

# Decent Work and Thriving Businesses for Women Working in Fisheries: A Cooperative Action Plan

*Arlene N. Satapornvanit, Meryl J. Williams, Nikita Gopal*

*8<sup>th</sup> Global Conference on Gender in Aquaculture and Fisheries (GAF8)*

*November 21-23, 2022*

*Kochi, India*



# Topics

- **Introduction**
- **About the Cooperative Action Plan on Decent Work and Thriving Businesses**
- **The process of developing the Plan**
- **Writing Team and Reviewers**
- **Objectives of the Action Plan**
- **Examples**
  - **Cluster A, Article A1: Small Scale Fisheries**
  - **Cluster B, Article B1: Young Women and Girls**
  - **Cluster C, Article C3: Labor Disruptions by Human and Natural Disasters**
- **Next Steps/Call to Action**

# Introduction

## Women's labor in fisheries

- economically and socially important
- receives little attention in fisheries policies and support programs
- women's labor issues remain under-prioritized and under-investigated

**Women's reproductive and care work** not usually considered as contributing to labor

## Exclusion of women

- formal fisheries statistics
- fisheries key topics / decision-making / policy / programs
  - forced labor, IUU, sustainable fisheries mgt, relief efforts



# Introduction



## **Women's total labor contributions in fisheries**

- productive labor in the workforce and as business entrepreneurs
- reproductive and care labor in households, communities, society, and for the environment



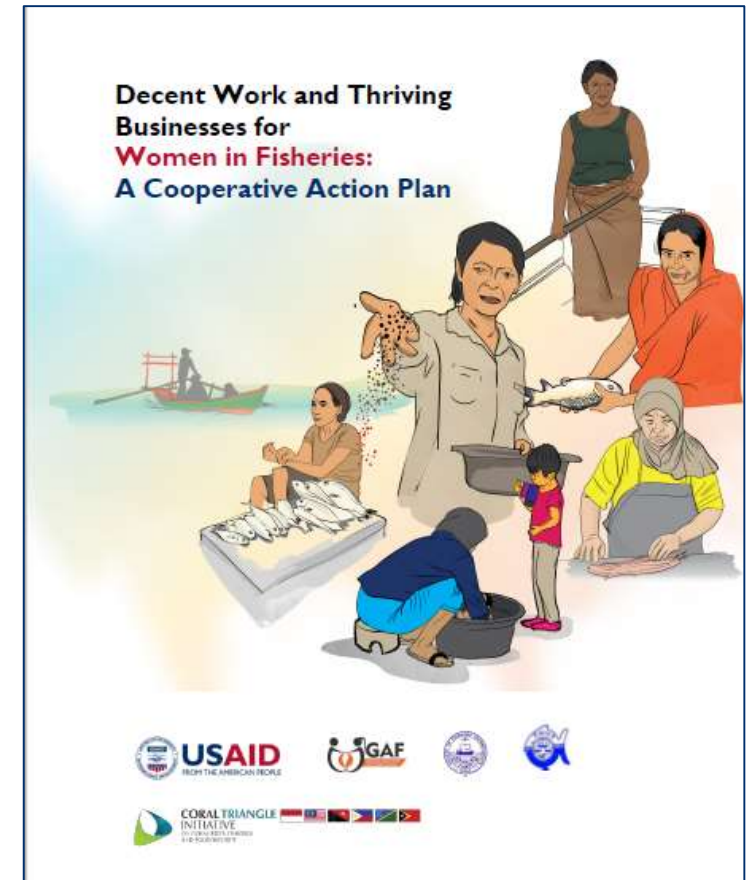
## **Issues**

- Lack of visibility (esp. formal recognition)
- Quantification of contribution
- Need for more strategies to empower women, provide decent work and an enabling environment for their businesses to thrive

# 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
- Reference to relevant SDGs
- Intended for various audiences in the fisheries value chain



<https://www.rti.org/brochures/women-fisheries-cooperative-action-plan>

# Decent Work and Thriving Businesses for Women in Fisheries: A Cooperative Action Plan



# The process of developing the action plan



**Webinar: Women Work in Fisheries, Too!**

Logos: USAID, STRENGTH THROUGH KNOWLEDGE, GAF, and others.

