capacity of fisheries practitioners is common in all countries.

USAID Oceans tried to address this lack of capacity issues through workshops and training and sharing of information. For the lack of materials and tools, USAID Oceans has produced several knowledge products that can be used by practitioners in the field. This particular document will also address this lack of materials, as this contains real-life and field experiences in gender mainstreaming and integration in the fisheries workplace, including recommendations for more effective implementation of gender policies in each country.

In 2017, USAID RDMA through the US Department of the Interior (DOI), provided a grant to SEAFDEC to support the technical working group focal persons' participation in USAID Oceans activities. Activities wherein the USAID DOI grant supported the participation of SEAFDEC's TWG for Human Welfare and Gender and their gender team included the *Regional Gender Workshop* in August 2017 and the *3rd Regional*

Technical Working Group Workshop in 2018. Their participation in these events enabled them to contribute to the contents of this regional document.

Also in 2017, the US DOI supported representatives from the CTI-CFF WLF from Coral Triangle member countries to participate in the USAID Oceans Regional Gender Workshop held in Bangkok, Thailand. This provided them the opportunity to interact with their counterparts in the Association of Southeast Asian Nations (ASEAN) region, and share and learn from one another regarding gender strategies implementation, and particularly on USAID Oceans and SEAFDEC gender strategies in sustainable fisheries management.

The contents of this document were collected from USAID Oceans' HWGE TWG members and CTI WLF Focal Persons, through various events conducted and supported by USAID Oceans and US DOI, namely Regional Technical Working Group Workshops held between 2016 to 2018, a Regional Gender Workshop in 2017, a Regional eCDT Guidance Workshop in 2019, and a Regional Workshop on Gender Integration in Fisheries in 2020.

DOCUMENT OBJECTIVES AND EXPECTED RESULTS

This regional document was conceptualized in 2016 during the 1st Technical Working Group Workshop with USAID Oceans and SEAFDEC. The objectives in producing this document are as follows:

- To provide an overview of the current situation related to gender policies and agencies mandated to implement these policies;
- To provide information on the relevant agencies concerned or mandate to implement gender mainstreaming or integration;
- To gather information from the fisheries workplace regarding how gender is integrated into their practical activities;
- To share experiences of fisheries practitioners on how they mainstream or integrate gender in their workplaces, including the challenges faced in the implementation of gender policy and strategies;
- To produce this document to be used as a reference by other fisheries technical staff and have been mandated by law that they should be gender-sensitive or responsive;
- To recommend various ways and means to integrate gender in the fisheries workplace; and
- To serve as a reference for fisheries and related agencies and practitioners in the region for their own gender and development in fisheries plans and programs so that they will be better able to apply a gender lens in their work.

With SEAFDEC's gender policy taking into effect in 2019, and CTI-CFF working on developing its own gender strategy in 2020, this document will be an additional reference material for the implementation of the institutional gender strategies. It is envisioned that with this document, fisheries scientists and technical people will not only realize the importance of gender integration in fisheries but will also be equipped in trying to implement this mandate in order to achieve social inclusion of all members of the fisheries workforce.

This document can be used in conjunction with other knowledge resource materials on gender produced by the USAID Oceans, namely:

Gender Research in Fisheries and Aquaculture: A Training Handbook

<https://www.seafdec-oceanspartnership.org/resource/gender-research-in-fisheries-and-aquaculture-a-training-handbook/>

Assessing Fisheries in a New Era: Extended Guidance for Rapid Appraisal of Fisheries Management Systems

<https://www.seafdec-oceanspartnership.org/resource/assessing-fisheries-in-a-new-era-extended-guidance-for-rapid-appraisals-of-fisheries-management-systems/>

Gender Video: The Hidden Half: Women’s Role in Southeast Asia’s Fisheries (Part I)

<https://www.seafdec-oceanspartnership.org/resource/the-hidden-half-part-i-womens-role-in-southeast-asias-fisheries/>

Gender Video: The Hidden Half: Women’s Role in Southeast Asia’s Fisheries (Part II)

<https://www.seafdec-oceanspartnership.org/resource/the-hidden-half-part-ii-gender-research-in-southeast-asias-fisheries-english/>

Regional Workshop on Gender Strategies Implementation (August 2017)

<https://www.seafdec-oceanspartnership.org/resource/workshop-report-regional-gender-strategies-implementation-workshop/>

GENDER 101 GLOSSARY

A Quick Guide to Gender Terminology:

- **Sex and Gender** – Sex is biologically determined, more constant across time and cultures; gender is socially ascribed, and changes across time and culture.
- **Gender analysis** – a process of gathering and analyzing sex-disaggregated information in order to understand gender differences and to identify major issues that contribute to gender inequalities. It is also a type of socio-economic analysis that uncovers how gender relations affect a development problem, and examines the differences in women's and men's lives, including those which lead to social and economic inequity for women. The analysis also provides an understanding of the underlying causes of these inequalities, which could be applied to policy development and service delivery. The ultimate aim is to achieve positive change, particularly for women who are mostly at a disadvantage.
- **Gender equality** – a state in which the allocation of resources, programs, opportunities, and decision making is equally given to women and men so they have the same i.e. each would receive 50 percent of what is allocated including access to the same opportunities; this could also refer to the state or condition in which women and men have equal enjoyment of their human rights, socially valued goods, opportunities, and resources.
- **Gender equity** – is the fair *allocation of resources, programs, opportunities, and decision-making to both males and females without discrimination on the basis of sex, as well as addressing any imbalances or inequities in the benefits available to both sexes.* To ensure fairness, compensation must be considered to cover economic, social, and political disadvantages that prevent women and men, boys and girls from operating on a level playing field. Differences in women's and men's lives are taken into consideration, especially recognizing that different approaches are oftentimes necessary to achieve equitable outcomes.
- **Gender sensitive** - awareness of the ways people think about gender, so that individuals rely less on assumptions about traditional and outdated views on the roles of men and women. Differences in women's and men's lives are taken into consideration, recognizing that different approaches are needed so neither is excluded in the outcomes, resulting in equitable treatment.
- **Gender mainstreaming** - a strategy which makes women's as well as men's concerns and experiences an vital aspect of the design, implementation, monitoring and evaluation of policies and programs at all levels and spheres i.e. political, economic and societal, in order that women and men can benefit equally, and inequality is not continued or promoted. It is also the process of incorporating a gender perspective into organizational policies, strategies, and administrative functions, as well as into the institutional culture of an organization.
- **Gender integration** – Taking gender aspects into account in program design, implementation, monitoring and evaluation, to compensate for gender-based inequalities.
- **Gender responsive** – Recognizing and addressing the particular needs, priorities, and realities of men and women so that both men and women can equally benefit, with gender-sensitive indicators to track progress in closing the gender gap.
- **Gender transformative** - examines challenges and ultimately transforms structures, norms and behaviors that reinforce gender inequality, and strengthens those that support gender equality. It works to change the social order, or the underlying sectoral and social factors that give rise to disparities among men and women.
- **Gender-Sensitive Indicators** - indicators disaggregated by sex, age and socio-economic background, which are designed to determine changes in relations between women and men over a period of time. The indicators can be used to evaluate the outcomes of gender-focused and mainstream interventions and policies, assess challenges to success, and adjust programs and activities to better achieve gender equality goals and reduce adverse impacts on women and men.

Sources: Arenas & Lentisco 2011; IGWG 2016; March et al. 1999; UNDP 2007

I. RATIONALE FOR GENDER MAINSTREAMING / INTEGRATION IN FISHERIES

There is a growing interest in integrating gender into fisheries activities and work. The inclusion of Gender Equality as one of the Sustainable Development Goals (SDG 5) and the recognition that all other SDGs could not be fully achieved without considering SDG 5 signifies the importance of taking a gender-sensitive and responsive approach to development. Work on sustainable fisheries development and management involves not only ecological aspects but also other aspects of the whole ecosystem that have an impact or could be impacted by ecology. Thus the need to include other aspects such as economic, governance and political, as well as the social including human welfare and gender considerations.

Why do we need to integrate gender in fisheries?

Below are the major reasons to ensure social inclusion and that no one should be left behind in the pursuit of sustainable fisheries management.

1. An enhanced understanding of basic gender and related concepts is necessary to ensure that fisheries programs, projects, and activities are gender-responsive.
2. Gender sensitivity is a critical success factor in the promotion of gender equality, gender equity, and women empowerment in the fisheries sector.
3. Gender mainstreaming is an approach to development that looks more comprehensively at the relationships between women and men in their access to and control over resources, decision making, benefits and rewards in society.
4. It is a strategy to ensure that the concerns of gender equality are considered in the mainstream (interrelated dominant ideas, and development directions and the organizations that make decisions about resource allocation)
5. It is a strategy to transform society and its institutions so they would work for gender equality.

