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**GENDER ANALYSIS, STRATEGY AND ACTION PLAN
ON GENDER MAINSTREAMING IN FISHERIES OF
MEMBER STATES OF THE CARIBBEAN REGIONAL
FISHERIES MECHANISM**

**CRFM Secretariat
2020**

CRFM Technical & Advisory Document - Number 2020/ 06

Gender Analysis, Strategy and Action Plan on Gender Mainstreaming in Fisheries of Member States of the Caribbean Regional Fisheries Mechanism

Prepared by

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CRFM Secretariat
Belize, 2020

CRFM TECHNICAL & ADVISORY DOCUMENT – Number 2020 / 06
Gender Analysis, Strategy and Action Plan on Gender Mainstreaming in Fisheries
of Member States of the Caribbean Regional Fisheries Mechanism

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ACRONYMS AND ABBREVIATIONS

BPfA	Beijing Platform for Action
CANARI	Caribbean Natural Resources Institute
CARICOM	Caribbean Community
CBD	UN Convention on Biological Diversity
CCCFP	Caribbean Community Common Fisheries Policy
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CEDAW Committee	Committee on the Elimination of Discrimination Against Women
CLME	Caribbean Large Marine Ecosystem
CLME+	Caribbean and North Brazil Shelf Large Marine Ecosystems
CLME+ SAP	Strategic Action Programme for the Sustainable Management of the Shared Living Marine Resources of the Caribbean and North Brazil Shelf Large Marine Ecosystems
COFCOR	Council for Foreign and Community Relations
COP	Conference of the Parties
COTED	Council for Trade and Economic Development (of the Caribbean Community)
COVID-19	2019 novel coronavirus disease
CPA BIMR	Commonwealth Parliamentary Association British Islands and Mediterranean Region
CRFM	Caribbean Regional Fisheries Mechanism
CYEN	Caribbean Youth Environment Network
EAF	Ecosystem approach to fisheries
ECFF-FMP	Eastern Caribbean Flyingfish Fishery Management Plan
ECROP	Eastern Caribbean Regional Ocean Policy
FAO	United Nations Food and Agriculture Organization
GAP	Gender Action Plan
GBV	Gender-based violence
GCF	Green Climate Fund
GEF	Global Environment Facility
Gender ASAP	Gender Analysis, Strategy, and Action Plan
GFFP	Gender in Fisheries Focal Point
ILO	International Labour Organization
IUU	Illegal, unreported, and unregulated fishing
IW	International Waters
LME	Large Marine Ecosystem
M&E	Monitoring and evaluation
NBSAP	National Biodiversity Strategy and Action Plan
NBSLME	North-Brazil Shelf Large Marine Ecosystem
NGO	Non-governmental organization
OECD	Organisation for Economic Co-operation and Development
OECS	Organisation of Eastern Caribbean States
OP-CEDAW	Optional Protocol for CEDAW
SAP	Strategic Action Programme
SDGs	Sustainable Development Goals
SIGI	Social Institutions and Gender Index
SSF Guidelines	Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication
UN	United Nations
UN ECLAC	UN Economic Commission for Latin America and the Caribbean

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
VNR	Voluntary National Review
WECAFC	Western Central Atlantic Fishery Commission
WEF	World Economic Forum
WPAY	World Programme of Action for Youth

FOREWORD

This Gender Analysis and Action Plan on Gender Mainstreaming in Fisheries for the CRFM (Gender ASAP) considers action plans, policies, rules, regulations that incorporate gender perspectives as they relate to the Caribbean fisheries sector. Predicated on assessments of existing policy, legal and institutional arrangements and practices to identify the decent work and gender issues and gaps, the document seeks to define and initiate programmes that would create awareness and guide the process of gender mainstreaming, as well as establish a strategy/plan for implementation to address the issues and gaps. Thus, this five-year Gender ASAP provides directions for strategic priorities and activities on gender mainstreaming throughout the region, scheduled in line with the CRFM programme year. It is expected that it will be reviewed at the mid-term of implementation to determine its effectiveness, and adjusted if necessary, recognising that gender mainstreaming and progressing on gender equality, youth empowerment and decent work in fisheries is a new area of interventions in the CRFM/CARICOM States and will be an ongoing process.

I am confident that this Gender Analysis and Action Plan on Gender Mainstreaming in Fisheries for the CRFM countries will accelerate the achievement of our vision of gender equality and sustainable development in the Caribbean.

Milton Haughton
Executive Director, CRFM

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TERMINOLOGY

The following terms are useful for understanding the approaches and discussions throughout this report and providing the basis of understanding for the thematic goals of the gender mainstreaming initiative—gender equality, youth empowerment, and decent work. As many of these terms are interlinked, the first several terms are not listed in alphabetical order to provide a precursor for rest of the terminology listed and as mentioned throughout the report.

Sex: Refers to biological sex (the anatomy of an individual's reproductive system, and secondary sex characteristics), distinguished as male, female, or intersex, and assigned at birth.

- *Intersex* people are born with physical or biological sex characteristics, such as sexual anatomy, reproductive organs, hormonal patterns and/or chromosomal patterns, which do not fit the typical definitions of male or female. These characteristics may be apparent at birth or emerge later in life, often at puberty (United Nations Free and Equal Initiative, n.d.).

Gender: Refers to sociocultural expectations of the roles and behaviours of women and men—as well as individuals with a non-binary gender identity—and the relations between them, including economic, political and socio-cultural attributes, constraints and opportunities. Gender is expressed through various behaviours, mannerisms, and appearances a person uses to express their gender within a cultural context. Gender is different than biological sex, and gender roles, behaviours and identity, as well as the relations between people based on their gender, are dynamic and can change over time and vary widely within and across a culture (Dazé and Church, 2019; Hartl, 2017).

- *Non-binary* refers to people whose gender identity falls outside the gender binary of man or woman (Montez, 2019).
- *Transgender* refers to someone whose gender identity or expression does not conform to what is expected based on the sex they were assigned at birth. Transwomen are women but were classified as males when they were born; transmen are men but were classified female when they were born; and other transgender people do not identify with gender binary terms at all. Some transgender people seek surgery or take hormones to bring their body into alignment with their gender identity; others do not (Montez, 2019; United Nations Free and Equal Initiative, n.d.).
- *Third gender:* Currently and throughout all of human history, cultures and societies around the globe have recognized diverse gender identities and expressions outside the binary of woman and man, sometimes collectively referred to as “third gender,” although each culture has a specific designation, such as *māhū* in Hawaiian and Tahitian cultures, *guevedoche* in the Dominican Republic and *quariwarmi* shamans in pre-colonial Andean culture (PBS-Independent Lens, 2015).

