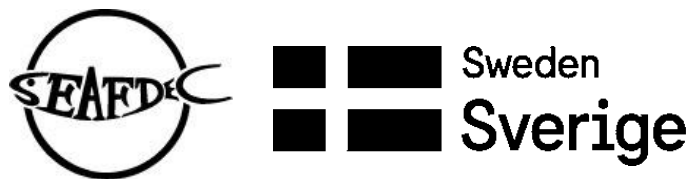


**REPORT OF THE EXPERTS CONSULTATION WORKSHOP ON GUIDANCE TO
MONITORING AND EVALUATION OF GENDER EQUITY AND SOCIAL
WELL-BEING IN FISHERIES COMMUNITIES**

8-10 August 2018, Bangkok, Thailand



**The Secretariat
Southeast Asian Fisheries Development Center**

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8-10 August 2018, Bangkok, Thailand

I. INTRODUCTION

1. The Experts Consultation Workshop on Guidance to Monitoring and Evaluation of Gender Equity and Social Well-being in Fisheries Communities was convened from 8 to 10 August 2018 in Bangkok, Thailand. The Workshop was attended by the SEAFDEC Secretary-General, SEAFDEC Gender Working Team, the ASEAN Member States, regional organizations and partners such as the Asian Institute of Technology (AIT), Asian Coastal Resources Institute-Foundation Cambodia (CORIN-Asia Cambodia), Food and Agriculture Organization of the United Nations (FAO), Learning Institute (LI), Mekong River Commission (MRC), Sustainable Development Foundation (SDF), Sweden Embassy (Bangkok), and the United States Agency for International Development (USAID Oceans). The List of Participants appears as **Annex 1**.

II. OPENING OF THE WORKSHOP

2. The Secretary-General of SEAFDEC, *Dr. Kom Silapajarn* welcomed the participants and thanked everyone for attending the Workshop. He reiterated that the increasing attention to address the involvement of men and women and recognized the gender equity and well-being based approaches to the implementation of local level activities of relevance to fisheries and habitat management and livelihoods diversification raised the women profile by integrating gender perspectives in fisheries sector. Furthermore, he emphasized that gender equity and equality is one of the principle of FAO Voluntary Guidelines for Securing Sustainable Small Scale Fisheries (SSF Guidelines), contributing to achieve poverty reduction, and food and nutrition security. At the end, he encouraged the participants to provide valuable inputs to accomplish the desirable outputs. After wishing the participants a fruitful and rewarding workshop, he declared the Workshop open. His Opening Remarks appears as **Annex 2**.

III. BACKGROUND AND OBJECTIVES OF THE WORKSHOP

3. The Fisheries Management Scientist and concurrent from SEAFDEC/Training Department as SEAFDEC Gender Focal Point, *Ms. Jariya Sornkliang* presented the background, objectives, and agenda of the Workshop together with reference on the importance to have a common understanding on the need to establish reference points (indicators) for monitoring and evaluation of progress in supporting gender equity and social well-being in fisheries communities and fisheries related project. The prospectus that includes the agenda of the Workshop appears as **Annex 3**.

IV. EXPERIENCES SHARED BY REGIONAL PARTNER ORGANIZATIONS AND INITIATIVES ON CHALLENGES IN IMPLEMENTING POLICIES IN SUPPORT OF THE INTEGRATION OF GENDER ASPECT HIGHLIGHTING EFFORTS TO MONITOR AND EVALUATE PROGRESS IN THE INTEGRATION OF GENDER ASPECTS IN FISHERIES PROGRAMS

4.1 Regional Organizations and Initiatives

- **Food and Agriculture Organization of the United Nations (FAO)**

4. The Fishery and Aquaculture Officer of Food and Agriculture Organization of the United Nations (FAO), *Ms. Susana Siar* presented the “Gender, SSF Guidelines and SDG 14.b.” She emphasized on the important roles of women which contributed to the fisheries sector, estimated at fourteen percent (14%) or 8.3 million engaged in fish processing and marketing as shown in the State of World Fisheries and Aquaculture 2018. The ninety-one percent (91%) of women in fisheries and aquaculture are in Asian Region. Recently, the trend of employment and sex dis-aggregated data information for year 2018 is now available. She also discussed on the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries (SSF), composed of three parts and the one key principle is “Gender Equality and Equity” that means gender is specifically addressed, Cross-referred to in many other articles. She likewise informed the publication of FAO; Practical guide for Gender dimension and Promoting leadership of women. The Sustainable Development Goals Indicator 14.b.1- Access rights for small-scale, the monitor program using Code of Conduct for Responsible Fisheries. The presentation appears as **Annex 4**.

- **UNEP/GEF Fisheries *Refugia* project**

5. The Director of UNEP/GEF Fisheries *Refugia* Project, *Dr. Somboon Siriraksophon* presented the “UNEP/GEF Project Activities Structure” and how the project integrates with the gender issues. The project aims to implement the fisheries component of the strategic action program for the South China Sea. The Project has four (4) components, 1) identification and management of fisheries and critical habitat, 2) improving the management of critical habitats for fish stocks of transboundary, 3) information management and dissemination in fisheries *Refugia*, and 4) national and regional cooperation and coordination the fish stock and critical habitat management. The UNEP/GEF is promoting the human-rights based approaches and gender mainstreaming in all level of the program. The UNEP/GEF also considers the role of women and their needs and ensures the participation of women including the elimination of barriers to their full and equal participation in decision making and management process. The UNEP/GEF has their own strategies about gender in accordance the UN environment. His presentation appears as **Annex 5**.

- **USAID/Oceans and Fisheries Partnership**

6. The Gender Integration, Human Welfares and Capacity Building Specialist, USAID Oceans and Fisheries Partnership, *Dr. Arlene Nietes Satapornvanit* presented the “USAID Oceans Gender Strategies and Theory of Change for M&E.” The presentation highlighted the objectives that focused on gender equity and fair labor that contributed to the improvement of marine biodiversity conservation, fisheries management and increase the sustainability of

Asia-Pacific's international seafood trade. She informed the Meeting on the Principles and Approaches used by USAID Oceans, namely: Promotion of safe and humane labor practices and gender equity; Capacity-building with enhanced, gender sensitive human well-being pillar; Consideration and Integration of Human Welfare Key Data Elements, and Prioritization of vulnerable populations through targeted gender interventions. The Oceans and M&E Plan includes three (3) frameworks which drive the M&E approach: The USAID Oceans Conceptual Framework, which details the project scope, conservation targets, direct and indirect threats, and contributing factors and opportunities comprising our theory of change (Situation Model); The USAID Oceans Results Framework, which illustrates the causal linkages between USAID Oceans outputs and results (Results Chain); The USAID Oceans Indicator Matrix, which illustrates the metrics (indicators and targets) by which achievement of results detailed in the Conceptual Framework and Results Framework will be measured. The presentation appears as **Annex 6**.

- **Mekong River Commission (MRC)**

7. The Fisheries Management Specialist of the Mekong River Commission /Secretariat (MRC), *Dr. Phattareeya Suanrattanachai* discussed on the rationale and how MRC addressed gender in fisheries. She informed the Meeting that MRC facilitated the establishment of the National Gender in Fisheries Development (NGF) in the Lower Mekong Basin since 1999 and represented the MRC Member Countries with the aim to raise and promote women's issues in fisheries, through training capacity development and dissemination of information. In addition, she emphasized on the monitoring methods such as using registration form and sex dis-aggregated data, counting numbers of male and female participation. The presentation appears as **Annex 7**.

8. The representative from Lao PDR inquired if there is any update on the implementation on gender activities by MRC. In response, *Dr. Phattareeya* informed that MRC re-structured the organization and the Basin Wide Strategy (2018-2020) was endorsed, which Gender in Fisheries is one of strategy which the actions plan will be developed.

9. The representative from Thailand, *Dr. Malasri Khumsri*, informed that BMFS on gender promotion, MRC developed several toolkits related to gender to be implemented by Member Countries and it would be a useful toolkit and was developed based on framework of the MCs, some indicators might be useful.

- **Asian Institute of Technology (AIT)**

10. The professor from Asian Institute of Technology (AIT), *Ms. Kyoko Kusakabe* presented the "Integration of gender aspects in fishing communities." The role of women in fishing and related fishing activities such as processing, trade, services, gleaning and home consumption and how to create the indicators for gender equality was highlighted. The meeting was informed that in designing indicators for gender equality, these are important: Recognizing and monitoring the large range of roles of women and men in fisheries related activities (Benefit/control/autonomy/security); Women's role in maintaining fishing communities and fishing as a profession, and lastly, the Social status. The presentation appears as **Annex 8**.

- **SEAFDEC Aquaculture Department (AQD)**

11. The Head of Dumangas Brackish water Station, SEAFDEC/Aquaculture Department, *Mr. Victor Emmanuel J. Estilo* presented “Gender Equity in Philippine Aquaculture.” The presentation correlates to the National policies which engaged gender and statistic on the women and men in Pandaraonan, Philippines, that showed women were engaged in fisheries activities not more different from men. Moreover, he presented gender distribution in AQD as model of gender equity and AQD integrated gender mainstreaming to their work and other activities. The presentation appears as **Annex 9**.

4.2 Local Capacity-Building Partner

- **Sustainable Development Foundation (SDF)**

12. The Director of Sustainable Development Foundation (SDF), *Ms. Ravadee Prasertcharoensuk* presented the “Reflection from Experiences: Mainstreaming Gender in Fishery and Ecosystem Based Coastal Resource Management.” The presentation highlighted the Strengthening Good Governance and Democratic Process in National Climate Change Adaptation Planning and also informed the Meeting the objectives to promote multi-stakeholder collaboration on ecosystem-based approaches to fisheries management (EAFM) which encompass the concepts of climate change and gender; and implement measures to ensure sustainable and responsible fishery in Trat Bay, monitor the measures' effectiveness and impacts. She highlighted that the Ecosystem based Fisheries and Coastal resource Management in Trat Bay was participatory, responsive, resilient and sustainable fisheries management, encompassing women’s empowerment, environmental management, climate change adaptation and relevant sustainable development goals that led to the outcomes of strengthened decision making, implementation mechanisms, increasingly participatory or responsive, and increasingly resilient or sustainable. The presentation appears as **Annex 10**.

- **CORIN-Asia Cambodia**

13. The representative from CORIN-Asia Cambodia, *Ms. Norm Sina* presented the Geographical Scope of Cambodia, Objectives, Components and Sub-components, Gender Mainstreaming, Training on Gender Concept and Gender Mainstreaming in Project cycle Management. The Cambodia’s geographical scope comprised three (3) Provinces: Sihanouk Ville, Kampot and Kep. The goal is to have a sustainable use of natural resources and livelihood development for climate change resilient coastal communities. The meeting was informed that in order to achieve the goal and objectives of the project, they had five (5) components and have 28 project activities based on annual report 2017, 80% originally completed while 20% of the project was cancelled. Gender mainstreaming provided the training on Gender Concept and Gender Mainstreaming in Project Cycle Management to CCLA and CFi and renewed annually. They used check list to evaluate the knowledge on gender concept and gender mainstreaming (they partially applied gender aspect in their project cycle management). They formulated proper monitoring/follow up tools specifically for implementation of gender mainstreaming in project cycle, Technical support and follow up for gender mainstreaming. The presentation appears as **Annex 11**.

- **Learning Institute (LI)**

14. The Funding and Program Manager of the Learning Institute (LI) Cambodia, *Ms. Shalini Perunal*, presented by introducing the Learning Institute that worked in nineteen (19) provinces in Cambodia to support rural communities who depend on natural resources for their livelihoods across agriculture, forestry and fisheries and implement research project. However, the LI only concentrated on the gender equity and showed a case study on the project mainstreaming gender policy into community fisheries as well as the monitoring and evaluation of gender equity and social well-being. A video on the change of women's perspectives in society today was shown. Women expressed their opinions regarding a shift of understanding of women's role to participate in meetings, information dissemination, patrolling, and general community fishery decision-making. The presentation appears as **Annex 12**.

V. EXPERIENCES SHARED BY SEAFDEC MEMBER COUNTRIES ON POLICIES, INTEGRATION, MONITORING AND EVALUATION OF GENDER ASPECTS IN FISHERIES PROGRAMS

- **Thailand**

15. The Head of Community Based Aquaculture Research Group, *Dr. Malasri Khumsri*, reported that Thailand promoted gender in both planning, implementing, and monitoring and evaluation of fisheries development. The Gender Focal Point (GFP) was established. The gender is incorporated in the project by encouraging the focal point to consider as well as examine the gender role and responsibilities with emphasized on communicating and networking on gender in fisheries. The gender promotion strategy exists at the Department of Fisheries, Thailand (DOF). Moreover, this strategy is also included in the action plan in each department. There were capacity building on gender awareness and related gender for the DOF staff. The data collection for monitoring and evaluation of gender progress has been implemented by setting-up the gender indicators, collected sex-disaggregated data, and conducted the study/research related on gender and data analysis. The ratio of gender status divided by position level in DOF is almost equal for the one year contact position.

16. Furthermore, the research on gender roles in Tilapia cage culture and Giant freshwater prawn project showed that men more involved in planning while women involved in processing and marketing. The data showed that presently the gender issue is incorporated considered in implementation of fisheries activities as well as on research which compliments in the national strategic plan. The presentation appears as **Annex 13**.

- **Cambodia**

17. The Deputy Director of Administrative Affairs and Litigation Department, *Ms. Chin Leakhena*, presented the "Monitoring for Gender Equality Promotion and Child Labour Elimination" in Cambodia. The Cambodian adult and children played an important role in the Development of fisheries sector and National economic growth. Out of sixteen million population in 2018, 51% are women, 29.4% aged under 15 years, which 62% are working children. Lack of recognition of women and children's role are the problems they faced in the sector. FiA Cambodia has implemented the five (5) years action plan (2008-2012) for gender mainstreaming policy and strategy and Action plan on Gender equality promotion and child

labor elimination (2016-2020). The overall objective is to improve gender equality and eliminate child labor in fisheries related work, which will contribute to the improvement of fisheries sector management with good governance, food security and poverty reduction. The presentation appears as **Annex 14**.

- **Indonesia**

18. The Head of Sub Division for Strategic Planning, *Mr. Isqak Edi Pramono*, reported on the Gender Mainstreaming of Ministry of Marine Affairs and Fisheries (MMAF) in Indonesia. The regulations accommodated gender aspects and made commitment to implement on gender mainstreaming. The MMAF formulated many guidelines for gender mainstreaming that includes guidelines for gender monitoring and evaluation. The guidelines for gender monitoring and evaluation is throughout the project cycle, where gender analysis can be seen in any phase in a program cycle; however, it is most effective when initiated during the design phase and then built into program implementation and ongoing monitoring. The presentation is shown in **Annex 15**.

- **Lao PDR**

19. The Chief of Section Division of Fisheries DLF, *Ms. Dongdavanh Sibounthong*, reported the “Case study of Gender Mainstreaming in Fisheries Development in Nam Ngum Reservoir in Lao PDR.” The National Policy on gender equality in Lao PDR committed to promote the equality between men and women. In 2003, the government established the National Commission for Advancement of Women (NCAW) which aimed to help the women. The pilot project on gender in fisheries in Lao PDR was established in Nam Ngum Reservoir. The objectives of the project are as follows: to identify gender role in fisheries and fish processing, participate in the decision making level by men and women in capture fisheries, study the gender situation and issues in fishery communities, identify problems or constraints related to gender in fisheries development, improve capacity building in all of the level fisheries staff, and exchange experiences and lessons learned on women’s problem. The pilot project has started the data collection, the general, social, and gender information of community such as number of villagers, number of men and women in related fishing activities such as processing, occupation, education, income, etc.

20. In capacity building, the villagers have improved the knowledge on hygiene and sanitation, fish packing and marketing of the fishery product. The monitoring and evaluation were already conducted. Moreover, the project got the issues in fisheries and aquaculture and recommendations. The recommendations were to improve the gender staff to implement strategy at provincial level, promote gender staff by allocating bigger quota for civil service in gender office/organization, implement of gender action plan at community/village level, building capacity of local staff who work with gender related activities, gender mainstream in fisheries and aquaculture and provide chance for them for their participation in the national/community event. The presentation appears as **Annex 16**.

- **Malaysia**

21. The Head of Transfer of Technology Section from the Department of Fisheries, Malaysia, *Mr. Nazri Ishak*, presented “Policies, integration, monitoring and evaluation of gender aspects in fisheries programs.” The presentation correlates to Fisheries Act 1985 of Malaysia and Guidelines on occupational safety and health in fishing and agriculture

operation through gender participation in fisheries sector. In Malaysia, gender involvement in the fisheries sector is based on the demand of the work force along the supply chain while majority of women workers involvement in the fisheries sector are basically in the processing area and small-scale fisheries. Malaysia has no restriction stipulated in the Fisheries Act 1985 for the involvement of specific gender in the fisheries sector including specific policies and programs to monitor or evaluate gender aspect in fisheries program by the Department of Fisheries, Malaysia. The presentation appears as **Annex 17**.

- **Myanmar**

22. The Fishery Officer from the Department of Fisheries Myanmar, *Ms. Myat Khine Mar*, presented the “Policy Brief in Myanmar.” The policy environment for gender equality and empowering women and girls in Myanmar has been established in a number of international conventions signed by the Myanmar Government equality such as: the 1997 convention on the Elimination of Discrimination against Women, the Millennium Development Goals, the Beijing Declaration and Platform for Action and the International Conference on Population and Development (ICPD). The country is also an active member of the Association of South East Asia Nations Committee on Women and Children. However, despite the effort of government to promote gender equality including the establishment of a National Committee for Women Affairs (MNCWA), there is no information on the budget allocated for gender mainstreaming across Ministries including the Ministry of Agriculture, Livestock and Irrigation. There is also very limited information and data on gender norms, roles, relations and inequalities to assess the level and the existing gender gaps in the country across every economic and social development sectors including the fishery and aquaculture as well. The Meeting was also informed that women in Myanmar faces many challenges; including inequality in education, work and employment, as well as minimal representation in politics and at decision-making level and among others. The presentation appears as **Annex 18**.

- **Philippines**

23. The Head of Gender & Development Secretariat from Bureau of Fisheries and Aquatic Resources (BFAR), Philippines, *Ms. Wilhelmina Pearl C. Guliman*, reported the “The Philippines’ Experiences on Gender and Development.” She informed the Meeting about the initiatives, namely: Circulars/Memoranda on Gender and Development (GAD), Magna Carta of Women, Solo Parent Act, Anti-violence Against Women and Children Act, and Comprehensive National Fisheries Industry Development Plan. The objectives are to promote twin goals of gender equality and women’s empowerment, provide National Economic Development Board (NEDA), Official Development Agency (ODA) donors, Philippine Government agencies, and development practitioners with a common set of analytical concepts and tools for integrating gender concerns into the development programs and projects; and help achieve gender equality and empower women through, projects and programs. The use of Checklists to ensure the programs and projects of the Bureau of Fisheries and Aquatic Resources (BFAR) are not only aware of or sensitive to gender issues faced by women and men, but also addressing key, relevant issues or concerns mandated to ensure the development, management, and conservation of the country’s fisheries and aquatic resources, which is tasked to strike a balance between fish production for food security and conservation for resource sustainability promoting social justice and aim to fostering fisherfolk empowerment, engaged BFAR in protecting and upholding the rights of disadvantaged, including women. The presentation appears as **Annex 19**.

- **Viet Nam**

24. The representative from Viet Nam, *Mr. Nguyen Tuan Uyen* reported on the characteristic of Viet Nam, fisheries profile and overview of small-scale fisheries in Viet Nam. Small-scale fisheries played an important role in the national economy and the food security of Viet Nam, especially in the coastal regions. The Government has provided incentives and good conditions to develop sustainable fisheries. The small-scale fisheries policy also consider human rights based approach and gender equity as the basis to sustainable fisheries, so that the small-scale fisheries would continue to provide the important contribution to the food security strategy, employments, social welfares for the coastal regions and national level. The presentation appears as **Annex 20**.

VI. IDENTIFY REFERENCE POINTS (INDICATORS) FOR THE MONITORING AND EVALUATION OF PROGRESS IN THE SUPPORT TO GENDER BALANCED (SENSITIVE), GENDER EQUITY AND SOCIAL WELL-BEING IN FISHERIES COMMUNITIES AND FISHERIES RELATED PROJECT

6.1 Plenary Discussion on Key common concerns for Gender and Social Well-being

25. During the plenary discussion, the SEAFDEC Secretariat provided the draft of indicators and requested the Meeting to identify reference points, key categories to consider, and list common elements to be used for monitoring and evaluation in support of gender equity and social well-being in fisheries communities and fisheries related projects.

26. The Meeting agreed to use key categories which follow the FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the context of Food Security and Poverty Eradication (VGSSF Guidelines). The key categories were the following: 1) Governance of tenure in small-scale fisheries and resource management, 2) Social development, employment and decent work, 3) Value Chain, Post-harvest and Trade, and 4) Disaster risk and Climate Change.

6.2 Group Work

27. The participants were divided into four (4) groups with a mixed selection of participants in each group. The discussions focused on the following thematic areas to identify reference points (indicators) for the monitoring and evaluation of progress in the support of gender-balanced, gender equity and social well-being in fisheries communities and fisheries related projects. The group discussed the indicators and formulates guide questions from agreed elements for the Plenary Discussion.

VII. PLENARY DISCUSSION ON DRAFT GUIDEBOOK/TOOLKIT TO ASSESS AND EVALUATE THE PROGRESS AND IMPACTS IN SUPPORT OF GENDER BALANCED, GENDER EQUITY AND SOCIAL WELL-BEING IN FISHERIES COMMUNITIES AND FISHERIES RELATED PROJECTS

28. A Draft Guidebook/Toolkit for Gender Analysis for Small-scale fisheries that combined key indicators and guiding questions from four (4) key categories was presented to solicit comments and suggestions from Member Countries and experts and formulate it as a tool to guide the target users in understanding the status and roles of gender in small-scale fisheries and can be used for project dealings with gender sensitive as one of the tools to incorporate gender dimensions throughout the project cycle.

29. The Toolkit will served as a tool to guide the target users in understanding the status and roles of gender in Small-scale fisheries and can be used for project dealing with gender sensitive as one of the tools to incorporate gender dimensions throughout the project cycle.

30. The Toolkit can advice SEAFDEC and the Member Countries in identifying necessary interventions and integrating gender in fisheries programs and activities as appropriate; and provide a set of gender sensitivity indicators and guide questions for monitoring and evaluating gender roles throughout the project cycle to secure the sustainability of small-scale fisheries. The Draft Toolkit appears as **Annex 21**.

VIII. WAYS FORWARD

31. Representative from SEAFDEC Training Department, *Ms. Jariya Sornkliang* informed the Meeting to test the Toolkit and harmonized. The Team would consolidate and incorporate all ideas, review and recirculate again for further comments. The SEAFDEC Secretariat would formulate the first Draft of the Toolkit.

