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MAINSTREAMING GENDER EQUALITY IN FISHERIES OF THE CARIBBEAN INITIATIVE:

REPORT ON DEVELOPMENT OF REGIONAL AND NATIONAL MONITORING AND EVALUATION SYSTEMS TO TRACK GENDER EQUALITY, DECENT WORK ACHIEVEMENTS, AND YOUTH INVOLVEMENT

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Belize, 2020



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Mainstreaming Gender Equality in Fisheries of the Caribbean Initiative: Report on Development of Regional and National Monitoring and Evaluation Systems to Track Gender Equality, Decent Work Achievements, and Youth Involvement

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ACRONYMS

CRFM	Caribbean Regional Fisheries Mechanism
GAP	Gender Action Plan
M&E	Monitoring and evaluation
ToC	Theory of Change

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1 REPORT: MAINSTREAMING GENDER IN M&E, IMPACT ASSESSMENT, AND LEARNING

Monitoring and evaluation (M&E) is an essential aspect of effective policies, programmes, and projects. Being able to track and measure impact and outcomes plays an important role in identifying effective and ineffective aspects of programming. Integrating gender considerations, as well as other socio-economic aspects such as youth engagement and decent work, into M&E efforts provides a mechanism through which to hold fisheries programming accountable not just in terms of environmental impacts, but also in terms of socio-economic impacts.

A gender-responsive approach means gender equality considerations must be integrated at every phase of the policy/programme cycle, not ending during implementation but also carrying through to reporting, validation, and learning. In fact, M&E is a key process to determine impact, effective practices, and lessons learned generally, and specifically geared toward gender equality outputs, outcomes, and impact.

This report is twofold, intending to provide information on the support provided through the gender mainstreaming initiative on development of regional and national monitoring and evaluation systems to track gender equality, decent work achievements and youth involvement; as well as provide a tool for assessing impact through the development of gender-responsive monitoring and evaluation systems.

1.1 RATIONALE

Ideally, M&E and gender-responsive facets are incorporated into each phase of a programme, initiative or project. The M&E framework should be developed during the planning phase (with baseline data gathered, if possible), mid-term M&E reporting should be done periodically during the implementation phase, and final M&E conducted and reported along with lessons learned as the programme or project closes. In this way, the M&E framework, and considerations on gender, decent work achievements, and youth involvement will be a mainstreamed element that will be present throughout all phases.

1.2 PROCESS AND OUTPUTS

At its onset, the gender mainstreaming initiative put in place processes to support the development of monitoring and evaluation systems through gender-responsive approaches, facilitated through the various activities of the initiative. This included collection and review of background information and data available, and stakeholder consultation and engagement as a ground-truthing exercise of the secondary data collected and reviewed. These initial activities are necessary steps to identify and analyse available resources and information as a means for developing a baseline from which a policy or program can build upon. This process also identifies entry points for progress, where progress is being made, and challenges faced—as was done through the different analysis components of the initiative, specifically for the countries of focus for this project: Barbados, Dominica, Grenada, Saint Lucia, Saint Vincent and the Grenadines, and Trinidad and Tobago.

In order for this gender mainstreaming in fisheries initiative to gain traction, and continue to facilitate progress beyond the implementation of this project, the CRFM Five-Year Gender Action Plan (GAP) was developed. The GAP is designed to facilitate implementation of gender mainstreaming across the fisheries sector for and with CRFM regionally, and also supporting specifically the Member States. The facilitation and development of the GAP has been based on the findings from the triangulation of data collection and analysis. This serves to support and hold to account CRFM to implement through monitoring the progress, and set up a system to report on the progress, and any continuing gaps or challenges. Across the focus areas for the CRFM Five-Year GAP, the team provided guiding indicators toward specific outcomes, as well as indicators for assessing impact following on the implementation of the GAP's activities.

During the gender mainstreaming initiative capacity building sessions, support was also provided on the need for, and how-to develop, gender-responsive M&E frameworks and systems across CRFM. The capacity building sessions were held in August and September of 2020 introducing various elements included within the gender M&E system and impact assessment tool (in section 2 of this report), to raise awareness on and process developing an integrated and robust tracking framework or system. The sessions also shared, with multiple stakeholders across the region, the CRFM Five-Year GAP and the developed regional outcomes and impact indicators.¹

Additionally, following the capacity building sessions, support was provided to the national fisheries authorities to continue to build the capacity of national-level stakeholders on gender mainstreaming. This included initiating a national-level process with stakeholder consultation and identification of issues and challenges, leading to the development of associated actions to respond to the challenges. Again, to support implementation and recognition of progress, this process also facilitated with the national fisheries authorities of the foci countries development of indicators for monitoring and evaluating the implementation of the activities. The designing of a national gender and fisheries action plan for each country (the five countries who engaged to proceed in this process) allowed for customization of indicators to track specific needs and activities of each. This will be an ongoing process, facilitated by the gender and fisheries focal points following the closing of the gender mainstreaming in fisheries initiative. However, with the capacity building facilitated by this initiative, and increasing recognition of the need to monitor and report on the implementation of the activities in a gender-responsive manner, as well as tools to facilitate this, CRFM stakeholders now have the groundwork for robustly tracking and evaluating gender mainstreaming and social considerations.

Integral to this is the development of an impact assessment tool that also continues to build stakeholders' capacity with detailed guidance for developing an M&E framework tailored specifically to the needs of a program or policy. This M&E tool aims to support the development of gender-responsive M&E frameworks with indicators and systems established beyond only the gender mainstreaming initiative but to be more comprehensively integrated across fisheries policy and programming. In addition to the impact assessment tool, below, which serves as a "how-to" for mainstreaming gender across M&E efforts, the consultant team also developed a M&E tracking tool for assessing impact of the CRFM Gender Mainstreaming Initiative; this tracking tool is an Excel document developed for tracking progress against key indicators tailored to the outcome goals of the initiative.

