

Basic Guidelines for a Gender-Responsive Fishery Improvement Project

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What is a FIP?

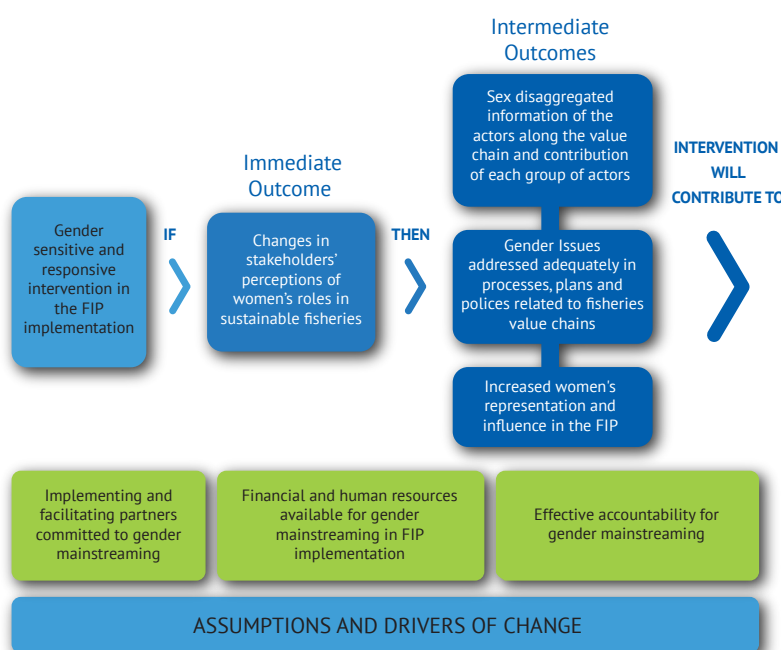
A Fishery Improvement Project (FIP) is a multi-stakeholder effort to promote the sustainability of a given fishery (whether or not the fishery intends to pursue certification), often led by the private sector. A FIP identifies the environmental issues that need to be addressed, sets the priority actions to be undertaken and oversees the action plan adopted. These spaces can be used to promote basic elements of fishery management (e.g., data gathering, stock assessment and by-catch mitigation).

What is a gender responsive FIP?

A gender responsive FIP recognizes and addresses the particular needs, priorities, and realities of

men and women so that no negative impacts are produced but rather they can benefit equally, with gender-sensitive indicators to track progress in closing the gender gap. A gender-sensitive FIP requires an awareness of the ways people think about gender, and considers differences in women's and men's lives, recognizing that different approaches are needed. Gender analysis and FIP gender profiles are support tools to understand the roles of women and men along the fishery value chain and access to resources and benefits as well as participation in decision making in fisheries. In turn, critical points for integrating gender considerations in the FIP can be identified to meaningfully engage women and men in fisheries planning, implementation and management.

Gender Mainstreaming Theory of Change



Long-term consequences

- 5.1 End all forms of discrimination against all women and girls everywhere
 - 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
 - 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life
 - 5.A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
 - 5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels
- The intervention does not aim to measure changes at this level

Guidance to mainstream gender in a FIP

The following information outlines four desired outcomes and accompanying activities and output indicators to incorporate gender considerations in a FIP.

Desired outcome #1: Changes in stakeholders' perceptions of women's roles in sustainable fisheries

Activities can include trainings, sensitisation sessions and/or targeted discussions on the importance of gender equality in participation, roles and decision making for sustainable fisheries to promote a gender sensitive and responsive FIP. Two output indicators are proposed:

- number of fisheries stakeholders, men and women, trained and with increased awareness that both women and men have the capacity to undertake the same types of work, and
- recognition by community members that women should participate in decision making.

Desired outcome #2: Sex disaggregated information of actors along the value chain

Activities can include supporting the collection of sex disaggregated data and developing gender profiles of the fishery to have an improved understanding of the roles and contributions of actors in the fishery. Three output indicators are proposed:

- a fisheries database with sex disaggregated data,
- a gender profile of the fishery (available online), and
- recommended actions/checklists/standards based on comprehensive data of fisheries actors in the value chain disaggregated by sex.



Desired outcome #3: Gender issues adequately addressed in FIP processes, plans and actions

Several activities can be undertaken to facilitate the incorporation of gender-responsive actions and indicators in FIP work plans. A gender focal point should be designated to ensure gender considerations are acknowledged in processes, plans and actions to be implemented. A gender analysis should be conducted for the fisheries as part of the FIP socio-economic assessment, to identify the roles of women and men in each stage of the fishery value chain, access to resources and benefits, and participation in decision making in fisheries. Critical points for integrating gender considerations should be identified and incorporated into the FIP. The proposed actions under the FIP should be reviewed to ensure they have no negative impacts on women at the levels of inputs, fishing and marketing but, rather, increase benefits and decrease the workload of women along the value chain. Three output indicators are proposed:

- a gender focal point appointed for each FIP,
- gender analysis document in support of the FIP, and
- gender considerations incorporated into FIP actions.

Desired outcome #4: Increased women's representation and influence in the FIP

One activity to facilitate this outcome is adequate engagement with public institutions or non-governmental organizations working on gender-related issues so they can provide inputs towards the implementation of the FIP. Another is to define and implement mechanisms in the FIP to encourage women to actively participate in and influence the development and implementation of FIPs; these mechanisms include tailoring event locations and times to their needs and inviting informal and formal groups led by women to participate. The capacities of key women actors should also be strengthened to encourage participation in public domain activities; these capacities include communication and negotiation skills and information about public policy. Three output indicators are proposed:

- a memorandum of agreement or participation by organisations working on gender-related issues,
- number of women and men participating in and contributing to actions/activities of each FIP, and
- number of women trained in improving self-confidence and information related to fisheries with bargaining power in discussions and appointed/elected to decision-making positions.

About the GMC Project

The **Global Sustainable Supply Chains for Marine Commodities Project (GMC)** is an interregional initiative implemented by the Ministries and Bureaus of Fisheries and Planning of Costa Rica, Ecuador, Indonesia and the Philippines, with

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