

# Regional Dialogue on Gender Dimension in Coastal and Fisheries Resources Management in South Asia and Southeast Asia

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## Meeting Report



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## List of acronyms and abbreviations

ASEAN	Association of Southeast Asian Nations
CBD	UN Convention on Biological Diversity
CBO	Community Based Organisation
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CFI	Community Fisheries
CFTRI	Council of Scientific and Industrial Research
CIFR	Central Inland Fisheries Research Institute
CMFRI	Central Marine Fisheries Research Institute
CSO	Civil Society Organisation
EBFM/ EBaFM	Ecosystem-Based Adaptation for Fisheries Management
FAO	Food and Agriculture Organization
FGD	Focus Group Discussion
FPE	Feminist Political Ecology
GAD	Gender And Development
ICAR	Indian Council of Agricultural Research
ICM	Integrated Coastal Management
IUCN	International Union for the Conservation of Nature
LGU	Local Government Unit
MFF	Mangroves For the Future
NCB	National Coordinating Body
NGO	Non-Governmental Organisation
NHRCs	National Human Rights Commission
SDF	Sustainable Development Foundation
SDG	Sustainable Development Goals
SEAFDEC	Southeast Asian Fisheries Development Center
SEI	Stockholm Environment Institute
Sida	Swedish International Development Cooperation Agency
SSF	Small-Scale Fisheries
TCCR	Trust for Conservation of Coastal Resources
VAW	Violence Against Women
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management

## Session 1: Opening of the Regional Gender Dialogue

***Ms. Aban Marker Kabraji, Regional Director, IUCN Asia Regional Office***

Ms. Aban Marker Kabraji opened the meeting by thanking all representatives from Southeast Asian Fisheries Development Center (SEAFDEC) and Stockholm Environment Institute (SEI) for their collaboration with IUCN/Mangroves for the Future (MFF). She acknowledged the importance of the Regional Gender Study and that it will be a valuable addition to the literature on rights, justice and social inclusion.

IUCN recognizes that in all regions of the world, women and men have unique relationships with, dependency upon, and expertise regarding their environment. Poor understanding of the roles and contributions that both genders bring often leads to a lack of recognition of their distinct needs and interests in policies and programmes. Understanding the importance of this can ultimately help in meeting sustainable development goals in ecosystem dependent communities.

Coastal communities in South and Southeast Asia are strongly tied to marine and coastal resources and ecosystems, which are vital for their food security and livelihoods. The depletion of these resources impact men and women differently, leading to increased gender inequality.

Development cooperation has had an increasing focus on gender equality with the aim to improve women and girls' disadvantaged position and status. Sida has been one of the pioneers of gender-responsive development programs in the region, and it is in this light that the Regional Gender Study was undertaken by MFF in partnership with SEAFDEC and SEI. IUCN Asia's flagship programme, Mangroves for the Future (MFF), a unique partner-led initiative established in 2006 to promote investment in coastal ecosystem conservation for sustainable development, recognizes that gender equality is fundamental to conservation and sustainable development. MFF established gender integration as an important strategic approach in its regional programme and at the national level. MFF supports rights-based and gender responsive project design and implementation through applying appropriate participatory methodologies including Gender Analysis. When MFF started, although gender was seen as important, there were no tool or methodology to really integrate it. Ms. Kabraji emphasized that MFF took a proactive approach to this integration, and also noted the importance of recognizing gender as a specialized component that required specific support and expertise, not simply an 'add on' to programme design and implementation.

MFF worked with SEAFDEC-Sweden Project and SEI-Asia Centre to complete the Regional Gender Study and capacity building project covering 12 countries in Southeast and South Asia between 2017 and 2018. The study provides an analytical overview of the multiscale institutional and policy landscape; a critical gender analysis within the coastal and small scale fisheries sector in South and Southeast Asia, and explores opportunities for mainstreaming gender in fisheries and coastal resource management through the promotion of gender equality and gender-responsive policies and outlines recommendations for mainstreaming gender in coastal and fisheries development programmes.

Ms. Kabraji also gave an overview of the key findings of the study, particularly that many countries in the region are falling short in mainstreaming gender in their national policies for fisheries and coastal resource management. Although women have diverse roles and responsibilities in the fisheries and coastal resources management sector, their contribution is often undervalued and women's participation in decision-making remains negligible at all levels. These trends indicated that we must continue to identify and break down the obstacles to more equal and equitable participation of women in coastal and fisheries resources management.

Ms. Kabraji concluded her remarks by welcoming all participants on behalf of IUCN to the Regional Dialogue where key findings and recommendations emerging from the study would be presented and discussed. She added that it would be very interesting to have a workshop in 2020 to assess how results of this study and dialogue have been applied.

***Dr. Yuttana Theparoonrat, Head of Training and Research Supporting Division, SEAFDEC***

Representing Dr. Kom Silapajarn, Secretary-General of SEAFDEC, Dr. Yuttana Theparoonrat welcomed all participants to the Regional Dialogue jointly organized by IUCN/ MFF, SEAFDEC and SEI. SEAFDEC is an inter-governmental organization comprised of 11 Member Countries from ASEAN and Japan. SEAFDEC has adopted strategies and is implementing actions that include addressing cross-cutting issues, such as labor, gender and climate change, related to international fisheries that contribute to achieving its vision of "sustainable management and development of fisheries and aquaculture to contribute to food security, poverty alleviation and livelihood of people in the Southeast Asian region."

With funding support from Sweden, SEAFDEC has been able to support the development of institutional capacity and knowledge of its staff. Over the years, SEAFDEC and its Member Countries have developed several gender focused publications including a Policy brief on applying human rights-based and gender equitability approaches in small-scale fisheries in response to the FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries (SSF Guidelines), and the 'SEAFDEC Gender Strategy'. As part of the Regional Gender Study, SEAFDEC staff had the opportunity to conduct field-level research on gender perspectives in coastal communities of Thailand, Cambodia and Myanmar. He encouraged all participants to participate in the discussion to assess opportunities and challenges to integrate gender elements in coastal and marine fisheries policies and practices, and that all three partners would welcome feedback and thoughts.

***Ms. Bernadette P. Resurrección, Head of the Gender Team, SEI Asia***

Ms. Bernadette P. Resurrección thanked all partners for their contributions to the Regional Gender Study, the core vision of which is to firmly position gender equality within coastal and marine resource management. Through this collaboration, a gender analysis toolkit, an extensive literature review, 12 country policy profiles, and 12 gender analyses. Furthermore, all partners engaged in capacity building processes to test and use gender analysis to fully understanding livelihoods and environmental issues in coastal communities.

She added that collectively IUCN/MFF, SEI and SEAFDEC grappled with the question of why is gender important, and why should it be included in coastal and marine resource management. She emphasised that this research had responded to this question and illustrates the importance of gender equality. Firstly, the management of resources is fundamentally a human and institutional activity rather than just a technical exercise. In many countries, women are managers of post-harvest fishing activities – processing and marketing. If they are not supported adequately through capital resources, skills and market opportunities, the food security and economic benefits from fisheries will remain unstable, and fisher households will continue to be impoverished and located at the dire end of the fish supply chain. Secondly, economic growth strategies that prioritize industrialized fishing practices and hasty coastal development pose risks to small-scale fishing and household food security. This increases poor women’s caring burden as the source of ensuring family wellbeing in times of scarcity and livelihood stresses. The gap between winners and losers will continue to widen. Often ethnic and poor women in coastal communities disproportionately shoulder the burdens of livelihood stresses in their households. Their rights to livelihood and food security remain weak and unaddressed. Finally, sustainable development cannot be achieved without the talent, knowledge and experience of half the population caring for marine and coastal resources at all levels of decision-making: at regional, national and community scales. However, biases and social-gender norms have constrained humanity from being more inclusive, not only excluding women from various poor and rural groups, but also men from ethnic and racial backgrounds. Conservation, sustainable use and protection of coastal resources have become the purview of mostly elite male technical specialists. Decision making on the care and management of vital marine and coastal resources should harness the vision, knowledge and experience of those who most rely on them, both women and men from coastal communities together with marine and coastal specialists. There is a need to pluralize knowledge about the environment. She concluded that all participants should reflect on these three insights throughout the proceedings of the Regional Dialogue.

## **Session 2: Background, and Objective of the Regional Gender Dialogue**

As highlighted in the opening remarks, the Regional Gender Dialogue is the concluding step of the Regional Gender Study implemented by SEAFDEC, SEI and MFF. Ms. Maeve Nightingale - MFF Capacity Development Manager and Gender Focal Point - provided an overview of the different partners’ strengths: from policy for SEAFDEC, research and analysis for SEI to MFF’s recognition as convener of stakeholders.

The Regional Gender Study examined gender dimensions in coastal resources management to improve understanding about the state of men and women in environmental decision making and the structural challenges preventing equitable opportunities for men and women in relation to coastal and marine resources in the MFF sites and countries. The study covered 12 countries; Cambodia, Myanmar, Viet Nam, Thailand, Indonesia, Malaysia, Philippines India, Pakistan, Bangladesh, Maldives, Sri Lanka.

MFF, SEI and SEAFDEC have organized this dialogue to gather representatives from all these countries - working at policy or field level – to discuss the outputs from the study and integrate

feedback and recommendations.