1.3 CHALLENGES/BARRIERS, AND INTERVENTIONS TOWARD SOLUTIONS

Challenges and barriers do still exist for developing and implementing gender-responsive monitoring, evaluation, and learning plans. These need to be recognized and considered to provide pathways for overcoming these challenges and ensuring advancing progress on collecting data and information, and feeding back into policy and project cycles, but also sustainable development. These challenges/barriers (as well as a few solutions) include, but are not limited to:

- Gender considerations are often added as an after-thought, if at all
 - Solutions include: Meaningfully and purposefully integrating gender at the onset and mainstreaming across all phases of the programme cycle, including M&E and impact and learning
 - Solutions include: If gender is being added later in the process, gender experts should be consulted to support in analyzing and identifying key gender entry points

¹ More details on these sessions and the material covered specifically on M&E systems can be viewed in the gender mainstreaming initiative's Report on Capacity Building.

- Limited broad understanding of and capacity to address gender issues within environmental and conservation efforts, including in the fisheries sector
 - Solutions include: Investing in capacity building efforts
- The importance of qualitative indicators is often undervalued
 - Solutions include: Prioritizing both qualitative and quantitative indicators to be able to fully explore gender statistics
- There is often limited available or accessible baseline data relevant to a gender-responsive theory of change (ToC). The inability to compare implementation results to the pre-project baseline makes evaluating factors relating to changes in gender equality (particularly such as increased understanding of gender inequalities) a challenge for M&E.
 - Solutions include: Developing M&E frameworks early in a project, choosing a small number of key indicators for which to collect baseline data.
- There is also limited information associated with the positive or negative changes in men and boys.
 - Solutions include: Approaching gender considerations from an inclusive and intersectional viewpoint, recognizing the different ways that women and girls, men and boys are impacted by fisheries efforts and programming.

Results-based management²

Many donor and implementing organizations, including Global Affairs Canada, utilize a results-based management approach, with the aim of improving management throughout a project/programme life cycle. Results-based M&E is a key component of this approach, defined as “conducting monitoring and evaluation by collecting and analyzing data on output and outcome indicators to measure progress on the expected outcomes.” This provides for continuous adjustment throughout a programme, with opportunities to manage risks and incorporate lessons learned. Importantly, this is meant to be a participatory approach involving key stakeholders, including beneficiaries. The principles of gender equality, environmental sustainability, and governance are incorporated as cross-cutting themes.

1.4 SUMMARY

The development and support of the CRFM Five-Year GAP and national level activities coincide with regional and national monitoring and reporting systems for fisheries in the Caribbean. The development of not only the actions necessary to mainstream and strengthen gender, youth and decent work considerations but inclusive indicators toward assessing impact is and will continue to be a critical factor to sustain and enhance the foundational gender mainstreaming elements carried out by this initiative. M&E puts in place an accountability mechanism for implementation the regional CRFM Five-Year GAP through concise indicators included to assess the impact mainstreaming gender will have in fisheries, and more broadly in sustainable development goals and gender equality over the years of the GAP, and beyond. Additionally, the customization of national frameworks for enhancing gender mainstreaming via facilitation and design of national gender and fisheries action plans will continually strengthen the recognition and response to mainstreaming gender at national levels, also using the provided indicators of the regional GAP. In complement, support in developing these action plans—from consultation, to design, and review—builds awareness and capacity of Caribbean fisheries stakeholders (across organizations and institutions) to devise their own tailor-made systems for integrating, enhancing and monitoring the impact of their gender-responsive approaches to fisheries. In recognition of this, the impact assessment tool, below, has been developed as an adaptable tool and template to support this effort

² https://www.international.gc.ca/world-monde/assets/pdfs/funding-financement/results_based_management-gestion_axee_resultats-guide-en.pdf

to specifically ensure the M&E system monitors, tracks and evaluates relevant issue and activities as identified by the stakeholders.

2 IMPACT ASSESSMENT TOOL: A GENDER-RESPONSIVE M&E FRAMEWORK FOR MEASURING IMPACT

An M&E framework must be developed in the early planning and design phases so that it is in place to provide information over time and to track, monitor, and evaluate the process and progress. As such, impact can be assessed and lessons learned along the way, with adjustments made as necessary to ensure positive impact. Meaningfully incorporating a gender-responsive M&E framework into programming provides an accountability tool with which to measure progress toward and impacts of key programme goals, allowing for changes, progress, limitations, and impact to be reported.

This tool intends to provide support to understand the value in and necessity of mainstreaming gender within monitoring, evaluation, and learning. It can be used as a tool to help develop a relevant, gender-responsive M&E framework for fisheries policies/programmes in the Caribbean and highlights specific recommendations to use for measuring impact. As such, this tool aims to provide wider understanding with a few key objectives:

- To frame why gender must be integrated in M&E and what is lost if gender is not adequately integrated;
- To discuss the associated challenges and barriers of developing and utilizing a gender-responsive M&E framework;
- To provide information on the different elements of mainstreaming gender in M&E, including examples of how this can be addressed, as well as including youth engagement and decent work achievements; and
- To share a core set of gender-sensitive indicators for CRFM and Member States to incorporate into gender-responsive approaches to fisheries programming, as well as a list of example indicators for use as applicable.

Data provides an important tool with which to assess impact. Along with other data-driven aspects of programming, such as conducting a gender analysis, M&E efforts are a main way to prioritize data collection throughout a policy or programme cycle. In addition to data collection, gender-responsive analysis of M&E results should be highlighted across learning opportunities and results sharing, including with donors as well as stakeholders. An M&E framework methodology should include the following:

1. Theory of change;
2. Development of context and performance indicators, including gender as a cross-cutting issue;
3. Management and reporting plan;
4. Evaluation plan, including gender impact assessment; and
5. Learning and knowledge sharing plan.

