



REGIONAL FISHERIES LIVELIHOODS PROGRAMME FOR SOUTH & SOUTHEAST ASIA (RFLP)

Workshop on Best practices for Gender Mainstreaming in the Fisheries Sector

Siem Reap, Cambodia 2-5 November 2010



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Rationale for the workshop

Background information

The Regional Fisheries Livelihood Programme (RFLP) is a four-year programme funded by the Government of Spain and that is being implemented by the Food and Agriculture Organization of the United Nations (FAO) in six countries – Cambodia, Indonesia, Philippines, Sri Lanka, Timor-Leste and Viet Nam. Its aim is to improve the livelihoods of small-scale coastal fisheries communities while contributing to sustainable management of aquatic resources. The RFLP understands that it is necessary to address gender concerns throughout the entire project life cycle, as this is crucial to the improvement of livelihoods and the reduction of vulnerability of fishing communities.

Gender is a concept that deals with the roles and relationships between women and men that are determined by social, political, cultural and economic contexts – not by biology. Unequal power relations between women and men in many cultures mean that women are disadvantaged in terms of their control over resources, their access to services as well as in their ability to take advantage of new opportunities and deal with ongoing changes affecting their lives.

In the small-scale fisheries sector, development policies have traditionally targeted women as fish processors. Women's groups typically received inputs such as improved ovens and credit. Fisheries-related development activities have tended to engage men as exploiting, and sometimes managing, resources whereas women have usually been excluded from planning 'mainstream' fisheries activities. To date, the implications of women having unequal status to men for achieving positive and sustainable change have not been examined in policy-making, although the repercussions on the social and economic outcomes of such policies are significant.

Ignoring the complex relationships between women and men as both boat owners, processors and sellers, and wives, husbands, community members and co-workers, may have negative impacts on the livelihoods of those involved. Equally, fisheries resources management must be linked to other dimensions of the fish supply chain, and the people involved in fisheries and affected by policies must be included in the planning process. Women are vital to the fisheries sector. Fishery and aquaculture production activities around the world provide direct employment and revenue to an estimated 155 million people – a substantial proportion of whom are fish processors and traders, and women.

Apart from these more well-known post-harvest activities, women often own and manage fishing boats – and have their own fishing gear. In some countries they also fish. The sector is therefore heavily dependent on the recognition and inclusion of women's strategies in policy formulation, but they are frequently ignored. Therefore, there is a strong need to highlight and raise awareness of the contribution of women to the fisheries sector.

Despite the global consensus on addressing gender in development, as expressed in a number of international legal instruments (and that are, therefore, of relevance to women and fisheries), such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform of Action, the Convention on Biological Diversity and also in the Goal 3 of the Millennium Development Goals (MDGs) "Promote gender equality and empower women", the truth is, that when it comes to field project design and implementation, there are no specific recommendations on how these issues can be addressed, specifically in the context of Small Scale Fisheries (SSF). As pointed out by the

FAO Global SSF Conference in 2008, held in Bangkok, the Code of Conduct of Responsible Fisheries (CCRF) also fails to give adequate relevance to gender issues in the fisheries sector.

The recognition of the importance of addressing gender issues in development projects should be more explicitly acknowledged in project design, and must be fully integrated in project implementation. To effectively do this, project formulation and monitoring missions should be given briefing kits that include gender-relevant information, and the screening of project documents should ensure that gender concerns are explicitly recognized and addressed in project activities. Moreover, project implementation units and government staff should be sensitized and become fully aware of the importance of gender issues in fisheries development.

Scope of the workshop

The RFLP, in its role of providing regional advice, contributes to the regional sharing of knowledge in aspects that are relevant to the small scale fisheries sector, especially those related to the improvement of livelihoods of fishing communities. With this regional workshop, the RFLP had the aim to create a space for dialogue in the Asia Pacific region that will explore the gender dimension in the fisheries sector, while contributing to incorporate this dimension on project design and implementation through the use of appropriate tools.

As part of its efforts to promote gender equity as a way of improving fisheries livelihoods, the RFLP is developing a toolbox (field handbook) that will give guidance on how to take into account gender concerns in all phases of the project life cycle. The preliminary tools contained in the handbook were presented for feedback and discussions among the participants during the workshop.

During the four day workshop, the participants had the opportunity to share their experiences in the use of specific gender mainstreaming tools while providing feedback to the content of the handbook.

Objectives and outputs

The main purpose of the workshop was to create a platform for sharing knowledge on the theme of gender and fisheries, and to identify the tools to be used by project staff to best integrate gender needs into SSF projects.

The **objectives** of the workshop were to:

- Identify lessons learned and factors contributing to the success and failures of applying a gender perspective in SSF development projects and explore the reasons why efforts to date have or have not contributed in achieving gender equality.
- Discuss the different gender analytic tools used in the fisheries sector and determine the best practices that can be applied at field level.
- Contribute to the regional sharing of knowledge on the theme of gender and fisheries.

The **outputs** of the workshop were:

- A set of “best tools” and “best practices” for gender mainstreaming in the fisheries sector at field level.
- Provide policy recommendations to be brought to the attention of FAO Fisheries and Aquaculture Department, the FAO Committee on Fisheries (COFI) and Regional Fisheries bodies

such as the Asia Pacific Fisheries Commission (APFIC), as well as the Gender Networks in Fisheries.

Participants

The event brought together 33 participants, including government staff, field project staff, researchers as well as IGO, INGO and NGO representatives in the Asia Pacific Region. The participants had a wide range of experience working on the SSF sector, specifically on the improvement of livelihoods in fishing communities, and with issues related to gender and fisheries. The complete participants list can be found on Annex 2.

Summary of proceedings

During Day 1 of the event, participants looked at why gender needs to be mainstreamed in the fisheries sector. A series of presentations focused on case study experiences in Cambodia, Timor-Leste & Philippines as well as multi-country/global perspectives and approaches for gender mainstreaming. Participants also identified good practices in this regard. These included:

- Ensuring that the reproductive and productive roles of women are considered and valued;
- that there is important to have a solid contextual understanding of local culture, norms, economic and other social status to understand the complexity of the issues on gender in fisheries;
- the need of having good statistics at macro levels, but also in-depth qualitative data;
- that projects and programmes should be participatory, flexible/reactive rather than prescriptive owing to the complexity of gender issues;
- that the poor should be placed more centrally and to ensure that women and men, boys and girls are key in the design, development, implementation and monitoring of interventions.

During Day 2, the tools contained in the field handbook were discussed and participants worked in groups to understand better how to use the tools, to improve them and prepare to test them in the field. Day 3 was the testing day for the tools in the field. Groups visited three different communities and had the opportunity to put the tools into practice.

During Day 4 comments and suggestions were made on how the tools could be improved. It was also agreed that the issue of gender mainstreaming also needs to be addressed at the macro-level and that policy makers and governments should be urged to put more attention on gender in the fisheries sector.

Opening statements

Speakers from the Ministry of Agriculture and Fisheries (H.E Ith Nody, Chief of Gender Unit of MAFF and Under Secretary of State), the Siem Reap Provincial Authority (H.E. Mao Vuthy, Deputy Governor of Siem Reap Province), and the Food and Agriculture Organization (FAO - Mr. Ajay Markanday, FAO Representative in Cambodia) which is implementing the RFLP expressed their support for the workshop and its goals.

