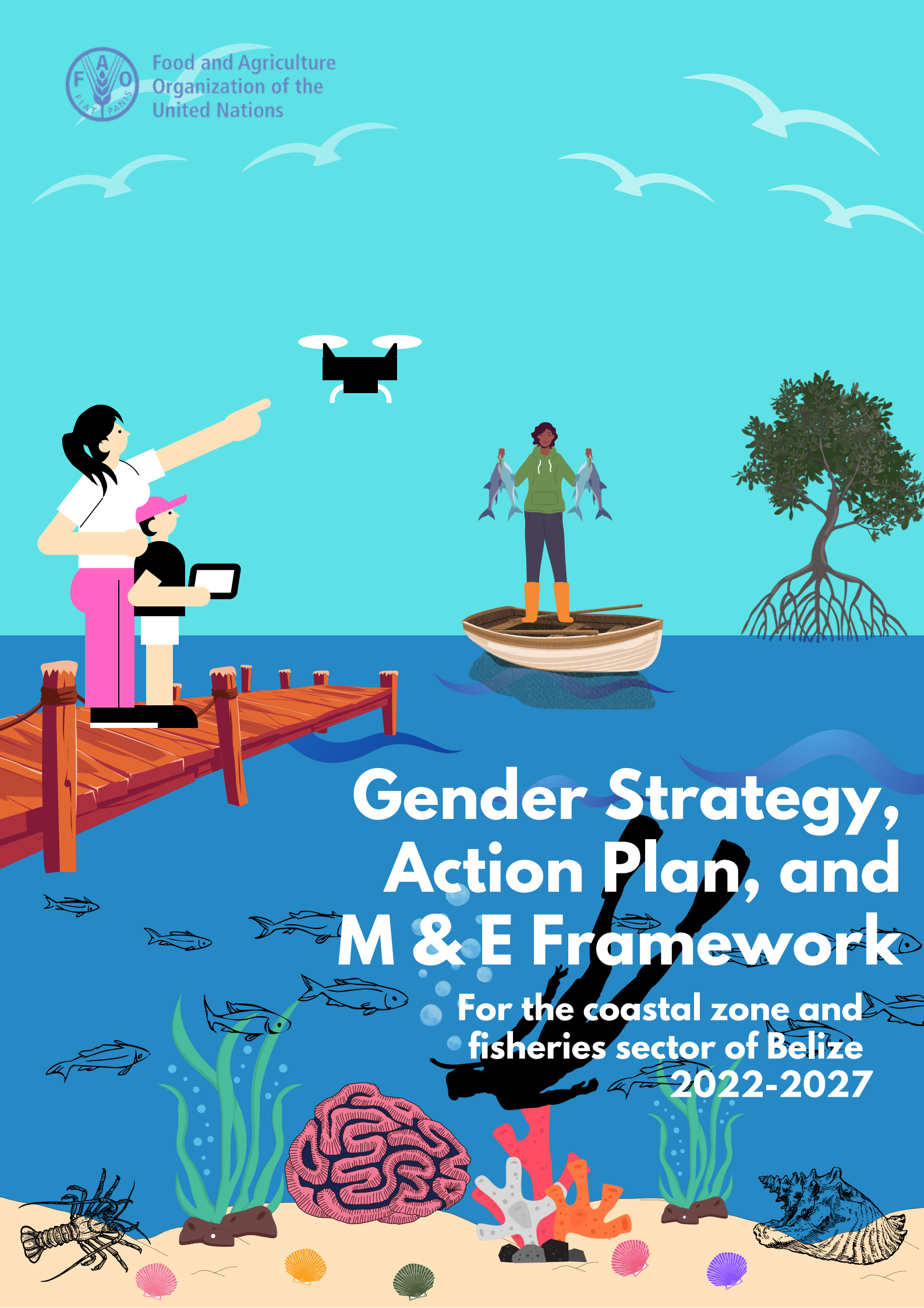




Food and Agriculture
Organization of the
United Nations



Gender Strategy, Action Plan, and M & E Framework

For the coastal zone and
fisheries sector of Belize
2022-2027

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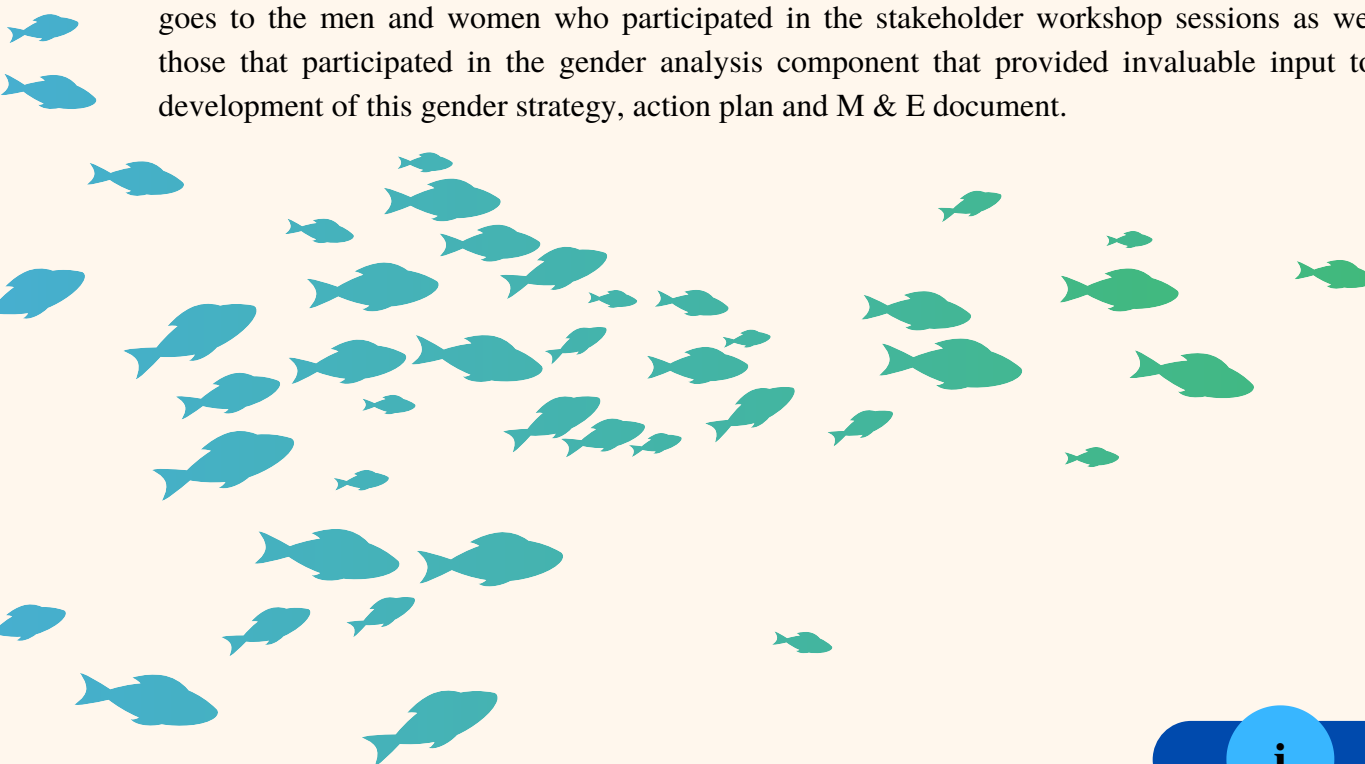


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Acronym

BEU	Blue Economy Unit
BFD	Belize Fisheries Department
CARICOM	Caribbean Community
CBD	Convention on Biological Diversity
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CEO	Chief Executive Officer
CRFM	Caribbean Regional Fisheries Mechanism
CZMAI	Coastal Zone Management Authority and Institute
FAO	United Nations Food and Agriculture Organization
GII	Gender Inequality Index
GCF	Green Climate Fund
GEF	Global Environment Facility
GSAP	Gender Strategy and Action Plan
ICZM	Integrated Coastal Zone Management (ICZM)
LGBTQI+	Lesbian, Gay, Bisexual, Trans, Queer, Intersex+
MPA	Marine Protected Area
MBECA	Ministry of Blue Economy and Civil Aviation
NBSAP	National Biodiversity Strategy and Action Plan
NDC	Nationally Determined Contributions
SDG	Sustainable Development Goals
SIB	Statistical Institute of Belize
TURFs	Territorial use rights in fishers
UNCTAD	United Nations Conference on Trade and Development
UNFPA	United Nations Population Fund
UNDP	United National Development Program
WHO	World Health Organization

Key terms

Gender refers to socially constructed attributes of women, men, girls, and boys. This includes “norms, behaviors and roles associated with being a woman, man, girl or boy, as well as relationships with each other”. Since gender is socially constructed, what these attributes are can vary from society to society and can change over time (WHO, 2022).

Sex refers to the biological and physiological differences between men and women. In other words, their reproductive features. Sex is usually determined at birth.

Gender roles are behaviours, tasks, and responsibilities that a society expect men, women, boys, and girls to perform based on what is considered appropriate for their gender.

Gender relations are the ways in which a society defines rights, responsibilities and identities of men and women in relation to one another.

Gender stereotypes are a rigid set of ideas about the attributes, differences and roles of men and women. These attitudes and preconceptions are often used to justify gender discrimination. Gender balance envisions equal and active participation of women and men in all areas of work, projects, and programs. This includes at the decision-making level as well as their access and management over resources and services.

Gender equity considers that both women and men are given fair and just treatment in terms of the distribution of benefits, obligations, and opportunities.

Gender equality “implies that the interests, needs and priorities of both women and men are taken into consideration” (UN, 2022) as well as recognizing gender in all its diversity.

Gender lens is an approach that “takes the existing differences between women and men into account when analysing a situation or when developing specific approaches or programmes” (UNFPA, 2022).

Gender-responsiveness refers to “outcomes that reflect an understanding of gender roles and inequalities and encourage equal participation, including equal and fair distribution of benefits” (UNDP, 2022).

Gender mainstreaming is “the process of assessing the implications for women and men of any planned action, including legislation, policies, or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic, and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality” (UNWOMEN, 2022)



Blue Space - includes the coastal zone and its associated ecosystems, which in the case of Belize includes mangroves, seagrass, and coral reefs, and extending to the Exclusive Economic Zone (EEZ) and on to the area beyond national jurisdiction (MBECA, 2022).

Blue Economy – The concept of a "blue economy" came out of the 2012 Rio+20 Conference and emphasizes conservation and sustainable management, based on the premise that healthy ocean ecosystems are more productive and a must for sustainable ocean-based economies.[1] It seeks to promote economic growth, social inclusion, and the preservation or improvement of livelihoods while at the same time ensuring environmental sustainability of the oceans and coastal areas (World Bank Group, 2017).

Blue Growth - “promotes the sustainable development of aquatic resources for the benefit of communities who rely on them for their livelihoods and food security. It seeks to maximize economic and social benefits while minimizing environmental degradation from activities within the fisheries and aquaculture sector” (FAO, 2018).

Climate Adaptation- adjustments in ecological, social, or economic systems in response to actual or expected climatic stimuli and their effects or impacts. It refers to changes in processes, practices, and structures to moderate potential damages or to benefit from opportunities associated with climate change.[2]

[1] Blue Growth| Policy Support and Governance Gateway| Food and Agriculture Organization of the United Nations| Policy Support and Governance | Food and Agriculture Organization of the United Nations (fao.org)

[2] What do adaptation to climate change and climate resilience mean? | UNFCCC

Introduction

Globally, sustainable fisheries are vital for achieving food security, alleviating poverty, and increasing economic growth. It is an essential pathway for development which relies on healthy marine and coastal ecosystems, such as mangroves, seagrass beds and coral reefs which serve as nurseries, feeding grounds and habitats for fish and other marine species.

The goods and services provided by healthy coastal and marine ecosystems are currently threatened by an increasing demand for coastal areas by economic sectors such as, tourism, transport, fisheries, urban development, all competing for blue space, coupled with impacts from climate change and natural disasters.

Belize's coastal and offshore areas support 40 per cent of the national population and the commercial activities occurring within the coastal zone contributes approximately 30% of the national GDP (Cho, 2005 as cited in CZMAI, 2016).