Conducting a gender analysis can provide insight into the status of gender relations relevant to the programme. The gender analysis may support development of the M&E framework by assisting to identify useful targets and, in some cases, to provide baseline data against which results can be compared. However, the following section will guide you through a process to develop a tailor-made, gender-responsive M&E framework as part of whichever programme or project required.

2.1 THEORY OF CHANGE

To develop an applicable M&E framework, first a “theory of change” (ToC) specific for a policy, programme, or project should be determined. A ToC outlines the goals of the programme in terms of the

changes that the programme can bring about (e.g., changes in attitudes/beliefs, changes in capacity of stakeholders, changes in legal frameworks). A robust theory includes changes that will take place with respect to gender equality and will guide the development of gender-responsive programming. Indicators can then be developed in order to measure progress toward these goals (i.e., number of capacity building workshops, number of women and men workshop attendees, number of knowledge products generated, number of gender-responsive policies adapted/developed). The ToC will guide not only design and implementation of a programme, but will also guide M&E. Partners, stakeholders, and target beneficiaries should be consulted during development of the ToC to ensure a participatory process that meets the needs of the community.

Figure 1 provides an example template to show how the Theory of Change guides programme development, including the M&E framework.³ The ToC would be supported by specific Priority Areas that the programme aims to address, with expected outcomes determined for the Priority Areas. Once the expected outcomes are determined to support the programme goals, indicators can be chosen and developed to measure progress toward these outcomes. The number and types of Priority Areas, expected outcomes, and relevant indicators would depend on the specifics of the programme in development.

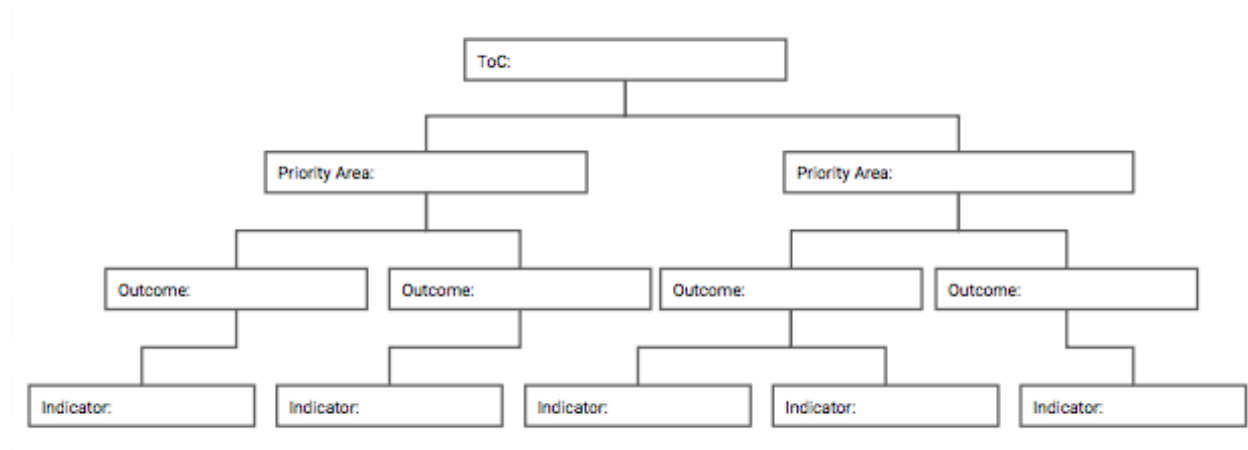


Figure 1: Example template for ToC guiding M&E framework

2.2 GENDER-SENSITIVE CONTEXT AND PERFORMANCE INDICATORS

Across this framework, targets and indicators are the reference points and must be formulated in a gender-sensitive way—including disaggregated by sex, when possible—to ensure that the participation of women and men is a purposeful part of the institutional approach and is integrated to the objectives and plans. Not only is this a best practice for gender-responsive environmental policies, programmes, and projects, but it is also often a donor requirement, and supports data collection and monitoring over larger environmental, human rights, and sustainable development frameworks at all levels (international, regional, and national). Requirements from donors and integration of frameworks’ and agendas’ criteria should be assessed for relevance, and quality.

Additionally, to measure a full picture for how women and girls, men and boys impact and are impacted by programming in the fisheries sector, indicators should be disaggregated by age, when possible

³ To access an adaptable version of this template, please use this link: <https://docs.google.com/presentation/d/1IDVqLUJbBhSmUwoHC7O7B7Rm6JB5Q0YNog70DRrC7qI/edit?usp=sharing>. To edit, save this file to your own Google Drive folder or download it to your computer.

(disaggregation by age can be done through age groups such as under 18 years old, 18-35 years old, and over 36 years old).

There are two main categories of indicators: context and performance indicators.

- **Context indicators** measure aspects outside the control of the programme, but that may impact the results (e.g., annual rainfall or school enrolment). In most cases, this information would be collected from a third party, like a national government or the World Bank.⁴
- **Performance indicators**, also called **impact indicators**, measure the impact of a programme, based on progress toward the goals or expected results. These include:
 - **Output indicators**—those measured directly by the programme (like # of workshop participants, by sex), and
 - **Outcome indicators**—which are more likely to be measured by a partner (for example, whether or not a gender focal point system has been put in place).⁵

All of this is dependent on the specifics of the programme: its goals, partners, and capacity. According to USAID, “performance indicators lie at the heart of developing an effective performance management system – they define the data to be collected and enable actual results achieved to be compared with planned results over time.”⁶ This tool will focus primarily on output performance/impact indicators.

