

APPENDIX IX: Compliance Plan for Gender Mainstreaming

Gender Assessment

Men and women participate in the SSF sector all over the world, but there is still a dearth of gender disaggregated data that describe their different roles in the fisheries value chain. It is still a widespread misconception that men are the only agents in the fisheries sector. However, the reality is that 47 percent of the global SSF workforce is comprised of women. This means that in the realm of sustainable fisheries management it is crucial to understand how men and women engage with SSF¹⁰⁹. Regardless of their important contributions women remain largely invisible in the SSF sector since statistics grossly underestimate and undervalue their involvement¹¹⁰. What current statistics show is that men are generally the dominant players in terms of ocean fishing, fishing enforcement, and fisheries management decisions. Depending on the regional context, women are involved in different parts of the fisheries value chain. Women play key roles in the fisheries sector in terms of household livelihoods and nutrition but their work is often considered invisible. Here are some of the frequent challenges that women face in the SSF sector: exclusion from decision-making and leadership positions, lack of bargaining power in fish markets and value chains, and lack of access to information and financial services to support fishing work¹¹¹.

In the SSF sector men and women often have different but complementary roles that are strongly influenced by the social, cultural, and economic context in their community. The main reason that men and women have different roles in SSF is because male-female relations vary by geographic location due to power dynamics, economic status, decision-making ability, and access to resources. Since gender asymmetries are context dependent it is crucial to examine the gendered dynamics of SSF within a specific location¹¹². For example, in some places men have greater access to bargaining power and global value chains in terms of selling their fish. This means that men can obtain higher prices for their fish. As a result of the cultural context that often prescribes gender roles, women are often relegated to the informal sector of fisheries work. Additionally, due to their lack of financial capital women in SSF often cannot buy necessary equipment to support or expand their fisheries work, putting them at a disadvantage compared to their male peers¹¹³. Due to unequal power relations and access to fishing resources there has also been a steep rise in the incidence of HIV/AIDS in some coastal communities, as women are forced to trade sex for fish in order to feed their families when food is scarce¹¹⁴.

Only recognizing men's role in the SSF industry ignores a large portion of the sector, involving pre and post-harvest activities which women are heavily involved in. As a result of their different roles, men and women generate disparate kinds of SSF knowledge. For example, men might know where the best areas are for fishing, whereas, women may know the best price a certain type of fish will fetch in the market¹¹⁵. Both men and women must be recognized for their unique contributions to SSF in order to fully understand this sector, promote sustainable natural resource management and decrease poverty and food insecurity. To involve men and women equitably in SSF they must have equal rights in fisheries

¹⁰⁹ Rockefeller Foundation. "Securing the Livelihoods and Nutritional Needs of Fish-Dependent Communities." May 2013.

¹¹⁰ European Institute for Gender Equality. "Relevance of gender in the policy area." 2012.

¹¹¹ Kleiber, Danika. "Gender and small-scale fisheries in the Central Philippines." Memorial University of Newfoundland. Sept. 2014.

¹¹² Mitleton-Kelly, Eve. "Report on Gender & Decision Making Focusing on Ocean and Coastal Management Policy." LSE Complexity Research Group. Jan. 2015.

¹¹³ UN Women. "Women play a crucial role in marine environments and fisheries economies." Sept. 2015.

¹¹⁴ FAO. "Promoting gender equality and women's empowerment in fisheries and aquaculture." 2016.

¹¹⁵ World Wildlife Fund. "Fisheries Management and Gender." WWF Briefing UK. 2012.

decision-making, equal compensation for fishing related work, and full access to fish workers' legal rights¹¹⁶. Additionally, it is important that men and women receive an equitable distribution of benefits from SSF management. Policies and governance around marine resources must better address the barriers that women face when they are relegated to the bottom of the fisheries sector.