It is good practice that in addressing issues affecting fishers, seafood industry workers and all actors in the fisheries value chain, gender sensitive approaches are followed. This could be through the development of effective policies, designing of plans and programs, and in actual interventions.

2. METHODOLOGY

During the various events organized by the USAID Oceans for HWGE TWG members and WLF focal persons, participants were requested to fill in matrices that would provide information on the content of this document.

Matrix I (Annex I) was used to obtain inputs from participants on gender mainstreaming and/or integration approaches relevant to their work in fisheries and as Oceans HWGE TWG members, from 2016 to 2019. They were also requested to identify the pathways of how these approaches could be applied or recommended for implementation at various levels in their organizations.

Specific questions included the following:

- What are your or your organization's responsibilities or tasks?
- How do you mainstream or integrate gender?
- How will these approaches be applied or implemented?
- What results/outputs/ outcomes can be expected after implementation?

Matrix 2 (Annex II) was used to obtain inputs on the current situation on human welfare, gender, and labor considerations in relation to documentation and traceability along the fisheries value chain, from 2018 to 2019. In particular, it attempted to inquire from participants information on the following:

- Government agencies responsible for labor protection and regulation, gender equality, social welfare and development, and health
- National and local laws on labor protection, gender equality, social welfare and development and health-relevant to fisheries
- Gender equality issues
- Occupational safety and health issues
- Types of data and information being collected on human welfare, gender, and labor
- Responsible entities for data and information collection on human welfare issues
- Current efforts/projects/initiatives on human welfare in fisheries and by whom
- Other stakeholders working on specific human welfare issues in fisheries. Information was obtained per node of the fisheries value chain

It should be noted that not all information captured in Matrix 2 is included in this document.

Secondary literature and data sources were also used particularly in providing information with a broader scope and more general in nature, such as background information on national fisheries agencies and national laws and policies that are relevant to gender in fisheries.

3. RESULTS

3.1 FISHERIES AGENCIES/ORGANIZATIONS: RESPONSIBILITIES AND TASKS

COUNTRY FISHERIES ORGANIZATIONS

Cambodia

The Fisheries Administration of the Ministry of Agriculture, Forestry and Fisheries is responsible for fisheries management, regulation and promotion of the national fisheries sector which includes catch documentation and traceability, combatting IUU, fisheries information system, and social welfare, gender, and labor. Except for the fisheries information system, all other responsibilities are performed in collaboration with other agencies and entities in Cambodia.

Other government agencies responsible for labor protection and regulation including gender equality, social welfare and development are the agencies under the Ministry of Women Affairs (MoWA) such as the Cambodian National Council for Women and Ministry of Labor and Vocational Training.

Indonesia

The Indonesian Ministry of Marine Affairs and Fisheries (MMAF) is responsible for all matters related to the marine and fisheries sectors in Indonesia. In terms of gender matters, MMAF coordinates the development and implementation of gender programs in line with the priority of the Ministry. MMAF integrates gender by developing process design, roadmaps, and capacity building. MMAF noted the following results and outputs from their efforts, which include:

- Percentage of women involved in groups improved;
- Integrated sex aggregated data with one data policy;
- Number of independent groups enhanced;
- Number 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; and
- Increased involvement in women in the fisheries sector to improve their livelihood.

Other relevant government bodies include those from the Ministry of Manpower and Transmigration, Ministry of Women Empowerment and Child Protection, Ministry of Health and Ministry of Trade.

Lao People's Democratic Republic

The Department of Livestock and Fisheries (DLF), under the Ministry of Agriculture and Forestry (MAF) is the government agency responsible for the protection, promotion, and sustainable production, use, and management of livestock and fisheries resources. The DLF works with other government agencies, NGOs, private sector and other national and international stakeholders to develop the livestock and fisheries (including aquaculture) sub-sectors.

Vision 2030 on Lao Gender Equality Strategy for Agriculture, Forestry and Rural Development Sector mandate that DLF archives 25 percent of women in the decision-maker position by 2030. Ministries and departments are also mandated by law to develop strategies and action plans according to gender mainstreaming principles, implement them and address gender equality issues, at all levels (national, provincial, district, village).

Malaysia

The Department of Fisheries within the Ministry of Agriculture and Agro-based Industry is responsible for the nations' fisheries and resource management, and shares enforcement responsibilities with other agencies in catch documentation and traceability, combatting IUU, fisheries information system, and social welfare programs. The Department envisions "to be the leader in the transformation of a sustainable and competitive fishery (dof.gov.my)." The Department functions to manage and develop its fisheries industry aligning it to establish a modern and commercial sector, and provide maximum opportunities and benefits for all stakeholders.

Gender and labor are not specifically under the mandate of the Department of Fisheries, rather they are managed by the Ministry of Women, Family and Community Development, the Ministry of Human Resources, and Ministry of Health respectively.

Myanmar

Myanmar's fisheries resources, food security, sustainable fish consumption, and aquaculture technology efforts are managed by the Department of Fisheries of the Ministry of Agriculture, Livestock, and Irrigation.

Some of its responsibilities for the development and management in fisheries are as follows:

- Conservation and rehabilitation of fishery resources;
- Promotion of fisheries research and surveys;
- Collection and compilation of fishery statistics and information;
- Extension services;
- Supervision of fishery sector; and
- Sustainability of fishery resources.

Other relevant authorities responsible for labor protection and regulation, gender equality, social welfare, and development includes the Department of Immigration, the Police Force, the maritime police, Department of Trade, Department of Labour, and Social Security Board.

Philippines

The Philippines Bureau of Fisheries and Aquatic Resources (BFAR) is a line bureau of the Department of Agriculture and is the lead government agency responsible for the conservation, development, improvement, and management of the country's fisheries and aquatic resources. BFAR envisions itself that by 2030 it will be "an institution of excellence in sustainable fisheries management and services" (BFAR Vision 2030) so it can contribute to national food security and improving the quality of life of its fisheries constituents, especially the fisherfolk. Under the national mandate of the Philippine Commission on Women, BFAR has established its Gender and Development (GAD) Focal Point System, to provide directions in the GAD mainstreaming initiatives of BFAR, including conceptualize and implement specific GAD programs and projects, formulate the GAD Strategic Plan, review BFAR's annual GAD Plan and Budget, and monitor and assess activities, accomplishments and budget utilization. Some of the areas covered are: sexual harassment, violence against women and discrimination in the workplace, training/seminars, human resources procedures, policies, systems and programs, health and wellness, and environmental protection and sustainability.

BFAR works and collaborates with other relevant authorities, such as the Department of Labor & Employment; Philippine Commission on Women; the Philippine Fisheries Development Authority; Department of Social Welfare & Development; and the Department of Health.

Thailand

The Department of Fisheries, within the Ministry of Agriculture and Cooperatives is responsible for the promotion of the Thai fishing industry while ensuring the sustainability of aquaculture and capture fisheries. It conducts, compiles, and disseminates research and technologies to further those aims, which includes supervising the supply of fish for local consumption and export, including responsibility for aquaculture, preservation of aquatic animals, and fishing gear management, conservation and extension, freshwater, brackishwater and marine fisheries, food technology development, and exploratory fishing. Recently, there was a restructuring at the Department in order to tackle IUU fishing challenges. One division that was created is concerned with Fisheries Labor Management and Human Resources Management of Fisheries Officers, particularly focusing on managing the fisheries worker database and seabook.

The Office of Women's Affairs and Family Development of the Ministry of Social Development and Human Security, is the national women's machinery responsible for promoting gender equality and the

empowerment of women. It serves as a secretariat of the National Inter-ministerial Committee on Policy and Strategy for the Improvement of the Status of Women, chaired by the Prime Minister.

Other relevant agencies/authorities responsible for labor protection and regulation, gender equality, social welfare, and development is the Navy; the Department of Labor Protection and Welfare (DLPW); and the Department of Employment under the Ministry of Labor; the marine police; and Ministry of Public Health.

Vietnam

Vietnam's fisheries management is the sole responsibility of the Directorate of Fisheries under the Ministry of Agriculture and Rural Development. The Directorate advises and assists the Minister of Agriculture and Rural Development in monitoring and implementation of regulations and laws on fisheries in the whole country, and provide fishery services to the people as mandated by law. Among its roles include the conservation and development of aquatic resources, fisheries management, fisheries resources surveillance, aquaculture development, statistics and database management, fishery information systems, and carry out scientific research and technology transfers. Inspection and patrolling at sea is under the Department of Fisheries Resources Surveillance of the Directorate. The agency also works in cooperation with other agencies to implement work such as communication and international cooperation.

