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CAPACITY BUILDING REPORT ON GENDER MAINSTREAMING IN FISHERIES OF MEMBER STATES OF THE CARIBBEAN REGIONAL FISHERIES MECHANISM

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Capacity Building Report on Gender Mainstreaming in Fisheries of Member States of the Caribbean Regional Fisheries Mechanism

Prepared by

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Capacity Building Report on Gender Mainstreaming in Fisheries of Member States of the Caribbean Regional Fisheries Mechanism

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ABBREVIATIONS AND ACRONYMS

CANARI	Caribbean Natural Resources Institute
CARICOM	Caribbean Community
CLME+	Caribbean and North Brazil Shelf Large Marine Ecosystems
COVID-19	2019 novel coronavirus disease
CRFM	Caribbean Regional Fisheries Mechanism
GBV	Gender-based violence
GEF	Global Environment Facility
M&E	Monitoring and evaluation
NGO	Non-governmental organization
OECS	Organisation of Eastern Caribbean States
SDGs	Sustainable Development Goals
SSF Guidelines	Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	United Nations Development Programme
UWI-CERMES	University of the West Indies Centre for Resource Management and Environmental Studies

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INTRODUCTION AND BACKGROUND

The Mainstreaming Gender in Fisheries in the Caribbean Initiative aims to improve sustainable fisheries for vulnerable populations in the Caribbean, particularly women and girls, in order to advance gender issues, decent work, and youth involvement in the sustainable development of fisheries. Toward this goal, the initiative included a large component on capacity building. This was important given that mainstreaming gender, youth and decent work is a relatively nascent theme to the fisheries sector, yet foundational for recognising differentiated issues, and understanding equitable and inclusive approaches. A greater understanding of what constitutes gender equity and equality, youth empowerment and decent work, helps ensure the implementation of necessary actions for achieving inclusive and equitable sustainable fisheries. Enabling all relevant stakeholders, including all actors throughout the fish value chain, to fully engage in and benefit from fisheries can boost production, reduce poverty and enhance food security, particularly within fish-dependent households. In addition, the capacity building elements of this initiative supports CRFM Member States in complying with the policy statement issued in the 8th Special Meeting of the Ministerial Council of the CRFM, which states the following: “the Council accepted that international and national norms regarding issues pertaining to gender, youth, and decent work be adhered to, and be incorporated into all CRFM policies, protocols, programmes, and plans.” With the acceptance by the Council, the policy statement is in effect a directive within the CRFM governance system. Additionally, this statement was presented to and accepted by the CARIMCOM Council on Trade and Economic Development.

To support the aim of sustainable fisheries with the incorporation of gender, youth and decent work conditions across the sector, capacity building and knowledge sharing has been a key component and interwoven throughout the entirety of the Gender Mainstreaming Initiative. The heart of this was hosting and facilitating several capacity-building and learning sessions. These multi-stakeholder participatory sessions, held between August 25th and September 18th 2020, focused on strengthening the knowledge and capacity of CRFM Member States on a wide range of gender and social equity concepts, linkages with fisheries, and approaches, tools, and practices to strengthen integration of these concepts in fisheries. The sessions also provided opportunities for continually building the capacity of stakeholders at all levels, including CRFM staff, through sustained engagement in the following national sessions, providing diverse stakeholders a virtual hands-on opportunity to apply their knowledge and learning from the capacity building sessions toward the development of national gender and fisheries action plans to progress gender equality in Caribbean fisheries.

OBJECTIVES

The gender mainstreaming initiative had a multi-tiered approach aimed at strengthening the recognition and understanding of gender and socially-differentiated aspects for consideration and responses as necessary to sustainable fisheries. The various activities conducted throughout this initiative, and specifically the capacity building activities in August and September 2020 aimed to:

- Establish a knowledge base and build awareness of gender issues in general and gender dimensions of fisheries in the Caribbean.
- Enhance the capacity of participants to mainstream gender in the project cycle.
- Share the findings and results from the research conducted under the Initiative, including the five-year gender action plan developed for CRFM.
- Support CRFM Member States in gender-sensitive indicator development and M&E in gender mainstreaming in sustainable fisheries.

- Support six CRFM Member States to develop national gender action plans¹ for sustainable fisheries based on the specific priorities and needs at the national level, and dependent on level of engagement.

BUILDING THE CAPACITY OF DIVERSE FISHERIES STAKEHOLDERS: APPROACH AND METHODOLOGY

Diverse and inclusive processes are the seabed for facilitating gender mainstreaming and social equity considerations and responses. Identifying and ensuring a range of stakeholders—especially those often not given a place at the table, or if invited denied the opportunity for space to share their voice—is an essential part of mainstreaming gender and social equity, and understanding this element is foundational to building capacity on these issues. This principle is underpinned and driven by a rights-based, gender-responsive methodological approach that recognises the importance of women’s empowerment and the differentiated perspectives, issues, and priorities of multiple and diverse individuals, groups, and institutions. Therefore, this initiative included the following process utilising this approach, ensuring that perspective, needs, and ideas of all stakeholders were included:

- Initiating and Continuing Stakeholder Engagement;
- Capacity building and Learning Sessions; and
- National Fisheries Gender Action Plan Workshops.

Due to global and national restrictions on group gatherings and travel surrounding COVID-19, stakeholder engagement, capacity building and learning sessions, and national workshops were held virtually over the Zoom platform. Accordingly, various components of the original methodology were adapted. The sessions had to be adapted in order to suit participants and their schedules, recognising the fatigue from virtual participation in long meetings, or webinars. To maintain and facilitate engagement, the team built in virtual participatory and interactive components and revised training materials to be applicable for online capacity building, and for access following sessions.

Notwithstanding the restrictions, the technical approach was still driven by the principle that diverse inclusion and representation of stakeholders facilitates planning and decision making toward more comprehensive and equitable solutions. The team worked with CRFM and national partners to facilitate diverse stakeholder engagement to the greatest extent possible given the restrictions imposed by COVID-19. This included encouraging the inclusion of women, gender-related groups and emphasised engagement with the national and local fishing cooperatives and representatives throughout to provide insight on relevant issues in the Caribbean context and build their capacity as stakeholders to support gender mainstreaming throughout fisheries policy, planning, and project design and implementation.

Initiating and Continuing Stakeholder Engagement

Identifying Stakeholders

In collaboration and coordination with CRFM Secretariat, the team identified an initial list of key stakeholders relevant to the project and critical for advancing gender equality in the Caribbean to support implementation of the Gender Mainstreaming Initiative. Engagement with stakeholders, including designated fisheries focal points, began with an initial online Knowledge Gap and Technical Needs Assessment Survey (administered to about 115 relevant stakeholders, with 37 responses received). The

¹ In lieu of the integrated plans originally outlined under this initiative, 5 National Workshops for development of Gender Action Plan processes were developed as customizable deliverables for the 5 countries to complement and drive their capacity for, and enhancement of, mainstreaming gender.

survey supported participatory engagement and facilitated the project team in identifying key issues, knowledge gaps, and training needs.

Technical Advisory Group

The survey was followed by the establishment of a technical advisory group (TAG). Key to this was the invitation and engagement of the gender machinery in each of the six states, along with the wider regional CRFM member states, and also invitation for some key regional entities and individuals focused on similar issues. This initiated their engagement and informed them about the process/initiative. These stakeholders relevant to the project and critical for advancing gender equality in the Caribbean were identified to support implementation of the initiative and ensure the correct stakeholders are identified and engaged for optimal execution and delivery of project activities with long-term results.

The TAG was comprised of the gender focal points within each fisheries authority across the CRFM Member States. Establishing a connection with government focal points and sustaining engagement specifically with the six national focal points of the key countries under this initiative, was particularly important for determining levels of interest and demand by countries for support on gender-responsive national fisheries plans.

The Knowledge Gap and Technical Needs Assessment Survey yielded a total of 37 responses (26 women, 10 men, and 1 non-binary/third gender individual, see Appendix 1 for results) and a total of 18 stakeholders (16 women, 1 man, and 1 non-binary/third gender individual) joined the TAG webinar, which solicited feedback regarding regional issues and priorities was conducted on March 17, 2020. All reports submitted by the consultants were sent for review by CRFM and CRFM Member States, soliciting feedback that was subsequently incorporated into final reports. This survey continues to support capacity building through the targeted questions to specific groups of stakeholders which supports their reflection and documentation of knowledge, experiences and issues with gender and fisheries. This prompts recognition of key elements and reiterates these issues in their own work, and life, instigating additional awareness of issues, a key component to building capacity—awareness raising of issues with accurate understanding.

Stakeholder consultations

With guidance from TAG, the team refined the list of experts and stakeholders relevant to the CLME+ project and gender mainstreaming for initial information gathering to ground the project in national and local contexts of fisheries management, particularly flyingfish fisheries. The consultants conducted a series of virtual stakeholder consultations to continue engagement on the identified issues, gaps and challenges found through initial stakeholder engagement, i.e., the stakeholder survey and TAG webinar. These consultations provided the opportunity for stakeholders to raise questions and concerns, providing new ways of understanding and analysing these issues in their respective contexts, and make connections across sectors and facilitate idea and knowledge sharing across the region.

Over 90 stakeholders were invited to take part in one-on-one consultations with the consulting team between April 2 - May 20, 2020. Forty-eight stakeholders (37 women and 11 men) participated in consultations. The individuals represented youth, gender and fisheries stakeholder groups from government (including fisheries authorities, gender machinery and youth ministries), civil society, academia, and fishing communities from all six flyingfish countries, as well as Belize, Jamaica and Guyana. The team prepared guiding questions to facilitate discussion, and each consultation lasted about one hour. These stakeholder consultations enabled the team to identify priority issues relating to gender and social inequities in fisheries sectors across the region, along with opportunities to address them, collectively building the foundation for the CRFM 5-year Gender Analysis, Strategy and Action Plan (ASAP) and Monitoring and Evaluation (M&E) system to evaluate and track progress on gender mainstreaming through the draft action plans (both regional and national).

The consultations served to determine the level of awareness, knowledge and capacity on issues, as well as provided data and information for their review, including new research and information on interlinked issues seldom included before, such as gender-based violence within fisheries and fishing communities. This high-level of collaboration was critical to guide the next phase of the initiative toward efficient and effective capacity building and learning sessions with local and national-level stakeholders.

Capacity Building and Learning Sessions

As mentioned, due to global and national restrictions on group gatherings and travel surrounding COVID-19, the sessions and national workshops were held virtually over the Zoom platform. The sessions and workshops included a mixture of presentations, interactive polls/quizzes, time for questions and answers, and group discussions. The suite of capacity building sessions included two, two-hour sessions focusing on strengthening knowledge and capacity, as well as two, one-hour sessions complementing the capacity building by providing opportunities for further discussion with relevant experts and stakeholders. Diverse representation of stakeholders were invited to engage and support, including national level stakeholders and CRFM staff for regional and national level capacity building. The sessions all stakeholders were invited to participate in were as follows:

- Session 1: Gender concepts and gender mainstreaming in projects (August 25th, two hours)
- Session 1a: An open discussion with Caribbean gender experts (August 27th, one hour)
- Session 2: Findings and analysis from the Gender Mainstreaming Initiative (September 1st, two hours)
- Session 2a: Mainstreaming gender in fisheries - Best practices from the Caribbean (September 3rd, one hour)

All sessions were recorded, and recordings, as well as PDF versions of the presentations, were shared with stakeholders following the sessions—they can be found in the links throughout this report. Detailed reporting on each of these four sessions is included in this report in the next section.