32. The Meeting recommends to have capacity building on the use of the Toolkit and get assistance from monitoring experts to make sure that indicators must be SMART (Specific, Measurable, Attainable, Relevant and Timely).

IX. CLOSING OF THE WORKSHOP

33. The Secretary-General of SEAFDEC, *Dr. Kom Silapajarn* expressed his sincere gratitude and appreciation to all participants for their active participation and cooperation during the deliberations of Experts Consultation Workshop and thanked those who have worked hard for the smooth arrangements of the Workshop. Recognizing gender equity and social well-being were important components for sustaining fisheries management and the results of the workshop will contribute to develop a Regional Toolkit for integrating gender and social well-being in the project planning, monitoring and evaluation processes which could be used as reference by SEAFDEC Member Countries and other organizations in the region. The Toolkit would be useful for everyone, especially those who are working in small-scale fisheries development and management, aiming towards the sustainable utilization of the fishery resources and enhancement of gender equity and social well-being for the betterment of peoples' lives in the fishing communities. In that note, he declared the workshop closed and wished participants a safe journey back home. His Closing Remarks appears as **Annex 22**.

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Opening Remarks

By Dr. Kom Silapajarn
SEAFDEC Secretary-General

SEAFDEC Deputy Secretary-General,
Representatives from Member Countries and our Collaborating Partners,
Ladies and Gentlemen,

Good Morning and warm welcome to all of you. We appreciated for your time to be with us here at the Experts Consultation Workshop on Guidance to Monitoring and Evaluation of Gender Equity and Social Well-being in Fisheries Communities, Bangkok, Thailand.

As you all aware that the increasing attention to address the involvement of men and women and recognize to gender equity and social well-being based approaches to the implementation of local level activities of relevance to fisheries and habitat management and livelihoods diversification raise the women profile by integrating gender perspectives in fisheries sector. More importantly, Gender equity and equality is one of principle of FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries (SSF Guidelines), contributing to achieve poverty reduction and food and nutrition security.

When designing of any development project at fishing communities, it is important to obtain the necessary information on social context and structure of communities; it would lead us to understand the real situation of communities and what they need. In the ASEAN region, we also well recognized the role of men and women in fisheries communities. During the project course, questions has, however, been raised on how to assess positive impacts in implementing the activities at local level in the small-scale fishing communities with gender focused monitoring of social well-being.

This Workshop is designed to impart knowledge and agree on reference points to guide monitoring and evaluation of support provided gender equity and social well-being in fisheries communities, for researcher and extension officer to use for integrated gender aspect and social well-being in their research, projects/programs and activities under Fisheries sector.

I believe with your experience and expertise would provide the valuable inputs to accomplish our desirable outputs. Once again, I wish to thank you to all of you.
Last but not least, I hope all of you will enjoy your short stay in Bangkok and I also hope that you will find all the arrangements made during your stay here a comfortable one.

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

Prospectus

I. Background

Small-scale fisheries are dominant feature of fisheries throughout Southeast Asia providing livelihood and income opportunities for rural and coastal communities. Several international and national programs and projects implement activities in order to support strengthened community organizations, villagers with improved capacity to manage natural resources and conserve critical and protective habitats as well as to support and promote diversified livelihood options and alternative income opportunities which are also seen as important in order to adapt to and mitigate effects of climate variability and climate change in fisheries communities throughout the region.

Meanwhile, there is increasing attention to address the involvement of men and women and recognize to gender equity and social well-being based approaches to the implementation of local level activities of relevance to fisheries and habitat management and livelihoods diversification raise the women profile by integrating gender perspectives in fisheries sector. Gender equity and equality is one of principle of FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries (SSF Guidelines), contributing to achieve poverty reduction and food and nutrition security.

Many fisheries projects have emphasized on the involvement of men and women in fisheries communities by integrating gender approach. Questions has, however, been raised on how to assess positive impacts of implemented efforts in implementing the activities at local level in the small-scale fishing communities. In addition, the concerns have been given on how gender focused monitoring of social well-being is a systematic assessment of the design and planning, the implementation and results of a project or program from a gender and social perspective. It helps to take into account the relevant information and collect and collate data in the course of different steps of project cycle covering planning through implementation phases of project and programs. It is of critical importance that the people responsible for monitoring and assessing such project activities possess appropriate gender and social knowledge.

The SEAFDEC-Sweden Project recognizes the importance and significance of providing support to gender mainstreaming through experiences gained in cooperation with the SEAFDEC Secretariat, SEAFDEC Departments, Member Countries and various stakeholders at multiple levels. Under the initiative of SEAFDEC-Sweden Project, an experts' consultation workshop is designed to discuss reference points to guide on monitoring and evaluation of gender equity and social well-being in fisheries communities.

II. Objectives of the Workshop

The Workshop is designed to impart knowledge and agree on reference points to guide monitoring and evaluation of support provided gender equity and social well-being in fisheries communities. It also helps reflect on opportunities and challenges to be addressed as indicated through monitoring and evaluation of gender activities in fisheries related programs and projects.

Specific objectives of the workshop are to:

- 1) Provide updates and increased understanding of monitoring and evaluation of gender equity and social well being in fisheries related projects.
- 2) Share fundamental elements and experiences with regards to the designing of monitoring and evaluation to assess progress in the sustained gender equity and social well-being in fisheries projects implemented by Member Countries and partners.
- 3) Identify key reference points (indicators) to facilitate the assessment of positive developments through the integration of gender aspects at different stages of project cycle as a basic reference during monitoring and evaluation exercises.
- 4) Have an informal network among partners to share experiences and methods to assess progress in support of gender equity and social well-being that also would contribute to strengthened knowledge of SEAFDEC, partners and participating countries on monitoring and evaluation of gender equity and social well-being.

III. Process and Expected Outputs

The Workshop will have four specific sessions and each session will be dealt with both concepts and practical approaches through knowledge sharing, interactive sessions, group works and discussions. It is expected that a detailed workshop report, reference guidance paper on monitoring and evaluation processes to assess gender equity and social well-being in fisheries communities will be produced during and after the workshop.

Following are the specific expected outputs;

- 1) Updated information of the existing monitoring and evaluation mechanisms of gender activities in fisheries projects
- 2) First draft of reference guidance paper to provide guidance on monitoring and evaluation processes to assess gender equity and social well-being in fisheries communities
- 3) An informal network among partners established to share experiences and methods to assess progress in social well-being and integration of gender aspects
- 4) Workshop Report

IV. Participants of the Workshop

ASEAN Member States and regional organizations and partners such as Sweden Embassy (Bangkok), FAO, IUCN/MFF, USAID/Oceans, OXFAM, Sustainable Development Foundation (SDF), Learning Institute (LI), CORIN-Asia Cambodia, AIT and Prince of Songkla University are invited to participate in this Workshop.

A total of 30 participants, including a good number of women, are expected to attend the workshop.

V. Contact details

Gender Focal Point, Ms. Jariya Sornkliang (Email: jariya@seafdec.org)

Agenda of the Workshop

Time	Contents	Responsible person
8 August 2018 (Wed)		
08.30-09.00	Registration	
09.00-09.15	Agenda 1: Opening of the Workshop	SEAFDEC
09.15-09.30	<p>Agenda 2: Introduction, Objective and Agenda of the Workshop</p> <p><u>Annotated agenda:</u></p> <p><i>SEAFDEC presents the background, objectives of the Workshop together with reference to the importance to have a common understanding of the need to establish reference points (indicators) to for the monitoring and evaluation of progress in supporting gender equity and social well-being in fisheries communities and fisheries related project</i></p>	SEAFDEC
09.30-10.30	<p>Agenda 3: Experiences Shared by regional partner organization and initiatives on challenges in implementing policies in support of the integration of gender aspect highlighting efforts to monitor and evaluate progress in the integration of gender aspects in fisheries programs</p> <p>3.1 Regional Organizations and Initiatives</p> <ul style="list-style-type: none"> • FAO • (SEAFDEC) UNEP/GEF/Fisheries <i>Refugia</i> Project • (SEAFDEC) USAID/Oceans • MRC Gender Network • AIT • AQD <p><u>Annotated agenda:</u></p> <p><i>Each partner organization will have 10 minutes for presentation and 10 minutes for Q&A. The presenter will provide a short reference to the work being implemented on social well-being and actions taken to integrate gender aspects in fisheries programs by the organization/project together with any available references to the way in which monitoring and evaluation is being implemented to review progress in the support to gender equity and social well-being within the fisheries sector</i></p>	SEAFDEC, Organization, and Member Countries
10.30-11.00	Group Photo and Refreshment	
11.00-12.00	Agenda 3: Experiences shared on challenges in implementing policies in support of the integration of gender aspect in local capacity-building highlighting efforts to monitor and evaluate	SEAFDEC, Organization, and Member

	<p>progress in the integration of gender aspects in fisheries programs</p> <p>3.2 Local capacity-building partner</p> <ul style="list-style-type: none"> • Sustainable Development Foundation (SDF) • CORIN-Asia Cambodia • Learning Institute (LI) <p><u>Annotated agenda:</u> <i>Each partner presenter will have 10 minutes for presentation and 10 minutes for Q&A. Each presenter will provide a short reference to the work being implemented on social well-being and actions taken to integrate gender aspects in fisheries programs by the organization together with any available references to the way in which monitoring and evaluation is being implemented to review progress in the support to gender equity and social well-being within the fisheries sector</i></p>	Countries
12.00-13.00	<i>Lunch break</i>	
13.00-14.00	<p>Agenda 4: Experiences shared by SEAFDEC Member Countries on policies, integration, monitoring and evaluation of gender aspects in fisheries programs</p> <ul style="list-style-type: none"> • Thailand • Cambodia • Indonesia <p><u>Annotated agenda:</u> <i>Each country will have 10 minutes for presentation and 10 minutes for Q&A. Each presenter will provide a short reference to national policies (if available) and actions taken to integrate gender aspects in fisheries programs together with any available references to the way in which monitoring and evaluation is being implemented to review progress in the support to gender equity, social well-being with the fisheries sector</i></p>	SEAFDEC, Organization, and Member Countries
14.00-15.00	<p>Agenda 4: Experiences shared by SEAFDEC Member Countries on policies, integration, monitoring and evaluation of gender aspects in fisheries programs</p> <ul style="list-style-type: none"> • Lao PDR • Malaysia • Myanmar <p><u>Annotated agenda:</u> <i>Each country resource person will have 10 minutes for presentation and 10 minutes for Q&A. Each presenter will provide a short reference to national policies (if available) and actions taken to integrate gender aspects in fisheries programs together with any available</i></p>	SEAFDEC, Organization, and Member Countries

	<i>references to the way in which monitoring and evaluation is being implemented to review progress in the support gender equity and social well-being within the fisheries sector</i>	
15.00-15.30	Refreshment	
15.30-16.30	<p>Agenda 4: Experiences shared by SEAFDEC Member Countries on policies, integration, monitoring and evaluation of gender aspects in fisheries programs</p> <ul style="list-style-type: none"> • Philippines • Viet Nam <p><u>Annotated agenda:</u> <i>Each country resource person will have 10 minutes for presentation and 10 minutes for Q&A. Each presenter will provide a short reference to national policies (if available) and actions taken to integrate gender aspects in fisheries programs together with any available references to the way in which monitoring and evaluation is being implemented to review progress in the support to gender equity and social well-being within the fisheries sector</i></p>	SEAFDEC, Organization, and Member Countries
9 August 2018 (Thu)		
09.00-09.15	Recap from day 1	
09.15-10.00	<p>Agenda 5: Group work to identify reference points (indicators) for the monitoring and evaluation of progress in the support to gender balanced (sensitive), gender equity and social well-being in fisheries communities and fisheries related project</p> <p><u>Session1: Plenary Discussion on Key common concerns for Gender and Social Well-ing</u></p> <p><u>Annotated agenda:</u> <i>The Meeting will identify key categories to consider and list key common elements to be used for monitoring and evaluation in support of gender equity and social well-being in fisheries communities and fisheries related projects</i></p>	SEAFDEC
10.00-10.30	Refreshment	
10.30-12.00	<p>Agenda 5: Group work continues as formulate question</p> <p><u>Session2: Group Work</u></p> <p><u>Annotated agenda:</u> <i>Group divided based on key categories identify from Session 1. Group members will formulate questionnaires from agreed elements from Session 1.</i></p>	SEAFDEC
12.00-13.00	Lunch break	
13.00-15.00	Agenda 5: Group work continues <u>Session2: Group Work</u>	SEAFDEC

15.00-15.30	<i>Refreshment</i>	
15.30-16.30	Agenda 5: Group work Report and Plenary Discussion on the Results	SEAFDEC
10 August 2018 (Fri)		
09.00-09.15	Recap Day2	
09.15-12.00	<p>Agenda 6: Plenary discussion on draft Guidebook/Toolkit to assess and evaluate of the progress and impacts in support of gender balanced, gender equity and social well-being in fisheries communities and fisheries related projects</p> <p><u>Annotated agenda:</u> <i>The Workshop will seek the feedback and comments to a draft set reference points (indicators) to provide guidance to the monitoring and evaluation of progress in support of gender equity and social well-being in fisheries communities and fisheries related projects</i></p>	SEAFDEC
12.00-13.30	Lunch	
13.30-15.00	Agenda 7: Ways forward	SEAFDEC
15.30-16.00	Agenda 8: Closing of the Workshop	SEAFDEC

Gender, SSF Guidelines and SDG 14.b

by Food and Agriculture Organization of the United Nations (FAO)



Food and Agriculture Organization of the United Nations

Gender, SSF Guidelines and SDG 14.b

The State of World Fisheries and Aquaculture 2018 <http://www.fao.org/documents/card/en/?i=954929>

TABLE 13 WORLD EMPLOYMENT FOR FISHERIES AND FISH FARMERS BY REGION (thousands)

Region	2000	2005	2010	2011	2012	2013	2014	2015	2016
Fisheries and Aquaculture									
Africa	2 292	4 175	4 430	4 527	4 226	3 863	3 600	3 674	3 971
Asia	27 296	30 446	31 705	31 547	30 206	27 642	27 647	27 705	28 448
Europe	100	770	770	682	656	647	541	574	455
Latin America and the Caribbean	1 302	1 374	1 407	1 380	1 229	1 231	1 233	1 244	1 402
North America	182	180	187	188	188	182	183	188	187
Oceania	122	126	122	124	120	127	127	127	127
Total	30 222	40 060	41 420	41 667	37 514	36 372	36 716	36 412	36 990

Women estimated at 14% = 8.3 million, in fisheries and aquaculture primary sector

The State of World Fisheries and Aquaculture 2018 <http://www.fao.org/documents/card/en/?i=954929>

TABLE 13 REPORTING OF SEX-DISAGGREGATED EMPLOYMENT (WOMEN, MEN AND UNSPECIFIED) IN FISHERIES AND AQUACULTURE, BY REGION, 2016

Region	Women		Men		Unspecified	
	No. (000)	%	No. (000)	%	No. (000)	%
Fisheries						
Africa	585.1	11	4 249.3	79	532.6	10
Latin America and the Caribbean	394.4	19	1 383.6	66	306.7	15
North America	<0.1	0	37.9	18	171.1	82
Asia	4 843.9	15	25 000.3	78	2 152.7	7
Europe	16.4	2	115.3	33	232.0	66
Oceania	49.1	13	150.0	45	134.7	40
Aquaculture						
Africa	33.1	11	211.8	70	58.6	19
Latin America and the Caribbean	29.3	8	229.8	60	122.3	32
North America	0	0	0	0	9.3	100
Asia	2 744.3	15	14 088.3	76	1 645.3	9
Europe	14.7	18	56.7	42	17.5	19
Oceania	1.5	19	3.2	68	1.0	13

91% of women in fisheries and aquaculture primary sector are in Asia

The State of World Fisheries and Aquaculture 2018 <http://www.fao.org/documents/card/en/?i=954929>

TABLE 14 SEX-DISAGGREGATED ENGAGEMENT IN THE PRIMARY SECTOR OF FISHERIES AND AQUACULTURE IN SELECTED COUNTRIES (thousands)

Country	2000	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Australia											
Female	2.9	1.7	2	1.7	1.2	2.2	1	1.3	1.2	1.2	2.4
Male	9.4	8.1	11.7	7.2	10.2	9.4	9.4	7.4	80.8	11.6	10.2
Chile											
Female	4.8	5.9	8.2	10.8	13.9	15.7	21.5	22.5	23.7	29.4	25.8
Male	22.2	24.6	27.4	29.9	32.9	40.5	52.4	55.8	66.6	87.5	86.7
Unspecified	20.6	20.7	20.3	20.8	20.5						
Japan											
Female	0.2	0.3	0.3	0.3	0.3	0.3	0.3	0.1	0.1	0.3	0.3
Male	1.8	1.7	3.6	3.6	3.1	3.1	3.1	1.7	1.7	3.2	3.2
Unspecified	7.8	11.3	4.5	8.8	10.9	6.3	6	7.8	8	7.9	6.1
United States											
Female	36.1	34.3	33.2	34.1	32.5	30	25.2	24.4	23.9	22.6	21.9
Male	186	178	171.1	167.8	159.4	172.9	142.7	149.3	157.1	150.5	144.7
Unspecified											
Female	0.6	0.8	0.8	0.8	0.8	1.1	1	1.1	1.1	1.1	1.1
Male	26	23.9	26.8	25.8	26.1	26.1	26.1	26.1	26.3	26.3	26.0
Sri Lanka											
Female	0	0	0	0	0	0	0.1	0.1	0.2	0.2	0.1
Male	3.3	3.4	3.4	3.3	3.3	3.4	3.5	3.4	3.7	3.8	3.9
Sri Lanka											
Female	1.5	1.6	3.1	12.2	10	17.4	20.9	16.5	10.7	14.2	19.4
Male	160.5	157	163.5	158.4	162.2	158.9	161	164.4	157.3	155.5	151.2

Sex-disaggregated data

Employment data and all of the available sex-disaggregated employment data to be released by end of 2018.

What are the SSF Guidelines?

- Negotiated international instrument entirely dedicated to SSF |
 - A global consensus on principles and guidance for small-scale fisheries governance and development
- Bring together social development and responsible fisheries |
 - beyond fisheries: sustainable livelihoods, social stability, food security and sustainable social and economic development
- Complement other international instruments |
 - Code of Conduct for Responsible Fisheries; Right to Food Guidelines; Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests
 - Common grounding in human rights principles



Regional consultations: Specific recommendations on gender

Recognized potential of a new instrument to strengthen the social pillar of sustainable development in a gender-sensitive manner

Gender considerations are mainstreamed as an integral part of small-scale fisheries development strategies.

Compliance with, and implementation of, existing gender instruments need to be strengthened, including through empowerment of and affirmative action for women.


For a gendered perspective on fishery sector sustainable development, states should promote and safeguard spaces of women in fisheries.

East Africa, Sep 2015

Near East and North Africa, Dec 2015

Southeast Asia, Aug 2015

SSF Guidelines: 12 Guiding principles



SSF Guidelines: 12 Guiding principles

4. Gender equality and equity is fundamental to any development. Recognizing the vital role of women in small-scale fisheries, equal rights and opportunities should be promoted.

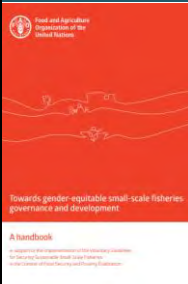
SSF Guidelines have three parts

- Part 1: Introduction**
 - 1. Objectives
 - 2. Scope
 - 3. Guiding Principles
 - 4. Linkage to other international instruments
- Part 2: Responsible fisheries and sustainable development**
 - 5. Governance of tenure in SSF and resource management
 - 6. Social development, employment and decent work
 - 7. Value chain, post-harvest and trade
 - 8. Gender equality and equity
 - 9. Disaster risks and climate change
- Part 3: Ensuring an enabling environment and supporting implementation**
 - 10. Policy coherence, institutional coordination and collaboration
 - 11. Information, research and communication
 - 12. Capacity development
 - 13. Implementation support and monitoring



Gender is specifically addressed
 * Cross-referred to in many other articles

Practical guide



- The purpose is to provide guidance on how to operationalize the gender dimensions of the SSF guidelines during their implementation
- This is required if SSF implementation is going to deliver on the expectation of Article 8 on Gender equity and equality
- Many stakeholders have been part of the development of this document
- www.fao.org/3/a-i7419e.pdf

Promoting leadership of women



- Moves from 'women do fish' to 'women do participate and lead'
- Looks at **enablers** for women's leadership, e.g. state, social movement and CSOs, religious movements, development aid, academia
- Identifies **barriers** to women's leadership, e.g. lack of state recognition, social and cultural norms, lack of time and resources
- Proposes **actions** by stakeholder groups

www.fao.org/3/i8480en/i8480EN.pdf

Sustainable Development Goals <http://www.fao.org/sustainable-development-goals/indicators/14b1/en/>

SDG Indicator 14.b.1 - Access rights for small-scale fisheries

Indicator 14.b.1 - Progress by countries in the degree of application of a legal / regulatory / policy / institutional framework which recognizes and protects access rights for small-scale fisheries

Target 14b

Provide access for small-scale artisanal fishes to marine resources and markets

The indicator variables are chosen from three of the five questions on small-scale fisheries introduced in the 2015 version of the Code of Conduct for Responsible Fisheries (CCRF) survey.

The survey is circulated by FAO every two years to countries, IGOs and NGOs and the proposed indicator is based on the responses received from FAO Member Countries.



Sustainable Development Goals <http://www.fao.org/sustainable-development-goals/indicators/14b1/en/>

Responses of 52 Member Countries and the European Union (EU) to the questions on small-scale fisheries in the 2015 Code of Conduct for Responsible Fisheries (CCRF) survey

16 of members reported having moderate or Advanced regulatory, policies, laws, plans or strategies specifically targeting or addressing SSF

Regulations	Policies	Laws	Plans or strategies
7%	12%	7%	24%

In relation to specific initiatives to implement the SSF Guidelines, 47 percent of the Members reported positively whilst 52 percent reported that they intended doing so in the future.

Members' ability to refer to implement the SSF Guidelines related to activities supporting SSF actors actively participating in sustainable resource management

Implementing capacity development of fisheries organizations and other stakeholders	Promoting social development, employment and decent work
22%	27%

Members from within small-scale fisheries and fish workers can contribute to decision-making processes (as seen reported to more by 86 percent of the respondents). The most common tool include:

Mechanisms for involving small-scale fisheries in fisheries sectoral representative level fisheries management

26% of the Members are responsible to take issue mechanisms to date, 47 percent reported that there encourage the active participation of women

Asia-Pacific Fishery Commission (APFIC) Member Countries' responses, 2015

57. State of small-scale fisheries (SSF) in FAO Members (%)

Region (number of respondents in brackets)*	Members where SSF occurs	Volume of SSF catch out of total catch		People involved in fishing activities out of total in Fisheries		People involved in post-harvest activities out of total in SSF		People involved in other related activities out of total in SSF
		%	%	%	%	%	%	
APFIC - Asia-Pacific Fishery Commission (14)	83.33	51-60%	51-60%	71-80%	65-63	29.00	11.83	

* The number in the second bracket refers to the number of complete responses per region that were considered to calculate the percentages within the last three columns.