The outputs include:

1. A literature review
2. National policy analyses – country profiles
3. A gender analysis toolkit for coastal management practitioners. Capacity development activities to use the tool and apply it were also implemented. The toolkit was used for gender analysis in 12 sites.
4. Site-level gender analyses at MFF and SEAFDEC sites. These are the evidence-base to link with policy level
5. A policy/ research brief ‘Opportunities for gender equality in fisheries and coastal management in South and Southeast Asia’

Ms. Nightingale provided more details about the gender analysis toolkit, which looks at the following domains:

1. Access to and control of assets for livelihoods
2. Gender roles, responsibilities, time and lived experiences
3. Participation in decision making
4. Cultural norms, beliefs and perceptions
5. Laws, regulations and institutional practices
6. Patterns of power and decision making

She explained that this toolkit was designed for coastal and fisheries management practitioners seeking to collect and analyse data on how gender impacts coastal ecosystems resource use and management. The data and information collected can then be used in project design and implementation to improve development outcomes.

The sites where gender analyses were completed are:

Bangladesh	Tek Naf (MFF site)
	Nijhum Dwip (MFF site)
Cambodia	Toul Tortueng Commune, Prey Nob District, Preah Sihanouk (MFF site)
India	Krishna Delta, Andhra Pradesh (MFF site)
	Bhitarkanika, Odisha (MFF site)
Indonesia	Situbondo (MFF site)
	Probolinggo (MFF site)
Maldives	S. Hithadhoo (MFF site)
Myanmar	Kawthaung (SEAFDEC site)
Pakistan	Gwatar Bay (MFF site)
	Keti Bunder (MFF site)
Sri Lanka	Kokkilai Lagoon, Northern Province (MFF site)
	Hikkaduwa Marine National Park (MFF site)
Thailand	Trat province (MFF/ SEFDEC site)

This rich diversity of sites is important as gender is very context-specific.

Ms. Nightingale concluded the overview by describing the purpose of the Regional Gender Dialogue was to convene all stakeholders involved in study, and reflect on the findings and recommendations to find practical solutions that could be applied in their programmes and projects while raising the profile of gender interest in coastal and marine resources management.

## **Session 3: Overview of the Regional Gender Study Synthesis Report**

Ms. Andreea Raluca Torre – Senior Gender Researcher, SEI - invited all participants to contribute to the discussion, as the synthesis is not an end product. She added that gender mainstreaming will always be a part of the work to be done with coastal communities, and therefore this synthesis should be viewed as a living document or a work in progress.

Her presentation focused on an overview of the regional gender synthesis, the approach taken and its findings.

### **A three tiered approach to gender analysis**

#### **1. First tier**

Preliminary work consisted of identifying key components to be included in the gender analysis. Field researchers undertook a participatory approach to capacity building, where they learned together how to conduct a gender analysis. A preliminary gender analysis toolkit was tested at different sites and discussed with local people to ensure it could be applied in varying contexts. As such the toolkit was continuously improved based on the experiences of researchers and field practitioners. Participatory tools included time-mapping exercises, focus group discussions and key informant surveys.

#### **2. Second tier**

Field practitioners used the gender analysis toolkit in different local settings using a mix of participatory techniques depending on communities. The toolkit has been developed to capture commonalities while considering context-specific complexities.

#### **3. Third tier**

The third tier consisted in a multiscale and intersectional approach to gender analysis, following the Feminist Political Ecology (FPE) concept, which consists in understanding the different scales of analysis e.g. capturing these different levels and their impacts on peoples' lives. Men and women are different, with different needs and experiences depending on their village, community, identity, ethnic group, age group, education for example. These factors will impact these men and women' realities and practices in the community. Achieving a critical gender analysis through the combination of these different lenses was the aim of the third tier.

Ms. Torre added that although she was mentioning tiers, it did not imply a linear process. Furthermore, each of the outputs has the potential to be further refined, and should be seen as a living document. The Regional Gender Study consisted of two phases. The outputs emerging from the first phase included the gender analysis toolkit, the literature review, 12 country profiles,

individual gender analyses. The second phase of the project focused on the delivery of a regional synthesis report and a refined gender analysis toolkit.

### **The three main objectives of the regional synthesis report**

1. To provide an analytical overview of the multiscale institutional and policy landscape and opportunities for mainstreaming gender (Part 3 of the regional synthesis report).
2. To undertake a critical gender analysis in the coastal and fisheries sectors in South and Southeast Asia (Part 4 and Part 5 of the regional synthesis report).
3. To uncover opportunities for promoting gender equality and gender-responsiveness and suggest recommendations for mainstreaming gender (Part 3 and Part 6 of the regional synthesis report).

### **A note on the domains for Gender Analysis**

Ms. Torre outlined the domains, or guiding areas, for information collection and analysis that have been developed to ensure a standardized approach to the research.

The identified domains are:

1. Access and control of assets for livelihoods
2. Participation and decision making
3. Gender roles, responsibilities, time - lived experiences
4. Cultural norms, beliefs and perceptions –discussed across domains for analysis. Culture and beliefs evolve in time and changes can happen depending on lived experiences/ age e.g. religious beliefs
5. Laws, regulations, and institutional practices –context specific examples have been included in the institutional and policy landscape chapter as well as referred to, where appropriate in the sections on domains for analysis.

The gender analysis toolkit also uses “patterns of power”, power dynamics, and relations (Domain 6) as a cross-cutting element for the analysis across contexts and domains based on its impact in defining/shaping all the above mentioned domains.

### **Structure of the synthesis report**

Ms. Torre presented the current structure of the synthesis report.

Part 1. Introduction

Part 2. Research approach

Part 3. Gender equality and women empowerment in coastal and fisheries resource management in South and Southeast Asia: a multiscale policy landscape and opportunities for mainstreaming gender

Part 4. Gendered lived experiences in Asian coastal communities

- Positioning women in coastal and marine communities
- A day in a woman’s life: intersectionality and gendered roles and responsibilities in households
- Gendered roles and responsibilities in economic activities

Part 5. Shifting norms, shifting power: access and control of livelihoods in changing environments

- Resource access and use: beyond livelihoods to consider emotions
- Participation and decision making

Part 6. Conclusions and recommendations

She explained that Part 3 would be detailed during the Dialogue and is based on policy and intuitional landscapes at the national level, while Parts 4 and 5 focus on gender lived experiences where the research was conducted at the field level. She highlighted Part 6 as critical, and would require detailed feedback to make sure the recommendations are practical and could be applied on the ground.

### **Multiscale policy landscape and gender mainstreaming efforts**

The study encompassed gender mainstreaming efforts at different scales - international, regional and national, and how these link to observations of practices at village and provincial level. At the international level, the analysis of the policy landscape demonstrates a collective call for gender inclusiveness, mainstreaming and sensitivity, which can help establish gender-responsive integrated coastal resource management in Asia, e.g. Committee on the Elimination of Discrimination against Women (CEDAW) and Convention on Biological Diversity (CBD). She added that although these instruments do exist, they might not lead to change but can certainly inform future change. It is still challenging to adapt the high-level frameworks into sectoral application. Many MFF/SEAFDE countries have ratified these frameworks, however they are not always fully implemented.

At regional level, a partial adaptation to regional policy contexts can be observed through regional and sub-regional frameworks as well as transboundary programs, for example ASEAN has mechanisms in place to reinforce the idea of gender equality.

At national level, a rather a piecemeal approach can be observed. Each ministry, department does not have a comprehensive strategy to integrate gender in its policies.

### **Gender Equality efforts in place at national level**

Different national-level mechanisms are in place across the MFF/ SEAFDEC countries. Efforts to support gender equality and address gender issues are seen across all countries of this study. Sometimes there is an overarching ministry, committee, or commission responsible for gender thus providing an enabling environment for gender mainstreaming, however, it is not always translated into policies and projects for fisheries and coastal resources management.

Several countries that have national structures for the promotion of gender equality and women empowerment:

- Cambodia: National Council for Women
- Thailand: Gender Equality Promotion Committee
- Vietnam: National Committee for the Advancement of Women (NCFAW); Women's Union

- Philippines: Philippine Commission on Women

However, there is a lack of collaboration among these agencies and those that are directly responsible for fisheries and coastal resources management. Furthermore, there is no dedicated budget to share the knowledge across agencies.

Another element that validates the idea of an enabling environment is the integration of gender in national constitutions. Most countries conform to CEDAW, therefore it should be used as an entry point to strengthen gender mainstreaming at national level.

### **Opportunities for gender mainstreaming**

Ms. Torre presented the different opportunities for gender mainstreaming that have been identified during the research, and the questions that arose:

Opportunity 1: Mainstream inclusive and intersectional gender in policies and strategies that are in the process of being developed and/or create addendum policy/guidance to already adopted policies/strategies

There are existing policies and action plans in place. What are the gaps to ensure their implementation?

Opportunity 2: Encourage experienced civil society organisations to share gender integration best practice with other local NGOs and collaborate with governmental agencies

NGOs and CSOs are aware of needs and challenges on the ground. How to ensure that these organisations are involved in national level dialogues? Are budget limitations the only factor pertaining more collaboration between governments and civil society? Could donors be interested to support these dialogues?

Opportunity 3: Increase involvement of and support from national structures for the promotion of gender equality and women empowerment (i.e. Thailand Gender Equality Committee; Philippine Commission on Women)

Opportunity 4: Take advantage of the decentralised structures in the fisheries and coastal resource management of some countries

Through the different county profiles and field studies, it was observed that this sector is highly decentralized, and that working at family-scale might be easier than village-scale.

Opportunity 5: Take advantage of ICM and transboundary approaches to fisheries and coastal resource management (e.g. sub-regional programs)

Can gender be integrated in Integrated Coastal Management approaches? SEAFDEC also applies the Ecosystem-based Approach for Fisheries Management (EBFM). Can gender be

integrated in the EBFM approach?