Session 1 provided participants with a foundation in basic gender concepts and terminology essential for the integration of gender, including the difference between gender and sex, the importance of gender in fisheries, climate change, and natural resource management more broadly, and linkages in priority countries in fisheries (and climate change) sectors. This session also highlighted key elements of gender mainstreaming and what options exist for integrating gender throughout the project or policy cycle (e.g., planning, design, implementation, monitoring and evaluation, and knowledge sharing).

Session 2 provided information on key elements of the proposed strategic direction highlighted in the ASAP, as well as other research and products. This training session included capacity building on gender and fisheries, but mostly served as a knowledge sharing and validation workshop of the project's findings for CRFM and fisheries department staff, especially on the national and local level stakeholder engagement sessions and the traditional knowledge elements captured. The session also covered mainstreaming gender principles and examples, including:

- *Analysis*: guidance on why and how to conduct a gender analysis, including key points for the process of conducting, as well as sector and data collection relevant in Caribbean/countries.
- *Monitoring indicators*: guidance on creating a gender-responsive M&E Framework, from designing indicators, to support sustainable processes and implementation that can drive progressive data on results and impact and be adapted for more robust action and impact.

To strengthen these concepts, two webinar sessions (sessions 1a and 2a) were held to elaborate on the concepts through the sharing of tangible information and practices specific to the region. These sessions

shared expertise on gender equality issues, research and current initiatives and best practices in the region, both broadly and specific to the fisheries sector. These sessions invited the participation of regional gender experts, project managers and female fisherfolk providing space for their participation and contribution in the sector.

After the capacity building sessions, a participation survey was administered to all invited and/or registered participants. The survey served as a learning tool for the Gender Mainstreaming Initiative to understand what and how much participants learned and took away from the sessions, and also provided direct feedback to the consultants on how effective the sessions were and what could be strengthened or improved moving forward. Summary results are in Appendix 2.

National Fisheries Gender Action Plan Workshops

To support continuous capacity building, the team engaged steadily over this project with the five² countries who responded to the consultant team and demonstrated interest and human resources to interact and facilitate gender mainstreaming: Dominica, Grenada, Saint Lucia, Saint Vincent and the Grenadines, and Trinidad and Tobago. Following invitations to the 6 focus countries of this project, these five countries responded eagerly in developing/revising national fisheries sector plans to mainstream gender and/or elements for integrating gender in the plans' methodology, planning, implementation, and monitoring and evaluation (including development of indicators). The workshops were designed to increase stakeholders' capacity to understand, develop, and/or integrate gender-responsive actions into national fisheries sector plans. They built capacity on connecting the results of analysis issues, gaps and problems as an evidence base for devising and driving a gender-responsive action plan within national planning/policy and specific project activities. Guidance considered the differentiated issues, risks and opportunities of the initial analysis conducted, and identified entry points to support narrowing the gender inequality gap, and gender-responsive budgeting.

Held virtually over the Zoom platform, the workshops were opened with a brief presentation for each country followed by the majority of the session focused on small breakout group discussions. These workshops built on the information, skills, approaches, and lessons learned on gender mainstreaming in fisheries from the previous capacity building sessions held from August 25 – September 3, 2020. These sessions and discussions focused on strengthening the knowledge and capacity of CRFM Member States on gender concepts, gender and fisheries linkages, gender mainstreaming in projects and policies, and opportunities to progress on gender equality in Caribbean fisheries. Development of action plans included continued online support via sustained email/Zoom communication with gender focal points specifically to assist them in taking ownership of their respective action plan and ushering it through an inclusive review process.

All capacity building and learning sessions, as well as the national workshops, were recorded to make the information easily accessible and shared for a wider audience and to serve as a tool across the region for government, civil society, and fisherfolk organisations to build gender-responsive and inclusive fisheries plans at any level including information and tips on critical elements. As the core component to building capacity of the diverse stakeholders, details on the discussion of each national session are captured in draft national action plans in development and review with national stakeholders for finalisation. The final outcomes of each will be grounded in the national and local context and needs and well as identified capacity to implement. They will provide continual opportunities for capacity building across stakeholders

² The six focal countries of the initiative were engaged early in the project and invited to participate in this process. Multiple attempts to connect and engage with Barbados and their designated gender focal point to advance this process proved futile, and thus the interest demonstrated by the remaining five countries was where support was focused.

through the activities included, and the processes they instigate, as well as reporting on activities, especially through tracking via the developed monitoring and evaluation system for each national action plan.

SESSION 1: GENDER CONCEPTS AND GENDER MAINSTREAMING IN PROJECTS

Overview

Session 1 was a two-hour training workshop held on August 25, 2020 virtually via the Zoom online platform. During this session, the consulting team provided information on gender concepts, terminology, and gender mainstreaming in the project cycle.

The specific objectives of the session were to:

1. Establish a knowledge base and build awareness of gender issues in general and gender dimensions of fisheries in the Caribbean; and
2. Enhance the capacity of participants to mainstream gender in the project cycle.

The expected outputs of the session were:

1. Participants have a strengthened understanding of key gender concepts and why gender mainstreaming is important in sustainable fisheries;
2. Participants understand and are better prepared to apply gender mainstreaming approaches in different stages of the project cycle; and
3. Baseline of information is established to be further built in Session 2 and national workshops.

Emmett Boyer welcomed everyone to the session and provided logistical and technical information regarding the Zoom platform. Margaux Granat provided opening remarks, introduced the consulting team, and presented the session's goals and objectives, as well as the topics covered.

Molly Gilligan began the presentation with an overview of gender inequality statistics globally and in the Caribbean. Emmett Boyer introduced and discussed key gender concepts and terminology. Following, Melissa Luna discussed gender and fisheries linkages, briefly discussing the benefits of integrating gender equality into fisheries programming. A short Questions and Answers (Q&A) break was taken to answer questions submitted in the chat box. Following, Margaux Granat discussed and explained the various steps of gender mainstreaming in the project cycle. Following the presentations, twenty minutes were allotted for breakout discussion—virtual discussion rooms with smaller group sizes of around 15 participants—guided by questions to facilitate conversation about the various stages of gender mainstreaming. These breakout discussions provided dialogue and awareness-raising on participant-identified issues, and Q&A.

Polling

Two questions were administered before the technical presentations to gauge participant familiarity with gender mainstreaming, gender concepts and terminology. Some of the questions administered included:

- In your view, how important is it to integrate gender equality into fisheries?
- How do you rate your personal familiarity with the concept of gender mainstreaming?

Other questions were designed to simply make the sessions more interactive, engaging the participants in multiple choice or true/false questions about gender inequality statistics, gender concepts and gender and fisheries linkages. Some of these questions were reiterated in the post-capacity building sessions survey (detailed in the conclusions and recommendations section).

Breakout sessions

Breakout sessions at the end of presentations allowed for further engagement of stakeholders and participants in a smaller group setting, allowing for more people to share their opinions and concerns.

Participants were assigned to different breakout groups to discuss one of the first three phases of the gender mainstreaming project cycle: 1) planning, 2) design and 3) implementation. The discussion questions included:

1. What are some gender-responsive approaches in this stage of the project cycle?
2. What resources are needed to facilitate this approach?
3. What are some enabling conditions that support gender mainstreaming and gender-responsive approaches in this stage of the project cycle?
4. How have you been implementing gender-responsive approaches in your country? Have you faced any challenges?
5. Based on the suggestions from this session, do you see any opportunities to enhance gender mainstreaming in your country?

The discussions further strengthened capacity on carrying out specific actions under each stage of the gender mainstreaming project cycle through the utilisation of the prepared questions and guidance from each group's facilitator. The discussions allowed stakeholders to work in smaller groups, raise questions, concerns and ideas for identifying entry points to support narrowing the gender inequality gap and identifying actions to overcome barriers to gender-responsive action.

Discussions on planning included the following:

- Importance of the planning phase and the opportunities it presents for gender mainstreaming.
- Effectively incorporating a plan for gender during this phase can set the policy/project up for successful gender integration.
- A key component raised by participants was the issue of funding/financing and how financing is essential.
- Another note that was discussed was the importance of considering women across the value chain.
 - A gender analysis can provide more details about the roles of men and women at various stages of the value chain. It is also useful to think ahead during this phase to consider what information should be included in M&E in order to include questions within the gender analysis and think about what baseline information to gather.

Discussions on design included:

- Importance of establishing the target audience: must identify stakeholders and their specific needs and challenges. Participants suggested some key questions to consider when establishing the target audience, including:
 - What could their contribution be (in addition to their needs)?
 - What are the constraints and challenges for achieving their goals?
 - What are some of the opportunities?
- Resources needed to facilitate this approach:
 - Gender experts to incorporate a gender perspective and training of staff who are implementing projects
 - Need someone skilled in M&E who can look at the project from the beginning. Gender-responsive approaches start at the beginning, so it is key to have an M&E person who understands and is skilled in gender, as it affects the entire project cycle
 - Financial resources are critical
- Enabling conditions that support gender mainstreaming and gender-responsive approaches:
 - Staff/organisation should be open to integrating gender and willing to give it a chance, even if the technical how-to capacity has not yet been developed.

- Political will at high levels of government: persons at the top need to be supportive of gender mainstreaming. If these individuals do not understand why gender mainstreaming is necessary nor are educated about its benefits, it is unlikely to occur and made a priority.
- Important to have people with experience with the type of project, not only gender expertise but an understanding of the subject matter and what project implementation involves
- Good grasp of who the stakeholders are: stakeholder mapping very important with an understanding who will be and needs to be involved. Stakeholders must be representative of the industry for gender mainstreaming to be effective.
- Challenges in implementing gender-responsive approaches
 - Gender-integration plans for regional project run into political challenges because of the diversity of political systems and cultures across countries; difficult to accommodate different political systems and cultures.
 - Resistance to gender because of limited understanding of what gender responsiveness means. To respond, there is a need for sensitisation to get the buy-in needed, key stakeholders need to understand what the purpose is.
 - Gender mainstreaming can feel like extra work, particularly given what feels like complex analysis.

Discussion on implementation included:

- In Anguilla, there is a project proposal to integrate and get women involved. Ninety-nine percent of fishers are men while mostly women are involved in sale, so to ensure women are part of process, a training for wives and daughters is being delivered to teach them how to ID fish. This is important for both strengthening participation and furthering women's and girl's education about fisheries resources.
- During implementation, it is very important to select individuals to be champions for gender equality in the wider community; this strategy can work well as having individuals to push this priority forward can be very effective.
- Another project in Anguilla with CANARI last year focused on safety at sea and first aid training. However, the fishermen did not attend and instead sent their wives and girlfriends, who were then able to transfer knowledge.
- Different examples were shared on how women are engaged in fish processing trainings, as well as fish farming, as women appear to be entering this aspect of the fishing sector.
- Adaptive management is also key when considering implementation. Lessons learned need to be incorporated, so as to allow for a feedback loop that further project implementation.