Gender equality: Refers to the notion that rights, responsibilities and opportunities of individuals are not dependent on one's gender. It implies that the interests, needs and priorities of every individual, regardless of their gender, are taken into consideration and that the diversity of differences among people of all genders are recognized and celebrated and do not depend on whether they are men, women or do not fit within a binary definition of gender. Gender equality is both a human rights issue and a precondition for, and indicator of, sustainable people-centred development (Dazé and Church, 2019).

Gender equity: Refers to the process of treating women and men fairly, according to their respective needs. This can include equal treatment, but also distinct forms of treatment or measures that compensate for historical and structural disadvantages that prevent women and men from accessing or enjoying the same opportunities. This also applies to people of non-binary gender identities. Equity leads to equality (Dazé and Church, 2019; Siles et al., 2019)

Decent work: Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social

protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men (International Labour Organization [ILO], n.d.).

Empowerment: The process of a person gaining power and control over their own lives. This process occurs both at the individual and societal level, involving individuals, cultures, societies, and institutions that create the conditions for empowerment to occur. This can involve raising awareness of rights, building self-confidence and life skills, increasing access to and control over resources, and other actions to transform structures and institutions to be more equitable (Siles et al., 2019; UN Women, 2018). Empowerment includes women's empowerment and youth empowerment and can be applied to empowerment of any and all marginalised groups (see definition below).

Gender-based violence (GBV): Includes the use or threat of physical, psychological, sexual, economic, legal, political, and social forms of control and abuse and is rooted in structural gender inequalities, gender norms and unequal power dynamics (Castañeda et al., 2020).

Gender machinery: Gender machinery refers to formal government structures assigned to promote gender equality and/or improve the status and rights of women. They are institutional mechanisms with national coordinating functions ranging from a Ministry of Gender/Social or Women's Affairs, to a taskforce on gender within or across ministries, to focal points or individuals within government tasked with gender mainstreaming to advance gender equality (McBride and Mazur, 2012).

Gender mainstreaming: The process of ensuring that women's and men's concerns and experiences are addressed in the design, implementation, monitoring and evaluation of policies and programs at all levels and spheres—political, economic and societal—so that women and men can benefit equally and inequality is not continued or promoted. It also involves the process of incorporating gender into policies, programs, culture and administrative functions of an institution or organization (Nelson and Hill, 2019).

Gender-responsive: Recognition and acknowledgement of gender norms and inequalities and the creation of actions, policies and initiatives to address the different needs, constraints and opportunities of women and men (Nelson and Hill, 2019).

Gender-sensitive: Awareness and recognition of gender norms and inequalities, as well as the different needs, constraints and opportunities of women and men, and acknowledging/acting on that awareness.

Human rights: Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination (United Nations, n.d.).

Intersectionality: Takes into account the interconnected nature of social identities such as age, ethnicity, gender, sexuality, indigeneity and class as interdependent systems of experience, discrimination and/or disadvantage, interacting with marginalising and empowering structures, norms and narratives (Colfer, Basnett and Ihalainen, 2018).

Marginalised groups: People who are typically denied access to legal protection or social and economic participation and programs (i.e., police protection, political participation, access to healthcare, education, employment), whether in practice or in principle, for historical, cultural, political, and/or other contextual reasons. Such groups may include, but are not limited to, women and girls, persons with disabilities, gender and sexual minorities, displaced persons, migrants, indigenous individuals and communities, youth and the

elderly, religious minorities, ethnic minorities, people in lower castes, and people of diverse economic class and political opinions. These groups often suffer from exclusion and discrimination in the application of laws and policy and/or access to resources, services, and social protection, and may be subject to persecution, harassment, and/or violence. They may also be described as “underrepresented,” “at-risk,” or “vulnerable” (United States Agency for International Development [USAID], 2018).

EXECUTIVE SUMMARY

In the last several decades, the principle of gender equality has increasingly been identified as a key, cross-cutting priority and prerequisite for meeting global goals on sustainable development, including in relation to interlinked social and economic goals of youth empowerment and decent work (UN Women, 2014; International Labour Organization [ILO], 2012; United Nations Development Programme [UNDP], 2017). Fisheries and aquaculture are integral parts of the Caribbean's sustainable development agenda as they are major providers of food security, income, culture and livelihoods for millions of people in the region (United Nations Food and Agriculture Organization [FAO], 2014). As Caribbean States design and implement sustainable development approaches in fisheries and aquaculture, equitable consideration and participation of women, men and youth in approaches will help to maximize social and economic benefits while minimizing environmental degradation and strengthening in income and food security (FAO, 2018). The Caribbean Regional Fisheries Mechanism (CRFM) is committed to promoting and driving sustainable development solutions in fisheries that benefit from and contribute to gender equality, youth empowerment and decent work in the Caribbean. This Gender Analysis, Strategy and Action Plan (Gender ASAP) for CRFM supports these efforts by providing a regional analysis and outline of strategic focus areas and activities for CRFM to promote mainstreaming gender equality, as well as youth empowerment and decent work, considerations into fisheries of the Caribbean.

Through this Gender ASAP, CRFM aims to support gender mainstreaming in fisheries through gender-responsive approaches to address, overcome and remove inequalities, contributing to the realization of human rights for all people in all their diversity—including in regard to gender, sex, sexual orientation, ethnicity, race, class and age—and ensuring their full, equal and effective participation in fostering transformative solutions in Caribbean fisheries. Gender mainstreaming and gender-responsive approaches are facilitated by enabling conditions supporting gender equality, such as institutional arrangements, information sharing, and capacity development for all actors to be able to understand and integrate gender considerations in their work. Effectively mainstreaming gender through gender-responsive approaches will support CRFM Member States in meeting interlinked goals and opportunities related to gender equality, youth empowerment and decent work in fisheries of the Caribbean.