The international policy conservation community has started to recognize in recent years the important role that gender plays in SSF. One result of this movement was the 2014 endorsement of the Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines) created by FAO. The SSF Guidelines are the first internationally agreed instrument dedicated to the SSF sector and gender equality is one of the guiding principles. The guidelines in fact have an entire chapter explaining the importance of gender equality in SSF and encouraging communities and States to combat discrimination against women in fisheries. As a result, the SSF Guidelines have raised the profile of gender in SSF communities worldwide. The guidelines are committed to equitably involving both men and women throughout the entire value-chain process, utilizing gender-sensitive indicators and collecting sex-disaggregated statistics to mainstream gender issues in fisheries¹¹⁷. Creating gender-sensitive indicators for the entire fisheries value chain will hopefully give rise to more SSF projects that consider the gender dynamics related to fisheries. In the meantime, many women in SSF have difficulty securing their rights as fishers due to their lack of capital, decision-making power, etc. Due to longstanding cultural norms women are often excluded from much of the decision-making with SSF management, which is a missed opportunity for gender equitable management of natural resources like fisheries. Thus, it is imperative to implement the guidelines in order to provide equitable rights for both men and women to participate fully in the SSF sector¹¹⁸.

Philippines

SSF work is a vital source of income and direct employment for over 1.6 million Filipinos in coastal communities¹¹⁹. There is misconception by some that women are not involved in the fishing sector in the Philippines. However, studies indicate that women are in fact involved in pre-harvest activities like gleaning for mollusks and other invertebrates and post-harvest fishing activities involving fish processing and selling the catch. However, according to a study in the Bohol region of the Philippines, gleaning work is rarely counted in statistics about fishing industry involvement¹²⁰. Not including gleaning in employment reports for the fishing industry presents an artificially low number in terms of women's participation. A 2014 study found that in Bohol, "80 percent of women in the community were involved in fisheries activities and they generated about one quarter of the total fishing effort and of the catch biomass."¹²¹ If gleaning is removed from the fishing definition, then the number of women fishers in Bohol dropped to 20 percent. In Bohol, women do not generally fish in the sea with their husbands, since the majority focus on gleaning activities.

¹¹⁶ Quist, Cornelia. "A Gender Analysis of the Adopted Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication: Constraints and Opportunities." *Gender in Aquaculture and Fisheries: The Long Journey to Equality Asian Fisheries Science Special Issue 29S* (2016): 149-160 Asian Fisheries Society.

¹¹⁷ FAO. "Towards the implementation of the SSF Guidelines in the Southeast Asia region." *FAO Fisheries and Aquaculture Proceedings* 42. Aug. 2015.

¹¹⁸ UN Women. "Women play a crucial role in marine environments and fisheries economies." Sept. 2015.

¹¹⁹ Perez, M.L., Pido, M.D., Garces, L.R., Salayo, N.D. "Towards Sustainable Development of Small-Scale Fisheries in the Philippines: Experiences and Lessons Learned from Eight Regional Sites." *WorldFish*. 2012.

¹²⁰ Kleiber, Danika. "Gender and small-scale fisheries in the Central Philippines." *Memorial University of Newfoundland*. Sept. 2014.

¹²¹ *Ibid.*

It is important to include gleaning in SSF work because it represents a plethora of people who rely on fishing as their main livelihood and source of nutrition. In terms of food security and survival, 39 percent of the women gleaning in Bohol identified as subsistence fishers compared to just 8 percent of men¹²². Thus, even though gleaning is often seen as secondary to men's fishing it is a crucial element of subsistence and nutrition for households. Many women choose to glean in the Philippines because it offers a small but reliable food source. Others focus on gleaning due to spatial and temporal limitations on their activities due to overlapping domestic obligations¹²³. Studies clearly explain that SSF value chain improvement initiatives are an entry point for women to become more visible stewards of fisheries. SSF projects in the Philippines have piloted ways to make value chain work more gender responsive by conscientiously engaging men and women as key stakeholders, creating monitoring and evaluation measures for SSF that are gender responsive, and conducting gender oriented training for fishery associations¹²⁴. Including women's fishing activities in SSF work in the Philippines highlights the paramount ecological connection between women and men's work and supports fisheries management from an ecosystem scale¹²⁵.