Opportunity 6: Capacity building of national and local coastal and fisheries resource management stakeholders

Opportunity 7: Employing FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries

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## Discussion

Mr. Susanta Nanda, Chief Executive & Chief Conservator of Forests, Odisha, India commented on the involvement of coastal resources management and fisheries agencies in gender analysis. Through its governance mechanism at national level, the National Coordinating Body (NCB), MFF has involved these agencies in discussions. Ms. Maeve Nightingale added to this by encouraging Mr. Nanda to continue to mainstream gender in the Forests Chilika Development Authority and perhaps appoint a gender focal point to further the work. She also highlighted the importance of considering capacity development needs in national and local institutions to ensure gender is mainstreamed in sectoral policies.

Ms. Reevadee Prasertcharoensuk, Sustainable Development Foundation, Thailand asked about indicators that should be used to monitor change at different scales; individual, households, institutions. She also expressed a need for more information on appropriate participatory tools and preparatory process before undertaking a gender analysis. In response Ms. Torre welcomed the suggestion of developing indicators of change to integrate in the synthesis report. She added that this might need to be investigated further as grasping commonalities between two sub-regions and different national contexts will remain a challenge. Regarding participatory tools, she commented that the gender analysis toolkit includes a list of participatory tools that can be used at the discretion of practitioners. Participatory and capacity-building tools are very context-specific and should be applied accordingly.

Mrs. Meher Marker Noshirwani, Trust for Conservation of Coastal Resources (TCCR), Pakistan enquired about the possibility to access all gender analysis reports for all countries in the study. Ms. Nightingale commented that there are practical challenges to make these documents available as they are not standardized and, would require substantial editing. She added that she will consult the field practitioners and researchers that have been involved to assess this possibility.

There was a question from a representative from the Philippines regarding techniques for data collection. As Focus Group Discussions (FGDs) or Key Informant Interviews are often the participatory methods used for gender analysis, she wished for a standard set of questions to use. Ms. Torre replied that the gender analysis toolkit includes a standard list of question. She warned the participants that this list might not be applicable to all context, however topical questions are proposed to cover all domains of the gender analysis.

Ms. Resurrección commented that close engagement with women structures as highlighted

before could be an entry point to consider. The consideration is mostly to integrate gender in fisheries and coastal resources management agencies, however, it might make sense to also consider integrating fisheries and coastal resources management within Ministries of Women Affairs and other gender agencies. Ms. Torre added that mainstreaming gender in national policies will require dialogues at different levels. However, there is currently a lack of data and information available for a common understanding to be in place.

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## Session 4: Key Findings from the Regional Gender Study

Ms. Torre presented the key findings from the Regional Gender Study, highlighted in part 4 and 5 of the regional synthesis report:

**Finding 1 - Countries in the region are largely falling short of adequate gender mainstreaming in their national policies for fisheries and coastal resource management – piecemeal approach**

**Finding 2 - Women have diverse roles and responsibilities, yet their contribution is often undervalued**

Finding 2 analysed men' and women' roles. During the field studies, when asked about men's role, respondents usually were clear about the contribution made by men, however, the discussions also highlighted how women's roles have become invisible.

A one-dimensional approach cannot highlight the disparities and lead to generalization. Through the intersectional lens, researchers observed important differences for women from the same community. To illustrate these differences, Ms. Torre gave the example of intersectionality and responsibilities for water fetching in Sri Lanka where the ethnic background and religion affects women's responsibilities differently. In Sinhalese communities, women are expected to complete this task independently. Among Tamils, collecting water is a responsibility shared by men and women. In Muslim communities where the roles of women are often limited to within the household water collection is done by men.

This is also reflected in fishing responsibilities. Sinhalese women can, for example, go together with men on fishing boats. Tamil women often do not participate in fishing but are responsible for clearing fish from, and mending, nets. Muslim women also do not generally participate in fishing activities, however, they are often involved in gleaning. Gleaning is still seen as a low class type of activity, therefore another layer of intersectionality applies in addition to the gender layer. On a side note, gleaning is not seen as acceptable if the economic status of the family is decent.

### ***Overarching Recommendation:***

Increase intersectional gender awareness among communities and project implementers

### ***Specific recommendations:***

- Community level: facilitate men and women awareness rising sessions to ensure

collective understanding of and learning about the benefits and values of women's work in different spheres in coastal and fisheries resource management

- Project level: facilitate trainings in gender analysis with a focus on the intersectionality of gender and other axes of power
- Promoting participatory identification and strategizing to address societal discriminatory norms
- Engage and collaborate with relevant institutions and organisations
- Provide gender awareness materials in simple and easy to understand local language

### **Finding 3 - Women's participation in decision-making remains negligible at all levels**

One of the key findings from the study is that reproductive and care work makes it difficult for women to participate in decision-making. They often need to prioritise household tasks and do not feel entitled to participate in decision-making due to their level of education, and also physical and psychological violence. Although these factors are not always taken into consideration, physical and psychological violence affects the opportunities for women to express their needs and challenges. Ms. Torre stated that empowerment starts at home.

When looking at the time mapping exercise in Keti Bundar, Pakistan, women found it difficult to find the time to participate. This visualization exercise is important because it is easier to explore the different perspectives of men and women. It also allows women an opportunity to express verbally their activities, when these are usually undervalued.

In Krishna Delta, India and in the Maldives, community gathering times often coincide with important periods for household tasks. It is therefore important for practitioners to consider this limitation when introducing projects and programs in a community. To increase participation rates, activities must be timed according to women's free time. The same observation was made in Cambodia.

There are other factors affecting the degree to which women are able to participate in or influence decision making processes. Broader political contexts, for example conflicts, which have disconnected communities leading to further women disempowerment through additional social barriers and/or roles and responsibilities.

Income differences can also explain differences in decision-making participation at both household and village level. A respondent in Trat, Thailand expressed that women who contribute to income generation feel more empowered and proud, increasing their participation in community discussions.

#### ***Overarching Recommendation:***

Improve women's agency in decision making power and beyond

#### ***Specific Recommendations:***

- Promote participatory understanding of underlying inequalities
- Awareness campaigns targeted at men that highlight the importance of joint decision-making and sharing tasks/responsibilities

- Providing training in leadership as well as business literacy, favourable credit policies and financial support to motivate women entrepreneurialism in fisheries activities
- Awareness/prevention of Violence Against Women

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## Discussion

Ms. Prasertcharoensuk, SDF added that unless rights-based approaches are mainstreamed, there will not be a space for women to engage. She advocated for capacity building sessions where women develop their own identity to create opportunities and, create structural space to take part in community activities and decision-making. She added an example: Infrastructure projects need to consider women and men rights separately. Ms. Torre commented that bridging this gap will require a comprehensive analysis of how structural issues are affecting women's conditions. Unfortunately, the time allocated for trainings is usually too short to focus on these structural issues.

Ms. Nisha Onta, WOCAN wished to highlight that conflicts can also lead to an enabling environment for women to participate in decision-making. In northern Sri Lanka, women leaders emerged after the war due to their involvement in the conflict. She also stated that capacity building exercises should include the formation of women groups or women networks to increase capacity for decision-making. Ms. Torre conceded that the gender analyses did not differentiate between individuals and women groups.

There was a comment about another factor that needs to be taken into consideration, seasonal migration. Ms. Torre confirmed that women often face a double burden when men migrate, and rules and responsibilities can change during periods of conflict and seasonal migration.

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### **Finding 4 - Old and/or poorly implemented laws and policies, economic processes, lack of information deepen socially constructed gender inequalities which remain pervasive**

Country profiles and field research showed that there are existing laws for gender equality, however, these do not seem to influence equality in practice at the community level. Ms. Torre discussed the example of Bangladesh, where Muslim women are aware of their inheritance rights to land and property according to the Islamic law, however very few claim ownership. Laws establishing rights for women are largely not enforced. Furthermore, in many cases women are not aware of their rights despite the existence of national laws.

The Odisha gender analysis highlighted that “most women and men, including local government officials, are unaware of the existence and availability of the progressive legal frameworks like Hindu Succession Amendment Act 2005 giving equal rights to daughters and sons on parental land and property.”(GA, Odisha, India, 2018)

Access to micro-finance is another example of gender discriminatory practice, where women need to be endorsed by the father or husband to be eligible for a loan.

Employment access is largely discriminatory in the Maldives, where it is not culturally acceptable for women to work in the tourism industry, even though it is a growing sector.

Ms. Torre concluded this finding by mentioning the development of a policy on water rights in Odisha. During the development of the policy, the discussion revolved around the acceptance of water rights as individual rights or community rights, when women rights were not considered although they are the ones fetching water.

***Overarching Recommendation:***

Provide gender analysis training and support for government institutions, local organisations and project implementers

***Specific Recommendations:***

- Increase gender-sensitisation training for relevant institutions and ensure that it is contextualised for the specific project needs and area
- Shift away from general gender trainings to address multiscale gender research/analysis and specific ways to mainstream gender in fisheries and coastal resources project
- Involve and collaborate with relevant national and local institutions and organisations

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**Discussion**

Ms. Torre and Ms. Resurrección conversed about the impact of customary laws on women's conditions. Ms. Torre commented noted that the diverse gender analyses did not point particularly at customary laws e.g. standards of a community. However, it might make sense to have a separate section on customary laws in the regional gender synthesis report.

A representative from Indonesia made reference to East Java, where customary laws are weak while in Bali, women do not have land rights. Another example was provided for India where women rarely receive land ownership rights. In terms of customary practices, women do not receive fishing ID cards, and therefore cannot access certain schemes that are beneficial for fisher families.

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**Finding 5 - Social norms and gender roles are not fixed. Gender discriminatory norms can change in enabling environments**

Finding 5 was illustrated with an example from Sri Lanka, where women had to re-invent their role post-conflict. This moment of struggle created vulnerabilities and new capacities as women needed to generate income to sustain their family. It led to a sense of independence for many women of the northern areas.