**Speakers:**

- Yoko Kusuhito, Asia Institute of Technology
- Editor N. Setyaningsih, USAID Sustainable Fish and Land Capacity Development Activity
- Richard Mubwandu, USAID Sustainable Fish and Land Capacity Development Activity
- Jan Peen Guebelius, PLAN International
- Isaac Mupfema, University Malaya Sarawak
- Michelle Pomeroy-Hennessy, Sustainable Development Foundation
- Jan Peen Guebelius, PLAN International
- Rachel Mubwandu, USAID Sustainable Fish and Land Capacity Development Activity
- Carissa Wilson, Learning Foundation
- Wendy Williams, Curator in Aquaculture & Fisheries Research, Asia Fisheries Research Center
- Michelle Pomeroy-Hennessy, Sustainable Development Foundation
- Michelle Pomeroy-Hennessy, Sustainable Development Foundation
- Michelle Pomeroy-Hennessy, Sustainable Development Foundation
- Michelle Pomeroy-Hennessy, Sustainable Development Foundation

Date: November 29, 2021  
Time: 2:00 - 3:00 pm (GMT +7)

Registration: <https://bit.ly/3djmwy>

QR Code

USAID logo and tagline: "Empowering People, Improving Lives"

**Decent Work and Thriving Businesses for Women in Fisheries: A Cooperative Action Plan**

USAID, GAF, and other logos.

CORAL TRIANGLE INITIATIVE

Illustration of women working in a fish processing facility.

# Women and Fisheries Labor Expert Writing Team

Name	Position	Institutional Affiliation
Jennifer Gee	Fishery Officer	United Nations Food and Agriculture Organization (FAO, Rome)
Nikita Gopal	Principal Scientist	ICAR-CIFT (India)
Rejula K	Scientist	ICAR-CIFT (India)
Swathi Lekshmi	Principal Scientist	ICAR-Central Marine Fisheries Research Institute (ICAR-CMFRI, India)
Hana Hetty Manuela	Organizational Development Consultant	USAID SUFIA LCD/RTI International (Indonesia)
Surendran Rajaratnam	Post-Doctoral Fellow	WorldFish (Malaysia)
Arlene Nietes Satapornvanit	Project Manager	USAID SUFIA LCD/RTI International (Thailand)
Meryl Williams (convenor)	Chair	GAFS/AFS (Malaysia)
Smita Yamsangsung	Program Consultant	USAID SUFIA LCD/RTI International (Thailand)
Hajah Zumilah Binti Zainalaludin	Associate Professor	Universiti Putra Malaysia (Malaysia)



# Reviewers of the Draft Cooperative Action Plan

Name	Institutional Affiliation
<b>Afshana Parven</b>	Noakhali Science and Technology University
<b>Bussaracum Chamchoy</b>	RTI International
<b>Caridad N. Jimenez</b>	College of Fisheries and Ocean Sciences, University of the Philippines Visayas
<b>Caterina Meloni</b>	Connecting Founders Co., Ltd.
<b>Cecile Brugere</b>	Soulfish Research & Consultancy, U.K.
<b>Chanthavy Meas</b>	Gender Consultant, CAPfish Project, UNIDO
<b>Chikondi Manyungwa-Pasani</b>	Department of Fisheries
<b>Farisal Bagsit</b>	University of the Philippines Visayas
<b>Frengky Sihombing</b>	USAID Sustainable Fish Asia Technical Support Activity
<b>Hana Hetty Manuela</b>	Indonesia
<b>Jasmin binti Mohd Saad</b>	USAID Sustainable Fish Asia Technical Support Activity
<b>Laeli Sukmahayani</b>	ATSEA-2 UNDP
<b>Ma. Arve B. Banez</b>	University of the Philippines Mindanao
<b>Natt Kraipet</b>	USAID Regional Development Mission for Asia
<b>Patchareeboon Sakulpitakphon</b>	RTI International
<b>Piyashi DebRoy</b>	ICAR - Central Inland Fisheries Research Institute
<b>Reiny A. Tumbol</b>	Sam Ratulangi University
<b>Sara Jones</b>	RTI International
<b>Smita Yamsangsung</b>	USAID Sustainable Fish Asia Technical Support Activity
<b>Surendran Rajaratnam</b>	National University of Malaysia/WorldFish
<b>Swathi Lekshmi P.S.</b>	ICAR-Vizhinjam Regional Center of Central Marine Fisheries Research Institute
<b>Zumilah binti Zainalaludin</b>	Malaysian Research Institute on Ageing, Universiti Putra Malaysia
<b>3 Anonymous Reviewers</b>	