In line with international conventions and Millennium Development Goals the Cambodian Ministry of Agriculture, Forestry and Fisheries has enacted a Gender Mainstreaming Policy and Strategy in the Agriculture Sector which covers fisheries. The Fisheries Administration has also established a Gender Working Group that promotes gender awareness and mainstreaming in national, provincial and community fisheries.

Meanwhile, FAO fully acknowledged the importance of addressing gender issues in development projects as a way to promote gender equity and improve fisheries livelihoods. FAO also fully commits to actively support RFLP to continue its important role of providing regional advice which contributes to the regional sharing of knowledge.

An introduction to gender concepts

Gender has been defined as ‘a concept that refers to the social differences, as opposed to the biological ones, between women and men, that have been learned, are changeable over time and have wide variations both within and between cultures.

An introduction to key gender concepts used by UN was given by Ms Carmen Arenas, the international consultant developing the handbook, with the purpose of improving participants’ knowledge and understanding in this area. The gender concepts covered are those which are

detailed in the hand book. These included: the concept of gender, gender equity, gender equality and non-discrimination, the paradigm shift from ‘Women in Development’ to ‘Gender in Development’, definitions of gender mainstreaming, gender analysis and women’s empowerment.

	Women in Development (WID)	Gender in Development (GAD)
Focus	Women and how they can be integrated into development	Relation between women and men (social, economic, and political areas)
The issue or problem	Half the productive resources (women) are excluded from the development process e.g. Most of the women can not access to education so they do not involve in development	Unequal relations of power between men and women that prevent equitable development and women’s full participation
Goal	Efficient and effective development by increasing women’s participation	Equitable and sustainable development because both women and men are the decision-makers
Solution	Integrate women into the existing development process	Empower disadvantaged women to achieve more equal relation with men
The Strategies	Women-only projects Increase women’s productivity by increasing skill Increase women’s income Increase women availability to look after the household	Identify and respond to specific gender needs Identify and respond to strategic gender needs. These needs must be identify by both men and women to improve their living condition

Source: Paz y Desarrollo

Identifying gender best practices

A series of case studies were presented by participants to provide examples of best practices and to help identify lessons learned and factors contributing to the success and failures of applying a gender perspective in SSF development projects. Below is a summary of these presentations:

From Survival to Profitable Business through Savings for Changes

Ms Heng Seltik, ILO

Lack of access to financial resources to start and expand their micro-enterprises was a common challenge for many poor women in Kampong Tralach Village, Kep province before 2006. Taking loans from individual money lenders who treated them poorly was their only choice or else they would have no capital to do any business activities. As a result, these women were in their creditor's trap. They had to pay very high interest, 10 - 20% per month, and comply with strict loan conditions. Even worse, they had no freedom to sell their products in free market but were only allowed to sell to those creditors.

Equality:

Does not mean that women and men are the same but their rights and opportunities in life are not limited by whether they were born as women or men.

With support from two ILO Projects, Women's Entrepreneurship Development and Gender Equality (WEDGE) and International Program on the Elimination of Child Labour (IPEC), Self Help Groups (SHG) were established among these women. Ms. Out Peou was selected to become the leader of one of these groups. At the beginning, some people in Kampong Tralach Village were not sure how SHGs could help them overcome their challenges, and a few even criticised the groups. But after the first year, they requested Ms. Out Peou to let them join her group.

Besides SHG formation, these women were trained on business skills followed by training on how to establish financial goals and how to manage separate budgets for household and business expenses. Gender equality issues are an integral part of these training materials and gender issues are raised throughout all enterprise-related training. The success of the group continues to attract more families. "Now a lot of women are more and more interested because they trust our group and see the benefits of forming a SHG", said Ms. Out Peou proudly.

Helping these women to have access to financial resources does not only help them to improve their livelihoods and eliminate child labour, but it promotes positive attitudes in the community toward women in terms of their capacity and their contributions to economic and social development. "When my wife's busy with her business, I am pleased to help her with her business activities and perform other household-related roles as well", says Out Peou's husband.

The Roles, Needs and Aspirations of Women in Community Fisheries in Cambodia

Mr Sim Bunthoeun, the Learning Institute

In Cambodia, there is limited information analyzing the needs and aspirations of women related to Community Fisheries management. Some studies have analyzed the fisheries community as a whole and seldom explore any difference in terms of needs and aspirations of women and men. This study proposes to fill these information gaps and respond to the need to understand these concerns more. This initiative is called "The Roles, Needs and Aspirations of Women in Community Fisheries in Cambodia." It builds on an earlier study called "Asserting Rights and Defining Responsibilities: Small-

Scale Fishing Communities and Fisheries Management Perspectives in Asia - A Study in Cambodia”, which was executed by the CBNRM Learning Institute from March to May 2007.

This study was supported by IDRC, SEAFDEC, WAP, World Fish Centre, Asian Institute of Technology, Coastal Resource Institute and World Wide Fund for Nature), OGB, HBF, and ICSF, and contributed to a regional forum organized by ICSF in May 2007, with participants from 11 countries in Asia. This study was conducted by the CBNRM Learning Institute in collaboration with the Gender Working Group and Community Fisheries Development Division (CFDD) of the Fisheries Administration (FiA), and other local collaborative partners such as: Village Support Group, Community Capacity for Development, Culture and Environment Preservation Association, and Provincial Fisheries Offices.

Rights:

Gender equality means that both men and women should have the same rights, and be equal before the law. These rights are articulated in international conventions, such as the Convention to Eliminate All Forms of Discrimination Against Women (CEDAW); in national constitutions; and in legislation and other normative documents.

Six case studies were conducted at selected communities that are engaged in Community Fisheries (CF) in six provinces, namely Kampot, Kep, Battambang, Kampong Chhnang, Takeo, and Stung Treng. These provinces were selected because they represent three major types of fishing environments in Cambodia

On the main differences between the productive/reproductive roles of women and men in fishing households, all six case studies show a general observation that men have more recreational time - including the time for sleep - than women do but there are varying factors in each site that explain these differences. These reasons include a high demand for women’s time for agriculture, men’s engagement in physically laborious tasks make them need more rest, and an increase in the demand for women’s time specifically during the peak fishing season when processing and selling activities are heightened. However, the way women and men allocate their day-to-day hours is different from site to site, and the economic rationale seems to be the dominant factor influencing their behavior.

This is that women are engaged in a variety of fisheries-related livelihood activities on their own – small-scale capture fisheries, gathering of aquatic plants and animals, aquaculture - and also play a supportive role in the fishing activities of their husbands. But the main responsibility of women in fisheries-related livelihoods is in the post-harvest sector.

The main roles of women in Community Fisheries, the study notes an increasing involvement of women in CF activities, particularly in savings groups and information dissemination. Women are visible and prominent in establishing and managing a savings group because of the traditional norm that financial management is women’s responsibility in the household.

The recommendations given by the presenter were that:

- More supportive from husband and family is needed
- Promote and provide alternative livelihood support activity is needed
- Capacity building and education program are the requirement for women

- Child care needs to be organized during CF meeting and the venue should be accessible

Promoting women’s groups to encourage CBFM in Sihanoukville

Sumitra Ruangsivakul, Seiichi Etoh and Jariya Sornkliang, Training Department, Southeast Asian Fisheries Development Center (SEAFDEC/TD)

The presenter introduced the Integrated Coastal Resources Management Project in Sihanoukville (ICRM-SV), a key feature of which is encouraging and extending locally-based fishery resources management to the communities in the project site.

Based on the recommendations of the fishers in the project site, the project decided to establish a fish refugia system for blood cockles as blood cockles are the most economically important and dominant commodity in Prey Nop II, Sihanoukville. However, the area’s blood cockle resources had been depleted due to destruction of the fisheries habitats from rampant illegal fishing by dredgers and also from over-exploitation.

