



USAID
FROM THE AMERICAN PEOPLE

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

Topics

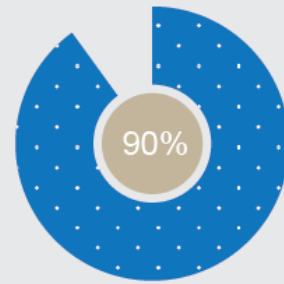
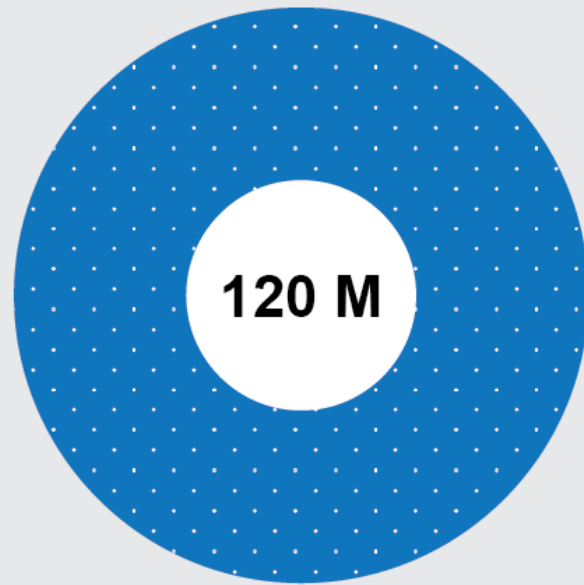
USAID Sustainable Fish Asia Local Capacity Development Activity (SUFIA LCD)

- 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

Rationale for GESI Integration in Fisheries (I)



120 M Fisheries Workers

- 97% are in developing countries.
- 90% work in small scale fisheries.
- 47% are women.
- 73% live in Asia.

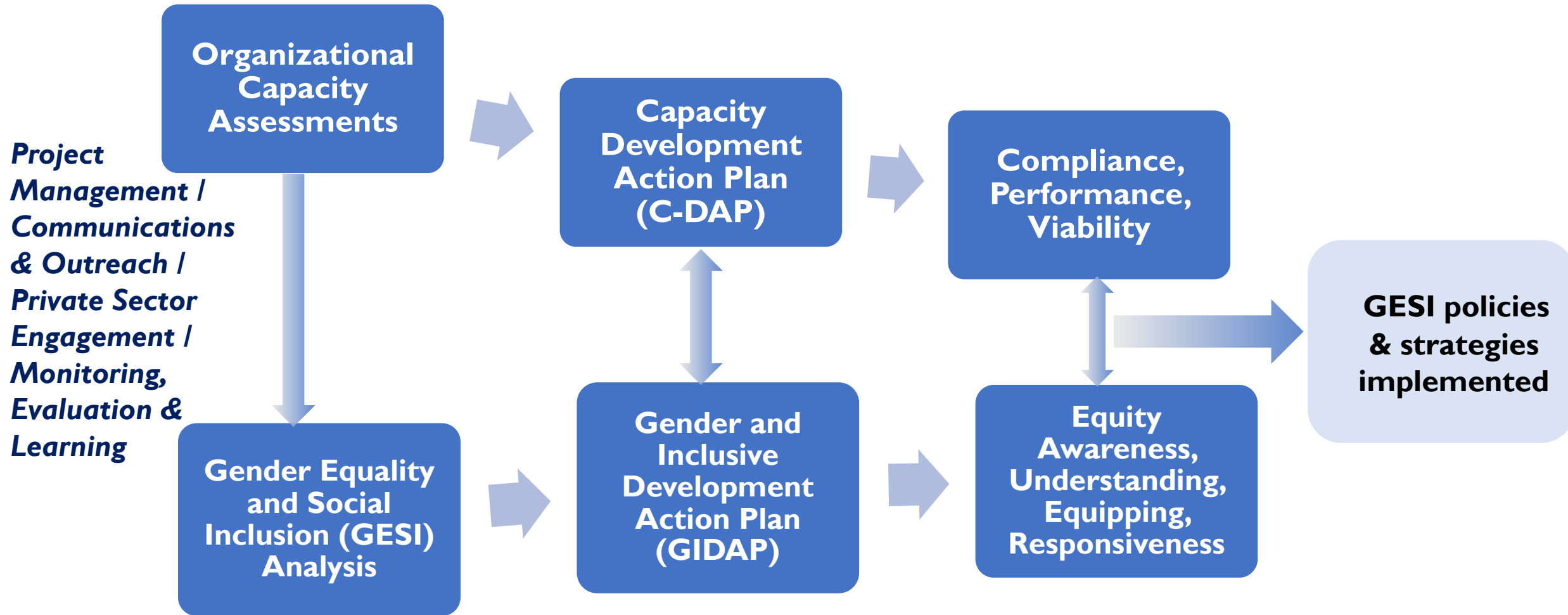
FAO 2020

- 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

Rationale for GESI Integration in Fisheries (2)

- **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

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

MEL Indicators

1. Percentage of individuals of partner entities of CTI and SEAFDEC reporting increased satisfaction with the quality of services received

4. Percentage of C-DAP recommended actions undertaken by regional partner organizations; inclusive of gender and social inclusion considerations in each PLOCA category

5. Number of people trained in sustainable natural resources management and/or biodiversity conservation (Illegal, unreported and unregulated fishing) as a result of USG assistance

6. Number of individuals who participate in regional partner events and exchanges facilitated by SUFIA

9. Number of outreach and informational products co-created and disseminated by the SUFIA project stakeholders

12. Number of new investments in fair labor or sustainable fishing practices resulting from SUFIA partners' private sector engagement

13. Percentage of stakeholder and private sector recipients of PSE Landscape Assessment reporting utilization of the report into their decision making

Percentage of gender inclusive C-DAP recommended actions undertaken

Percentage of SUFIA stakeholders expressing confidence in integrating GESI in their work

Percentage of GESI-focused materials produced and disseminated by SUFIA stakeholders

Number of companies that have engaged with SUFIA and partners regarding GESI (increased engagement and awareness of GESI)

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

ASEAN Gender Focal Persons, Women Leaders' Forum, National Policies, Implementation Challenges, GESI Policy & Strategies, Human Rights-based Approach, VGSSF



Recommendations

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

GIDAP Outputs (I)

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



GIDAP Outputs (2)

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.

INSIGHTS

Recognizing Women Fishers and Listening to Their Voices



Arlene Nietes Satapornvanit
Project Manager



Apiradee Treerutkuarkul
Communications Consultant

March 09, 2022
SHARE



Photo: F. Nara, Asian Seafood Improvement Collaborative

GENDER INTEGRATION

on Small Scale Fisheries in Southeast Asia :
Training Module

- ANNEX I
SESSION I
Context and Context
Gender Integration in
Fisheries Projects
- ANNEX II
SESSION II
Management Cycle,
Project Planning and
Design
- ANNEX III
SESSION III
Gender Integration in
project implementation
and management
- ANNEX IV
SESSION IV
Creating a Monitoring,
Evaluation & Learning Plan
and Gender Sensitive
Indicators
- ANNEX V
SESSION V
How to Conduct
Gender
Analysis



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



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?*



Arlene Nietes Satapornvanit

asatapornvanit@rti.org

Mark Granius

mgranius@rti.org

Illustrator: Songphon Chindakhan

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

Thank you!



Photo Credit: Ibu Elsy T.