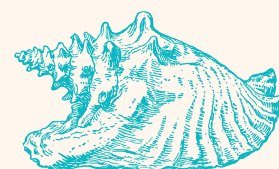
It is therefore imperative for decision makers to protect the integrity of marine and coastal ecosystems as well as to safeguard the sustainability of economic activities while protecting the livelihoods of communities that rely on these resources.

Among small states, Belize ranks third for susceptibility to natural disasters and fifth at risk for climate change impacts. The country has an estimated loss of 4% of GDP annually due to natural disasters (Updated NDC, 2021).

The Government of Belize is therefore committed to strategically transition to low carbon development while strengthening its resilience to the effects of climate change.[3] In its Nationally Determined Contributions (NDC) of 2016, the Government of Belize, identified the coastal and marine resources and fisheries and aquaculture as priority sectors requiring increased resilience and reduced vulnerability to climate change.

According to the UNFCCC, climate change has a greater impact on populations that are most reliant on natural resources for their livelihoods and those with the least capacity to respond to natural disasters.

“Differences in vulnerability and exposure arise from non-climatic factors and from multidimensional inequalities often produced by uneven development processes. These differences shape differential risks from climate change. People who are socially, economically, culturally, politically, institutionally, or otherwise marginalised are especially vulnerable to climate change and to some adaptation and mitigation responses. This heightened vulnerability is rarely due to a single cause. Rather, it is the product of intersecting social processes that result in inequalities in socio-economic status and income, as well as in exposure. Such social processes include, for example, discrimination based on gender, class, ethnicity, age, and (dis)ability” (IPCC, 2014).



[3] Belize Updated Nationally Determined Contribution, 2021



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Women have been found to face higher risks and greater burdens from the impacts of climate change and natural disasters.[4]

“The growing recognition of the disproportionate impact of climate change on women and girls have led to an increased awareness of their roles as agents of change and the need for gender equality and women’s empowerment for producing social, economic and climate resilience benefits. Systematically addressing gender gaps in responding to climate change is one of the most effective mechanisms to build the climate resilience of households, communities, and nations” (UN Women, 2016).

According to the world bank, economies are more likely to grow substantially when men and women fully participate as employees, entrepreneurs, consumers, caregivers, community stakeholders and leaders.

The national labor force data for Belize indicates that 62.5 per cent of all jobs are held by men, while women occupy 42.4 per cent (SIB 2021). The unemployment rate for females is much higher than that of males at 17.4 per cent and 7 per cent, respectively. The widest gender gaps are found within the primary sector and secondary sector of the country which are overwhelmingly male dominated.

The fisheries sector falls within the primary sector while the fishing processing plants, fall under the secondary sector.

Women account for 14 per cent of the workforce in the primary sector and 22 per cent of the secondary sector. In the tertiary sector, the largest employer, the gender gap closes as 52 per cent employed in the sector are males and 48 per cent are females.[5] However, jobs in this sector, tend to be sex segregated. For example, women are mostly storefront employees, call center workers, teachers, etcetera.[6]

Gender inequalities prevent women from fully participating in economic opportunities and decision making, ultimately restricting the potential of the coastal zone and fisheries sector (FAO, 2019).

Therefore, to enhance adaptation planning and increase resiliency of the coastal zone and fisheries sector of Belize, it is important to have gender sensitive and gender responsive policies, programs, and projects. Adaptation measures must be a shared responsibility of governments and stakeholders, at national, regional, and international levels and transcend sectors, public and private sectors, civil society, academia, and other relevant stakeholders.[7]

This Gender Strategy & Action Plan for the coastal zone and fisheries sector 2022-2027 is the first of its kind for Belize. The primary goal is to provide a systematic framework that will guide, strengthen, and assess the promotion of gender equality and enhance gender equity in the sector.

[4] Introduction to Gender and Climate Change | UNFCCC

[5] Belize uses a binary male/female gender identification system. Consequently, there is no data to indicate how those who identify as LGBT people are situated within the labor force.

[6] Gender Analysis of the Coastal Zone and Fisheries Sector of Belize, 2022

[7] What do adaptation to climate change and climate resilience mean? | UNFCCC



The Gender Strategy and Action Plan builds on ongoing gender responsive efforts by the Ministry of Blue Economy and Civil Aviation (MBECA) through its departments and units namely the Blue Economy Unit (BEU) and the Belize Fisheries Department (BFD) along with other key collaborating partners, one of which is the Coastal Zone Management Authority and Institute (CZMAI). This document reflects their collective commitment towards achieving gender equality and equity across their institutions and across the coastal zone and fisheries sector.

It is envisioned that the director of the Blue Economy Unit will oversee, facilitate, and champion the implementation of this strategy and action plan at the highest level of government and within departments with the legal mandate to oversee the sector, namely the CZMAI and the BFD. This strategy and action plan is meant to foster a gender responsive, collaborative approach to climate change adaptation planning in Belize.

Effective Timeline

This gender strategy and action plan covers the period from 2022- 2027. In the process of operationalizing the plan it will require revision and periodic review according to newly available data generated through other initiatives such as the vulnerability and livelihood studies, climate data assessments, new national policies and frameworks, scientific findings etcetera. This is the first gender strategy for the sector and therefore it encountered many limitations in attaining sector specific, sex-disaggregated, socio-economic data. The project was unable to provide baseline data due to the lack of necessary data sets. The plan therefore offers a guide to commence a systematic baseline data collection process to monitor gender mainstreaming efforts within the sector as well

as to commence the collection of sex disaggregated socio-economic data at the community level where climate adaptation projects will be executed. This will serve as baseline data that can guide the setting of targets and indicators for the sector.

The Gender Strategy and Action Plan Process

This gender strategy and action plan is grounded in the gender analysis and assessment conducted for the coastal zone and fisheries sector in June - July 2022, which acknowledged that coastal and marine resources, fisheries, and aquaculture are priority areas requiring increased resilience and reduced vulnerability to climate change.

The gender analysis and assessment aimed to identify how gaps such as increased capacity building, education, and awareness around adaptation planning at various levels including community level can be addressed as well as how institutional programs of the Blue Economy Unit, Coastal Zone Management Authority and Institute and the Belize Fisheries Department can be enhanced from a gender perspective.

The gender analysis and assessment was conducted using key research papers, national and regional gender assessments as well as input from stakeholders in the sector to identify and analyze gender issues relevant to the coastal zone and fisheries sector.

This strategy and action plan operationalizes the constraints and opportunities for women, men and youths identified during the gender analysis and assessment, gearing towards fully integrating them into decision making for adaptation measures in the coastal zone and fisheries sector.

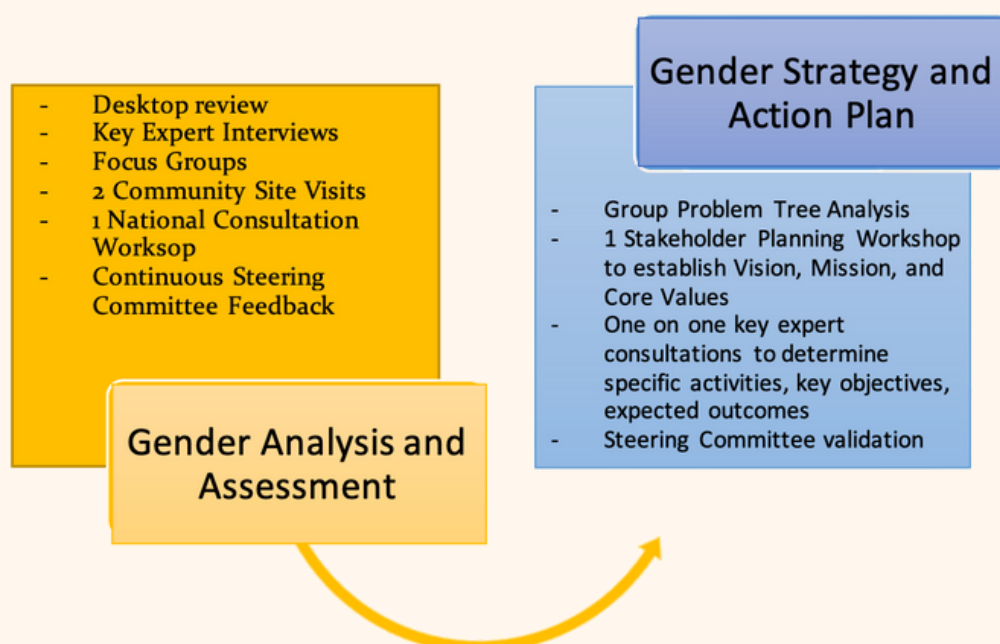


Figure 1 Process undertaken for the development of the strategy and action plan for the coastal zone and fisheries sector of Belize.

Based on findings from the gender analysis, two entry points were identified for effective gender mainstreaming within the sector (see table 1). Therefore, the Blue Economy Unit, the Belize Fisheries Department and CZMAI will focus on these areas.

Table 1: Entry points for mainstreaming gender within the sector

INSTITUTIONAL GENDER MAINSTREAMING	GENDER EQUALITY IN THE SECTOR
<p>This means that the BEU, BFD and CZMAI will address gender inequalities and emphasize the empowerment of women through organizational efforts such as: allocating the necessary budgetary and human resources, improving staff capacity to implement gender responsive programming and services, use a gender lens in the design of policies, programs, and projects, critically assess organizational culture to remove internal obstacles that can impede effective gender mainstreaming.</p>	<p>This means that the BEU, BFD and CZMAI will continue to examine and address the needs of men, women, and youth in the wider sector. In addition, it will acknowledge the value, capacities, knowledge and contribution of men, women and youth across the fisheries value chain and coastal zone. They will work towards greater inclusion and empowerment of women and youth in the development of policies, programmes, and projects to minimize the perpetuation of inequalities and to ensure equal opportunities and benefits for all.</p>

Document Layout

Provides an overview of the project entitled, “Enhancing adaptation planning and increasing climate resilience in the coastal zone and fisheries sector of Belize” for which this strategy was developed. This section also introduces key institutions that will be directly involved with the oversight of this strategy.

Section 1

Section 2

Covers the key findings of the gender analysis that influenced the scope, structure and direction of this strategy.

Contains the guiding principles, vision and mission of the strategy and action plan

Section 3

Section 4

Presents the strategic framework and the action plan 2022-2027

Presents the monitoring and evaluation framework.

Section 5

Figure 2: Document Layout



Section 1: Background, Key Institutions & International Commitments

1.1 Project Background

The Government of Belize is committed to strategically transition to low carbon development while strengthening its resilience to the effects of climate change.[8] In its Nationally Determined Contributions (NDC) of 2016, the Government of Belize, identified the coastal and marine resources and fisheries and aquaculture as priority sectors requiring increased resilience and reduced vulnerability to climate change.

However, barriers such as the need for increased capacity building, education, and awareness around adaptation planning at various levels were identified. This led the Government of Belize to undertake a Green Climate Fund (GCF) readiness project entitled, “Enhancing adaptation planning and increasing climate resilience in the coastal zone and fisheries sector of Belize”. The aim of the readiness project is to increase the resilience of the coastal zone and fisheries sector through improved climate data and information gathering, monitoring and dissemination, assessments of impacts of climate change on select communities, mainstreaming of climate change considerations into the relevant plans and policies and strengthening of coastal and fisheries communities and organization communications network for appropriate climate response.

As per the GCF's requirement, a gender assessment was conducted to understand and describe gender-specific risks and opportunities and to maximize the gender-sensitive development impact of GCF programming. The Food and Agriculture Organization (FAO) is the implementing agency for the readiness project. FAO's support continues to be instrumental in Belize's commitment to achieving food security and rural development. FAO's goal is to “Achieve equality between women and men in sustainable agriculture and rural development for the elimination of hunger and poverty” (FAO, 2020).