The establishment of the refugia system in the project site entailed a series of steps. Firstly, the fishers identified the most appropriate species for the refugia system based on the criteria that had been agreed upon during a series of consultations with the fishers and the project staff. Secondly, the blood cockle fishers group (BCFG) was organized, 90% of whom are women. The third step involved the development of self regulatory measures for the refugia area.

Opportunities:

Neither men nor women should face any barriers to learning, working, or participating in politics, the community or family simply because of their sex. Both sexes should have the same opportunities to access employment, resources, knowledge and information, and services, and should have equal opportunities to make and influence decisions about themselves, their families, and their communities.

The direct beneficiary group of this refugia system is the BCFG. The processes undertaken during the establishment of the refugia system had enhanced the capability of the women leaders in the fishing communities, increased the awareness of women in fisheries on the aspects of conservation of important habitat resources and enforcement of established regulatory measures, and raised the working morale among the members in a harmonized way.

Sala Phoum – Putting people centre stage

Mark Dubois, World Fish Centre

This presentation introduced the Sala Phoum initiative and how it could be used as a tool in gender mainstreaming. Sala Phoum, that means “village school”, is defined as a process of social research. Despite not having a "woman's component" or a "gender equality component", the project is increasing women's participation. This is thanks to the

Value:

Men’s and women’s contributions to the family, society, and community should be valued equally, even though those contributions may be different.

approach used, that seeks to bring the experience, knowledge, and interests of women and men to bear on the development agenda.

The original purpose of this participatory social research process is to secure equitable access to productive resources. The process is locally driven and based on local knowledge. It is action orientated and livelihoods focused. The process has helped drive more effective and responsive decision-making. For people who have historically been largely marginalized from state service provision, this research approach has improved people's ability to represent their interests. There are many examples where capacity has clearly been developed; for example, a network of 157 village researchers including 61 women in 7 villages throughout Stung Treng province. Incentives are not provided. Inputs are technical support such as the training and holding meetings. The main approach is to support local groups so that they become able to support themselves.

Resources, Production and Gender: items for debate about fishing communities in Timor-Leste

Maria Jesus Pena Castro, University of Salamanca, Spain

The presenter introduced a discussion about gender in Timor-Leste, highlighting the situation of women in fishing communities. These groups are analyzed from the perspective that there are no communities completely dedicated to fishing, but traditional rural communities that also do fishing.

Based on anthropological research female roles in traditional society were focused on, making a comparison with today communities, examining paradoxes, opportunities and challenges resulting from modernization processes. Kinship systems were examined that organize economic activities and gender based labor division in family economic strategies that includes fishing, since this is not an isolated activity. Suggestions were proposed for the integration of gender perspectives into projects, considering the cultural accuracy of the politics to be implemented in order to reinforce their efficacy. Special consideration was also paid to gender based violence as an increasing problem in Timor-Leste. It was also noted the need to involve men as they also need to be part of the process for change.

The value chain analysis in gender and fisheries

Kyoko Kusakabe, AIT Gender Department

The presenter looked at the use of value chain analysis in gender and fisheries. Value chain analysis can be used to cover all activities from the beginning of the production chain to the end. It is important to map out the actors involve in the value change of production this can reveal relationships and bottle necks; who is going to implement and who any action is going to impact. The importance was highlighted of mapping out the

Situation and Outcome:

Part of gender equality should be to increase the choices of men and women, and certainly not to constrain these choices in any way.

pattern of involvement of women and men, for example in post-harvest fisheries and production. This exercise will help to identify future interventions.

Gender-Sensitive Approaches to reducing vulnerability and enhancing resilience in marginalised fishing communities

Minna Epps of Mangroves for the Future (MFF)

The presenter discussed how climate change impacts such as increasing sea temperatures and sea level rise, increased frequency and intensity of tropical storms and other weather extreme events will have negative impacts on coastal ecosystems and human well-being. Reduced protective and regulatory services of coastal ecosystems will leave marginalized fishing communities with little adaptive capacity and more vulnerable to climate-related disasters. Understanding the gendered dimensions of disaster risk reduction, climate change adaptation, and natural resource management will help highlight social and cultural vulnerability. Integrating gender considerations into climate change adaptation and disaster management will arm these communities with better coping strategies and enhance their resilience to natural disasters.

Natural disasters in low-lying coastal areas kill more women than men. During the 2006 tsunami, more women died than men – for example in Indonesia and Sri Lanka, male survivors outnumber female survivors by 3 or 4 to 1. Women are less mobile and have less access to information. More women than men work in the informal sector and in small enterprises. These sectors are often the worst hit and least able to recover from the effects of disasters, due to lack of capital, and limited access to credit and information, among other obstacles. Both the reproductive and productive workload increases substantially after a disaster. Adaptation and vulnerability to disasters are social issues and risk is exposure to a particular hazard and the capacity to adapt depends on their human, social, natural, physical and financial capital as well as political and social factors which greatly differ between men and women.

Several post-tsunami interventions by aid agencies and other development organisations have specifically targeted the empowerment of women by diversifying their skills and developing livelihood alternatives such as aquaculture (crab fattening, seabass culture and sea cucumber and oyster farming). However, the longer term sustainability and in reaching the goal of gender equality have been hampered by social and cultural norms beyond the control of the intervening agency, such as lack of women's access to and control over coastal resources. Further, focusing only on women runs the risk of simplifying the complex relationships between men, women, children and elderly which make up the fisheries community.

Integration of the gender perspective into project cycle management

Kesinee Kwaenjaroen, Sustainable Development Foundation, Thailand

During this presentation it was discussed practical consideration for integrating gender into project cycle management. Steps to help incorporating gender into planning were highlighted. These included:

- Actively listen to interests, necessities, problems and wishes of individuals, groups and organizations of the community/region or locality in those areas related with the intervention program;
- Do not presuppose that you know it beforehand;
- Do not forget women are great protagonists;
- Take advantage of the informal approaches and everyday situations to talk to people;
- It is important that women see how any problem impacts them and that they have the capacity to make a difference.

Engendering fisheries and aquaculture research and development

Nireka Weeratunge, World Fish Centre

It was presented how greater emphasis needs to be placed on research and for any research to move beyond proving that 'women do fish' which has already been adequately covered. More emphasis should be placed on: the lack of gender disaggregated statistics in the fisheries sector at national level; the differential contribution of women and men to livelihood activities of the household; and the gender disparities in intra-household such as nutrition levels, income, education, health services, water and sanitation; as well as decision-making/bargaining power. Research should also target nuanced analysis of gendered impacts of larger processes and structures on fisheries such as climate change, markets, industrialization and technological change.

Challenges were identified as follows:

- Marginalization of the gender dimension in fisheries/aquaculture
- Low profile of the fisheries sector in gender and development discussions
- Despite institutional awareness of gender issues, inadequacy of funds committed for gender mainstreaming and rigorous research

The importance of networking for integrating gender in policy was highlighted. There should be:

- Support for national-level, longitudinal, gender disaggregated statistics in fisheries/aquaculture sector
 - o Fisheries should not be subsumed under agriculture
 - o Dissemination of good practices
- Support for evidence-based policy through meso/micro level analytical studies on gendered disparities within sector
 - o Five interlinked thematic areas; the "embedded" nature of livelihoods
- Support reforms of current policies that maintain/exacerbate gender disparities in the sector

- Link to policies in other sectors - agriculture, land/water tenure, education, health, food security

Tiwi Seaweed Pansit Production : A success story of a women’s social enterprise

Leonila Coralde, Municipal Agriculture Officer from Tiwi, Albay, Philippines

The presenter provided a case study of a successful women’s social enterprise. The problem for this community was an absence of locally produced and affordable nutritious foods. Women carried out only domestic tasks and there was no women’s organization engaging in food processing. There was also limited support from the competent agencies and private sector, little production and processing technology and limited local market demand.