The recording of this session can be found here: <https://youtu.be/cakmIgJ8hJY>

A downloadable version of the presentation and recording can be found via Dropbox: <https://www.dropbox.com/sh/d353trfshx5gis4/AAC7IQCEgwpVzILHivSX-pg3a?dl=0>

Participation rates and engagement

Session 1 yielded over 104 registered participants, with a very high percentage signed on and engaged throughout the session. Zoom does not provide the percent registered signed on, however from observation, there were a total of 78 participants with impressive retainment of at least 70 participants through the end of the session. The chat box was an excellent tool for submitting questions throughout the presentation, along with interactive polls to keep participants engaged. Each poll had a participation rate around 75 percent, demonstrating a high level of engagement among participants.

Positive feedback was received from participants on the session. The platform provided space for participants less familiar with content on gender and the linkages with fisheries to access material, ask clarifying questions, and build their knowledge.

SESSION 1A: AN OPEN DISCUSSION WITH CARIBBEAN GENDER EXPERTS

Overview

Session 1A was held on August 27, 2020 virtually via the Zoom online platform. During this session, participants had an opportunity to connect with gender experts in the region and discuss the progress and current gaps on gender equality in the Caribbean. The overall objective was to broaden understanding of how gender inequality affects all aspects of life, and how gender mainstreaming in projects can help progress toward more inclusive societies.

The session was an open-discussion webinar format with short presentations from Dr. Rhoda Reddock, Professor emerita of Gender, Social Change, and Development at the University of the West Indies, St. Augustine campus, and Tonni Brodber, Representative (*ad interim*) with the UN Women Multi-Country Office-Caribbean. Margaux Granat provided opening remarks and introduced the speakers. The session began with each speaker sharing their experiences and perspectives on gender equality, discussing the progress and persistent gaps on gender equality in the Caribbean broadly in development policy, planning and implementation, but also linked with fisheries specifically.

Professor Rhoda Reddock shared her experience as a professor and researcher of gender, development, women, labour and politics in Trinidad and Tobago and the wider Caribbean region. Active in the national and Caribbean Women's Movement and other social causes, she is the recipient of numerous national, regional and international awards including the Triennial CARICOM Award for Women 2002, a Fulbright New Century Scholars Award, 2004 and an honorary doctorate from the University of the Western Cape, South Africa, 2012. She is author to numerous publications and eight books, and she is an executive member of the International Sociological Association (2018-2022) and an elected expert of the UN Committee for the Elimination of Discrimination against Women (2019 -2023).

Tonni Brodber of UN Women shared her experience on how she entered the field of gender and the work of UN Women in gender equality in the region. She shared her perspective on the various challenges to achieving gender equality in the Caribbean, highlighting specific examples in the context of fisheries. Ms. Brodber served as Deputy Representative from 2015 -2020 with the Multi country office Caribbean. Before this Ms. Brodber was the Team Leader for the *Advancing Gender Justice in the Pacific* programme with the UN Women Fiji Multi-Country Office. Ms Brodber served as the Gender Specialist for the United Nations Development Programme in South Africa, as well as briefly with the UN Women South Africa Multi-Country Office and established what is now the UN Women Country Office in Haiti.

After their presentations, participants were invited to submit questions to the speakers (utilising both the chat box and the "raise hand" feature) to facilitate dialogue and discussion regarding the challenges and opportunity for mainstreaming gender equality in fisheries.

Through this format, the session provided additional space for participants to engage with these experts and reinforced the information presented in Sessions 1.

Participation rates and engagement

Session 1A had 56 registered participants, with 38 signed on to the live session, nearly 70 percent of total registered participants. The questions submitted to the speakers included:

- Referring to the work of Barriteau, and Chevannes and Johnson and Bailey, is the marginalisation of males in the Caribbean fact or fiction? Whichever the answer, how does that impact on/relate to (a) the fisheries sector in general and (b) mainstreaming gender issues in the fisheries sector?
- In the case of COVID-19, some of the structural issues related to Caribbean society relate to gender issues such as: division of labour; importance of unpaid care work; gender pay gap; etc.
- Have we not been paying enough attention to the nexus between gender and the “socio-economic situation”?
- Gendered power imbalances in fisheries decision making and resource ownership also impact the capacity of women to influence change and expand their roles along a fisheries value chain, including in response to seasonal variation in fisheries stock. Can this be discussed?

The Q&A involved discussion on the need for gender equality to be viewed as cross-cutting. Gender equality has its own goal, but the resources to implement communication and awareness raising of these goals are limited. There are interlinkages between the economy, food, fisheries, health and environmental sustainability, all with ties to and implications for gender equality. Dr. Reddock stressed the need for more regional collaboration, particularly among regional bodies such as CARICOM Secretariat and the Organisation of Eastern Caribbean States (OECS), in looking at the current situation in light of the COVID-19 pandemic. She also highlighted the importance of evaluating existing resources and in establishing new approaches to economic planning, food security, sustainability, trade, among others, that incorporate gender, youth and decent work issues in the context of the Caribbean.

The speakers, who are experts on gender equality in the region, also responded to the question regarding marginalisation of males in the Caribbean. The speakers agreed that issues surrounding masculinity are important, and there is a need to look at how masculinity, as an expression of gender identity, interfaces with race, class, location and age, in order to understand how it affects young women and men in various economic and social groups; including in the fisheries sector. Based on their expertise and experience, the speakers remarked on the importance of understanding these issues from an historical context, recognising how the post-colonial era shaped masculinity, particularly for Black males, gender relations and social class.³ The speakers included reference to the theories developed by Barriteau, and Chevannes and Johnson and Bailey, who found the marginalisation of males rooted in the idea that the British colonial powers were afraid of Black men’s power, and in response facilitated the education of women, especially women teachers, as a way to avoid and suppress the militancy of the male teachers’ union. In this theory, the colonial authorities gave women a distinct advantage in education as a way to impede the advancement of Black men. The speakers also shared that recent data suggest the marginalisation of men, particularly young boys, in education is a result of a multitude of factors, ranging from the feminisation of education, in which boys who perform well have their masculinity challenged, to other gender and social norms and expectations regarding masculinity. In addition, research has also demonstrated that the higher educational attainment among women and girls could be explained by the relative importance of education for women than for men. Given that men with less education are still hired or paid more than women with a higher level of education, it is hypothesised that it behoves girls and young women to attain or pursue higher education.

³ Given the increasing attention and recognition to reflect on the shared sense of history, identity and community among people who identify as Black, including those in the African diaspora within Africa, has evolved into the need for capitalization of Black as norm to support the community identifying as such, in a similar emphasis of other ethnic and racial descriptors.

With this in mind, to advance gender equality, youth empowerment and decent work issues in fisheries Ms. Brodber stressed the need to view and analyse the sector from an intersectional perspective, seeing who is engaged (sex, age, class), what their roles are, and why. Class issues are particularly important, as the amount of resources and skills within the home will affect parents' ability to empower young boys and young girls to seek education and other opportunities. It has also been shown that the status of males is often tied to the social status of their mothers, emphasising the importance of empowering women and girls as a way to empower whole communities. When intersectional complexities are understood, there is potential for new and exciting ways of understanding the complex dynamics of gender, and the work needed to address and transform society.

And finally, when asked if enough attention is already being paid to gender equality and gender considerations, Ms. Brodber responded succinctly that no, enough attention is not yet being paid to gender equality. The efforts by CRFM and by other actors throughout the region to bring more awareness and attention to gender equality are both valuable and necessary.

The recording for Session 1a can be found online here: <https://youtu.be/2m446-wDKHg>

The recording can also be downloaded from this Dropbox folder:
<https://www.dropbox.com/sh/d353trfshx5gis4/AAC7lQCEgwpVzILHlvSX-pg3a?dl=0>

SESSION 2: FINDINGS AND ANALYSIS FROM THE GENDER MAINSTREAMING INITIATIVE

Overview

Session 2 was held on September 1, 2020 virtually via the Zoom online platform. During this session, the team shared findings from the comprehensive gender analysis of fisheries in the Caribbean, as well as discussion on the CRFM 5-Year Gender Action Plan. Emmett Boyer welcomed everyone to the session, provided logistical and technical information regarding the Zoom platform, presented the session's goals and objectives, as well as short review of Session 1. Susan Singh-Renton and Peter A. Murray of CRFM provided opening remarks, highlighting the importance of this initiative for the work of CRFM and Member states in fostering more inclusive and sustainable fisheries in the future, as well as recognising and thanking UNDP/GEF and Global Affairs Canada.

The specific objectives of Session 2 were to:

1. Build on the information from Session 1 to further develop skills and knowledge on gender mainstreaming;
2. Share the findings and results from the research conducted under the Initiative, including the Five-year Gender Action Plan developed for CRFM; and
3. Support CRFM Member States in gender-sensitive indicator development and M&E in gender mainstreaming in sustainable fisheries.

The expected outputs of the session were:

1. Participants have an enhanced understanding of developing gender-sensitive indicators and implementing gender-responsive approaches in M&E;
2. Participants understand and validate the findings and analysis from the CRFM Gender Mainstreaming Initiative;
3. Participants use the Five-year Gender Action Plan for CRFM to inform national-level initiatives on mainstreaming gender in fisheries; and

4. Information from this Session and Session 1 prepare national-level stakeholders in the six flyingfish countries to develop National Fisheries and Gender Action Plans in national workshops.

Emmett Boyer began the presentations with presenting the consulting team's methodology, explaining the different components of a gender analysis, which areas the consulting team analysed, including country compliance with international frameworks and their importance for gender equality and decent work in the context of fisheries. Following, Melissa Luna discussed the findings from the analysis, outlining through the four priority issue areas identified by the team via the stakeholder consultations. She closed with sharing findings on traditional knowledge and its relevance for gender, decent work and youth engagement.

Molly Gilligan led the presentation on monitoring and evaluation (M&E) and impact assessment. She walked participants through the different steps of how to establish and implement an M&E system, how to conduct M&E reporting, and how to evaluate using gender-sensitive indicators. Following, Margaux Granat discussed and presented the Gender Analysis Strategy and Action Plan (ASAP) for Gender Mainstreaming in fisheries of CRFM Member States. Following the presentations, twenty minutes were allotted for break-out discussions, virtual discussion rooms with smaller group size of around 7-10 participants guided by questions to facilitate conversation about the findings presented in the presentations.

Breakout sessions

Breakout sessions at the end of presentations allowed for further engagement of stakeholders and participants in a smaller group setting, to elicit more feedback and allow participants to share their opinions and concerns. Participants were assigned to different break-out groups, to discuss the following questions:

- 1) In your context, what are challenges to mainstreaming gender in fisheries?
- 2) Are there opportunities to enhance gender mainstreaming in fisheries?
- 3) What was something that surprised you from this session (or previous sessions)?

Discussions among participants highlighted that gender has often been treated as a siloed issue in development, but it is beginning to be mainstreamed into different sectors. This is a noteworthy advancement, yet gender mainstreaming must be done with careful attention. If incorporated into fisheries and aquaculture plans, it should be linked with national development plans to avoid silos and ensure integration across national sustainable development priorities. Participants stated that political will is very important for ensuring gender mainstreaming in fisheries, because often a small number of decision makers, or even one individual, at the top can either support or hinder implementation.

Participants also discussed the need for greater youth involvement in fisheries, and the utilisation of gender-sensitive indicators that recognise the participation of young women and men. One participant requested more discussion on the strategies for involving more youth. In response, participants discussed the potential of aquaculture (fish farming, aquaponics, hydroponics, etc.) to bolster the sector and create more entry points for young women and men. Another participant noted that engaging fisherfolk to document traditional knowledge also presents an opportunity to elevate the status of fisheries by demonstrating how these varying types of knowledge, practices and traditions can be used to enhance the sector. One of the current needs for fisherfolk engagement is effective co-management structures; these structures could support transforming gender relations toward greater gender equity.