In the *barrangays*, or fishing villages, in the Philippines, both men and women serve as mayors and are involved in decision-making regarding fisheries management. Numerous communities even have women leading their fisheries management committees. The Philippines is also known for having very active local fisheries law enforcement teams, which women are very involved in¹²⁶. Additionally, the Philippines has shifted towards a matriarchal society in recent decades with enhanced attention towards women's rights and gender equality legislation. For example, in March 2010 the Philippines government enacted Act No. 9710, "An Act Providing for the Magna Carta of Women," which was landmark legislation that included provisions on rights and benefits regarding women fishers in coastal communities¹²⁷. This legislation and enabling environment for gender equality is part of the reason why the Philippines had the lowest gender-gap score in all of Asia in 2013 according to a report from the World Economic Forum¹²⁸.

Gender roles are dynamic, which means that men and women may adapt their fishing roles based on changing social, environmental, or economic conditions. Enhancing women's opportunities for decision-making in SSF management could potentially shift gender roles in the Philippines. Some cases have found that increasing women's participation on community meetings has enhanced the success of resource management projects since they are more gender responsive. Additionally, MPAs in the Philippines found that high levels of women's involvement were a key factor in creating and maintaining fisheries projects¹²⁹. Other studies indicate that fisheries management meetings were often characterized as a predominantly male zone in the Philippines. However, this is surprising since sometimes 70-80 percent of attendees at these outreach meetings were women¹³⁰. In order to move toward gender equitable SSF in the Philippines it is crucial to involve women more in all aspects of fisheries decision-making. Women could also be trained to help collect more qualitative and quantitative data to accurately highlight their extensive work in SSF in the Philippines.

¹²² Ibid.

¹²³ Ibid.

¹²⁴ Ibid.

¹²⁵ Ibid.

¹²⁶ [FAO. "Gender Mainstreaming in Small-Scale Fisheries." Apr. 2013.](#)

¹²⁷ Williams, Meryl et al. "Women in Fisheries in Asia: 1978 – 2016." Apr. 2016.

¹²⁸ FAO. "Promoting gender equality and women's empowerment in fisheries and aquaculture." 2016.

¹²⁹ Kleiber, Danika. "Gender and small-scale fisheries in the Central Philippines." Memorial University of Newfoundland. Sept. 2014.

¹³⁰ Ibid.

Indonesia

As of 2012, approximately 95 percent of the fish supplied from Indonesia was sourced by small-scale fishers¹³¹. Despite the important role of SSF in Indonesia, many people still believe that this sector is an entirely male domain, which has led to inadequate recognition of women's roles. This misconception and the invisibility of women's work has been perpetuated by a serious lack of gender disaggregated data and studies on SSF in Indonesia. However, one important study from 2012 did focus on the role of women in SSF in Pantar Island, Nusa Tenggara Timur Province, located in the area of the Alor Marine Conservation Plan of the Coral Triangle Initiative. The results of this study indicate that women do in fact participate in a range of fishery related activities which produce an importance source of food security and income for their households¹³².

Some of the main SSF activities that Indonesian women participate in include pre-production, fishing, seaweed farming, and post-harvest. In terms of pre-production labor, women are involved in preparing fishing equipment such as lines, baits, and nets for their fishing activities in the intertidal areas. Generally, women limited how far they went out in the water to conduct their fishing activities by focusing on mangrove areas and near-shore waters. The only time that women went further out was when they had access to motorized boats to conduct day trips. Also, the study in Pantar Island found that women spent on average three hours a day gleaning as part of their fishery work¹³³. Women are also heavily involved in seaweed farming in Indonesian coastal communities as they work with their husbands and children to tie the seedlings to the rope, harvest the seaweed, and dry the final product. While women are generally tasked with cleaning the ropes and retying the seaweed to ensure a strong harvest, men are normally the ones responsible for marketing and transporting the sundried seaweed to local buyers. Having the opportunity to sell seaweed products has enabled Indonesian women to increase their household income and enhance their community participation¹³⁴. For example, in Oelua, Indonesia women felt empowered in moving from seaweed farmers to entrepreneurs as they sold seaweed snacks and had the power to determine their own prices. Creating these seaweed products also provided the women with flexibility since they could do this work at home in conjunction with their domestic responsibilities. Overall, the women in this area enjoyed not having to farm the seaweed in the hot sun and felt that creating these seaweed products at home provided a safer and better work environment¹³⁵.