When choosing and developing gender-sensitive indicators, Table 1 provides a template for the types of decisions that must be made and questions that must be answered.⁷ For example, the rationale for the indicator—including gender equality and youth engagement considerations, as applicable—should be outlined to ensure that the indicator would measure progress toward the programme goals. A plan needs to be developed as to the data source, methodology, disaggregation, etc., as well as who will be responsible for data collection and analysis and how the information will be reported (as will be re-visited in the management and reporting plan below).

Table 1: Template for indicator development

Name of indicator:		Data source:	
Precise definition:		Methodology:	
Rationale (including gender equality & youth engagement, as applicable):		Known data limitations:	
Unit of measure:		When & how frequently will information be collected and reported?:	
By which factors will this be disaggregated e.g., sex, age, race,		Will this indicator be collected as baseline data?:	

⁴ <https://usaidlearninglab.org/library/context-indicator-reference-sheet-cirs-guidance-and-template>

⁵ FAO. (2011). Mainstreaming gender into project cycle management in the fisheries sector.

⁶ <https://www.usaid.gov/project-starter/program-cycle/cdcs/performance-monitoring-indicators>

⁷ To access an adaptable version of this template, please use this link:

<https://docs.google.com/presentation/d/1IDVqLUJbBhSmUwoHC7O7B7Rm6JB5Q0YNog70DRrC7qI/edit?usp=sharing>. To edit, save this file to your own Google Drive folder or download it to your computer.

language, etc.):			
Who is responsible for this indicator?:		How will this be included in the budget?:	

There is great value added in developing a gender-responsive M&E framework. Gender indicators measure aspects related to gender (in)equality, which may be quantified and systematized, but can also provide qualitative data through experiences, knowledge and information relevant to gender context and situations in environmental policy and programming.

Gender-sensitive indicators are useful because they:

- **Make visible what is currently invisible:** Indicators allow us to verify whether there is (in)equality or (in)equity between men and women, where and how gender differences/dynamics take place/exist, and how they vary over time.
- **Compare results:** Determine differentiated roles, access, use, control, etc. of resources and services to identify inequities and/or inequalities, or assess the situation, including being able to compare with other communities, regions, or countries, etc.
- **Determine if there is a tendency toward progress:** Tracking indicators over a project period reveals if and how gender (in)equality conditions may be changing.
- **Measure and indicate the impact of policies, programmes or projects:** Indicators help us to determine whether or not the policies, programs or projects being implemented are contributing to the promotion of gender equality in the community, the region, the nation or the world.⁸

M&E indicators should be developed specifically to answer the key questions and measure the main outcomes of a policy, programme, or project. They should be relevant to the needs and capabilities of the user; easy to collect, use, and understand; clearly defined; sensitive to record changes induced by the project; and independent of each other.⁹ The list of indicators included in M&E should be succinct and the methodologies should be realistic. It is better to have a short list of meaningful indicators, concentrating on measuring important project features,¹⁰ than to have an extensive list of indicators that stray away from the main goals or are too difficult (i.e., time consuming, expensive) to monitor.

Data collection should not be limited to quantitative monitoring (i.e., only numbers) but extended to the qualitative aspects of initiatives—this can include, for example, pre- and post-workshop surveys to measure if knowledge has increased or if mind-sets have been shifted, indicating trends in findings among groups (if possible). Indicators should be developed to aim to measure both process (e.g., participation, benefits) and progress (e.g., empowerment). Quantitative and qualitative data should be disaggregated and in consideration of intersectional dimensions as well (e.g., sex, age, female-headed households, pregnant or nursing women, people with different abilities, wealth, race, education, indigeneity, etc.). Developing quantitative and qualitative indicators should also be a participatory process, including a range of stakeholders to ensure that the community’s perspectives are incorporated.

With respect to incorporating youth engagement into the M&E framework, in parallel to gender considerations, this can be accomplished by both disaggregating data by age (or age group), where possible, as well as collecting data on indicators specifically relevant to youth engagement, such as career

⁸ FAO. (2011). Mainstreaming gender into project cycle management in the fisheries sector.

⁹ FAO. (2011). Mainstreaming gender into project cycle management in the fisheries sector.

¹⁰ FAO. (2011). Mainstreaming gender into project cycle management in the fisheries sector.

training programs, access to financing, and fisheries sector included within social studies or science curriculums. In this way, comprehensive reporting on the programme’s impact on youth engagement can be facilitated. Additionally, as recognizing and prioritizing intersectionality is essential for a gender-responsive M&E framework, progress toward decent work achievements of women, men, and youth, can be measured through disaggregating pertaining to decent work, such as pay gap; career training; capacity building opportunities; access to resources, including financing and equipment; and workplace sexual harassment.

When developing a gender-responsive M&E framework, gender-sensitive indicators (as well as those considering youth engagement) should be integrated throughout (i.e., if there is a category on socio-economic impact of the programme, for example, gender-sensitive indicators and indicators applicable to youth should be incorporated). Additionally, there are some common categories to consider:

1. Increasing diversity, representation and participation in fisheries sector
2. Capacity and knowledge building
3. Policy development and support
4. Knowledge management and sharing

Following these categories, Table 2 highlights a recommended core set of indicators widely applicable across CRFM and Member State’s efforts on sustainability within the fisheries sector in the Caribbean, including gender equality, youth engagement, and decent work as cross-cutting themes. Below, in Section 2.7, Table 4 includes a large list of indicators that may be relevant or of value depending on specific goals and expected outcomes of programming, and specific project activities. These can be used in line with national fisheries and gender action plans.