A women’s group was formed with 34 members. They formed a management team and adopted policies, systems and procedures for the operation of the business enterprise to produce and market seaweed noodles and other by-products. The enterprise is an excellent example of collaboration between a variety of stakeholders including the local government unit which provided training, a university which acted as the fund manager, the private sector which provided equipment and the Bureau of Fisheries.

Agency:

Gender equality is something that men and women can claim through their actions and voice

Benefits of the initiative included employment for members of the organization, fisherfolk who supplied dried seaweeds from their seaweeds production project, and malnourished children and the indigent families who gained had access to nutritious food.

FAO’s Programme for Gender Equality in Agriculture and Rural Development

Melba Reantas,FAO HQ in Rome

It was presented FAO’s Programme for Gender Equality in Agriculture and Rural Development. FAO strategic objective K was highlighted which seeks to ensure gender equity in access to resources, goods, services and decision-making and responds to evidence that gender inequality exacerbates food insecurity, malnutrition and poverty.

FAO’s current strategy seeks to bridge gaps which include: cultural biases and lack of political will, uneven adoption and implementation of internationally agreed policies and conventions on gender equality and empowerment; scarce data; weak integration of gender issues in development programmes; and inadequate implementation of policies and evaluating impacts.

FAO is in the process of creating a roadmap for women in fisheries and aquaculture. The end goal will be economic empowerment but the roadmap is not narrowly focused on financial aspect – but more on ability to create opportunities and thus wealth as well as the ability for critical thinking and decision-making. The emphasis on economic empowerment was questioned although it was stated that a gender specialist would be used to elaborate the road map further.

An event will be held in 2012 which will build on progress at various fronts including the creation of UN Women. Between now and 2012 brainstorming and planning exercise with interested partners and other sectoral representatives will take place.

The need to come up with a systematic methodology for collection of case study data/examples was raised. This would be considered when developing the road map. The creation of UN Women which brings together four different UN agencies would also be built upon with RFLP possibly being able to provide support in this regard in the South and Southeast Asia region.

Integrating Gender in the Project Cycle

Ms. Carmen Arenas, International Consultant

The IC developing the Handbook “Mainstreaming Gender into Project Cycle Management in the Fisheries Sector” provided an overview of project cycle management, the process of integrating gender in the project cycle as well as the gender analysis tools included in the field manual. Gender analysis was explained as the systematic attempt to identify key issues contributing to gender inequalities so that they can be properly addressed. Gender analysis provides the basis for gender mainstreaming and is described as ‘the study of differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision-making powers, etc., between women and men in their assigned gender roles’.

During the discussion following the presentation it was stressed that stakeholders should be fully involved in the M&E process. The need for separate male and female groups during stakeholder analysis, project identification etc was also emphasized. This would avoid the situation where women are unwilling to speak out when part of mixed groups.

With regards to indicators it was recommended that ideally a good mix of qualitative and quantitative indicators should be selected. It was stressed that it is important to move beyond the number of participants involved in the training, and to also gauge levels of satisfaction.

Significant change could be used to pick up on uncertain outcomes. Other methodologies such as appreciative enquiry could also be used to identify possible project activities rather than only using problem tree analysis.

At times it was suggested that fishers do not always understand what solutions may be appropriate to their situation. If they are able to identify some problems they face then these can be turned into objectives. They can also be asked about what they do and what works well as well as what can be built upon. There are approaches which can address this without focusing only on problems per se. Aspiration analysis can also be used.

The issue of whether the Logical Framework Analysis (LFA) approach was too rigid to fully incorporate gender mainstreaming was discussed at length. It was added that some donors require LFA while others use the change agent approach to identify strategies.

The point was made that while there were a number of equally valid methodological approaches development projects that this field manual dealt with the LFA due to it being commonly used. It was agreed that the hand book should include a statement to this effect.

Discussion took place around how gender related data developed though the tools detailed in the handbook should be interpreted to be incorporated into project planning and activities.

Discussion also took place on whether the use of such tools could adequately assess the complexities of gender roles, needs etc in communities. There was no way for example that the tools could accurately take values into account. It was suggested that in order to do so far deeper and long term research would be necessary. This was agreed however it was pointed out that these tools were designed as basic implements that could be easily and practically used in the field and would be a starting point for gender analysis where none had previously taken place.

Gender - analytic tools

The rest of the day was devoted to get familiarized with the tools and for this the participants divided into 3 working groups, each one of them specializing in one tool. They also planned how they would approach the community during the field visit on the next day and were brief on the communities they will visit to test the tools. The tools discussed were the Activity Analysis, Access to and control over resources and benefits, and Gender Needs Profile.

- Activity Analysis: this is a gender-based analytical tool capable of identifying the activities performed by men and women in their daily lives. It is based on the sexual division of labour and takes into account the frequency of the activity and the seasonality.
- Access to and Control over Resources and Benefits: This is a gender-based analytical tool that explicitly maps the real access that men and women have to the resources and benefits. Resources refer to a variety of assets required to cover needs, while benefits are the product of such resources. The Access and Control profile differentiates between access to a resource/benefit and control over decisions regarding its allocation and use
- Gender Needs Profile: Women and men may well have different needs and interests, arising from the obligations, responsibilities and activities assigned to them in a given society, and also from unequal access to, and control over resources and benefits. These are essentially the gender needs. **Practical needs** are those intended to improve quality of life and which target people's basic needs. On the other hand, **strategic needs** are those relating to questions of gender equality within a given society and which aim to bring about a more equitable distribution of the society's resources between men and women.

Field visit to test gender analysis tools

On 4 November participants in the workshop divided into three groups (the same groups on the working groups the previous day) to visit three different fishing communities in order to each test one of the tools.

The communities visited were Prek Sramoach, to test tool 1, the Activity Profile, Kampong Pluk to test tool 2, Access and Control over the resources, and Chong Khneas to test tool 3, Gender analysis. The results of the field visit can be found in the Conclusion section.



Findings from field test of gender analysis handbook

The three groups reported back their findings from the field visits as follows:

Group 1

Group 1 visited Prek Sramoach to test tool 1, the Activity Profile. This community had had previous exposure to development projects and there was active participation by all members of the fishing community who took part in the exercise who had a receptive and positive attitude (although the men perhaps less so).

Constraints identified included not having enough time and the absence of a trained interpreter and facilitator (for the male group). Group members were not homogeneous (some fishers, some farmers) which made it difficult to reach a consensus and caused a sub-division in the male group. In addition the women's group facilitator was a man from the community (village leader) which intimidated the women and may have influenced the results.