With respect to what participants were surprised or excited to learn through these sessions, a few noted the usefulness of exploring examples for how to integrate gender across a programme cycle, including examples of specific gender-sensitive indicators. Specifically, the presentations outlined step-by-step the

process and examples for how an individual, institution or project could integrate gender from planning to implementation to M&E. Gender-sensitive indicators were highlighted across typical categories including 1) enhanced levels of gender equality in the fisheries sector, 2) capacity and knowledge building, 3) policy development and support, and 4) knowledge management and sharing. Participants also noted that they were interested to learn more about the societal/culturally defined roles associated with gender and how those norms impact or contribute to the fisheries sector—including the need to consider how gender norms impact the roles men and women play as fisherfolk and along the fisheries value chain.

Participation rates and engagement

Session 2 yielded over 63 registered participants, with a very high percentage signed on and engaged throughout the session. Zoom does not provide the percent registered signed on, however from observation, there were a total of 52 participants signed on for the session. The chat box was an excellent tool for submitting questions throughout the presentation, along with interactive polls to keep participants engaged.

Positive feedback was received from participants on the session. Participants enjoyed learning about the findings to date from the initiative and the opportunity to discuss them, along with challenges and opportunities, during the breakout sessions.

The recording for Session 2 can be accessed here: <https://youtu.be/G63GDiz4GiQ>

Or using the Dropbox download:

<https://www.dropbox.com/sh/d353trfshx5gis4/AAC7lQCEgwpVzILHivSX-pg3a?dl=0>

SESSION 2A: MAINSTREAMING GENDER IN FISHERIES - BEST PRACTICES FROM THE CARIBBEAN

Overview

Session 2A was held on September 3, 2020 virtually via the Zoom online platform. The session was a webinar format, featuring three panellists, intended to showcase best practices for enhancing gender equality in fisheries. Participants heard from three diverse speakers: Ruth Gutierrez-Corley from the Angel Lisa Foundation and B-Blue in Belize, Leisa Perch, gender and environment specialist with SAEDI Consulting, and Dannie James, president of the Goodwill Fisherman's Cooperative in Vieux Fort, Saint Lucia. Molly Gilligan opened the session, providing logistics, welcoming participants, and thanking CRFM, UNDP/GEF, and Global Affairs Canada. Susan Singh-Renton provided welcoming remarks on behalf of CRFM. Melissa Luna introduced the panellists.

Ms. Gutierrez-Corley shared her experience as project manager for two mariculture projects in Belize, which include the proposed development of a small-scale, pilot hatchery and grow-out facility for goliath grouper and the development of a control site for the seaweed farm in southern Belize in collaboration with the Placencia Producer's Cooperative Society Limited and Belize Women's Seaweed Farmers Association. She spoke about her experience working with youth and with women, and the need to diversify the fisheries and aquaculture sector. She is also founder of a community-based organisation named 'Building Belizean Livelihoods and Environment (B-BLUE)' and another youth organisation named 'Independence Youth Action Movement' (I-YAM).

Following Ms. Gutierrez-Corley was Ms. Perch, a Barbadian consultant who specialises in gender and environment. Ms. Perch shared lessons learned in gender mainstreaming from an impressive 20-year career that includes having worked for both hemispheric and international organisations such as the Organization of American States (OAS) and the United Nations. She has experience globally, but with a focus in the Caribbean and Africa (more recently the Gambia, Cameroon and DRC). She developed the Gender Equality

Mainstreaming Policy for the Organisation of Eastern Caribbean States (OECS) Commission and was the lead consultant in designing the EnGenDER project which seeks to make climate and disaster recovery more gender-responsive. She is currently working on several assignments including the mainstreaming of ecosystem-based adaptation (EbA) and Gender in Climate Change Adaptation focused on the OECS countries and gender training for the Barbados Water Authority with University of the West Indies' (UWI) Institute for Gender and Development Studies. She recently concluded an analysis of gender in fisheries value chains in three CARICOM countries (Trinidad and Tobago, Guyana and Suriname) with the UWI Centre for Resource Management and Environmental Studies (CERMES) in Cave Hill, Barbados. She is also a member of the Gender in Fisheries Team (GIFT), coordinated by CERMES.

Lastly, Ms. James presented on her work as the President of the Goodwill Fishermen's Cooperative. As a fisherwoman for over 20 years, Ms. James spoke about her commitment to help build capacity and empower less fortunate girls to encourage them to get involved in fisheries as a way to bring them out of poverty. After suffering the loss of her husband, Ms. James fought to provide for six of her children all on her own and through fishing and farming, was able to support her family. With this economic stability, she was able to support youth from the surrounding areas, fostering over 40 children, and continues to encourage youth, especially young women and single mothers, to get more involved in fishing. She also spoke about the challenges of getting women involved, in particular the situation of bathrooms and sanitation facilities for women on boats, and believes that both government and civil society working together could help to solve some of these challenges. She feels that this hurdle should be overcome because of fisheries' potential to be a fruitful career.

After the panel shared their experiences, Molly Gilligan and Melissa Luna moderated Q&A, touching on the following subjects: 1) youth involvement and empowerment in fisheries and aquaculture, 2) decent work issues and social security, and 3) domestic (DV) and gender-based violence (GBV) in the fishing sector, among others.

Before closing the session, the team invited Maria Pena to showcase the *Wednesday Woman in Fisheries* series, a communications campaign led by Dr. Shelly-Ann Cox of CERMES under the StewardFish Project (*Developing Organisational Capacity for Ecosystem Stewardship and Livelihoods in Caribbean Small-Scale Fisheries*) and the Small-Scale Fisheries (SSF) Guidelines Gender project. The main objectives are to raise awareness of concepts related to gender in fisheries, highlight the value of successful practices, bringing attention to the importance of gender in fisheries along the value chain, and to encourage fisherfolk, fisheries authorities, policy makers and policy champions to be more receptive to gender training and mainstreaming in SSF Gender and StewardFish project activities.

Participation rates and engagement

Session 2A had 58 registered participants, with 41 signed on to the live session. Questions submitted to the speakers included:

- (For the panel) What role do you see youth and youth empowerment in contributing to gender equality in fisheries and aquaculture?
- (For Ms. Gutierrez-Corley) What have been the challenges in getting ladies buy-in in these initiatives? Are any challenges consequent upon their gender?
- (For Ms. James) What can we do to encourage more youth to get meaningfully involved in the fisheries sector (either marine capture fisheries or culture of things like sea moss), whether male or female.
- (For Ms. James) Thanks for highlighting the social services that the fisheries sector provides to the general community. It is often overlooked that fisheries act as an "economic safety net" and

decisions take with respect to governance have different implications for various stakeholders (youth, women, etc.). How can we build that consideration into national level gender action plans?

- (For Ms. Perch) Thank you for bringing up DV and GBV in fisheries. These issues are increasingly being discussed around the world, and it is important to consider how our work across sectors impacts or can potentially mitigate violence in communities. Do your findings demonstrate that violence is resulting from social stress (economic or otherwise) in the industry, or if sexual exploitation is an issue as it is in other regions (e.g., sex-for-fish)?

Panellists discussed the social stigma of the fisheries sector that acts a barrier to youth involvement: youth associate the fisheries sector with low educational attainment and do not see it as a prestigious area for employment but rather as a last resort. Removing this barrier will entail promoting diverse technical and innovative opportunities in fisheries for both young men and young women; additionally, youth who are involved need to not be stigmatised for their work. They highlighted through this discussion how notions of decent work and youth engagement are interrelated and should be addressed in an integrated manner.

In response to specific obstacles to women's involvement in fisheries aquaculture projects, Ms. Gutierrez-Corley spoke to the importance of gender-sensitive implementation plans that consider scheduling activities well in advance with clear communication to participants when events occur. This is of crucial importance for women with families, particularly single mothers or parents, who need to make childcare arrangements in advance. In these ways, women can be incentivised to participate, allowing for greater access to different opportunities in the sector.

Ms. Perch discussed some of the findings of her research regarding DV and GBV in fisheries, stating that this topic did not emerge as a prominent issue. However, general issues regarding women's safety at sea were brought to light, along with DV associated with social and economic stressors. Some of these instances were related to harmful gossip: rumours about what the wives or partners of male fishers do when they are away at sea; stigma against women who go out to sea (assumption they are engaging in sexual activity when out to sea with men), each of which have led to some escalation within households. When asked, she noted that issues regarding exploitation (e.g. sex-for-fish) did not come up in her findings, although that is not to say they do not exist. This is an issue that requires further exploration, particularly in post-disaster settings and in the light of the economic stress associated with COVID-19, as they can be significant drivers of violence.

In conclusion, the session served to highlight the opportunities and national-level actions across CRFM States that can be taken to ensure greater youth involvement and gender equality in the fisheries sector.

The recording for Session 2a can be accessed here: https://youtu.be/H_DICBfpdFo

Or via the Dropbox download:

<https://www.dropbox.com/sh/d353trfshx5gis4/AAC7lQCEgwpVzILHlvSX-pg3a?dl=0>

RESULTS

The capacity building and learning sessions met the set objectives to establish a knowledge base and awareness of gender issues in Caribbean fisheries, to enhance the capacity to mainstream gender, and to support CRFM Member States in gender-sensitive indicator development and M&E in gender mainstreaming. To meet these objectives, it was important that the sessions were planned to encourage continued learning. The facilitators did this by sectioning out the sessions: first, by starting with basic terminology to set a standard of language and terms used, building on these terms to incorporate the linkages with the fisheries sector, applying knowledge of terms and linkages to practice in projects and programmes, reviewing how these practices applied in the CRFM Gender Mainstreaming Initiative, and concluding with

interactive and participatory discussions on everything learned and ways forward. This approach was critical, as not all stakeholders attending sessions had the same background or experiences with gender mainstreaming and/or fisheries.

While the original objective was to continue these capacity building discussions into six national workshops for national gender action plans, five countries ultimately engaged in these national sessions. This does not undermine the success and effectiveness of the five national workshops, where participatory discussions and hands on action planning will result in detailed drafts of national fisheries and gender action plans and established next steps for national focal points to finalise drafts within their respective national processes.

Participant feedback

A method employed to determine whether participants felt the sessions contributed to capacity building and learning objectives was a post-capacity building survey administered to registered participants. The survey tested participants' knowledge gained during the session while serving as an additional learning tool to share correct responses; uncovered whether opinions on the importance of gender mainstreaming may/may not have changed after participation; and, importantly, solicited feedback on the usefulness of the sessions for continuous improvement in future capacity building endeavours. In addition, one additional goal of the survey was for it to be a resource and example as participants think about gender-responsive approaches in their own projects.

The post-session survey indicated that the sessions were useful, that participants gained knowledge and that participants' views regarding the importance of gender equality and social inclusion in the fisheries sector were strengthened. Results revealed that 45 of 48 respondents (94 percent) reported that it is "very important" to integrate gender into fisheries, compared with 22 of 38 respondents (58 percent) in the pre-session survey (see Appendix 2 for more results and details). Similarly, more than half of respondents also reported that their view of the importance of gender mainstreaming increased after participating in the sessions ("yes" – 54 percent of respondents). Another 44 percent of respondents responded, "I already thought it was very important". The majority of respondents, 85 percent, reported that they are more familiar with the concept of gender mainstreaming after attending the sessions, and 94 percent also rated the sessions as either "useful" or "very useful".