Despite all of their work in the fishing sector, the study did not find that women were involved in catching pelagic fish. This work was normally conducted by men late in the evening until dawn, which is when most women are home attending to their domestic workload. However, studies show that the majority of women in Indonesia's SSF are engaged in post-harvest work. Women often process, transport, and sell the pelagic and reef fish, and mollusks in local markets. When it comes to processing, women salt the fish to keep it from spoiling when traveling far distances, or, they dry the fish in the sun. The middlemen who serve as fish buyers often negotiate directly with the wives of the fishermen in terms of purchasing fish. Some women in Indonesia spend up to 12 hours a day processing and selling fish at the nearest markets. The reality is that in Indonesia women in coastal communities spend 40-50

¹³¹ Yuerlita. "Livelihoods and Fishing Strategies of Small-scale Fishing Households Faced with Resource Decline: A Case Study of Singkarak Lake, West Sumatra, Indonesia." Aug. 2013.

¹³² Fitriana, Ria et al. "The Role of Women in the Fishery Sector of Pantar Island, Indonesia." *Gender in Aquaculture and Fisheries: Moving the Agenda Forward Asian Fisheries Science Special Issue* Vol.25S.2012.

¹³³ Ibid.

¹³⁴ Zamroni, A. et al. "The development of seaweed farming as a sustainable coastal management method in Indonesia: an opportunities and constraints assessment." *WIT Transactions on Ecology and the Environment*. Vol 150. 2011.

¹³⁵ Fitriana, Ria. "Gender Impact Assessment of the RFLP interventions in Indonesia." 2012.

percent of their time on fishing and fishing related activities¹³⁶. Another study looking at coastal communities in Aceh, Indonesia also illustrates the fact that women play an active role in the fisheries sector. Unlike other Islamic societies which restrict women's physical mobility, women in Aceh work outside and manage the fish processing sector. Even though the women in Aceh do not fish they are involved in fisheries co-management projects that recognize their important role in these coastal communities¹³⁷.

Despite these accounts of women's involvement in Indonesia's SSF sector, there still remains a large, but unknown, number of women in coastal fishing communities who use simple technology such as hand lines and canoes to harvest marine resources. The magnitude of this demographic remains allusive as these women are usually identified by the Indonesian government as fishermen's wives and thus their work is classified as domestic labor instead of fisheries work. This classification system explains why the work of most women in Indonesia is excluded from the national government census collections regarding fisheries employment.

Even though women hold important roles in Indonesia's SSF sector they are often excluded in some communities from fisheries management decision-making. The fact is that trading of fish and actual fishing activities are interrelated which means that men and women in Indonesia rely on each other throughout the SSF value chain. Men and women should be jointly involved in decisions around SSF management in Indonesia as they have different types of knowledge to contribute based on their disparate roles. In order to educate communities about the gendered dynamics of SSF, women joined together in 2005 to create the fisher women's cooperative known as Puspita Bahar in Indonesia. Puspita Bahar continues to work in coastal villages to combat the marginalization of women in SSF by teaching local stakeholders about the connections between gender equality and fisheries work¹³⁸. More efforts like this are needed to elevate the discourse around the important, but diverse roles, that men and women play in Indonesia's SSF sector. Additionally, government is in support of these initiatives as the Ministry of Maritime Affairs and Fisheries in Indonesia has repeatedly voiced their support for involving women more in the SSF sector as a means of enhancing prosperity in coastal communities¹³⁹.