[8] Belize Updated Nationally Determined Contribution, 2021



1.2 Key Implementing Institutions

The strategic vision, mission, objectives and actions of the gender strategy and action plan for the coastal zone and fisheries sector considers the mandate of key institutions responsible for the direct leadership and responsibility for policy formulation, adoption, and implementation for the sector. It is important to note that the MBECA is a relatively new ministry, and its role as it pertains to the Blue Economy Unit of the ministry is quickly evolving as it defines itself within the sector.

1.2.1 Ministry of Blue Economy and Civil Aviation (MBECA)

The MBECA was formed in November 2020. It has a parliamentary mandate to develop a sustainable blue economy that will contribute to Belize's economic growth/recovery and the creation of opportunities for improved livelihoods through the responsible use and management of its ocean and aquatic resources (MBECA, 2022). MBECA is mandated to facilitate the development, implementation and monitoring and evaluation of the Belize Blue Economy Development Policy as well as to coordinate, liaise and communicate with all ministries that are a part of the multisectoral Belize blue economy.[9] MBECA is cognizant of the opportunities ensuing from the sustainable use of marine and ocean resources to alleviate poverty and provide societal improvements for coastal communities and businesses. It has also positioned itself to look at the role of women in the blue economy and how to better invest in activities targeting both women and youths, which could result in better marine resource management. MBECA seeks to increase the representation of women in leadership positions across traditional and technologically emerging sectors.[10]

The mission of the Belize Blue Economy Development Policy, Strategy, and Implementation Plan (BEDPS) 2022-2027 is: "To increase Gross Domestic Product (GDP) through a thriving blue economy development pathway that is harmonized, innovative and socially just, supported by a robust, science-based management regime of our aquatic resources and space to improve the livelihood of all Belizeans."

[9] Belize Blue Economy Development Policy, Strategy and Implementation Plan, 2022

[10] Strategic Implementation Plan for the Blue Economy Belize 2022-2027



1.2.2 The Belize Fisheries Department (BFD)

The BFD is the primary entity responsible for the management of the fisheries sector with the legal mandate ‘to sustain and enhance the viability of the fisheries resources with a view of optimizing yields and sustaining livelihoods for fishing community, ensuring food security, creating employment, income generation while sustaining the ecosystem and environmental services of the sector’.[11]

Its Mission is ‘To provide the country and people of Belize with the best possible management of its aquatic and fisheries resources, with a view to optimize the present and future benefits through efficient and sustainable management.’ To achieve its mission the Belize Fisheries Department has co-management agreements with three non-governmental organizations namely: Turneffe Atoll Sustainability Association (TASA), Southern Environmental Association (SEA), Toledo Institute for Development and Environment (TIDE) and one Trust, the Hol Chan Marine Reserve.

The fisheries sector is governed by the Fisheries Resource Act No. 7 of 2020 and managed through the enactment of Fisheries Regulations which utilizes the principles of closed seasons, closed areas, prohibited methods, females, and juvenile protection, as well as the Managed Access program (the regime of territorial use rights in fisheries known as TURFs).

The Belize Fisheries Department has a National Fisheries Policy Strategy and Action Plan whose mission is: “To achieve sustainable fisheries management and development through improved governance, research, private sector and Civil Society participation, gender equality and equity, community stewardship and effective enforcement and compliance”. The National Fisheries Policy, Strategy and Action Plan 2019 identifies five policy priority areas:

1. Conservation and Management of Fish and Ecosystems
2. Research and Development of the Fisheries Sector
3. Enforcement and Compliance
4. Capacity building and Knowledge Management
5. Fisheries Governance

[11] National Fisheries Policy Strategy and Action Plan 2019



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1.2.3 The Coastal Zone Management Authority and Institute

The Coastal Zone Management Authority and Institute (CZMAI) was established under Statutory Instrument 52 of 1998 as the focal agency with responsibility for coordinating programs and activities for integrated coastal zone management.[12] The mission of the CZMAI is: “Leading the sustainable use and planned development of Belize’s coastal resources through increased knowledge and building of alliances for the benefit of all Belizeans and the global community.”

The CZMAI provides advice to government on policies regarding the coastal zone as well as the development and implementation of programmes and projects that translate policies into activities that contribute to the sustainable development of coastal resources.[13] As such, the CZMAI developed an Integrated Coastal Zone Management (ICZM) Plan for Belize which serves as the overarching national framework for cross-sectoral planning and decision-making that supports the national agenda for the attainment of improved governance and sustainable use of the country’s coastal resources. However, the CZMAI has no regulatory authority, and its decisions may not be legally binding (MBECA, 2022).

Under this plan, Belize’s coastal areas have been divided into three major planning zones: Northern, Central and Southern Belize with a total of nine planning units. The ICZM Plan 2016 outlines four strategic objectives:

1. Encouraging Sustainable Coastal Resources Use
2. Supporting Integrated Development Planning
3. Building Alliances to Benefit Belizeans
4. Adapting to Climate Change

[12] Integrated Coastal Zone Management Plan, 2016

[13] Belize Blue Economy, Development Policy, Strategy, and Implementation Plan, 2022

1.3 National and International Commitments

The mission, vision, objectives, and strategic statements of this strategy are aligned with national and international instruments which Belize has committed to as it pertains to gender equality as cited in the Belize National Gender Policy 2021-2030, as well as in the Belize National Climate Change Gender Action Plan 2022-2027.[14]

1.3.1 International Commitments

Table 2 List of Belize's most relevant international commitments to gender equality as it relates to the coastal zone and fisheries sector

Universal Declaration of Human Rights 1948 (UDHR, 1948)
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW 1979)
1995 Beijing Platform for Action (BPfA)
2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs)
United Nations Framework Convention on Climate Change (UNFCCC)
Article 7.5 of the Paris Agreement
Convention on the Rights of the Child (CRC, 1989)
Various ILO Conventions on gender equality, child labor, decent work
United Nations Convention on Biological Diversity (CBD)
FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines)

1.3.2 National Commitments

The Constitution of Belize guarantees fundamental rights and freedom of every individual regardless of race, place of origin, political opinions, color, creed, or sex. It also protects citizens from laws that are discriminatory or have discriminatory effects.

Belize National Gender Policy 2021-2030 seeks to “achieve gender equity and equality and end discrimination against women and girls in Belize.” The NGP 2021-2030 identifies six priority areas:

- i. Health
- ii. Education and Skills Training
- iii. Wealth and Employment Creation
- iv. Gender-based violence
- v. Women in Power and Decision-making
- vi. Organizational systems strengthening

[14] Both National Gender Action Plans were reviewed and international commitments most relevant to the scope of this document were adopted.



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Under thematic area: Wealth and Employment Creation, of the Belize National Gender Policy 2021-2030, special mention of the fisheries sector is made in the following objectives:

- i. “Secure markets that favour women-owned businesses including niche markets (culture and creative industries, solar energy, fisheries, etc.) and markets that pay premiums for sustainably produced products and services (2021, p.90)” and
- ii. “Establish greater linkages between banks, credit unions and development agencies to ensure women's access to development financing opportunities, including in ICT, agriculture, fisheries and other growth industries (2021, p.91)”.

National Climate Change Gender Action Plan 2022-2027 outlines the main pillars for Belize’s gender just and inclusive climate change planning and seeks to integrate climate change plans into socio-economic development plans and ensuring that society in all its diversity is engaged in managing climate at the micro and immediate scale.[15] It has identified the following four areas:

1. Inclusive representation in climate change negotiations and planning
2. Policy coherence across all of government to support gender equality and social inclusion
3. Capacity development for existing institutional structures
4. Continuous improvement of documenting evidence and best practices

1.3.3 National Development Plans

In addition to institutional mandates and national and international commitments, the Gender Strategy and Action Plan for the Coastal Zone and Fisheries Sector also takes into consideration Belize’s long-term development goals, specifically Horizon 2030. One of the core values of Horizon 2030 is gender equity and non-discrimination in access to opportunities. It recognizes that “there is a need to understand the differential impact of development programmes on men and women and to take these differences into account in policy development (p. viii)”.

[15] National Climate Change Office. (2022). National Climate Change Gender Action Plan, 2022-2027. Belmopan: Government of Belize.



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Furthermore, Horizon 2030 also addresses the need to support sustainable fisheries as a strategy to meet:

High Level Goal - *A resilient economy with a level playing field for all businesses and entrepreneurs using appropriate technology to increase productivity and competitiveness in an environmentally sustainable way.*

In terms of climate change, the Horizon 2030, envisions a Belize with Healthy People and Healthy Environment by Caring for the Natural Environment as the Source and Basis of Economic and Social Progress.

High level Goal - *Belizeans have a deep appreciation and love for Belize's natural resources and work collectively to protect the natural heritage and the economic value of these natural resources is quantified and officially recognized.*

This goal speaks specifically to the sector, highlighting the need for adequate and sustained protection of marine and coastal areas as a part of the larger strategy to mitigate the effects of climate change.

To develop a relevant gender strategy and action plan for the coastal zone and fisheries sector of Belize, a gender analysis and assessment was conducted to determine what gender-related challenges and opportunities exist, that can impact the achievement of gender equality in the sector.

Section 2: Gender Analysis

2.1 Overview and Objectives

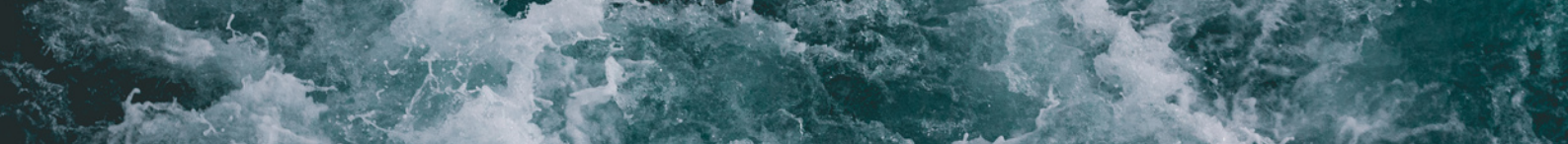
Gender equality is a concern raised in many domains and crosscuts many developmental issues. In anticipation of this gender strategy and action plan, the gender analysis identified several national gender-related issues that speaks to the position of men, women and youths in the Belizean society. The 2021 Gender Inequality Index for Belize (GII) was at 0.364 thus ranking 86th out of 170 countries. Women, youths, and the LGBTQI+ community have been identified as vulnerable groups. These groups are disadvantaged in the private sphere where men dominate as head of households and where members tend to have rigid, traditional, patriarchal, values and attitudes. They are also disadvantaged in the public domain where men dominate most of the economic sectors, the labour force, and leadership positions. However, women and girls, outpace their male counterparts in the educational system, particularly at the secondary and tertiary-level. Despite educational attainment being far greater among females than for males, women are still encountering higher levels of unemployment, a wage gap and low participation in leadership positions, particularly in elected office.

Unfortunately, existing national data in the form of reports and datasets to determine exactly how these gender groups score in any of these areas within the coastal zone and fisheries sector is lacking. Therefore, a gender analysis and assessment was undertaken using qualitative and quantitative methods, specifically, a desk review, data mining, expert interviews, survey, site visits and a stakeholder consultation workshop.

The main objective of the gender analysis was to identify and analyze gender issues relevant to the coastal zone and fisheries sector which provided insight into critical gender-related concerns both at the institutional level, as well as at the community level.

2.1.1 Summary of Gender Analysis and Assessment Findings

Although females comprised 64 per cent (16) of the MBECA's and 56 per cent (9) of the CZMAI's staff, female representation on national advisory and governing bodies across the sector remained underrepresented. The greatest gender disparity was observed within the Belize Fisheries Department where 71 per cent (53) of the staff were males and 29 per cent (21) were females. Governing bodies across the sector, inclusive those of co-managing partners, the fishing cooperatives and fishing associations were male dominated. This can be attributed to the fact that in many instances, the composition of governing structures such as board of directors, technical and/or advisory councils and other governing bodies guiding planning within the sector, are prescriptive and assigned to leadership positions of various sectors and/or organizations. This results in limited participation of women in decision making spaces given the existing national inequalities of the country where men tend to dominate key leadership positions.



The fisheries sector falls under the primary and secondary sectors of the country which are male dominated. From the 2,411,[16] registered licensed fishers in May 2022, 98% were males and 2% were females. Women cited reasons such as sexual harassment, social perceptions of women and harsh sea conditions as barriers to participating in the harvesting node of the fisheries supply and value chain. Due to these reasons, women fishers, fish with kin members only.