The Gender ASAP for CRFM was informed by desk research, a survey of gender issues and priorities in CRFM Member States, and extensive stakeholder consultations with regional, national and local level stakeholders from CRFM Member States (see Appendix 2 for more information on survey and stakeholder consultations).¹ The Gender ASAP for CRFM was developed under the Gender Mainstreaming in Fisheries of the Caribbean initiative within the Caribbean and North Brazil Shelf Large Marine Ecosystem (CLME+) Sub-project on EAF for Flyingfish (see Appendix 3 for more information). Because of this, the research underpinning the Gender ASAP drew on information from six flyingfish CRFM Member States—Barbados, Dominica, Grenada, St. Lucia, St. Vincent and the Grenadines, and Trinidad and Tobago—with outreach, information and feedback from all 17 CRFM Member States where possible and relevant. Consequently, the Gender ASAP for CRFM aims to be relevant and scalable across the entirety of the fisheries sector in the Caribbean for all CRFM Member States.

Regional findings and analysis of gender and fisheries

International and regional frameworks on gender, youth empowerment, decent work and fisheries

Enhancing gender-responsive and inclusive approaches in sustainable fisheries necessitates identifying and understanding the existing international and regional frameworks relevant to gender equality and

¹ The research process for the Gender ASAP for CRFM took place in 2020, and while it was originally intended that the consulting team and the CRFM Secretariat would travel to countries for informational interviews, the global outbreak of COVID-19 made all unnecessary international travel impossible. Therefore, the methodological approach changed to virtual consultations over a month-long period in April 2020.

sustainable resource management—including critical intersecting aspects of youth engagement and sustainable economic livelihoods—and how a country’s policies and actions align with these frameworks. For CRFM Member States, international and regional frameworks related to fisheries and gender, youth and decent work issues include:

- 2030 Agenda for Sustainable Development and the Sustainable Development Goals
- The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)
- Beijing Platform for Action
- United Nations Convention on Biological Diversity
- International Labour Organization Labour Standards
- The World Programme of Action for Youth (WPAY) and the Lisbon Declaration on Youth Policies and Programmes
- Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication
- The Caribbean Community Common Fisheries Policy
- OECS’ Eastern Caribbean Regional Ocean Policy (ECROP)
- The Eastern Caribbean Flyingfish Fishery Management Plan 2020-2025
- Castries (2010) Declaration on Illegal, Unreported, and Unregulated Fishing of the CRFM

The compliance (or integration) and accountability to comply with social elements from these international and regional frameworks at the national level varies between CRFM Member States. Most CRFM Member States, as part of the larger CARICOM (and OECS) regionally have strong political commitment to advancing gender equality and progress with evidence of reporting periodically on implementation at national level, but report challenges in implementing commitments, such as limited capacity on gender and human and financial resources. In regard to integration of gender, youth and decent work considerations in fisheries frameworks and policies, the process is fairly nascent with differing integration and outcomes available in the national level policies. By identifying key international and regional frameworks with entry points on these issues—with insight on the context and capacity of each country—countries can leverage support, resources, and capacity for strengthened integration of gender, youth and decent work issues in fisheries policies, programmes and projects that also contribute to national, regional and global goals.

Regional trends and considerations in fisheries related to gender, youth and decent work

Desk research and stakeholder consultations revealed several trends and considerations for CRFM Member States in effectively mainstreaming gender in fisheries. These points form the base of the Gender ASAP to ensure that approaches and activities purposed target areas where gaps or barriers may be hindering progress on gender, youth and decent work in fisheries. The following points are presented as general regional trends and considerations, which may be experienced to different degrees in individual country contexts that need to be reflected in national action plans.

Sex-disaggregated socioeconomic data

- Country-level data gaps, including related to gender and age, are a challenge across the Caribbean, and there are general inadequacies related to collection and availability of timely, robust, and high-quality data to inform policies and decision making on economic and social development (United Nations Population Fund [UNFPA] Caribbean Sub-Regional Office, 2017). Without reliable and high-quality baseline data, it is difficult to track progress and inform effective and equitable decision making.
- Limited understanding of socioeconomic concerns is one of the biggest social threats to fisheries; and furthermore, limited data and knowledge on gender and fisheries issues is a major challenge to mainstreaming gender in fisheries. This includes not fully understanding the extent to which women and men are involved in fisheries and not having robust data on the different social and

economic issues faced by women and men in fisheries, such as impacts on livelihoods from changes in the sector, income disparity, and access to opportunities and resources (Harper et al., 2020).

Integration of gender and fisheries issues across policies and plans

- Despite the emphasis placed on mainstreaming gender across sectors and adopting gender equality perspectives in sustainable development, there is still a gap at the national level on concrete measures to ensure synergistic approaches on gender and sustainable development (UNDESA, 2019).
- One major challenge identified by stakeholders is that there is limited collaboration and communication between fisheries management bodies and gender machineries; limited human resources, capacity and financing make it challenging to collaborate across ministries. This results in little or no integration of gender issues in fisheries policies and plans, and vice versa. Related to these elements is limited and conflicting evidence of enabling factors to mobilize increased action on gender mainstreaming in the countries.
- Another specific element missing in the region is gender-responsive budget planning and practices, with no available information found on budget allocation for women's empowerment and gender equality initiatives in the fisheries sector.

Perceptions of masculinity and gender equality

- Many stakeholders brought up perceptions of masculinity and gender equality in the Caribbean as a cultural factor that impacts acceptance of gender-responsive approaches, not only in fisheries but generally in the region's social dynamics as well.
- Rigid social expectations of masculinity hurt men, women, and children in all areas of society, limiting progress toward safe, well-educated, and equitable societies. a common challenge to implementing gender-responsive initiatives was the prevailing belief that gender equality was reached by ensuring an equal number of women and men present were included in activities or decision making.
- There is a need to look beyond the numbers and focus on how women and men access opportunities and resources, their safety in situations, and the contribution and value attributed to their work and roles in fisheries and in societies in general.

Gender differentiated roles and responsibilities in fisheries

- Women's involvement in undervalued and undocumented unpaid and informal work in the fisheries sector often disqualifies them from receiving the same socio-economic benefits and services that many registered male fishers and fish workers receive, such as social security. Additionally, in many instances, men have greater access than women to markets, technology and financial resources within the fishing sector, as well as greater control of fisheries resources and the income gained from them. Due to socioeconomic inequalities, women have a harder time adapting and recovering both socially and economically when fisheries are impacted by environmental degradation, overexploitation and climate change (Gender in Fisheries Team [GIFT], 2018).
- 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. While most women are involved in fisheries work as vendors and processors, some stakeholders from community groups were women fishers and others shared stories of women fishers they know. Limited understanding and corresponding data to show how unpaid household and community work occurs in and supports the fisheries sector, meaning that resource and aid distribution may be skewed or misappropriated.
- Many cooperatives throughout the region have played a key role in advancing the recognition of socioeconomic concerns and improving conditions of small-scale fishers. However, many of these same cooperatives have not addressed the particular needs of women and the roles they play along

fisheries value chains, moving beyond the representation of women and considering gender balance to a more comprehensive engagement and role has been limited in fishing cooperatives.