58. Employment in SSF activities by gender and status (%)

Region (number of respondents in brackets)	Employment status	Tobacco activities			Post-harvest activities			Other related activities		
		Men	Women	Unknown	Men	Women	Unknown	Men	Women	Unknown
		%	%	%	%	%	%	%	%	%
APFIC - Asia-Pacific Fishery Commission (14)	Full time	58.75	6.75	32.50	20.25	42.25	37.50	42.57	29.00	11.43
	Part time	30.50	13.48	55.63	13.75	23.75	62.50	34.28	29.00	45.71
	Occasional	11.25	3.75	79.00	6.25	18.75	75.00	21.42	7.14	11.42
Unspecified / Unknown	4.18	2.00	93.75	2.50	3.75	93.75	6.00	6.00	100.00	

Asia-Pacific Fishery Commission (APFIC) Member Countries' responses, 2015

59. Definition of SSF in FAO Members (%)

Region (number of respondents in brackets)	Has SSF been defined?			Members intending to review the definition through a multi-stakeholder process**
	Yes, they are legally defined	Yes, but the definition is informal (not legally supported)	No*	
APFIC - Asia-Pacific Fishery Commission (14)	23.08	30.77	46.15 (90.00)	85.71

* Percentages in brackets refer to the Members intending to develop such a definition through a multi-stakeholder process as suggested in paragraph 2.4 of the SSF Guidelines. ** Only refers to Members who have responded 'yes' as to whether SSF is defined.

60. FAO Members collecting sector-specific data for SSF (%)

Region (number of respondents in brackets)	Type of data						
	None	Production (volume)	Employment	Production (value)	Trade	Consumption	Other
APFIC - Asia-Pacific Fishery Commission (7)	0.00	85.71	71.43	57.14	57.14	42.86	0.00

Note: The table only refers to Members who responded positively as to whether SSF has been defined (refer to Table 59).

Asia-Pacific Fishery Commission (APFIC) Member Countries' responses, 2015

61. Laws, regulations, policies, plans or strategies that specifically target or address the SSF sector (%)

Region (number of respondents in brackets)	Governance instruments				
	Policies	Plans/strategies	Laws	Regulations	Other
APFIC - Asia-Pacific Fishery Commission (14)	76.92	76.92	61.54	61.54	7.69

62. FAO Member initiatives to implement the SSF Guidelines (%)

Region (number of respondents in brackets)	Members having a specific initiative to implement SSF guidelines	Initiatives / activities*					Members that intend to implement SSF guidelines**
		Supporting SSF actors to take an active part in sustainable resource management	Implementing capacity development of fisheries organizations and other stakeholders	Promoting social development, employment and decent work in SSF	Enhancing SSF value chains, post-harvest operations and trade	Ensuring gender equality in SSF	
APFIC - Asia-Pacific Fishery Commission (14)	42.86	83.33	83.33	66.67	50.00	50.00	75.00

* Only representative of the Members who responded as having an initiative to implement SSF guidelines. The tabulated activities embody a cumulative 58.82 percent of all activities reported. Other reported activities include: (a) Training, extension, risk and climate change in SSF (50.00%); (b) Strengthening institutions in support of SSF and to process policy coherence, coordination and collaboration (50.00%); (c) Improving information, research and

Asia-Pacific Fishery Commission (APFIC) Member Countries' responses, 2015

* Commentation on the contribution of SSF: 50.00% (Establishing or improving monitoring mechanisms and promoting SSF Guidelines implementation: 50.00%); (Improving tenure security for small-scale fishers: 33.33%); (Other: 0.00%). ** Only includes Members not having a specific initiative to implement SSF guidelines.

63. Constraints found by FAO Members in their initiative to implement the SSF Guidelines (%)

Region (number of respondents in brackets)	Members having a specific initiative to implement SSF guidelines	Constraints*					Members that intend to implement SSF guidelines**
		Lack of appropriate financial resources	Lack of appropriate technical skills (in public and private sector)	Limited public awareness of importance of SSF	Lack of appropriate human resources	Inefficient coordination with other related administrations	
APFIC - Asia-Pacific Fishery Commission (14)	42.86	83.33	83.33	66.67	50.00	33.33	75.00

* Only representative of the Members who responded as having an initiative to implement SSF guidelines. The tabulated constraints embody a cumulative 96.36 percent of all constraints reported. Other reported constraints include: (a) Inappropriate or lack of a legal, regulatory and policy framework: 16.67%; (b) Conflicting priorities in relation to other sectors (including large-scale fisheries): 16.67%; (c) Lack of organizational structures among small-scale fishers and fish workers: 16.67%; (d) Other: 0.00%. ** Only includes Members not having a specific initiative to implement SSF guidelines.

Asia-Pacific Fishery Commission (APFIC) Member Countries' responses, 2015

64. Opportunities found by FAO Members in their initiative to implement the SSF Guidelines (%)

Region (number of respondents in brackets)	Members having a specific initiative to implement SSF guidelines	Opportunities*					Members that intend to implement SSF guidelines**
		Involvement of small-scale fishers in fisheries management	Existing enabling legal, regulatory and policy framework	Involvement of small-scale fishers and fishworkers in decision-making processes	Existing SSF organizational structures	Ongoing/planned specific programs/initiatives	
APFIC - Asia-Pacific Fishery Commission (14)	42.86	83.33	66.67	66.67	66.67	50.00	75.00

* Only representative of the Members who responded as having an initiative to implement SSF guidelines. The tabulated opportunities embody a cumulative 80.83 percent of all opportunities reported. Other reported opportunities include: (a) Public awareness of importance of SSF: 50.00%; (b) Well-established institutional cooperative and collaboration mechanisms: 50.00%; (c) Practical (executive and legislative) will to develop SSF: 50.00%; (d) Available technical skills (in public and private sector): 33.33%; (e) Adequate access for small-scale fishers and fishworkers to financial services: 33.33%; (d) Other: 0.00%. ** Only includes Members not having a specific initiative to implement SSF guidelines.

Asia-Pacific Fishery Commission (APFIC) Member Countries' responses, 2015

65. Mechanism through which small-scale fishers and fish workers contribute to decision-making processes (%)

Region (number of respondents in brackets)	Members reporting to have mechanisms	Mechanisms*						Encourage the active participation of women at any level**
		Existence of advisory/consultative body to the national fishery authority in which fishery/fishworkers participate	Involvement of fishery and fishworkers in local development processes (e.g. councils, etc.)	Involvement of small-scale fishers in fisheries management	Involvement of fishery and fishworkers in data collection and research	Involvement of fishery and fishworkers in monitoring, surveillance and control	Other	
APFIC - Asia-Pacific Fishery Commission (14)	78.57	81.82	81.82	72.73	63.64	63.64	0.00	54.55

* Only representative of the Members who responded as having mechanisms in place through which small-scale fishers and fish workers can contribute to decision-making processes.

Resources

- E-learning on SDG 14.b
<http://www.fao.org/elearning/#/elc/en/course/SDG14B1>
- Training workshop on 14.b.1
<http://www.fao.org/3/CA0140EN/ca0140en.pdf>

www.fao.org
Susana.Siar@fao.org

Integration of Gender Mainstreaming in the Regional System of Fisheries *Refugia*

by UNEP/GEF Fisheries *Refugia* Project

Integration of Gender Mainstreaming in the Regional System of Fisheries *Refugia*

ESTABLISHMENT AND OPERATION OF A REGIONAL SYSTEM OF FISHERIES *REFUGIA* IN THE SOUTH CHINA SEA & GULF OF THAILAND

ESTABLISHMENT AND OPERATION OF A REGIONAL SYSTEM OF FISHERIES *REFUGIA* IN THE SOUTH CHINA SEA AND GULF OF THAILAND

To implement of the fisheries component of the Strategic Action Program for the South China Sea

Strategic Action Program for the South China Sea

- ❖ Sets out priority costed actions to address habitat degradation, land-based pollution, establish a network of fisheries refugia, and promote regional cooperation
- ❖ Inter-governmentally adopted
- ❖ Based on cost-benefit analysis of action versus non-action

ESTABLISHMENT AND OPERATION OF A REGIONAL SYSTEM OF FISHERIES *REFUGIA* IN THE SOUTH CHINA SEA AND GULF OF THAILAND

Longer-term goals of the fisheries *refugia* initiative

Focus on transformational change in how the fisheries and environment sectors work together

Aim to contribute to:

- ❖ improved integration of habitat and biodiversity conservation considerations in the management of fisheries in the South China Sea and Gulf of Thailand
- ❖ improved national management of the threats to fish stock and critical habitat linkages within fisheries *refugia*; and,
- ❖ enhanced uptake of good practice in integrating fisheries management and biodiversity conservation in the design and implementation of regional and national fisheries management systems

ESTABLISHMENT AND OPERATION OF A REGIONAL SYSTEM OF FISHERIES *REFUGIA* IN THE SOUTH CHINA SEA AND GULF OF THAILAND

Medium-term objectives of the initiative

Align with those of the fisheries component of the Strategic Action Programme for the South China Sea

Medium-term objectives are to:

- ❖ **build the resilience** of Southeast Asian fisheries to the effects of high and increasing levels of fishing effort;
- ❖ **improve the understanding among stakeholders**, including fisherfolk, scientists, policy-makers, and fisheries managers, of ecosystem and fishery linkages as a basis for integrated fisheries and ecosystem/habitat management
- ❖ **build the capacity** of fisheries departments/ministries to engage in meaningful dialogue with the environment sector regarding the improvement of fisheries and management of interactions between fisheries and critical marine habitats

ESTABLISHMENT AND OPERATION OF A REGIONAL SYSTEM OF FISHERIES *REFUGIA* IN THE SOUTH CHINA SEA AND GULF OF THAILAND

Component 1: Identification and management of fisheries and critical habitat linkages at priority fisheries *refugia* in the South China Sea

Component Indicator: Status of formal designation, management plan adoption, and community engagement in implementation of agreed management measures, including enforcement, for priority sites


ESTABLISHMENT AND OPERATION OF A REGIONAL SYSTEM OF FISHERIES *REFUGIA* IN THE SOUTH CHINA SEA AND GULF OF THAILAND

Component 2: Improving the management of critical habitats for fish stocks of transboundary significance via national and regional actions to strengthen the enabling environment and knowledge-base for fisheries *refugia* management in the South China Sea

Component Indicator(s): (a) Status of enabling environment reform, including extent of behavioural change among small-scale fisherfolk at priority sites; (b) Extent of use of available environmental state and socio-cultural information in policy and planning frameworks

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Component 3: Information Management and Dissemination in support of national and regional-level implementation of the fisheries refugia concept in the South China Sea and Gulf of Thailand



Component Indicator: Extent of demonstrable use of examples of good practice in guiding the replication, scaling-up and mainstreaming of fisheries refugia approaches

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Component 4: National and regional cooperation and coordination for integrated fish stock and critical habitat management in the South China Sea and Gulf of Thailand



Component Indicator: Extent and continuity of stakeholder participation in meetings of project management bodies, including the scope and uptake of joint management and planning decisions

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Cross-cutting Issues



Promoting human-rights based approaches and gender mainstreaming in all levels of Program Cycle

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Decision-making flowchart and organizational chart



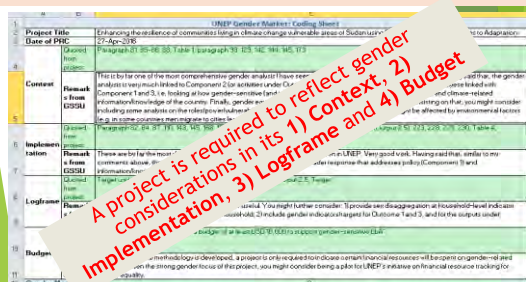
SEAFDEC UNEP gef ESTABLISHMENT AND OPERATION OF A REGIONAL SYSTEM OF FISHERIES REFUGIA IN THE SOUTH CHINA SEA AND GULF OF THAILAND

STRATEGY ON GENDER AND MAINSTREAMING

- Considering the important role of women and the need for their full and equal participation and leadership in all areas
- Ensure the participation of women and effective gender mainstreaming in their decision making and full programing cycle
- Removal of barriers to their full and equal participation in decision-making and management at all levels, and we emphasize the impact of setting specific targets and implementing temporary measures.
- Creating an enabling environment for improving gender equality everywhere, including in rural areas and local communities.
- Actively promote the collection, analysis and use of gender equality indicators and sex-disaggregated data in policy, program design and monitoring frameworks.

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UNEP uses Gender Marker system to ensure each project meets minimum gender standards



SEAFDEC UNEP gef ESTABLISHMENT AND OPERATION OF A REGIONAL SYSTEM OF FISHERIES REFUGIA IN THE SOUTH CHINA SEA AND GULF OF THAILAND

UNEP uses Gender Marker system to ensure each project meets minimum gender standards

UNEP Budget Line	2010 Total	Guiding Questions	Gender Ratio	Gender Allocation	Comments
1232 International M&E expert	53,400		20%	10,680	20% for ensuring gender is reflected in the M&E plan. The expert will be responsible for ensuring that gender is fully reflected in the M&E plan.
1233 M&E Specialist	77,800		30%	23,340	A 30% gender ratio is required to ensure that gender is fully reflected in the M&E plan.
2010 Sub-Contract Component	368,680				
2102 Sub-contract (M&E) for supporting organizations	40,000		10%	4,000	A 10% gender ratio is required to ensure that gender is fully reflected in the M&E plan.
2103 Sub-contract (M&E) for supporting organizations	12,000		10%	1,200	Ensure women are targeted equally by the awareness campaign and importance of the participation of women.
2010 Component	418,880				
2205 Group training	6,500		10%	650	Ensure gender considerations are included at least one training session.

UNEP is tracking how much money a project spends on gender (resource tracking)

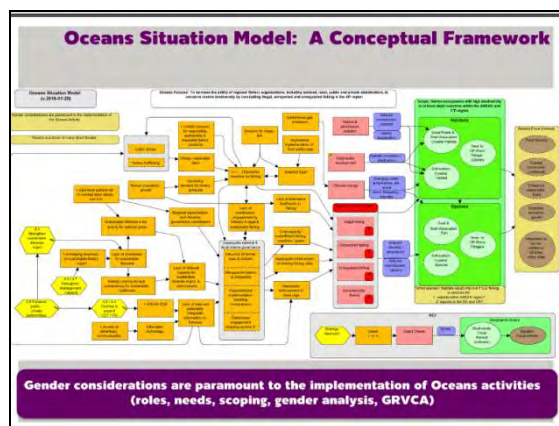
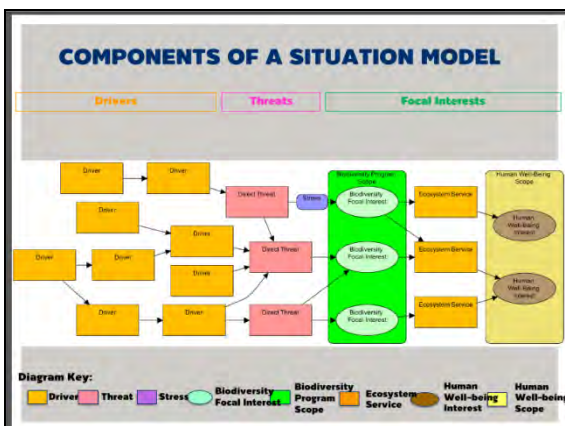
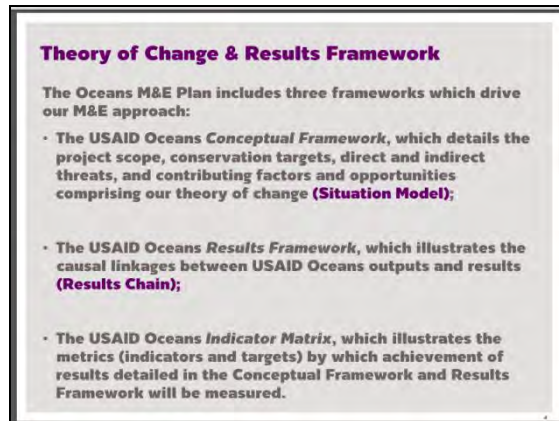
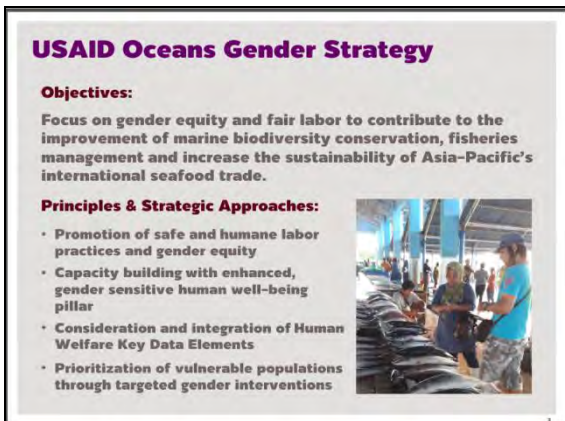
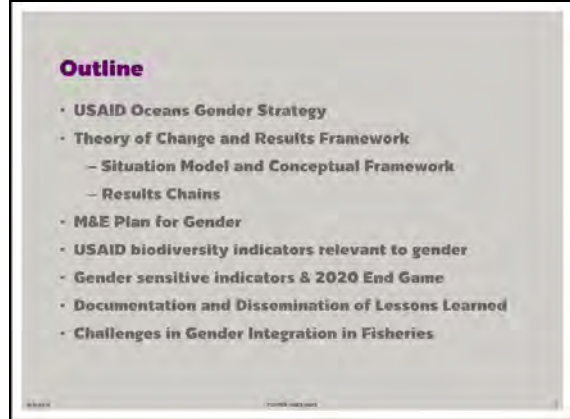
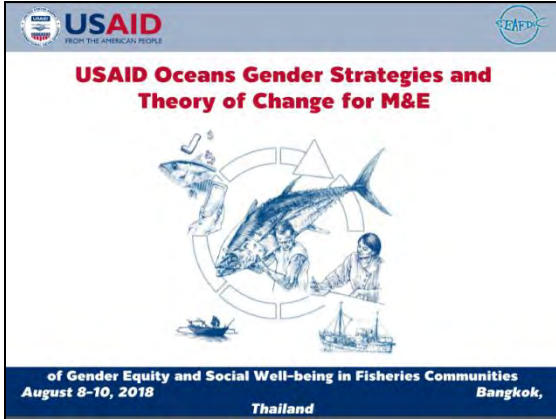
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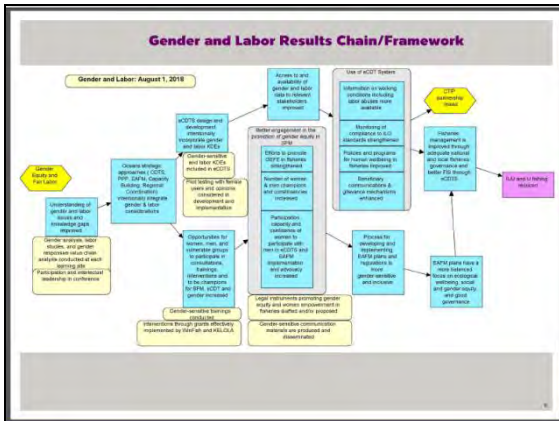
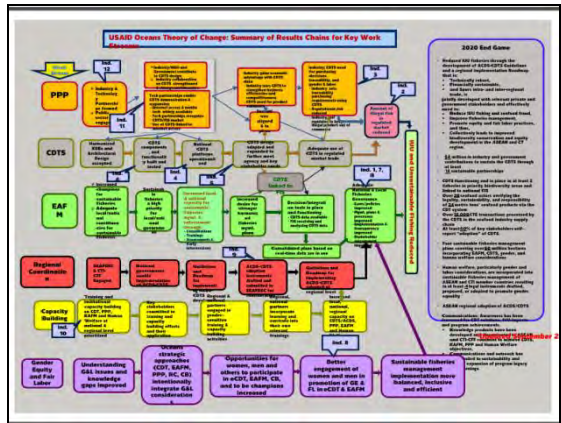
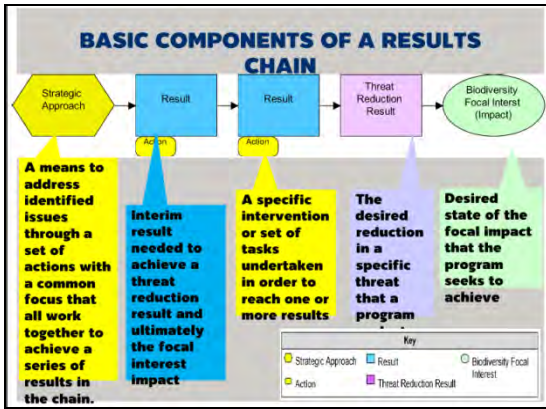


THANK YOU

USAID Oceans Gender Strategies and Theory of Change for M&E

by USAID/Oceans and Fisheries Partnership





Monitoring & Evaluation Plan for Gender

- M&E Specialist:** collection, analysis, and reporting of data on participation of women and youth in Oceans activities, and Oceans' impact on the lives of women, men, youth, and other marginalized groups.
- M&E Plan:** how gender considerations are fully integrated throughout the Oceans program cycle, from **design**, to **implementation**, to measurement of **impact**, in support of USAID's Gender Policy and Gender Equality and Female Empowerment Development Screen.

Monitoring & Evaluation Plan for Gender

- Design:**
 - The roles of women along the fisheries value chains and training needs were considered during the development of the Situation Model and Results Chains, resulting in high-potential gender interventions for the sector.
 - Gender analysis was included as one of our major activities
- Implementation:**
 - All Oceans person-level indicators are disaggregated by sex and age, and data from these indicators will allow for real-time analysis of participation by women and vulnerable groups in Oceans' activities.
 - Reporting participation data are reported during our Strategic Annual Reviews so that activities can be designed to promote and provide opportunities for women to participate and training needs

Gender Integration Impact Assessment

- Based on the **gender analysis** conducted at the start of the project, additional custom gender indicators or qualitative data for measuring gender impacts over time were determined / will be determined (intervention through grants)
- This data will be used to conduct annual **gender assessments** to determine whether project interventions have had differential impacts on women and men, youth, marginal groups
- Review of **"red flags"** for adverse effects on women, such as loss of access to resources or assets, increased unpaid work or caregiver burdens relative to men, restrictions on the participation of women in project activities, loss of access to economic and learning opportunities for women, and the marginalization or exclusion of women in political and governance processes

Some questions to ask during impact assessment (M&E):

- Are women, youth, and other marginalized groups participating and benefitting from improvements in sustainable fisheries management?
- Are Oceans' communications activities effectively raising awareness of the benefits of women's involvement and decision making as it relates to sustainable fisheries management, eCDTs and related economic activities?
- Are complementary livelihood activities targeted towards women resulting in increased incomes for women?
- What is the impact (positive or negative) of

Biodiversity Indicators (USAID) relevant to gender

Output	Output Indicator
Increased regional organizations' actions on gender integration and equality in biodiversity conservation through sustainable ecosystems management and trade of natural resources	Percentage increase of activities developed, implemented, organized by regional organizations on gender equality integration in sustainable ecosystems management and trade of natural resources as supported by USG assistance

Gender sensitive indicators: activity level

- Increased number of women managing successful projects
- Number of women that recognize themselves as “fisher-women”
- Level of community recognition that women and men possess the same capacities to undertake the same type of job.
- % increase of men taking responsibility for children’s care/household chores
- % of girls and boys from fisher households attending school
- Benefits (increased employment, incomes/salaries, savings) going to women and men
- Degree of participation of an adequate number of women in important decision-making – to be measured through stakeholder responses and by qualitative analysis of the impact of different decisions.

