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MAINSTREAMING GENDER EQUALITY IN FISHERIES OF THE CARIBBEAN INITIATIVE - REPORT ON PRIORITY ISSUE AREAS: RESEARCH, DATA AND RECOMMENDATIONS

**CRFM Secretariat
Belize**

CRFM Technical & Advisory Document - Number 2020 / 09

Mainstreaming gender equality in fisheries of the Caribbean initiative - Report on priority issue areas: Research, data and recommendations

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Mainstreaming gender equality in fisheries of the Caribbean initiative - Report on
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ACRONYMS AND ABBREVIATIONS

CARICOM	Caribbean Community
CLME+	Caribbean and North Brazil Shelf Large Marine Ecosystems
CRFM	Caribbean Regional Fisheries Mechanism
FAO	United Nations Food and Agriculture Organization
Gender ASAP	Gender Analysis, Strategy, and Action Plan
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UWI-CERMES	University of the West Indies Centre for Resource Management and Environmental Studies

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INTRODUCTION

This report is part of the technical work package for the Mainstreaming Gender Equality in Fisheries of the Caribbean Initiative under the Caribbean and North Brazil Shelf Large Marine Ecosystems (CLME+) flyingfish sub-project coordinated by the Caribbean Regional Fisheries Mechanism (CRFM). The purpose of this report is to outline key gender-related data and research priorities toward developing an evidenced-based gender mainstreaming strategy for fisheries and aquaculture in the Caribbean. The priorities outlined in this report will inform other technical work package deliverables, including a gender analysis, strategy, and action plan on gender mainstreaming in fisheries in the Caribbean for CRFM Member States.

The priorities in this report are based on the findings from the multi-modal research methodologies, including the information on issues and trends shared by various stakeholders across the region and gathered from a desk review of available policies, projects, and initiatives on gender, youth, and decent work issues in fisheries of the Caribbean. A brief discussion and key issues are included with each priority area in this report.

The data and research priorities and recommendations for potential actions covered in this report are inclusive of short- and long-term priorities that aim to provide a comprehensive approach in mainstreaming gender and contribute to more inclusive and representative research and strategic planning for the CLME+ project and beyond. This will enable long-term efforts for mainstreaming gender, youth empowerment, and labour considerations broadly and as relevant to the fisheries sector which are necessary to be able to conduct research and collect data that is a priority, but actions need to be put in place for this to be initiated. Further and more in-depth discussion and findings will also be included as part of the gender analysis and action plan for this initiative.

1 PRIORITY ISSUE AREAS: RECOMMENDED ACTIVITIES WITH RESEARCH AND DATA ENTRY POINTS

The following sections outline four data and research priorities for developing an evidenced-based gender mainstreaming strategy for fisheries and aquaculture in the Caribbean, which include:¹

1. Collect and analyse comprehensive sex-disaggregated socioeconomic data in fisheries.
2. Strengthen understanding of the differentiated social and cultural factors impacting labour and poverty of women, men, and youth in fisheries and gender-responsive approaches to address these issues.
3. Enhance cross-sectoral collaboration and knowledge generation on gender equality and youth engagement in fisheries.
4. Engage with fisherfolk and develop appropriate methodologies for building their capacity on gender, youth, and decent work issues in fisheries.

Each section covers one of the priorities and provides a brief discussion on (a) why this is a priority area for data and research, (b) bullet points on the challenges and barriers related to the priority area that were identified through consultations and desk review, (c) potential actions that can be included in a strategy or action plan for implementation at various levels to address the priority, and (d) examples of data to collect and research to conduct relevant to the actions. While these examples of research, data and information to collect and monitor are included for each priority area below, a larger collection is available for reference in the Gender Mainstreaming Analysis, Strategy and Action Plan (Gender ASAP) in fisheries of Member States of the CRFM.

¹ The priorities are not in order of importance as compared to other priorities.