Recommendations included:

- Emphasize the importance of preparation
- Be clear about objectives and ask if clarification is needed
- Limit team/researchers to One Facilitator, Rapporteur, One observer and one translator if the facilitator is not local, but a local facilitator is preferred
- Limit group members to 16
- Include key community members
- The facilitator should be external

- Preferably same sex
- Allow for flexibility in how to report on activities and timeframes
- Allow for sufficient time for further probing and follow up questions
- In the case of an activity being carried out by both men and women, add a value
- Introduce a value judgement on various activities
- A Logsheet for the analyser

Group 2

Group 2 visited Kampong Pluk and tested tool number 2 (Access to and control over resources and benefits). Recommendations and suggestions are as follows:

- It was easy to list resources but very hard to capture the complexity of relationships. The tool created an artificial boundary as the community did not think in terms of men and women.
- You cannot just arrive and apply the tool. It is vital to be better informed and have a good understanding of community beforehand. Building a rapport is important.
- Suggest 7 days to get to know community, one day will not give an effective result.
- The tool should be a guide but not used as methodology to be filled in by community. Practitioners should not try to compile table at the site, but rather carry out research and then fill in the table later.
- Questions were not interesting; the community (men) were quickly bored, it is therefore important that issues are presented in interesting way. It is vital that facilitator is experienced and can guide the session
- The handbook would benefit from more examples and case studies to illustrate how to approach.
- The tool should not be used in isolation but as part of a wider research process.

Group 3

Group 3 visited the community fisheries at Chong Khneas to test tool 3 (Gender analysis). Recommendations concerning this tool are as follows:

- Categorization of gender needs into “practical” and “strategic” is not necessary at this level of working with community/field level.
- Identifying needs is sufficient at the field level but it is also important to gauge aspirations for the future.
- Guide questions will be useful.
- The importance of personnel who are trained in facilitation (e.g. participatory methods, ethnographic methods); are gender-sensitive; with strong familiarity with the profile of target communities, technical (fisheries) and field aspects.
- Application should always be in the local context.

- The purpose of the manual to mainstream gender in project cycle management (fisheries projects) should not be undertaken not as a narrowly gender-focussed exercise in itself but as part of a wider process.

“So... what is gender?” An anthropological update

M^a Jesús Pena Castro, Ph.D. , Enrique Alonso, Ph. D

This presentation was an anthropological update of the question of gender and gave recommendations in order to integrate the new challenges posed by anthropology for the management of the project cycle in development projects. In light of the new questions arising from the ethnographic literature and the emerging perspectives of the anthropological discipline, the presentation gives a critic of the concepts and oppositions by which we define sex and gender and the ones we use to understand the other's systems of status. The presentation aimed to show how deploying culturally contextualized gender mainstreaming in development projects makes necessary a deep understanding of the social structures and the local worldviews.

Country policy presentations

Country presentations on gender equality policies of significance and applicable to the fisheries sector were made for the six countries of the Regional Fisheries Livelihoods Programme: Cambodia, Viet Nam, Sri Lanka, Timor-Leste, Indonesia and Philippines. A summary of the presentations is found below:

Cambodia

Kaing Khim, DDG of Fisheries Administration (FiA) and NPD of RFLP CMB, and Mrs. Heng Ponley, FiA Gender Working Group

Both Cambodian men and women usually play important roles in contributing to the development of the fisheries sector since the past decades by involving in fishing, post-harvest fisheries activities, repairing fishing gears, and fish trading, etc. However, it has been little attention and poor recognition of women's role in the fisheries sector. To respond with these issues and to enhance a better gender role in the fisheries sector, the Fisheries Administration has been endorsed a Gender Mainstreaming Policy and Strategy in the Fisheries Sector (GMPSF) in 2007 and also in order to contribute to the implementation of Gender Mainstreaming Policy and Strategy in Agriculture sector (GMPSA) which was endorsed in 2006 by Ministry of Agriculture, Forestry and Fisheries (MAFF).

The gender policy's statement for the fisheries sector is the “enhancement of gender equality in the fisheries sector through active cooperation of both women and men for the opportunity to contribute and benefit equality from the activities of all sub-sectors in the fisheries sector”. In order to achieve this statement, the five objectives of GMPSF have been identified which are 1). to increase the number of women that have sufficient qualification for management position and advance their careers in FiA; 2).

to increase the gender awareness of FiA staff at every level of the fisheries sector; 3). Integration of gender analysis, sex disaggregated targets and data in reports and plans as well as in all projects and programs in fisheries sector; 4). to increase the ability of rural women to access and manage natural fisheries resources and services; and 5). to improve the communication linkage between relevant ministries, departments and other donor agencies (in relation to gender). The main approach of implementing this GMPSF is the integration of its plan into FiA annual plan, mid-term and long term strategic plan through a strong coordination team of FiA gender working group from higher positions of FiA management team and Departments/universities under FiA.

There is almost three years' implementation of this GMPSF since 2008, which has been considered as a good progress and gradually succeeded implementation with significant change in term of upgrading gender knowledge of FiA staff at almost all levels, management team's decision making for the higher women positions' promotion, integration of gender indicators in FiA annual plan/mid-term and long term strategic plan, and the incorporate implementation of gender responsive in sub-sectors of fisheries projects/programs at community levels. Therefore, gender mainstreaming policy and strategy in fisheries sector is very important, which provides as a necessary and useful guidance for the organization to achieve gender equality.

However, unlimited time is needed; as gender is a complex, controversial subject, social relation, and change overtime; in order to disseminate, coordinate and follow up regularly by a gender focal point within the organization, projects and programs to make sure gender responsive is taken into account overtime.

Viet Nam

Ms. Pham Thi Hoang Tam, Provincial Sub-Department of Aquaculture, Quang Nam province, Mr. Phan Ton Bao Duy, Project Management Unit of Regional Fisheries Livelihoods Program, Thua Thien Hue province

Within the fisheries sector in Viet Nam, the female work force represents 60% of the labour force in trade and services, reaching 80% in fish processing. However, the role of women seems not to be recognized and evaluated adequately. Currently, the operation plan on gender for 2008-2010 has been drafted for the fishery sector, with the purpose of implementing strategies for the fishery sector. The national fishery bodies have also organized consultative workshops on the theme of the role of women in fisheries, with the aim of collecting initiatives for building a national action program for the advancement of women in fisheries activities.

Viet Nam has some other legal documents that are relevant to gender equality, like the Law of Gender Equality, adopted by the National Assembly of Viet Nam and that have taken effect on July 2007. During the period 2001-2010, Viet Nam has developed the basic framework of policies and legislation regarding gender equality. Most of the new legislation drafted or amended fully grasps the spirit of "prohibit discrimination against women" and is in accordance with the principles of gender equality. The

Government has developed and implemented strategies and plans, such as the National Strategy for the Advancement of Women in Viet Nam for 2001-2010. To date, the national machinery on gender equality in Viet Nam includes: Ministry of Labour - Invalids and Social Affairs and the National Committee for the Advancement of Women. In addition, the Viet Nam Women's Union and Group of Viet Nam Women MPs also actively participated in this work. The sources of finances for gender equality are arranged in annual government budget and can be mobilized from different sources.

Regardless of these achievements, policies of gender equality still have tardiness and disunion. Some specialized policies and laws are newly published or amended not taking into account gender elements or have some regulations that not meet international criteria - some regulations are found difficult to implement in practice. There is a lack of staff working on gender equality and the advancement of women or either they have limited skills. The funding for gender equality work is still too small and dependent on the interest of each locality.

The causes of the existing problems are found on prevalent prejudices and old standards from the idea of "male-supremacy mentality" that act as barriers for changing attitudes and behavior of officials and citizens, of women and men. The political commitment of many Party organizations, government agencies and social organizations on issues of gender equality is still not very high and the inter-sector coordination mechanisms for the implementation of gender equality are still restricted.