Gender sensitive indicators: 2020 End Game

- Reduced IUU fisheries through the development of ACDS-CDTS Guidelines and a regional implementation Roadmap that is:
 - Technically robust, financially sustainable, and Spurs intra- and inter-regional trade, is jointly developed with relevant private and government stakeholders (**women, men, vulnerable groups**) and effectively used to:
 - Reduce IUU fishing and seafood fraud,
 - Improve fisheries management,
 - Promote **equity and fair labor practices**, and thus,
 - Collectively leads to improved biodiversity conservation and equity development in the ASEAN and CT region.
- \$4 million in industry and government contributions to sustain the CDTS through at least 14 sustainable partnerships (**with priority to those which are women-led**)
- Over 38 seafood **women and men actors** verifying the legality, sustainability, and responsibility of 24 metric tons’ seafood products via the CDT system
- Over 15,000 CTE transactions processed by the CDTS in the seafood industry supply chain (**we can still specify % of women involved in the transactions and processing**)
- At least 60% of key **women and men stakeholders** self-report “adoption” of CDTS.

Gender sensitive indicators: 2020 End Game

- Four sustainable fisheries management plans covering over 50 million hectares incorporating EAFM, CDTS, gender, and human welfare considerations, **with women participating with men in plan implementation**
- Human welfare, particularly gender and labor considerations, are incorporated into sustainable fisheries management of ASEAN and CTI member countries resulting in 4 legal instruments drafted, proposed, or adopted to promote gender equality.
 - **Women constituting the majority of stakeholders consulted and participated during the drafting of these instruments.**



Gender sensitive indicators: 2020 End Game

- Communications:
 - Awareness has been increased for CDT solutions, IUU impacts and program achievements, including **gender sensitivity in the fisheries workplace.**
- Knowledge products have been developed and disseminated to ASEAN and CTI-CFF countries to achieve CDTS, EAFM, PPP and Human Welfare objectives, reaching both women and men at all levels. **This will result in increase in knowledge and skills of as well as participation in SFM by more women (who were not knowledgeable or participating before).**
- Communications and outreach has contributed to sustainability and further expansion of program legacy and learnings. **More women stakeholders are empowered to advocate for sustainable fisheries management as they are equipped through capacity building and learning materials.**

Documentation and Dissemination of Lessons learned

- As with all other USAID Oceans M&E activities, lessons learned from gender/vulnerable population group assessments will be incorporated into subsequent work plans and discussed during the Annual Strategic Reviews as part of the **adaptive management process**, and will be documented and disseminated for USAID and other stakeholders.

Challenges in Gender Integration in Fisheries

- Understanding of why we need to integrate gender or why we need to have a gender lens
- Understanding of the linkages between the technical, ecological and science, with the human dimensions and social aspects
- Guidelines and/or capacity to implement gender integration concepts and policies
- Champions for gender integration at various levels
- Communications and messaging
- Social and cultural norms




Photo credit: <http://weareasean.blogspot.com/>

USAID
FROM THE AMERICAN PEOPLE

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Network of Gender in Inland Fisheries: Lesson-learned in the Lower Mekong Basin by Mekong River Commission/Secretariat (MRC)

Experts Consultation Workshop on Guidance to Monitoring and Evaluation of Gender Equity and Social Well-being in Fisheries Communities on 8-10 August 2018, Bangkok, Thailand



Network of Gender in Inland Fisheries: Lesson-learned in the Lower Mekong Basin

Presented by Phattareeya Suanrattanachai, Fisheries Management Specialist, MRCs



Rationale

- **Current Situation:** Evidence shows that women and men have different roles, knowledge, vulnerability and contribution in the fisheries sector.
- Women are an integral part of the fisheries workforce.
 - Their roles are often smaller and unrecognized
 - Their opinion is rarely taken into consideration for decision making.
- **Result:**
 1. Ignorance of a large pool of the workforce and expertise
 2. Incomplete understanding of how the sector as a whole operates and functions
 3. Inefficient fishery management
- **Future** → The roles of women and men must be taken into account equally.

Rationale


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 3. Inefficient fishery management
- **Future** → The roles of women and men must be taken into account equally.

Why Are gender issues in fisheries important?



- Women contribute to fishery-related activities mainly in fishing-processing fish products as well as marketing.
- Knowledge in fisheries varies by activity.
 - Men: Best fishing methods
 - Women: Market Price
- Missing representation of women in decision making
 - Government
 - Community

How to address gender issues in fisheries?



MRC Gender Checklist for fisheries sector



- Analyses roles
- Assess role of women and men in fish processing activities
- Set gender-equitable employment targets and conditions
- Ensure equitable remuneration for women and men
- Include a quota for women to narrow gender gap
- Involve more women participation in fisheries research design, data collection, and analysis
- Identify training needs of women and men according to their roles
- Include indicators on small scale fisheries and fish processing, relevant to women
- Use media and language relevant to males and females in fishing communities



The Network for the promotion of Gender in Fisheries Development (NGF) in the Lower Mekong Basin



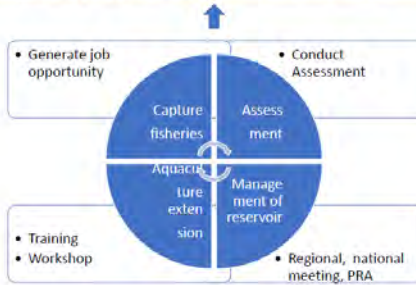
NGF establishment

- Established in 1999 by Technical Advisory Body for Fisheries and was active until 2015.
- Representatives in each MRC Member Country.
- Regular annual (regional platform) meetings
- Numerous training courses on gender awareness and mainstreaming.



NGF Project: component

Aim Raise and promote women's issues in fisheries through training capacity development and dissemination of information



NGF Project: Monitored output of component

Capture fisheries	<ul style="list-style-type: none"> One out of three counterparts was a woman
Assessment	<ul style="list-style-type: none"> The role of, and opportunities for, women and children in the Mekong fisheries.
Management of reservoir	<ul style="list-style-type: none"> Village level (LAO PDR) in PRA: 54% Regional and national meetings: 10% Training events: Users (17.5%), Govt., (28%) Regional training on co-management inland fisheries: 35 pairs of 45 pairs, mid-level
Aquaculture extension	<ul style="list-style-type: none"> 388 pairs (57%) received basic aquaculture training 38% of women participated in training workshop

Monitoring Method:

Tool	Registration form
Analysis	Quantitative: → Count → Ratio Calculation
	Qualitative: → Description of role distribution
Indicator/parameter	Sex disaggregated data (No. and %)

NGF: Status and way forward

Items	Present	Way forward
status	2017 (inactive)	2018-2022 (promoting) under the Basin wide Fisheries Management and Development Strategy (BFMS) 2018-2022 (MRC JC approved in Aug.2017)
Activity	Inactive and being considered and consulted with MCs agree and prioritize.	Implement three related priority actions of gender and fisheries strategic priorities

Introduction of the BFMS 2018-2022

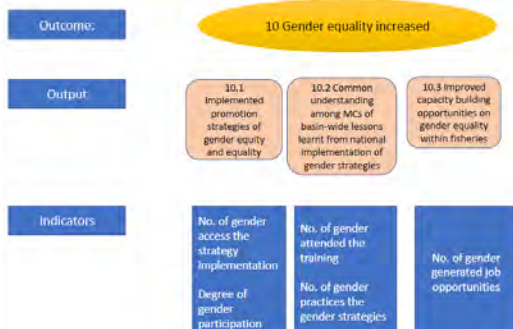
- Vision that

"Member Countries will collaborate to manage the fisheries of the Mekong Basin in an environmentally non-degrading economically viable and socially acceptable and technically appropriate manner."

- That supports at least 4 of the Sustainable Development Goals:



Gender and Fisheries: a strategic priority of the BFMS 2018-2020



References:

- Technical Advisory Body for Fisheries(TAB) Management. 2006. Gender and Fisheries in the Lower Mekong Basin Mekong, Fisheries Management Recommendation No.4, June 2006. (<http://www.mrcmekong.org/assets/Publications/report-management-develop/TAB-Man-Rec-No4-gender-n-fisheries.pdf>)
- <http://www.mekonginfo.org/assets/midocs/0001497-biota-women-and-gender-highlighted-in-the-mrc-fisheries-programme.pdf>
- https://www.researchgate.net/publication/257257450_Deep_pools_in_the_Mekong_valuable_and_vulnerable_fish_habitats

Integration of Gender Aspects in Fishing Communities

by Asian Institute of Technology (AIT)



- When designing indicators for gender equality
- Recognizing and monitoring the large range of roles of women and men in fisheries related activities
 - Benefit/ control/ autonomy/ security
 - Women's role in maintaining fishing communities and fishing as a profession.
 - Is fishing restricting women's choices?
 - Social status
 - Gleaning → non-fish support?

Gender Equity in Philippine Aquaculture by SEAFDEC Aquaculture Department (AQD)

Gender Equity in Philippine Aquaculture

Victor Emmanuel J. Estilo
SEAFDEC AQD, Tigbauan, Iloilo, Philippines

EXPERTS CONSULTATION WORKSHOP ON GUIDANCE TO MONITORING AND EVALUATION OF GENDER EQUITY AND SOCIAL WELL-BEING IN FISHERIES COMMUNITIES, 8-10 AUGUST 2018, BANGKOK, THAILAND

National Policies

- ✓ 1987 Philippine Constitution: Sec. 14 Art. 2 provides that the state recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men.
- ✓ Republic Act 7192 otherwise known as Women in Development and Nation Building Act
- ✓ Republic Act No. 9710 otherwise known as Magna Carta of Women
 - ✓ Landmark legislation in Aug 2009 on women's human rights that seeks to eliminate discrimination against women
- ✓ National Commission on the Role of Filipino Women (NRCFW)
 - ✓ Framework Plan for Women
- ✓ Philippine Commission on Women (PCW) – primary policy-making and coordinating body of women and gender equality concerns under the Office of the President

The Philippines has the lowest gender-gap score in Asia based on a 2013 report from World Economic Forum.

- ✓ 1986 Philippine Development Plan for Women
- ✓ 1995 Philippine Plan for Gender-Responsive Development (PPGD)
- ✓ Engagement of various government institutions in adopting a gender-responsive approach to development planning. (Framework Plan for Women)
- ✓ Resulted into ground-breaking initiatives that made the Philippine's experience as one of the advanced models in gender mainstreaming in Asia

Coastal Communities

RATIO OF CATCH COMPOSITION

Gender	Fish	Shells	Crustaceans
Women	75%	21%	4%
Men	85%	6%	9%

Suyo and Altamirano, 2018

Table 1. Socio-economic profile of the women and men in Pandaraonan

	Women (n=30)	Men (n=30)
Primary sources of income		
Fishing	73%	100%
Non-fishing (e.g. farming, charcoal making)	27%	0%
Secondary sources of income		
Casual labor	39%	86%
Small business	22%	9%
Fishing-related (e.g. gleaning, etc.)	39%	5%
Average income per month (US\$)		
Primary	41.88	59.86
Secondary	31.40	55.33
Total (as reported)*	73.28	115.19
Adjusted income accounting women's involvement in fishing	62.07	77.96

*Significant at 0.05 level
US\$ 1= PHP 46.29 (exchange rate in April 2016)

Suyo and Altamirano, 2018

Table 2. Fishery profile of the women and men in Pandaraonan

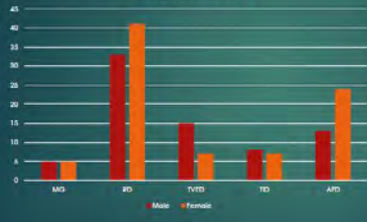
	Women (n=30)	Men (n=30)
Average no. of years spent fishing	26 (±17)	33 (±14)
Average fishing trip duration (no. of hours)*	3 (±2)	5 (±3)
Average catch per trip (kg)	2.6 (±2)	3.5 (±3)
Membership in fisheries organization *	57%	90%
Membership duration (average no. of years)*	1.1 (±2)	5.3 (±8)

*Significant at 0.05 level
Numbers in parenthesis () are Standard Deviation

Suyo and Altamirano, 2018

SEAFDEC AQD

GENDER DISTRIBUTION



SEAFDEC/AQD



SEAFDEC AQD



Reflection from experiences: Mainstreaming Gender in Fishery and Ecosystem Based Coastal Resource Management

by Sustainable Development Foundation (SDF)

Reflection from experiences
Mainstreaming Gender in Fishery and Ecosystem Based Coastal Resource Management

By Sawadee Praisartcharernsakul, Director of Sustainable Development Foundation
 Presented at
 Expert consultation Workshop on Guidance for
 Monitor and Evaluate
 Gender Equity and Social Wellbeing in Fishery Communities
 8-10 August 2015, Bangkok, Thailand

Reflection from experiences
Mainstreaming Gender in Fishery and Ecosystem Based Coastal Resource Management

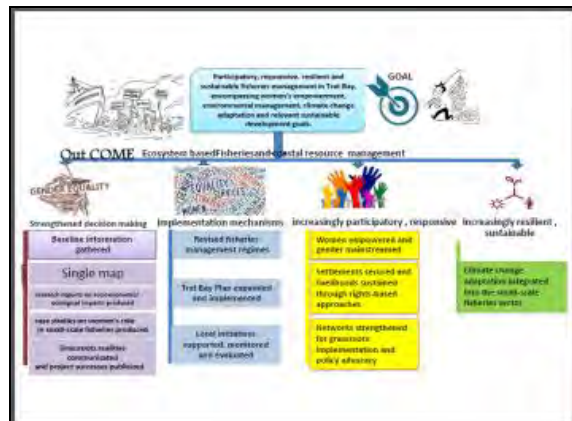
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Ecosystem Based Fishery and Coastal Resource Management

Objectives

to promote **multi-stakeholder collaboration on ecosystem-based approaches to fisheries management (EAFM)** which encompass the concepts of **climate change and gender**

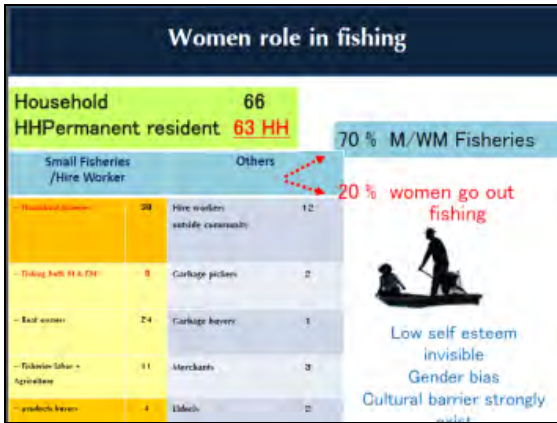
To implement **measures to ensure sustainable and responsible fishery in Trat Bay**, monitor the measures' effectiveness and impacts,



Women fisher at home

DRY SEASON

Before fishing	Activities	Female	Male
3:00-4:00 AM (1 Hour)	Cook & Pack the breakfast	XXX	-
	Fishing Net & Boat Prepare	-	XXX
	Boat Drive	-	XXX
5:00 - 11:00 AM (6 Hours+)	fishing nets buoy	XXX	XXX
	Release fishing nets	-	XXX
	Hauling fishing nets	XXX	XXX
	Removing shrimp from the nets	XXX	-
	Packing the Trolley	XXX	-
11 AM-15:00 PM (5 Hours+)	Unloading fishing gear & catches from the boat	XX	XXX
	removing fish, crab and shell from the nets	XXX	XXX
	Keep & Clean fishing nets	-	XXX
	Take the catches to local buyer	XXX	-



Women participation

At Community Level

At Policy Level

Action Trat bay network (*leader)

Decision-making Provincial Fisheries Committee

National & Policy Level

Issues and concerns

Cultural barrier

- Low self esteem/invisible/poor recognition
- Women have less access opportunities compare to men
- Women have high household workload resulted in less learning opportunities to get knowledge and skill improvement
- Women have more leadership role in extending greater participation into community members

Gender blind at Institution structure/mechanism

... ..

CHALLENGEs

- Policy and laws: Status and role of women in Fishery and coastal resource management not specified.
- Insecure livelihood /income/high debts.
- Low Community Resilience.

(Less options/alternative livelihood, Less abilities/skills/capital etc to address countered problems)

- Initiative for learning approaches and ensure equal opportunities for both men and women in decision making and policies development.

How do we Mainstreaming Gender in actions

- Assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels.
- Target working for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that
- Women organising/with gender empowerment working process
- Incorporate a gender perspective when designing and implementing projects
- Focus on gender differences in capabilities to cope with climate change adaptation and mitigation, and
- Allocate budget to promote gender integration in the project instruments

WORKING APPROACH

Participatory Rural Appraisal Community Survey & Household Mapping : Learning process.

Target participation/empowerment

Capacity building through various type of learning mean

Community organizing/

Actions/ learning/actions

Address womens specific needs and concerns

Seek and promote in formal policy bodies. Reflection/Learning/Actions

How to conduct gender mainstreaming when work.

- Participatory Study** to, broaden and deepen understanding the level of appreciation and learning and capacity building to appreciate Gender
- Target to ensure participation of women in review and monitor the effectiveness and socio-economic and ecological impacts of implementing new fishery management measures in Trat Bay, through a combination of participatory action research, the development of indicators and scorecards and the synthesis of lessons learned, in order to **inform decision-making in refining and improving the measures.**

Transformation of Changes

Women Fisher	Family members	Community/ Local Organisation	Fishery policies/Intr-mechanism	Public
Self esteem and recognition	Appreciation women role	Increasing participation role change Organizing	Paradigm shift Appreciation and recognition of women role in fishery and coastal resource management.	Gender Budgeting
Equal access to opportunities and benefits. Access to information, economic resources and Learning Capacity building	Role change	Advocate on their needs and problems -address women needs and concerns with empowerment process -Promote initiative by women leaders and groups -Leadership Development -Exercise leadership of women	Specific/Integrate a gender perspective when designing and implementing projects. Focus on gender differences in capabilities to cope with climate change adaptation and mitigation. focus on gender differences in capabilities to cope with climate change adaptation and mitigation.	Women equality policies and operational frame work.

Achieved gender equality

- Recognition gained from communities members understanding communities issues, needs, concerns
- Learning Opportunities of both male and female increased as well as gaining an equity and skills in self-actualization (abilities) and community problems solving process equipped.
- Both male and female community members developed opportunities to express their opinions to address different needs and concerns as well as taking active part in community works.
- Fisheries management in Trat Bay is increasingly participatory and responsive, significant progress has been made.
- Settlements secured and livelihoods sustained through rights-based approaches
- Networks strengthened for grassroots implementation and policy advocacy

Mainstreaming Gender in Fishery and Ecosystem Based Coastal Resource Management



Gender equality is defined as

"the equal enjoyment by women, men, boys and girls, of rights, opportunities, services and resources.

Addressing gender inequality is thus not just about women, but about addressing the unequal power relationships that put women and girls – and sometimes men and boys – in more vulnerable positions and/or inhibit their active engagement in development. Multiple structural barrier.

Progress/Learning/Actions planned

- Data based system
- Gender in Fishery fact finding report and case studies.
- Capacity building addressing women needs and concerns.
- Concrete gender mainstream actions potential fishing communities. Women organizations: Economic empowerment/alternative options for well being/institutional constructive engagement, local creative campaign.
- Network of coastal communities promoting ecosystem fishery and coastal resources.
- Development of creative learning approaches, capacity building process learning material for women empowerment developed.

Lessons Learned from field work.

- Need for specified gender equality operational framework/program /strategies in Fishery and coastal resource management to ensure gender mainstreaming.
- Human resource developments/Gender tools introduces and practiced to ensure mainstreaming Gender at works.
- Specify and target women to ensure women empowerment.
- Start/build on needs /concerns/available women potential.
- Reflection /Learning/ planning/actions/reflection cycle
- Allocation gender budgeting and Human resource to address women in fishery issues and concerns.
- Strong cultural barrier/burden exist leading work slowly progress for transformative change.

Our determinations


- Advocacy materials/Development of media and documents on women in fishery and coastal resource management : Learning from field experiences to be used for community awareness building as well as for public advocacy and campaign as well as further women empowerment.
- Networking women fisher networks in play constructive active role in EBFCM at AoTrat.
- Demonstrate specific program on Gender and Climate Change resilience toward Sustainable Development.
- Campaign for constructive engagement of women in policy development in fishery/CRM sectors/Sustainable Development Goals.

Thank you



SEAFDEC-SWEDEN Cooperation Project “Fisheries and Habitat Management, Climate Change and Social well-being in Southeast Asia”

by CORIN-Asia Cambodia



CORIN-ASIA

Experts Consultation Workshop on Guidance to Monitoring and Evaluation of Gender Equity and Social Well-being in Fisheries Communities

SEAFDEC-SWEDEN COOPERATION PROJECT
“Fisheries and habitat management, climate change and social well-being in Southeast Asia”
(2014-2017)

8-10 August 2018, Bangkok, Thailand



GEOGRAPHICAL SCOPE

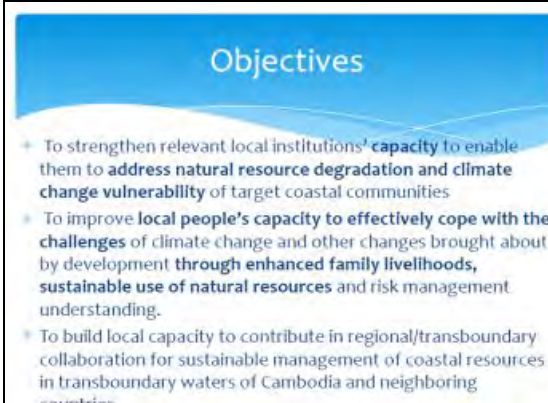
Three provinces:

- Sihanouk Ville
- Kampot
- Kep



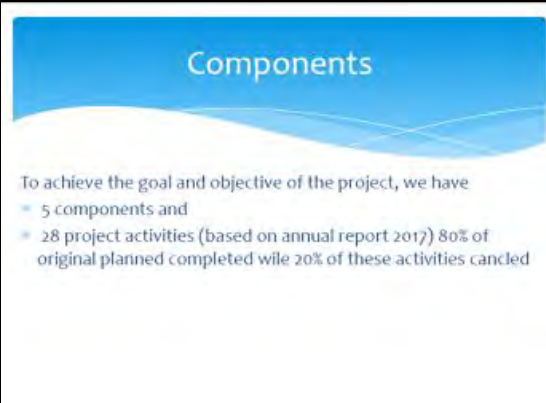
Goal

- Sustainable use of natural resources and livelihood development for climate change resilient coastal communities



Objectives

- To strengthen relevant local institutions' **capacity** to enable them to **address natural resource degradation and climate change vulnerability** of target coastal communities
- To improve **local people's capacity to effectively cope with the challenges** of climate change and other changes brought about by development **through enhanced family livelihoods, sustainable use of natural resources** and risk management understanding.
- To build local capacity to contribute in regional/transboundary collaboration for sustainable management of coastal resources in transboundary waters of Cambodia and neighboring countries.