1.1 Priority 1: Collect and analyse comprehensive sex-disaggregated socioeconomic data in fisheries

Prioritising sex-disaggregated data collection, analysis, and dissemination is essential to making women and girls and their struggles, priorities, and ideas visible. Collecting sex-disaggregated socioeconomic data in fisheries can also help to uncover, monitor, evaluate, and address any positive or negative impacts that policies, projects, and initiatives could be having on women, men, and youth. Furthermore, understanding the breadth of fisheries in terms of number of people directly engaged in all aspects of the value chain maximises the human resources available by acknowledging that everyone has a stake and a role to play in developing innovative solutions. For example, collecting data on fishers and fisherfolk beyond harvesters and considering all stages of the value chain as part of the fisheries surveys or census provides more comprehensive information on everyone involved in the sector, from who provides inputs, to who processes and markets catch. This also can provide more detail on the multiple occupational roles one individual may take on, for example a vessel owner or worker may also perform processing and selling of catch, but often are registered as owners and therefore information on other roles in the value chain are not counted accurately. Currently, many surveys and census activities do not include processors and vendors as fishers (noting that the first databases developed in the region had this intention), or is not up to date on current information, which impacts the ability of all fisherfolk to access insurance, resources, and services provided to registered fishers in the sector along the value chain. This omission of processors and vendors in data collection, or lack of updated data, perpetuates marginalisation of the work, which is often conducted by women and youth, in assessments and evaluations of the sector. Additionally, not including data collection of socioeconomic indicators for registered fishers (harvesters) limits understanding of the dynamics of and influences on their work in households, communities, and the sector.

1.1.1 Challenges and barriers in the Caribbean related to this priority

- National-level capacity on sex-disaggregated data collection is a major limiting factor to closing gender data gaps, promoting gender equality across all sectors, and accessing funding from donors.
- Incomplete data along the fisheries value chain masks the important roles of women, men, and youth at each part of the value chain, which can result in activities that unintentionally contribute to unequal access to resources, food insecurity, poverty, and social marginalisation.
- There are limited human resources in fisheries departments and gender machineries to collect all the data needed to understand and address social and economic issues for women and men in fisheries, and limited collaboration for an integrated approach to address this.
- Without reliable and high-quality baseline data, it is difficult to track progress and inform effective and equitable decision making in fisheries' policies, projects, and initiatives, as well as contribute to international progress on sustainable development.

1.1.2 Potential actions on this priority

- Actions for strengthening capacity of national agencies, departments, and institutions on sex-disaggregated socioeconomic data collection and analysis include:
 - Coordinating between fisheries authorities, gender machineries, and national statistic institutions/offices to develop needed data and information for tracking and monitoring changing dynamics in social, economic, and environmental issues and targets at the national level.
 - Working with regional organisations and institutions, such as UN Women and the University of the West Indies Centre for Resource Management and Environmental Studies (UWI-CERMES), on developing regional approaches to collect sex-disaggregated data more strategically and effectively as an enabling element for mainstreaming gender and advancing on gender equality in the region.
 - In countries where fisheries authorities collect data in communities, for example, in registering fishers, updating data collection systems to better represent and account for

women, men, and youth at all stages of the value chain (as detailed in the examples below), helping to facilitate access to resources for communities and increase national recognition of the scope and importance of the sector with benefits of economic security and well-being for all fisherfolks and communities.

- Developing indicators and collecting sex-disaggregated data and gathering information on gender-differentiated social and economic issues in fisheries will support well-informed decision making in policies and projects.

1.1.3 Examples of research to conduct and/or data to collect

- Research on effective collaboration on data collection across sectors in CRFM member states/ Caribbean region.
- Research data collection efforts by national fisheries, including analysis of fisheries census data collected.
- Economic analysis on contribution of fisheries sector, with all elements of value chain accounted for, into national (and regional) GDP.
- Research on perception of fisheries sector.
- Number of people engaged in different activities along the value chain, by activity, by sex, by age.
- Income acquired by different fisheries activities along the value chain, by activity, by sex, by age.
- Number of women and men registered in formal economy production of fisheries sector.
- Number of women and men who are enrolled with insurance, and/or social welfare mechanisms.
- Percentage of youth migrating from fishing communities (geographic migration), by sex, by age.
- Percentage of youth participating in the formal or informal labour markets in fishing, fish processing, and trading, by activity, by sex.
- Alternative livelihood options being adopted by people in fishing communities, by sex.
- Number of women and men obtaining fisheries-related business credit, and amount and loan scheme information.