Other relevant authorities responsible for labor protection and regulation, gender equality, social welfare, and development are the Department of Labor, Invalids and Social Affairs; the fishing board management; Department of Industry and Trade; and the Department of Transportation.

ORGANIZATIONAL PARTNERS

Southeast Asian Fisheries Development Center (SEAFDEC)

The Southeast Asian Fisheries Development Center (SEAFDEC) is an autonomous inter-governmental body established in 1967. The mission of SEAFDEC is *“To promote and facilitate concerted actions among the Member Countries to ensure the sustainability of fisheries and aquaculture in Southeast Asia.”*

SEAFDEC comprises 11 member countries: Brunei Darussalam, Cambodia, Indonesia, Japan, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand, and Vietnam. The Center operates through the Secretariat located in Thailand and has five technical departments, namely: Training Department, Thailand; Marine Fisheries Research Department, Singapore; Aquaculture Department, Philippines; Marine Fishery Resources Development and Management Department, Malaysia; and, Inland Fishery Resources Development and Management Department, Indonesia. (Source: www.seafdec.org).

SEAFDEC is the technical arm of the ASEAN for fisheries and related matters. Under the ASEAN-SEAFDEC Partnership, SEAFDEC works with the ASEAN Sectoral Working Group on Fisheries to develop common positions on international issues that will have an impact on fisheries development and management, and help ASEAN in the integration of the fisheries sector within ASEAN's programs. SEAFDEC's expertise in gender in fisheries can be useful in the advocacy for gender integration among the policy makers, legislators and implementers.

In 2018, during the 50th Council Meeting, SEAFDEC Council recommended the development of a gender strategy for SEAFDEC. In March 2019, at the 51st Council Meeting, SEAFDEC Council approved the organization's Gender Strategy, which aims to promote gender equality in the implementation of sustainable fisheries management in Southeast Asia (SEAFDEC 2019). The five (5) gender strategies are

as follows: (1) Mainstreaming Gender at all Levels of the Organization; (2) Integrating Gender in SEAFDEC Programs and Projects; (3) Incorporating gender perspectives in all events organized by SEAFDEC; (4) Boosting the visibility of SEAFDEC as a gender-responsive and gender-sensitive organization; and, 5) Strengthening further the cooperation and collaboration with Member Countries and other organizations on gender aspects. Gender Focal Persons have been appointed in each Technical Department and Secretariat, to ensure the implementation of the gender strategies and actions in programs and activities of each Department. In July 2019, SEAFDEC gender focal persons and gender teams developed their action plans which were harmonized for the implementation of the gender strategy in their own departments, programs and projects.

Coral Triangle Initiative for Coral Reefs, Fisheries and Food Security

CTI-CFF, also known as the Coral Triangle Initiative (CTI), is a multilateral partnership of six countries: Indonesia, Malaysia, Philippines, Papua New Guinea, Solomon Islands, and Timor-Leste. These countries work together to sustain extraordinary marine and coastal resources by addressing crucial issues such as food security, climate change, and marine biodiversity. The Coral Triangle (CT) Region is one of the biologically and economically valuable marine ecosystems on the planet. It is called 'the Nursery of the seas' for it is home to about 600 coral species or 76 percent of the world's known coral species. It contains the highest reef diversity of about 2,500 or 37 percent of the world's reef fish species. With a human population of about 365 million and sustaining more than 130 million people living in coastal communities who rely directly on the marine ecosystems for their livelihoods and food, the marine habitats of the Coral Triangle also contribute an estimated US\$2.3 billion each year towards the economies of the region.

The CTI-CFF seeks to address both poverty reduction through sustainable development, food security, sustainable livelihoods for coastal communities and biodiversity conservation through the protection of species, habitats, and functional ecosystems.

The CTI-CFF is facilitated through its Regional Secretariat located in Manado, North Sulawesi, Indonesia.

CTI-CFF Women Leaders' Forum (WLF)

WLF was launched during the 5th CTI-CFF Ministerial Meeting in Manado, 2014. It successfully paved the way for the CT6 countries to support activities that actively benefit women, such as through capacity building and leadership development, as well as to spearhead the movement towards gender integration across the overall CTI-CFF. Its members cut across the CT6 countries, partners, expert individuals and interested parties.

In 2019, The Nature Conservancy supported the WLF in completing an initial Baseline Matrix and Stocktake on Gender-Related Policies and Legal Framework in the Coral Triangle Report (Stocktake Report) of existing gender-related policies and legal frameworks from the CT6 countries and identified implementation challenges and gaps from a gender perspective. It also outlined relevant gender-related policies for various CTI-CFF partners and other relevant stakeholders. This Report is further reviewed by the CT6 with additional input and produced a revised matrix of the policies and legal frameworks. This exercise is a precursor to the development of a CTI-CFF Gender Equality and Social Inclusion (GESI) Policy planned for completion by end of the year 2020.

Once the GESI Policy and Action Plan is approved, it is expected that the CTI-CFF program will seek to improve gender equality and accelerate social inclusion more broadly, while taking intersectionality into account, to achieve equitable and sustainable coastal and marine resource management across the Coral Triangle. The CTI-CFF GESI Policy and Action Plan is also envisaged to contribute to the CT6 countries'

effort towards fulfilling its SDGs, especially SDG5 on achieving gender equality and to empower all women and girls.

On the ground, development partners work with CT6 national governments WLF-appointed focal points through local organizations to undertake many community-level capacity building programs to improve and empower women and girls to contribute to many aspects of marine resource management.

3.2 NATIONAL AND LOCAL LAWS ON GENDER EQUALITY RELEVANT TO FISHERIES

Cambodia

Party to the Convention on the Elimination of all Forms of Discrimination Against Women (United Nations) Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW); Date signed/deposited: Oct. 17, 1980, and Oct. 15, 1992.

Cambodia's action on gender equality and women's empowerment includes the formation of the Cambodian National Council for Women and MoWA and is strengthened through the Technical Working Group on Gender and the Gender Mainstreaming Action Groups in line ministries and government agencies.

Since 2005, Gender Mainstreaming Action Groups were created in all line ministries and 24 ministries and institutions out of a total of 28 have developed their Gender Mainstreaming Action Plans. Twenty-two Gender Mainstreaming Action Plans received funds from the national budget and official development assistance. The government is moving towards improving gender-responsive budgeting across government agencies. Under the umbrella of the Ministry of Agriculture, Forestry and Fisheries, the Fisheries Administration implemented its five-year Action Plan on Gender Mainstreaming from 2008-2012 and has been implementing the Gender Equality Promotion and Child Labour Elimination in the Fisheries Sector 2016 to 2020 strategy.

More importantly, the Rectangular Strategy for Growth, Employment, Equity and Efficiency - Phase IV, the National Strategic Development Plan 2019-2023 and the Cambodian Sustainable Development Goals, the Cambodian Government emphasizes gender equality and the empowerment of women and girls as both stand-alone and cross-cutting national priorities.

Based on past lessons, a Neary Rattanak 4 "Cambodia Gender Strategic Plan for Gender Equality and Empowerment (2014-2018)" was developed by the Ministry of Women's Affairs. It encapsulates gender and health; HIV; education and vocational training; gender mainstreaming; gender relation and attitude; violence against women and girls; women in public decision making; women's economic empowerment and climate change.

Relevant Laws in Cambodia

- a. 1997 Labour Law: Under the Social Protection Policy Framework 2016-2025, the government is implementing a food reserve program, a school feeding program and a scholarship program for deserving students with 60 percent for girls as well as cash support for pregnant women and children of poor families. The national health equity fund was expanded to include a health insurance scheme for civil servants, retirees, and veterans. The Constitution (Article 46)

recognizes maternity as a social function and guarantees women's rights to leave and benefits, as outlined by measures to protect women's maternity rights defined in the 1997 Labour Law.