Table 2: Core Set of Recommended Gender-Sensitive Indicators to Assess Impact

Increasing diversity, representation and participation in the fisheries sector
<ul style="list-style-type: none"> • Number of women (or women’s organizations) involved in management or co-management in fisheries • Percentage of youth participating in the formal or informal labour markets in fishing, fish processing, and trading, by activity, by sex
Capacity and knowledge building
<ul style="list-style-type: none"> • Number of participants in capacity/knowledge building trainings/workshops, by sex, by age • Percentage of participants reporting increased understanding of gender equality, by sex, by age (measured via pre- and post-workshop surveys)
Policy development and support
<ul style="list-style-type: none"> • Number of fisheries policies/action plans adopted or updated to include gender considerations
Knowledge management and sharing
<ul style="list-style-type: none"> • Number of knowledge products (e.g., tools, factsheets, reports, training manuals, country profiles, etc.) developed to support raising awareness and capacity on gender mainstreaming within the fisheries sector • Number of presentations given to share knowledge learned from the programme/project

2.3 MANAGEMENT AND REPORTING PLAN

The management and reporting plan should answer the following questions:

- Who will be responsible for collecting information;
- What is the source for data (e.g., surveys, third-party data, attendance tracking);
- When will information be collected, such as during quarterly or yearly reviews and progress reports;
- Which indicators will be collected as baseline data;
- How will information be tracked and reported; and
- How will this be incorporated into budgetary information?

This plan will incorporate donor requirements and processes, as applicable, particularly pertaining to type and duration of reporting mechanisms.

2.4 EVALUATION PLAN AND IMPACT ASSESSMENTS

The M&E framework should include an evaluation plan to include performance and impact assessments, as applicable. The impact evaluation will pull together various pieces developed above to then analyse the progress made toward expected outcomes. A gender impact assessment evaluates activities on the impact on intended beneficiaries, and outcomes. According to FAO, “Evaluation can be defined as a periodic (mid-term and completion) assessment of the relevance, efficiency, effectiveness, impact, economic and financial viability, and sustainability of a project in the context of its stated objectives. The purpose of evaluation is to review the achievements of a project against planned expectations, and to use experience from the project to improve the design of future projects and programmes.”¹¹

To plan an evaluation, the ToC should be the central point. This is the big-picture goal of the programme. Under the ToC will be the Priority Areas. Under each Priority Area, will be the expected strategic outcomes of the programme. Relevant indicators will then be chosen to measure progress against the expected outcomes, ultimately in support of the ToC. See Figure 2 for an example.

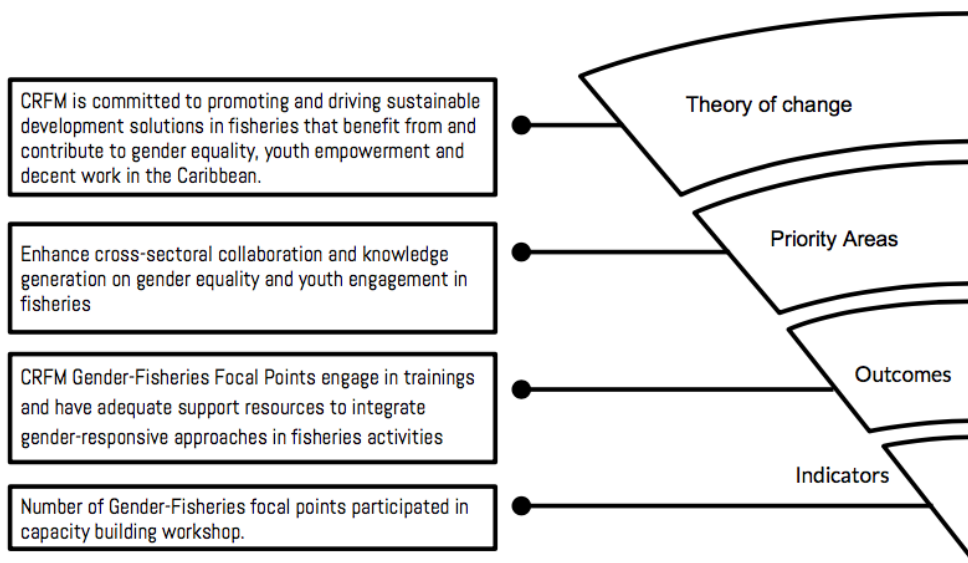


Figure 2: Impact assessment example, starting with ToC

In line with these recommended indicators to assess impact, Table 3 was developed as part of the CRFM Five-Year GAP aligning with the identified needs from the regional analysis. The focus areas highlight the challenges and barriers, and thus need for addressing moving forward following this gender mainstreaming initiative. Each includes the determined activities (in the GAP) toward achieving strategic outcomes, as well as pointing the recommended indicators to assess the impact of implementing the activities of the focus area.

¹¹ FAO. (2011). Mainstreaming gender into project cycle management in the fisheries sector.