1.2 **Priority 2: Strengthen understanding of the differentiated social and cultural factors impacting labour and poverty of women, men, and youth in fisheries and gender-responsive approaches to address these issues**

In conjunction with collecting sex-disaggregated socioeconomic data in fisheries, it is also important to understand how social and cultural norms shape the opportunities, resources and services available to women, men, and youth engaged in the sector. This helps to develop policies, projects, and initiatives that address specific needs and priorities of local stakeholders while ensuring practices are culturally appropriate and address social issues that can impede successful equitable outcomes. For example, establishing a marine protected area may alter traditional access to habitats or species in that area for fisherfolk, affecting their food security and income. Without data on how and why both women and men—across ages, race, ethnicity, and ability—use or benefit from that area, attempts to reduce negative impacts of restricted access could result in unintentional and disproportionate effects on women or men. Data across the value chain considering gender-differentiated practices, such as gear used, seasons spent fishing, and species targeted, as well as processing and vending information or, whether catch is used primarily for income or for household subsistence, can help policy makers determine appropriate mitigation and adaptation strategies that will not harm or diminish the ability for women or men to meet their income and livelihood needs (Harper et al., 2020).

1.2.1 Challenges and barriers in the Caribbean related to this priority

- Perceptions of gender equality and masculinity affect the willingness of stakeholders to engage in gender-responsive approaches—in fisheries and generally—including notions that gender equality only concerns women and/or that it equates to gender balance in participation.

- The different economic and social roles of women and men fishers impact their access to resources and their ability to cope in response to seasonal shifts or unexpected disruptions in the fisheries sector and natural disasters.
- While some issues of gender-based harassment, discrimination, and violence specific to fisheries were shared in stakeholder consultations—including rumours to undermine women’s reputations, domestic violence related to economic stress, and threats to safety around fish landing sites—there is little documentation of and research on these issues to inform appropriate response and mitigation measures in the sector.
- Youth associate the fisheries sector with low educational attainment and do not see it as a prestigious area for employment but as a last resort. Fisheries education is not integrated in school curriculums, contributing to this social stigma.

1.2.2 Potential actions on this priority

- Actions for researching, documenting, and sharing gender-differentiated impacts and issues in fisheries include:
 - Collecting data and information about the division of work and labour in fisheries workforce, communities, and households, including both productive and unpaid work, such as maintaining households and caring for children and the elderly.
 - Researching gender-differentiated issues and impacts of climate change in fisheries workforce/households, adaptability and resilience of women, men and youth in fisheries sector.
 - Analysing how levels of educational attainment by young women and men contribute to employment, income, and opportunities available to fisheries.
 - Researching and raising awareness on the fisheries-specific drivers and impacts of gender-based violence and intimate partner violence in fishing communities, and developing appropriate response and mitigation strategies, with consideration of increasing stressors with climate change.
- Actions for building capacity of stakeholders at all levels on general gender concepts and issues and gender-responsive approaches in fisheries include:
 - Facilitating regional trainings with regional stakeholders, such as UN Women and the Caribbean Community (CARICOM), to strengthen understanding on gender and address any misconceptions through Caribbean-specific data and case studies to develop regional resources for gender-responsive approaches.
 - Engaging national level gender and fisheries stakeholders in cross-sectoral forums and trainings to strengthen capacity on gender-responsive approaches in fisheries and promote learning and collaboration.
 - Conducting research on socio-economic contexts at national level including gender analyses of fisheries, specific value chains, gender-based violence in the sector, financing and income generation, etc.
 - Sharing best practices and lessons learned from findings on male engagement and healthy masculinities initiatives to replicate similar programs across the Caribbean toward the goal of shifting social and cultural norms that shape harmful ideas of masculinity.
 - Facilitating sensitisation workshops and discussions in communities about gender equality and empowerment of women, men, and youth to help inform locally appropriate initiatives, ensure community buy-in, and mitigate risks of unintentional consequences on the safety and health of women, men, or youth.
- Actions for integrating fisheries education in schools at all levels and developing trainings and skills-building opportunities for youth in fisheries include:
 - Addressing social stigma around fisheries by promoting technical and innovative opportunities in fisheries for youth, including data management, sustainable fisheries

management, among others. Avenues can be through youth groups, school presentations, social media campaigns, and other efforts to showcase all aspects of fisheries to youth.