# Decent Work and Thriving Businesses for Women in Fisheries: A Cooperative Action Plan

**Objective:** to provide strategic direction, guidance and recommendations to fisheries stakeholders/entities in the Asia-Pacific region in order to achieve the following in 5 years:



Giving attention to women in fisheries, so their voices are heard and meaningfully participate in decision-making roles in policy, sector bodies and businesses



Constructive male (men and boys) engagement in domestic tasks so women and girls have more opportunities to engage in the economy and community;



Research & development understand gendered conditions in fisheries, impact assessments of gender-related interventions, systematic collection of sex/gender-disaggregated data;



Consider gendered impacts of current issues/actions (IUU, fisheries mgt, new businesses, climate change, pandemic) and integrate them in policies, recovery programs, interventions.

# Cluster A, Article A1: Small-Scale Fisheries

- Description
- Outcome: Greater formal recognition of women's labor roles and challenges leading to improved labor and business conditions of women in small-scale fisheries and improved uptake of the gender equality provisions of the VG-SSF.

## Interim Outcomes and Activities

### Outcome 1: Raised awareness and formal recognition of the many productive roles of women in small-scale fisheries and new commitments by key actors to improve women's labor conditions

- Activity 1.** Promote widely to the fisheries and development community the gender results of the *Illuminating Hidden Harvests* study.
- Activity 2.** Key actors commit to change and develop action plans based on the findings and recommendations for women's labor from *Illuminating Hidden Harvests*. Conduct surveys or consultations with the small-scale fisheries sector about their understanding of women's labor contributions and what they think are the key challenges and action steps for improvement.

### Outcome 2: Strengthened protection for women in small-scale fisheries through supporting women's collective organizations, giving them voice in the fisheries processes and assisting them to protect their work rights in small-scale fisheries

- Activity 1.** Community- and locally based management committees to review their representative structure and adjust to include, with full access to decision-making powers, women's representatives. Where women's processing and trading is linked to locally produced fish, women's access rights to raw materials are accorded equal priority to those of other buyers.
- Activity 2.** Create opportunities for women to engage more actively in strategic activities at the community level. Training for women in financial management, seafood product development, and how to maintain vibrant groups.
- Activity 3.** Work with local gender experts to address social norms, beliefs, and perceptions about gender roles in management structures, and help women develop their capacity to engage in organizational roles and overcome resistance by others to women's meaningful participation.

#### Linked SDGs



#### Partner Agencies

FAO-Regional Office for Asia and the Pacific (RAP); FAO; SEAFDEC; Pacific Community; USAID; other development assistance agencies, national and regional fisheries agencies, GAFS, NGOs supporting local action, and CSOs; fisheries cooperatives, small-scale fisheries owners, and other key decision-makers in small-scale fishing communities; and academia engaged in research and education relevant to gender and small-scale fisheries

# Cluster B, Article B1: Young Women & Girls

- Description
- Outcome: The fisheries sector will provide its young women workers a safe working environment, free from any harassment, an enabling environment for personal growth, and engagement, and improved agency and well-being to prepare them for their future.

## Outcome 2. Improved capabilities of young women in fisheries entrepreneurship, fisheries data management, other relevant technical topics through increased educational attainment, improved knowledge, and learning exchanges

<b>Activity 1.</b>	Conduct training for young women on entrepreneurship, including the basics of how to set up and run a business, accessing capital, financial management, fisheries data management, fisheries technology (digital platforms, blockchain in fisheries), fish processing and post-harvest technologies, climate change, and other technical topics.
<b>Activity 2.</b>	Provide training and assistance to financial institutions on developing and delivering financial products for youth.
<b>Activity 3.</b>	Provide scholarships, educational opportunities in fisheries and exchange programs to deserving and interested young people, ensuring equitable access to young women, including those from households involved in fisheries.
<b>Activity 4.</b>	Develop knowledge products such as information handbooks and training manuals on relevant topics that young women can use for their personal growth and skills development.