Table 3: Impact Assessment for CRFM Five-Year Gender Action Plan

<p>FOCUS AREA 1: Enhance collection and analysis of comprehensive sex-disaggregated socioeconomic data in fisheries</p>
<p>Impact assessment indicator: Number of sex-disaggregated socioeconomic indicators (new or updated to include sex disaggregation) relating to fisheries developed and collected</p>
<p>Regional strategic outcomes:</p> <ul style="list-style-type: none"> • Fisheries authorities, gender machineries and national statistic institutions/offices in CRFM Member States increase coordination on sex-disaggregated socioeconomic data collection in fisheries • Regional capacity on sex-disaggregated socioeconomic data collection in fisheries of the Caribbean is strengthened • Socioeconomic data on fisheries in the Caribbean are more representative of actors along the entire fisheries value chain • CRFM Member States have sex-disaggregated socioeconomic data from fisheries to contribute to national, regional and international goals and targets on gender equality, youth empowerment and decent work
<p>FOCUS AREA 2: Increase 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</p>
<p>Impact assessment indicator: Number of CRFM Secretariat staff members and Member State representatives with increased capacity on gender-fisheries linkages (measured by participation in capacity building workshop sessions, as a proxy for increased capacity; alternatively, could be measured by pre- and post-session surveys)</p>
<p>Regional strategic outcomes:</p> <ul style="list-style-type: none"> • CRFM Secretariat and Member States have strengthened capacity on gender-fisheries linkages and gender-responsive approaches in fisheries activities • The roles, responsibilities and priorities for women, men and youth involved in fisheries is documented and shared to inform policies and programmes • Gender-differentiated impacts of climate change on fisheries workforce and households are documented and inform community resilience and adaptation planning and disaster preparedness and response • Fisheries-specific drivers and impacts of GBV in the workforce and households are better understood and inform appropriate response and mitigation strategies • Youth engagement in fisheries is increased through technical, financial and educational opportunities through schools, youth groups and social media
<p>FOCUS AREA 3: Enhance cross-sectoral collaboration and knowledge generation on gender equality and youth engagement in fisheries</p>
<p>Impact assessment indicator: Number of gender-fisheries focal points participating in capacity building workshop sessions on gender equality and youth engagement in fisheries</p>
<p>Regional strategic outcomes:</p> <ul style="list-style-type: none"> • Gender machinery, women’s rights, gender and youth specialists are actively engaged as stakeholders and advisors on social and sustainability issues in fisheries • Budgets for fisheries activities in CRFM Member States are gender-responsive • Gender-Fisheries Focal Points in CRFM Member States engage in trainings and have adequate support resources to integrate gender-responsive approaches in fisheries activities • CRFM Member States have systems for cross-sectoral review of policies, proposals and strategies in place to enhance recognition of and reporting on gender, youth and decent work across instruments and frameworks
<p>FOCUS AREA 4: Strengthen engagement with fisherfolk organisations and local level stakeholders on implementing gender-responsive approaches in fisheries</p>

Impact assessment indicator: Number of fisherfolk organization representatives and local level stakeholders included within stakeholder engagement

Regional strategic outcomes:

- Gender-differentiated traditional knowledge practices across fisheries value chains in CRFM Member States are better documented, highlighted and shared
- Local communities are supported and engaged as key stakeholders in fisheries projects, programmes and decision making

2.5 LEARNING AND KNOWLEDGE SHARING PLAN

The final piece of the gender-responsive M&E framework is the learning and knowledge-sharing plan! Programmes often face unforeseen challenges or moments of surprising success. A gender-responsive M&E framework provides the structure through which to ensure that the programme can adapt to ensure maximum positive impact. M&E and impact assessments support efforts to learn from the successes or challenges experienced during implementation of a policy, programme, or project, and reconfigure/re-design to respond, or enhance. When developing the M&E plan, a learning strategy should also be developed so that there is a clear idea on how knowledge will be shared with donors, partners, stakeholders, and beneficiaries, as well as practitioners who are interested in developing similar projects to collectively and continually advance outcomes, and ensure efforts are not taken in a silo. To put this simply, the learning and knowledge-sharing plan can include:

- **Learning:** M&E supports efforts to learn from the successes or challenges experienced during implementation of a programme.
- **Adapting:** The M&E process can be utilized as a tool for adjustments and improvements during implementation to enhance progress toward results.
- **Sharing:** Knowledge should be shared with donors, partners, stakeholders, beneficiaries, and other practitioners to collectively and continually advance outcomes

The learning plan may identify questions that relate to specific aspects of the programme (such as activities) and more broad questions relating to the theory of change or technical knowledge development. The learning plan may also include how knowledge gaps will be identified and addressed throughout the programme (for example, during quarterly or yearly reviews) and to allow for adjustments to be made as learning evolves. With a learning plan in place addressing how M&E during reviews will impact the direction of programme activities, the M&E process will not only provide information about final results, but can also be utilized as a tool for adjustments and improvements to enhance progress toward results.

Gender statistics incorporates quantitative and qualitative measures of gender equality and women's empowerment, including but not limited to sex-disaggregated data. Gender statistics utilize this information to tell an evidence-based story about the differential experiences of women and men, girls and boys, and non-binary/third gender folks within a community. By analyzing a gender-responsive M&E framework with this in mind, the learning and knowledge sharing strategies can include a comprehensive consideration of the impacts a policy, programme, or project has had, not only on its conservation or natural resource management goals, but also on its gender equality and women's empowerment goals.

2.6 ENSURING IMPACT

Once indicators are agreed and defined with methodologies, and once a management plan, evaluation plan, and learning plan are developed, it is time to put these plans into action! The first step is to collect baseline data for relevant indicators, so that later results can be compared to this initial information. You are now ready to utilize your M&E framework to measure and support gender-responsive programming.

It is always best to mindfully develop a gender-responsive M&E plan at the initial inception phases; however, there are often ways to add gender considerations to an M&E framework at a later stage, if absolutely necessary. If this is the case, the existing M&E framework should be analysed by a gender specialist to identify entry points to enhance the framework. Depending on the stage of the project, this can be a logistical challenge, though it may still yield valuable results. In some cases, there might be a few simple ways to add a gender component: for example, was attendance tracked at training workshops, and can that information be reported as sex-disaggregated data? Is it possible to analyze knowledge products to determine how many include gender considerations? As this later-integration presents challenges often hindering application of gender-responsive approaches/elements, it is encouraged to integrate gender comprehensively at onset—including within the M&E framework—for more robust results in practice, and tracking progress. However, it is better late than never to gather gender statistics!

2.7 EXAMPLES OF RELEVANT GENDER-SENSITIVE INDICATORS

M&E frameworks should be made specifically as a tool to measure both process and progress of a programme. As noted, gender considerations should be included throughout the M&E framework, but the specific categories listed in Table 4 may be valuable to include within M&E efforts to ensure that gender and youth considerations are being measured. Table 4 includes a long list of example indicators that may or may not be relevant for fisheries programming. With this in mind, it is also important that M&E frameworks be succinct and realistic. It takes time and resources to track indicators, so only those that directly measure the goals of a programme should be included, keeping in mind any particular donor requirements.