During the gender analysis in India, a respondent from Krishna Delta, India stated that because the family was poor, husband and wife had to both work in the fields, leading to a feminization of agriculture.

In Cambodia, many women are employed garment factories. The need to earn an income changed the social norms, leading to more and more women employment in factories.

The Maldivian case that was presented drew attention to the double-burden that women have to face in terms of productive and reproductive work combined. The testimony from one teacher showed that despite the economic independence, she cannot attend community meetings due to the time spent on other tasks.

***Overarching Recommendation:***

Work towards women’s economic empowerment and beyond

***Specific Recommendations:***

- Ensure women’s work, both reproductive and fisheries work in pre-and post-harvest stages, is always recognised and valued
- Ensure implemented activities do not increase time burdens and hardship of women – redistributing gender roles
- Introduce and create innovative livelihood opportunities to enable diversification
- Increase access to and provision of technical support, equipment and training in crafts and marketing

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**Discussion**

Ms. Resurrección added that recommendations should consider quality of work, particularly in the case of waged work. The conditions that come with economic empowerment might worsen the well-being of women. Ms. Torre commented that there was not enough material to draw conclusions on these issues, however, informal work was often mentioned as an entry point to economic empowerment. During several gender analysis, female respondents saw benefits in informal work and wished for further training in craft work for their economic independence. She added that in some cases, female respondents admitted being part of the productive work. However, they were not part of the decision-making process on the usage of the income they generated.

Ms. Resurrección also emphasised the need for a recommendation around ‘addressing material and physical well-being of boys and girls’. Ms. Torre would welcome further research on men, boys and girls as participatory exercises such as time-mapping were more focused on women.

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**Finding 6 - Women and young girls’ self-esteem and ability to partake in community activities are undermined when experiencing physical violence -violence against women (VAW)**

Finding 6 is the result of many lived experiences from women across the field sites. When asked about this issue, many respondents would refer to other women from the community as a way to protect themselves.

Iva, one of the respondent told the story of Panna from Nijhum Dwip Island, Bangladesh. “Panna cannot work hard being regularly tortured by her husband, especially since a year ago, when her husband poured a pan of burning coal on her head. The matter went to local arbitration as well. The jury scolded her husband for this behavior and gave a warning not to behave like this next. And Panna is living her life, avoiding hard work and heavy work. She cannot take it anymore, she does not feel fit at all.”

Ms. Torre affirmed that “tortured” appeared many times in the testimonies of respondents from the different gender analyses. Although English isn’t the first language of translators involved in facilitating the field work, it can still be interpreted as a sign of ill-being.

This finding was illustrated with another example: Ama’ story from Krishna District, India. “She finds no hope towards any livelihood options. Her mother wants to initiate a dialogue with her husband and mother-in-law, but Ganga is not interested to go back to her husband as she is not able to tolerate the violence.”

***Overarching Recommendation:***

Prevent VAW as part and parcel of gender mainstreaming efforts in coastal and fisheries resource management

***Specific Recommendations:***

- Include measures for combatting violence in a planned and integrated manner
- Increase awareness in local communities and in schools as educated children can change household dynamics and prevent violence
- ‘Child to parent’ message delivery mechanism connected to community police
- Monitoring complemented with ‘child to child’ support network

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**Discussion**

A comment was made that addressing poverty and women violence should be considered together.

Ms. Clara Park, FAO, commented that changing women’s consideration in the home through economic empowerment can also lead to increased domestic violence, and that this potential trade-off needs to be considered when implementing projects.

A comment was made from the Philippines that VAW should be included in formal education curriculums. Ms. Torre also believed that partnering with universities around this issue could have positive impact. Ms. Nightingale added that through the Regional Course on Integrated Coastal management implemented by MFF and the Asia Institute of Technology developed a section around gender equality and gender mainstreaming in projects that she can share with lecturers.

Mr. Mohammad Shahad Mahabub Chowdury, MFF, reflected on women and conservation. He explained that in Bangladesh, women are very much involved in conservation of natural resources, sometimes more than men. He provided an example related to water collection being

the responsibility of women. During the gender analysis, it was found that women were more engaged than men in natural resources conservation.

Ms. Najfa Shaheem, IUCN, described an example from the Maldives. From her experience in the Maldives, only men are involved in resource extraction. She found it more difficult to engage women in conservation because their sense of ownership does not exist as they are not primary users. She added that it is difficult to go against the norm and increase women's participation in conservation.

A comment from Indonesia confirmed this statement that men's role is visible along the entire supply-chain whereas women's role is limited to post-harvest most of the time, giving men the feeling that they are entitled to express their resource ownership.

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## **Session 5: Sharing the Knowledge on Gender Integration in Coastal Management and Small Scale Fisheries Policy, and Monitoring and Evaluation of Gender Outcomes in Sustainable Coastal and Fisheries Management**

### **Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries (SSF) in the Context of Food Security and Poverty Eradication and Gender Equality - FAO**

#### **The importance of gender equality in fisheries**

Ms. Park, FAO started her presentation by highlighting the importance of gender equality in fisheries due to significant contribution that women make to this sector.

About 50% of all people employed in fisheries in the world are women. While many are involved in post-harvest, they play key roles in:

- Fish processing (including smoking) and trade - In Asia, as much as 60% of seafood is marketed by women (SOFIA, 2012)
- Fishing in own boats in inland waters (Cambodia, Thailand)
- Collecting seafood (mussels, clams) in coastal areas
- Financing fishing operations and owning boats
- Sustaining the fishing household, caring for children and community members

She added that in certain countries women are involved in inland fisheries and aquaculture. They are also very active in gleaning and seafood collection. This work is often combined with reproductive and care work, although women consider it as an extension of their domestic work. There is little recognition of women's role due to the lack of information and sex-disaggregated data.

Women are under-represented in management and decision-making processes, including as professionals in fisheries and related sector organizations. However, women's greater

participation in decision-making is key to integrated and equitable governance.

The Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries (the SSF Guidelines) is the first internationally agreed instrument dedicated to the small-scale fisheries sector. Gender is recognized in the Small-Scale Fisheries (SSF) Guidelines:

- Gender equality is mainstreamed in all policies and laws relevant to fisheries, in particular SSF
- Policies and laws are in line with international instruments
- Ensure equal participation in decision-making processes for SSF policy development, or encourage women to participate
- States should address discrimination and create spaces for CSO and women to participate in monitoring
- Encourage women to participate in fisheries organizations and provide organizational development support
- Policies and laws set out clear implementation mechanisms to achieve gender equality including through access to extension, services and legal support
- Encourage technologies that are appropriate to women's work in the sector

A standalone document was developed through a participatory process in order to support gender-equitable small-scale fisheries by enhancing the understanding of their gender dimensions, and with a focus on the specific role and conditions of women in the small-scale fisheries sector. This document includes case studies to illustrate representative scenarios from small-scale fisheries across the globe. It also highlights the specific responsibilities of States and all other stakeholders for implementing policies and plans that help promote gender equality, while also helping to promote the sector's growth and sustainability.

### **Measuring progress**

FAO is searching for partners to develop the monitoring framework, including the development of indicators. Fishing development programmes have focused on men's needs and priorities, ignoring the different impacts of policies and programmes on each population category and paying little attention to the important role of women in the sector.

Ms. Park, FAO added that they are aiming to develop participatory measurement tools in accordance with the SSF guidelines, which could build on the annual report of member states that requires sex-disaggregated data. FAO has also established a methodological guidance for household survey and census data for detailed socio-economic data collection. Countries that have adopted the Code of Conduct for Responsible Fisheries are required to report every two years on SSF guidelines implementation. When reporting on SDG 5 and SDG 14.b, countries are making references to the SSF guidelines.

### **Regional Implementation**

FAO's ongoing and future regional activities;

- Ensure that appropriate fora exist to address issues in relation to transboundary resources and migrants and migratory fishers and fish workers.

- Incorporate the SSF Guidelines into the agenda of the ASEAN at ministerial level.
- Identify key partners at national and regional levels (NGOs, international organisations, other government departments), including indigenous peoples and National Human Rights Committees (NHRC).
- Regional projects/initiatives/consultations to explore synergies and opportunities for SSF Guidelines (Sri Lanka, Bali, Thailand)
- Prepare zero draft of Regional Action Plan and organize a SEAFDEC Regional Technical Consultation to discuss the zero draft (for subsequent introduction into the ASEAN mechanism).

She added that Cambodia has developed a National Action Plan for Gender Mainstreaming and Elimination of the Worst Form of Child Labor in Fisheries sector, 2015-2020.

### **Creating more knowledge**

FAO has published two case studies on women’s empowerment in aquaculture value-chains in Indonesia, which provides the evidence-base to highlight issues at local level.

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### **Discussion**

A participant from the Philippines described the registration of fisherwomen where monthly updates are made available to the Bureau of Fisheries and Aquatic Resources (BFAR). Ms. Jennifer Gee, FAO encouraged government officers to share their sex-disaggregated data with FAO through official channels. FAO is aware that the data is being collected, however it is not always shared with them.

There was a question from India regarding FAO’s advocacy with countries to adapt the SSF guidelines in national policy. Ms. Park, FAO explained that the advocacy for these guidelines need to take place at different levels, and that it is necessary for countries to take ownership of the guidelines. When local organisations use these guidelines, it should be communicated with the government. FAO relies on countries to implement the guidelines so it is important to have the evidence-base of organisations using the guidelines at different levels.

In the Philippines, there is a noticeable lack of involvement of agencies in charge of welfare for fisheries workers. Under the Department of Agriculture there are benefits, such as social security, provided to workers that are not extended to the fisheries sector.