Most licensed women fishers were found to reside in predominantly afro-descent communities such as the Stann Creek District (40.3%) and the Belize District (38.8%). The Corozal District, which is predominantly comprised of Mestizos, had the least registered female fishers. On the other hand, men fishers primarily resided in Belize City (35%), Corozal (31%), and Stann Creek (22%) with the least residing in the Cayo District (3%).

Both men and women fishers favored fishing areas 3, 2 and 6. Women representation was much higher in fishing area 3, while fishing area 7, which is further out at sea was mostly used by men. Based on this data, women were noted to fish in areas near to their homes while men ventured further away from their area of residence. This resulted in men reporting higher incidences of gun violence and piracy out at sea. Age differences between men and women fishers was also noted, with men fishers mostly ranging between the ages of 18-30 years as compared to women who ranged between the ages of 41-50 years.

At the processing node of the commercial fisheries (lobster and conch) supply and value chain, women greatly outnumbered men where they accounted for 77% of the workforce while men accounted for 23% (BFD, n.d). There is a lack of existing data to clearly understand and highlight the roles of men and women in other areas of the fisheries supply and value chain. However, there is anecdotal evidence and observation that women are involved in selling and scraping of fish at local markets.

The limited available export and import data revealed that 80 per cent (12) of fish exporting companies are male led and 6.7 per cent (1) are female led. 64 per cent of fish importers are males, 21.4 per cent are females and 7.1 per cent have shared ownership (family business). The managing committee of the fishing cooperatives which are responsible for negotiating prices and shipment schedules with foreign buyers also tend to be exclusively males.

Within the fishing sector, men were found to have higher income earnings. It is a reality due to factors such as ownership of productive assets such as boats, boat engines, fishing gears and the fact that they held higher earning positions in fishing organizations and cooperatives. Due to these reasons, men were found to have greater access to financial credit. On the other end, women faced challenges in accessing loans and other financial credits due to a lack of ownership of assets (productive, real estate) and stereotypical perspectives of women. Women's lower access to productive resources underscores their limitations in ensuring adequate living standards, ensuring food security, and alleviating household poverty" (CDB, 2016). This places women in precarious situations that can increase their vulnerability to gender-based violence.

[16] Numbers reflected in this document are those from the Belize licensed fisher database as of May 2022. The numbers of licensed fishers are subject to change as licensing is carried out throughout the year and the study was conducted prior to the end of 2022. At the end of 2021, there were 3,072 licensed fishers, 76 were females and 2996 were males, therefore the percentage of males and females in 2021 are consistent with the 2022 percentages presented in this document.



Overall, the sector's high exposure to the impacts of climate change and natural disasters, coupled with a volatile income, lack of safety nets and low education attainments, places the men, women and youths of this sector as a vulnerable group whose adaptive capacity must be increased to build the sector's resiliency to climate change. Women are further disenfranchised as their work is undervalued and unrecognized. This is primarily due to the traditional values of patriarchal societies as well as the lack of data and visibility of the work women are doing within the sector. Within key agencies such as MBECA and the CZMAI, women hold top decision-making positions and, in some cases, are breaking stereotypical barriers in highly technical capacities.

At the community and household level of the sector however, the traditional, cultural norms are much more pronounced. Women and girls typically spend six hours daily on reproductive activities such as caring for children and the infirm, cooking, cleaning and other household chores as compared to men, who had an average of one hour a day for reproductive work. Roles of women seem to also vary from urban versus rural coastal communities. There are slight indications that shifts are being seen in some localities as it pertains to traditional stereotypical expectations of women in the household.

Based on the gender analysis conducted for the coastal zone and fisheries sector, in the context of climate change adaptation planning it is important to:

1. Recognize the contribution of women to the sector, acknowledging them as key partners for climate change adaptation measures given their key roles in the household and communities.
2. Empower women through endowments such as education opportunities and economic opportunities which have demonstrated to have transformative changes at the household and community level. Empowering women socially and economically increases their agency thereby increasing their probability of having a voice within the sector.
3. Take affirmative actions to include women and youths in decision making spaces. A wider representation of gender groups within society will allow the sector to benefit from their various knowledge and expertise creating more robust gender responsive environments.
4. Address gender inequalities within the sector. Regulating agencies and key partners must remove barriers that impede the participation of women and youths within the sector as well as strengthen the capacity of key institutions for effective gender mainstreaming.
5. Close knowledge gaps of the sector through the collection and analysis of gender disaggregated socio-economic data.



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Based on recommendations that emerged from the gender analysis and assessment data collection process, the following broad approaches were considered during the planning and design of the strategy and action plan.

- Strategies that strengthen the capacity of institutions responsible for promoting gender equality and gender mainstreaming to address barriers impeding equal access and equal opportunities and to ensure that institutional policies, programmes, and processes are gender responsive.
- Strategies that encourage equal participation and opportunities across the fisheries value chain.
- Strategies that enhance women and youth empowerment and active participation in leadership, decision making and income generating capabilities to ensure that gender and social inequalities are not perpetuated.



Section 3: Gender Strategy

This gender strategy defines the vision and mission for gender mainstreaming within the coastal zone and fisheries sector. It serves to foster an intersectoral and collaborative approach to climate change adaptation planning and supports the inclusion of traditionally underrepresented groups in adaptation planning, decision-making processes, active participation, and implementation of climate adaptation actions on the ground.

Based on findings from the gender analysis and assessment, the following conceptual framework was adopted for achieving gender equality and the empowerment of women and youths within the sector.

3.1 Conceptual Framework

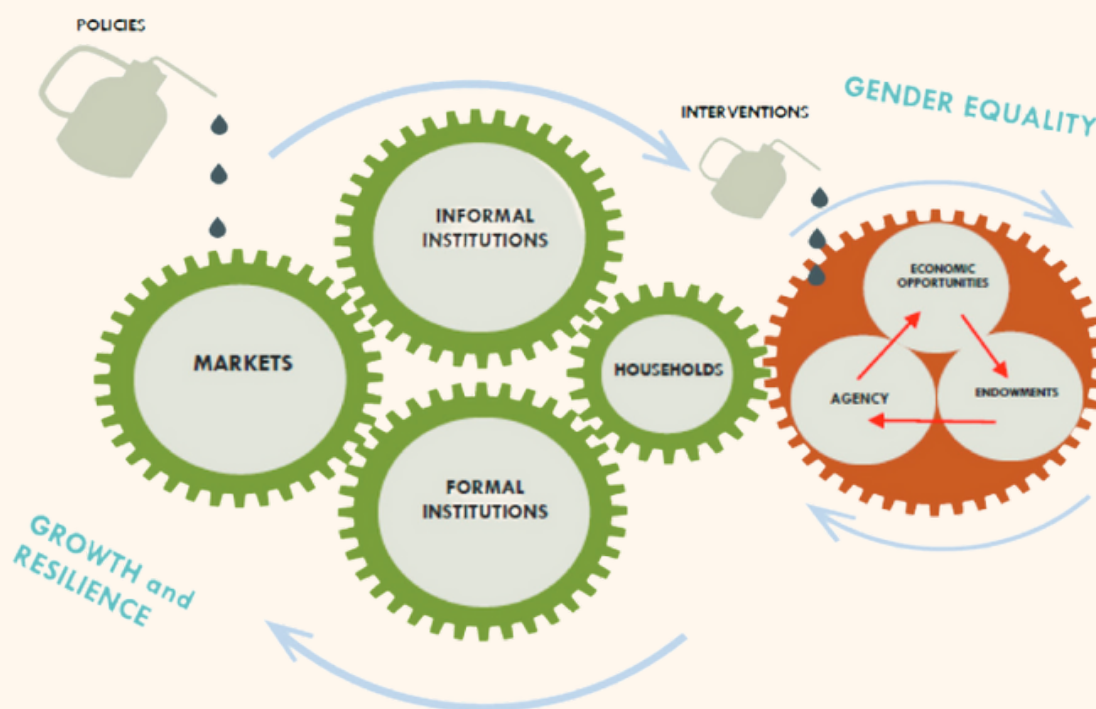


Figure 3 Conceptual Framework

Source: Adapted by GFDRR (2017) from the 2012 World Development Report (World Bank 2012).

This conceptual framework focuses on three domains of gender equality:

- i. Endowments** - that can improve a person's life chances, such as education and social protection.
- ii. Economic opportunity** - chances to participate in economic activities and access to productive assets.
- iii. Agency and voice** - the ability to make their own choices and to participate in decision-making and governance systems.



All these domains were cited in the gender analysis and assessment of the Belize coastal zone and fisheries sector as either opportunities or constraints for achieving gender equality. The conceptual framework illustrates:

1. That policy interventions influence markets and institutions which impact the household.
2. Households, markets and institutions (formal and informal) and their interactions with each other influences economic development and gender equality (directly and indirectly).
3. Markets and institutions are influenced by society.
4. The web of interactions then creates a framework that influences how household members make decisions, how they interact with markets and institutions to influence gender equality outcomes.
5. Interventions that promote gender equality seek to close the identified gaps between men and women, boys and girls, through endowments and economic opportunities thereby increasing their agency, which has transformative changes in the household, markets and institutions resulting in economic growth and increased resiliency to climate change impacts.

Adopting this framework to guide the Gender Action Plan will allow the coastal zone and fisheries sector to promote gender equity and work towards achieving gender equality.

In alignment with the Belize National Gender Policy 2021-2030, as well as the Belize National Climate Change Gender Action Plan 2022-2027, the following guiding principles were adopted. These principles will help to orient the direction and implementation of this action plan.

3.2 Guiding principles and values

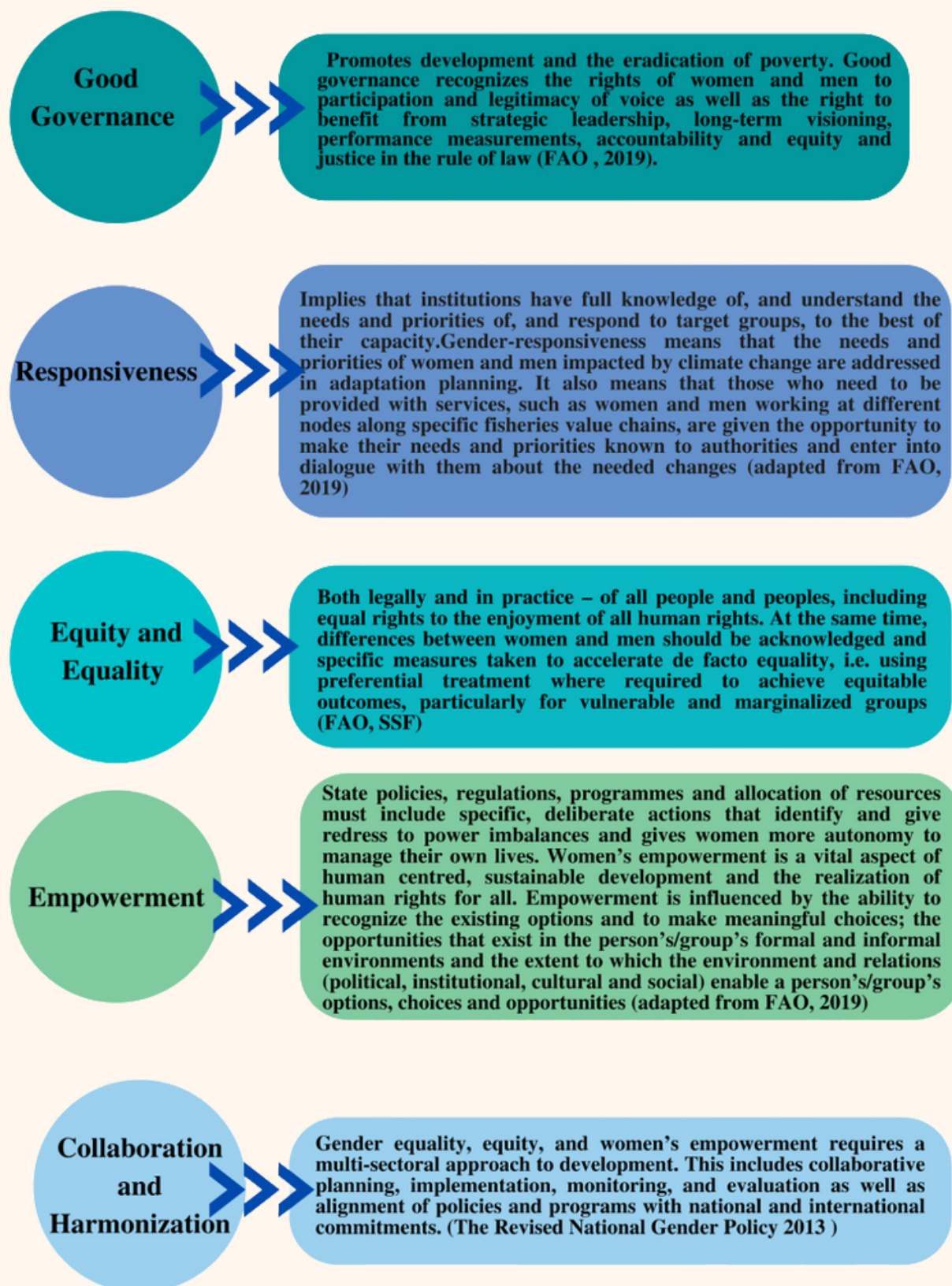
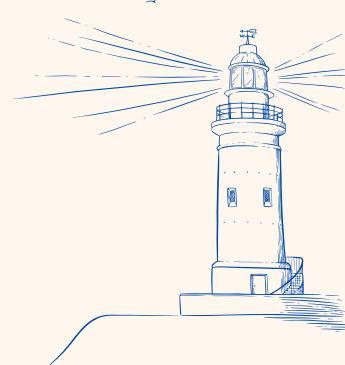