- Official networks and channels of communication exist among fisher cooperatives but also more informally, particularly among women processors. These demonstrate the ability to mobilise and build inclusive networks to promote greater gender equity and representation in fisheries organizations, and therefore gender considerations, as well as youth engagement.

Gender-based harassment, discrimination, and violence

- Unreliable access to income and employment can make marginalised fish workers—often women—vulnerable to different forms of gender-based harassment or violence. The fishing sector can also promote harmful forms of masculinity, a consequence of the often-strict gendered division of labour and long hours at sea, that can exacerbate GBV.
- GBV and intimate partner violence are issues in the Caribbean generally, and while several had anecdotal stories or suspicions of violence related to fisheries, there is not enough documentation (nor could the nature of the consultations provide detailed information) to raise awareness and have mechanisms to address violence in fisheries initiatives.

Youth engagement in the fisheries sector

- There was general consensus among stakeholders that there is a strong social stigma attached to the fisheries sector among youth, who associate the work with low educational attainment and do not see it as a prestigious area for employment but as a last resort. Generational motivations have changed in terms of careers and educational attainment, and in the view of youth, fisheries do not offer high enough pay or technical advances to appeal to youth.
- Challenges to improving the view of the fisheries sector for youth in education, including the division of integrating fisheries education in schools. In some rural communities, young men are more engaged in fisheries if they are part of fishing families where knowledge, traditions and gear are passed down, usually between male relatives, but generally are not particularly interested in participating or learning traditional knowledge and practices.
- Evidence of youth engagement, however, is increasing in fisheries sub-sectors that are seen as lucrative forms of income and also utilize more advanced and modern technology that appeal to youth and offer higher social prestige.

Five-Year Gender Action Plan for CRFM

The Five-Year Gender Action Plan for CRFM outlines regional and national activities that will contribute to meeting regional strategic outcomes for each of the four focus areas identified in based on the findings and analysis of gender and fisheries, with consideration of youth and decent work, in the Caribbean. Four focus areas for mainstreaming gender in fisheries of the Caribbean for the five-year period have been identified and built into a Gender Action Plan² with associated strategic outcomes. The priority focus areas for the Five-Year Gender Action Plan for CRFM are to:

- Enhance collection and analysis of comprehensive sex-disaggregated socioeconomic data in fisheries
- 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
- Enhance cross-sectoral collaboration and knowledge generation on gender equality and youth engagement in fisheries
- Strengthen engagement with fisherfolk organisations and local level stakeholders on implementing gender-responsive approaches in fisheries

² Focus areas are not in order of priority in relation to the other focus areas.

The overarching aims of the focus areas are to enhance the capacity of CRFM to promote gender mainstreaming in fisheries, establish data and knowledge sharing systems and networks for sustained gender mainstreaming efforts, and increase attention and recognition to the roles of women and men and fisheries toward more equitable policy and programming results. CRFM has an opportunity to use its regional influencing role to make significant contributions to comprehensive gender mainstreaming in fisheries, and what activities will support structural changes for long-term impact in gender-responsive fisheries activities with youth empowerment and decent work considerations in the Caribbean.

1 INTRODUCTION

In the last several decades, the principle of gender equality has increasingly been identified as a key, cross-cutting priority and prerequisite for meeting global goals on sustainable development, including in relation to interlinked social and economic goals of youth empowerment and decent work (UN Women, 2014; International Labour Organization [ILO], 2012; United Nations Development Programme [UNDP], 2017). Fisheries and aquaculture are integral parts of the Caribbean’s sustainable development agenda as they are major providers of food security, income, culture and livelihoods for millions of people in the region (United Nations Food and Agriculture Organization [FAO], 2014). As Caribbean States design and implement sustainable development approaches in fisheries and aquaculture, equitable consideration and participation of women, men and youth in approaches will help to maximize social and economic benefits while minimizing environmental degradation and strengthening in income and food security (FAO, 2018). The Caribbean Regional Fisheries Mechanism (CRFM) is committed to promoting and supporting development objectives of its Member States³ to facilitate responsible and sustainable use of the Caribbean region’s fisheries and aquatic resources for social and economic benefits of all. In this key regional role, CRFM is in an opportune position to support Member States in driving sustainable development solutions in fisheries that benefit from and contribute to gender equality, youth empowerment and decent work in the Caribbean. This is indicated via political commitment and support in the Statement on Gender Equality approved by the CRFM Ministerial Council in 2019.⁴ This Gender Analysis, Strategy and Action Plan (Gender ASAP) for CRFM supports these efforts by providing a regional analysis and outline of strategic focus areas and activities for CRFM to promote mainstreaming gender equality, as well as youth empowerment and decent work, considerations into fisheries of the Caribbean.

1.1 Gender mainstreaming and prioritizing gender-responsive approaches

Gender mainstreaming in activities means that women, men and all people have opportunities and are empowered to participate in decision-making and that their knowledge, priorities, needs and contributions are fully recognised and utilised throughout processes. Numerous studies and experiences from across environmental sectors and in all regions of the world reaffirm that addressing gender issues and mainstreaming gender in conservation, adaptation and resilience-building efforts results in improved governance, ecological and sustainability outcomes, including in fisheries activities (Crawford, 2012; Leisher *et al.*, 2016; Siles *et al.*, 2019). In addition to ecological benefits, gender mainstreaming is a strategy toward achieving gender equality by making policies, programmes and activities gender-responsive, which means ensuring “that they address existing gender inequalities within a sector/thematic area and seek to proactively overcome and remove [those inequalities]” (UN Women, 2018).

Through this Gender ASAP, CRFM prioritises gender mainstreaming in fisheries through gender-responsive approaches to address, overcome and remove inequalities, contributing to the realization of human rights for all people in all their diversity—including in regard to gender, sex, sexual orientation, ethnicity, race, class and age—and ensuring their full, equal and effective participation in fostering transformative solutions in Caribbean fisheries. Gender-responsive approaches encompass the unique views, needs and priorities of young women and men and seek to ensure equitable and sustainable economic opportunities and decent working conditions for people of all ages. Therefore, effectively mainstreaming gender through gender-responsive approaches will support CRFM Member States in meeting interlinked goals and opportunities related to gender equality, youth empowerment and decent work in fisheries of the Caribbean.