Participants enjoyed the structure of the sessions, its practicality and participatory approach, as well as the utilisation of interactive elements. For example, participants commented:

"I enjoyed the presenters and the way the sessions were structured. It seemed very organized and new concepts were presented clearly. I particularly liked the graphic on gender equality with the bicycles."

"The coordination of the virtual meeting was excellent! All presenters were given enough time to present their findings and share their personal working experience in the fisheries sector."

"The info was all coherent and the format was really engaging (the polls and breakout sessions)."

"I was happy to learn about critical steps taken to develop a gender operational framework and the process (and focus areas covered) taken during the participatory stakeholder approach (making the invisible visible)."

Survey respondents also were asked if they have any suggestions for strengthening these capacity building efforts. The responses indicate that more time for break-out discussion groups could be valuable; that they would have liked to have more sessions than the four sessions offered; and that they greatly enjoyed the

regional experts that were invited to share their experiences and would enjoy learning more examples of the gender-fisheries linkages through those types of discussions. (See Annex 2 for more information).

The initiative, across the range of work activities has built the knowledge of national and local actors, as well as the CRFM Secretariat, to provide ownership of the principles of equality and inclusion, and ignited interest and understanding that only through facilitation of gender-responsive and human rights-based approaches will sustainable fisheries be achieved. Recognising and understanding the differentiated issues and impacts perceived or observed at local levels contributes evidence for mobilising action at national, regional and international levels, increasing efforts and attention to implementation of regional and international commitments on gender equality, youth empowerment and decent work. Through enhanced capacity, strengthened synergistic approaches on gender and fisheries, the actions under this initiative support the enhancement of national, regional and international efforts toward reducing gender inequalities in the Caribbean, and globally, contributing to progress towards the Sustainable Development Goals (SDGs) and other key international agreements.

Observations from adapted approach to capacity building and learning sessions

As mentioned, due to global and national restrictions on group gatherings and travel surrounding COVID-19, the sessions and national workshops were held virtually as opposed to in-country for 2-3 countries. This approach provided an opportunity to reach a potentially different set of stakeholders from all the CRFM Member States, as the facilitators would have otherwise held workshops for stakeholders in 2-3 countries and a specific workshop for CRFM staff. Additionally, the shorter duration of the sessions made the recordings of the sessions potentially more accessible to those that could not join live but wanted to listen to the sessions later, and additionally can be shared more widely with stakeholder who may not be able to access internet connections, or due to remoteness have been able to attend in-person workshops. Conversely, there were some limitations and unexpected challenges associated with conducting virtual sessions rather than in-country sessions. For instance, in-country sessions would have been over several days with the same group of stakeholders committed to attending and participating in discussions. The additional time allows for more topics or working groups to discuss information in the sessions, and it can be easier to gauge participant engagement in person and build rapport.

To help mitigate challenges and facilitate active engagement, the team built in virtual participatory and interactive components, provided video recordings of all sessions, copies of the presentations, and an additional offline tool (i.e. gender mainstreaming booklet) for all registered participants. In addition, the modification in the team's methodology gave rise to new ways of fostering inclusive discussions surrounding these topics, prompting the two one-hour webinar-style sessions with relevant experts and stakeholders from the region, complementing the capacity building by providing opportunities for diverse voices to be heard, valuing the diversity of women in the fisheries sector and giving space for their contribution highlighting their expertise and experience. For example, these sessions provided an opportunity for all participants to engage with the speakers, and discuss some of the current challenges in Caribbean society for gender equality and decent work, furthered exposed by the COVID-19 pandemic, including structural issues such as the division of labour, the importance of unpaid care work, and the gender pay gap, among others.

CONCLUSION AND RECOMMENDATIONS

The diverse inclusion of stakeholders in the capacity building sessions and throughout the CRFM Gender Mainstreaming Initiative process helped develop a strong network of representatives from governments, communities, academia, institutions and fisherfolk organisations. Facilitating stakeholder diversity supports inclusive engagement in sustainable fisheries, and sustainable outputs and outcomes through the accommodation of unique perspectives, needs, and abilities. The multi-modal methodology for strengthening knowledge, understanding and building capacity of stakeholders as individuals and toward a

process of institutionalising gender mainstreaming provides multiple inputs catalysing a range of outputs and outcomes. The capacity building training materials designed as a part of this initiative have been provided to CRFM and to the participating stakeholders, specifically to expand knowledge on and the tools to support understanding and awareness-raising for wider groups and the public as well.

Moving forward, these outcomes and lessons learned represent merely a first step in what needs to be an ongoing process for mainstreaming gender. Efforts to mainstream gender equality in fisheries are relatively nascent, and in other environmental sectors have often been ad-hoc and short-term technical interventions that seldom provide the continual attention needed for sustained progress. Capacity building and learning is an iterative process that necessitates continual tending, support and fuel in the form of resources—technical, financial, and in coordination—to support the inert force that has been catalysed by CRFM to mainstream gender and social considerations in fisheries of the Caribbean. Momentum has been built and the 5-year action plan for CRFM outlines key components to sustain learning and capacity building. Simply through the implementation of the 5-year plan’s activities and knowledge sharing between and among countries, knowledge will be acquired and capacity will be built. Additionally, the national action plans will be a key component to national level engagement and capacity—across all levels and institutions, organisations, and individuals. As with the original pre-COVID plan for updating national fisheries sector or related plans, the national action plans will provide an opportunity to have a more focused and detailed discussion among key local and national stakeholders strengthening ownership in the process, delving specifically in national and local level challenges and issues, and developing appropriate and tailored actions to respond to them accordingly.⁴ These action plans are the cornerstone for supporting an inclusive and gender-responsive approach to fisheries management, as they utilise and incorporate diverse skill sets, insights, and experiences that serve to strengthen inclusive engagement for the fisheries sector. They utilise a collective approach that merges bottom-up and top-down management, designed to facilitate consensus-building, cohesion and a holistic way for stakeholders to continually adjust and learn from and implement progressive policies, processes and actions for all people in the Caribbean. Through this approach, CRFM Member States will be able to advance gender equality, youth empowerment and decent work throughout their fisheries and fishing communities.

⁴ Each workshop was unique in conversations and priorities discussed and is meant to initiate the facilitation of development of a national action plan on gender and fisheries. Accordingly, draft action plans include information specific to each workshop, including number of participants and challenges and opportunities discussed and stand as the report of discussion and results.

APPENDIX 1: SURVEY FINDINGS

The following are brief findings and analyses for some key questions from the survey that was disseminated to CRFM country stakeholders. These results will help determine gaps in responses, including countries, organizations and focus areas that are underrepresented in survey responses, as well as challenges and capacity needs of respondents on integrating gender into their work on fisheries.

Respondent demographics

The survey was disseminated to CRFM partners in countries across the Caribbean, yielding 37 responses (26 women, 10 men, and 1 non-binary/third gender individual) from various organizations and institutions (see Table 1).

TABLE 1: Survey respondents by affiliation and title			
<i>Affiliation</i>	<i># of respondents</i>		
Government/public sector	16		
National civil society/NGO	6		
Regional institution (CDB, CARICOM, CRFM)	4		
Academic/research institution	4		
Local civil society/community-based NGO (incl. fisherfolk organization)	3		
Private sector	1		
Regional NGO	1		
International NGO	1		
Other (inter-governmental organization)	1		
<i>Title/role</i>	<i>W</i>	<i>M</i>	<i>NB</i>
Agency director	8	4	1
Deputy director	2	1	0
Senior management	3	0	0
Programme Officer	2	2	0
Technical Officer	10	1	0
Extension/public relations officer	0	1	0
Administrative	1	1	0
<i>Total</i>	<i>26</i>	<i>10</i>	<i>1</i>

Respondents were asked to select the geographic focus of their work (choosing all that apply from globally, regionally, and 17 Caribbean countries) and write in a response to indicate their technical expertise. Table 2 shows the analysis of these two questions, noting that many respondents selected more than one country for their geographic focus, or marked regional focus along with several countries. Also, since the technical expertise question was open, there were different ways respondents wrote about their expertise (i.e., one respondent may have written key words while another wrote a longer explanation); however, generally, all the technical expertise responses can be divided into three areas—fisheries and/or marine resources management, gender equality and human rights, and community and youth development. Some considerations from this analysis:

- Most of the respondents have expertise in fisheries and/or marine resources management. There are limited responses from experts focused on gender equality and human rights, as well as community and youth development to a higher degree.
- Only one country, Trinidad and Tobago, had survey respondents in all three areas of technical expertise.

- Four countries, Anguilla, Montserrat, St. Kitts and Nevis, and Suriname, were not included as geographic focus countries (independent of regional focus) in any responses.

Additionally, something that is not easily shown in the table but by looking at individual responses, most survey respondents had little overlap between technical expertise areas, with only one respondent indicating expertise in both gender and fisheries, and one respondent with expertise in gender and youth empowerment. This implies that technical experts mainly work within their own subject of expertise, and that these issues are often addressed in separate silos. As such, throughout capacity building efforts, it is important for the linkages to be highlighted and that opportunities to connect with experts in differing topics be fostered.

TABLE 2: Geographic focus and technical expertise of respondents				
Geographic focus		Technical expertise		
Area	Total responses	Fisheries and/or marine resources management	Gender equality and human rights	Community and youth empowerment
Anguilla	0	0	0	0
Antigua and Barbuda	1	1	0	0
Bahamas	1	1	0	0
Barbados	1	0	1	0
Belize	1	1	0	0
Dominica	2	1	1	0
Grenada	5	3	2	0
Guyana	2	2	0	0
Haiti	1	1	0	0
Jamaica	1	1	0	0
Montserrat	0	0	0	0
St. Kitts and Nevis	0	0	0	0
St. Lucia	4	2	2	0
St. Vincent and the Grenadines	6	4	2	0
Suriname	0	0	0	0
Trinidad and Tobago	6	2	2	2
Turks and Caicos	4	4	0	0
Regionally	16	12	3	1
Globally	1	0	1	0

Sustainability challenges and social issues

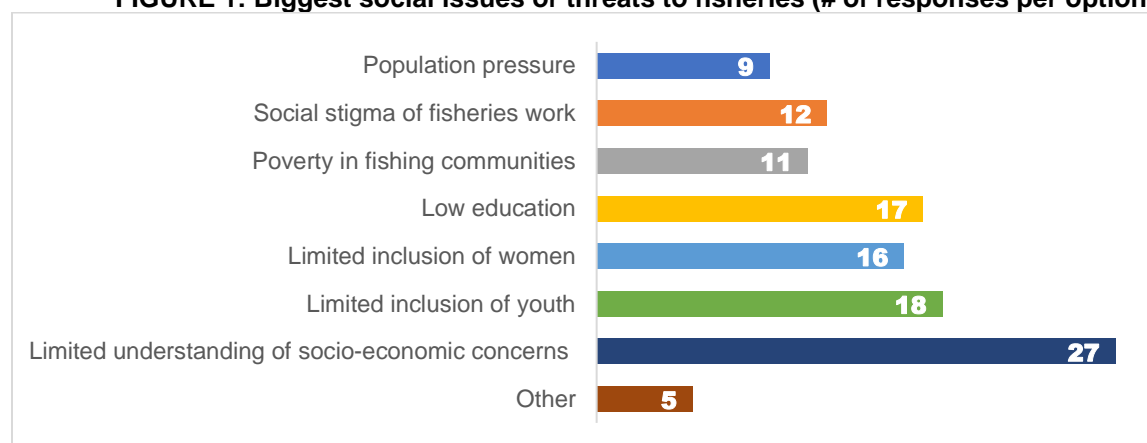
Respondents were asked to write in what they thought were the biggest threats to sustainable fisheries in their country. This was an open response question, so answers varied in detail between respondents, but there were several common issues among respondents, listed below in order of commonality:

- Weak governance/enforcement of fisheries sector
- Climate variability and change
- Overfishing and illegal, unreported and unregulated fishing
- Weak or lacking political will
- Habitat degradation and marine pollution

Respondents were also asked to indicate the biggest social issues or threats to fisheries in their country, by selecting one or more options from a pre-determined list. Respondents picked an average of three options

from the list, and the total for each option can be seen in Figure 1 below. Most respondents indicated that limited capacity of fisheries management bodies to address and understand socio-economic concerns was a major social issue for fisheries, followed by limited inclusion of youth, low education and limited inclusion of women. For respondents that marked “other,” the write in responses included mention of vices (alcohol and gambling), lack of inclusion of members in the household and along the value chain, failure of government to understand fisheries contributions to GDP and links with tourism, and uncontrolled fishing and industrialization.