Sri Lanka

Ms. Subhashini Vithanage, Marine & Coastal Resources Conservation Foundation (MCRCF), Mr. Nishan Dissanayake, RFLP M&E Officer, Sri Lanka

In Sri Lanka, the Ministry of Child Development and Women Affairs has as an objective: "policy and strategy development, planning coordination and implementation of programs on child development and empowerment of women". There is also the Women's Bureau of Sri Lanka, in charge of ensuring equal opportunities for women before the law and in the social, economical, educational, political and cultural fields, the empowerment of women through the promotion of women's education, health, participation in economic activities and counseling support, poverty alleviation through social mobilization and sustainable micro enterprise development, safeguarding the right of women to protect them from gender based violence and mainstreaming gender in all development policies and programmes.

In 1993 the Government adopted the Women's Charter in order to achieve gender equality in all areas of life in conformity with the constitutional provisions and international norms and obligations. It incorporates the provisions in CEDAW and establishes the National Committee on Women. The National Committee on Gender was established in the year 1993 with the objectives of achieving "women's convention" that embodies the government policies on women's, and its main objectives are on: Increasing women's representation in Parliament, Provincial Councils and Local Authorities, make the head of household concept applicable to both spouses, promote bilateral agreements for women migrant workers, ensuring equal domestic responsibility for both husband and wife, prevent negative

stereotyping of women in the media, reform existing legislation that is discriminatory towards women and the effective implementation of the prevention of Domestic Violence Act.

There are not specific formal policies regarding gender in the fisheries sector, although the Fisheries Act 1996 No.02 acknowledges “Gender Balance”.

Women’s involvement in the fisheries sector goes unrecognized. The Census of marine fisheries in Sri Lanka accounts for 1% of women involvement (those who are only fishing excluding North west Chillaw 25% Mannar 75%). Fishing is an activity done by men, in southern provinces of Sri Lanka. Cast, religion, culture, customs and traditions drive “this attitude” from one fishing area to another: e.g. Buddhists and Muslims are not involved in the shore based fishing activities whereas Catholics enjoy a better mobility. The economic level of the family affects women’s engagement in fishing, with men dominating fishing. Traditional beliefs also must be taken into account: in southern province women who sell fish are seen differently than in the north. There is also a need of attention of the coping strategies used by women, the new cultural values (i.e. younger women do not want to be involved in fishing related activities), the burden of reproductive roles and social and household responsibilities.

Regarding the access and utilization of the resources, it is the fishermen who dominate the access to the fishing grounds. In some cases, widow women have access to lagoons. Fishing skill and gear is passed down from fathers to the boys. The ownership of the fishing crafts is also mostly of men. The handling of the household money is controlled by women.

Timor-Leste

Ms. Elfrina Ly da Cruz, Monitoring and Evaluation Officer Politics of Development in gender division of the Secretary of State for the Promotion of Equality, Mr. Enrique Alonso, Advisor RFLP Timor Leste

The presenter made a contextualization of the policies related to gender in the fisheries sector. In 2001 it was held the First Congress of the Timorese Women in Timor Leste, and also it was created the Gender Affairs Unit. The Convention on the Elimination of All forms of Discrimination Against Women (CEDAW) was ratified in December 2002. During 2008 the Secretary of State for Promotion of Equality (SEPI) replaced the former Office for the Promotion of Gender Equality. During this year it also took place the signature of the Dili Declaration between stakeholders promoting gender equality. In 2009 the SEPI published the Action Plan, and during 2010 the Strategic Plan 2010-2015. SEPI has made a number of achievements, on policy reform (with the successful presentation of CEDAW reporting in New York for the first time, the law to support gender focal points in the Administration and the approval of the Domestic Violence Law), Human resources, Capacity building and Strategy design (with the development of a 5 year strategic plan).

The goals of the strategic Plan of the SEPI are on building capacity in gender mainstreaming, advocate for gender responsive policies and laws at national and local levels, make institutions gender responsive through gender mainstreaming in policies, programs, processes and budgets and to raise the level of gender awareness among the stakeholders and the general public in order to drum up public support for

gender equality promotion. For this purpose the main actions are on capacity building, the development of tools and guidelines, the strengthening of networks and communication.

The Gender policy of MAF 2009-2012 has the following goals: Improve gender sensitivity of MAF, advance women's equal participation with men as decision-makers in the areas of agriculture, fishery, forestry and livestock, support women and girls in realization of their full human rights, reduce gender inequalities in access to and control over the resources and benefits of development and to enable women farmers to better organize themselves to influence programs and policies. The actions to achieve this are based on the establishment of quotas (in participation, planning, decision making and recruitment), the design of Infrastructure in MAF, on the working benefits, in the Code of conducts, trainings of key actors, improve access to education (specific trainings and access to scholarship) and through the reinforcement of women networks.

Regardless of these efforts, in the Strategic Plan 2010-2030 of the National Directorate of Fisheries there are no goals or activities specifically planned on gender. The strategic plan of SEPI and the gender policy of MAF are mostly focus in the institutional strengthening. It reveals the current status of the institutional system in Timor-Leste, a new state in process of being strengthen. There is still a lack of a specific policy that addresses gender in fisheries. There is also a rapid institutional change in comparison to the social change. The investment in trainings and formal education reveals that one of the main problems faced is the lack of human resources available and there is also a lack of information and data regarding gender issues.

The main recommendations were;

- SEPI to continue being an advisory body. There are not many implementing partners and gender focal points can have little access to decision making. There is a need of strengthening networks.
- It is not enough to say that there is a patriarchal system. There is a need for a better quantitative and qualitative analysis and research.
- Gender change should be promoted in civil society, not only in the institutions.
- Gender policies should not be a set of wishes. The general objective of a policy has to be realistic.

Indonesia

Ms. Lintje H. Pellu, Integrated Services Center for Gender and Child Empowerment of East Nusa Tenggara Province., Elia Suwardi, RFLP, Gender focal point Indonesia

The presenter gave an overview of the gender situation in the fisheries sector in East Nusa Tenggara with mention of the issues faced by the small scale fisheries sector (problems in capital access, non-regulated for monetary incentive, unskilled fishers, uncovered for social assurance, technology hard to access, etc.).

In general in coastal communities in East Nusa Tenggara, women have important roles to manage and to sustain their households. Besides domestic roles, women have to work along with men in order to

secure the household economic. Women roles could be identified as fish vendors at traditional markets and also as seaweed cultivators. Women's role in income generating activities provides a chance for women to managing their household financial and reducing men's domination in decision making process. Decision making process covers activities such as domestic, productive and social activities.

The conclusions raised were:

- In some policies there are no difference between men and women.
- Women have possibility to expand other fishing activities.
- Open discussion of using family assets.
- In fishermen household women have significant and active roles to enhance family economy.

Philippines

Ms. Jessica Munoz, Bureau of Fisheries and Aquatic Resources and RFLP Gender focal point

The 1987 Philippine Constitution states the "equality before the law of men and women and recognizes the role of women in nation building, recognizes the sanctity of family life and shall equally protect the life of mother and life of the unborn from conception and provides protection for working women by providing them safe and healthful working condition, taking into account their maternal functions". The National Commission on the Role of Filipino Women (NCRFW) was established on January 7, 1975 as an advisory body on policies and programs for the advancement of women. It is mandated to review, evaluate, and recommend measures, including priorities to ensure the full integration of women for economic, social and cultural development at national, regional and international levels, and to ensure further equality between women and men.