Gender Mainstreaming Plan (GMP)

Gender underlies many inequalities around power over, access to, control of, and decision-making around natural resources, and therefore understanding who uses which natural resources, and how his/her livelihood will be impacted, is critical to ensuring that investment activities do not cause undue harm to anyone, and at the same time, guides the development of socially sustainable conservation initiatives. As noted in the gender assessment above, both men and women participate in the SSF sector in the Philippines and Indonesia, playing different but complementary roles that are strongly influenced by the social, cultural, and economic contexts in their communities.

FAO's Small-Scale Fishery Guidelines are one of several international policy documents that outlines the equal rights of both men and women in the SSF sector. The Meloy Fund and Fish Forever recognize that both men and women are equally important stakeholders and supports the rights of both men and women in local communities to manage their coastal resources.

¹³⁶ Ibid.

¹³⁷ Mittleton-Kelly, Eve. "Report on Gender & Decision Making Focusing on Ocean and Coastal Management Policy." LSE Complexity Research Group. Jan. 2015.

¹³⁸ Williams, Meryl et al. "Women in Fisheries in Asia: 1978 – 2016." Apr. 2016.

¹³⁹ Fitriana, Ria. "Gender Impact Assessment of the RFLP interventions in Indonesia." 2012.

Ensuring that both men and women have equal opportunities to participate in and benefit from the Meloy Fund can be achieved by mainstreaming gender dimensions throughout the investment and FIP development process. One of the goals of this GMP is to ensure that, for relevant investments¹⁴⁰, gender-related adverse impacts are avoided, minimized and/or mitigated. This goal is also reflected under requirement 1.2.6 of the E&S Guidelines.

The GMP identifies specific actions that the project will take, noting that the Meloy Fund investees will have different capacities, needs and experiences in integrating gender into their business investments and operational structures.

Considerations	Action	Indicators
Will men and women have the potential to equitably enjoy benefits (real or perceived) from the investment?	Given that men and women are often involved in different parts of the value chain due to gender roles, as the investment pipeline allows, the Meloy Fund will aim to make diversified portfolio investments across all segments of the fisheries value chain to help ensure that the fund equitably benefits both men and women.	Output Indicator 1.1.1b(i): Number fishers and fish workers with increased earnings through investments, disaggregated by gender of beneficiaries at Fish Forever sites Output Indicator 1.1.1b(ii): Average percent increment in profit per unit effort (PPUE) compared to the baseline at Fish Forever sites, disaggregated by gender as feasible
Will men and women be equally engaged in relevant project activities?	The project team will consider the different barriers that men and women might face in attending project related activities and decision-making meetings, as well as any cultural, social, religious or gender constraints when organizing decision making forums to ensure that both men and women can have equal access to meetings. Furthermore, the team will work to ensure that communications regarding project activities are equally accessible and targeted to both men and women.	Output Indicator 2.2.1: Number of constituents, disaggregated by gender, in coastal communities reached through Pride campaigns over the course of the project at targeted Fish Forever sites Gender Indicator 1: Number of men and women that participated in project activities (e.g. meetings, workshops, consultations)
Have gender considerations been incorporated relevant strategies and plans?		Gender Indicator 2: Number of strategies, plans (e.g. FIPs) and policies derived from the project that include gender considerations

The project will monitor the following indicators throughout the life of the Fund:

- Number of men and women that participated in project activities (e.g. meetings, workshops, consultations);
- Number of men and women that received benefits (e.g. employment, income generating activities, training, access to natural resources, land tenure or resource rights, equipment, leadership roles) from the project; and if relevant

¹⁴⁰ Depending on the type of investment and scope of activities, the degree of relevance of gender dimensions may vary. Similarly, depending on the capacities and interest of the investees, the level of gender mainstreaming opportunity may vary.

- Number of strategies, plans (e.g. management plans and land use plans) and policies derived from the project that include gender considerations.