Figure 4: Guiding principles and values



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3.3 Vision and Mission



The Belize coastal zone and fisheries sector is an inclusive environment where men, women, and youths enjoy equal recognition, status, and opportunities to realize their full potential thereby advancing the development of the blue economy fostering economic growth, poverty alleviation and food security.

To achieve gender equality and equity in the blue space through gender responsive climate adaptation best practices and inter-sectorial collaboration thereby increasing climate resilience in the coastal zone and fisheries sector of Belize.



Section 4: Strategic Framework 2022-2027

Vision				
The Belize coastal zone and fisheries sector is an inclusive environment where men, women, and youths enjoy equal recognition, status, and opportunities to realize their full potential thereby advancing the development of the blue economy fostering economic growth, poverty alleviation, and food security.				
Mission				
To achieve gender equality and equity in the blue space through gender-responsive climate adaptation, best practices, and inter-sectorial collaboration, thereby increasing climate resilience in the coastal zone and fisheries sector of Belize.				
Key results areas	Objectives	Strategies		
Gender responsive enabling environment	Strengthen the capacity of the Blue Economy Unit, CZMAI and BFD, through an institutional gender mainstreaming process	Mainstream gender into vision, goals, structure, policies, programs, processes, and actions to adequately reflect the vision of an equitable and gender-inclusive organization	Develop technical competencies and capacity of the Blue Economy Unit, CZMAI, and BFD to effectively execute gender mainstreaming	Support the equitable representation of men, women, and youths in key decision-making spaces to enhance their voice across the coastal zone and fisheries sector
Stakeholder engagement	Increase meaningful participation of stakeholders across the coastal zone and fisheries sector to enhance their contributions to climate change adaptation	Utilize a gender-sensitive and gender responsive approach to stakeholder engagements, community outreach and information dissemination to gear towards equal participation of men, women and youths in climate change adaptation measures within the sector	Strengthen the knowledge of actors involved in climate actions within the coastal zone and fisheries sector in gender equality, coastal resiliency, and climate change through sensitization and awareness training	
Evidence-based decision making	Improve evidence-based decision-making through collection and analysis of comprehensive sex-disaggregated socio-economic data and information	Expand the collection, analysis, and use of sex-disaggregated socio-economic data for informed decision making and climate adaptation	Establish and promote research collaborations with National Universities with a focus on socio-economic studies of the Fisheries and Coastal Zone areas	
Economic and Social Empowerment	Invest in women and youth-specific interventions	Invest in empowering women, youths, and indigenous people across the sector by increasing their visibility, voice and agency within the sector	Invest in activities that support the empowerment of women and youths through alternative livelihood programs, micro-financing opportunities, education, and employment	
Values				
Good Governance	Responsiveness	Equity and Equality	Empowerment	Collaboration and Harmonization



Key Result Area 1- Gender Responsive Enabling Environment

The Blue Economy Unit under the MBECA is positioned to enhance gender mainstreaming at the policy level and is key in coordinating efforts with government, non-government, statutory bodies, and the private sector as it pertains to gender mainstreaming in the coastal zone and fisheries sector. The director of the BEU will champion policy coherence across all relevant government entities to support gender equality and social inclusion. The BEU will have a leading role in gender mainstreaming within the sector by partnering and working with the Belize Fisheries Department and the Coastal Zone Management Authority and Institute who are the major institutions with legal mandates to oversee the fisheries sector and the planning of Belize's coastal zone areas.

Objective: Strengthen the capacity of the Blue Economy Unit, CZMAI and BFD through an institutional gender mainstreaming process

The Blue Economy Unit, BFD, and CZMAI play an important role in protecting valuable coastal and marine resources and ensuring that they are being used sustainably. While the coastal zone and fisheries sector often emulate an enabling environment for greater participation in all aspects of the project cycle, there is a tendency to do so in a projectized format. Such a method does not allow for long-term contributions or consistent use of gender-responsive approaches.

Recognizing the limitations in human and financial resources and capacity of the Blue Economy Unit, BFD, and CZMAI, it is essential to strengthen these areas to enable institutions to establish and implement gender responsive programs and projects. Although the BFD and the Blue Economy Unit has a gender focal point, there is a need for strengthening the gender focal points to be better equipped to effectively lead and advocate for gender mainstreaming within their institutions and sector. The CZMAI currently lacks a gender focal point. For a smoother gender mainstreaming process and to build capacity of the institutions, a gender specialist will be hired within the M & E office of the Blue Economy Unit who will work along with gender focal points within the sector to identify barriers and develop guidelines that will outline best management practices for gender mainstreaming. The adoption of these policies and guidelines will be an essential part of the design, implementation, monitoring, and evaluation of policies, programs, projects, and budgets.

The gender specialist will have a key role in the effective implementation of gender mainstreaming and promoting gender equality and equity within the sector. Given the mandates of the CZMAI, BFD and the Blue Economy Unit it is of essence that all staff become gender sensitive and understand the climate change and gender nexus.



What will progress and achievement look like?

The Blue Economy Unit, CZMAI and BFD each have a gender focal point and are working collaboratively ensuring that gender mainstreaming is an essential part of policies, programs, and projects. The vision, mission, and goals of key institutions are updated and socialized across all agencies clearly reflecting that they are places where men, women, and youths are given equal opportunities and treatment. This is clearly reflected in the composition of decision-making committees/governing bodies of each institution.

Agents at management, field, and technical staff levels are trained to mainstream gender in policies, plans, programs, projects, and budgets. They champion and advocate for gender equality and equity within the sector while adapting to climate change and increasing resilience of the sector. The Blue Economy Unit's monitoring and evaluation office is established and equipped with a gender specialist that oversees gender mainstreaming efforts, trainings, and project implementation. The office is equipped with the appropriate human and budgetary resources to support gender responsive programs. Gender-responsive climate budgeting is widely practiced across agencies.

Strategy

- Mainstream gender into vision, goals, structure, policies, programs, processes, and actions to adequately reflect the vision of an equitable and gender-inclusive organization.
- Develop technical competencies and capacity of the Blue Economy Unit, CZMAI and BFD to effectively execute gender mainstreaming.
- Support the equitable representation of men, women, and youths in key decision-making spaces to enhance their voice across the coastal zone and fisheries sector.

Key Result Area 2: Stakeholder engagement

The Blue Economy Unit, particularly through the BFD and CZMAI operates across a vast coastal zone and fisheries value chain carrying out its mandate within a traditionally male-dominated sector. Systemic exclusion of other social groups coupled with patriarchal views regarding gender roles can impede the ability of men, women, and youths to develop their full potential within the blue space. The Blue Economy Unit of MBECA, through its agents, can effect change that will lead to improved outcomes in areas of gender equality and climate resilience not just in the sector but at the community and household levels as well.

Objective- Increase meaningful participation of stakeholders across the coastal zone and fisheries sector to enhance their contributions to climate change adaptation

The Blue Economy Unit, BFD and CZMAI will take the necessary steps to raise awareness about the importance of inclusion and gender equality in climate change adaptation and its co-benefits for social and economic development, thereby increasing household, community and sector resilience to climate change and natural disasters. This objective will be achieved by establishing stronger linkages and collaborating with national and international partners inclusive of the national gender machinery to implement awareness-raising and sensitization efforts on the gender and climate change nexus. A gender-sensitive and inclusive communication and advocacy strategy will be developed and used to convey clear and consistent messaging about gender equality and equity within the sector. A stakeholder engagement and outreach guideline will be developed to guide key institutions in best management approaches to generating sex-disaggregated information as well as gender sensitive and gender responsive approaches to stakeholder engagements. This document will outline key questions to determine if implementation strategies or engagements are considering the differences of workload, and roles of men and women in the sector and if the necessary structures are being placed to support and facilitate the participation of all gender groups.

The Blue Economy Unit's gender specialist in the M& E office will directly engage with co-managers and partners across the coastal zone and fisheries value chain to identify training priority areas, gendered interests, and needs as it relates to climate change adaptation planning and building coastal resilience. This information will be used in the development of sector specific training manuals and materials to increase awareness levels and to sensitize the sector on gender equality, climate change, coastal resiliency, and fisheries.

Multisectoral partnerships through the establishment of an inter-sectoral committee will ensure that efforts being implemented by climate change agencies and initiatives such as the EnGENDER project are not duplicated but instead complement each other. The Blue Economy Unit, through its M& E office will remain vigilant of the gender specific issues that impedes the full participation of the various social groups within the sector and address emerging issues accordingly.



What will progress and achievement look like?

Gender equality and climate change are consistent themes of the work being done by the Blue Economy Unit along with key partners, local communities, and people across the value chain. Consequently, the level of gender awareness and the need for climate adaptation has increased. They can identify what actions can be taken to address gender disparities so that men, women, and youths can develop their full potential in the sector and can be active participants in climate change adaptation efforts. They can identify gender specific impacts of climate change and are more aware of the roles women, men and youths have within the sector.

There is a needs-specific skills document outlining areas of priority for the various social groups within the sector. The newly developed stakeholder database is representative of all gender groups. The gender and climate change training manual for the coastal zone and fisheries sector is developed based on the priority areas identified in the needs-specific document and executed following the gender sensitive and gender responsive stakeholder engagement and outreach guide. There is evidence that approaches taken for engaging stakeholders are designed to consider the differences between men, women, and youths thereby increasing their participation in trainings and other stakeholder engagement processes. The Blue Economy Unit, through the M & E office staffed with a gender specialist, expends all necessary resources to ensure that the training manual and gender responsive and gender sensitive stakeholder engagement and outreach guide are utilized accordingly. Fisherfolk, community organizations, cooperatives, and local government agents are trained on gender and climate change.

Strategy

- Utilize a gender sensitive and gender responsive approach to stakeholder engagements, community outreach and information dissemination to gear towards equal participation of men, women, and youths in climate change adaptation measures within the sector.
- Strengthen the knowledge of actors involved in climate actions within the coastal zone and fisheries sector in gender equality, coastal resiliency, and climate change through sensitization and awareness training



Key Result Area 3- Evidence-based decision making

Across key agencies and institutions as well as throughout the fisheries value chain and coastal zone, sex and age-disaggregated socio-economic data are lacking. Available databases are likely incomplete and/or outdated thus creating knowledge gaps in understanding how men, women, and youths are faring off in the sector. At the national level, available data has been aggregated with other primary sector activities and is not representative of the fisheries sector alone. Furthermore, the national data cannot be disaggregated to the community level, especially with regards to small, rural coastal communities. Most data currently collected within the sector is done sporadically and does not provide information to assess intersectionality of gender, class, ethnicity, and age. This highlights the need for better data systems and research to better understand social and cultural factors affecting men, women, and youths within the sector. This is of importance to provide gender responsive programs and services.