³ CRFM Member States 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.

⁴ “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.” Submission by the Ministerial Council of the CRFM to the 75th Special Meeting of the COTED-Agriculture. October, 2018.

Gender mainstreaming and gender-responsive approaches are facilitated by enabling conditions supporting gender equality, such as institutional arrangements, information sharing, and capacity development for all actors to be able to understand and integrate gender considerations in their work. By means of sound policies, legal frameworks, and financing and investment structures, conditions are created that support gender mainstreaming comprehensively across systems, institutions, levels, and sectors, including in fisheries and sustainable development. Therefore, the overall goal of mainstreaming gender in fisheries of the Caribbean cannot be achieved without recognition and involvement of organisations, institutions, agencies and ministries focused on gender, youth and decent work. While this Gender ASAP is for CRFM entirely, it is encouraged that Member States specifically have an opportunity to engage with and capitalise on enabling conditions for gender mainstreaming in fisheries, such as actively supporting engaging the national gender machinery, incorporating ministerial gender focal points, involving youth groups, sharing information and data across sectors, and harmonising policy and financial proposal development efforts. Doing so will help strengthen approaches, networks of support, knowledge generation and capacity for all actors toward ensuring gender equality outcomes in fisheries.

1.2 Objectives

The Gender ASAP for CRFM aims to support the CRFM Ministerial Council, Secretariat, Fisheries Forum and Member States in giving men, women and youth equal opportunities to access, participate in, contribute to, and henceforth benefit from various fisheries sector programming, while contributing to environmental, social and economic sustainability. The main objectives of the Gender ASAP for CRFM are to:

- Provide a regional focus for CRFM's work toward gender mainstreaming and making progress on gender equality, youth empowerment and decent work in fisheries of the Caribbean;
- Establish an evidence base on the regional gender and fisheries context, including related to youth empowerment and decent work issues, and determine focus areas for the region based on this context to mainstream gender in fisheries of the Caribbean;
- Outline strategies, activities and responsibilities for developing and implementing gender-responsive approaches in fisheries activities, policies, projects and programmes for the CRFM; and
- Improve the commitments to and visibility of CRFM's work toward gender mainstreaming in fisheries of the Caribbean and encourage further knowledge generation and investment in the region.

1.3 Process

The Gender ASAP for CRFM was informed by desk research, a survey of gender issues and priorities in CRFM Member States, and extensive stakeholder consultations with regional, national and local level stakeholders from CRFM Member States (see Appendix 2 for more information on survey and stakeholder consultations).⁵ The initial drafts were prepared by a consulting team and the CRFM Secretariat and benefited from input and feedback provided by CRFM Fisheries Forum and gender focal points.

The Gender ASAP for CRFM was developed under the Gender Mainstreaming in Fisheries of the Caribbean initiative within the Caribbean and North Brazil Shelf Large Marine Ecosystem (CLME+) Sub-project on EAF for Flyingfish (see Appendix 3 for more information). Because of this, the research underpinning the Gender ASAP drew on information from six flyingfish CRFM Member States—Barbados, Dominica, Grenada, St. Lucia, St. Vincent and the Grenadines, and Trinidad and Tobago—with outreach, information and feedback from all 17 CRFM Member States where possible and relevant. Consequently, the Gender ASAP for CRFM aims to be relevant and scalable across the entirety of the fisheries sector in the Caribbean for all CRFM Member States. It is also recognised that the gender, economic and social contexts are highly diverse across CRFM Member States, and therefore, this Gender ASAP does not attempt to prescribe one-fits-all solutions and strategies to all countries. Rather, it maps out regional focus areas as it relates to

⁵ The research process for the Gender ASAP for CRFM took place in 2020, and while it was originally intended that the consulting team and the CRFM Secretariat would travel to countries for informational interviews, the global outbreak of COVID-19 made all unnecessary international travel impossible. Therefore, the methodological approach changed to virtual consultations over a month-long period in April 2020.

mainstreaming gender in the Caribbean to which CRFM Member States can contribute based on national needs and opportunities. National entities should assess situations and develop specific activities based on the methodological frameworks, strategies and recommended activities within the Gender ASAP over the five-year period.

1.4 Audience and timeframe

This Gender ASAP is intended primarily for the CRFM Secretariat and the CRFM Fisheries Forum, with endorsement from the CRFM Ministerial Council and implementation by the Secretariat and Member States. For local, national, regional and international partners of CRFM, this Gender ASAP provides a clear understanding of the strategic priorities and activities on gender mainstreaming throughout the region.

This Gender ASAP is for five-years (in line with the CRFM programme year rather than calendar year) and will be reviewed at the mid-term of implementation and adjusted if necessary. Gender mainstreaming and progressing on gender equality, youth empowerment and decent work in fisheries of the Caribbean is an ongoing process, and countries may find innovative and different ways or technical areas to contribute to these issues that should be reflected and shared in the mid-term review of this Gender ASAP – ensuring knowledge and learning is reflected upon and any unforeseen negative impacts or new opportunities are promptly integrated.

1.5 Outline

The Gender ASAP for CRFM first analyses the regional gender context in relation to fisheries, including as related to youth empowerment and decent work, with discussions on relevant international and regional frameworks (e.g., from 2030 Agenda for Sustainable Development to Caribbean Community Common Fisheries Policy), followed by emerging regional trends and considerations in fisheries related to mainstreaming gender, youth, and decent work, including:

- Lack of sex-disaggregated socioeconomic data;
- Gender and fisheries issues are siloed and not integrated across policies and plans;
- Perceptions of masculinity and gender equality;
- Understanding and addressing gender differentiated roles and responsibilities in fisheries;
- Communication and technology;
- Gender-based harassment, discrimination, and violence;
- Limited youth engagement in the fisheries sector;
- Education on fisheries;
- Traditional knowledge and learning; and
- Income and technology.

Then, based on the analysis of the regional context, it identifies regional focus areas for mainstreaming gender in fisheries of the Caribbean, including:

- Enhance collection and analysis of comprehensive sex-disaggregated socioeconomic data in fisheries; 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;
- Enhance cross-sectoral collaboration and knowledge generation on gender equality and youth engagement in fisheries; and
- Strengthen engagement with fisherfolk organisations and local level stakeholders on implementing gender-responsive approaches in fisheries.