- Highlighting and sharing knowledge on traditional practices across the value chain, including net mending and boat building, for youth in fisheries and exploring/replicating incentives for youth to engage in these practices, including through entrepreneurship trainings and skills building.
- Exploring initiatives and trainings to facilitate access to financial resources for youth to invest in their fisheries businesses and integrating business and marketing skills in trainings for fishers.

1.2.3 Examples of research to conduct and/or data to collect

- Conduct a livelihood analysis of women's and men's contributions to the fisheries sector, inclusive of the entire value chain and paid and unpaid work, for household food security, food sovereignty, community wellbeing and health, and local income, and the gender-differentiated impacts on these benefits during seasonal work or resulting shifts to the sector due to disasters or environmental changes. Additionally, exploring gender-responsive opportunities for alternative income generation to respond to livelihood and wellbeing issues arising from disrupted income.
- Number of people engaged in different activities along the value chain, by activity, by sex, by age.
- Amount of time spent conducting fisheries activities (broken down by different activity, daily, monthly, and seasonally) by sex and age (considering role of girls and boys).
- Amount of time spent on alternative livelihoods during off seasons of fishing, such as sewing/mending, domestic care work such as cleaning households, producing vegetables/fruits and marketing products, etc.
- Income from alternative livelihoods during off season of fishing, by sex and age.
- The type and number of traditional fish processing technologies as against substituted improved technologies in use by men and women fish processors and income generated by different technologies by women and men.
- Number of women managing productive projects (i.e., marine farms, ponds, zoo-farms, eco-shelters).
- Number of women participating in fisheries/coastal planning, professions and research, at all levels.
- Time spent by women and men, girls and boys, on domestic work (collect on all of these: childcare, food preparation, cleaning, educational support, shopping, etc).
- Time spent on leisure activities, by sex and age.
- Reporting on instances of gender-based violence.
- Percentage of youth migrating from fishing communities, by sex.
- Percentage of youth participating in the formal or informal labour markets in fishing, fish processing, and trading, by activity, by sex.
- Number of fish traders with access to non-traditional markets (e.g., malls and export markets), by sex.
- Alternative livelihood options being adopted by people in fishing communities, by sex.
- Number of years of education for women and men in fisheries sector across value chains (including in government positions).
- Income generated by different professions, by sex, age, and educational level (including in government positions).
- Community engagement and support, by sex, age and educational level.

1.3 Priority 3: Enhance cross-sectoral collaboration and knowledge generation on gender equality and youth engagement in fisheries

Numerous reports and frameworks, mechanisms, and guidance from international decision makers reaffirm the importance of gender equality in sustainable development (UN Women, 2014). Identifying entry points for synergies and collaborative approaches in mainstreaming gender in policies, projects, and initiatives for sustainable development is undeniably important for ensuring successful outcomes, including in achieving a “sustainable blue future,” as it maximises financial and human resources toward developing successful innovative solutions (UN Food and Agriculture Organization [FAO] Sub-Committee on Aquaculture, 2017; Nash et al., 2020).