A participant from Thailand inquired about the best way to make the guidelines practical. In Thailand, there are gender focal points in agencies, and dedicated budget, however gender mainstreaming is still very limited.

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### **Gender Integration and Monitoring, Evaluation of Gender Outcomes - WOCAN**

Ms. Nisha Onta gave a brief description of the Women Organizing for Change in Agriculture and

Natural Resource Management (WOCAN) WOCAN is a women-led international membership network of women and men professionals and women's associations working to advance women's empowerment and collective action to tackle climate change, poverty and food insecurity within enabling environment. In Bangkok, WOCAN is the designated helpdesk of the Embassy of Sweden for gender equality and gender mainstreaming.

She explained that WOCAN sees two main gaps to address for better gender integration:

- Unpaid labour  
Women who are providers of food, education and healthcare for their families and communities are not compensated for unpaid care labour.
- Lack of accountability  
Gender mainstreaming is not enough. There is a lack of incentives and most gender activities are measuring outputs only

WOCAN and partners developed the W+ Standard to increase rigor and accountability of gender programs, to incentivize new investments in women's empowerment, and to create a market-based results-based financing mechanism. The W+ Standard combines metrics and procedures to measure and verify women's empowerment results within projects. It provides a framework for designing and monitoring results through creation of methods, indicators and questionnaires for six areas of women's empowerment. This has created a platform to enable governments, organizations, companies and individuals to achieve transparency and effectiveness using a results-based framework to ensure progress.

Ms. Onta added that food security wasn't initially included as domain, however, after discussions with interest groups, it was decided to add this domain. She gave one example from Kenya where food security is crucial, describing the case of a woman who would be beaten if she was not able to bring food home in the evening. In this case, other domains did not seem as important as food security. WOCAN is working with the World Food Programme (WFP) for this particular domain.

The W+ standard can be applied to a project or programme. The certification is available for different sectors; agriculture, forestry, agro-forestry, renewable energy, climate adaptation; it also has a registered trademark that can add value as fair-trade products.

Ms. Onta explained that each domain has its own methodology, and described the approach for the domain 'income and assets' where the total income and assets increase for women is calculated by comparing:

- women's increase in income and assets with that of the baseline,
- adjustments for household labor and other expenses, adjustments for loss of income and assets to non-women as result of project implementation,
- and adjustments for days the project intervention was not operational

Indicators considered for this domain include:

1. Increase of income when project is operating as designed
2. Average funds saved per month over the past year

3. Combined value of land owned and residence owned.
4. Combined value of funds invested in savings group and line of credit
5. Value of prioritized assets.
6. Value of livestock owned.
7. Value of agricultural equipment not listed above
8. Income potential based on formal education level.
9. Value of household labor invested.
10. Value of expenses (waged laborers, materials, equipment, energy costs, fees, etc.) invested.
11. Value of income and assets lost to non-women due to project.

The process includes several steps:

1. Consultations with women
2. Development of project design document. A template is available
3. Baseline survey. If the project is already ongoing, households that are not part of the project are considered as baseline. A sample survey can be provided on request.
4. Measurement of results. A MLE template is available
5. Verification by third-party. WOCAN works with the Social Auditors Network. Half day/ One day is required for the verification process. The verification report is sent to WOCAN. WOCAN might suggest additional activities before certification is provided.
6. Issuance of units
7. Direct payment to women

Ms. Onta concluded that the W+ standard is meant to measure women's empowerment because "what gets measured gets valued". It integrates care, unpaid and informal work.

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## Discussion

There was a question from India regarding the measurement of gender violence. Ms. Onta stated that gender violence is not yet measured within the standard, however, it makes a reporting mechanism at community level mandatory. She added that the standard provided the opportunity to look at certain issues through the gender lens such as climate-change, fisheries.

Ms. Nightingale commented that a proper situation analysis always includes a vulnerability assessment or resilience assessment. MFF has developed documentation to capture this baseline. Ms. Nisha Onta mentioned the Capacity and Vulnerability Assessment (CVA) tool, which can also be used.

Ms. Pattaratjiit Kaewnuratchadasorn, SEAFDEC-Sweden, mentioned that SEAFDEC with the funded support from Sweden is in the process of integrating the SSF Guidelines into its programs and activities in the regional context, and that SEAFDEC-Sweden Project developed their own gender tool for assessing the gender equity and social well-being in fishing communities, which is expected to be finalized in 2019.

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## Session 6: Group Discussion

Some participants commented on the Findings from the Regional Gender Study:

Points that can be strengthened in the Regional Gender Study:

- Findings are general, and did not capture specific dimensions of fishing communities (Bangladesh)
- Findings were capturing only the negative and not the positive. Climate-change is also not well captured (Bangladesh)
- Lack of resources/ opportunities for gender equality should also be captured
- It needs to capture gender division by professional field
- Recommendations should include “How to’s”
- VAW is mentioned in specific areas, where the field study has been conducted. However, it should not be generalized
- Sampling size and respondents in the field study should be clearly mentioned
- Common criteria should have been agreed on for site selection
- The study did not solely focus on fisher groups, it should be precised.

Points that have been well captured in the Regional Gender Study:

- Male domination in terms of access and control of resources was well captured (Maldives, Myanmar)

Participants shared experiences of gender integration in environment and fisheries programmes.

*What are the challenges to integrate gender into environment and fisheries programmes from the national policy to the local level?*

<b>National level</b>	<b>Local level</b>
Women do not feel empowered to join management process. There is a need to raise men’s awareness on gender equality to get full cooperation at policy level. It is also important to increase the number of women decision-makers	Assumption that women do not generally want to get involved in natural resources management
There is a lack of political will, and an insufficient allocation of resources (except for Bangladesh)	Women’s participation in community activities is constrained by a lack of time
Implementation of gender strategies remains limited	Common thinking is that decision-making is done by men, and labour by women
Lack of gender experts particularly at policy level	Practitioners have to deal with customary beliefs: social setting, mindset
Gender equality policies at national to regional level are usually ‘paper’ policies that	Women have insufficient knowledge on how to claim their rights/ claim their space

are not really implemented	
There is very little collection of sex-disaggregated data, making it difficult to make a case for fisherwomen to be recognized	Women's own confidence is sometimes lacking. They do not express their rights or needs
Lack of political will. Little recognition of NGOs/CBOs initiatives to integrate gender into their projects. No uptake of results at policy level.	Women's roles are usually limited to the reproductive/ care work
VAW remains a 'taboo' in many societies. There is little information or data to address the issue	Whenever women are involved in the fisheries supply-chain, it is usually limited to post-harvest
Gender is always considered as a cross-cutting issue, not a primary one	Women are usually given decision-making at household level, and not outside of its boundaries. Decision-making power usually very much linked to cultural/ societal norms
Lack of gender experts in the political sphere	Low education level in rural/ coastal areas that are outside urban areas. Example of Pakistan or Myanmar
Terminology used even at policy level is usually fishermen and not fisherwomen	Women are not granted ownership of fishing equipment e.g. boat or fishing license in many countries

*What are the opportunities and solutions (recommendations) to improve gender integration into environment and fisheries programmes from the national policy to the local level?*

<b>National Level</b>	<b>Local level</b>
Cambodia is a good example of gender integration in fisheries policy. Cambodia's national Action Plan for Gender Mainstreaming and Elimination of the Worst Form of Child Labor in Fisheries sector, 2015-2020 is a very good signal	With economic empowerment, participation increases
Raising awareness at all levels on gender inequalities. Provide capacity building sessions	Increase women membership in associations
Increase women participation at political level	Gender parity does not equal gender equality. It is important to look at women's roles, responsibilities and, ultimately decision-making power
Increased integration and inter-department coordination	Usual development sector issue: how many beneficiaries are women? When asked to evaluate the impact on these women, very little is known.
Double problem: if they exist, gender institutions are not aware of fisheries/ coastal	Increasing number of champions/ advocates for gender equality, particularly in natural

resources management issues	resources management context
Integration of gender in the formulation of policies at local to regional level	In the Maldives, family-owned businesses can be owned by women. There are also women-led cooperatives, although they are not well-recognized by the government.
	Women can operate and own seafood factories in Vietnam

*Response to recommendations/ Putting recommendations into actions. What are the commitments that individual organizations can make to improve gender integration into environment and fisheries programmes from the national policy to the local level?*

<b>National level</b>	<b>Local level</b>
Government departments need to allocate clear budget for gender mainstreaming	Organize separate meetings/ consultations for men and women
Raise gender awareness among departments. Hire gender experts in each department	Knowledge building of men and women should be planned and conducted separately – potentially using different participatory tools/ exercises
Create a common platform for knowledge exchange on gender issues	Promote co-management at community level
Reward gender champions	
Disseminate the Regional Gender Study among fisheries departments	
Gender equality integrated in curriculums at all level of education	
Provide more opportunities for women to access education	
Trainings on gender and development integrated in natural resources management curriculums	

## **Session 7: Launch of Research Brief “Opportunities for gender equality in fisheries and coastal management in South and Southeast Asia”**

Ms. Torre highlighted the lack of capacity as one of the top issues discussed among participants, however, capacity cannot increase unless adequate awareness raising has taken place. Across many sectors gender equality is often discussed as a “thing just about women” or a “women thing”. Mentalities need to evolve. She also added that raising awareness or increasing capacity through trainings will require dedicated budget. Therefore, there is a need for champions among all institutions to build the political will necessary to allocate budget for gender mainstreaming.

The pathway towards gender integration in research and policy is described in the research brief “Opportunities for gender equality in fisheries and coastal management in South and Southeast Asia”. She encouraged all participants to review it and provide some feedback.