The last section is the five-year gender action plan for CRFM, collating the evidence from the analysis and focus areas to identify strategic regional outcomes, priority activities for CRFM Secretariat and regional stakeholders, activities for Member States and other national stakeholders, and suggested timeframe for activities for the five-year period for each focus area identified.

2 REGIONAL FINDINGS AND ANALYSIS OF GENDER AND FISHERIES

Recognizing and understanding the differentiated issues and impacts perceived or felt at local levels contributes evidence for mobilizing action at national, regional and international levels, increasing efforts and attention to implementation of international and regional commitments on gender equality, youth empowerment and decent work. This necessitates a comprehensive cross-sectoral and cross-level analysis on intersectional gender, youth and decent work issues as relevant to fisheries in the Caribbean.

This section includes a review of key international frameworks that identify linkages among gender, youth, decent work and fisheries issues to support synergized and efficient efforts among CRFM Member States for gender mainstreaming in fisheries while meeting commitments to these international frameworks. Then, gender, youth and decent work linkages in key regional governance mechanisms and frameworks related to fisheries are discussed to support implementation efforts, raise awareness on linkages and strengthen commitments across the region. Based on information from the desk review, survey and stakeholder consultations, the section concludes by identifying several regional trends and considerations related to gender, youth and decent work in fisheries of the Caribbean, to provide understanding on the context and circumstances of gender and fisheries toward informing the development of the gender strategy and action plan. Appendix 4 provides country profiles for Barbados, Dominica, Grenada, St. Lucia, St. Vincent and the Grenadines, and Trinidad and Tobago that draw on statistical review, desk research and stakeholder consultations to provide a summary of profiled elements from this section on framework agreement as well as national-level enabling conditions supporting gender equality, and mainstreaming gender in fisheries. These country profiles are for informational purposes and can be used as a template for additional profiles in other countries.

2.1 International frameworks

Several United Nations (UN) agencies, entities and programmes have set international standards and developed guidance on furthering global gender equality, youth empowerment, decent work and sustainable fisheries. In the last decade, there have been increased efforts among UN bodies to identify key linkages and implement cross-sectoral action on these issues, defining mandates commitments and establishing frameworks to strengthen synergized efforts by UN parties and reduce gaps in guidance and implementation for translation to national and regional level. The following sub-sections identify some of the key international frameworks developed by UN bodies, focusing specifically on frameworks that have identified linkages between gender equality, youth empowerment, decent work and/or sustainable fisheries. Understanding how CRFM Member States are implementing these frameworks helps identify where there are entry points for synergized efforts in key international frameworks that will support enhanced policymaking and programming in fisheries.⁶

2.1.1 2030 Agenda for Sustainable Development and the Sustainable Development Goals

The 2030 Agenda for Sustainable Development is a universal framework that provides opportunities for coordination and synergies in the implementation of commitments under numerous multilateral instruments across sectors and issues (UN General Assembly, 2015). Driving realization of the 2030 Agenda are 17 Sustainable Development Goals (SDGs) that set targets for UN Parties to translate commitments into action for global improvements on health, education, human rights, economic growth and climate resilience. These include specific goals on quality education (SDG 4), gender equality and women's empowerment (SDG 5), decent work and economic growth (SDG 8), and life below water (SDG 14), which includes efforts to achieve sustainable development of fisheries.

⁶ More information on these frameworks is available in the CRFM Technical Advisory Document *Mainstreaming Gender in Fisheries of the Caribbean Initiative: An assessment of country compliance with international and regional frameworks related to gender, fisheries, youth and decent work* CRFM Technical and Advisory Document no 2020/#

Of the CRFM Member States, Barbados, St. Lucia, St. Vincent and the Grenadines, Trinidad and Tobago, the Bahamas, Belize, Guyana, and Jamaica have Voluntary National Reviews (VNRs) available or intended to submit one in 2020, which are country-led reports that highlight national progress on implementing the 2030 Agenda.

The Caribbean Community (CARICOM) Secretariat supports regional efforts toward achieving and monitoring the 2030 Agenda and identified 125 CARICOM core SDG indicators for Member States to show progress on data collection in the region. A 2018 review on the status of availability of those indicators among CARICOM Member States shows varying availability of data for CRFM Member States related to the core indicators identified for SDGs 4, 5, 8 and 14 (CARICOM, 2018) (See Table 1 in Appendix 1).

2.1.2 The Convention on the Elimination of all Forms of Discrimination Against Women

The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) is an international human rights treaty that forms the foundation for the normative framework on gender equality and defines what constitutes discrimination against women and establishes an agenda for national action to end such discrimination in all forms (UN Office of the High Commissioner on Human Rights [OHCHR], 1979). State Parties that have ratified CEDAW are legally obligated to take appropriate measures to eliminate discrimination against women and advance gender equality, considering both formal equality (e.g., absence of a discriminatory legal framework at the State level) and substantive equality (e.g., prevention and elimination of discrimination perpetrated by private individuals and organizations) (UN Women Multi-country Office - Caribbean, 2015.). In 1999, the UN General Assembly adopted the Optional Protocol for CEDAW (OP-CEDAW), which is a separate treaty that signatories to CEDAW can sign on to and ratify and provides an international process for taking legal action on violations of CEDAW (OHCHR, 1999).

CEDAW implementation is monitored by the Committee on the Elimination of Discrimination Against Women (CEDAW Committee) through reviews of periodic reports from State Parties, which must be submitted regularly, typically at four-year intervals. The CEDAW Committee also develops General Recommendations that provide updated and specific guidance for Parties on topics important for progress on gender equality that need more attention or are not covered in the original text of the Convention (such as HIV/AIDS). The 2016 General Recommendation 34 on the Rights of Rural Women urges States to ensure rural development, agricultural and water policies, including on fisheries and aquaculture, are fully gender-responsive and inclusive of both women and men (CEDAW Committee, 2016). Additionally, the Recommendation states that “[t]he Committee considers rural women’s rights to land, natural resources, including water, seeds, forestry, as well as fisheries, as fundamental human rights,” and calls for increased alignment with FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries (CEDAW Committee, 2016).

All CRFM Member States have signed and ratified CEDAW. Antigua and Barbuda, Belize, and St. Kitts and Nevis have signed and ratified the OP-CEDAW, and no other CRFM Member States have signed the OP-CEDAW. Regarding periodic reporting submissions to the CEDAW Committee, reporting varies among CRFM Member States based on date of ratification. Some countries have submitted combined reports if regular periodic reports are not provided in the four-year intervals, and there are some countries overdue for a periodic report (see Table 2 in Appendix 1).