For example, in a few countries studied, there is increasing evidence of cross-sectoral collaboration between the national gender machinery and fisheries authorities. This is supported by comprehensive gender mainstreaming initiatives facilitated by political interest and mandates at the highest level in the government. Engagement of gender machinery representatives as stakeholders in fisheries project and policy discussions reportedly encouraged continued participation and integration of input from the gender machinery in the implementation of fisheries initiatives. Consequently, this participation, alongside capacity building on gender equality for the fisheries authorities results in increased understanding and integration of gender mainstreaming elements in nascent fisheries measures (such as conducting research on gender in fisheries communities; consultation for and drafting updated fisheries policies; comprehensive climate adaptation plans considering fisheries and gender, establishment of women’s cooperatives, engagement of women fisherfolks). These positive outcomes are indicative of what can take place when cross-sectoral collaboration and knowledge generation takes place; however, in a majority of countries in the region, there are still gaps and barriers for this level of cross-sectoral collaboration.

1.3.1 Challenges and barriers in the Caribbean related to this priority

- Gender, youth, and fisheries issues are siloed in their respective sectors and not integrated in other policies and plans, limiting the collaboration and best practice sharing between ministries, agencies, and institutions.
- Many gender machineries in the Caribbean have established gender focal point systems and worked to engage focal points in trainings and opportunities, but due to weak political will, lack of funding, and staff turnover, there have been mixed outcomes in the continuation and effectiveness of these systems.

1.3.2 Potential actions on this priority

- Actions for establishing connections between and building the mutual capacity of gender machineries, fisheries departments, and national-level organisations and institutions on gender-fisheries issues and opportunities include:
 - Facilitating trainings, workshops, and forums for national stakeholders to share concerns, needs, and opportunities for synergies across implementation of programs.
 - Fostering mechanisms to solicit, receive, and address feedback of policies and proposals across ministries early in the development process, which can also help reveal areas for collaboration and support.
 - Establishing and supporting gender focal point systems in government ministries and departments by ensuring there are adequate resources to carry out trainings and support focal points in gender mainstreaming.
- Actions for strengthening capacity of gender focal points across ministries on gender-responsive approaches and budgeting include:
 - Developing gender-responsive budgeting toolkits for use in government ministries and departments and integrating this toolkit as a part of cross-sectoral training opportunities.

- Developing accountability and review mechanisms to ensure funding opportunities and budget allocation consider and address gender and socioeconomic dimensions of fisheries.

1.3.3 Examples of research to conduct and/or data to collect

- Research on synergies, particularly financing opportunities across ministries and sectors advocating for sustainable development with gender-responsive approach.
- Research on best practices for gender focal point systems, and or whole-of-government approach on gender mainstreaming in environmental (or fisheries specific) sectors.
- Research on gender responsive budgeting systems and accountability and reporting mechanisms.
- Research on best practices/case studies for grievance mechanisms and reporting options.
- Research budget allocated on gender and social issues in fisheries, and/or ministry.
- Number of capacity/knowledge building workshops/trainings on gender mainstreaming within the fisheries sector.
- Number of men and women who have participated in capacity/knowledge building trainings/workshops.
- Number of women's organisations with improved capacity on gender mainstreaming within the fisheries sector.
- Number of fisheries organisations with improved capacity on gender mainstreaming within the fisheries sector.
- Percentage of participants reporting increased understanding of gender equality, by sex (measured via pre- and post-workshop surveys).
- Qualitative analysis considering if capacity/knowledge building has enhanced women's empowerment in other areas of their lives (e.g., household decision making, community or political leadership, understanding of how to access financial resources).
- Impact on capacity/knowledge building for fisheries sector agencies and organisations (e.g., development of gender focal points, increased budget allocated to gender-based activities).
- Number of gender focal points actively engaged in fisheries.
- Assessment on policy and activity impact by establishment of gender focal point.
- Amount of budget (and percentage of total) allocated to gender focal point/for gender mainstreaming engagement and activities.
- Number of stakeholders consulted in nascent policy processes including representatives from gender machinery, women's rights organisations, women fisherfolk, and other civil society groups.
- Input provided and review opportunities by above groups, and or individuals.
- Number of gender-responsive fisheries policies/action plans drafted.
- Number of gender-responsive fisheries policies/action plans adopted.
- Number of fisheries policies/action plans updated to include gender considerations.
- Existence of government accountability/watchdog organisations on transparency and budget.
- Gender-responsive budget system in place.
- Budget allocated to gender-specific engagement and activities.
- Extent of impact integrating gender considerations in policy; and from budgeted activities.
- Positive outcomes from developing or enhancing gender-responsive policies.

