Integrating Gender Equality and Social Inclusion in Fisheries Project Implementation

13th Asian Fisheries and Aquaculture Forum
USAID Sustainable Fish Asia Local Capacity Development Activity
June 2, 2022
• Introduction to USAID SUFIA LCD
• Rationale for GESI integration in fisheries
• SUFIA LCD Activities with GESI integration
• Gender & Inclusive Development Action Plan Outputs
• Cooperative Action Plan for Women in Fisheries
• Call to Action
USAID Sustainable Fish Asia Local Capacity Development Activity (SUFIA LCD)

- Provides organizational capacity assessments and subsequent services to regional fisheries organizations
- Conducted a Private Sector Landscape Assessment to identify opportunities to increase investments in sustainable fisheries management
- Duration: September 2020 – August 2022
- Funded by USAID Regional Development Mission for Asia, Bangkok, Thailand

Partners: Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security and Southeast Asian Fisheries Development Center
Implementer: RTI International
Integrating gender equality and social inclusion (GESI) in projects - a challenge due to lack of capacity and tools.

Importance of applying a gender lens - from project development, management, implementation, monitoring, and evaluation.

Sex/gender-disaggregated data, collection mechanism - a constraint in systematically solving issues
Women are an integral part of the fisheries sector, households and communities - yet their work and labor continue to remain invisible

- underpaid but overworked
- challenges over financial and capacity needs
- lack opportunities to participate in decision making process
- rights to access resources not recognized
- lack social security system, food security and livelihoods
- substantive challenges in engaging in and benefiting equitably from the sector

Companies with higher gender diversity tended to perform better and have stronger brand equity and image, according to a survey among companies in six ASEAN countries
SUFIA LCD activities with GESI Integration

Organizational Capacity Assessments

Gender Equality and Social Inclusion (GESI) Analysis

Capacity Development Action Plan (C-DAP)

Gender and Inclusive Development Action Plan (GIDAP)

Compliance, Performance, Viability

Equity Awareness, Understanding, Equipping, Responsiveness

GESI policies & strategies implemented

Project Management / Communications & Outreach / Private Sector Engagement / Monitoring, Evaluation & Learning
## Organizational Capacity Assessments

<table>
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<tr>
<th>Focus Area</th>
<th>Sub-Focus Area</th>
<th>GESI-focused Assessment Indicators</th>
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<tbody>
<tr>
<td>Demographics</td>
<td>Age, Sex, Level in Organization, Tasks</td>
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<tr>
<td>Performance and Governance</td>
<td>Planning</td>
<td>Staff understand they are contributing to the organization's vision, mission, and strategic plan.</td>
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<td>Management</td>
<td>Organizational processes and decision making is participatory, transparent, gender-sensitive and inclusive.</td>
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<td></td>
<td>Performance</td>
<td>The organization is implementing its gender policy and strategy in program activities, human resources management and recruitment, and overall operations.</td>
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<tr>
<td>Compliance</td>
<td>Human Resources</td>
<td>The organization has policies and procedures aimed at achieving gender equality and social inclusion.</td>
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<tr>
<td>Viability and Partner Engagement</td>
<td>Partnership Development</td>
<td>The organization produces communication materials that promote gender equality, women’s empowerment, and social inclusion.</td>
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# MEL Indicators

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<th>Percentage of individuals of partner entities of CTI and SEAFDEC reporting increased satisfaction with the quality of services received</th>
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<td>4.</td>
<td>Percentage of C-DAP recommended actions undertaken by regional partner organizations; inclusive of gender and social inclusion considerations in each PLOCA category</td>
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<td>5.</td>
<td>Number of people trained in sustainable natural resources management and/or biodiversity conservation (Illegal, unreported and unregulated fishing) as a result of USG assistance</td>
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<td>6.</td>
<td>Number of individuals who participate in regional partner events and exchanges facilitated by SUFIA</td>
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<td>9.</td>
<td>Number of outreach and informational products co-created and disseminated by the SUFIA project stakeholders</td>
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<td>12.</td>
<td>Number of new investments in fair labor or sustainable fishing practices resulting from SUFIA partners’ private sector engagement</td>
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<td>13.</td>
<td>Percentage of stakeholder and private sector recipients of PSE Landscape Assessment reporting utilization of the report into their decision making</td>
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GESI Analysis of the Fisheries Sector (2021)

Statistics
Limited gender-disaggregated data and GESI statistics and indicators specific to fisheries

GESI Policies, etc.
International Instruments available, CEDAW, ILO, FAO, SDGs, national laws: operationalization, enforcement

Resources/Initiatives
Handbooks, Toolkits, Publications, Conferences, Projects, Standards, Training, Networks, social media, multi-sector opportunities

GESI Issues
Guidelines/Policies, Understanding, Marginalization, Social protection, Fair pay, Priorities/Attention, Funding/Resources

CTI-CFF/SEAFDEC

Recommendations
Advocacy, Promotion, Dissemination, Dialogues, Transparency, Education, Capacity Building, Knowledge Products, Outreach

- SUFIA LCDA, 2021
Capacity Development Action Plans

- Trainings on gender sensitive results reporting, participatory decision making, sustainable fisheries management, resources assessment, etc.
- Learning exchanges on women’s coping mechanisms with the pandemic
- Workshop on socializing the GESI policy
- Developing guidelines for GESI policy implementation
- Webinar on Women Work in Fisheries, Too!

Capacity Strengthening Partner Subcontracts

- Trainings on HRM and MEL
- Development and updating of policies and manuals
- Communications products and success stories
GESI Knowledge Products / Legacy Documents / Communications

• Training Module
• Field Manual
• Posters
• Coffee Table Book
• Articles published in RTI Insights blog, Yemaya magazine

Cooperative Action Plan for women working in fisheries

These can be used by partners and stakeholders even after project completion, to sustain their GESI advocacy and initiatives.
Decent Work and Thriving Businesses for Women in Fisheries: A Cooperative Action Plan

• A guide for addressing gender and labor issues in Asia-Pacific fisheries and aquaculture

• Women’s labor and business opportunities

• Women are not a homogenous category

• Needs vary according to their working situations, life stages, ethnicity, education, social and economic positions, immigrant status

• Key issues / themes for action and provides articles giving guidance for addressing these.

• List of agencies recommended to take up the action, possible partnerships and collaborations
Decent Work and Thriving Businesses for Women in Fisheries:
A Cooperative Action Plan

Cluster A
Domains of Fisheries Labor
- Article 1. Small-scale Fisheries Value Chains
- Article 2. Industrial Fisheries Value Chains
- Article 3. Reproductive and Care Labor: Household, Community, Environment & Climate
- Article 4. Professional Women in Fisheries Management Agencies, Private Sector Fisheries Companies, and Research and Monitoring

Cluster B
Groups Frequently Overlooked
- Article 5. Young Women: Opportunity, Vulnerability
- Article 6. Elderly
- Article 7. Indigenous Women

Cluster C
Cooperative Action For Change
- Article 9. Collective Action, Fishers’ and Workers’ Organizations
- Article 10. Labor Disruptions by Human and Natural Disasters
Call to Action

Link to the Call to Action:
https://forms.office.com/r/nQZSkQb4vc

• Over the next five years, would you and/or your organization be interested in taking up some of the activities recommended in this Plan?

• If so, which particular activities or in which Articles are you most interested?
Thank you!

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https://www.rti.org/impact/usaid-sustainable-fishing-program