Table 4: Gender-sensitive M&E indicators to assess impact

Increasing diversity, representation and participation in the fisheries sector	
<ul style="list-style-type: none"> • Number of women (or women’s organizations) involved in management or co-management in fisheries • Percentage of youth participating in the formal or informal labour markets in fishing, fish processing, and trading, by activity, by sex • Number of fisheries sector projects/programmes engaging the gender machinery as stakeholders • Number of fisheries sector project/programme engaging youth as a stakeholder category • Number of fisheries project/programme budgets with specific line items targeting gender-responsive activities • Number of men’s and women’s associations formed or strengthened • Participation of all stakeholders in project identification and design meetings (attendance and level of participation/contribution by sex, age, and socio-economic background) • Degree of rural women and men’s inputs into project activities, in terms of labour, tools, money, etc. ^[11]_[SEP] • Degree of participation of an adequate number of women in important decision-making (adequacy to be mutually agreed by all stakeholders), to be measured through stakeholder responses and by qualitative analysis of the impact of different decisions • Level of participation as perceived by stakeholders through the different stages of the project cycle (by sex, age, and socio-economic background) • Number and level of women’s participation in livelihood diversification 	<ul style="list-style-type: none"> • Number of women and men who are enrolled with insurance, and/or social welfare mechanisms in case of disaster or stressors (including unemployment, under-employment, destruction of resources from hurricane or theft) • Number and type of micro finance institutions offering support to fishers (harvesters, fish processors and/or traders), by sex • Percentage of people with access to and control over key resources (e.g. fuel, craft supplies, shellfish), by sex • Number of community associations participating in coastal resource development and management • Number of people engaged in different activities along the value chain, by activity, by sex, by 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 • Percentage of youth migrating from fishing communities, 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 • Percentage of women obtaining fisheries-related business credit • Number/percentage of women that own aquaculture ponds

<p>trainings</p> <ul style="list-style-type: none"> • Number of women and men registered in formal economy production of fisheries sector (across value chain, e.g., harvesters, processors, traders) 	<ul style="list-style-type: none"> • 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 • Benefits (e.g. increased employment) going to women and men, by socio-economic background and age
Capacity and knowledge building	
<ul style="list-style-type: none"> • Number of participants in capacity/knowledge building trainings/workshops, by sex, by age • Percentage of participants reporting increased understanding of gender equality, by sex, by age (measured via pre- and post-workshop surveys) • Number of capacity/knowledge building workshops/trainings on gender mainstreaming within the fisheries sector • Number of women’s organizations with improved capacity on gender mainstreaming within the fisheries sector • Number of fisheries organizations with improved capacity on gender mainstreaming within the fisheries sector • Number of national statistics mechanisms with increased capacity on the importance of measuring gender considerations within fisheries sector • Number of Gender-Fisheries focal points participated in capacity building workshop. 	<ul style="list-style-type: none"> • Number of representative from local/community organizations who participated in gender-fisheries capacity building workshops • Percentage of participants reporting increased understanding of national fisheries policies and legislation, including rights and responsibilities, 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 organizations (e.g., development of gender focal points, increased budget allocated to gender-based activities) • Number of secretariat members and Member State representatives with increased capacity on gender-fisheries linkages (i.e., participated in capacity building training)
Policy support	
<ul style="list-style-type: none"> • Number of fisheries policies/action plans adopted or updated to include gender considerations • Number of governments supported to mainstream gender into fisheries sector policies and action plans • Number of gender-responsive fisheries policies/action plans drafted • Number of gender-responsive fisheries policies/action plans adopted • Number of fisheries policies/action plans developed or updated to incorporate traditional knowledge 	<ul style="list-style-type: none"> • Number of policies/action plans developed or updates to address the fisheries-specific drivers and impacts of GBV in the workplace and households • Number of policies/action plans developed or updated to incorporate youth engagement • Number of policies/action plans developed or updated to incorporate issues relating to decent work • Extent of impact integrating gender considerations in policy • Positive outcomes from developing or enhancing gender-responsive policies

Knowledge development and sharing	
<ul style="list-style-type: none"> • Number of knowledge products (e.g., tools, factsheets, reports, training manuals, country profiles, etc.) developed to support gender mainstreaming within the fisheries sector • Number of presentations given to share knowledge learned from the programme/project • Number of fisheries census surveys updated/expanded to collect sex-disaggregated data • Resource exploring the roles, responsibilities and priorities for women, men and though involved in fisheries developed and disseminated • Resource documenting the gender-differentiated impacts of climate change on fisheries workforce and households, specifically to inform community resilience developed and disseminated 	<ul style="list-style-type: none"> • Resource developed and disseminated pertaining to traditional knowledge within fisheries sector • Number of audience members receiving presentations sharing knowledge learned from the programme/project, by sex • Positive outcomes from knowledge sharing events and activities • Gender-responsive and culturally appropriate methodologies for collecting data and information • Gender-responsive and culturally appropriate methodologies for engaging with a diverse range of stakeholders • Number of national-level sex-disaggregated socioeconomic indicators (new or updated to include sex disaggregation) relating to fisheries developed and collected

2.8 RELEVANT RESOURCES

To learn more about monitoring, evaluation, impact assessment, learning, and knowledge sharing, the following resources may be of value:

- Global Affairs Canada. (2016). Results-Based Management for International Assistance Programming at Global Affairs Canada: A How-to Guide. https://www.international.gc.ca/world-monde/assets/pdfs/funding-financement/results_based_management-gestion_axee_resultats-guide-en.pdf
- Global Affairs Canada. (2018). International Assistance Results Reporting Guide for Partners. https://www.international.gc.ca/world-monde/assets/pdfs/funding-financement/assistance_results_guide_partners-guide_resultats_aide_partenaires-en.pdf
- FAO. (2011). Mainstreaming gender into project cycle management in the fisheries sector: Field Manual. <http://www.fao.org/3/ba0004e/ba0004e00.pdf>
- FAO. (2016). Towards gender-equitable small-scale fisheries. Proceedings of the “Expert workshop on gender-equitable small-scale fisheries in the context of the implementation of the SSF Guidelines.” <http://www.fao.org/policy-support/tools-and-publications/resources-details/en/c/879582/>
- FAO. (2017). In support of the implementation of the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication: A handbook. <http://www.fao.org/3/a-i7419e.pdf>
- IISD. (2012). Measuring the Performance and Impact of Community Indicators Systems: Insights on frameworks and examples of key performance indicators. <https://www.iisd.org/publications/measuring-performance-and-impact-community-indicators-systems-insights-frameworks-and>
- UNDP. (n.d.). Selecting Indicators for impact evaluation. <https://communityindicators.net/wp-content/uploads/2018/01/Selecting-Indicators-for-Impact-Evaluation.pdf>
- USAID. (2019). Performance monitoring indicators. <https://www.usaid.gov/project-starter/program-cycle/cdcs/performance-monitoring-indicators>
- USAID. (2017). Monitoring toolkit: Context indicator reference sheet template. https://usaidlearninglab.org/sites/default/files/resource/files/cleared_-_mt_-_cirs_template_r.pdf
- USAID. (2010). Performance monitoring & evaluation: Selecting performance indicators. https://pdf.usaid.gov/pdf_docs/Pnadw106.pdf
- IIED. (2017). Monitoring and evaluation, and impact evaluation methods. <https://www.iied.org/monitoring-evaluation-impact-evaluation-methods>
- CGIAR & CIFOR. (2013). Monitoring, Evaluation, and Impact Assessment Strategy for CRP6 (2012 – 2016) Forests, Trees and Agroforestry: Livelihoods, Landscapes and Governance. https://foreststreesagroforestry.org/wp-content/uploads/2013/08/MEIA_en22.pdf
- CGIAR. (n.d.) Monitoring, evaluation, and impact assessment. http://www.iwmi.cgiar.org/CRP5/PDF/Water_Land_Ecosystems/12-Monitoring_evaluation.pdf
- InterAction. (2012). Linking monitoring and evaluation to impact evaluation. <https://www.interaction.org/wp-content/uploads/2019/03/Linking-Monitoring-and-Evaluation-to-Impact-Evaluation.pdf>

3 ANNEX: M&E TRACKING TOOL FOR ASSESSING IMPACT OF CRFM GENDER MAINSTREAMING INITIATIVE

Table 5 includes a list of relevant indicators that could be tracked to assess impact of the CRFM Gender Mainstreaming Initiative.¹²

Table 5: M&E Tracking tool for assessing impact of CRFM gender mainstreaming initiative

1. Policy coherence, and support strengthening integration of gender and social considerations

- 1.1 - regional fisheries and gender action plan, draft developed (yes/no)
- 1.2 - regional fisheries and gender action plan, adopted (yes/no)
- 1.3 - # of national fisheries & gender action plans, draft developed
- 1.4 - # of national fisheries & gender action plans, adopted
- 1.5 - # of national-level sessions to discuss development of national fisheries & gender action plans

2. Enhanced capacity for mainstreaming gender equality (as well as youth engagement and decent work) within fisheries sector

- 2.1 - # of hours of capacity building content developed and implemented
- 2.2 - # of women and men who attended capacity building events/activities to address gender-fisheries linkages
- 2.3 - % of women and men who attended capacity building events/activities to address gender-fisheries linkages
- 2.3 - % of post-survey respondents who indicated that their capacity has increased
- 2.4 - # of countries represented in attendance during capacity building sessions
- 2.5 - CRFM Secretariat Staff attendance during capacity building sessions (yes/no)
- 2.6 - # of national gender-fisheries focal points engaged in capacity building efforts
- 2.7 - # of national- or local-level capacity building sessions (hosted by fisheries divisions) using materials from this initiative

3. Stakeholder engagement

- 3.1 - # of gender-fisheries focal points appointed
- 3.2 - # of women and men stakeholders engaged throughout initiative
- 3.3 - CRFM Secretariat staff engaged (yes/no)
- 3.4 - fisheries divisions engaged as stakeholders (yes/no)
- 3.5 - gender machineries engaged as stakeholders (yes/no)
- 3.6 - youth organizations engaged as stakeholders (yes/no)
- 3.7 - fisherfolk and fisherfolk organizations engaged as stakeholders (yes/no)

4. Knowledge development & sharing, and public awareness raising

- 4.1 - # of reports, tools, action plans, etc. developed & shared
- 4.2 - knowledge product on traditional knowledge developed & shared
- 4.3 - knowledge product on gender-responsive M&E framework developed & shared
- 4.4 - report on capacity building trainings carried out for CRFM and stakeholders developed & shared
- 4.5 - capacity building toolkit of materials to enhance gender mainstreaming in fisheries developed & shared
- 4.6 - best practices on integrating gender (e.g., Sessions 1a and 2a)
- 4.7 - communication pieces, events, platforms, etc. (e.g., Fish Day festivals including gender, awareness-raising videos, community events)

5. Enhanced data collection & analysis

- 5.1 - # of draft national fisheries-gender action plans developed that include an activity/activities related to socio-economic data collection in fisheries
- 5.2 - Capacity building workshop session developed and delivered to share information on the importance of and how to enhance collection of socioeconomic data (yes/no)
- 5.3 - # of countries reporting on gender mainstreaming
- 5.4 - # of countries reporting on national fisheries and gender action plans

¹² An excel sheet tracking tool has also been developed and is attached separately.

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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