1.4 **Priority 4: Engage with fisherfolk and develop appropriate methodologies for building their capacity on gender, youth, and decent work issues in fisheries**

Ensuring long-term successful outcomes from local level initiatives involves sustained and meaningful community engagement that aims to build trust and promote social investment in results. More than a one-off meeting, meaningfully engaging with communities requires resources to involve communities throughout the life of an initiative, including by using accessible technology and communications materials to build knowledge and capacity, prioritising participatory approaches to identify priorities, coordinating

with local leaders to mobilise participation, and scheduling periodic and consistent meetings to share updates and results. For example, engaging and expanding understanding of fisherfolks and local level entities on gender equality principles and responses, including considering gender equality beyond gender balance, supports the other priority areas previously indicated. This understanding and continued engagement supports comprehensive data collection, increases knowledge sharing and ownership at community level on differentiated issues, and enhances collaboration across levels—encouraging a bottom-up approach, and outcomes.

1.4.1 Challenges and barriers in the Caribbean related to this priority

- There is limited recognition of and documentation on traditional knowledge practices and respect for their importance to culture, economies, livelihoods, sustainability, and resilience.
- Stakeholders from fishing communities and national and regional organisations indicated fisherfolk are not meaningfully engaged early and throughout the development and implementation of initiatives, including to provide input and feedback and take on roles in decision making.
- There are several challenges that impact early and sustained communication and information sharing with local level stakeholders, including availability and reliability of technology infrastructure (e.g., internet access) and initiatives using preferred and accessible platforms for communication (e.g., radio, community centres, mail, and/or WhatsApp, Facebook, Skype, email, etc.).
- Differentiated issues faced by women, men, and youth in fisheries are not well integrated into local organisational structures and activities, stemming in part from prevailing notions of what gender equality means and what a gender-responsive approach entails.

1.4.2 Potential actions on this priority

- Actions for strengthening engagement with local level fisheries organisations and stakeholders include:
 - Identifying traditional knowledge and practices that exist in fishing communities, along the entire value chain “from hook to cook,” and the contributions to economies and community-resilience from these practices.
 - Establishing appropriate, accessible, and consistent communication channels that are supported and meet the needs in local communities to enhance consultations, share information, and solicit feedback throughout initiatives. This includes identifying preferences for and accessibility to communication platforms based on age and gender to help enhance participation of women, men, and youth.
- Actions for building capacity of local fisheries organisations on gender, youth, and decent work issues in fisheries include:
 - Ensuring stakeholder engagement involves and utilises the networks of local groups, including women’s groups, cooperatives, church groups, school groups, among others to help disseminate information and strengthen participation in communities.
 - Working with local groups and leaders to make information and communications materials appropriate and accessible to communities to increase uptake of knowledge and social investment in activities (including consideration of language and illiteracy).
 - Collaborating with local groups, leaders, and stakeholders for participatory capacity building sessions, workshops, and trainings to encourage knowledge sharing and ensure everyone’s priorities and ideas are respected and recognised in project development and implementation.
- Actions for increasing participatory approaches to collect and disseminate local-level data in fisheries communities include:
 - Working with fisherfolk organisations to develop sex-disaggregated socioeconomic indicators and collect data and make analyses available to organisations, as well as public

and private institutions, to promote a wider understanding and recognition of issues and support inclusive and effective policies and plans.

- Promoting and utilising participatory research approaches in data collection, to help better understand community-specific gender dynamics, issues, and opportunities in conservation and sustainable management practices and enhance institutional and social learning.