## Session 8: Country Action Plans

Ms. Nightingale opened the session with a summary of key elements that need to be strengthened for gender integration:

- Capacity
- Awareness
- Political will
- Budget
- Coordination/ Collaboration

Participants were then divided into country groups and invited to frame their recommendations into Country Action Plans, answering the following questions:

- What are some commitments/actions that individuals and organizations can make to improve gender integration/ mainstreaming into coastal resources / environment and fisheries policies/ programmes from the national policy to the local level?
- How can mechanisms/ policies for women’s affairs be better engaged to integrate matters of environmental management into their agendas?
- What capacity development is needed to mainstream/ integrate gender into coastal resources / environment and fisheries policies/ programmes more effectively?
- Other recommendations/ actions?

Ms. Nightingale commented that responses from the groups would be integrated to the regional synthesis report to highlight tangible needs in the region for future programme development.

## Session 9: Country Group Feedback and Wrap-up

### Philippines

In the Philippines, the proposed action plan was the following:

Continuing commitment to improve gender integration into coastal resources management (CRM), environment and fisheries policies from national to local level through five main activities:

1. Examining if and how women and men participate in CRM, environment and fisheries

policies using set of indicators and criteria for gender integration

Through the following mechanisms:

- Conduct women situation analysis on sustaining the fisherfolk registration, making use of the Harmonized Gender and Development Guidelines in all phases of programs and projects;
  - Enhance collaboration among all fisheries stakeholders;
  - To achieve this, capacity building needs are the following:
    - Continuing gender sensitivity training for management, staff and focal persons
    - Continuing communication skills development training
- 2.** Increasing the appreciation and awareness of women's roles and contribution in CRM, environment and fisheries policies

The main mechanism proposed for this is to conduct gender and development sensitivity training on leadership and CRM. The capacity building need is the following: continuing personality development trainings.

- 3.** Recognizing the roles and contributions of women in the fisheries sector

The mechanism identified is to organise information education and communication (IEC) activities on the roles of women in the fisheries sector, and to strengthen the fisherfolk registration system. Leadership trainings have been also identified as capacity building need for these activities.

- 4.** Enhancing the awareness of women in the fisheries sector

Through the training, organization and creation of women fisherfolk organizations, e.g. women managed areas, cooperatives formation for women. The main capacity building need for this commitment is gender sensitivity training.

- 5.** Advancing capacity building for women and men in Gender And Development (GAD) in the organizations

Advancing capacity building for women and men in GAD in the organizations by developing and promoting women-friendly fishing gear as well as provide alternative livelihoods. This will require the organisation and facilitation of trainings for social preparation.

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## Discussion

There was a question about women managed areas. Gender is about men and women working together, however, dealing with illegal fishing is difficult and not always adapted for women. In the Philippines, women do receive training for law enforcement, not just men. Furthermore, women managed areas are usually joint. It just encourages women's participation in governance.

Ms. Nightingale added that organizational capacity in the Philippines should become a model for empowerment processes for fisherfolks elsewhere. She was interested to hear more about the personality training. The personality training module will support strengthening communication skills and provide coaching for women, who work in this sector. For example, the training will touch upon balancing productive and reproductive roles. Activities include discussions with older women from the community. The training is conducted in collaboration with the local government unit (LGU), which provides venue and suggests participants.

There was a question about the focal ministry for gender and its budget allocation. In the Philippines, there is the Philippines Commission for Women (PCW). This agency ensures that all government agencies mainstream gender in their work. Each agency is audited (by the Commission on Audit) to make sure that the budget for gender is well allocated. If the budget has not been allocated, the agency will receive a sanction for neglecting its duty. They have been provided guidelines by the PCW to guide their activities and budget allocation. Ms. Torre added that 5% allocation is provided up to local level. The provision of guidelines has been very beneficial to all agencies, who did not know how to use the 5% budget for gender and development.

There was a question about the structure of gender sensitivity trainings. It is a 3 day training, where the first day deals with gender and development, second and third day will focus on personal development.

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## **Indonesia**

Indonesia already has a regulation on gender mainstreaming, which was enforced after presidential instruction. In 2012-2014 a gender mainstreaming working group was set-up by Ministry of Women and Children Empowerment and Ministry of Marine Affairs and Fisheries. It developed a guidance on gender mainstreaming in 2015.

In 2016-2017 gender mainstreaming was implemented at national to local level including development of alternative livelihood models for women. Since 2017-2018, the Ministry of Marine Affairs and Fisheries has started to collect data, however there are still data gaps due to Indonesia's landscape. The Ministry of Marine Affairs and Fisheries developed a national strategy, won an award for gender mainstreaming from the Ministry of Women and Children Empowerment.

### **1. Capacity Building**

- Strengthening and providing technical assistance to local government in implementing gender integration/mainstreaming;
- Strengthening collaboration/synergy among Ministry of Marine Affairs and Fisheries with other institutions (Ministry on Women and Children Empowerment, local institutions, universities, NGOs, etc);
- Training local and national parliament members on integrating /gender mainstreaming in

environmental topics;

- Strengthening community empowerment to create gender champions at local level – Develop role model on local gender champion.

## **2. Awareness**

- Improving early stage education on gender and environment;
- Encourage local/traditional knowledge on sustainable coastal and fisheries management;
- More publications and knowledge sharing on gender and environment;
- Include gender indicator as part of ecofriendly fisheries products.

## **3. Coordination/Collaboration**

- Improve data collection (quality, validity, reliability of data on gender disparities) - to support data analysis and decision-making.

## **Thailand**

### **Entry point for Gender Mainstreaming in fisheries in Thailand**

#### **1. Consider gender in projects/ organisations**

Gender equity and equality is considered an integral part of national fisheries strategy/plan. Gender indicators are in place for projects implementation/ monitoring and evaluation.

#### **2. Examine the gender roles**

Sex-disaggregated data is collected and research conducted to ensure women's role in fisheries is well captured.

#### **3. Addressing women's practical and strategic concerns and priorities**

Practical and strategic concerns and priorities are addressed through capacity building on income generation, analytical skills, knowledge.

#### **4. Communicating and networking "gender in fisheries"**

Meeting with women groups, NGOs and participating in conferences to share gender experiences in fisheries. Media outreach and publications were also a medium used to communicate on gender issues.

### **Adoption of Gender strategy**

The Department of Fisheries (DoF) has adopted a Strategic Plan on Promotion of Gender Equality in Fisheries Sector for 2017-2021 (5 years). Action plans were developed by all divisions of the DoF. The process that was undertaken to develop the action plan was the following:

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

### **Action Plan to promote gender in the Department of Fisheries**

1. Set up a DoF policy 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. Encourage gender equality in projects/activities at the community level
  - Women's involvement in decision-making (fisheries management);
  - Women's access to information and technology.
5. Monitoring/statistics
  - Indicators development, reporting procedures;
  - Monitoring of gender indicators.
6. Strengthening of gender networks /publications

### **Continue the implementation of gender action plan**

1. Monitoring/statistics
  - Indicator development (before-after project implementation) address the gender issues and reporting procedures (to see improvement of gender promotion);
  - Small-scale fisheries (assessment of gender perspective in well-being and economic improvement);
  - Collect sex-disaggregated data;
  - Make use of SSF guidelines (M&E guidelines).
2. Pilot project on research and development for gender promotion (integrate in the existing project/program)
3. Strengthening of gender networks /publications

### **Challenges**

- Low recognition of gender issues at societal level;
- Limited budget allocation for gender mainstreaming/promotion due to limited awareness on gender issues;
- Receiving support for gender promotion from management;
- Existing mechanism (strategic plan/action plan/ gender focal point). Challenge to make effective use of the mechanism.

### **What is needed?**

- Promote gender at different levels:
  - Integrate gender issues in ecosystem based approach for fisheries management;
  - Enhanced cooperation with NGOs, CBOs;
  - DoF: inter-agency coordination;
  - Budget allocation for gender integration.
- Gap analysis: to decide approach for improvement
  - Develop indicators for monitoring;
  - Gender mainstreaming in pilot site, upscaling.

### **Sri Lanka**

In Sri Lanka, the Ministry of Fisheries has 7 departments for each sector. There is also a Ministry of Wildlife, Ministry of Environment, Ministry of Women Affairs and Ministry of Education. These all have a role to play in gender integration in coastal resources management and fisheries. There are also plenty of NGOs and CBOs that deal with gender and fisheries/ coastal resources management.

It is also important to note that there are fisheries federations for about 15 000 women led CBOs linked to fisheries. Agencies like UCN support the government in developing GEF projects that integrate gender. A gender expert has been hired for the project preparation, which focuses on agriculture, tourism and fisheries.

At the local level, the sector is very much male dominated. Women's role is usually limited to post-harvest and marketing. Gender integration is not part of the mandate of the Ministry of Fisheries. There is a lack of coordination between the Ministry of Women Affairs and Ministry of Fisheries.

Sri Lanka's Action Plan was based around the following key points:

- Recommendation: hire gender coordinator/ unit in each 14 coastal district within the Ministry of Fisheries. This special unit could coordinate with Ministry of Women Affairs to bring gender issues to light;
- Uptake of good practices from NGOs, CBOs by the government. It would be good if some donors would be interested in mainstreaming these good practices at the ministry level;
- To mitigate the lack of gender expertise, create a knowledge platform to exchange information on gender. There are many women activists;
- Gender-sensitivity training programs for policy-makers (particularly at high-level).

## **Maldives**

Maldives' action plan was built around these key elements:

- Immediate: share the research brief with policy makers;
- Address gender aspects in South Ari Marine Protected Area management plan. IUCN is implementing this USAID funded project in Maldives for the development of a management plan in South Ari MPA. The project will conduct a consultation to better integrate gender in the management plan e.g. integrate women's roles and needs;
- Incorporating gender indicators into Fisheries Strategic Action Plan;
- Mainstream gender into Environment and SDG Working Group;
- Host a national forum to mainstream gender and natural resources management in collaboration with IUCN Asia Regional Office.