Components

To achieve the goal and objective of the project, we have

- 5 components and
- 28 project activities (based on annual report 2017) 80% of original planned completed while 20% of these activities canceled



Components and sub-components

Component	Sub-component
1. Enhancement and Conservation of Coastal and Marine Resources	1.1 Stock enhancement (Crab bank)
	1.2 Coastal habitat and marine resource conservation and rehabilitation (Sea Grass, Mangrove, Blood cockle breeding ground, Mudflat)
	1.5 Pollution Control and Solid Waste Management (SWM)
2. Local Institutional arrangement for integrated management of Coastal Cambodia	2.1 Develop inter and intra province/sector collaboration
	2.2 Strengthening local capacity for transboundary collaboration (these activities canceled due to short of fund)

Components and sub-components

Component	Sub-component
3. Climate Change Adaptation and Social Well-Being	3.1 Skills Development and Alternative/Supplemental Livelihood 3.2 Gender Mainstreaming
4. Participatory Monitoring and Evaluation (PM&E), Documentation and Dissemination	4.1 Participatory Monitoring and Evaluation (PM&E) 4.2 Documentation and dissemination
5. Project Management, Coordination and facilitation	5.1 Various meeting monthly, six-monthly, annually and hosting various visit of partner and donors 5.2 Technical support from CORIN-Asia including project management and

Gender Mainstreaming

- * Provide training on Gender concept and Gender Mainstreaming in Project Cycle Management to CCLA and Cfi... refresh annually.
 - Use check list to evaluate the knowledge on gender concept and gender mainstreaming (they partially applied gender aspect in their project cycle management)
 - Action to improve this was
- * Develop proper monitoring/follow up tools specifically for implementation of gender mainstreaming in project cycle
- * Technical support and follow up for gender mainstreaming

Training on Gender concept and Gender Mainstreaming in Project Cycle Management

- * Gender mainstreaming in project cycle management
 1. project identification,
 2. planning,
 3. implementation,
 4. monitoring and evaluation (used log frame)

Log frame

- * Please see Ms. Word file

* Thank for your attention 😊

LI Fisheries Programs that Incorporate the Gender Lens

by the Learning Institute (Cambodia)

<p>Experts Consultation Workshop on Guidance to Monitoring and Evaluation of Gender Equity and Social Well-being in Fisheries Communities</p> <p>8th August 2018 Bangkok, Thailand</p> <p>A presentation by The Learning Institute (Cambodia)</p> 	<p>The Learning Institute: A Brief Background</p> <ul style="list-style-type: none"> • Founded in 2005, The Learning Institute is a non-profit, non-political Cambodian organization working with a wide range of civil society, public and private sector organizations to effectively contribute to the sustainable management of natural resources to the rural landscape of the country. • LI has worked in 19 Provinces in Cambodia since inception, supporting rural communities who depend on natural resources for their livelihoods across agriculture, forestry and fisheries. • LI implements Action Research Projects based on Landscape Approach principles 
<p>LI and Gender Equity</p> <ul style="list-style-type: none"> • LI understands that gender equity is integral to poverty reduction and the achievement of long-term sustainable and fair use of natural resources. • We believe that effective development requires an awareness of, and response to, the ways in which gender relationships influence how men and women, girls and boys, participate in and are affected by the process of development. • Therefore, our project interventions address the specific needs and opportunities of rural women and men, particularly the poorest, to reduce inequalities, stimulate growth, and reverse environmental/resource degradation 	<p>LI Fisheries Programs that Incorporate the Gender Lens</p> 
<p>“Sustainable Fisheries Conservation Management through Collaborative Approach in Boeung Chhmar Area, Kampong Thom Province, Cambodia” Program</p> <p>Funded by Critical Ecosystem Partnerships Fund (2016–present)</p> 	<p>Mainstreaming Gender Policy into Community Fisheries by Re-strengthening Women’s Savings Group</p> <ul style="list-style-type: none"> • Peam Bang and Doun Sdeung Senchey Community Fisheries are both floating villages, their livelihood mostly depends on the fishery resource. Recently, these fisheries have experienced an increase in the number of fishing gear and fisher-folk. As a result, their livelihoods have become difficult. • In order to improve the livelihoods of the members of both CFIs, The Learning Institute (LI) in partnership with CEPF committed to establishing sub – group activities (which includes fish processing group, multi – agriculture and savings group). Savings group consists of those activities that help the poor generate income in order to improve their livelihoods and wellbeing. • Moreover, empowering women and girls is a critical step taken into consideration to improve livelihoods through the creation of women’s savings groups as part of this project (Gender Tracking) 

“Strengthening community fisheries management and livelihood diversification in Cambodia” Program

M&E of Gender Equity & Social Well-being



Background

The project is an endeavor to strengthen small-scale fishing activities in Cambodia through a four-year project conducted as a joint effort by seven (7) community fisheries spread across six provinces: Kampot, Kep and Preah Sihanouk in the Coastal region and Kampong Chhnang, Pursat, and Battambang in the Tonle Sap region.



Objectives

- ✓ strengthening the rights of community fisheries members
- ✓ enhancing the capacity of local youth groups and community fisheries organizations in support of sustainable fisheries and habitat management
- ✓ improving the recognition of the role of women and integrating a gender perspective in the development of rural/coastal livelihoods and in community fisheries (and habitat) management



Women's Empowerment

- **Baseline:** Research on understanding resource rights for community fisheries (survey) incorporated understanding the differences between men and women in obtaining and exercising these rights.
- Sensitive to gender and women's unique needs throughout the project implementation
- The results of the project have enhanced to the capacity of local community fisheries. There are some significantly change from the project implementation encompass empowerment to women in community fishery through women's willingness to join in CFI activities, involve themselves in development management plan, and increased confidence in sharing information or idea in the meeting or public forum.



Video: The Change of Women's Perspectives in Bak Amrek CFI

This brief documentary shows the change of women's perspectives in society today, especially in our local community fisheries target areas. Women expressed their opinions regarding a shift of understanding of women's role to participate in meetings, information dissemination, patrolling, and general community fishery decision-making. The documentary takes place in Bak Orm Reak Doun Ent community fishery, Battambang province.

<https://www.youtube.com/watch?v=cfwxbCgVHQU>



Policies, Integration, Monitoring and Evaluation of Gender Aspects in Fisheries Development: Experiences sharing

by Thailand

1



Policies, Integration, Monitoring and Evaluation of Gender aspects in Fisheries Development: Experiences sharing

Malasri Khumsri
Department of Fisheries
Bangkok, Thailand
malasrikhumsri@gmail.com

2




How DoF of Thailand promotes gender in fisheries development?

- ▶ Gender Mainstreaming (GM) is a strategy to integrate gender consideration in the planning, implementing, monitoring, and evaluation of fisheries development policies and programs,
- ▶ So that they benefit women and men equally





3



Legal and Institutional Frameworks for Promotion of Gender Equality in Thailand

Constitution:

- ❑ The 2007 (2550) Constitution of Thailand explicitly guarantees equal rights of men and women. Article 30
- ❑ Presently



4



Institutional Frameworks:

- ▶ The National Committee on Policy and Strategy Development on the Status of Women chaired by the Prime Minister and is mandated to set National Policies for Gender Equality.
- ▶ All Ministries and Departments appoint a high ranking executive as the Chief of Gender Equality Officer (CGEO), establish a Gender Focal Point and designate an office to be responsible for Gender Equality Promotion.
- ▶ At the Provincial and District levels, there are also Committees and Assemblies for Women's Affairs.



5




Gender promotion in DoF by Gender Focal Point (GFP)

- Deputy Director General of DoF play a role as the Chief Gender Equality Officer (CGEO);
- Gender Focal Point responsible by the Personnel Division of DoF;
- Gender Focal Point of every Division of DoF has been appointed;
- Meeting of GFP done regularly.





6



Entry point for Gender Mainstreaming in Fisheries by DoF

Practical and strategic concerns and priorities through capacity building on income generation and knowledge and facilitator and analytical skills.


This is done mainly to address women in a better way in fisheries base on research finding and sex-disaggregation data.



This has been done through the Women group meeting/Network and conference, Medias and publications.



Gender equity and equality is considered an integral part of national fisheries strategy/plan and set up the gender indicator for M&E of implementation

7



Gender Strategy 2017-2021

- ▶ Gender promotion strategy is existing at DoF
- Strategic plan on promotion of gender equality in fisheries sector 2017-2021 (5 years)
- Action plan were developed by all Division of DoF

8



Process to develop the action plan/activities to promote gender by DoF

1. Identify the gender norms, roles, benefits and imbalances within organization/existing fisheries development projects cycle;
2. Identify the gender issues and key factors influence women's participation in decision making in the project cycle;
3. Recommend for the formulation of gender action plan integrated in the national fisheries strategies and for gender specific environmental safeguards for Tilapia cage culture.



9 Action plan/activities implementation to promote gender by DoF

1. Set up a DoF policies on gender promotion in fisheries development
2. Support the promotion of 'gender considerations' of DoF's line agencies'
3. Training for DoF staffs on related gender issues such as gender analysis, awareness etc.
4. Encouraging on gender equality in projects/activities at the community level
 - ✓ women's involvement in decision-making (fisheries management)
 - ✓ Women's access to information and technologies
5. Monitoring/statistics
 - ✓ Indicator development; reporting procedures
6. Strengthening of gender networks/publications



10 Capacity Building on gender awareness and related gender topics

▶ Training course on gender awareness for DoF's staff




11 Monitoring and Evaluation on Gender:

12 Data collection for monitoring and evaluation of gender progress

1. Set up the gender indicators for the project implementation
 - ▶ Gender roles/involvement in project cycle, decision making, planning, implementing, evaluating etc.
 - ▶ Set up the target to be achieved (% participation, incomes etc.)
2. Collect sex-disaggregated data (project report, Gender Focal Point annual report)
3. Conduct the study/ research relating to gender , different data collection approach/methodology are used based on the research topic (Technical paper, case study etc..)
4. Quality and quantitative data analysis are used.

13 Gender status divided by position level in DoF @August 2018

Category of position/level	Male	%	Female	%	Total	Category of position/level	% Male	% Female	Total
1. General Position	793	53	693	47	1,486	Government	50	50	2,000
Expert level	223	49	260	54	483	Technical	87	13	587
Operational level	222	43	312	57	534	Pre-Government Staff	55	45	738
Senior level	301	71	111	27	412				
2. Technical Position	600	45	738	55	1,338				
Director level	209	42	421	58	630				
Professional level	157	45	194	55	351				
Senior Professional level	139	53	127	47	266				
Expert level	8	50	7	40	15				
Advisory level	1	100	1	100	2				
3. Management Position	88	85	17	17	105				
Director, Primary Position	26	86	4	14	30				
Director, Higher Position	48	81	11	19	59				
4. Executive Position	4	80	1	20	5				
Deputy Director General (DDG)	3	75	1	25	4				
Director General (DG)	1	100	1	100	2				
Total Government	1,483	50	1,488	50	2,980				




14 Some Example of Research on gender in Aquaculture

15 Objectives of Study on Gender Issues in Tilapia Cage Culture Project Cycle

1. Identify the gender norms, roles, benefits and imbalances within production units and project cycle in relation to Tilapia cage culture project.
2. Identify the key factors influence women's participation in decision making in the project cycle.
3. Recommend for the formulation of gender action plan integrated in the national fisheries strategies and for gender specific environmental safeguards for Tilapia cage culture.

16 Methodology/Data collection



Review and collection of Secondary data

- ✓ National Fisheries strategy and plan and Tilapia cage culture information
- ✓ National Gender Policy and Strategy and gender in fisheries projects

Primary Data Collection

1. Qualitative method:
 - discussions using semi-structured interviews with (3) key informants: local officers, fish buyers etc.)
 - 10 women Tilapia cage culture farmers
2. Quantitative method:
 - in-depth interview with 10% of total cage culture farmers (by using structured questionnaire (40 farmers)


Data Analysis

- ✓ Descriptive data analysis
- ✓ Comparative data analysis

Validation of preliminary results

- ✓ Group discussion

Report on gender issues



17 Gender Roles in decision making for Tilapia Cage Culture

Activities	Male (%)	Female (%)	Both (%)
Who make decision to start the farm?	32.5	3.4	22.5
Who make the decision about fingerling stocking?	36.1	33.3	30.6
Who decided knowledge requirement	42.5	45	12.5
Who is responsible for acquiring knowledge to solve farming problems?	37.5	42.5	20
Who was responsible for site selection?	47.4	28.9	23.7
Who made the decision about the cage construction?	41	30.8	28.2
Who made decision about feeding?	45.2	25.8	29
Who made decision about purchasing farm inputs?	40	32.5	27.5
Who made decision about grading fish size?	45	10	45
Who made decision when there is an emergency problem in the farm, i.e. fish disease, water quality?	53.8	23.1	23.1
Who made decision concerning selling fish production?	44.4	18.6	37
Gender roles in decision making	42.3	27.6	28.1

18 Gender Roles in Tilapia Cage Culture

Activities	Male (%)	Female (%)	Both (%)
Who do the feeding?	42.5	20	37.5
Who are responsible for finding fund to support the farm operation?	50	39.5	10.5
Who does cage cleaning?	30	13.9	36.1
Who responsible for farm registration?	47.8	34.8	17.4
Who is responsible for income management in the farm?	20	77.5	2.5
Who had training about Good Aquaculture Practices (GAP)?	46.8	45.3	6.4
Who keeps records of health monitoring observation?	33.3	33.3	33.4
Who does reporting of fish death caused by disease outbreak?	56.1	38.7	3.2
Who checks administrations and withdrawal periods of veterinary drugs or chemical used	56.4	28.2	15.4
Who regularly keep cages, instruments and tools used in farm under sanitary conditions	51.4	17.1	31.5
Who monitor water quality in the river	58.8	20.6	20.6
Who responsible for implement measurement to prevent flapia from escaping the cages	50	16.7	33.3
Gender roles in Tilapia cage culture practices	47.0	32.2	20.8
Overall gender roles in Tilapia cage culture	44.6	36.9	24.3

19

Gender roles in Tilapia Cage Culture Project Cycle



- Men and women often play different roles in the Tilapia cage culture projects.
- Male cage farmers had more roles in most of the planning process activities.
- Production activities has co-decision making and co-participating by both male and female cage farmers.
- Female cage farmers had more roles in the marketing and income management.

20

Key factors influence women participation in Tilapia Cage Culture.

- Female cage culture farmer was not limited by rules/regulations but rather by expected social roles in the family and community, female were expected to give priority to the household chores first.
- This had prevented them to participate more in the cage culture farming.
- However, when the tilapia price was getting too low which make tilapia cage farm unprofitable, male would likely finding other works outside their village to earn more income to support their families.
- This would make female members of the household taking more roles in the family tilapia cage farms to fill in the farm responsibilities left by male cage farmers.



21

Recommendations

- The extension program for tilapia cage farming should be provided and focus more to the woman group
 - Female cage farmers tend to involve less in the tilapia cage farming practices that require technical knowledge in decision making process.
 - If the female cage farmers can be trained an essential technical knowledge related tilapia cage culture, this would help them to have more confidence to participate more in the decision making process in the tilapia cage farming.
 - Therefore, the extension programs should not overlook female cage farmers as their target group, by creating training environment to be more suitable to women to participate, set the time for training that does not conflict with house chores which needed to be attended by the female cage farmers.
 - This would encourage woman cage farmers to participate more in the tilapia cage farming practices and they could help increase their farm productivity through their participation.

22

Recommendations

- Implementation of Good Aquaculture Practices (GAP) should consider the women as the main target group for this project implementation
 - Results of the study showed that female cage farmers also played important roles in the practices and the decision making concerning good aquaculture practices (GAP) and environmental care.
 - If Thailand fisheries aims at promoting the tilapia cage culture which is in compliance with GAP and more environmental friendly, female cage farmers should be prioritized as the main target group for increasing adoption of the GAP and environmental concerned tilapia.



Gender Involvement in Giant Freshwater Prawn Value Chains, Nakhon Pathom Province, Thailand



24


Why we look to gender involvement in GFP?

- No data on gender involvement in GFP value chains;
- This data are important information for development of the gender strategy and action plan for gender promotion in this sector.




25

Giant Freshwater Prawn Production Cycle




Focus Group Discussion



26

Gender roles in Giant Freshwater Prawn



- Men and women often play different roles in the GFP value chains.
- Male more roles in planning process;
- Production activities has co-participated by both male and female, however, women do harvesting than man in Grow-out culture.
- Women had more roles in marketing, financial and income management.

27

Grow-out

Most women involved in harvesting



28

Gender involvement in Culture Based of Giant Freshwater Prawn

- Common practices in rural areas in Thailand
 - Community based co-management in management of their community ponds
 - Prawn are stocked into community pond and co-managed by increasing the natural foods (fertilization)
 - About 8-12 months, will be harvested
 - Money will be used for public interested
- Gender involvement
 - Women are involved mainly in financial as the committee of community pond management
 - Women also joined in harvesting festival, they used small fishing gears scoop net, life-nets.



29

Good progress...

- ▶ Improved on gender information recording;
- ▶ "Gender Issue" has become considered in implementation of fisheries activities ;
- ▶ Many DoF staff has been awarded on "gender integration in the existing project ;
- ▶ Improved on gender equality in DoF, especially at the national fisheries management level (central level)
- ▶ Research on gender issues have been putted in the national strategic plan and conducted in various filed of study (fisheries management, aquaculture etc.)

30

Good progress...

จดหมายข่าว
มีมติผูกขาดกับการพัฒนาประมง

31

DoF Medias and Publication for Promotion of Gender Equality

DoF Annual Report on promotion of Gender in fisheries sector (2007)

32

Achievement of Gender Promotion in Fisheries

กรมประมงได้รับรางวัลหน่วยงานภาครัฐดีเด่น
ด้านการส่งเสริมความเสมอภาคหญิงชายประจำปี ๒๕๕๓

"Thai DoF received an award as the Distinguish Government Sector for the best work on promoting genders equality"

Monitoring for Gender Equality Promotion and Child Labour Elimination by Cambodia

MONITORING FOR GENDER EQUALITY PROMOTION AND CHILD LABOUR ELIMINATION

CHIN LEAKHENA
FISHERIES ADMINISTRATION, CAMBODIA

INTRODUCTION

- Cambodian adult and children play important roles in
 - Development of fisheries sector
 - National economic growth
- 16 millions population in 2018
 - 51% are women
 - 29.4% aged under 15 years, which 62% are working children
- Lack of recognition of women and children's role, and problem they face in the sector
- FIA implemented 5 years action plan (2008-2012) for gender mainstreaming policy and strategy
- Action plan on Gender equality promotion and Child labour elimination (2016-2020)

OBJECTIVES

Overall objective: To improve gender equality and eliminate child labour in fisheries related work, which will contribute to the improvement of fisheries sector management with good governance, food security and poverty reduction.

SO 1: To build capacity of relevant stakeholders at all levels on gender equality and child labour in fisheries sector	SO 2: To promote gender roles's economic empowerment through good practices of community fisheries management	SO 3: To prevent and withdraw children from child labour and from hazardous work in fisheries sector	SO 4: To improve monitoring and evaluation system for gender equality and child labour addressing in fisheries sector.
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STRATEGIES

- Capacity building approach to enhance work performance of all level of FIA staff's line agencies through both in-door and out-door training and practice in order to promote gender-responsive implementation and child labour elimination
- Sustainable livelihood approach-based strategic action to improve small-scale fisher family's livelihood and economic empowerment activities, as well child labour elimination at community level and address gender needs, role, and equality leading to better economic development, poverty alleviation and higher education for children
- Intervention action to eradicate child labour in fisheries sector through selected community fisheries (CFI) at grassroot level
- Strategic action to improve M&E system in fisheries sector at all level through integration among different stakeholders' project cycle

MONITORING, EVALUATION, AND REPORTING

Fisheries program level: Covered the impact achieved with the fisheries sector as a whole and measured by outcome indicators, which reflect with the goal of eradication.

Sub-program level: Concerned with the outcome of fisheries sub-sectors, which contribute to the achievement of gender responsive and child development. Those are concerned with outcome indicators.

Activity level: FIAWG-GC is responsible for coordinating the deliverables of Action Plan and it is covered with releasing the delivery of annual outputs by each sub-program, integrated in the annual plan of the fisheries sector.