On August 14, 2009, the NCRFW was renamed Philippine Commission on Women (PCW). The PCW shall act as catalyst for gender mainstreaming, authority on women's concerns, and lead advocate of women's empowerment, gender equity, and gender equality in the country. Other laws and regulations of reverence to gender include: The Act strengthening the prohibition of discrimination against women in terms and conditions of employment, the Women in Development and Nation Building Act, provides the legal guarantee for equal rights and opportunity of women, the Anti-Sexual Harassment Act protects the dignity of women by declaring sexual harassment as unlawful in the employment, education or training environment, the indigenous people's rights act, contains provisions that ICC/IP women shall enjoy land rights and opportunities with men; provides for her participation in the decision-making process, full access to education, maternal and child care, health, nutrition, housing services and training facilities, Women in Development and Nation Building Act - provides guidance and measures that mobilizes and enhances participation of women in the development process in ways equal to that of men.

Women have an active role in the fisheries sector in the Philippines; they are engaged in the preparation/repairing of fishing nets, post-harvest activities, aquaculture activities, marketing, fishing activities, patrol, fisher organizations, cooperatives, and the national agency on fisheries.

Gender Mainstreaming in the Philippines is the main strategy for ensuring that the government pursues gender equality in all aspects of the development. It has a vision of a gender-responsive society where women and men equally contribute to and benefit from development, recognizes and addresses gender issues in legislation, policies, programs and projects and institutional mechanisms of the government on a sustained basis and it also institutionalize gender concerns in the mainstream development processes and agenda and not just in the peripheral programs and projects of the government.

Conclusions

Best practices for mainstreaming gender into small-scale fisheries

Following their discussions participants at the workshop came up with a series of best practices for mainstreaming gender into small-scale fisheries. These can be summarized as follows:

- Ensure that both the reproductive and productive roles of women are considered
- It is important to have a solid contextual understanding of local culture, norms, economic and other social status
- It is important to have good statistics as well as in-depth qualitative data
- Projects and programmes should be participatory and flexible/reactive rather than prescriptive owing to the complexity of gender issues
- The poor should be central to any actions and it is important to ensure that women and men, boys and girls are fully involved/considered in the design, development, implementation and monitoring of interventions. This includes assessing and prioritizing livelihoods interventions.
- The importance of self help groups, associations and networks should be recognized as should the leadership roles of women.
- Activities should be targeted at both women and men. If they only focus on women or men then there must be clear reasons why.
- Equitable access to resources and decision making spaces needs to be ensured.
- Women need to be better informed through improved access to communication and information. Women's own knowledge, experiences and aspirations need to be acknowledged.
- The issue of gender needs to be communicated more. The issue needs to become more accessible, relevant, palatable and punchy (without losing the real meaning).

Summary recommendations for the handbook

From the findings of the three workgroups a number of recommendations for the use of the tools could be highlighted as follows:

- Specify that the tools have always to be part of the logical framework (include this in the objective of the handbook), and that using the tools alone it will be never be enough – it should come with a stronger policy support from the government.
- Need more examples and case studies to illustrate how the tools can be used.
- Try to use the tools as a guide, but not a methodology to be filled in by the community.
- In some cases it may be better not to compile the tables at the site, but rather to undertake research (in the form of focus group discussions etc) and fill them in later. For example, when applying the tool for analyzing gender needs, community members may find it difficult to grasp the concept of ‘practical and strategic needs’. Instead, the issue could be approached indirectly by asking about aspirations (where would you like to be in 5 years etc?). The facilitator could then guide the discussion to identify practical and strategic needs with appropriate findings recorded later on.
- If used as part of a participatory approach – should let them decide on how they want to be part of the process.
- Include a definition on the criteria for the researcher/facilitation team (local, but not part of the community, strong knowledge on research analysis and methodology, etc). Remark the importance to be gender sensitized but also have a fisheries profile.
- Sampling should be part of the planning stage.
- Include web links on what the research institutions are doing on gender analysis, as well as other networks and important reference links.

Proposed fisheries gender network

The Regional Fisheries Livelihoods Programme presented its plans to create a gender network in fisheries. This will seek to facilitate and encourage the sharing of information and exchange of knowledge and experience on gender issues between the six RFLP countries (Sri Lanka, Philippines, Indonesia, Cambodia, Timor-Leste and Viet Nam). The network will be based around the RFLP’s website www.rflp.org with one of its first tasks being to facilitate further discussion on the handbook.

Policies and strategies for achieving gender equality in the fisheries sector

Recommendations for increased mainstreaming of gender at the policy level were presented and discussed by participants.

It was agreed that governments should introduce policies and programs that meet the gender needs in the fisheries sector, recognize and value the role that women play and provide the conditions to ensure the empowerment of women and their participation in all decision making levels — from the household to government.

The following areas should be promoted:

- the visibility of women’s role in fisheries and aquaculture
- the recognition of women’s contribution in these sectors

- the participation of women in decision making
- the improvement of women's self confidence
- the creation and acceptance of women and women's organization within the fisheries and aquaculture political and institutional frame
- the exchange of experiences, problems and resolutions among women
- training programs and awareness campaigns
- a sustainable development of fisheries and aquaculture and the preservation of fisheries and coastal communities
- the active cooperation of both men and women to contribute and benefit equality from the activities of all sub-sectors in the fisheries sector.

It was highlighted that national government should undertake initiatives at different levels to address gender issues in fisheries.

At the community level

- Encourage the participation of women and women's groups in decision-making processes.
- Improve women's access to training and information on the fisheries sector so that they can participate from a position of knowledge.
- Enhance sensitivity to gender issues: i.e. lightening household responsibilities, such as by more equitable sharing of tasks with the spouse and children, or by providing community child care arrangements.
- Ensuring food security, developing marketing; i.e. Policy support to women by improving their access to markets and storage of fish through provision of ice, will help improve the quality of the fish catch.
- Improve Capability
 - By supporting entrepreneurship
 - By facilitating access to fish resources and decision making women's organizations
 - By training
- Income generating activities (alternative livelihoods) are very important and should be considered to provide incentive inputs and benefits for high and active participation of both women and men and to achieve sustainable fisheries resource management.

At Ministry/Department level

- National policies on fisheries development should take the role of women into account. A specific policy on gender mainstreaming and strategy in the fisheries sector is a good way of taking this into account (i.e. Cambodia). This will require specific budget allocation.
- Fisheries departments should make the designation of gender focal points and form gender working groups. The coordination of the team should be done by senior position with influence.
- Maintaining a contact list of national network members and those supportive of its activities (per country)
- Policy makers should be trained on gender issues.

- Government staff and extension workers should be trained to raise their awareness of gender issues and to improve their skills in gender analysis and at developing gender-sensitive projects.
- Increase the number of women officers in ministries and departments, especially those in decision-making posts.
- Collecting information on research done to date on gender in fisheries
- Put in place systems to monitor gender-related fishery issues and indicators that report the quality and quantity of gender information
- Promote research that focuses on gender issues in fisheries.
- Develop indicators that are specific to the achievement of gender equity and the empowerment of women in fisheries.

Governments should also put more attention in the gathering of information and how they develop research programs, specifically:

- Develop research and gender analysis methodologies;
- Collect data disaggregated by sex
- Provide training to assist scientists and development specialists in research and program implementation;
- Develop sustainable institutional frameworks for gender mainstreaming;
- Sustain continuity in gender sensitive development research and strategic interventions;
- Increase gender sensitivity in research and policy design and management.
- Undertake research and analysis on:
 - The conditions and contributions of women in small-scale and artisanal fisheries and fishing communities
 - The impact of development and conservation projects on the lives of men, women and children in fishing communities; and
 - The impact of fisheries conservation and management measures on the lives and livelihoods of fishing communities.