- b. 2002 Law on Social Security Schemes: The National Social Security Fund (NSSF) was established in 2007, and the accident insurance scheme was rolled out in 2008, followed by the healthcare incentive scheme in 2016. From 2008–2017, the NSSF registered 9,318 enterprises under the accident insurance scheme covering 1,175,027 employees (820,987 women) and has provided benefits to 170,641 employees (127,309 women) who have had work-related accidents. From 2016 to 2017, 906,461 employees (750,246 women) have been registered under the health incentive scheme, and 312,682 members (250,146 women) have used the healthcare services provided by healthcare service providers registered with the NSSF.
- c. 2005 Law on Prevention of Domestic Violence and Protection of Victims: This law establishes the responsibility of the nearest authorities in charge to intervene in cases of domestic violence.
- d. 2008 Law on Suppression of Human Trafficking and Sexual Exploitation: establishes the law against kidnapping persons for labor or sexual exploitation
- e. 2015 Law on Disaster Management: The Law formalizes the National Committee for Disaster Management as the main authority on disaster management. Women are mentioned in Article 18 of the Law, where it states that in the event of a disaster, relevant authorities need to 'pay high attention to the needs of women, children, elderly, handicapped, and disabled persons.' The responsibilities of National Committee for Disaster Management include "Coordinate the implementation of disaster risk reduction, mainstreaming of climate change, sustainable development, and gender issues by collaboration with line ministries in developing and strengthening the institutions, mechanisms and disaster management at all levels, in particular, at local community level to ensure better response during emergencies.
- f. 2016 Law on Juvenile Justice: The adoption of a juvenile justice law is critical towards having a separate juvenile justice system which guarantees the respect of the rights of children in the justice process and ensures they are fairly treated in an age-appropriate manner. *Source: MoWA (2019)*

Indonesia

Party to the Convention on the Elimination of all Forms of Discrimination Against Women (United Nations) CEDAW; Date signed/valid: 1984, and 28TH February 2000.

Indonesia's fisheries and aquaculture are regulated by Fisheries Law No. 31/2004 (2004), which gives the mandate to improve the welfare of fishermen by empowering them with an acceptable environmental condition, facilities & infrastructure, business certainty, access to capital, science, technology, and information.

Under Law No.22/1999 on Regional Administration (1999), within the context of the decentralization process, Provincial Governments are held responsible for the management, use, and conservation of marine resources in their territory, within territorial waters.

Protection over fishermen is regulated under Law of the Republic of Indonesia No. 7 Year 2016 (Protection and Empowerment of Fishermen, Fish Farmers and Salt Farmers). This Law covers both protection and empowerment. In Article 45 Empowerment activities are also referred to in Articles 12 and 43 regarding the involvement and role of women in fisheries and fishing households, and households

of salt farmers. Empowerment strategies include education and training, extension and mentoring, business partnerships, ease of access to science, technology, information, and institutional strengthening. In 2000, a Presidential Instruction No.9/2000 on Gender Mainstreaming in National Development was made that requires that women and men have equal access to and control over resources, development benefits, and decision-making at all stages of the development process and in all government policies, programs, and projects.

This is followed by the implementation of the National Action Plans for the Protection and Empowerment of Women and Children During Social Conflicts of 2014-2019 (RAN P3A-KS) where its main goal is to streamline the protection and empowerment of women and children during social conflicts (and conflicts may be caused by fisheries/ development/ tourism issues).

The National Long-Term Development Plan 2005-2025 also confirms the Indonesian Government's commitment to gender equality with specific laws in place.

MMAF Indonesia has been working on the Gender Mainstreaming (*Pengarusutamaan Gender* or PUG) Roadmap for the marine and fisheries sector since 2012. After commitment, institutional and policy processes in 2012-2015, they began to plan the implementation of PUG in 2015-2016 and implemented it in 2016-2017. In the last three years (2017-2019), MMAF has been working on strengthening the PUG through cross-agency cooperation, policy reviews and improvements, strengthening disaggregated data and monitoring evaluation. For the next five years (2020-2024), MMAF will focus on implementing and coaching through policies and regulations, capacity building, analytical tools and increasing social welfare.

Relevant Laws in Indonesia

- a. Law No.7/2016 on the Protection and Empowerment of Fishermen, Fish Raisers and Salt Farmers;
- b. Law No.201/2019 on Sustainable Agricultural Systems;
- c. Law No. 6/2018 on Healthcare;
- d. Law No.23/2002 on a second amendment to the Child Protection Law;
- e. Law No. 44/2015 on Organization of Occupational Accident Insurance and Death Benefits;
- f. Law No. 11/2012 on Child Criminal Justice System;
- g. Law No. 12/2012 on Long Term Development Plan in the area of Labour for 2010-2025;
- h. Law No. 50/2012 on Implementation of Occupational Safety and Health Management Systems;
- i. Law No. 7/2012 on the Realization of Activities for the Reduction of Child Labour to Support Hopeful Family Program of 2012;
- j. Law No 13/2012 on Poverty Management.

Sources: FAO (n.d.); MMAF (2019); USAID (2018a)

Lao PDR

Party to the Convention on the Elimination of all Forms of Discrimination Against Women (United Nations) CEDAW; Date signed/valid: 1980, and 14th August 1981.

The Lao People's Revolutionary Party dominates the political process at all levels of the government. Under the 1991 Constitution and its amendment in 2015, Lao PDR is a multi-ethnic single-party state governed under the leadership of the Lao People Revolutionary Party.

Women's political representation in Lao PDR is amongst the highest in the region, however, this does not necessarily translate to more gender-sensitive legislative outcomes. This can be seen through the limited understanding of gender issues or the capacity to review proposed budgets and legislation from the gender perspective.

In late 2002, women from the National Assembly formed a caucus and developed a gender mainstreaming strategy and action plan. Activities were implemented, such as the development of resolution on gender issues in parliaments for the Asia-Pacific Parliamentary Forum in 2009 and 2014, which was hosted by the Lao National Assembly; organization of female leadership trainings; organization of gender training workshops for parliamentarians; gender screening of budgets and laws as well as oversight of their implementation; and advocacy work for the advancement of women.

Unfortunately, the capacity and resources needed for the Women's Caucus to sustain its activities remain limited.

However, the Women's' Caucus played a key role in new law development and amendments towards meeting the obligations that Laos have signed on to with the Convention on Elimination of all Forms of Discrimination Against Women (CEDAW). These include legislative reforms that resulted in the:

- a. Revised constitution in 2015;
- b. Revised Education Law in 2015;
- c. Revised Labour law in 2014;
- d. Law on Development and Protection of Women 2004;
- e. Law on Hygiene, Disease and Health Prevention in 2012;
- f. Law on Inheritance 2008;
- g. Revised Family Law in 200;
- h. Law on Protection of the Rights and Benefits of Children in 2006;
- i. Law on Lao Women's Union in 2013;
- j. Law on Social Security in 2013;
- k. Law on Vocational Education in 2014;
- l. Revised Health Care Law in 2014;
- m. Law on Prevention and Elimination of Violence Against Women and Children in 2015; and
- n. Law on State Employees in 2015.

However, the adoption of this advanced legislation is not sufficient and enforcement remains a key challenge. Specifically, Article 177 of the Revised Penal Law (2005) indicates that "any person who discriminates against women, or who excludes women, or prevents or restricts the participation of women in any political, economic, social-cultural, or family activity, based on sex, shall be punished by imprisonment from one year to three years and shall be fined from 1,000,000 Kip to 3,000,000 Kip" (Lao Kip).

The Revised Education Law (2007) aims to enable all people to have access to education without any discrimination, ensuring the rights and obligations of the citizens in the field of education. Article 6 indicated that all people of the Lao nation have equal rights to participate in education. There should be no differentiation because of ethnicity, religion, sex, age or socioeconomic status.

The Lao Women's Union (LWU) is a large organization equivalent to a ministry. It has an organizational structure that extends from the center to the grass-root levels. It is mandated to protect the interests of women and children through cooperation among the Lao multi-ethnic women through education on

women's rights and national duties. LWU has its law, mandate, and regulation, such as the Law on Protection and Development of Women. The LWU uses these legal documents to operate and actively contribute to the implementation of national socio-economic development as well as to actively promoting the implementation of policies on gender equality and the advancement of women with an aim to improving the living standard of all Lao people, particularly the Lao multi-ethnic women. LWU is implementing the Five-Year National Plan 2016-2020, Strategic Plan 2025 and Vision 2030.

Policy-wise, in fisheries, women development is one of the priorities in the Agriculture and Forestry Development Programs through the provision of opportunities for female personnel and farmers/fishers to participate in decision-making processes at each level up to 30 percent. *Source: LWU (2018).*

Malaysia

Party to the Convention on the Elimination of all Forms of Discrimination Against Women (United Nations) CEDAW; Date signed/valid: 1995

The Department of Fisheries, under the Ministry of Fisheries and Agro-based Industry, is the main government authority for fisheries development, together with several other fisheries-related agencies such as the Fisheries Development Authority and the National Fishermen Association works with other cross-cutting authorities concerning labor protection, gender equality, social welfare, and health. These government authorities are the Ministry of Human Resources, Ministry of Women, Family and Community Development, and the Ministry of Health.