In the case of the Turks and Caicos Islands and Anguilla, territorial application of the Convention as ratified by the United Kingdom extended to the Turks and Caicos Islands in 1986 and Anguilla in 2016, but it has yet to extend to Montserrat (CEDAW Committee, 2018). However, extension of the Convention to Montserrat is one of the 2019 recommendations from the Commonwealth Parliamentary Association British Islands and Mediterranean Region (CPA BIMR) to advance the legal framework in Montserrat (CPA BIMR, 2019).

2.1.3 Beijing Platform for Action

The 1995 Beijing Platform for Action (BPfA) identifies 12 areas of critical concern, labelled Point A through Point L with defined strategic objectives, where urgent action is needed to ensure gender equality and greater opportunities for women, men, girls and boys (UN Women, 2015). Some of the critical areas of concern include women and poverty (Point A), education and training of women (Point B), and women and the environment (Point K). The BPfA is not legally binding, but its successful implementation has countless benefits for economies, societies and the environment. Since it is a cross-sectoral action plan with interlinkages with several international frameworks, realizing commitments under the BPfA can help accelerate progress on numerous fronts with multiple and wide-reaching benefits.

The critical areas of concern defined under the BPfA are cross-cutting, and the achievement of strategic objectives can be reached through interventions across numerous sectors, including fisheries. The importance of gender equality in fisheries is specifically highlighted under several critical areas, including in recommended actions to be taken by stakeholders at all levels. The BPfA also emphasises that youth are included as active stakeholders in the successful implementation, including that youth organizations are critical partners in development programmes. The BPfA also recognizes the needs and issues facing youth across all critical areas under the Plan, urging policy makers to recognize implications of actions to implement the BPfA on youth. Importantly, the Plan states that “[w]omen and men need to work together with children and youth to break down persistent gender stereotypes” (UN General Assembly, 1995).

Of the CRFM Member States, Antigua and Barbuda, the Bahamas, Barbados, Grenada, Guyana, St. Kitts and Nevis, St. Lucia, Suriname, and Trinidad and Tobago submitted national reviews for the 25th anniversary and fifth review of the BPfA.

2.1.4 United Nations Convention on Biological Diversity

The UN Convention on Biological Diversity (CBD) is a multilateral treaty that was opened for signature at the historic Earth Summit in 1992. The Convention calls for the conservation of biological diversity, the sustainable use of its components and the fair and equitable sharing of the benefits arising out of the utilization of genetic resources (United Nations, 1992). Signatories to the CBD are obligated to report on implementation of the Convention through two primary means: (1) through development of a National Biodiversity Strategy and Action Plan (NBSAP), which sets out how countries intend to fulfil objectives of the CBD with consideration of national priorities; and (2) the preparation of national reports, periodically requested by the CBD Conference of Parties (COP), which provide updates on national level implementation of the Convention to inform the Global Biodiversity Outlook (UN CBD, n.d.a; UN CBD, n.d.b).

As part of the UN system, the CBD carries the imperative to reverse gender disparities. The thirteenth preambular paragraph of the Convention recognises the vital role that women play in the conservation and sustainable use of biological diversity and affirms the need for the full participation of women at all levels of policymaking and implementation for biological diversity conservation (United Nations, 1992). A Gender Action Plan (GAP) was developed and adopted by Parties in 2008 and was revised in 2014 for alignment with the Strategic Plan for biodiversity through 2020 when it will be up for revision and renewal (UN CBD Secretariat, 2014). At COP14 in 2018, Parties agreed that the process to develop the post-2020 global biodiversity framework would be gender-responsive by systematically integrating a gender perspective and ensuring appropriate representation, particularly of women and girls, in the process (UN Environment Programme [UNEP], 2018).

All CRFM Member States are Parties to CBD and are obligated to comply with reporting requests from the Secretariat. Barbados, Dominica, Guyana, Haiti, Jamaica, St. Vincent and the Grenadines, and Suriname have submitted their sixth national reports that were due at the end of 2018, and all other countries have submitted their fifth national reports with the exception of the Bahamas, which has not submitted a national report since 2011. Regarding the NBSAPs, there are varying levels of compliance with updates called for

in 2015, with the latest available reports submitted between 2000-2018 for all CRFM Member States (see Table 3 in Appendix 1).

In the case of Anguilla, Montserrat, and Turks and Caicos, territorial application of the Convention as ratified in 1994 by the United Kingdom has not been extended to these territories (Joint Nature Conservation Committee [JNCC], 2014).

2.1.5 International Labour Organization Labour Standards

The International Labour Organization (ILO) has a primary goal to “promote opportunities for women and men to obtain decent work in conditions of freedom, equity, security and human dignity” (ILO, n.d.b). Since its inception, the ILO has maintained and developed a system of international labour standards to help ensure that in a global economy women and men can obtain decent and productive work with benefits for all. ILO has 189 Conventions and six Protocols that are legally binding and can be ratified by Member States. Out of the 189 Conventions, the ILO has defined eight fundamental Conventions that are considered essential for protecting rights at work: The Forced Labour Convention (1930, No. 29); the Freedom of Association and Protection of the Right to Organise Convention (1948, No. 87); the Right to Organise and Collective Bargaining Convention (1949, No. 98); the Equal Remuneration Convention (1951, No.100); the Abolition of Forced Labour Convention (1957, No. 105); the Discrimination (Employment and Occupation) Convention (1958, No. 111); the Minimum Age Convention (1973, No. 138); and the Worst Forms of Child Labour Convention (1999, No. 182) (ILO, 2019).

Promotion of gender equality in labour is emphasized in ILO’s Constitution and through its Policy on Gender Equality and Mainstreaming (ILO, 2012a). The ILO has also identified four key Conventions for promoting gender equality in the world of work, including the Equal Remuneration Convention (1951, No. 100) and the Discrimination (Employment and Occupation) Convention (1958, No. 111), the Workers with Family Responsibilities Convention (1981, No. 156), and the Maternity Protection Convention (2000, No. 183) (ILO, 2012a).

Considerations for employment of young women and men is also an important aspect of ILO’s work. At the annual ILO Conference in 2012, there was emphasis on high levels of unemployment and underemployment and a decline in the quality of jobs available to young women and men, including the barriers they face in obtaining decent work. This led to the adoption of a resolution that calls for targeted actions on addressing youth employment and includes an annex of over 50 ILO Conventions relevant to promoting safe and fair work for youth, including the eight fundamental Conventions and Convention No. 183 (ILO, 2012b).