Therefore, there are two types of data required in the gender mainstreaming process within the sector:

- Monitoring of gender mainstreaming within the sector which is part of the M & E process and will use a modified version of the CRFM gender equality tracking tool.
- Sex disaggregated, socio-economic data at the community level and across the fisheries supply and value chain.

Objective: Improve evidence-based decision-making through collection and analysis of comprehensive sex-disaggregated socio-economic data and information

The Blue Economy Unit, CZMAI and BFD are cognizant that a robust data collection and management system would allow for informed decision-making processes as it pertains to the development of gender responsive programs, projects and policies.

Given that there are twenty-seven coastal communities in Belize, and that data collection will be a collaborative effort of many stakeholders, it is vital to establish a data collection protocol with identified parameters that will generate comparable sex disaggregated, socio-economic data sets to build a baseline data for coastal communities and fisheries value chains. Partnership with the Statistical Institute of Belize and the national gender machinery is key for the identification of baseline parameters to be collected thereby generating sectoral specific data sets that can contribute to the country's commitment and reporting of SDG #5.

This objective will be achieved through the strengthening of the data architecture and support for gender and climate change research that will generate sufficient data and information that can inform decision-making at all levels.



What will progress and achievement look like?

The Blue Economy Unit, BFD and CZMAI are improving their internal research and data collection mechanisms. The M & E office is equipped with a database that serves as a data repository for the BFD and CZMAI. The database is being used for:

1. *Monitoring the implementation of gender mainstreaming within the sector.* Decision makers are aware of the challenges and opportunities encountered and take data driven corrective measures.
2. *As a repository of sex disaggregated socio-economic data.* Data sets are collected through gender analysis assessments prior to the implementation of interventions in targeted communities, as well as data sets generated by funded research. Data is available to inform decision makers of the impact projects are having on communities where interventions are implemented as well as informing on the needs of various gender groups.

BEU, BFD and CZMAI have the necessary data required to meet their institutional mandates. Gender is now part of the data collection process. Data collection is standardized producing comparable data sets throughout the coastal zone and fisheries sector to better understand its progress towards achieving gender equality and the roles the various gender groups have within the sector.

Strategy

- Expand the collection, analysis, and use of sex-disaggregated socioeconomic data for informed decision-making and climate adaptation.
- Establish and promote research collaborations with National Universities with a focus on socio-economic studies of the Fisheries and Coastal Zone areas.



Key Result Area 4- Economic and Social Empowerment

In the coastal zone and fisheries sector, women and youths require greater recognition, visibility, and inclusion. Not only are men dominating most of the sectors across the value chain, but they are also the main decision-makers in all domains. They are also the primary asset holders and the ones charting the direction and roles of many of the institutions. Consequently, men are the main beneficiaries from the economic and social outcomes from interventions implemented, inclusive of climate adaptation measures. There is a need to focus on improving women and youth leadership, agency, voice, and business management skills to foster greater equality in the sector. By enhancing the agency of the most vulnerable groups, household poverty can be decreased which will then contribute to market economic growth ultimately resulting in resilient households, communities, and sector, to climate change impacts and natural disasters.

Objective: Invest in women and youth-specific interventions

The Blue Economy Unit, CZMAI and the BFD recognizes that more work needs to be done to increase the contributions and visibility of women, youth, and indigenous persons. Work needs to be done in terms of closing the gender gaps in decision making spaces and economic earnings as well as to increase labor force participation of women within the sector.

As per the conceptual framework guiding this strategy, gender equality is achieved through the provision of opportunities with the adequate support that will increase the agency and participation of vulnerable groups within the sector. This objective will be achieved by implementing a series of activities that will socially and economically empower women, youth and indigenous persons involved in the sector. It is recognized that women, boys, and girls are not homogenous groups, and that their needs vary.

What will progress and achievement look like?

The Blue Economy Unit, CZMAI and BFD are actively ensuring that programs include activities for the social and economic empowerment of women and youths. They are prioritizing and supporting women-led services and small businesses, which have the potential to contribute to climate action. They are working with other ministries and the private sector for the development of gender responsive financing packages and grants with special focus on supporting women led businesses in the coastal zone and fisheries sector. Women and youths have a space to express their challenges and aspirations, as well as in alternative livelihood projects of emerging goods and services. Steps are taken to ensure participatory sessions are designed to take place at appropriate time, location, and context where women, youths and vulnerable groups can participate and be engaged. Furthermore, women networks are created or strengthened through the legalization of women groups and associations within communities, developing exchange programs, locally and internationally, to expose women to current technologies within the sector, business models or to increase their understanding of climate change and climate change mitigation and adaptation measures.



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This strategy envisions tertiary graduates entering careers in fisheries and climate change-oriented fields but recognizes the immediate need of the sector for adult continuation programs for women as well as support for secondary education of boys and girls. Youths of coastal communities are exposed to STEM/STEAM education through citizen science programs, with equal participation of males and females in activities that increase awareness of coastal processes, fisheries, and climate change.

Strategy

- Invest in empowering women, youths, and indigenous people across the sector by increasing their visibility, voice, and agency within the sector.
- Invest in activities that support the empowerment of women and youths through alternative livelihood programs, microfinancing opportunities, education, and employment.

4.1 Action Plan 2022-2027

The following tables provide a clear indication of the Gender Strategy & Action Plan for Belize's coastal zone and fisheries sector. The table includes the thematic areas plus the corresponding objectives, strategies, and main activities. It also includes key indicators as well as the resources and parties responsible to carry out activities identified in this plan.

Key results area 1	Gender responsive enabling Environment			
Outcome	The key agencies have the capacity to deliver gender responsive programs in climate change adaptation planning, fisheries management, and coastal resiliency			
Objective 1	Strengthen the capacity of the Blue Economy Unit, CZMAI and BFD, through an institutional gender mainstreaming process			
Strategic Statements	Key Activities	Indicator	Responsible Party	Estimated Budget and Resources (USD)
1.1 Mainstream gender into vision, goals, structure, policies, programs, processes, and actions to adequately reflect the vision of an equitable and gender-inclusive organization	Carry out a comprehensive gender review of key policies, plans, and programs of the BEU, CZMAI and BFD	1.1.1 # of institutional policies and processes mainstreamed.	BEU, BFD, CZMAI, Gender Focal Points and Gender Specialist	\$250,000 Human & Financial resources
	Update and socialize the vision, mission, and goals to reflect gender equality commitment		BEU, BFD, CZMAI, Gender Focal Points, Gender Specialist	
		Develop and allocate gender responsive budgets to support the planning, development and implementation of gender responsive programs and projects	1.1.2 Establishment of a gender responsive budget.	

1.2 Develop technical competencies and capacity of the BEU, CZMAI and BFD to effectively execute gender mainstreaming.	Establish a M&E office staffed with a gender specialist to implement GSAP	1.2.1 Gender Specialist Hired in M & E office of Blue Economy Unit.	BEU	\$250,000 Human & Financial resources
	Conduct a training needs assessment to identify what gender mainstreaming capacity needs strengthening and develop and implement a corresponding training program	1.2.2 Training needs assessment conducted. 1.2.3 # of capacity building materials developed in approaches to gender mainstreaming (i.e. gender responsive budgets etc.). 1.2.4 # of training sessions implemented. 1.2.5 # of staff trained in gender mainstreaming by sex.	Gender Specialist of the M & E office	
	Identify gender focal point for the CZMAI and strengthen gender focal points of the BEU and BFD	1.2.6 Establishment of a gender focal point for the CZMAI. 1.2.7 # of trainings attended by gender focal points	CZMAI, National Gender Machinery, BFD, BEU	
1.3 Support the equitable representation of men, women, and youths in key decision-making spaces to enhance their voice across the coastal zone and fisheries sector.	Establish and monitor quotas for women and youth to enhance their equal participation with men in decision-making spaces.	1.3.1 # of men, women, and youths in key decision-making spaces.	BEU, BFD, and CZMAI	

Key results area 2	Stakeholder engagement			
Outcome	An inclusive and meaningful participation of stakeholders across the coastal zone and fisheries sector to climate change adaptation			
Objective 2	Increase meaningful participation of stakeholders across the coastal zone and fisheries sector to enhance their contributions to climate change adaptation.			
Strategic Statements	Key Activities	Indicator	Responsible Party	Budget and Resources (USD)
2.1 Utilize a gender-sensitive and gender responsive approach to stakeholder engagements, community outreach and information dissemination to gear towards equal participation of men, women and youths in climate change adaptation measures within the sector	Review stakeholder database for gender parity, or visibility of inclusion of national gender machinery, women, youth, and indigenous groups.	2.1.1 # of men, women and youths included in stakeholder database.	Inter-sectoral committee, M & E office of BEU	\$150,000 Human & Financial resources
	Develop a stakeholder engagement, community outreach and communication guideline outlining best management practices in executing gender responsive approaches in the implementation of project activities or stakeholder engagements within the sector.	2.1.2 Best management practice guidelines for implementing gender responsive community outreach, stakeholder engagements and communication methodologies are developed.	Inter-sectoral Committee, Gender Specialist of M&E office, Gender Focal Points for the CZMAI, BFD and BEU	
	Identify key agencies, inclusive of gender machineries and indigenous groups to develop an intersectoral committee to oversee climate adaptation projects within the sector.	2.1.3 The inter-sectoral committee is established and includes a gender specialist	BEU, BFD and CZMAI	
2.2 Strengthen the knowledge of actors involved in climate actions within the coastal zone and fisheries sector in gender equality, coastal resiliency, and climate change through sensitization and awareness training	Develop a localized Gender and Climate Change Sensitization and Awareness Training Manual for the coastal zone and fisheries Sector of Belize.	2.2.1 # of training manuals developed in Gender Equality, Equity and climate change.	Gender Specialist, Inter-sectoral Committee	
	Train fisherfolk organizations, CSO, value chain actors, local government, private sector, co-managers on gender equality, climate change, coastal resiliency and fisheries.	2.2.2 # of men, women and youths trained in gender equality, climate change, coastal resiliency and fisheries.	M & E office	

Key results area 3	Evidence-based decision making			
Outcome	Increased understanding of the differentiated roles and responsibilities, challenges and opportunities women, men boys and girls have in the sector to inform gender responsive programs at the community level			
Objective 3	Improve evidence-based decision-making through collection and analysis of comprehensive sex-disaggregated socio-economic data and information			
Strategic Statement	Key Activities	Indicators	Responsible Party	Budget and Resources (USD)
3.1 Expand the collection, analysis, and use of sex-disaggregated socioeconomic data for informed decision making and climate adaptation	Identify sex disaggregated data needs relevant to each institution to build on indicators provided in the action plan	3.1.1 Data needs relevant to respective institutions identified and documented	Respective agencies: BEU, CZMAI, BFD	\$250,000 Human & Financial resources
	Develop and populate tracking tool for indicators identified to monitor gender mainstreaming within the sector.	3.1.2 # of agencies using the tracking tool	Gender Focal Points of BFD, BEU, CZMAI and M&E gender specialist	
	Develop an inter-sectoral database to house sex-disaggregated data sets for the sector	3.1.3 Intersectoral Database developed and used by CZMAI, BFD and BEU.	M & E office of Blue Economy Unit	
	Establish a harmonized data collection system to collect sex disaggregated socio-economic data within the sector	3.1.4 # of agencies adopting guidelines for sex and age disaggregated socio-economic data collection in the sector	BEU, BFD, CZMAI, gender machinery, Fisher's associations, cooperatives, SIB, Academia	
	Conduct comprehensive gender analysis and assessment of coastal communities and across fisheries value chains	3.1.5 # of gender analysis assessments conducted for the coastal zone and fisheries sector by communities	Inter-sectoral committee, M&E office	
	Conduct periodic analysis of how data is being used to determine impacts on women, men and youth and interconnections between gender and climate change in the sector	3.1.6 # of policies, programs, projects developed using data. 3.1.7 # of reports reporting changes in the lives of individuals because of interventions.	Inter-sectoral committee and M & E office	