Output of objective1	Indicators	Means of Verification	Budget	Time-frame	Responsible Entity
Capacity building for FIA staff and relevant DP staff	<ul style="list-style-type: none"> 100% of new recruit staff trained on gender and child labour issues, concepts and mainstreaming 50% of current FIA staff (1,035 staffs, 15% women) of both sub-national and national level trained on gender and child labour issues, concepts and mainstreaming through in-door and out-door events 80% of related DP staff of both sub-national and national level trained on gender and child labour issues, concepts and mainstreaming through in-door and out-door events 	<ul style="list-style-type: none"> FIA HRO report Training reports Annual report Training reports Annual reports of DPs Lists of related DP staff 		2016-2020	FIAWG-GC DPs and FIAWG-GC

Output of objective1	Indicators	Means of Verification	Budget	Time-frame	Responsible Entity
Capacity building for CFI members, fishers, fish farmers and processors and related private sectors	80% of the 20% target CFI members (including fish farmers, processors and related private sectors in target CFI) understand gender and child labour issues in the fisheries sector by 2019 through conducting in-door and out-door events.	Training reports CFI Annual report CFI assessment report		2016-2020	FIAWG-GC and DPs
Integration of gender and child labour issues in the fisheries related strategies, plans, and reports of FIA line agencies, both national and sub-national levels	<ul style="list-style-type: none"> Fisheries annual plan fully integrated gender and child issues from 2016 Number of fisheries strategies, plans, projects/program and reports integrated gender and child labour issues addressing 	<ul style="list-style-type: none"> FIA fisheries annual action plan SPF updated 2016-2025 Projects/programs doc. 		2016-2020	FIAWG-GC, TWOP and DPs

Activities leading to Output 1 of Objective 1	Means of Verification	Budget	Time-frame	Responsible Entity	
Prepare and launch the national guideline for addressing child labour in the fisheries sector	A guideline for addressing child labour in the fisheries sector prepared and endorsed by FIA by 2 nd quarter of 2016 At least 1,000 copies of endorsed guideline printed for distribution to related stakeholders.	Printed/published guidelines	10,000	2016	FIAWG-GC and World Vision
Conduct training course and study tours on gender equality and child labour in the fisheries sector for all new staff, FIA current staff and DPs staff	<ul style="list-style-type: none"> One training course per year conducted for all FIA new staff from 2016 At least 3 training courses and one study tour (20-30 staff course) per year conducted for FIA current staff of both sub-national and national level At least 2 training courses (30 staff/course) per year conducted for DPs staff 	<ul style="list-style-type: none"> Training report Training/study tour reports Training reports 	<ul style="list-style-type: none"> 10,000 45,000 24,000 	<ul style="list-style-type: none"> 2016-2020 2017-2019 2017-2019 	<ul style="list-style-type: none"> FIAWG-GC FIAWG-GC and DPs DPs and FIAWG-GC

Activities leading to Output 2 of Objective 1	Means of Verification	Budget	Time-frame	Responsible Entity	
Conduct training courses and study tours for target CH members (including fish farmers, processors and related private sectors in target CFAs)	<ul style="list-style-type: none"> At least 5 training courses or study tour/dissemination events per year conducted for targeted CH members, and local related stakeholders (if possible) on gender equality and guideline for addressing child labour issues in the fisheries sector through conducting in-door and out-door events 	Dissemination event reports Training reports Study tour reports	64,000	2017-2020	FAW/GC and DPs
Follow up training feedbacks with target CH members and related stakeholders	<ul style="list-style-type: none"> At least 4 times per year followed up on the feedbacks of 5 target provinces on the actions taken to address gender equality and child labour in the fisheries sector from 2017 	Progress reports	20,000	2017-2020	FAW/GC and DPs

Activities leading to Output 3 of Objective 1	Means of Verification	Budget	Time-frame	Responsible Entity	
Facilitate to integrate gender and child labour issues in the fisheries related strategies, plans and report	<ul style="list-style-type: none"> FIA annual action plan fully integrated gender and child labour issues Number of FIA line agencies and DPs have integrated gender and child labour issues in their respective mandates, strategies, plans and reports 	FIA annual action plan FIA M&E reports DP reports Progress reports	5,000 10,000	2016-2020	FAW/GC and TWGF

THANK YOU FOR YOUR KIND ATTENTION

Gender Mainstreaming by Indonesia

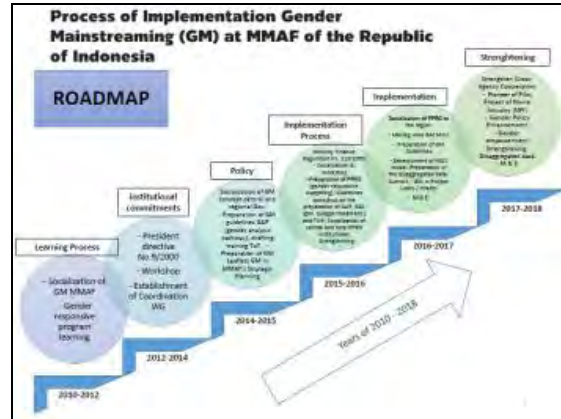



GENDER MAINSTREAMING

MINISTRY OF MARINE AFFAIRS AND FISHERIES (MMAF)
REPUBLIC OF INDONESIA

On
*Expert Consultation Workshop on Guidance to Monitor and
Evaluation of Gender Equity and Social Well-Being in Fisheries
Communities*

8-10 August 2018, BANGKOK, THAILAND



- ### Commitment MMAF to Gender Mainstream
1. Regulation of the Minister of Marine Affairs and Fisheries No. 4 / PERMEN-KP / 2014 concerning Guidelines for Planning and Gender Responsive Budgeting of the Ministry of Maritime Affairs and Fisheries
 2. Regulation of the Minister of Marine Affairs and Fisheries No. 28/PERMEN-KP/2016 concerning Guidelines for Implementation Monitoring and Evaluation of GM
 3. Regulation of the Minister of Marine Affairs and Fisheries No. 51/PERMEN-KP/2016 concerning Guideline for GM mapping at District region in MF sector.
 4. Decision/Decree of the Minister of Marine Affairs and Fisheries No. 67/KEPMEN-KP/2016 concerning Roadmap for Mapping of GM implementation in the MMAF

7 Rule GM	GM Implementation at MMAF	GM National Award "PARAHITA EKAPRATA"
<ol style="list-style-type: none"> 1. Commitment 2. Policy 3. Institutional 4. Reporting 5. Disaggregated Data 6. Gender ID Card 7. Community Involvement 	<ol style="list-style-type: none"> 1. The Great Commitments of Leader Level to GM 2. GM Guideline at MMAF (Policy Supporting for GM) 3. Gender Research in Marine and Fisheries Community 4. Provide Gender Data 5. Technical Guidance of Development of Fisheries Business Diversification 6. Introduction/promotion Fisheries Products Processing from Fishery Women's Groups 7. GM in Fisheries Card (each fisheries must have a ID card) 	 <p>There are three-level for National Award</p>
<p>R. The High Destination of Prerequisite/Precondition for GM's implementation at MMAF there are 7 items: As a result MMAF has get national appreciation in a national award "parahita ekapraya"</p>		



Suci Pudjastuti @ UJJI16
Saya bangga negara telah memberikan perlindungan kepada. Perempuan di foto ini adalah satu dari 2 atau 3 nelayan perempuan di Kab Nias Utara. Mereka perempuan di foto ini salah satunya. Dan ia sgh memiliki asuransi nelayan.



The fishery of Demak District are showing their ID Card as a Fishery. Photo: PPMI Demak

Nantafidoh along with 29 fishery in Purworejo, Bojonegara Subdistrict, Demak District, Central Java, since May 2017 have requested change of job status in ID Card from housewife to fishery. The field coordinator of the Indonesian Women's Fellowship of Fishermen (IFWF) Demak Urusatus Sholahun who helps it.

As an example GM's implementation in the field by MMAF
Figure minister of MMAF has given support and appreciate to women fisheries.

Gender roles and behaviors vary across (perbedaan kebiasaan di masyarakat)

- Cultures
- Class
- Ethnicity
- Income
- Education
- Age

GENDER ANALYSIS


- Methodology for collecting and processing information about gender
- Identify roles, needs, opportunities of women and men
- Requires information quantitative and qualitative

We know that gender roles and learned behaviors of men and women vary across cultures, class, ethnicity, income, education and age, among other statuses.

It is a systematic effort to identify and understand the roles, needs, opportunities and life circumstances of women. This requires an understanding of men and women's roles by analyzing quantitative and qualitative information about their activities, resources, preferences constraints and incentives.

GENDER ANALYSIS (PHASE)

- During all phases in program cycle including:
 - Design/Planning
 - Implementation
 - Monitoring and evaluation
- Most effective when initiated during design/planning phase



What gender analysis is and some of the benefits to it – but when should you conduct a gender analysis? Gender analysis can and should take place during all phases of a program/policy cycle including:

- Design/planning phase during which project/policy is identified and planning takes place.
- Implementation phase during which the program is conducted or the policy is put into action.
- Monitoring and evaluation phase during which the program or policy is analyzed to determine whether it is meeting its goals and objectives.

 Gender analysis can help inform any phase in a program cycle. However, it is most effective when initiated during the design phase and then built into program implementation and ongoing monitoring.


IMPLEMENTATION GM IN MMAF



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❖ Guidelines for GM in MMAF

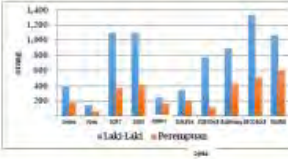
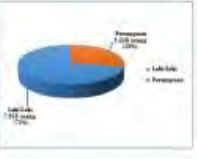
- ✓ Guidelines for gender responsive planning and budgeting
- ✓ Guidelines for compiling disaggregated data in the field of marine and fisheries
- ✓ Guidelines for the implementation of GM in empowering the community in the field of maritime affairs and fisheries
- ✓ Guidelines for gender monitoring and evaluation



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Disaggregated Data

- ◆ The availability of gender statistical data that can be accessed through the MMAF web site
- ◆ The same opportunity is given for male and female employees
- ◆ MMAF There are DG and female researcher

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GM and Disaggregated Data in website www.kkp.go.id




GM and disaggregated data related to gender have been published on the MMAF website www.kkp.go.id. please open my website, if you would like to see gender related data on MMAF, there is photos of his activities.

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Education and Training for Diversifikasi Fisheries Product in Tegal dan Semarang







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Women's group involvement in the management of seaweed cultivation in several coastal villages in Indonesia.



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Expo Product Fishery for product fisheries processing from small scale enterprise




Training for small scale enterprise concerning Processing Activity

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Case Study of Gender Mainstreaming in Fisheries Development in Nam Ngum Reservoir, Lao PDR

by Lao PDR

<p>Case study of Gender Mainstreaming in Fisheries Development in Nam Ngum Reservoir Lao PDR.</p> <p>Dongdavanh Sibounthong ♀ ♂</p> <p>Department of Livestock and Fisheries, MAF Lao PDR</p>	<p>National Policy on Gender Equality</p> <ul style="list-style-type: none"> ☐ Lao PDR is highly committed to promote the equality between men and women and has articulated goals and priorities in the National Growth and Poverty Eradication Strategy (NGPES) ☐ Government of Lao PDR has promoted gender equity as a priority and established the National Commission for Advancement of Women (NCAW) in 2003 ☐ BUT gender equality in fisheries and aquaculture is not yet aware on all levels.
<p>Strategy</p> <ul style="list-style-type: none"> ■ MRC supported the establishment of FCM in Nam Ngum Reservoir ■ Focus group fisheries Co-Management with Fishermen (fisheries regulation and rule and set up FCZ (1997-2003) ■ SEAFDEC provided technical and experience to all of the level officer to manage this reservoir, ■ Year 2009 JICA supported training on Gender Mainstreaming in Fisheries community-Project 	<p>Objectives of first Project on Gender in Fisheries in Lao</p> <ul style="list-style-type: none"> ■ Identify gender roles in fisheries and fish processing ; ■ Identify participation in decision making by men and women in capture fisheries ; ■ Study the gender situation and issues in fishery community; ■ Identify problems or constraints related to gender in fisheries development; ■ Build capacity for all of the level staff in government and local level and ■ Exchange experiences and lessons learned on women's problems
<p>Project implementing steps</p> <ol style="list-style-type: none"> 1. Data collection 2. Meetings for making project plans and activities 3. Training course <ul style="list-style-type: none"> ■ Training on fish processing focusing on hygiene and sanitation ■ Fish diseases that can be connect to human ■ Fish products packing and marketing 4. Provide the fish process equipment 5. ME and results of the project 	<p>1. Data and Background of the Project village target</p> <ul style="list-style-type: none"> ■ One of largest villages of the 150 islands around Nam Ngum reservoir ■ 50 people do fish processing (45 F and 5 M) ■ Big population, 85 % has a low income (1\$ /day/person) ■ No infrastructure (road access to main land only use public boat one trip/day) ■ No secondary school and no drinking and cooking water (use water from reservoir) ■ No hvciene and sanitation system. (no toilet)

3. Training courses

- Training on fish processing focuses on hygiene and sanitation
- Fish diseases that can be connect to human
- Fish product packing and marketing
- Provide the fish process equipment (mills, Ice boxes, Ice making Machines, Water tanks and knives)



ME and result of the project

- ME after one year
use the questionnaire form to see if target members understood the training and can use the knowledge they learned and practice on it
- ME after project finishes.
Evaluate marketing, income and living condition of villagers after 2 years



Result of the Mainstreaming gender in fisheries

- Income increased from 1 to 3\$ in 2 years and 10 \$ in 5 years
- Men's involvement increased to 20% after 2 years and more after 5 years (helping their wives and daughters)
- Living condition better (new house with toilets, TV, etc.)
- Better infrastructure (New school, drinking water etc.)
- Good quality of product in line with hygiene – keep longer and can extending the market to other provinces
- Girls have more chances to go to school – as father can take care of their younger sisters and brothers and help his wife to do processing after fishing



Problems for women in fish processing

Major Gender Issues

- Investment is very high (packaging materials)
- Less raw product during the dry season



Issue in Fisheries and Aquaculture

Major Gender Issues

- NCAW lacks the capacity to provide assistance to sector ministries and district levels to integrate these goals into sector strategies and plans.
- No funds.



Recommendations

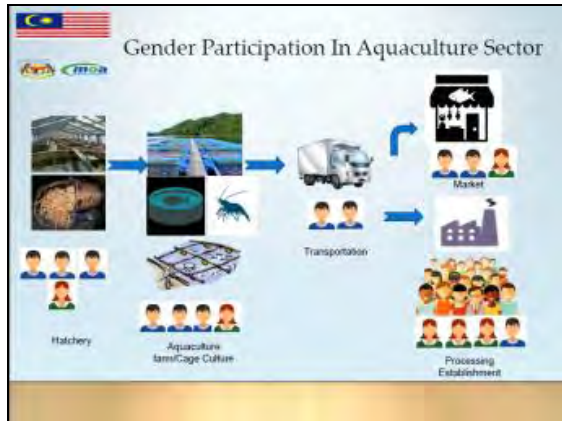
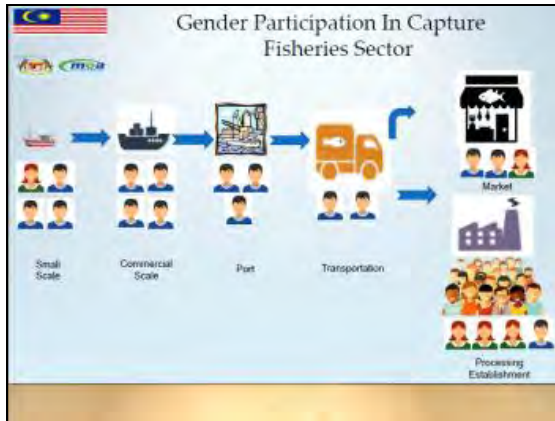
- Continue strengthening capacity of the gender staff to implement strategy at provincial level
- Promote gender staff by allocating bigger quota for civil service in gender office/ organization
- Implement of gender action plan at community/village level
- Building capacity of local staff who work with gender related activities
- Gender mainstream in fisheries and aquaculture and provide chance for them for their participation in the national/community event



Malaysia: Policies, Integration, Monitoring and Evaluation of Gender Aspects in Fisheries Programs

by Malaysia

 <p>Malaysia : Policies, Integration, monitoring and evaluation of gender aspects in fisheries programs</p> <p>NAZRI ISHAK DEPARTMENT OF FISHERIES MALAYSIA</p> <p>AUGUST 2018</p>	 <p>Gender aspect in Fisheries program</p> <ul style="list-style-type: none"> ⇨ Fisheries Act 1985 - No specific clause for gender involvement in the fisheries sector
 <p>Policies, Integration, Monitoring And Evaluation</p> <p>Guidelines On Occupational Safety And Health In Fishing and Agriculture Operation</p> <ul style="list-style-type: none"> ⇨ Ministry of Human Resources Malaysia (Department Of Occupational Safety and Health) 	 <p>Policies, Integration, Monitoring And Evaluation</p> <p>Guidelines On Occupational Safety And Health In Fishing and Agriculture Operation</p> <ul style="list-style-type: none"> - Duties & Responsibilities - Safety & Health Program Requirements - Vessel Safety Representative - Incident Notification & Investigation - General Requirements - Fishery-Specific Work Practices
 <p>Policies, Integration, Monitoring And Evaluation</p> <p>National and local laws on labor protection, gender equality, social welfare and development, health relevant to fisheries</p> <p>Guidelines On Gender Issues In Occupational Safety And Health</p> <ul style="list-style-type: none"> ⇨ Ministry of Human Resources Malaysia (Department Of Occupational Safety and Health) 	 <p>Policies, Integration, Monitoring And Evaluation</p> <p>Guidelines On Gender Issues In Occupational Safety And Health : Content :-</p> <ul style="list-style-type: none"> - Gender Issues In The Field Of Occupational Safety And Health - Recommendation On How To Integrate The Gender Perspective In The Field Of Occupational Safety And Health - Progress In Addressing Gender Issues In The Field Of Occupational Safety And Health - Benefit Of Managing Gender Issues In The Field Of Occupational Safety And Health



Conclusion

- Gender Involvement in the fisheries sector is based on the demand of the work force along the supply chain.
- Majority of women workers involvement in the fisheries sector are basically in the processing area and small scale fisheries.
- There are no restriction stipulated in the Fisheries Act 1985 for the involvement of specific gender in the fisheries sector.
- No specific policies and programs to monitor or evaluate of gender aspect in fisheries programs by DoF Malaysia.


terima KASIH
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 Thank you
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Policy Brief and Gender Equity and Equality in Myanmar

by Myanmar

Experts Consultation Workshop on Guidance to Monitor and Evaluation of Gender Equity and Social Well-being in Fisheries Communities

Myat Khine Mar
Fishery Officer
Department of Fisheries, Myanmar
8th August, 2018

Policy Brief in Myanmar

The policy environment for gender equality and empowering women and girls in Myanmar has been established in a number of international conventions signed by the Myanmar Government equality such as:

- the 1997 convention on the Elimination of Discrimination against Women,
- the Millennium Development Goals,
- the Beijing Declaration and Platform for Action and the International Conference on Population and Development (ICPD).
- The country is also an active member of the Association of South East Asia Nations Committee on Women and Children

Policy Brief in Myanmar

- However, despite of much effort by government to promote gender equality including the establishment of a National Committee for Women Affairs (MNCWA), there is no information on the budget allocated for gender mainstreaming across Ministries including the Ministry of Agriculture, Livestock and Irrigation.
- In reflection to this, there is also very limited information and data on gender norms, roles, relations and inequalities to assess the level and the existing gender gaps in the country across many economic and social development sectors including the fishery and aquaculture as well.

The SEAFDEC-Sweden Project in collaboration with CORIN-Asia Myanmar has been implementing the activities title, "Fisheries Resources and Habitat Management Towards Building Change-Resilient Coastal Communities of Pu Lone Tone Tone village, Kawthaung Township, Myeik Archipelago, Myanmar, which started from 1 July 2016 to 30 June 2017



SEAFDEC-Sweden Project has a plan to conduct "Research of social profile livelihood opportunities and Value Chain by Integrated Gender Dimension, as a follow up action after the 3rd Sub-regional meeting in the Northern Andaman Sea, which was held on 16-17 November 2017 in Bangkok.



- Pu Lone Tone Tone village is an island located in the Northwest Kawthaung, Taninthary, Myanmar connects to the main land by wood bridge.
- The population of the village is about 1,000 households. The main livelihood of local people is fisheries and agriculture.
- 70% of the villagers are engaged exploiting fisheries and other natural resources along the coastal areas and marine waters





SEAFDEC-Sweden Project was conducted the first data collection through Key Informant Interview (KII) or Questionnaire and Focus Group Discussion (FGD) from 19 – 26 January, 2018 at Pu Lone Tone Tone village, Kawthaung township, Tanintharyi Region, Myanmar



The project aims of the research are:
 1) To conduct the baseline data and information for planning development as well as support social aspect through gender dimension in fishing community at that area
 2) To facilitate this study research survey and strengthen the collaborative research between SEAFDEC and Department of fisheries, Myanmar



Fish Market

by interviewing the middleman at Pulone Tone Tone Village, Myanmar
21-24 January 2018

Value Chain	Pre-Fishing		Fishing		Transformation/Processing		Trading	
	Male	Female	Male	Female	Male	Female	Male	Female
Value Activities	- Fishing gear & boat preparation	- Food preparation	- Fishing operation		- Fish unloading	- Sorting	- Transportation to sell in inland	- Selling
					- Fish transportation	- Fish cutting		
	- Engine maintenance					- Dry fish	- Selling fish in the sea	
							- Buying fish at home or sea	- Selling fish at home
							- Selling fish at Ranong	- Selling at local market

Catch Distribution		Result
Sell catch to		<ul style="list-style-type: none"> Men (73.8%) Women (6.2%) both (5%) NA (15%)
Sell to whom		<ul style="list-style-type: none"> Middlemen (73.5%) Fish retailer (3.6%) End customer (6%) Other: Ranong market, in the sea (8.4%) NA (8.4%)
Carry catch		<ul style="list-style-type: none"> Motorcycle (3.6%) Boat (74.7%) Human power (4.8%) Middlemen come to pick up (8.4%) NA (8.4%)

Labor	Result
Labor in a operation	<ul style="list-style-type: none"> Average Men 5 persons Average Women 0.08 person
Relationship between labor and employer	<ul style="list-style-type: none"> family (22.2%) relative (8.3%) fisherman's fellow (13.9%) neighborhood of their house (40.3%) Other: Villager (15.3%)

Problem in Fisheries

1. Decrease fisheries resources
2. Labor shortage
3. Over fishing
4. Climate change
5. Conflict between commercial and small-scale fishers
6. Decrease income

Base on the data collection and analysis process on Social and Gender Dimension in Fisheries Management at Pu Lone Tone Tone village, the next step to complete the data validation from all stakeholders in the community on 18-20 April, 2018 at same area.

Gender equity and equality in Myanmar

There is a great potential for women to be benefited from small-scale aquaculture for the following reasons-

- Traditionally, women in Myanmar (for e.g. based on the gender research survey findings) have 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 sell of fresh and processed fish
- Moreover project initiatives should be able to support women along the value chains on which women have great roles. For example there need to be women targeted interventions on fish marketing and processing to have quality and safe fish product that fetch high price and aim women economic empowerment

Gender equality and the empowerment of women and girls

- Women in Myanmar face many challenges; including inequality in education, work and employment, as well as minimal representation in politics and at decision-making level are among others
- In Myanmar only 13.0 percent of parliamentary seats are held by women which is low as compared to Cambodia (19%) and Lao Peoples' Democratic Republic (25%).
- Even their political and leadership roles at village level are much lower than the parliament seat, for e.g. women representation in the leadership position as village or village track head is almost nil which is only 0.2% (UNDP, 2015).

Gender Equality and the Empowerment of Women and Girls

- The lower status of women is also reflected in the lower average earning which women experience. According to the 2015 LFS (Labour Force Survey), the average monthly wage for women was K119,040 (about US\$90), while for men it was K147,200 (about \$110)
- Moreover women in Myanmar traditionally lack access to resources, financial services, have lower skills level and are often concentrated in a narrower range of occupations often with poor remuneration

The best way to build on (and strengthen) the government's commitment to the advancement of women

Having gender mainstreaming policy and strategy in the MoAI in general and in the Department of Fisheries in particular to make sure that in all development process gender is taken into accounts in all programs at all level is paramount

- Assign accountable and responsible gender division/section and gender focal persons for following up the gender related work in the Department
- Assign budget to implement gender inclusive interventions
- Place supportive policy and strategies towards gender equality and achieve SG5 (gender equality)

The relationship between the intervention and other actions and organizations-national, regional or international

- Gender inclusive and responsive interventions that address the gender inequalities in the aquaculture and fisheries sectors through promoting small-scale aquaculture by projects at ground (community) level can influence the national, regional and international efforts towards gender mainstreaming by providing
 - evidences about the importance of gender issues to the sector
 - hands on experiences how to make women and men beneficiaries equally
- That ultimately inform and help policy maker to formulate evidence based policy and advocacy programs at regional and national level that ensure gender equality in the development process.