1.4.3 Examples of research to conduct and/or data to collect

- Research on which traditional knowledge and practices are adapting or are adaptable to climate change and ecologic resilience.
- Research on food security and nutritional value of traditional knowledge and culture in food processing and preparation.
- Data on health and nutrition of fishing communities, by sex, age, wealth.
- Number of women and men fisherfolks actively engaged in community fisherfolk organisations, including across fisheries value chain role/responsibility, sex and age.
- Research, or surveys, at particularly local levels among different groups will facilitate which is most preferred and therefore effective to the specific users and stakeholder.
- Research can also be conducted on what platforms specifically women, men, and youth utilise, and how communication/marketing techniques works/affects people by sex, age, wealth, etc.
- Research with fisherfolk organisations on which data is most pertinent and feasible to collect is necessary, this can be a validation process of proposed socioeconomic indicators as stated above.
- Research on the most effective and sustainable means for meaningful engagement with fisherfolk organisations (considering timing, compensations, sensitivity of issues, group dynamics, etc.).

2 CONCLUSIONS

As fishery economies evolve and change—alongside the demographics of communities, shifting gender roles, technological advances and ecosystem changes, including climate change and the recent corona virus pandemic—understanding what socioeconomic factors drive or are affected by these changes will be crucial in honing this project to increase effectiveness and access for countries in the short term, and the sustainable management of fisheries over the long term.

The Priority Actions provided in this report are recommended to guide countries and institutions to respond to the challenges and barriers identified, considering the specific needs, context, and objective of each.

As there is a significant amount of research and data to collect outlined within this report, the themes are meant to be expanded by countries and institutions given their specific context. While mainstreaming gender is an approach, outcomes that are gender transformative are the goal. Such outcomes entail systematic and structural changes that are comprehensive, which the priority areas included within point to. To springboard an evidence-based gender mainstreaming strategy led by the countries and institutions relevant to fisheries in the Caribbean, CRFM and CRFM Member States are advised that the following specific research actions should be prioritised as initial research to aid in robust data collection to support a gender-responsive approach toward transformative outcomes:

Collect and analyse comprehensive sex-disaggregated socioeconomic data in fisheries: Conduct study across sectors in CRFM member states/Caribbean region on *effective collaborative efforts for data collection* that is socially inclusive and mainstreams gender, as well as efforts by national fisheries, including analysis of fisheries census data collected.

Strengthen understanding of the differentiated social and cultural factors impacting labour and poverty of women, men, and youth in fisheries and gender-responsive approaches to address these issues: Conduct a *division of labour and livelihood analysis* through research and data collection on women’s and men’s contributions to and benefits from the fisheries sector, inclusive of the entire value chain and paid and unpaid work, for household food security, food sovereignty, community wellbeing and health, and local income, and the gender-differentiated impacts on these benefits during seasonal work or resulting shifts to the sector due to disasters or environmental changes. Research should include gender-responsive opportunities for alternative income generation to respond to livelihood and wellbeing issues arising from risks of disrupted income.

Enhance cross-sectoral collaboration and knowledge generation on gender equality and youth engagement in fisheries: Collect data on *gender-responsive and social inclusion actions, and reported outcomes, within the budgets* of fisheries divisions and ministries, with research on synergies and financing opportunities across ministries and sectors advocating for sustainable development with gender-responsive approach.

Engage with fisherfolk and develop appropriate methodologies for building their capacity on gender, youth, and decent work issues in fisheries: Conduct *traditional knowledge analysis* on national research on traditional knowledge and practices that exist in fisherfolk organisations and fishing communities, along the entire value chain “from hook to cook,” including the contributions to economies and community-resilience from these practices, and potential for climate mitigation and adaptation.

Additionally, the Gender ASAP in Fisheries of the Member States of the CRFM (2020) expands on actions with responsibilities and indicators, as well as additional information as appropriate for continued and strengthened gender capacity. As the potential actions recommended in this document are based on consultations and desk research under the gender mainstreaming initiative, they may be useful to organisations, ministries, agencies, and institutions at various levels throughout the Caribbean, or provide areas for more discussion and analysis.

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The CRFM is an inter-governmental organization whose mission is to “Promote and facilitate the responsible utilization of the region’s fisheries and other aquatic resources for the economic and social benefits of the current and future population of the region”. The CRFM consists of three bodies – the Ministerial Council, the Caribbean Fisheries Forum and the CRFM Secretariat.

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