3.2 Establish and promote research collaborations with National Universities with a focus on socio-economic studies of the Fisheries and Coastal Zone areas.	Earmark funds to support local researchers working on topics related to gender in the coastal zone and fisheries sector with a focus on gender and climate change.	3.2.1 # of research funded through the initiative. 3.2.2 # of researchers attaining funding by sex, age, community and ethnicity. 3.2.3 # of published papers. 3.2.4 # of new sex disaggregated socio-economic data sets for the sector	M & E office, inter-sectoral committee	\$250,000 Human & Financial resources
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Key results area 4	Economic and Social Empowerment			
Outcome	Increased adaptive capacity of vulnerable groups to climate change impacts and natural disasters			
Objective 4	Invest in women and youth-specific interventions			
Strategic Statement	Key Activities	Indicator	Responsible Party	Budget and Resources
4.1 Invest in empowering women, youth, and indigenous people across the sector by increasing their visibility, voice, and agency within the sector	Define target group and define who is classified as "women in fisheries"	4.1.1 Clear definition of "women in fisheries" is established. 4.1.2 # of persons that identify as women in fisheries.	Inter-sectoral Committee, BFD, M&E office	\$250,000 Human & Financial resources
	Create social media bytes on women working within the sector inclusive of those working in the Blue Economy Unit, CZMAI and BFD	4.1.3 # of social media bytes created highlighting women in the sector.	Gender focal points, Communications officer of respective agencies	
	Support and upscale forums such as women in fisheries forums targeting women	4.1.4 # of forums conducted (i.e. WIFF). 4.1.5 # of women, youths engaged through initiatives based on ethnicity, age, community and occupation.	BEU, BFD, CZMAI, and relevant partners,	
	Facilitate and plan exchanges (local and international exchanges) between women of different communities and established women's groups; small business owners and women fishers	4.1.6 # of exchange programs planned and implemented. 4.1.7 # of women and girls that participate in exchange programs.	Inter-sectoral committee, gender focal points, M&E office	
	Strengthen and legalize women's groups and associations within fishing communities	4.1.8 # of Articles of Associations developed for women's groups and associations within the sector. 4.1.9 Membership listing and management structure of the association established.	BEU, BFD, M & E office, Women's associations	

4.2 Invest in activities that support the empowerment of women and youths through alternative livelihood programs, microfinancing opportunities, education, and employment.	Identify women-led services and small businesses, which have the potential to contribute to climate action and link them with national initiatives (i.e. BELTRAIDE, MSME programs, Credit Unions) to create sustainable income generation and employment opportunities	4.2.5 # of women led MSME's of the coastal zone and fisheries sector accessing available market opportunities.	Gender Specialist, MSME support agencies, women & youth groups/cooperatives	\$250,000 Human & Financial resources
	Establish a live database of women and youth-led services and MSME's to track and highlight contributions to the sector and climate adaptation and resilience building efforts	4.2.6 # of female, youth & indigenous entrepreneurs in coastal zone and fisheries sector.	M & E office	
	Earmark funds to establish seed funding for women-led small businesses, scholarships for adult women continuation programs, or youths from the coastal zone and fisheries sector	4.2.7 # of women led small businesses and/or women's associations that attained seed funding. 4.2.8 # of scholarship distributed by sex, age, community and educational level.	BEU, partnering funding agencies, Inter-sectoral Committee.	
	Partner with schools, NGOs, Universities to develop and implement community citizen science programs targeting youth involvement in climate adaptation	4.2.9 # of community science programs developed and executed. 4.2.10 # of boys and girls engaged through the initiatives. 4.2.11 # of coastal communities benefiting from the program.	BEU, CZMAI, BFD, NGOs, CSO, Academia	



Section 5: Monitoring and Evaluation Framework

The purpose of the monitoring and evaluation framework is to measure the advancement of gender mainstreaming in the coastal zone and fisheries sector and to allow for learning and adaptive management to occur.

The Blue Economy Unit of the Ministry of Blue Economy and Civil Aviation is committed to mainstreaming gender by working with and strengthening the organizations with legal mandates over the coastal zone and fisheries sector to attain the identified strategic objectives of the Coastal Zone and Fisheries Sector Gender Strategy and Action Plan 2022 - 2027. The Director of the Blue Economy Unit, the CEO of the CZMAI and the Belize Fisheries Administrator, will work collaboratively to achieve gender responsive climate change adaptation planning, implementation, monitoring and evaluation through the formation of an inter-sectoral committee that will be comprised of gender focal points representing their respective institutions in addition to key players of other sectors required for the effective implementation of identified activities within the action plan.

The BEU will champion coordination of gender mainstreaming activities at the highest level, at the policy level, and collaborate with other relevant ministries to find synergies and minimize duplication of efforts in mainstreaming gender equality and equity in the development and advancement of Belize's Blue Economy.

5.1 Theory of Change

Within the coastal zone and fisheries sector, women and youths are under-represented at decision making tables, have less access to financial credit, own less businesses and have less productive assets. Women are further impeded to fully and meaningfully participate in the sector due to barriers and systems deeply rooted in traditional, cultural norms.

Despite these challenges, women in Belize do contribute to the development of the coastal zone and fisheries sector, many times breaking stereotypical boundaries even though their contributions usually go unnoticed. A woman's social position in Belize, is determined by existing gender relations which in turn are strongly influenced by economic status, power dynamics and access to resources. It is important to recognize that women are not a homogenous group and that intersectionality of class, race and gender often exacerbate inequalities.



Although men and women within the sector are considered vulnerable, due to the low education levels, inconsistent income earnings and lack of safety nets, women and youths have been identified to be further disadvantaged due to their social status, low visibility and limited participation at decision making spaces within the sector.

Blue growth and development of Belize's blue economy can only be achieved if equity and inclusion issues are genuinely addressed. For this to occur, a gender responsive enabling environment is required, which would allow duty bearers to develop and execute gender responsive programs, and which enables right holders to exercise their rights. Gender neutral policies will need to be revised to make special provisions for women and youths to be included within decision making spaces. Research demonstrates that when women are empowered, socially and economically, then their agency within the sector increases and can lead to a decrease in household poverty, which then impacts markets and leads to economic growth resulting in increased community resilience to climate change and natural disasters.

For Belize's coastal zone and fisheries sector to offer gender responsive programs to climate change adaptation planning and building resilience of the sector, it is important to understand the differentiated social and cultural factors impacting labor and poverty of women, men and youth within the sector. It is therefore vital to close knowledge gaps by enhancing the collection and analysis of sex-disaggregated socio-economic data for the sector at the community level. This will then provide duty bearers the information needed to make evidence-based decisions and gender responsive programs.

Short Term Needs

For gender mainstreaming to be done effectively, an enabling framework is required. Duty bearers must have the capacity and ability to identify gender inequalities and be gender sensitive in their interventions to avoid reinforcing existing inequalities where interventions take place. Therefore, trainings in gender equity and gender equality and the nexus of gender and climate change are needed for staff of the BEU, BFD, and CZMAI as well as for stakeholders across the sector. Given the lack of sex disaggregated socio-economic data for the sector, it is important to build a baseline data set to be able to measure the impact of interventions on women, men and youths within the communities where interventions are implemented.

5.2 Results Framework Matrix

Key Area 1	Gender responsive enabling Environment				
Outcome 1	The key agencies have the capacity to deliver gender responsive programs in climate change adaptation planning, fisheries management, and coastal resiliency				
Objective 1	Strengthen the capacity of the Blue Economy Unit, CZMAI and BFD, through an institutional gender mainstreaming process				
Outputs	Indicators	Unit of Measure	Baseline	Targets	Means of Verification
Output 1.1 : Gender is mainstreamed into policies and programs of the Blue Economy Unit, BFD, CZMAI and is supported by a gender responsive budget	1.1.1 # of institutional policies and processes mainstreamed.	# of institutional policies	TBD	Moving towards an equitable and gender inclusive organization; Revised Integrated Coastal Zone Management Plan includes gender considerations in the programs.	institutional policies, vision statements, plans, project proposals, annual/monthly reports, meeting minutes
	1.1.2 Establishment of a gender responsive budget.	Yes/ No	No	Yes	Budget Reports
Output 1.2: Technical competencies and capacity of the Blue economy unit, CZMAI and BFD is increased to effectively execute gender mainstreaming in the sector	1.2.1 Gender Specialist Hired in M & E office of Blue Economy Unit.	Gender specialist	0	1 Gender Specialist within the M & E office	BEU Organogram
	1.2.2 Training needs assessment conducted	# of training	TBD	1 for the sector	Training needs assessment report
	1.2.3 # of capacity building materials developed in approaches to gender mainstreaming (i.e. gender responsive budgets etc.)	# of capacity building materials	0	1 annually	M & E office of BEU
	1.2.4 # of training sessions implemented in gender and climate change nexus	# of training	TBD	2 annually	Training activity reports
	1.2.5 # of staff trained in gender mainstreaming by sex.	# of trained staff	TBD	70% of BFD, CZMAI, and BEU Staff trained	Inter-sectoral committee reports, staff evaluation surveys

Output 1.2: Technical competencies and capacity of the Blue economy unit, CZMAI and BFD is increased to effectively execute gender mainstreaming in the sector	1.2.6 Establishment of a gender focal point for the CZMAI.	Yes/No	No	Yes	CZMAI Organogram, Inter-sectoral committee meeting minutes
	1.2.7 # of trainings attended by gender focal points	# of training	TBD	At least 3 annually	Inter-sectoral committee reports, M & E office reports
Output 1.3: Equal representation of men, women, and youths in decision making spaces	1.3.1 # of men, women, and youths in key decision-making spaces.	# of men, women, youth	TBD	Work towards achieving gender parity	Meeting Minutes, Reports, Policies,

Key Area 2	Stakeholder engagement				
Outcome 2:	An inclusive and meaningful participation of stakeholders across the coastal zone and fisheries sector to climate change adaptation				
Objective 2:	Increase meaningful participation of stakeholders across the coastal zone and fisheries sector to enhance their contributions to climate change adaptation				
Outputs	Indicators	Unit of Measure	Baseline	Targets	Means of Verification
Output 2.1: Gender sensitive and inclusive community outreach, stakeholder engagement and communication guide developed	2.1.1 # of men, women and youths included in the stakeholder database.	# of men, women, youth	TBD	Increase towards gender parity and inclusivity of diverse groups.	stakeholder database report
	2.1.2 Best management practice guidelines for implementing gender responsive community outreach, stakeholder engagements and communication methodologies are developed.	Yes/ No	No	Yes/Developed	Inter-sectoral committee meeting minutes and reports, gender sensitive and gender responsive outreach, stakeholder engagement and communication guide
	2.1.3 The inter-sectoral committee is established and includes a gender specialist	Yes/ No	No	Yes	meeting minutes, M & E reports
Output 2.2: Actors involved in climate action in the coastal zone and fisheries sector are knowledgeable of gender equality and climate change	2.2.1 # of training manuals developed in Gender Equality, Equity and climate change.	# of training manual	TBD	2 (Introductory and Advanced)	participants list, session agenda, evaluation form, capacity building training manuals
	2.2.2 # of men, women and youths trained in gender equality, climate change, coastal resiliency and fisheries.	# of men, women and youths	TBD	50% men, 50% women, at minimum 30 participants	Training participant list, reports, pictures