Specific ways for encouraging and enabling women to participate in the policy/program/project

- Various data sources point out there is a 30% wage disparity favoring men and lower workforce participation rates for women in Myanmar
- Providing support would allow women to increase their productivity and earnings potential beyond their limited domestic space
- Support could include skills training and access to business, finance (saving and credit) advisory services, technology, market information
- These will enable women to have more
 - Participation in labour Market
 - Empowerment them economically
- There is also a need to create conducive environment to move up women from their subordinate position and increase their decision making power in public and civics sectors
 - Revise government constitution to have more women in political and leadership position

Long-term impact to women's increased ability

- While the government initiatives and efforts to improve the lives of Myanmar women like the National Strategic Plan for the Advancement of Women (NSPAW) for 2013-2022, released in 2013 and coordinated by the inter-ministerial Myanmar National Committee for Women could have a long-term impact to increase women's ability to make their own choice in lives, and to take collective action to solve their own problems.
- Failure to implement this strategic plan until 2017 signals still a lot has to be done

Gender Mainstreaming Goals in Myanmar

- Create gender awareness and gender mainstreaming capacity of senior managers and staff through a capacity development program
- Bridge the gap between relatively strong attention on gender in policy responses
- Strengthen the social science and gender expertise of at all levels of operations in the DoF
- Develop a Fisheries and Aquaculture Gender Mainstreaming Strategy along with the Sustainable Development Goals
- Bridge the gender data gap on the integration of gender analysis and perspectives in fisheries sector

Source: DoF, 2016

Gender Mainstreaming Goals in Myanmar

- Address the knowledge gap on gender in fisheries and aquaculture
- Strengthen 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
- Create opportunities for regular sharing of experiences and lessons on gender activities among different sectors of agriculture and rural development
- Strengthen focus on gender equality and move beyond women's issues
 - Strengthen management accountability for and leadership in promoting gender equality and gender mainstreaming

Source: DoF, 2016

Philippines' Experiences on Gender and Development by Philippines

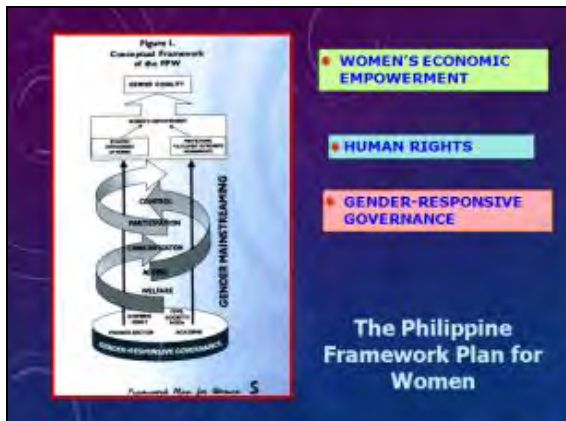


OBJECTIVES AND CONTENTS

- PROMOTE TWIN GOALS OF GENDER EQUALITY AND WOMEN'S EMPOWERMENT
1. Provide NEDA, ODA donors, Phil. Gov't. agencies, and development practitioners with a common set of analytical concepts and tools for integrating gender concerns into the development programs and projects; and
 2. Help achieve gender equality in, and empower women through, projects and programs

CONTEXT OF THE GUIDELINES

- RA 7192 (WOMEN IN DEVELOPMENT & NATION BUILDING ACT)
- PHILIPPINE PLAN FOR GENDER-RESPONSIVE DEVELOPMENT (PPGD)
- FRAMEWORK PLAN FOR WOMEN (FPW)
- BEIJING PLATFORM FOR ACTION
- UN - CEDAW
- ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT (OECD) Policies
- RA 9710 (MAGNA CARTA OF WOMEN)



FEATURES

- FOCUS:** Integrating gender equality and women's empowerment in various stages of the project cycle
- PRINCIPLES:**
 - EQUALITY BETWEEN WOMEN AND MEN IS A KEY TO WOMEN'S HUMAN RIGHT
 - Participation in development is crucial to the empowerment of women and men
 - Gender equality means promoting the equal participation of women as agents of economic, social and political change
 - Achieving equality between women and men may involve the introduction of specific measures designed to eliminate gender inequalities and inequities

- USERS:** Those involved in developing, implementing, managing and monitoring and evaluating development programs and projects
 - NEDA - To evaluate or assess projects for funding
 - GOVERNMENT AGENCIES AND LGUs
 - ODA DONORS
- APPLICATIONS:** programs and projects supporting -
 - the identification and design of projects and programs
 - implementation and management
 - monitoring and evaluation

CORE ELEMENTS OF GENDER-RESPONSIVE PROGRAMS AND PROJECTS

- Participation of women and men in the identification of the development problem
- Collection and use of sex-disaggregated data in the analysis of the development problems
- Conduct of gender analysis to identify the gender issues that the proposed project must address
- Goals, objectives, outcomes and outputs that include GAD statements that will address the gender issues

- Activities that respond to the identified gender issues, including constraints to women's participation
- Conduct of gender analysis of the planned project to anticipate gender-related issues arising from the implementation of the designed project
- Monitoring indicators and targets which include the reduction of gender gaps or improvement of women's participation
- Project monitoring and evaluation system that includes a sex-disaggregated database
- Resources and budgets for the activities
- Planned coordination with PCW or the agency's GAD plans

PART I. PROGRAM AND PROJECT DEVELOPMENT

PROJECT IDENTIFICATION
PROJECT DESIGN AND FORMULATION

Elements or Requirements of Gender-Responsive Design

Element or Requirement	Methods and sources of information
1. Involvement of men and women in the identification of development problem	<ul style="list-style-type: none"> 1. Conduct stakeholder consultations with women and men stakeholders
2. Collection of sex-disaggregated data	<ul style="list-style-type: none"> 2. Analyze secondary sources that report sex-disaggregated data; review relevant gender-related studies done in the sector or area <p>IF NO SECONDARY SOURCES ARE AVAILABLE:</p> <ul style="list-style-type: none"> collect primary data related to gender roles and access to and control of resources using small-sample surveys or participatory rural appraisal (PRA) methods

Element or Requirement	Methods and sources of information
3. Conduct of gender analysis and identification of gender issues at the project identification stage	<ul style="list-style-type: none"> 3. Analyze gender gaps using the gender equality and women's empowerment framework; activity, resource access, and constraints and opportunities profiles; and socio-economic and gender analysis
4. Presence of gender equality goals, outcomes, and outputs	<ul style="list-style-type: none"> 4. Formulate statements based on PPGD goals and strategies, levels of gender equality and women's empowerment and the examples used in the Checklists

Element or Requirement	Methods and sources of information
5. Presence of activities and interventions that match the gender issues identified to produce gender equality outputs and outcomes	<ul style="list-style-type: none"> 5. Consider gender issues identified in requirement (3) when formulating activities and interventions; assess whether the activities will produce the expected gender equality outputs and outcomes with the help of requirement (6)
6. Conduct of gender analysis of the likely impact of the designed project	<ul style="list-style-type: none"> 6. Use gender analysis methods in (3) and assess whether it will create instead of reduce or eliminate gender gaps, or create rather than mitigate constraints to the participation of women and men in project activities and benefits.

Element or Requirement	Methods and sources of information
7. Presence of monitoring targets and indicators	<ul style="list-style-type: none"> 7. Set monitoring targets in terms of the gender objectives of reducing gender gaps or creating increased opportunities for women to participate in the project
8. Provision for the collection of sex-disaggregated data in the M & E plan	<ul style="list-style-type: none"> 8. Include sex-disaggregated monitoring database as part of the M & E plan

Element or Requirement	Methods and sources of information
9. Commitment of resources to addressing gender issues	<ul style="list-style-type: none"> 9. Include budget allocation for GAD activities or inputs that will facilitate integration of GAD in the project
10. Inclusion of plans to coordinate/relate with the agency's GAD efforts	<ul style="list-style-type: none"> 10. Review the GAD efforts of the implementation agency; coordinate with GAD focal points in the formulation of the project's GAD strategy

PART II. INTRODUCTION TO PROGRAM & PROJECT DEVELOPMENT SPECIFIC SECTORS

Scanning of gender issues
 Gender equality goals and/or results
 Checklist with questions

- Shared with other sectors (Agriculture and Agrarian Reform)
- Tailored for the sector (Fisheries)

Sector-Specific Checklists

TOURISM	INFORMATION & COMMUNICATION
AGRICULTURE & AGRARIAN REFORM	MICROFINANCE
NATURAL RESOURCE MGMT.	LABOR AND EMPLOYMENT
INFRASTRUCTURE	CHILD LABOR
PRIVATE SECTOR DEVELOPMENT	MIGRATION
EDUCATION	FUNDING FACILITIES
HEALTH	DEVELOPMENT PLANNING
HOUSING & SETTLEMENT	ENERGY
WOMEN IN AREAS UNDER ARMED CONFLICT	DISASTER RISK REDUCTION & MGMT.
JUSTICE	FISHERIES

PART III. INTRODUCTION TO PROGRAM & PROJECT IMPLEMENTATION, MGMT., & MONITORING & EVALUATION (PIMME)

GAD Concerns

- Support of project leadership
- Commitment and technical competence of the project management staff to address gender issues in the project
- Willingness to tap external GAD expertise to develop internal capacity
- Enforcement of procedures and processes that promote women's participation in project activities and benefits

Issues of Agency Participation

- Involvement of regular agency personnel in implementation of GAD activities
- Capacity development of agency officials and personnel in undertaking GAD
- Institutionalizing project GAD strategies through their incorporation in the agency's GAD action plan

Key Elements

- Includes indicators that measure gender differences in outputs, results, and outcomes
- Has database with sex-disaggregated and gender-related information
- Uses the sex-disaggregated and gender data GAD targets being met
- Addressing gender issues arising from its implementation
- Employing participatory M&E processes that involve both women and men

PROCEDURES FOR MONITORING GENDER-RESPONSIVENESS OF PROJECT

- Obtain basic information on the project from approved project proposal, initial project report, and other related documents and from the project implementers to develop the GAD profile of the project
- Identify the relevant and applicable GAD indicators from the list to be used in monitoring and assessing the accomplishments of the project
- Identify the quarterly GAD accomplishments of the project by reviewing progress report/s and consulting with the implementing agencies

- Validate the accomplishments through conduct of site visits and interview with women and men project participants/beneficiaries
- Assess and analyze accomplishments vis-a-vis the indicators and the women's empowerment and gender equality framework considering the level of empowerment equality being addressed by the project and the ability of the project to contribute to the achievement of each level of the GEWEF.
- Provide recommendations on the area for improvement to make the project gender-responsive. Discuss the recommendations with the implementing agencies as inputs for their enhancement of the project and/or submit these recommendations to the higher committees for appropriate action.



Why the checklists

- developed to ensure the programs and projects of the Bureau of Fisheries and Aquatic Resources (BFAR) are not only aware of or sensitive to gender issues faced by women and men, but also addressing key relevant issues or concerns
- mandated to ensure the development, management, and conservation of the country's fisheries and aquatic resources, is tasked to strike a balance between fish production for food security and conservation for resource sustainability
- promoting social justice and aim of fostering fisherfolk empowerment engage BFAR in protecting and upholding the rights of disadvantaged, including women

Core Services

- > **livelihood and food security checklist** can be used for programs and projects classified under agriculture and fisheries support for increased productivity and income
- > **fisheries and coastal resources management and conservation checklist** is pertinent to programs and projects related to comprehensive regulatory services, which consist of coastal resource management, fish habitat and environment rehabilitation, and the fisheries observer program
- > **research and training checklists** are relevant to programs and projects falling under rationalized basic and applied research and development services, which include research and development, and extension support, education, and training

Plans, programs and project formulation coordination and advocacy, and monitoring and evaluation partly reflected in the four (4) guidelines

GENDER ISSUES AND CONCERNS

- Non-recognition/invisibility of women's roles in fisheries, including their roles as fishers, and in gender-neutral fisherfolk registration processes;
- Non-recognition of women's resources, time, capacity, and knowledge of food provisioning and ensuring other household survival needs;
- Gender-differentiated impact of fisheries development programs and trade policies on man and woman fishers;
- Gender-differentiated situation of hunger and malnutrition within fishing households
- Lack of sex-disaggregated statistical information useful for assessing food security and livelihood programs

GENDER EQUALITY RESULTS

- Increased number of registered woman fishers and corresponding gender-responsive guidelines for fisherfolk registration;
- Increased number of good practices and models of food security and sustainable livelihood programs that address gender issues and concerns of woman fishers, and enhanced women's access to their source of subsistence;
- Availability of updated sex-disaggregated statistical information useful for gender-responsive food security and livelihood programs;
- Increased economic opportunities and income as well as control over income for woman fishers

GENDER SENSITIVE vs. GENDER RESPONSIVE

Gender-sensitive programs and projects are development interventions that recognize and acknowledge differences in roles, needs, and perspectives of women and men, possible asymmetries in their relationship, and the possibility that actions or interventions will have different effects on and results for women and men based on their gender, but do not actively seek to address these issues.

Gender-responsive programs and projects are those that substantively address gender issues identified through a gender analysis of sex-disaggregated data and gender-related information

- initiatives have explicit gender equality and women's empowerment outcomes and outputs, and fund activities that are designed to produce target results

HGDG Score and GPB Attribution

HGDG score	Description	% of budget for the year of the program that was attributed to the GAD budget
Below 4.0	GAD invariable	None
4.1 - 7.9	Provision GAD projects (conditional)	21
8.0 - 14.0	Gender sensitive	26
14.1 - 18.5	Gender responsive	21
18.6	Full gender responsive	100

Guidance to Monitoring and Evaluation of Gender Equity and Social Well-being in Fisheries Communities

by Viet Nam

EXPERTS CONSULTATION WORKSHOP

Guidance to Monitoring and Evaluation of Gender Equity and Social Well-being in Fisheries Communities

8-10 July 2018, Bangkok, Thailand

VIETNAM
NGUYEN TUAN UYEN
 Directorate of Fisheries/Ministry of Agriculture and Rural Development

Presentation outline

- Introduction and background
- Fisheries profile
- Overview of small-scale fisheries
- The important of Community and the role of women in SSF
- Challenges to implement the SSF Guideline
- The national fisheries policy on Gender equity
- Conclusion


Introduction and background

- ❑ Vietnam is located in Southeast Asia.
- ❑ Total population: 94.97 mil (2017)
- ❑ Land area: 331,210 km²
- ❑ Main language: Vietnamese.
- ❑ Literacy rate: 95%.
- ❑ GDP: 205.6 billion USD (2016).
- ❑ Main industry: Energy, food processing, consumer goods production, agriculture & fisheries production.



Vietnam's fisheries profile

- Coastal line: 3,260 km
- EEZ area: more than 1 million km²
- Labour force: More than 4 million peoples involve in fisheries (3,7%)
- Key national economic sector: Contributes 4-5% of GDP (Data 2016)
- Important net foreign currency earner:
 - 9-10% of total export turn over
 - Ranks 4th in export value
- In 2018, total number of fishing boats was over 109,000 units
 - Boats < 90HP, about 64.7% (=70,500 units)
 - Boats > 90HP, about 35.3% (=38,500 units)



Overview of SSF

- Definition of SSF in Vietnam as traditionally: Vessels powered with the engine capacity of less than 90HP and artisanal boats are classified as the coastal fishing vessels, then fishing carried out by these vessels and boats are considered as the small-scale fisheries.
- The small-scale fisheries take an important position in the national economy of Vietnam, especially in the coastal regions. There are nearly 77.5% of fishing vessels doing fishing in the coastal areas hereafter called as the small-scale fisheries. There are around 4 million people living dependent on the fisheries resources, of which there are around 750,000 professional fishers. The women play an important role in the small-scale fisheries. They do the shore-based business such as mending nets, processing, marketing and sales, etc.

The important of Community in SSF

- The small-scale fishers follow and perform their own beliefs and local norms. The fisheries behaviour is performed under locally informal norms and community thoughts.
- Commonly, fishers get involved voluntarily in the fishing guilds to share fishing experiences, information and together solve practical issues at the local communities, the informal norm was complied strictly, sometime even rather than the legally formal regulations of the government.
- Fishing crewmembers have limited education. A majority (50%) of fishers were graduated at the elementary school, hereafter comes to secondary school (40%), literature (6%), and high school (4%) as investigation in 2008-2010. Only 30% of skippers and chief engineers were trained at the short courses in fishing expertise. This may be a constraint of transforming occupations and changing livelihoods for local fishers.

The Role of women in SSF

Women have been played a predominant part in fisheries sector because of social taboos, customs, and beliefs which prohibit them from boarding fishing vessels

They do collecting shellfish on the beaches and fishing onboard of the artisanal boats in estuaries.

They take an important role in coastal operating activities of the Vietnamese capture fisheries such as fish handling, processing, distribution, marketing, and net-making/mending etc.

They – the vessel owners' wives are in charge of buying costs e.g. fuel, nets, food, selling fishing products and paying salaries for crewmembers.

Other local women buy, primarily process and sell fishing products at the local markets.

Other women who have less capital do mending nets, classifying and carrying fish products at ports.

Challenges to implement SSF Guideline

The Vietnamese government has provided favorable policies and legal framework for sustainable development of fisheries. The overall goals of these policies are almost consistent with the FAO's Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries

There are more risks and constraints than strengths and opportunities to implementing the SSF Guidelines in Vietnamese fisheries. The main risks and constraints may be:

Lacking a specific and comprehensive legal framework for developing the SSF. The small-scale fishers seem to be marginalized when policies focus on the development of the larger scale fisheries.

Lacking a mechanism which leaves a room for small-scale fishers take part into the fisheries management processes.

High risk of increasing conflicts between SSF and the larger scale fisheries.

There are a large number of people living dependently on the SSF

National policy on Gender in fisheries

Vietnamese government has implemented management action plans toward the sustainability of the SSF and alleviation of poverty in the coastal communities.

The main types of activities are:

The management responsibilities for the fisheries resources are decentralized the local governments and local communities;

Introduce the tenure rights and the fisheries co-management regimes in appropriate areas, and encourage local users participating into mechanisms to combat IUU fishing at the local waters;

Implement regularly recovery fish stocks at seas and estuaries as well as promote conservation programs of fisheries resources and aquatic environment;

Strengthen fish stock assessments and researches to make the sustainable utilization;

Establish the indicators for sustainable development of marine capture fisheries and enhance monitoring, surveillance and control system;

Provide favorable conditions for small-scale fishing communities to access to public services to improve livelihoods and living standard, etc.

Gender equality policies in MARD

In 2003, the gender strategy in agriculture and rural development was approved by the Ministry of Agriculture and Rural Development (MARD) to implement gender equality and empowerment of women in rural areas.

In 2011, the action plan on gender equality 2011-2015 of Ministry of Agriculture and rural development was approved. The general objective of this action plan is to carry out the legal rights of female workers, ensuring equality right of women in access to opportunity, the participation and benefit in the Agriculture and Rural Development

Decision 91/QĐ-BNN-TCCB dated 13/01/2016 on approving the Action Plan on Gender Equality for the period 2016-2020 of the Ministry of Agriculture and Rural Development

Conclusion

The small-scale fisheries play an important role in the national economy and the food security of Vietnam, especially in the coastal regions. Government has provided incentives and good conditions to develop sustainable fisheries.

The small-scale fisheries policy also consider human rights based approach and gender equity as the basis to sustainable fisheries, so that the small-scale fisheries would continue to provide the important contribution to the food security strategy, employments, social welfares for the coastal regions and national level.

**Thank you
for your attention!**



First Draft

**Toolkit for Addressing Gender Issues in Programs and Projects in
Small-scale Fisheries and Aquaculture in Southeast Asia**

I. INTRODUCTION

Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The goal of mainstreaming is to achieve gender equality (ECOSOC,1997). This sentence is lead to gender mainstreaming program on sustainable development.

Mention about:

- FAO Regional Fisheries Livelihood Program for South and Southeast Asia
- FAO SSF Guidelines
- Project Design/cycle

In the recognition of the 2030 Sustainable Development Goals (SDG14 and SDG05) include gender issues, human rights, social well-being and related areas in small-scale fisheries development in achieving food security and alleviation of poverty. Meanwhile, gender equity and equality are also upheld as fundamental guiding principles in the FAO Voluntary Guidelines for Securing Sustainable Small-scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines).

- Include gender for inland capture fisheries referring SDG 15, Target 1 and SDG 2, Target 3
- Include SDG 8 (employment and decent work)

Add background on relevant activities of SEAFDEC, Member Countries, and organizations.

Add an annex or chapter on the definition of gender terminologies, acronyms, etc.

Gender Analysis (GA) is one tools for gender mainstreaming is used for examining the impacts that the development projects have had on women and men individually, and on the economic and social relationships between them. GA involves identifying the specific gender roles and activities of women and men in a situation, examining the ways these roles were affected by the development project. It also requires the use of sex-disaggregation of data. (Oxford,1999)

II. RATIONALE

Introductory paragraph... why gender in small-scale fisheries?

This toolkit was therefore developed by SEAFDEC in collaboration with partners during the Experts Consultation Workshop on Guidance to Monitoring and Evaluation of Gender Equity and Social Well-being in Fisheries Communities which was organized on 8-10 August 2018 in Bangkok, Thailand with support from the SEAFDEC-Sweden Project. With a view, to supporting small-scale fisheries (including aquaculture) projects by mainstreaming gender sensitivity assessment throughout the project cycle, the toolkit is targeted to be used by project managers, researchers, and fishery officers of SEAFDEC Member Countries and fisheries related organizations to obtain better understanding on gender as well as the roles of men and women in small-scale fisheries. This could assist the countries that do not have yet a framework on gender in place, in formulating projects that are gender sensitive and responsive as appropriate.

Target respondents:

- individual respondents specifying gender and age groups (male/female)
- key informants (leaders of community, fishers groups, women groups, fishery officers, etc.)
- focus group (fisher group, women group, migrant groups)

Considering that during the 50th Meeting of SEAFDEC Council, the Council endorsed the development of SEAFDEC Gender Strategy, this toolkit could be also used as one of the tools for projects dealing with gender sensitive to incorporate gender dimensions throughout the project cycle.

III. OBJECTIVES

General objective:

This toolkit serves as a tool to guide the target users in understanding the status and roles of gender in small-scale fisheries.

Specifically, this toolkit also aims to:

- provide a set of gender sensitivity indicators and guide questions for gender analysis in small-scale fishing communities;
- assist SEAFDEC and the Member Countries in identifying necessary interventions and integrating gender in fisheries programs and activities as appropriate; and
- provide a set of gender sensitivity indicators and guide questions for monitoring and evaluating gender roles throughout the project cycle to secure the sustainability of small-scale fisheries.