Article 8(2) in the Federal Constitution prohibits discrimination based on gender but it has been interpreted narrowly by courts as applying only to discrimination relating to employment under a public authority and not the private sector.

The Ninth Schedule of the Federal Constitution provides for the protection of women and that it falls onto the responsibilities of both Federal and State authorities. It means both levels of government, federal and state, have legislative and executive powers in women affairs.

The National Women Policy was developed in 2009 as a continuation of the 1989 version, that it is based on the Federal Constitution, National Pillars Principles and National Social Policy. It upholds the non-discriminatory principle based on gender as stated in the Federal Constitution, Convention on the Elimination of Discrimination against Women (CEDAW), Convention on Rights of Child, Beijing Declaration and Plan of Action, Millennium Development Goals, Putrajaya Declaration dan Non-Aligned Movement Putrajaya Declaration.

Under the Ministry of Women, Family and Community Development, a Gender Equality Bill was enacted in 2017 and was jointly supported by UNDP Malaysia and the Joint Action Group for Gender Equality. The Gender Equality Bill 2017 contains 70 sections and XI parts: Preliminary, Gender Discrimination, Gender Equality Commission, Officers and Employees of the Commission, Gender-Based Violence, Responsibilities of Different Sectors, Victimization and Vicarious Liability, Inquiry, Conciliation, Gender Equality Tribunal, and General provisions.

The preamble of the bill enumerates the aims of the Bill to:

- a. Prohibit discrimination of persons based on gender;
- b. Establish the Gender Equality Commission;
- c. Establish Gender Equality Tribunal;
- d. Implement CEDAW; and

- e. Provide for other matters connected thereto.

Relevant laws in Malaysia:

- i. Fisheries Act 1985
- ii. Domestic Violence (Amendment) Act 2012
- iii. Employment (Amendment) Act 2012
- iv. Human Rights Commission of Malaysia (Amendment) Act 2009
- v. Malaysian Fisheries Development Authority (Amendment) Act 1999
- vi. Domestic Violence Act 1994
- vii. Criminal Procedure Code (Act 593) 1999
- viii. Police Act 1967

Source: CTI-CFF/WLF (2019)

Myanmar

Party to the Convention on the Elimination of all Forms of Discrimination Against Women (United Nations) CEDAW; Date signed/valid: 1997

Concerning fisheries, its associated labor protection and regulation, gender equality, social welfare and development including health are managed by the Department of Fisheries under the Ministry of Agriculture, Livestock and Irrigation with other relevant government authorities implementing various national laws.

In October 2013, the National Strategic Plan for the Advancement of Women 2013-2022 was launched with the objectives to empower women to enjoy their rights with the support of the government and establishing systems, structures, and practices for the advancement of women, gender equality, and the realization of women's rights.

Other relevant laws are:

- a. Constitution of 1974
- b. Directive No. (2/98) on Minimum Hygiene Conditions for on Board Fishing Vessels, 1998
- c. Law Amending the Myanmar Marine Fisheries Law No.16/1993
- d. Myanmar Marine Fisheries Law No9/1990
- e. Labour Organization Law 2011
- f. Social Security Law 2012
- g. Leave and Holiday Law 1951 (Amendment in 2014)
- h. Payment of Wages Law 201y
- i. National Human Rights Commission Law 2014
- j. Law Defining the Fundamental Rights and Responsibilities of the People's Workers 1964
- k. Code of Criminal Procedures 1898
- l. National Education Amendment Law 2015
- m. Employment and Skill Development Law 2013
- n. Occupational Safety and Health Law 2019

Myanmar also follows the International Labor Organizations' (ILO) Labour Convention No. 188 and Recommendation 199. (Source: JICA, 2013.)

Philippines

Party to the Convention on the Elimination of all Forms of Discrimination Against Women (United Nations) CEDAW; Date signed/valid: 1980, and 1981.

Philippines' approach to meeting the States' obligations to CEDAW and other international obligations such as the Beijing Platform for Action is the establishment of the Philippines Plan for Gender-Responsive Development 1995-2025. This is followed by the Framework Plan for Women in 2001 envisioning itself as an “*equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and the actualization of human potentials, and participatory and empowering*” in three (3) priority areas: (i) promotion of women's economic empowerment, (ii) protection and advancement of women's rights, and (iii) promotion of gender-responsive governance.

The Magna Carta of Women (RA No.9710) in 2008 recognizes the economic, political, and sociocultural realities that affect women's current condition where the State affirms the role of women in nation-building and ensures the substantive equality of women and men. It shall promote the empowerment of women and pursue equal opportunities for women and men and ensure equal access to resources and develop results and outcomes. Specifically, this means that there will be equal access to the use and management of fisheries and aquatic resources, there is representation of women in the National Fisheries and Aquatic Resources Management Council, women fisherfolk is entitled to benefits and privileges under the Labor Code, Social Security System, and other laws, BFAR and related agencies shall design and promote the use of women-friendly fishing gears and post-harvest facilities and equipment, and training of women on food production especially in agriculture and fisheries.

About fisheries, there are several Codes, Department Orders and President Decrees such as:

- a. Rules and Regulations governing the Working and Living Conditions of Fishers on board Fishing Vessels engaged in Commercial Fishing Operation (2016) (Department Order No.156-16)
- b. Amendment to the Philippine Fisheries Code of 1998 (RA10654)
- c. Philippines Fisheries Code 1998 (RA 8550)
- d. President Decree No. 553 amending the Presidential Decree No.43 on Development of the Fishing Industry

Other relevant laws are:

- a. Republic Act (RA 9710)
- b. Anti-Violence Against Women and their Children Act (VAWC) Act (RA 9262)
- c. Protection & Welfare of Domestic Workers (RA 10361)
- d. Anti-Trafficking in Persons Act (RA 9208)
- e. Assistance & Protection for Rape Victims (RA 8505)
- f. Promoting Entrepreneurship (RA 9501)
- g. Solo Parents Welfare Act 2000 (RA 8972)
- h. Women in Development and Nation Building Act (RA 7192)
- i. Strengthening the Prohibition on Discrimination against Women with respect to Terms and Conditions of Employment (RA 6725)
- j. Occupational Safety and Health Standards (1989)
- k. Dockwork Safety and Health Standards 1985

With the Executive Order No. 273 came the establishment of the National Commission on the Role of Filipino Women, now known as the Philippine Commission on Women. The Commission oversees the implementation of gender mainstreaming at all levels of the government. It takes lead in the implementation of the Philippines Plan for Gender-Responsive Development (1995-2025) which is a framework for operationalizing the goals of gender mainstreaming throughout the bureaucracy and in national development.

(Sources: CTI-CFF/WLF, 2019; USAID, 2018b.

Thailand

Party to the Convention on the Elimination of all Forms of Discrimination Against Women (United Nations) CEDAW; Date signed/valid: 1985

Thailand ratified CEDAW in 1985 and its optional protocol in 2000 and endorsed the Beijing Platform for Action and the Millennium Development Goals. The country has made significant efforts to integrate the international principles and instruments into its policy and programming framework, evident in the Constitution B.E. 2550 (2007), which has anti-sex discrimination and gender equality provisions.

The Protection of Domestic Violence Victim Act was promulgated in 2007, and the penal codes and sex discrimination laws have largely been revised.

The Office of Women's Affairs and Family Development, of the Ministry of Social Development and Human Security, implements a five-year cycled National Women's Development Plans, which currently falls under the period of 2012-2016.

Relevant laws that pertain to fisheries are:

- a. Fisheries Act 2015
- b. Ministerial Regulation No.10 under the Labour Protection Act 1998
- c. Notification No.15 on minimum wages

Other relevant laws are:

- a. Labour Protection Act 2017
- b. Safety, Occupational Hygiene and Workplace Environment Act 2011
- c. Child Protection Act 2003
- d. Code of Practice for the Promotion of Labour Relations in Thailand 1996
- e. Export Promotion Act 1960

Vietnam

Party to the Convention on the Elimination of all Forms of Discrimination Against Women (United Nations) CEDAW; Date signed/valid: 1980; 17 February 1982

In recent years, Vietnam has amended and supplemented its legal system in line with the equality principle in areas such as politics, economics, labor, education and training, physical education, health, and family. This principle is reflected in the Law on Gender Equality 2006.