Key Area 3	Evidence-based decision making				
Outcome 3:	Increased understanding of the differentiated roles and responsibilities, challenges and opportunities women, men, boys and girls have in the sector to inform gender responsive programs at the community level				
Objective 3:	Improve evidence-based decision-making through collection and analysis of comprehensive sex-disaggregated socio-economic data and information				
Outputs	Indicators	Unit of Measure	Baseline	Targets	Means of Verification
Output 3.1 Increased availability and utilization of sex disaggregated socio-economic data for informed decision-making processes and climate change adaptation	3.1.1 Data needs relevant to respective institutions identified and documented	# of datasets need	TBD	TBD	Needs assessment reports
	3.1.2 # of agencies using the tracking tool	# of agencies	0	3 agencies are using the tracking tool	Inter-sectoral committee meeting minutes, M & E report
	3.1.3 Intersectoral Database developed and used by CZMAI BFD and BEU.	Yes/No	No	Yes	Technical reports, M & E reports, inter-sectoral meeting minutes
	3.1.4 # of agencies adopting guidelines for sex and age disaggregated socio-economic data collection in the sector.	# of agencies	0	At minimum 3	M &E office report, SIB, Gender Machinery
	3.1.5 # of gender analysis assessments conducted for the coastal zone and fisheries sector by communities	# of assessments	1	At minimum 1 per targeted community	Inter-sectoral committee report, M & E office report
	3.1.6 # of policies, programs, projects developed using data	# of policies, programs, projects	TBD	TBD	Inter-sectoral committee report, M& E reports, institutional documents
	3.1.7 # of reports reporting changes in the lives of individuals because of interventions	# of testimonials	TBD	TBD	Project Reports. M & E reports,

Output 3.2 Increased socio-economic studies of the coastal zone and fisheries sector	3.2.1 # of research funded through the initiative	# of research	TBD	At minimum 3 research initiatives are supported	Collaboration MOUs signed; Research data sets produced
	3.2.2 # of researchers attaining funding by sex, age, community and ethnicity	# of researchers	0	4 moving towards gender parity	Applications for funding, Inter-sectoral Committee Minutes, Project Reports
	3.2.3 # of published papers	# of publications	TBD	At minimum 2 publications for the sector	Published paper, M & E reports, Inter-sectoral committee minutes
	3.2.4 # of new sex disaggregated socio-economic data sets for the sector	# of data sets (sex disaggregated socio-economic)	TBD	At minimum data is collected for 3 communities	Report findings, Inter-sectoral minutes, data base

Key Area 4	Economic and Social Empowerment				
Outcome 4:	Increased adaptive capacity of vulnerable groups to climate change impacts and natural disasters				
Objective 4:	Invest in women and youth-specific interventions				
Outputs	Indicators	Unit of Measure	Baseline	Targets	Means of Verification
Output 4.1: Women's value and agency within the sector is increased resulting in social empowerment	4.1.1 Clear definition of "women in fisheries" is established.	Yes/No	Not explicitly documented	Clear definition of women in fisheries	Report with clear definition of women in fisheries
	4.1.2 # of persons that identify as women in fisheries.	# of women in fisheries	TBD	TBD	M & E reports
	4.1.3 # of social media bytes created highlighting women in the sector.	# of social media post	TBD	1 monthly	MBECA's social media page
	4.1.4 # of forums conducted (i.e.WIFF).	# of forums	1 annually	2 annually	reports, participant list, pictures, videos
	4.1.5 # of women, youths engaged through initiatives based on ethnicity, age, community and occupation.	# women and youths	TBD	2 annually	activity reports, funding applications and approvals, participants' summary of training
	4.1.6 # of exchange programs planned and implemented.	# of programs	TBD	1 annually	activity reports, participants' summary of training
	4.1.7 # of women and girls that participate in exchange programs.	# of women and girls	TBD	10 per community	Activity report, pictures, videos
	4.1.8 # of Articles of Associations developed for women's groups and associations within the sector.	# of articles of associations	TBD	1 per coastal community	Certificate of Incorporation, M & E reports
	4.1.9 Membership listing and management structure of the association established.	Yes/ No Established executive committee and clear membership listing	No	Yes	Association meeting minutes and reports.

Output 4.2: Improved economic and social empowerment of women and youth within the coastal zone and fisheries sector	4.2.1 # of women, men, boys and girls trained in emerging goods and service areas in the blue economy.	#, sex, age, ethnicity, locality	TBD	50% of spaces earmarked for women and girls	activity reports, monthly reports, media promotions, invitations, participant lists
	4.2.2 # of institutions developing gender sensitive and gender responsive financing scheme for the coastal zone and fisheries sector.	# of institutions	TBD	At least 2 financing institutions provide gender responsive financing schemes for the sector	Private-Sector Partnership reports, Inter-sectoral committee meeting minutes
	4.2.3 # of women, men and youth accessing finance.	# of women, men, youths	TBD	5 per targeted community	Inter-sectoral committee meeting minutes, Private Sector Partnership reports
	4.2.4 # of women trained by age, ethnicity, community and occupation. (i.e microfinance, marketing, importing and exporting requirements, business plan development, proposal writing etc.)	# of women trained, age, ethnicity, locality, occupation	TBD	30 per targeted community	Training Reports, pictures, M & E reports
	4.2.5 # of women led MSME's of the coastal zone and fisheries sector accessing available market opportunities.	# of women led MSME's	TBD	10 MSME's	Private-Sector Partnership reports, M & E reports
	4.2.6 # of female, youth & indigenous entrepreneurs in coastal zone and fisheries sector.	# of female, youths, indigenous entrepreneurs	TBD	TBD	Baseline Data Reports, Vulnerability and Livelihood assessments
	4.2.7 # of women led small businesses and/or women's associations that attained seed funding.	#, sex, age, ethnicity, locality, name of institution	TBD	Increased number (TBD) of women with improved access to financial mechanisms	Reports of financing institutions, Inter-sectoral meeting minutes, M & E reports
	4.2.8 # of scholarship distributed by sex, age, community and educational level.	# of scholarships, age, community and educational level	TBD	5 per targeted community	activity reports, pictures, application forms, inter-sectoral meeting minutes

Output 4.2: Improved economic and social empowerment of women and youth within the coastal zone and fisheries sector	4.2.9 # of community science programs developed and executed.	# of community science programs	TBD	1 per targeted community	Activity Reports, pictures, M & E reports
	4.2.10 # of boys and girls engaged through the initiatives.	# of boys and girls engaged	TBD	At minimum 100 students per community with equal participation of boys and girls	Videos, Database, Tracking tool data, M & E reports
	4.2.11 # of coastal communities benefiting from the program.	# of communities	0	3 communities	M & E reports, inter-sectoral committee minutes



5.3 Tracking Progress

To monitor the progress of gender mainstreaming within the sector, the inter-sectoral committee will modify and use the tracking tool adapted from the CRFM model to track progress. Gender Focal Points of the CZMAI and the BFD will be responsible to update the tracking tool monthly and provide a report to the gender specialist of the M & E office of the Blue Economy Unit on a quarterly basis.

The gender specialist of the M & E office will then produce a report to the inter-sectoral committee bi-annually.

The following tools are suggested to track progress in relation to the indicators:

- Inter-sectoral committee minutes
- Review of documents, including meeting and training records, key policy and project documents, and research reports, to gauge how gender and climate change have been integrated.
- Staff and gender focal point self-assessments to identify capacity development needs and changes.
- Stakeholder surveys/assessments ideally in person at planned events.

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Annex 1: Guiding Documents

The main documents guiding this strategy and action plan are:

- The Revised National Gender Policy 2021
- Belize Blue Economy Development Policy, Strategy and Implementation Plan 2022-2027.
- National Fisheries Policy Strategy and Action Plan 2019
- National Climate Change Gender Action Plan, 2022-2027.
- Gender Policy Framework for the Belize Conservation Sector December 2020
- Strategic Implementation Plan for the Blue Economy Belize 2022-2027
- Belize Integrated Coastal Zone Management Plan 2016
- Updated Nationally Determined Contribution, 2021.

Annex 2: International Commitments

Universal Declaration of Human Rights 1948 (UDHR, 1948)

UDHR outlines a charter of basic human rights to which everyone is entitled without distinction or discrimination of any kind, including race, color, sex, or other status.

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW 1979)

CEDAW is a legally binding International Agreement that gives legitimacy to “women’s human rights claims and promotes equality in all areas of life”. Parties to the Convention must introduce legal and policy changes that end discrimination against women and ensure women’s access to de jure and de facto equality.

In 2016 the CEDAW Committee General Recommendation 34 on the Rights of Rural Women urged States to ensure rural development, agricultural and water policies, including on fisheries and aquaculture, to become fully gender-responsive and inclusive of both women and men. The recommendation further stated that “the Committee considers rural women’s rights to land, natural resources, including water, seeds, forestry, as well as fisheries, as fundamental human rights,” and calls for increased alignment with FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries.

1995 Beijing Platform for Action (BPfA)

The BPfA identifies 12 areas of critical concern with urgent actions needed to ensure gender equality and greater opportunities for women, men, girls and boys (UN Women, 2015). Some of the critical areas of concern include women and poverty (Point A), education and training of women (Point B), and women and the environment (Point K). The importance of gender equality in fisheries is specifically highlighted under several critical areas including in the recommended actions to be taken by stakeholders at all levels (CRFM, 2020). The BPfA also emphasises that youth are to be included as active stakeholders and as critical partners in development programmes. Additionally, the Plan states that “women and men need to work together with children and youth to break down persistent gender stereotypes” (UN General Assembly, 1995).

2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs)

The 2030 Agenda for Sustainable Development is a universal framework comprised of 17 SDGs that set targets for UN Parties to translate commitments into action for global improvements on health, education, human rights, economic growth and climate resilience. It includes specific goals on quality education (SDG 4), gender equality and women’s empowerment (SDG 5), decent work and economic growth (SDG 8), and life below water (SDG 14), which includes efforts to achieve sustainable development of fisheries.



United Nations Framework Convention on Climate Change (UNFCCC)

The Government of Belize ratified the UNFCCC on October 31, 1994, the Kyoto Protocol in 2003, and the Paris Agreement in 2016. By ratifying the UNFCCC, Belize has committed itself to develop, adopt, and implement policies and measures to mitigate the adverse effects of Climate Change and adapt to these changes.

Article 7.5 of the Paris Agreement Your paragraph text

The Paris Agreement signed at the twenty-first Conference of the Parties in 2015, states in its preamble a guiding principle proposing an intersectionality approach: "... Parties should, when taking action to address climate change, "respect, promote and consider their respective obligations on human rights"; "the right to health"; "the rights of Indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations" and "the right to development, as well as gender equality; empowerment of women and intergenerational equity."

Convention on the Rights of the Child (CRC, 1989)

CRC is a legally binding international instrument that protects children below 18 years and that this Convention recognizes that children also have human rights. This includes their right to survival, to develop to the fullest, to protection from harmful influences, abuse and exploitation, and to participate fully in family, cultural and social life.

Various ILO Conventions on gender equality, child labour, decent work

The International Labour Organization (ILO) has a primary goal to "promote opportunities for women and men to obtain decent work in conditions of freedom, equity, security and human dignity" (ILO, n.d.b). Belize has signed and ratified numerous ILO Conventions that guarantee all person's right to dignified employment and to non discrimination in the world of work.

United Nations Convention on Biological Diversity (CBD)

CBD is a multilateral treaty that was opened for signature at the historic Earth Summit in 1992. The Convention calls for the conservation of biological diversity, the sustainable use of its components and the fair and equitable sharing of the benefits arising out of the utilization of genetic resources (United Nations, 1992). As part of the UN system, the CBD carries the imperative to reverse gender disparities. The thirteenth preambular paragraph of the Convention recognises the vital role that women play in the conservation and sustainable use of biological diversity and affirms the need for the full participation of women at all levels of policymaking and implementation for biological diversity conservation (United Nations, 1992).

FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines) [17]

The FAO SSF Guidelines is the first internationally agreed upon instrument dedicated to the small-scale fisheries sector, with a scope beyond the fisheries and includes the rights of fishers and fish workers (FAO, 2015). The SSF guidelines recommend that States provide and enable access to schools and education facilities that meet the needs of small-scale fishing communities and that facilitate gainful and decent employment of youth, respecting their career choices and providing equal opportunities for all boys and girls and young men and women.

[17] This commitment was referenced in Belize's National Fisheries Strategy and Action Plan 2019

This report was prepared by Cecy Castillo, MSc., serving as the consultant.