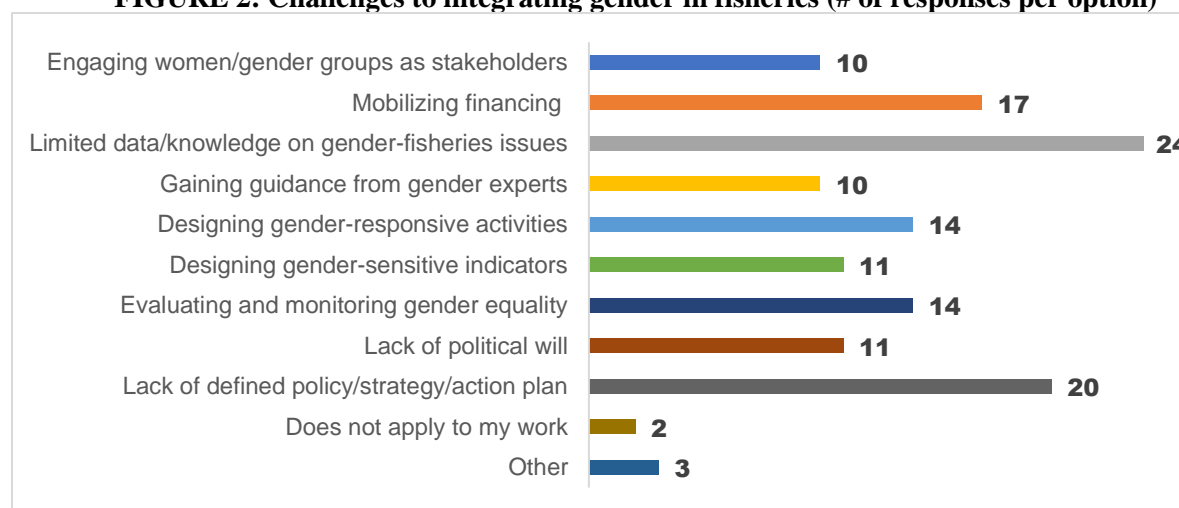
FIGURE 1: Biggest social issues or threats to fisheries (# of responses per option)



Challenges to mainstreaming gender in fisheries

One part of the survey specifically focused on the challenges faced by organizations/governments in fully integrating gender considerations in the fisheries sector. For this question, respondents were asked to select challenges from a pre-determined list. Respondents picked an average of four challenges, and Figure 2 below shows the results for each challenge listed. The top three challenges indicated by respondents is limited data and knowledge on gender and fisheries issues, lack of a defined policy/strategy/action plan and mobilizing financing for gender-responsive activities. Respondents that marked “other”: indicated challenges on inconsistent action on any commitments made, cultural and traditional norms that fisheries are men’s work, and that the government has not made gender mainstreaming a priority.

FIGURE 2: Challenges to integrating gender in fisheries (# of responses per option)



APPENDIX 2: POST-CAPACITY BUILDING SESSIONS SURVEY RESULTS

Post-Session Survey Results

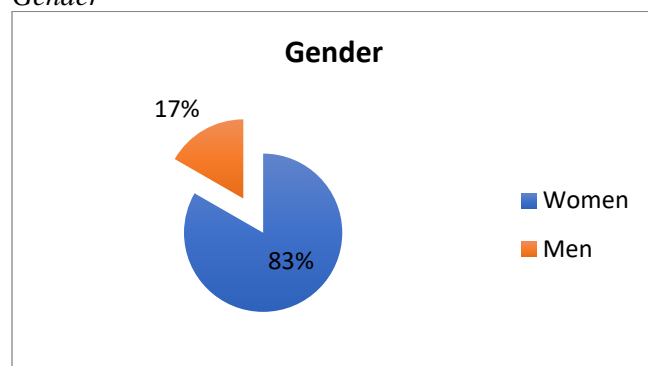
Participants

The post-session survey was sent to all individuals who were invited to, registered for, and/or attended the capacity building sessions held between 25 August and 3 September 2020. This allowed not only those who were able to attend the virtual events live but also those who may have listened to the session recordings to participate. In total, 121 people (97 women, 24 men) registered for at least one session—but the number to whom the session recordings were shared was much higher, to also include anyone who had been invited to attend but may not have been able to do so. Certificates of participation will be awarded to all **48 participants (40 women, 8 men)** who completed the post-session survey. Survey responses are summarized below.

This survey was conducted with multiple goals in mind:

- To gather names & contact info for certificates;
- To get a feel for how opinions on the importance of gender mainstreaming may/may not have changed after participation;
- To “quiz” knowledge gained during the session, as well as to be an additional learning tool to share correct responses; and, importantly,
- To solicit feedback on the usefulness of the sessions to see what we could improve upon in future capacity building endeavours.
- Finally, one additional goal of the survey was for it to be a resource and example as participants think about gender-responsive approaches in their own projects.

Gender



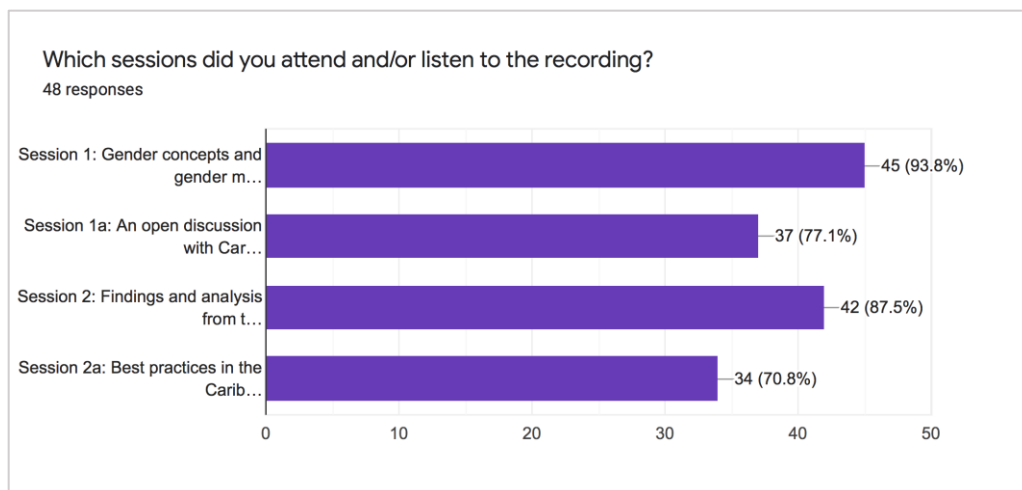
Country

Respondents participated from across 17 countries/territories:

Anguilla	Belize	Haiti	St. Vincent & the Grenadines
Antigua & Barbuda	Dominica	Jamaica	St. Lucia
Bahamas	Grenada	Japan	Trinidad & Tobago
Barbados	Guyana	Montserrat	Turks & Caicos

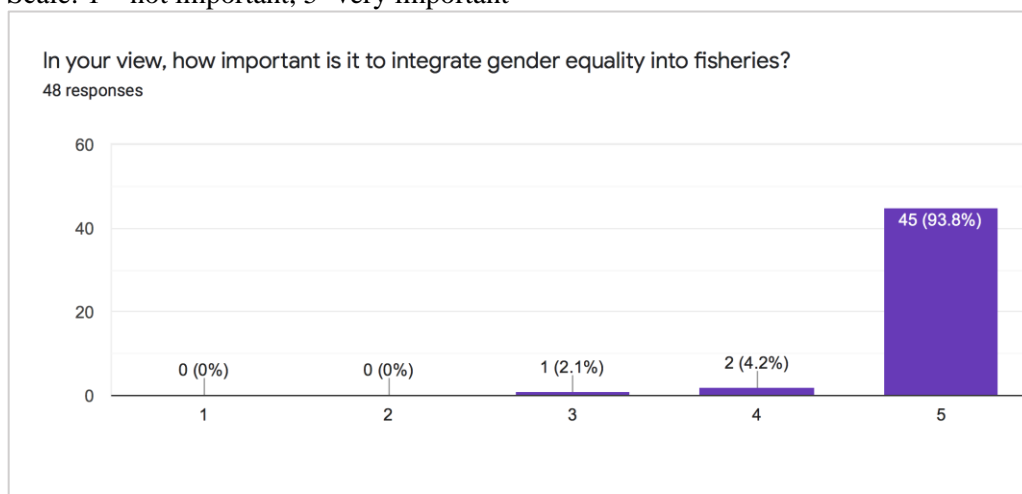
Capacity building participation

Which session(s) did you attend and/or listen to the recording?

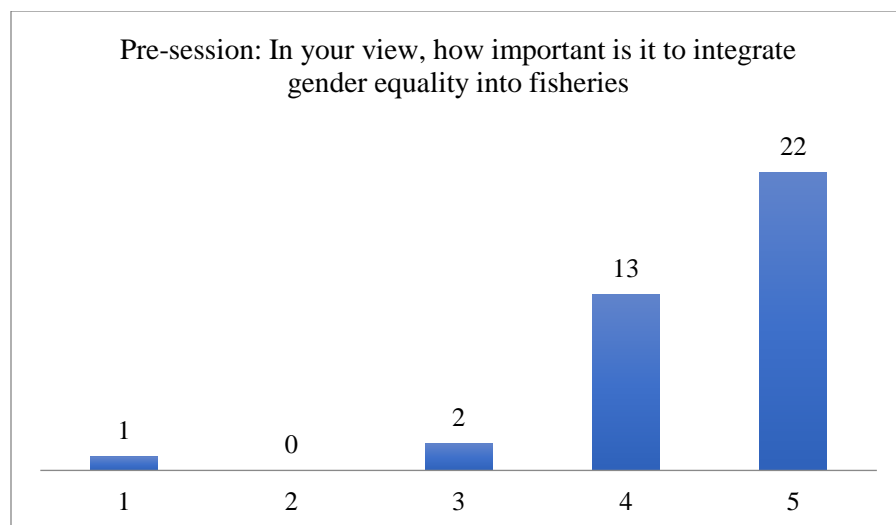


In your view, how important is it to integrate gender into fisheries?