The principle of equality and non-discrimination between women and men continues to be affirmed in legal documents issued such as:

- a. Law on Protection, Caring and Education of Children in 2004
- b. Civil Procedure Code in 2004
- c. Civil Code in 2005
- d. Law on amendment and supplement of some articles of the Law on Emulation and Reward in 2005
- e. Law on Social Insurance in 2006
- f. Law on Vocational Training in 2006
- g. Law on Prevention of Domestic Violence in 2007

- h. Labour Code 2012
- i. Civil Code 2005

The Law on Gender Equality is administered and monitored by the Ministry of Labor, Invalids and Social Affairs.

Vietnam also established the National Committee for the Advancement of Vietnamese Women focusing on inter-functional coordination, assisting the Prime Minister in researching and coordinating resolution of issues related to the advancement of women in the country.

At the implementation level, the Vietnam Women's Union is key ensuring effective women's movements and activities in the development and advancement of women. It is established at all levels from central to grassroots levels.

3.3 GENDER EQUALITY ISSUES IN FISHERIES

The practice of formally looking or analyzing the gender equality issues in fisheries as a sector is something new to fisheries technologists and staff of fisheries agencies. Below are some of the gender equality issues brought out by the members of the technical working group based on their perception, in the course of working as fisheries technologists and officers in their own countries.

Cambodia cites differing levels of effort by both women and men throughout the fisheries value chain. Men contribute more during at-sea capture both for small and commercial scales, while women are more active at the processing phase with an approximately equal level of involvement at the port and as buyers/brokers.

For Indonesia, several main issues were observed within the fisheries industry such as the low participation of female labor at sea, and a high rate of unemployment among women, perhaps due to the lack of access to education and training opportunities. Insurance protection is also an issue from the perspective of occupational safety and health. Based on USAID Oceans gender analysis of the fisheries sector in Bitung conducted by Sam Ratulangi University gender team, Indonesia still struggles to close the gender equality gap (USAID 2018a). The economic and political structures are still dominated by men. In the fisheries sector at Bitung, however, the gender equality gap is very low, in terms of participation of women and men in the fisheries value chain, albeit with differentiated gender roles. Men are more engaged in fishing and fish transportation activities, while women are more engaged in fish processing and marketing. Overall, women and men in the fisheries sector in Bitung are perceived to have equal legal rights and status, as well as in decision-making roles. However, some issues also came out which need to be addressed to meet the practical and strategic needs of women.

In Lao PDR, even though there are women working in fisheries, there is still non-recognition and invisibility of women's roles in fisheries, including their roles as fishers. Women fishers' labor and socio-economic contributions are undervalued, resulting in limited economic opportunities and benefits that women can derive from food security and livelihood interventions. There is a weak institutional capacity on gender sensitive approaches to development, and low level of awareness among agency and project implementers, fisheries extension officers, and other concerned personnel on gender-related issues and relevant policies such as mandated by the Lao National Commission For Advancement of Women, Mothers and Children, the Sub CAW and Lao Women's Union in every level in the country.

The situation in Malaysia is similar to other countries in the region, where the at-sea capture, for both small and commercial scales are generally male-dominated whereas the women are mainly involved in the processing phase.

In Myanmar, the rate of participation of women and men throughout the fisheries value chain varies. Men are 100 percent dominant for at-sea capture for both small and commercial scales, while there is a mix of participation in other sectors. For example, in fish processing, more than 60 percent of its workforce are women while at the import/transshipment and shipper stage, men are more visible. However, women dominate the retail marketing segment while the wholesale segment is commonly managed by men. Knowledge-wise, men are generally more knowledgeable on matters such as yields and seasonal variations in fish catch, while women are more aware of price and market fluctuations.

In the Philippines, women's roles in fisheries go largely under-recognized and invisible thus are undervalued from labor and socio-economic perspective. There are limited economic opportunities and benefits women can gain from food security and livelihood interventions. This is perhaps due to the minimum institutional capacity and low level of awareness among agency/project implementors, fisheries extension officers, and other concerned personnel of gender-related considerations and the existence of the Magna Carta of Women (RA No.9710). Based on the USAID Oceans gender analysis of the fisheries sector in General Santos City, Philippines conducted by the National Network on Women in Fisheries in the Philippines, Inc. (WINFISH), it was described that the Philippines has been the only Asian country and the only one of two developing countries with the lowest gender gap since 2006 (USAID 2018b). However, no data is available on the contribution of the fisheries sector to the reduction of gender gap. In the General Santos tuna industry, there is a high turnover rate in canning factories, especially among employees in the production department where most women are found in assembly lines. Processing is mostly done by women. Trading is mostly done by women, too, but only in small-scale ventures. Men are in the medium and large-scale trading activities.

There is also the lack of studies on gender-differentiated impact of fisheries development programs and trade policies on women and men fishers, thus affecting the design for opportunities to access for women in markets outside of the immediate community.

From the occupational safety and health perspective for at-sea capture, there are several issues highlighted such as limited vessel space and accommodation (small and medium-size vessels); immature work organization; informal fisheries workers; psychosocial stressors may have negative impact on fisher's health and wellbeing; and the non-implementation of the ILOs' 2007 Work in Fishing Convention for fishers to have decent work conditions on board fishing vessels.

At the port, there are little or no established effective and systematic port worker training schemes which lead to poor cargo handling performance, working conditions and practices, minimum safety and poor status and welfare of port workers.

Throughout the import, buyer/broker, shipper, processor and shipper segments, most are in non-compliance to relevant international and national health, sanitation and environmental laws and standards.

In Thailand, as with other neighboring countries, in small-scale fisheries, men generally go out to sea while women fix fishing equipment and tools, participate in the processing activities and managing the finances. However, both men and women have equal rights to become provincial fishers' board members.

In commercial at-sea fisheries, human trafficking for crews on fishing vessels is a major issue in the past. Child labor is also a serious issue cited. There are no women in commercial fisheries due to the nature of the work – heavy and dangerous work. There is also no law on the maximum age limit for working on fishing vessels.

At the port, Port In Port Out center must check for labor conditions before going out to sea. The condition of working at the port is that workers must be of 18 years and above of age. There is no forced labor at ports.

From occupational safety and health perspective, there is a need to provide sufficient food and beverage including clean lavatory facilities, with first aid medicine available when needed on commercial fishing vessels. At the port, there is a need for reasonable accommodation facilities nearby.

3.4 HOW TO MAINSTREAM OR INTEGRATE GENDER RELEVANT TO WORK IN FISHERIES

The concept of gender mainstreaming and integration in fisheries work has been disseminated and even mandated by various global instruments particularly for the development sector and donors. It is included in gender policies and strategies, and even considered as a criterion in program and project design, particularly for funding. However, there are still a lot of hindrances for actually implementing gender mainstreaming and integration in the field. Below are some of the suggestions by fisheries practitioners who have been tasked to mainstream or integrate gender in their work.

Capacity building and awareness have been cited by all the countries as a main entry point, and suggested that there should be equal participation of women and men in the training process whether in-country or overseas. Some of the areas that they need training on are as follows:

- Gender and child labor issues and mainstreaming in the fisheries sector to all relevant stakeholders
- Gender mainstreaming training to fisheries staff
- Mentorship of younger staff members
- Training of trainers
- Gender analysis
- Creating gender awareness and gender mainstreaming capacity of senior managers and staff through capacity development programs
- Strengthening social science and gender expertise at all levels of operations in the Department of Fisheries
- Protecting the rights of resource owners at the community level
- Leadership training among women
- Fisheries business training
- Sustainable fisheries management/EAFM training with gender analysis/gender lens
- Mainstreaming gender in coastal and marine resources management
- Networking opportunities with relevant organizations

At the organizational level, one of the practical actions that can be done is to ensure that women staff are given more opportunities to attend and participate in meetings, workshops, trainings, and field trips or site visits; Integrate gender in workplan and activities; develop and use gender sensitive indicators in M&E plans;

The development of implementing guidelines for application in the field is necessary to implement national gender mainstreaming and integration laws, policies and strategies, such as Indonesia's Ministerial Decree on Gender Mainstreaming (PUG) Roadmap in Fisheries. Similarly, developing a fisheries and aquaculture gender mainstreaming strategy aligned with SDGs will enable the countries to push forward towards the holistic achievements of the SDGs by 2030.

Livelihoods interventions are also seen as necessary to address gender needs, gender equality and elimination of child labor issues in the fisheries sector. Specifically these livelihood promotion should lead to increased incomes and improved welfare of fishers and all actors along the fisheries value chain, their families and fishing communities so they can meet their basic needs and improve their quality of life.