## **Cambodia**

Cambodia's constitution recognizes gender equality - "men and women have equal rights and enjoy equal participation in political, economic, social and cultural life; equality in marriage and family; and employment and equal pay for the same work".

Cambodia already has a Neary Rattanak I-V: National Five Year Strategic Plan for Gender Equality and Women's Empowerment. Furthermore, MAFF endorsed the gender mainstreaming policy and strategic framework in the agriculture sector, 2016-2020. It includes an Action Plan on Gender Equality Promotion and Child Labor Elimination in the Fisheries Sector, 2016-2020.

Furthermore, Fisheries Administration (FiA) endorsed an Action Plan for Gender Equality Promotion and Child Labor Elimination in the Fisheries, 2016-2020 for purpose as follows:

1. To build capacity of relevant stakeholders at all levels on gender equality and child labour in the fisheries sector;
2. To promote gender roles' economic empowerment through good practices of Community Fisheries (CFi) management;
3. To prevent and withdraw children from child labour and from hazardous work in the fisheries sector; and
4. To improve monitoring and evaluation (M&E) mechanisms on gender equality and child labour in the fisheries sector.

### **Gender equality has been taken into account:**

- Gender indicators have been integrated in SPF 2015-2024 and reflected in the Annual Action Plan for fisheries in all sub-sectors/projects;
- Implementing the activities in table matrix's Gender 5 Years Action Plan 2016-2020 in the Fisheries Sector:

- Capacity building: to FiA management teams both national and provincial level and local community levels (CFi) via trainings and workshops;
- Awareness raising to local communities and fishers (especially CFi committee and members), related local authorities and stakeholders through indoor and out-door trainings/events;
- Take actions at ground/community level (CFi).

#### **Further actions:**

- Integrate gender actions/issues into all stages of project cycle: integrate gender indicators and actions in all sub-sectors/projects/programs of the fisheries section for annual plan, mid-term and long-term plan preparation;
- Create gender awareness among management team and staff at all levels to understand the gender concept and issues in order to avoid misunderstanding of gender;
- Coordination team of gender mainstreaming should be from higher position, who understand and can influence it.

#### **Capacity Needs:**

- Build gender awareness of fisheries policy/planning makers at national and sub-national levels, including community level through trainings, study tours and dissemination events;
- Seeking funding for implementing of the endorsed Action Plan for Gender Equality Promotion and Child Labor Elimination in the Fisheries 2016-2020 (especially at community level, with 39 CFis in coastal areas);
- Provide training on coordination/facilitation skills to concerned officers and stakeholders;
- Need for sex-disaggregated data collection and gender analysis guidelines in the fisheries sector, small-scale fisheries (CFi) for Cambodia;
- Improve gender roles' economic empowerment, increase fisheries families income and poverty reduction, through the application of suitable and sustainable livelihood approaches and good practices of CFi management by implementing suitable gender roles' activities of CFi for men and women members with real actions (learning by doing) at CFi level;
- Documentation of good practices regarding enhancement of gender roles and women economic empowerment at CFi level for better small-scale fisheries governance;
- Capacity to improve M&E mechanism at national and sub-national level with gender response.

#### **Myanmar**

According to the national constitution in Myanmar, every citizen should enjoy equal rights for liberty, justice. Myanmar is also an active member of the ASEAN Committee on Women (ACW). In regards to strengthening efforts at national level, Myanmar has established a National Committee for Women Affairs under the Ministry of Social Welfare, Relief and Resettlement. However, there is no information on budget allocation for gender mainstreaming across ministries.

There is also very limited sex-disaggregated data or information about gender roles according to social norms. This information is necessary to assess gender gaps in Myanmar, however, there is little coordination and information sharing from ground level to government level. Recommendations from other countries could help address this issue. Furthermore, it would be beneficial to hear how other countries have mainstreamed coastal resources management within their agencies responsible for women affairs.

Myanmar has established a National Coastal Resources Management Committee, which includes many relevant ministries, and has the vice-president as chairman. One of the focal ministries is the Ministry of Social Welfare, Relief and Resettlement (MSWRR). In the Rakhine State of Myanmar, the government has been working with UNDP and UN WOMEN to integrate gender in policy.

Gender Mainstreaming should be proposed as key focus for the NCRMC. Department of Fisheries, Ministry of Livestock and Irrigation, Forestry Department under the Ministry of Environmental Conservation and Forestry are all involved in the sustainable management of coastal resources, however, their work is not integrated and the communication across ministries/ agencies is very limited.

In Mon state, there are established fisheries community groups and women groups. These should be replicated in other states.

An important task will be to gather data on women's involvement within the fisheries value-chain. Although women do not go out at sea, they are often involved in post-harvest processing and marketing. To create high-value fisheries products, small-scale fisheries should adopt co-management systems.

In terms of capacity development, there is a need for gender analysis trainings for government officers, local organisations and project implementers. Gender awareness materials in simple local language should be provided.

Furthermore, more collaboration among relevant institutions is necessary.

To conclude, five key elements that need to be strengthened in Myanmar were suggested:

- The political will of the government seems positive because all ministries are aware of the SDGs. However, policy-makers need to be convinced that gender is not a men and women issue. Sex-disaggregated data on gender roles needs to be collected from local to national level to provide the evidence base for women empowerment;
- Coordination: All departments are trying to include women empowerment in their programme, however, there is no information sharing among these departments. An information sharing platform might help in addressing this gap;
- Capacity Development: Every coastal resources/fisheries department has its own expertise. Gender issues are unknown in these departments, and this gender knowledge

- should be sought from development partners;
- Budget: The Ministry of Social Welfare, Relief and Resettlement is the focal ministry for women affairs, however, there is no information about potential budget allocation for gender mainstreaming.

## **Vietnam**

Vietnam already has a gender equality policy and a gender plan of action 2020. Under this plan, each ministry has to develop their own plan for gender equality and has to appoint a gender focal point. Current issues limiting gender mainstreaming are the following;

- There is no collaboration between central and local level. Budget is required to survey gender dimension in some pilot provinces in coastal areas;
- Training courses for gender focal points need to be provided at national and provincial level;
- Further cooperation between Vietnam and other countries would be beneficial as well as with international organisations to improve the knowledge base on gender issues across all government agencies.

## **Pakistan**

### **1. Capacity Building and Awareness:**

Collaborate with organisations like WOCAN to provide government officers with gender mainstreaming trainings particularly at provincial level (fisheries and forestry).

Industry partners and other and private sector stakeholders tend to invest in project along the coast for CSR initiatives. Because gender equality is important for them, they want to invest in projects with a gender component. Building the capacity of industry partners to understand gender issues for real gender outcomes is important because their understanding is rather superficial at this stage.

International Women's Day is an important day to raise awareness around gender issues. All government agencies should be encouraged to celebrate it.

Gender is not mainstreamed in political dialogues in Pakistan. It is also not included in formal education, although it could become a component of political/ social degrees. These students might enter the political sphere in Pakistan once they graduate.

IUCN's Regional Conservation Forum will take place in Pakistan in 2019. It was suggested to host a side-event on the Regional Gender Study and present the findings of the gender analyses conducted in Pakistan.

The Pakistan National Coordinating Body and IUCN members can ensure the uptake of the Regional Gender Study findings.

Gender Analyses were only conducted in two sites only, and should be replicated for a more holistic picture of gender issues in Pakistan's coastal provinces.

## **2. Budget**

There is very little budget allocated to gender mainstreaming and there is no cooperation among stakeholders that deal with gender, fisheries and coastal resources in general.

## **3. Collaboration/ coordination**

- The National Commission on the status of women established in Pakistan focuses mostly on the participation of women in the political sphere, and does not consider gender and environment. It is important to work with IUCN and other organisations to support gender mainstreaming in coastal resources management, and vice-versa to include conservation on the agenda of this National Commission;
- At the provincial level, forest and fishery departments should look at the social value that women bring and not just economic value, however there is limited political will;
- The Regional Gender Study should be shared with donors and partners;
- Secretaries at national level should be encouraged to take into account gender in their departments;
- The national climate-change policy recognizes gender as a key issue, however, the status of implementation of the gender components in this policy is unknown.

## **Bangladesh**

At the national level, women representation is quite high even in the highest level political sphere. Bangladesh has a good policy structure, including a national policy for gender equality. The Bangladesh' constitution attributes equal rights to women and men. Furthermore, it is now mandatory for each Ministry to have a policy for gender. As this is still a recent requirement, the level of implementation varies across ministries.

By law, all projects implemented either by the government or development partners should have at least 30% women in terms of beneficiaries. This involves a lot of monitoring and exchanges among departments to reach their targets. It is still rather challenging to achieve this target.

## **Country level action points**

At national level, policies are required for gender mainstreaming in each Ministry. This translated into actions at local level:

- Comprehensive gender analysis should be conducted before the start of a project to understand the local context and intersectionality. The gender analysis conducted in Nijhum Dwip will be used as model to replicate in other project design;
- Mass level gender awareness raising activities will be organized;
- The process of gender integration into ecosystem based approaches for fisheries

management has started, however, it needs to be strengthened at household and community level. Tools and techniques will be developed in accordance to local context;

- Focus on women leadership training for transforming gender attitudes;
- Women's participation in co-management has also been mainstreamed in Bangladesh, however, there is a need to strengthen women's participation in governance and decision-making;
- Reaching gender balance at all governance levels is in progress;
- Different organisations are working at different levels for gender mainstreaming using different techniques. There is a need to exchange learnings and experiences for better results.