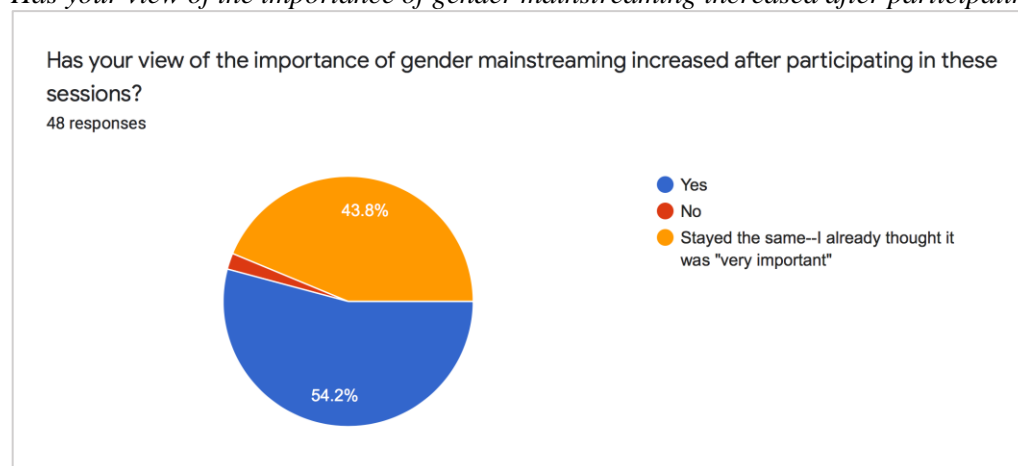
Scale: 1 – not important, 5- very important



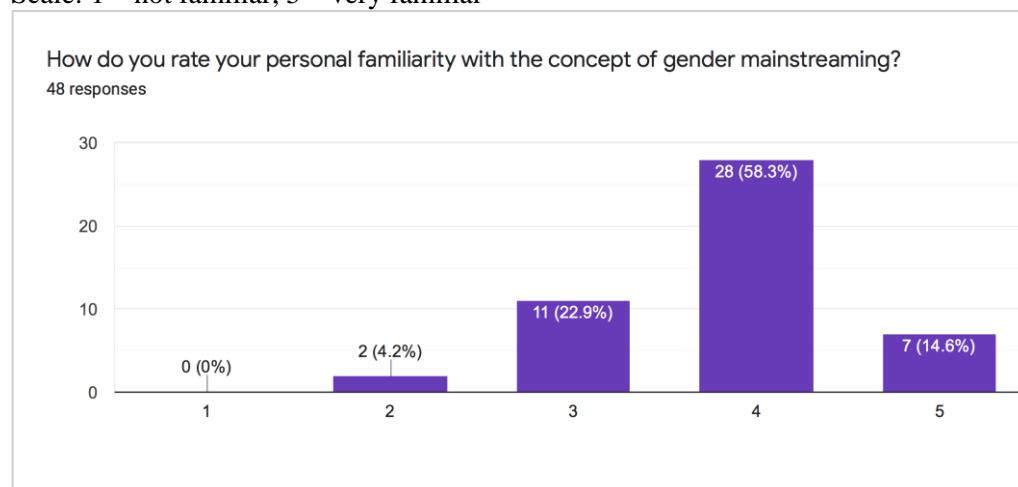
To note, in the pre-session poll taken at the beginning of Session 1, 38 participants responded to this question with the following results:



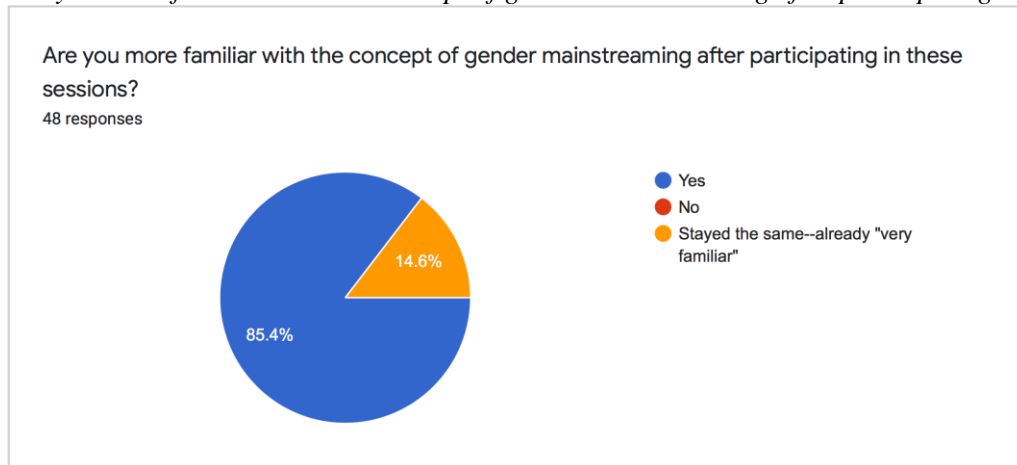
Has your view of the importance of gender mainstreaming increased after participating in these sessions?



How do you rate your personal familiarity with the concept of gender mainstreaming?
Scale: 1 – not familiar, 5 – very familiar



Are you more familiar with the concept of gender mainstreaming after participating in these sessions?



What did you learn?

What is one concept that surprised you or that you were excited about learning?

A selection of responses follows:

- The differences between sex and gender, along with other terminology such as non-binary, and the fact that “gender is broader than sex,” as one participant put it;
- Gender mainstreaming;
- How gender-based violence is connected to the fisheries sector;
- There is a larger number of women involved in the fisheries sector [that the participant expected/realized];
- Barriers for women & youth to enter and engage with the fisheries sector;
- “The concept of finding champions in the fisheries department or industry to help with the push of equity and gender equality;”
- Best practices of gender-responsive approaches in fisheries in the Caribbean;
- The linkages between gender and socio-economic concerns;
- Examples of unique business models; and
- Focus areas emerging from the participatory stakeholder consultation process.

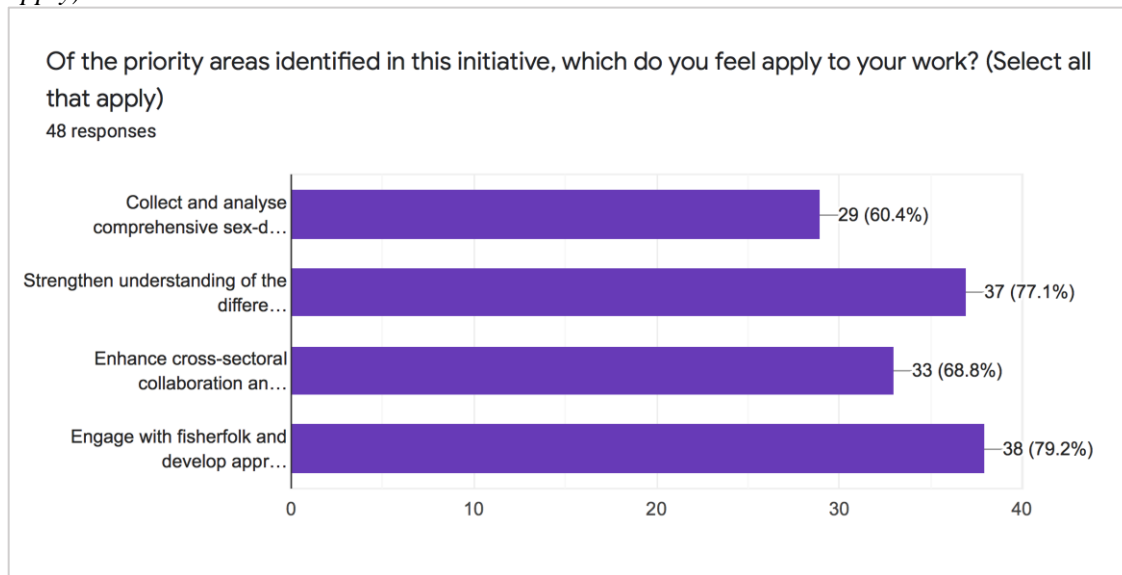
What would you say is an opportunity to overcome challenges for youth engagement in the fisheries sector in the Caribbean?

A few representative responses are as follows:

- Work to remove stigma associated with working as fisherfolk
- Build their capacity on issues of youth and gender relations
- Training & education
- Mentorships
- Inclusion in government strategies
- Private sector partnerships
- Incorporate fisheries, as well as gender, into social studies and science curriculums
- Build awareness of the opportunities available for careers in fisheries sector
- Increasing income and benefit, reducing risks fishers are facing, strengthening the linkage between fisheries and social issues including food protection, nutrition, poverty mitigation, environment protection, technology advancement etc.

- Free training and financial benefits programmes after formal schooling and for those who didn't complete formal school.
- Personal and professional development

Of the priority areas identified in this initiative, which do you feel apply to your work? (Select all that apply)

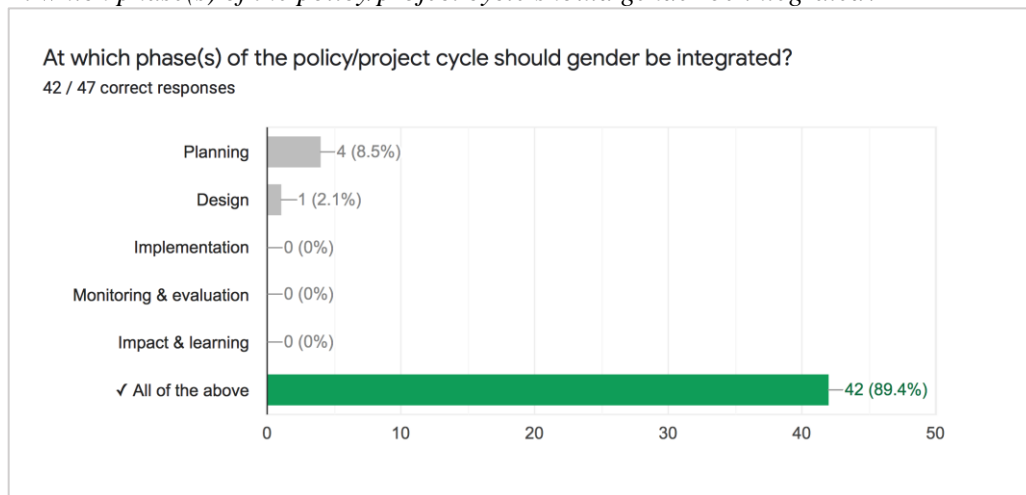


Match the term with the correct definition/description

The percentage of participants who correctly matched each term to its definition is as follows:

Term	Definition	% correct
Gender	Culturally defined, including roles and responsibilities, attributes, expressions, and entitlement and rights	93.8%
Sex	Biological and assigned at birth, considering chromosomes, reproductive organs, and hormones	95.8%
Gender equality	Refers to the notion that rights, responsibilities and opportunities of individuals are not dependent on one's gender	77.1%
Gender equity	Refers to the process of treating women and men fairly, according to their respective needs, which can include specific measures to compensate for historical and structural disadvantages	68.8%
Intersectionality	Takes into account the interconnected nature of social identities as interdependent systems of experience, discrimination and/or disadvantage	85.4%

At which phase(s) of the policy/project cycle should gender be integrated?