The importance of gender research could not be denied, particularly in the areas of collecting sex-disaggregated data, identifying gender gaps, and determining gender issues, opportunities and constraints in fisheries management. Conducting gender sensitive research even on technical issues such as fisheries management, coastal resources management, governance and economics, could bridge the gender data gap. The inclusion of research tools such as gender analysis, gender responsive value chain analysis, gender sensitive rapid appraisal of fisheries management systems, and gender domains framework in the fisheries research ensures that gender perspectives in the fisheries sector are considered. This could result in a more robust and relevant results that could inform policy makers and planners so they could develop policies and design programs that are gender responsive and socially inclusive.

As representatives of government agencies and representatives of the CTI-CFF WLF, working with their own constituents and stakeholders, in fisheries or coastal resources management and other related fields, there is a need to set an example in gender integration. Coordination with related government organizations/institutions, NGOs, and stakeholders particularly those with similar goals for or have mandates on gender integration is considered necessary for sharing of resources, expertise and information.

Country examples include the following:

- Philippines' BFAR has been using the Fisheries Harmonized Gender and Development Guidelines (HGDG) in the development of BFAR's plans and programs. BFAR has been practicing gender inclusion in its work and financial plans since the early 2000s, long before their partnership with the USAID Oceans. The main challenge they faced was in the application of the GAD basic concepts in the design and conceptualization of fisheries projects as well as its implementation and monitoring. BFAR acknowledges that their partnership with USAID Oceans has helped them to deepen their understanding and commitment to perform their roles as GAD and human welfare advocates, trainers and mentors in the fisheries sector.
- The National Network on Women in Fisheries in the Philippines, Inc. (WINFISH) suggested that gender considerations should be included in the work and financial plans of organizations. In addition, organizations such as WINFISH which focus on gender advocacy and implementation can form linkages with institutions engaged in fisheries to provide capacity building and mentorship.
- Thailand's Department of Fisheries formulate plans, projects and activities on gender equity and conducts extension programs for women in fisheries.
- Vietnam suggested that Gender Sensitive Indicators be included in the development of the Plan of Action of the Directorate of Fisheries for long term implementation.

Examples from partner organizations:

SEAFDEC will develop action plans for their projects and programs in member countries, build gender awareness in SEAFDEC as an organization and conduct gender analysis to determine gender issues and gaps that need to be addressed within their programs and projects. Guided by its Gender Policy and

Strategy, SEAFDEC will mainstream and integrate gender perspectives into its organizational management, programs, projects, and activities to ensure that women, men, girls and boys at all levels have access to equitable benefits in the sustainable development and management of fisheries and aquaculture (SEAFDEC 2019).

CTI-CFF through the WLF, works with its CT6 member countries through various interventions such as capacity building programs; developing regional guidelines for national implementations; and develop working arrangements with implementors at the national level.

WLF is a leadership-focused platform aimed to become an inclusive avenue that supports capacity and leadership development while recognizing the critical role, contribution and achievements of women in protecting and managing the marine and coastal resources in the Coral Triangle region.

The CTI is in the development stage of its own GESI Policy and revision of its Action Plan to include monitoring & evaluation indicators. It is envisaged to be completed by the end of 2020. The M&E indicators shall be incorporated into CTI-wide M&E Operational Plan to ensure gender integration throughout all phases of program implementation (i.e. within the scope of Seascope, EAFM, Climate Change, Marine Protected Areas and Threatened Species) and its internal operations. This will ensure gender considerations are integrated into the overall program implementation through CTI's own M&E tool, the CT Atlas where programs can be monitored online.

Gender should be integrated into all of CTI-CFF's five Technical Working Groups, namely EAFM, Seascope, Marine Protected Areas, Climate Change Adaptation, and Threatened Species. Coordination with related Government organizations/institutions, NGOs, and stakeholders is also necessary to strengthen capacities and efforts.

3.5 PRACTICAL WAYS TO IMPLEMENT GENDER MAINSTREAM APPROACHES IN A FISHERIES ORGANIZATION

Specific suggestions provided by each country below are relevant to their own context and need in order for the fisheries agencies to operationalize gender policies and apply them within the fisheries sector. Nevertheless, these suggestions may still need to be verified through a gender analysis and stakeholder validation.

Cambodia highlighted the conduct of awareness raising on gender to management team and staff at all levels to understand the basic concept of gender and related issues in order to avoid misunderstanding and misinterpretation of gender in the fisheries sector. This resulted in efforts to integrate gender actions/ issues into all stages of the project cycle. This included integrating gender indicators and actions in all sub-sectors/projects/programs of the fisheries section at the starting point of annual plan, mid-term and long-term plans' preparation. At the same time, the need to build capacity of fisheries officers to improve M&E mechanism at national and sub-national levels with gender responsiveness has to be addressed.

For Indonesia, it was suggested to conduct a fish consumption campaign (GEMARIKAN) in order to improve child and maternal nutrition, increase access to capital for women in coastal areas through the Grameen Bank, stimulate support for equipment and business diversification for women fishers in coastal areas, provide information on benefits of fish, health checks, and conduct cooking demonstrations along with community agencies.

For Lao PDR, it was suggested that staff who attended trainings will be trainers to transfer knowledge to other fisheries staff at all levels of the Department, set up a Network for Promotion of Gender in Fisheries Management and Development in Lao PDR, establish the Lao National Commission for the Advancement of Women and Sub CAW for MAF/DLF, set-up DLF gender network from central to district levels, and conduct studies on gender issues in fisheries development. The DLF and Sub CAW in MAF aims to support and cooperate with the district and provincial GAD Programs by ascertaining the gender-related situation, needs and concerns faced by women fisherfolk through the conduct of research survey, to be supplemented by key informant interviews, and a review of existing studies, secondary data, and fisheries program and project information. The research findings will aid in the development of the Sub CAW's GAD Agenda for 2020-2030, which will guide the preparation of the annual GAD planning and budgeting. The data will also inform the design and implementation of projects and programs that are sensitive or responsive to the gender needs and interests particularly of women in the fisheries sector.

For Myanmar, addressing the knowledge gap on gender in fisheries and aquaculture is necessary through training, including strengthening efforts to develop a core set of gender indicators that would be used to generate, analyze, and use gender-disaggregated data in projects and programs. It was also suggested to create opportunities for regular sharing of experiences and lessons learned on gender activities among different sectors of agriculture and rural development, strengthen focus on gender equality and move beyond women's issues, and strengthen management accountability and leadership in promoting gender equality and gender mainstreaming in the sector.

Suggestions from the Philippines included the conduct of livelihood trainings and Gender Sensitivity Trainings, and the use of the Project Implementation Monitoring and Evaluation activities within the organization. The gender mainstreaming efforts of the Bureau of Fisheries and Aquatic Resources Plans and Programs include the following: a) improvement of fisheries production of women fishers by 30 percent, and, b) supporting women's entrepreneurship and business development activities by conducting several market matching activities, marketing assistance and participation in industry fora. Factors for the successful implementation of gender mainstreaming activities include support from the top management, the existence of the Gender Focal Point System, and cooperation among project leaders. Collaboration among different parties is important to achieve the goal for gender sensitive and gender responsive delivery of services.

Thailand will also focus on capacity building and awareness raising of men and women in the Department of Fisheries, on women's empowerment.

For Vietnam, it was suggested that both women and men should be invited during work planning, training programs and projects. It is recommended to integrate gender analysis and monitoring of gender sensitive indicators in the annual work plan of the fisheries sector. Cooperation and support not only from local agencies but also international organizations such as SEAFDEC and USAID will be helpful in their gender mainstreaming efforts.

SEAFDEC will continue to work on capacity building on gender aspects for its member countries and its staff through training and workshops, and conducting gender research and interventions for projects relevant to human well being in sustainable fisheries management.

CTI-CFF plans to revise the M&E Operation Plan to incorporate gender indicators and relevant M&E elements, so the organization will be a much more inclusive initiative and sensitive to cross cutting issues including gender considerations, from programs' perspective to internal operating processes. It means gender considerations shall be part and parcel of CTI from design, budgeting, implementation to

monitoring and evaluation stage. Capacity building programs for CT6 member countries (for both government representatives and local communities) and to Regional Secretariat' personnel is also part of Gender Equality Action Plan to ensure the GESI Policy implementation can be undertaken efficiently. CTI-CFF Communication Strategic Plan shall also be revised in accordance to the Gender Equality and Social Inclusion Policy and Action Plan to ensure socialization amongst stakeholders.