## Outcome 3. Increased involvement of young women including those leading organizations, start-ups, and small and medium enterprises in empowering activities and initiatives

<b>Activity 1.</b>	Conduct workshops on GESI in fisheries and aquaculture and other personal and self-development training to increase young women's agency, health, and well-being.
<b>Activity 2.</b>	Promote hackathon and seed funding for socially innovative solutions in fisheries and aquaculture where young women are given the opportunities to solve real life issues.
<b>Activity 3.</b>	Encourage mentorship and/or intergenerational programs among women-led organizations, start-ups, and small-scale systems with companies, including workshops featuring successful young women entrepreneurs, and set up demonstration centers as incubation hubs for ideas and start-ups.

### Linked SDGs:



### Partner Agencies

Youth groups, ministries of labor and youth, and fisheries agencies, NGOs/CSOs, private sector companies and associations, academia, information technology sector, local governments, finance training centers, fisheries education and technical training institutions, and coastal community committees.

# Cluster C, Article C3: Labor Disruptions by Human and Natural Disasters

- Description
- Outcome: During disaster planning, recovery, and rehabilitation, women's labor and roles in the economy are recognized and taken fully into account by disaster and emergency relief agencies, and fisheries agencies, and women and women's interests and needs, are represented in decision-making, recovery budgeting and programming, and monitoring progress.

## Interim Outcomes and Activities

Outcome 1. Women's economic and care interests are fully integrated into planning and recovery efforts	
Activity 1.	Disaster planning fully includes women's interests in fisheries and aquaculture, ensuring that women and women's labor interests are represented formally on planning and consultative committees.
Activity 2.	The plans should ensure processes of consultation from the start of the emergency and should be field tested in emergency drills.
Outcome 2. Women's economic rights and opportunities secured through the emergency and rehabilitation by gender-responsive budgeting	
Activity 1.	In anticipation of need, develop gender-responsive budgeting guidelines and procedures.
Activity 2.	In the event of an emergency, activate and implement the gender budget provisions.
Outcome 3. Strengthened opportunities for diversified livelihoods for women before, during, and after emergencies	
Activity 1.	In pre-planning, canvass and develop plans that address the possibilities and skills for diversifying women's livelihoods.
Activity 2.	In the event of an emergency, lead agencies should call on the assistance of groups (private and public sector) that can help provide alternative short and longer term livelihood assistance to women whose labor was displaced or destroyed by the emergency.
Activity 3.	In the event of paid rehabilitation work, ensure that women as well as men have access to the paid work.

## Linked SDGs



## Partner Agencies

Fisheries agencies; national disaster relief agencies including military, paramilitary, and citizen's groups; central government financial agencies; international relief agencies; community groups and non-government relief agencies; private sector; researchers and research agencies providing technical and social guidance on solutions

# Next Steps: Call to Action



Photo: USAID Oceans

- The Plan is being disseminated to promote these actions to various stakeholders, their members, networks, and partners and in the press and social media.
- Stakeholders / networks are encouraged to consider, develop, and adopt recommended activities of this Action Plan or integrate relevant recommendations into their own work plans.
- More than 30 have responded positively.
- <https://www.rti.org/brochures/women-fisheries-cooperative-action-plan>

**Thank  
you!**



***Arlene Nietes Satapornvanit (presenter)***

*Gender, Youth and Social Inclusion Consultant, USAID Sustainable Fish Asia  
Technical Support Activity, Tetra Tech*

*Gender in Aquaculture and Fisheries Section, Asian Fisheries Society  
[arlenens@gmail.com](mailto:arlenens@gmail.com)*

***Meryl J. Williams***, *Gender in Aquaculture and Fisheries Section, Asian Fisheries  
Society*

***Nikita Gopal***, *Chair, Gender in Aquaculture and Fisheries Section, Asian Fisheries  
Society / ICAR-CIFT*