### **Policies in Bangladesh**

- The Department of Fisheries has already adopted a gender policy for about 5 years. However, there is a need for better engagement of women in policy formulation;
- For effective monitoring and evaluation, small-scale fishing communities should be better included in Monitoring, Learning and Evaluation;
- Co-management schemes should include women representatives at decision-making level;
- A more inclusive reward system for gender integration should be implemented. A scheme at national level already exists, however, a local scheme for gender champions would be relevant;
- Allocation of resources for women at grassroots level;
- EBaFM has already started in Bangladesh and lead to better coordination among departments. It could be strengthened for a better inclusion of women.

### **Capacity Development**

- At local level: business literacy and livelihood training for women's economic empowerment;
- Recognition of women in fisheries. ID cards to be provided to women by the Department of Fisheries;
- More women-friendly fishing gears/ techniques and fish processing techniques should be mainstreamed. It is already in development in Bangladesh;
- Women empowerment in fisheries index is assessed;
- For policy-makers and practitioners, gender sensitization trainings should be provided to design and monitor gender mainstreaming actions;
- EBaFM requires the gathering of stakeholders and could lead to better integration.

### **India**

India's action plan revolved around the following key points:

#### **1. Capacity Development**

- Sensitizing government officials (starting from the national level to the local level) on

gender concerns and issues; prioritizing the capacity development of the local government mechanisms (Gram Panchayat);

- Use of gender analysis toolkit in the implementation of the coastal development projects in Odisha for understanding the vulnerability of women and promotion of alternative livelihood for reducing pressure on marine resources and sustainable income;
- Enabling and building resilience of coastal community, specifically women, against climate change in all coastal development project;
- Build capacities of fisher communities to access their basic entitlements including land tenure as part of different projects.

## **2. Awareness Raising**

Sharing the gender analysis toolkit and other Regional Gender Study outputs with other:

- State government, departments – policy commitment;
- With women's movements, INGOs and NGOs (local level organisations specifically);
- Fisheries and academic institutions like CIFR, CFTRI, CMFRI, ICAR.

## **3. Budget**

Tracking gender responsive budgeting (GRB) of the Fisheries Department (specifically, for two states- Odisha and Andhra Pradesh) and assessing how gender concerns reflected in the gender budget and influencing for better utilization of fund as part of GRB. The current status quo is that officially gender responsive budgeting is already integrated, and every year each agency should allocate 30% of spending towards women. If a women is hired, then her salary is considered as being part of this mandatory spending. Therefore, there is a need to commit to proper budget tracking in Fisheries budget.

## **4. Coordination/ collaboration**

Facilitating (organizations like IUCN, UN Women, FAO should play a role) formation of a Gender Committee bringing different government departments- Forest, Fisheries, Environment, Coastal Management, Disaster Management, Women and Child Affairs, Rural Development) for implementation of gender sensitive policies.

## **5. Political Will**

- Influencing for Gender integrated policies and use of gender sensitive language in the government policies and schemes particularly in fisheries and coastal resources management;
- IUCN should send advisory, gender analysis toolkit and synthesis report to all the government departments specifically state governments (Forest, Fisheries, Environment, WCD, Rural Development);
- Influencing/ advocacy government for hiring gender experts/ build capacity of focal persons on gender issues.

## Session 10: Final Wrap-up

Ms. Maeve Nightingale concluded the Regional Gender Dialogue by thanking all participants for their dedication and contributions throughout the study. The country action plans have allowed for suggestions to emerge such as potential inter-country support mechanisms or the need to exchange best practices for gender mainstreaming in projects and programmes. Several countries also mentioned the need for a knowledge exchange platform.

Based on the key findings and feedback from all participants, there are five main elements that should be strengthened for better integration of gender elements in coastal and marine fisheries policies and practices:

### 1. **Capacity Development**

2. **Awareness** - There is a need for concrete examples of women involvement in value-chains to adapt communications strategies to convey this message.

3. **Political Will** - Supporting and rewarding champions can go a long way to support gender integration at the local to national level.

4. **Budget** - It is important to assess budget requirements and the source of funding – either internal or external.

5. **Coordination and collaboration** - Intersectoral coordination from national to provincial level is key for further gender integration. The collaboration with NGOs and CBOs is also an important element to consider for the uptake of best practices.

Ms. Nightingale also noted other ideas that emerged:

- Need for gender integration in national strategies, programs and projects.
- Data, info, research – gender analysis, census, roles, and registration of both men and women is crucial.
- Monitoring, Learning and Evaluation
- Recognition of good models and best practices that can lead to uptake by policy-makers

Ms. Torre concluded that it is important to find commonalities in challenges and potential strategies to overcome these challenges. She encouraged all participants to keep working towards overcoming these challenges. Networking, sharing experiences, asking others for recommendations are all important aspects of this work.

Ms. Kaewnuratchadasorn, SEAFDEC thanks everyone for their participation and was very grateful to hear so many experiences from South to Southeast Asia.

## Annex 1. List of Participants

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## Annex 2. Regional Dialogue Agenda

Time	Contents	Facilitator/ Presenter
<b>14 November 2018 (Wed)</b>		
	Arrival of all participants	
<b>15 November 2018 (Thu)</b>		
08.30-09.00	Registration	MFF, SEAFDEC
09.00-09.15	<p><b>Session 1:</b> Opening of the Regional Dialogue</p> <ul style="list-style-type: none"> <li>• Ms. Aban Marker Kabraji, Regional Director IUCN Asia Regional Office</li> <li>• Dr. Yuttana Theparoonrat, Head of Training and Research Supporting Division, SEAFDEC</li> <li>• Dr. Bernadette P. Resurrección, Senior Research Fellow, SEI</li> </ul>	MFF, SEI, SEAFDEC
09.15-09.30	<p><b>Session 2:</b> Background, and Objective of the Regional Dialogue</p> <p><i>Background and rationale of the Regional Gender Study. Objectives of the Regional Dialogue and expected outputs from the Dialogue.</i></p>	MFF
9.30 – 10.00	<b>Introduction to Participants</b>	MFF
10.00 – 10.30	<p><b>Session 3:</b> Overview of the Regional Gender Study</p> <p><i>Presentation on components and key outputs of the Regional Gender Study Key findings and highlights</i></p>	SEI
10.30-10.50	Group Photo and Refreshment	
10.50-11.30	<p><b>Session 4:</b> Key Finding from the Regional Gender Study - Gender Dimension in Coastal and Fisheries Resources management in Southeast Asia and South Asia</p> <p><i>Presentation of key findings on the Dimension in Coastal and Fisheries Resources management in Southeast Asia and South Asia based on Gender Analyses conducted in 12 select MFF and SEAFDEC sites. Question and answer session.</i></p>	SEI
11.30-12.30	<p><b>Session 5:</b> Sharing the Knowledge on Gender Integration in Coastal Management and Small Scale Fisheries Policy and Practice, and Monitoring and Evaluation of Gender (Women's empowerment) outcomes in the Environmental Management projects / programmes.</p> <ul style="list-style-type: none"> <li>- FAO Small Scale Fisheries (SSF) Guidelines: Gender Equity and Equality</li> </ul>	FAO WOCAN

	<ul style="list-style-type: none"> <li>- Nisha Onta, WOCAN – W+ Standard a framework and indicators to measure Women’s Empowerment</li> </ul> <p><i>FAO and WOCAN will share information and knowledge on integrating gender dimension in the FAO Small Scale Fisheries (SSF) policy and, what are the parameters, indications, factors to achieve for the well-being of people and natural resources. Group Discussion.</i></p>	
12.30-13.30	Lunch	
13.30-15.00	<p><b>Session 6:</b> Group Discussion</p> <p>The participants will divide into mixed groups (policy makers, practitioners, experts, different countries) 8 people per group</p> <p>Guidance for group discussions:</p> <ul style="list-style-type: none"> <li>- Share your individual reflections of the key findings and recommendations of the Regional Gender Study with respect to your own country/ experience.</li> <li>- Reflect on your own experiences of gender integration in environment and fisheries programmes in your own respective countries.</li> <li>- What are the challenges to integrating gender into environment and fisheries programmes from the national policy to the local level in your respective countries?</li> <li>- What are the opportunities and solutions (recommendations) to improve gender integration into environment and fisheries programmes from the national policy to the local level?</li> </ul>	Groups
15.00-15.30	Refreshment	
15.30 -16.50	Groups report back to plenary on group discussions Q&A	Groups
16.50 – 17.00	<b>Session 7:</b> Launch of Research Brief “ <b>Opportunities for gender equality in fisheries and coastal management in South and Southeast Asia</b> ”. The Brief will be presented as part of a Series of gender assessments in four sectoral areas	SEI
<b>16 November 2018 (Fri)</b>		
09.00 – 09.15	<b>Recap of Day 1</b>	MFF
09.15-10.15	<p><b>Session 7:</b> Group round table Country ‘Actions Plans’</p> <p>Putting recommendations into action. What are some commitments/Actions that individuals and organizations can make to improve gender integration into coastal resources / environment and fisheries policies/ programmes from the national policy to the local level in your respective countries?</p> <p>What capacity development support is needed to mainstream/ integrate gender into coastal resources / environment and</p>	Country Group Discussions

	fisheries policies/ programmes?	
10.15-10.30	Refreshment	
11.00-11.45	<b>Session 7:</b> Country Group Feedback Wrap up – Q&A	Country Groups
11.45 – 12.00	<b>Session 8:</b> Wrap Up	MFF, SEI, SEAFDEC
12.00 – 12.15	<b>Session 9:</b> Closing	MFF, SEI, SEAFDEC
12.15-13.30	<i>Lunch break</i>	