Specific suggestions from the WLF representatives include the following:

- Send more women to trainings
- Gender activities should be included in the National Plans of Action through the WLF Focal Points
- Hands-on training and assigning student interns to be based with the communities
- Monitor progress over gender sensitive indicators
- Integrate gender perspectives in WLF training programs
- For gender inclusive community consultations, hold separate sessions with women to get their views and issues
- Linking agencies within government systems
- Sufficient budget and resources to be allocated for gender integration in the fisheries workplace

3.6 RESULTS / EXPECTED OUTCOMES AFTER IMPLEMENTATION

The recommended courses of actions to integrate gender within the fisheries organizations' mandate, plans and programs could result in a gender sensitive fisheries workforce.

Lao PDR envisions that women and men will be able to help each other to do the work in fisheries and fish processing, although only in some areas. Living conditions of women will be better if the fisheries programs do not ignore women in projects. In addition, efforts in gender mainstreaming and women empowerment could be recognized with awards.

In Malaysia, gender integration was implemented in an agro-tourism project in one community at Teluk Senangin, Lumut Perak. The success factors included community commitment, availability of funding from the community itself and from the government agency, and inter-agency/ministry support and contribution for e.g. the approval of the Land Office for land use purposes. The community was dedicated to this agro-tourism project as they realized that it is a main income source for them. Both women and men participated in this community-based project. Men went fishing, sold their catch and carried out agro-tourism projects such as bringing visitors for fishing and hiking. Whereas the women (oftentimes the wives of the fishermen) worked on other areas such as eateries and seafood processing. Some women opted to become full-time homemakers. Usually the income generated from all these activities are shared among the families.

In Myanmar, there will be improved livelihood support to the vast majority of rural women and men who rely on very limited land for their household production. The development of integrated aquaculture with high-value and at the same time low input demanding species, both for farming and post-harvest, will guarantee the maximum profits from the culturing of fish and increased protein intake for food security. Women could benefit from extra incomes from both low-demanding aquaculture work and from the possibility to develop direct sale or to process aquatic products.

There is great potential for women to benefit from small-scale aquaculture for the following reasons:

- Traditionally, women in Myanmar have a great role in trading fish and processing. They are responsible for selling fish and processing.
- If we increase the fish production through promoting and improving small-scale aquaculture fish production, there may be an increase in women's income from selling of fresh and processed fish
- Project initiatives should be able to support women along the value chains where women have great roles. For example there should be women targeted interventions on fish marketing and processing to have quality and safe fish product that fetch higher price and aim for women's economic empowerment

In the Philippines, gender integration in fisheries will result in increased levels of awareness on the roles and rights of women, for e.g through Gender Sensitivity Training and Anti-Violence Against Women Campaigns. There will be more gender sensitive people in the agency. Giving focus on women through empowerment and building capacities will lead to women's increased incomes.

In Thailand, through its efforts to obtain information from the Seabook Database and to verify the identity of migrant workers, labor issues such as forced labor, child labor and human trafficking, with a gender lens, can be addressed. Capacity building can also strengthen fisheries communities and ensure that fisherfolk have sustainable household income sources. At the organizational level, gender integration can produce a database of women and men fisheries officials including numbers, gender ratios, and nature of work or responsibility of each fisheries officer.

In Vietnam, gender integration efforts will increase the awareness of human welfare and especially specific for men and women. There will be improved access to knowledge and information for both women and men for fisheries management resulting in empowerment. The organization can also conduct monitoring and measuring the changes to show both positive and negative results to inform policy development. The factors that contributed to success gender mainstreaming in Vietnam include the government's commitment to promote gender equality including increasing the involvement of women in all levels and sectors such as in the agricultural sector. In addition, fisheries is now starting to promote more women to work from local to central levels including at the Directorate of Fisheries Vietnam.

For SEAFDEC, efforts to integrate gender in their work will be seen in all SEAFDEC projects, therefore the roles of women and men in fisheries will be more clearly understood by stakeholders. Through working with stakeholders, they will be able to find the movers and influencers behind fisheries development in each country. The implementation of SEAFDEC's gender policy and strategy will result in an organization which is gender-sensitive and gender-responsive in its efforts to achieve sustainable development and management of fisheries and aquaculture in Southeast Asia.

CTI-CFF expects that upon the completion and implementation of the GESI Policy and revision of the Action Plan (WLF Roadmap), the monitoring and evaluation process of CTI programs meets with the requirement of achieving Sustainable Development Goal No. 5 on achieving gender equality and empowering all women and girls, particularly from the perspective of marine resources management, including fisheries.

It is expected that the CTI-WLF will be strengthened and expand strategic partnerships to support initiatives championed by women in the management and protection of marine and coastal ecosystem in the CT region through rigorous and targeted capacity building programs through customized training modules for its member countries.

The implementation of the GESI Policy and Action Plan shall also assist in on-the ground project implementation coupled with capacity building programs thus ensuring the continuity of training and empowerment of women leaders that would drive positive change in women participation and contribution throughout CTI-CFF.

Increased visibility of the CTI-WLF shall also be the product of the WLF Action Plan implementation that will inevitably help with CTI's branding and at the same time secures positive recognition at international level.

For the Coral Triangle countries, they perceived that the implementation of these gender integration strategies and approaches will result in the following:

- Greater participation and involvement of women in fisheries management;
- There will be more confidence among women as their livelihoods are improved;
- Social entrepreneurs are created;
- Projects will be able to effect positive behavioral changes for e.g. increase in confidence levels, more access to information/data/resources for increased knowledge, more skills in networking;
- Increase knowledge on gender in coastal marine resource management;
- Inclusion of women leaders in policy discussion;
- Increase in women participation and contribution in fisheries and coastal resources management;
- Increase in the number of training modules/capacity building programs on gender;
- Resources management plans will be more gender inclusive;
- Women and youth will be more aware of sustainable fisheries;

4. CONCLUSIONS

Laws and policies at the global, regional and national levels related to gender equality and women empowerment exist, although not all countries have specific implementation strategies and mechanisms for fisheries. Therefore fisheries development and technical staff and implementers on the ground will still need to be trained or mentored to efficiently integrated gender aspects in their work, or to approach their work with a gender lens. Organizations need to invest in building the capacities of their fisheries officers and staff in the various areas of gender in fisheries so they can incorporate these as they develop policies and strategies, plan and design programs and projects, and implement interventions and management actions for sustainable fisheries management.

The member countries have varying levels of gender integration and implementation, as well as capacities. Therefore it will be useful for countries to have venues for knowledge sharing and mentorship, to see what works within country specific contexts, and find ways to implement them in their own contexts. Collaboration among different agencies and organizations is important for sharing of resources and gender expertise.

Sufficient budget and resources have to be deliberately allocated for gender integration in the fisheries workplace in order for the agencies to achieve their gender and development objectives. This will mean that gender expertise or a gender team can be put in place within the agency to ensure that capacity building and mentorship are sustained and intentions to integrate gender is not just a one time event but it becomes part of the organization's culture as it serves its fisheries constituents.

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ANNEX I. MATRIX I – GENDER INTEGRATION IN THE FISHERIES WORKPLACE

**The Oceans and Fisheries Partnership
 Technical Working Group on Human Welfare, Gender, Labor
 Matrix I. Gender Integration in the Fisheries Workplace**

1. Suggest gender mainstreaming and/or integration approaches relevant to your work in fisheries and as Oceans TWG member for Human Welfare (Gender and Labor)
2. Identify the pathways how these approaches can be applied or recommended for implementation at various levels in your organization or country

What are your or your organization's responsibilities or tasks?	How do you mainstream or integrate gender (1)?	How will these approaches be applied or implemented (2)?	What results/outputs/outcomes can be expected after implementation?

ANNEX II. MATRIX 2 – BASELINE HUMAN WELFARE AND GENDER EQUITY CONSIDERATIONS

Country: _____

Seafood Supply Chain	At-sea capture (small scale)	At-sea capture (commercial scale)	Port	Importer/Trans-shipper	Buyer/Broker	Shipper (land or boat; domestic)	Processor (1 st , 2 nd , etc.)	Shipper (air or ship; export)
Government agencies responsible for labor protection and regulation, gender equality, social welfare and development, health (pls specify)								
National and local laws on labor protection, gender equality, social welfare and development, health relevant to fisheries								
Gender equality issues								
Occupational Safety and Health Issues								

Seafood Supply Chain	At-sea capture (small scale)	At-sea capture (commercial scale)	Port	Importer/ Trans-shipper	Buyer/Broker	Shipper (land or boat; domestic)	Processor (1 st , 2 nd , etc.)	Shipper (air or ship; export)
Types of data and information being collected on human welfare, gender, labor								
Responsible entities for data and information collection on human welfare issues								
Current efforts/projects/ initiatives on human welfare in fisheries and by whom								
Other stakeholders working in specific human welfare issues in fisheries (Specify if for labor, gender, health, etc.)								