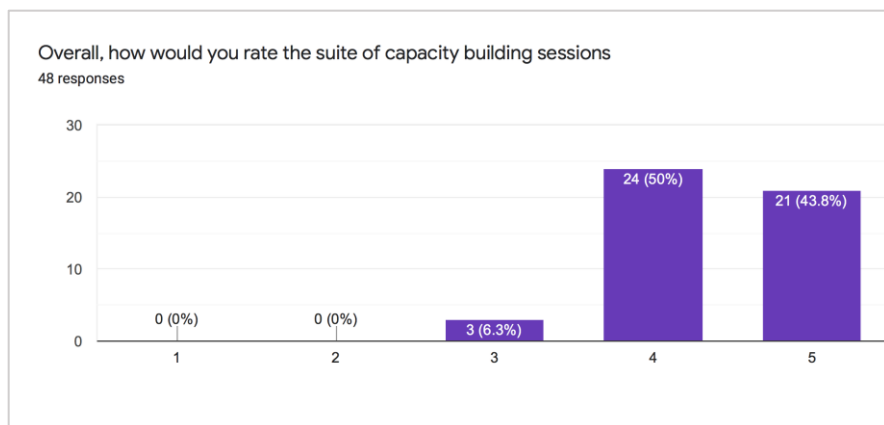
True or false: Sharing best practices and lessons learned on gender is an important part of the project cycle.



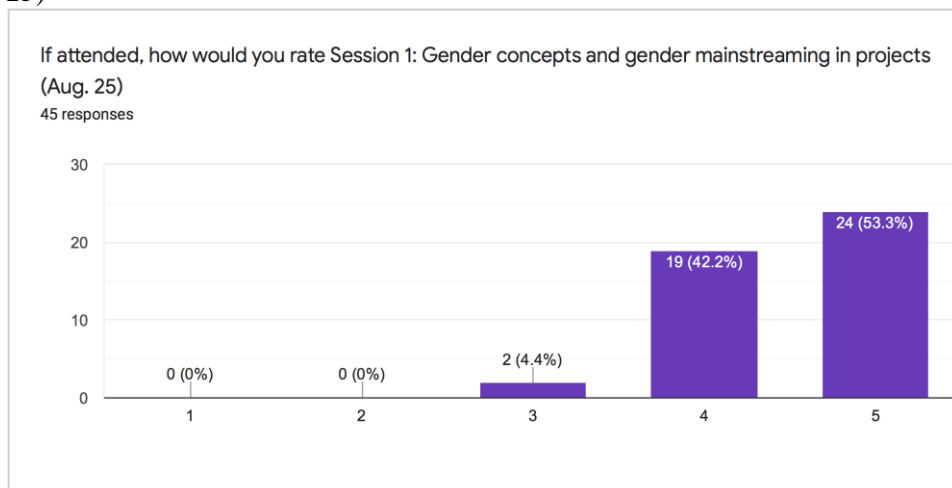
Capacity building sessions feedback

Scale for reference: 1 – not very useful, 5 – very useful

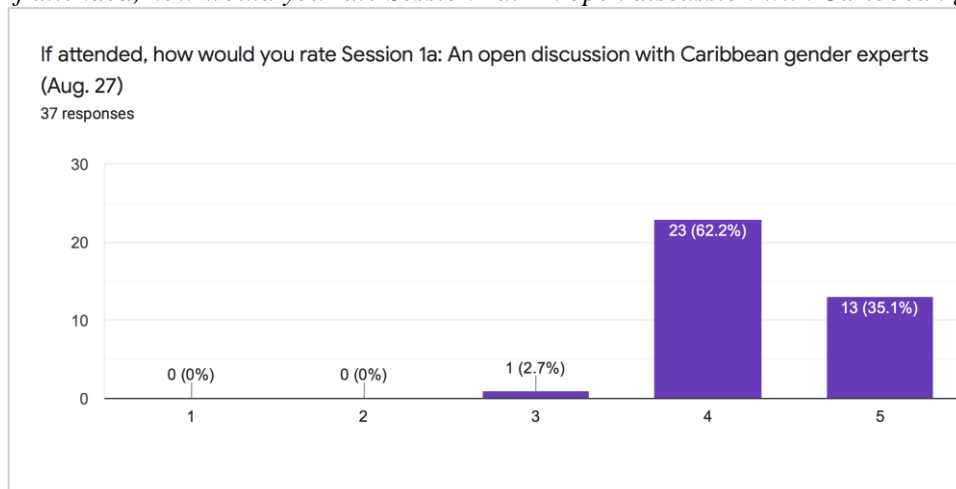
Overall, how would you rate the suite of capacity building sessions



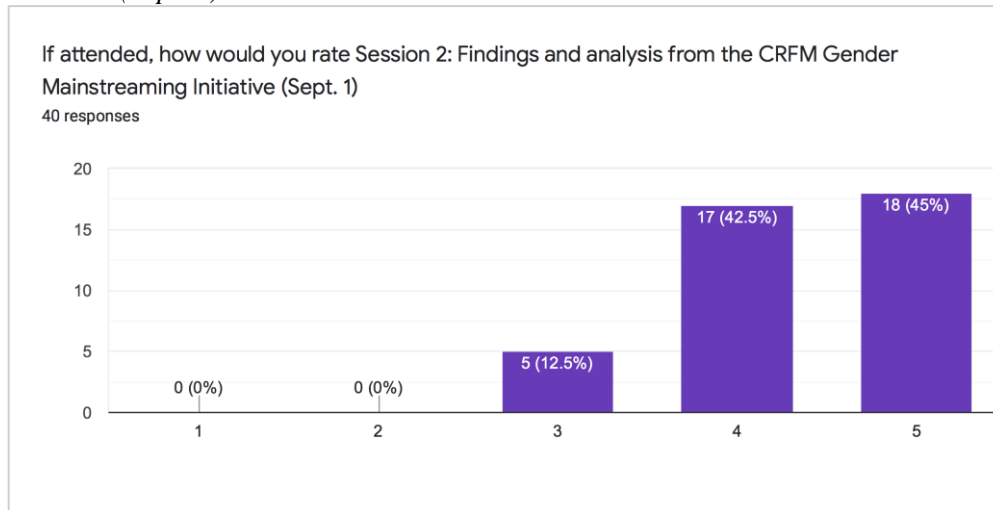
If attended, how would you rate Session 1: Gender concepts and gender mainstreaming in projects (Aug. 25)



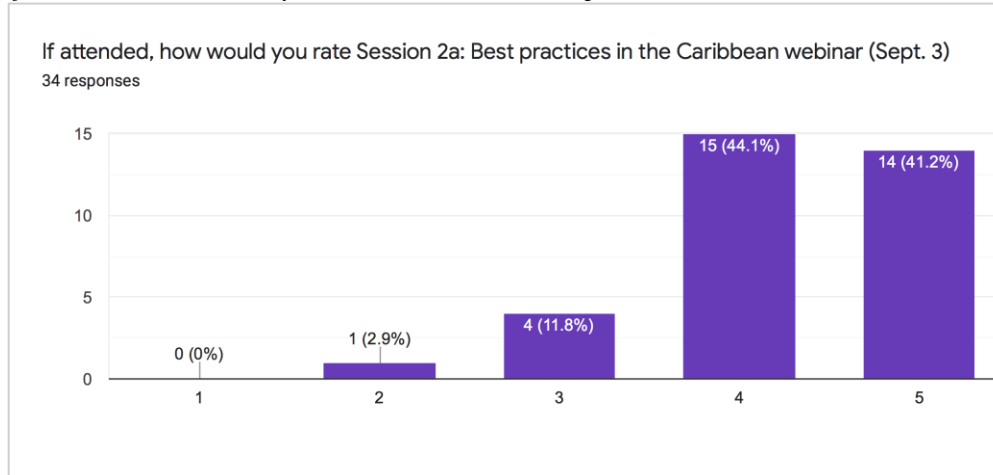
If attended, how would you rate Session 1a: An open discussion with Caribbean gender experts (Aug. 27)



If attended, how would you rate Session 2: Findings and analysis from the CRFM Gender Mainstreaming Initiative (Sept. 1)



If attended, how would you rate Session 2a: Best practices in the Caribbean webinar (Sept. 3)



What would you say was a strength of these sessions?

A few examples of strengths mentioned are as follows (quoted responses):

- The poll, definitely the poll. They kept me engaged during all the session.
- The diversity of panelists and participants involved in open discussion
- The sessions were well structured and planned out; it was very informative.
- The break out groups, the ability to discuss with peers.
- Learning from the experiences of panelists. Interactive format of the sessions was also a strength.
- Content was effectively delivered. Participants were engaged via surveys,
- Guest speakers from the region
- Findings and analysis from the CRFM Gender Mainstreaming Initiative
- The level of knowledge that the various hosts and speakers had.
- The info was all coherent and the format was really engaging (the polls and breakout sessions)

- The coordination of the virtual meeting was excellent! All presenters were given enough time to present their findings and share their personal working experience in the fisheries sector.
- A major strength was the knowledge sharing offered to the participants to help us to create policies and analytical decisions to contribute in enabling process of empowering women.
- I enjoyed the presenters and the way the sessions were structured. It seemed very organized and new concepts were presented clearly. I particularly liked the graphic on gender equality with the bicycles.

Do you have any suggestions for strengthening these capacity building efforts?

Recommendations for strengthening questions can be summarized as follows (quoted responses):

- More time for break-out groups
- More sessions :)
- Split up sessions based on level of prior knowledge
- Follow-up work: sessions with UN Women; consistent sessions to further this dialogue and community; future networking & partnerships; spread awareness with women in the sector so they know their rights
- Include more youth stakeholders
- Share findings and materials
- Include more examples

APPENDIX 3 CAPACITY BUILDING PARTICIPATION

The following presents the country affiliation participation and gender identity of all registered participants across all sessions.

Country	Across all sessions			Registered for all sessions		Registered for main sessions	
	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>
Anguilla	3	0	3	1	0	2	0
Antigua and Barbuda	0	1	1	0	1	0	1
Bahamas	2	1	3	0	0	2	0
Barbados	19	10	29	2	1	5	2
Belize	4	2	6	3	1	3	1
Dominica	9	4	13	3	2	4	3
Grenada	6	0	6	4	0	4	0
Guyana	2	1	3	1	0	1	1
Haiti	1	0	1	1	0	1	0
Jamaica	8	1	9	3	0	3	0
Japan	1	0	1	1	0	1	0
Montserrat	2	1	3	0	0	1	1
Panama	1	0	1	0	0	0	0
Saint Kitts and Nevis	1	0	1	0	0	0	0
Saint Lucia	13	1	14	1	0	2	0
Saint Vincent and the Grenadines	5	0	5	2	0	4	0
Suriname	2	0	2	0	0	1	0
Trinidad and Tobago	14	2	16	7	1	8	2
Turks and Caicos Islands	2	0	2	0	0	0	0
United Kingdom	1	0	1	0	0	0	0
Uruguay	1	0	1	1	0	1	0
Total	97	24	121	30	6	43	11

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. CRFM members are Anguilla, Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Haiti, Jamaica, Montserrat, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago and the Turks and Caicos Islands.

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