IV. SCOPE AND LIMITATIONS

This toolkit covers the aspects of small-scale fisheries in line with the FAO Voluntary Guidelines for Securing Sustainable Small-scale Fisheries in the Context of Food Security and Poverty Eradication, namely:

Explain each scope

- 1) Governance of tenure in small-scale fisheries and resource management
- 2) Social development, employment and decent work
- 3) Value chains, post-harvest and trade
- 4) Disaster risks, and climate change

Under this, aspect gender equality has been integrated in all aspects. Aquaculture is also included.

V. METHODOLOGY

Indicators	Guide questions		
	Individual respondents	Key informants	Focus group

VI. INDICATORS AND GUIDE QUESTIONS FOR GENDER ANALYSIS

- 1) Governance of tenure in small-scale fisheries and resource management

Indicators	Guide Questions
Policy/Law/ Mechanism on FM and CRM (national, provincial, municipal and village level)	
Involvement of men and women stakeholders in	<ul style="list-style-type: none"> - Have you been involved in policy formulation process? At what stage were you involved? - Have you ever participated in policy making?

policy formulation process	- Are there conscious efforts to ensure equitable number of women and men SSF in formulation of policies, laws, and mechanisms?
Involvement of men and women stakeholders in decision-making	- Are you involved in decision making? - To what extent were you involved?
Number of policies addressing gender issues	- What are the policies that clearly promote gender equality and equity in fisheries and resource management?
Existence of measures/plans that address and recognize gender and SSF?	- Are there any measures/plans that address or recognize gender in policy and law in relation to SSF/WSSF at all levels (national, provincial, district, community)?
Access to fishing grounds by small-scale fishers including women	- Are there any measures that secure rights to access fishing grounds (conservation/municipal zone) by small-scale fishers including women?
Perception on gender policy (household and policy makers level)	- What are your perceptions on gender policy?
Development/formulation of gender responsive FM/CRM for SSF	- Did policies, law and mechanism take into account the gender needs and concerns of both men and women SSF? - Include some relevance to local laws or village level regulations, and examples (MPAs, fish sanctuaries, etc.)
Governance of tenure rights	
Existence of secured social and cultural tenure rights to resources and equitable distribution of benefits for women and men in SSF	- Do you benefit from the policy governance of tenure? What benefit have you obtained? - Were you consulted in the formulation of framework/guide related to tenure rights?
Plan of action and allocation of resources (human, financial, and natural resources)	
Existence of plan of action and allocation of resources (human, financial, and natural resources)	- Are there any POA that target men and women?
Availability of budget to implement the plan of action	- Do you avail of budgetary allocation to implement the plan of action? - Is the budget equitable to the promotion of gender equality and equity?
Access to use and management of natural resources	- Do you have access to use of natural resources? What type of natural resources? - Have you participated in management of natural resources? How?
Access to Information and technology (meaningful participation, transparency, accountability)	
Access to information and technology	- Do you have access to information? - What types of media do you use to access information? - Do you have access to information, education and communication materials? - How do you engage in decision making process on information?

Participation in public fora	- Have you participated in any public forum?
Access to training or capacity building and awareness building programs	- Have availed of training or capacity building and awareness building programs?
	-
Conflict settlement	
Issues to be solved in relation to gender equity	- Were you involved in the conflict resolution in the community? How often?
Channels/mechanisms to address the problem to take up the conflict issues on fisheries resources management	- How are the conflicts resolved?
Benefits to compensate the stakeholders affected by the conflict	- Did you benefit fair compensation?

2) Social Development, employment and decent work

Indicators	Guide Questions
Access to basic services (equitable benefits)	
health/medical care	- Is there any medical facilities available in your area? - Do you go to this facilities when you get sick? If not, Why?
safe drinking water	- Are you responsible for getting drinking water? - Is the water you get safe for drinking? - Do you get water for daily household consumption?
house (safe, adequate)	- Is your house safe from natural disasters? - What is your house made of? - Where is your house located?
hygiene/sanitation (toilet, solid waste management services)	- Do you have a toilet in your house? What type of toilet? - Do you have separate toilet for men and women in public areas (e.g. in fish ports, fish landing centers, fish markets, etc.)? What type of toilet? - How do you dispose of your solid wastes?
clean and safe energy source and household fuel (health and environment)	- Are you responsible in cooking food for family? - What fuel do you use for cooking food?
access to information on weather, safety at sea, national accident reporting, sea safety awareness programs legislations for safety at sea	- Do you follow the news on weather and sea conditions? How?
access to search and rescue at sea	- Do you know if there is a search and rescue operations in your community? Where? - Do you know how to contact the persons in charge of the operations?
child nutrition program	- Are you aware of nutritious foods for your children? - Do your children have access to school feeding program?

Indicators	Guide Questions
Access to schools/educational facilities	<ul style="list-style-type: none"> - What is level of your education? Why did you quit school? - Do you have access to schools/education facilities? How far is the school from your house? How do you go to school?
Social security schemes	-
life/health insurance/sea accident (government/private)	- Are you insured? What kind of insurance?
pension/senior citizen benefits	- Do you have pension/senior citizen benefits? How much?
allowance/subsidy during closed season	- Do you have access to subsidy during closed season? How much?
alternative livelihood during closed season	- Do you have any alternative livelihood during closed season? What kind?
Financial services	-
bank account	- Do you have a bank account? Is it separate or joint account with your spouse? Under whose name? Who controls the household finances?
informal community/group savings	- Do you participate in informal group savings? What type?
credit/loan and preventing debt-bondage	- Do you have access to credits and loans? What is the source of your credit/loan? Who decides to take the loan? Who decides on how to spend the loan? What is the payment scheme? What is the purpose of the loan? Who pays the loan? How many creditors do you borrow from at the same time?
property insurance (boat, fishing gear, land, fish pond, etc.)	- Do you have property insurance (land, boat, fishing gears, etc.)?
remittance	- Do you receive financial remittance? From whom? How often?
Working conditions	
skills development opportunities	- Have you participated in any training? Why? What type of training? Who participated? Why? What training do you need and for what purpose? Why?
participation in cooperative/association (processing, marketing, etc.)	- Are you a member of a cooperative of association? Why or why not? What type of association? What is your position?
employment in formal/informal work	- Are you employed in any formal or informal? Part time or full time? How many working hours?

Indicators	Guide Questions
compensation/salary/remuneration for same type of work (fair, adequate)	- Do you receive compensation/salary/remuneration for same type of work that commensurate to your skills?
occupational safety and health (OSH)	- What are the benefits do you receive from doing high risk jobs?
human rights	- Have you experienced power/sexual harassment? How do you report? To whom do you report? How is it monitored in your workplace? -
fishing license (move to governance)	- Do you have fishing license?
boat ownership	- Do you own the fishing boat? What type of fishing boat?
crew members (roles, compensation, working condition, contract terms)	- What are your roles as a crew member? Do you receive any compensation and how much? - How many working hours do you spend per day? How long is your working contract?
access to fishing grounds (refer to governance)	-
child labor (below 18 years old)	- How many children do you have? How many are below 18 years old? - Are they studying or not? - At what age do you ask your children to help in fishing and other fishing activities? What kind of work do boys/girls perform?
forced labor	- ?
safety at sea	- Is your boat sea worthy? Is it equipped with safety equipment and emergency kits (life jackets, flash light, etc.)? - Have you attended any training on safety at sea?
maternity/paternity leave	- Is there any regulation for maternity/paternity leave in your workplace? - Have you availed of maternity/paternity leave?
lactation room in fishing facilities (fish port, etc.)	- Is there a designated lactation room in your workplace?
Migration and movement	
Reasons for migration and movement	- What is your home country? Why did you migrate? What skills do you have? What kind of job are you engaged with?
Compensation and benefits	- As a migrant worker, do you avail of fair compensation and benefits? How much salary do you receive? Are you entitled to leave benefits?

Indicators	Guide Questions
Access to schools/education facilities	- Do your children go to school?
Access to basic services (health/medical care)	- Do you have access to basic services (health/medical care)?
Ethnic groups	
Ethnicity	- What ethnic group do you belong? - Do you have any identification document? - What are the gender roles in your ethnic group?
Access to basic services (health/medical, education, etc.)	- Do you have access to health, medical, and educational services?
Access to traditional fishing grounds	- Do you have access to fishing grounds? How?
Existence of traditional fishing practices	- Can you describe the traditional fishing practices?
Participation in decision-making in the community	- Do you participate in the decision making in your community? At what level?
Existence of indigenous knowledge	- What indigenous practices do you apply in fishing? What are the gender roles in these practices?
Participation in community activities	- Have you contributed to community activities voluntarily?
Others	
Inheritance to property	- Do you have the right of inheritance to property? What kind of properties?
Household chores	- What is your role in your household? What are your chores?
Participation in voluntary activities	- Do you participate in any voluntary activities? What kind of activities? What are your roles in these activities?
Life expectancy	- What is the life expectancy of men/women in the community? What are the reasons?
Self-identification as “fishers”	- Do you identify as “fisher” ? Why? What fishing activities do you perform? How many hours per day?
Participation in religious activities	- What are religious practices in your community? Do you participate? How often? What are your roles?
Domestic violence	- Have you heard of any domestic violence in your community? What is your intervention? How and to whom do you report? How is it settled?

3) Value chains, post-harvest and trade

Indicators	Guide Questions
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General information on the activities/works	(Respondents: fishers/aquaculturists and their household members)	
	- Could you please describe your activities/works?	
	Capture fisheries	Aquaculture
	<ul style="list-style-type: none"> ○ Size of fishing boats ○ Fishing gear used ○ Species, size ○ Fishing ground/area 	<ul style="list-style-type: none"> ○ Culture facility, size, system ○ Culture species
	<ul style="list-style-type: none"> - Where and how did you learn to do this kind of work? - How long (how many years) have you been doing this kind of work? - Why are you doing this kind of work? - Are you satisfied in doing this kind of work? - Do you intend to continue this work in the next (number) years? 	
Proportion of time spent on different activities within 24 hours	- What are the activities that you do in one day? How much time do you spend for each activity within 24 hours? What time do you start doing your activities?	
Involvement in different processes/activities of capture fisheries and aquaculture	- Which of the following activities do you do?	
	Capture fisheries	Aquaculture
	Pre-fishing activities	Pre-culture activities
	<ul style="list-style-type: none"> ○ Purchasing of inputs (food, gears, boats, equipment, fuel, ice) ○ Preparation of fishing boats and machinery ○ Maintenance/repairing of gears ○ Record keeping ○ Others (specify) 	<ul style="list-style-type: none"> ○ Pond preparation ○ Purchasing of inputs ○ Repairing of culture facilities ○ Record keeping ○ Others (specify)
	Actual fishing activities	Actual culture activities
<ul style="list-style-type: none"> ○ Fishing operations ○ On-board sorting ○ Others (specify) 	<ul style="list-style-type: none"> ○ Stocking ○ Feeding ○ Sampling ○ Water management ○ Fertilizing ○ Sampling ○ Harvesting ○ Product compliance to food safety standards and certification, GAPs ○ Record keeping ○ Others (specify) 	
Non-fishing activities (on-board)	Non-culture activities (on-farm)	
<ul style="list-style-type: none"> ○ Cooking ○ Cleaning ○ Communication (radio) ○ Medical ○ Record keeping 	<ul style="list-style-type: none"> ○ Farm security ○ Food preparation ○ Cleaning ○ Medical ○ Communication ○ Logistic and supply ○ Record keeping 	

	<ul style="list-style-type: none"> ○ Others (specify) 	<ul style="list-style-type: none"> ○ Others (specify)
	<p>Onshore fish handling</p> <ul style="list-style-type: none"> ○ Unloading of fish ○ Sorting and grading ○ Weighing and counting ○ Record keeping ○ Crates, box sets ○ Others (specify) 	<p>Harvesting</p> <ul style="list-style-type: none"> ○ Seining ○ Draining water ○ Sorting and weighing ○ Icing ○ Crates, box sets ○ Carrying fish to transport vehicle (truck, tank) ○ Record keeping ○ Others (specify)
	<p>Selling/trading</p> <ul style="list-style-type: none"> ○ Communication with buyer ○ On-shore selling ○ Price negotiating (e.g. on shore) ○ Auction (e.g. at port) ○ Record keeping ○ Handling cash sales ○ Cash/credit collection ○ Others (specify) 	<p>Selling/trading</p> <ul style="list-style-type: none"> ○ Communication with buyer ○ Ex-farm and on-farm selling ○ Negotiating price ○ Auction ○ Record keeping ○ Handling cash sales ○ Cash/credit collection ○ Others (specify)
	<p>Transporting/hauling of fish</p> <ul style="list-style-type: none"> ○ Hauling of fish ○ Loading to vehicle ○ Others (specify) 	<p>Transporting/hauling of fish</p> <ul style="list-style-type: none"> ○ Hauling of fish ○ Loading to vehicle ○ Others (specify)
	<p>Household processing</p> <ul style="list-style-type: none"> ○ Value added products (frying, boiling, smoking, fermenting, fish cake, etc.) ○ By product management ○ Record keeping ○ Others (specify) 	<p>Household processing</p> <ul style="list-style-type: none"> ○ Value added products (frying, boiling, smoking, fermenting, fish cake, etc.) ○ By product management ○ Record keeping ○ Others (specify)
	<p>Industrial fish processing</p> <ul style="list-style-type: none"> ○ Raw material receiving ○ Weighing, checking quality ○ Raw material preparation (cleaning, defining, descaling, degutting), depending on species and final products ○ Processing line (freezing, canning, etc.) ○ Packaging (weighing, labeling, etc.) ○ Quality control (incl. laboratory, researcher) 	<p>Industrial fish processing</p> <ul style="list-style-type: none"> ○ Raw material receiving ○ Weighing, checking quality ○ Raw material preparation (cleaning, defining, descaling, degutting), depending on species and final products ○ Processing line (freezing, canning, etc.) ○ Packaging (weighing, labeling, etc.) ○ Quality control (incl. laboratory, researcher) ○ Hauling of final products ○ Storage (of supplies and final products)

	laboratory, researcher) <input type="checkbox"/> Hauling of final products <input type="checkbox"/> Storage (of supplies and final products) <input type="checkbox"/> Transportation <input type="checkbox"/> By-products management <input type="checkbox"/> Documentation <input type="checkbox"/> Administration (incl. HR, medical) <input type="checkbox"/> Marketing (domestic and international trade) <input type="checkbox"/> Product compliance to standards and certification <input type="checkbox"/> Finance and accounting <input type="checkbox"/> Engineering <input type="checkbox"/> Security <input type="checkbox"/> Others (specify)	<input type="checkbox"/> Transportation <input type="checkbox"/> By-products management <input type="checkbox"/> Documentation <input type="checkbox"/> Administration (incl. HR, medical) <input type="checkbox"/> Marketing (domestic and international trade) <input type="checkbox"/> Product compliance to standards and certification <input type="checkbox"/> Finance and accounting <input type="checkbox"/> Engineering <input type="checkbox"/> Security <input type="checkbox"/> Others (specify)
	Intermediaries <input type="checkbox"/> Ice plant <input type="checkbox"/> Cold storage <input type="checkbox"/> Other suppliers (spare parts, lime, fertilizers, fuel, etc.) <input type="checkbox"/> Others (specify)	Intermediaries <input type="checkbox"/> Ice plant <input type="checkbox"/> Cold storage <input type="checkbox"/> Other suppliers (spare parts, lime, fertilizers, fuel, etc.) <input type="checkbox"/> Hatchery <input type="checkbox"/> Feed factory <input type="checkbox"/> Others (specify)
	Trade <input type="checkbox"/> Middleperson, broker, retailer <input type="checkbox"/> Record keeping <input type="checkbox"/> Transportation and shipping <input type="checkbox"/> Storage, warehouse <input type="checkbox"/> Marketing and promotion <input type="checkbox"/> Financer <input type="checkbox"/> Buyers <input type="checkbox"/> International regulations/relation <input type="checkbox"/> Logistics/delivery <input type="checkbox"/> Others (specify)	Trade <input type="checkbox"/> Middleperson, broker, retailer <input type="checkbox"/> Record keeping <input type="checkbox"/> Transportation and shipping <input type="checkbox"/> Storage, warehouse <input type="checkbox"/> Marketing and promotion <input type="checkbox"/> Financer <input type="checkbox"/> Buyers <input type="checkbox"/> International regulations/relation <input type="checkbox"/> Logistics/delivery <input type="checkbox"/> Others (specify)
	- Who else in your household are involved in any of the activities, and what are their gender?	
Socio-economic status of the respondent <i>(link to governance and socio-economic aspects)</i>	- How often do you interact with local association, etc. - What is your main source of fund for your operation? - Are there any constraints in obtaining financial support? What are the constraints? - Are the facilities (vessels, farms) belong to yourself? Or to whom? - Who make decision in the operation activities (e.g. culture species, etc.), and spending of money on other	

	activities?
Selling/trading of fish products	<ul style="list-style-type: none"> - To whom do you sell your products to (e.g. consumer, middleman, etc.), and whether they are male or female? - How do you contact your buyers? - Who decide on the price? - Are you happy with the price? - Who keep the money from selling the products? - What kind of trading records do you keep?
Household fish processing	<ul style="list-style-type: none"> - What fish products do you produce? How much time do you spend processing these products? - What other products do you produce? How much time do you spend processing these products? - What are the raw materials? Where are the sources of raw materials? (own catch or purchase from other fishers)? How much is the price (material/kg)? - What are the materials added and the price/kg and material? - How much do you produce (kg/day)? - How much is the price of your processed fish products (material/kg)? - How do you feel about marketability/ acceptability of your product? - What is your level of satisfaction on the quantity and quality of your raw materials?
Industrial fish processing Small and Medium Enterprises (SMEs) (see also migration in social development aspect)	<p>Respondents: workers (local and migrant) in fish processing companies</p> <ul style="list-style-type: none"> - Are you employed in an SME in fish processing? What are your roles? How much do you earn (per hour or day)? - What are your other skills to earn additional income? - What are the main problems/constraints you face in your work? - Do you have concern about safety and health in your work? (related to social development)
Intermediaries (ice plant, cold storage, other supplies)	<p>Respondents: staff of intermediary company</p> <ul style="list-style-type: none"> - What are your products and services? - Who are the customers? - Who decide on the price of your products and services? - Are you satisfied with the price? - Who keep the money from selling your products and services? - Do you keep accounting records?
Labor aspect (link to social development aspect ... demographic and legal status)	Question should be referred to from <i>Ethical Trading Initiative Base Code (ETI BaseCode)</i> at www.ethicaltrade.org/eti-base-code

4) Disaster risks, and climate change

Quantitative indicators	Guide question
Disaster risks	
Prevention and preparedness	

Access to warning systems	<ul style="list-style-type: none"> - What are the warning systems available in your community? Still functioning or not? - Do you have access to warning systems? How? - How are the warnings disseminated?
Access to evacuation drills, emergency kits, and basic first aid and rescue skills	<ul style="list-style-type: none"> - Have you participated in evacuation drills? What type of drills? Did you understand the necessary procedures? Are you capable to perform the evacuation procedures during actual scenario? - Do you keep emergency kits at home? What are included in the kits? - Have you attended training on basic first aid and rescue operations?
Access to weather forecast	<ul style="list-style-type: none"> - Do you have access to weather forecasts? How?
Existence of evacuation infrastructures (e.g. schools, high grounds,)	<ul style="list-style-type: none"> - What are the evacuation infrastructures available in your community? Where are these located?
Immediate response	
Access to basic needs after disasters (food, clothes, shelter, medicine)	<ul style="list-style-type: none"> - Have you experienced disasters? What kind? - What basic needs have you availed of? How long did it take to receive the basic needs?
Access to compensation for deaths and damages to properties	<ul style="list-style-type: none"> - Have you received any compensation? How much? Source?
Access to medical support (e.g. psychological and physical)	<ul style="list-style-type: none"> - Have you received any medical support after disaster? What kind? - Who is the provider of medical assistance?
Rehabilitation, adaptive capacity/resilience	
Access to former livelihood	<ul style="list-style-type: none"> - What is your occupation before and after disaster? Do you intend to retain the same occupation before the disaster?
Access for training on alternative livelihood	<ul style="list-style-type: none"> - Have you attended any training on alternative livelihood? What kind? Is it beneficial?
Access to relocation/resettlement programs	<ul style="list-style-type: none"> - Did you benefit from relocation/resettlement program? What kind of benefits/services have you availed of?
Access to new livelihood opportunities	<ul style="list-style-type: none"> - What kind of livelihood did you engage with? - Are you willing find other source of income?
Savings (Refer to social development)	<ul style="list-style-type: none"> - Do you have any savings to finance rehabilitation?
Climate change	
Access to information on climate change	<ul style="list-style-type: none"> - What is your understanding of climate change? How did you access to information on climate change?
Awareness on adaptation to climate change	<ul style="list-style-type: none"> - Are you aware of any adaptation measures?
Existence of early warning systems	-
Capacity to respond/level of preparedness	-

Risk assessment	-
Adaptation to climate change	-
Access to relocation/resettlement programs	-
Effects on fishing activities	<ul style="list-style-type: none"> - Have you observed any changes in the condition of your fishing grounds/fish ponds? What are the effects on your catch/harvest? - What actions do you take to alleviate the impacts of climate change to your fishing activities?
Access to new livelihood opportunities	<ul style="list-style-type: none"> - What kind of livelihood did you engage with? - Are you willing find other source of income?
Existence of programs on climate change adaptation	<ul style="list-style-type: none"> - To whom do you ask for information on climate change adaptation programs?

Closing Remarks

By Dr. Kom Silapajarn
SEAFDEC Secretary-General

SEAFDEC Deputy Secretary-General,
Representatives from Member Countries and our Collaborating Partners,
Ladies and Gentlemen, Good Afternoon!

On behalf of SEAFDEC, I would like to extend my sincere gratitude and appreciation to all the participants for your active participation and cooperation during the workshop. Your efforts have indeed led to the success of this workshop and I would also wish to thank those who have worked hardly for the smooth arrangements of this workshop.

Ladies and Gentlemen, during the three-days' workshop, I do believe that you all have provided a lot of your knowledge and experience on Monitoring and Evaluation of Gender Equity and Social Well-being in Fisheries Communities . I would like to emphasize that Gender equity and social well-being are important components for sustaining fisheries management. The achievement of this workshop could contribute to create toolkits for integrated gender and social well-being in your project for planning, monitoring and evaluation process. I hope this toolkit is useful for everyone who are working in fisheries field that aimed to sustain fisheries resources and enhance gender equity and social well-being for better lives of fishing communities.

I would like to express my sincere thanks once again to all your contributions to the workshop. Without your support, the workshop would have not achieved and successful.

Ladies and Gentlemen, as I now declare the Workshop closed, Goodluck and I do wish you will have safe journey back to your home. Thank you.