To enhance gender equity, gender mainstreaming in the governmental organizations and donor agencies should be applied in their policies and programmes as well as the use of gender analysis frameworks for development projects.

Annex 1 - Programme

Day 1: The Concepts	
2 nd November	
Time	Activity
8.00 – 8.30	Registration
8.30 – 9.00	<p>Opening Session</p> <p>Welcome address by H.E. Mao Vuthy, Deputy Governor of Siem Reap Province</p> <p>Opening address and by RFLP Regional Manager, Mr. Jose Parajua</p> <p>Opening Address by Mr. Ajay Markanday, FAO Representation in Cambodia</p> <p>Opening speech by H.E It Nody, Chief of Gender Unit of MAFF and Under Secretary of State of MAFF</p>
09.00 – 9.15	<p>Self-introductions</p> <p>Housekeeping,</p> <p>Mr. Steve Needham, RFLP Information Officer</p>
09.15 – 09.40	<p>Why mainstream gender in the fisheries sector?</p> <p>Ms Angela Lentisco, RFLP Associate Professional Officer</p>
09.40 – 10.15	<i>Coffee and group photo</i>
10.15 – 11.00	<p>Introduction to gender concepts,</p> <p>Ms Carmen Arenas, RFLP consultant</p>
11.00 – 11.40	<p>Case studies - Workshop participants</p> <ul style="list-style-type: none"> • Women's Entrepreneurship Development and Gender Equality (WEDGE) Project, Ms. Seltik Heng, ILO - National Project Coordinator Women's Entrepreneurship Development and Gender Equality, Cambodia • Best Practice for Gender Mainstreaming in the Fisheries Sector - A Case Study in Cambodia, Mr. Sim Bunthoeun, The Learning Institute • Promoting Women's Group to encourage CBFM concept in Sihanoukville, Cambodia, Ms Sumitra Ruangsivakul, SEAFDEC • Title to be confirmed, Mr. Mark Dubois, The Wetland Alliance/The World Fish Mekong Regional Office

11.40 – 12.00	Q&A
12.00 – 12.20	<ul style="list-style-type: none"> Resources, Production and Gender: items for debate about fishing communities in East Timor, <i>Ms. Maria Jesus Pena Castro, Universidad de Salamanca</i> The value chain analysis in gender and fisheries, <i>Ms Kyoko Kusakabe, AIT Gender Department</i>
12.20 – 12.30	Q&A
12.30 – 14.00	<i>Lunch</i>
14.00 – 14.45	<ul style="list-style-type: none"> Gender-sensitive approaches for coastal climate change adaptation and disaster risk reduction, <i>Ms. Minna Epps, Mangroves for the Future</i> Integration of the gender perspective into project cycle management, <i>Ms Kesinee Kwaenjaroen, Sustainable Development Foundation, Thailand</i> Engendering fisheries and aquaculture research and development (R&D), The WorldFish experience, <i>Ms. Nireka Weeratunge, World Fish</i> Tiwi Seaweed Pansit Production: A Success Story of a Women Social Enterprise, <i>Ms. Leonila Coralde, Municipal Agriculture Officer Tiwi, Albay, Philippines</i>
14.45 – 15.00	Q&A
15.00 – 15.30	<i>Coffee break</i>
15.30 – 16.45	Plenary discussion
16.45 – 17.00	Summary of the day and briefing on the next day
18.30 – 20.30	Welcome Dinner

Day 2: The Tools	
3 rd November	Activity
Time	
8.30 – 8.40	Summary of the previous day
8.40 – 9.00	How FAO gender policy applies at the field level? Ms Melba Reantaso, FAO HQ
9.00 – 10.00	Introduction to the Project Cycle,

	Ms Carmen Arenas
10.00 – 10.30	<i>Coffee break</i>
10.30 – 10.50	Integrating Gender in the Project Cycle, Ms Carmen Arenas
10.50 – 11.30	Gender analysis tools; <ul style="list-style-type: none"> - Activity Profile - Access to and control over resources and benefits - Gender Needs Analysis Ms Carmen Arenas
11.30 – 11.40	Briefing for the working groups Ms Angela Lentisco
11.40 – 12.30	Working groups – 3 working groups, one for each tool.
12.30 – 14.00	<i>Lunch</i>
14.00 – 15.00	Working Groups (cont.)
15.00 – 15.15	<i>Coffee break</i>
15.15 – 16.00	Presentation of the working groups
16.00 – 16.45	Plenary Discussion
16.45 – 17.00	Briefing on the field trip, Mr Thay Somony/ Ms Angela Lentisco
Day 3: Field Visit	
4 th November	
Time	Activity
8.00 to 12.00	Field Activity – Workshop participants 3 groups to 3 different communities Test of the tools discussed the previous day
12.00 – 14.00	<i>Lunch</i>

14.00 – 17.00	Visit to Angkor Wat (Courtesy of RFLP)

5 th November	
Time	Activity
08.30 – 10.00	Experience sharing – Comments on the tools after the field visit 3 groups presentations Plenary discussion
10.00 – 10.20	A gender view on the academic scope , Mr. Enrique Alonso
10.20 – 10.50	Coffee
10.50 – 11.30	Recommendations of policies and strategies for achieving gender equality in the fisheries sector, Ms Carmen Arenas
11.30 – 12.15	Country presentations on gender equality policies of significance and applicable to the fisheries sector: Cambodia - Ms.Kaing Khim, Deputy Director General, NPD of RFLP and Chairperson Gender Working Group of FiA Viet Nam - Ms. Pham Thi Hoang Tam, Provincial Sub-Department of Aquaculture, Quang Nam province and Mr. Phan Ton Bao Duy, Project Management Unit of Regional Fisheries Livelihoods Program, Thua Thien Hue province. Sri Lanka - Mr. Nishan Dissanayake, M&E RFLP - Gender Focal Point Ms. Subhashini Vithanage, Marine & Coastal Resources Conservation Foundation (MCRCF)
12.15 – 12.30	Q&A
12.30 – 14.00	Lunch

14.00 – 14.45	<p>Country presentations on policies (cont.)</p> <p>Timor-Leste - Mr. Enrique Alonso, Technical Adviser RFLP Timor-Leste</p> <p>Ms Elfrina Ly da Cruz, Monitoring and Evaluation Officer Politics of Development in gender division of the Secretary of State for the Promotion of Equality</p> <p>Indonesia - Ms. Elia Suwardi, RFLP, Gender focal point Indonesia</p> <p>Ms. Lintje H. Pellu, Integrated Services Center for Gender and Child Empowerment of East Nusa Tenggara Province</p> <p>Philippines - Ms. Jessica Munoz, Bureau of Fisheries and Aquatic Resources and RFLP Gender focal point</p>
14.45 – 15.00	Q&A
15.00 – 15.30	<i>Coffee Break</i>
15.30 – 16.30	<p>Plenary discussion</p> <p>Best Practices for Gender Mainstreaming in the Fisheries Sector</p>
16.30 – 17.00	<p>Closing remarks</p> <p>Ms Kaing Khim, Deputy Director General, FiA</p> <p>Mr Jose Parajua, RFLP Regional Manager</p>

Annex 2 - Participants list

Country	Name	Organization	Contact
Cambodia	H.E. It Nody	Under-Secretary of State and Chairman of Gender Working Group of MAFF,	-
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