Cognizant that fishing is one of the most challenging and hazardous occupations and mindful of the changing landscape in fisheries employment, the ILO is working to ensure decent work for all fishers, and in 2007, ILO adopted the Work in Fishing Convention (2007, No. 188). The Convention updates older ILO instruments on fisheries⁷ and aims to ensure decent conditions of work regarding conditions of service; accommodation and food; occupational safety and health protection; medical care and social security. Only 18 countries globally have ratified and entered this Convention into force, none of which are countries of the Caribbean (ILO, n.d.c).

Table 4 in Appendix 1 lists the ratification status of Conventions numbered 29, 87, 98, 100, 105, 111, 138, 156, 182, 183, and 188, all of which are relevant to considerations of gender, youth, and fisheries in decent work, for CRFM Member States.

⁷ The Work in Fishing Convention (2007, No. 188) replaces the Minimum Age (Fishermen) Convention, 1959 (No. 112), the Medical Examination (Fishermen) Convention, 1959 (No. 113), the Fishermen’s Articles of Agreement Convention, 1959 (No. 114), and the Accommodation of Crews (Fishermen) Convention, 1966 (No. 126).

2.1.6 The World Programme of Action for Youth and the Lisbon Declaration on Youth Policies and Programmes

The World Programme of Action for Youth to the Year 2000 and Beyond (WPAY) was adopted in 1995 by the UN General Assembly and expanded upon in 2007. The WPAY presents a policy framework and practical guidelines for national action with international support to improve the situation of young people around the world. It includes fifteen priority areas with a specific set of objectives and actions, including employment, environment and involvement in decision making (United Nations, 2010). While the priority areas and targets in the WPAY provide guidance for standards and good practices in youth policy development and advocacy, it is up to UN Member States to adhere to those standards and good practices (United Nations, 2010).

In order to strengthen implementation of WPAY, governments participating in the World Conference of Ministers Responsible for Youth in 1998 adopted the Lisbon Declaration on Youth Policies and Programmes, which reaffirmed the WPAY and provided commitments related to national youth policies, participation of youth at all levels, development of youth capacities, youth roles in peace building and conflict prevention, education, employment, health, and drug and substance abuse (UN Educational, Scientific and Cultural Organization [UNESCO], 1998). In 2019, this Declaration was reaffirmed and participating governments committed to the implementation of the WPAY in line with the 2030 Agenda through adoption of the Lisboa+21 Declaration on Youth Policies and Programmes (World Conference of Ministers Responsible for Youth, 2019).

A comprehensive report on the implementation of the Lisbon Declaration on Youth Policies and Programmes in the Caribbean was published in early 2020 by the UN Economic Commission for Latin America and the Caribbean (UN ECLAC) (Camarinhas and Eversley, 2020). The report focuses on how Caribbean countries are developing national policies and programmes to support implementation of the Lisbon Declaration, including as influenced by the WPAY. All CRFM Member States, except for Haiti, have a youth policy in place, with several countries planning reviews and updates to those policies (see Table 5 in Appendix 1).

Fisheries was not an area specifically reviewed by the report, as it is not included as a priority area of the WPAY or Lisbon Declaration, but regarding decent work, gender and the environment, the report found the following (Camarinhas and Eversley, 2020):

- Youth employment and entrepreneurship was the priority area elaborated most in the national youth policies in the Caribbean. Measures for decent work, specifically, were incorporated into national youth policies of Dominica, Guyana, St. Lucia, and St. Kitts and Nevis.
- The CEDAW is incorporated into the national youth policies of several countries as a means for achieving gender equality; however, gender considerations related to education, health, employment, and information and communications technology are underrepresented in youth policies across the Caribbean. The exceptions are St. Lucia, which includes gender mainstreaming provisions in its policy toward these sectors, and Antigua and Barbuda and St. Kitts and Nevis, which both include standalone goals for gender in the national youth policies.
- The environment priority area is significantly underrepresented in youth policies across the Caribbean. Barbados, Dominica, and St. Kitts and Nevis include separate policy goals on youth and the environment, but in general, policies focused on school programmes or youth involvement in local activities (such as beach clean ups, tree planting, and community gardens). The policies from Barbados and St. Lucia do specifically recommend measures to strengthen partnership with the Caribbean Youth Environmental Network (CYEN) to involve young people in the environmental protection and sustainability agenda.

2.1.7 Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication

The FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines) are the first internationally agreed upon instrument dedicated to the small-scale fisheries sector, with a scope beyond the fisheries themselves and including the rights of fishers and fish workers (FAO, 2015). Gender and decent work considerations are especially prevalent in the SSF Guidelines, each with specific sections of recommendations in the Guidelines (FAO, n.d.a; FAO, n.d.b). The issues of youth are less explicit in the Guidelines, with only one recommendation included that addresses youth unemployment:

States should provide and enable access to schools and education facilities that meet the needs of small-scale fishing communities and that facilitate gainful and decent employment of youth, respecting their career choices and providing equal opportunities for all boys and girls and young men and women. (FAO, 2015)

In 2018, the 12th meeting of the Ministerial Council of CRFM adopted the Protocol on Securing Sustainable Small-Scale Fisheries under the Caribbean Community Common Fisheries Policy (CCCFP). The Protocol, developed using a participatory process, seeks to strengthen implementation of the SSF Guidelines and calls on the support of regional and international development partners and donors, including NGOs. The adoption of the protocol aims to enhance food security, improve the socioeconomic situation of fish workers, and achieve sustainable use of fishery resources through the promotion of a human-rights based approach that includes gender (FAO, 2017). The SSF Guidelines protocol will advance and help monitor implementation of the Guidelines and allow CRFM Member States to implement the SSF Guidelines within a common policy under the regional influence of the CCCFP and CRFM (FAO Committee on Fisheries, 2018).

2.2 Regional governance mechanisms and frameworks related to fisheries

Governance mechanisms and frameworks in the Caribbean play critical roles in guiding, supporting and setting standards for the region on issues affecting countries. In some cases, regional governing bodies develop specific policies and protocols for legal compliance, and in others, regional bodies take on technical advisory roles and support through resources and guidance frameworks to implement international, regional and/or national commitments through synergized and regionally agreed upon approaches, including on issues such as gender equality, youth empowerment, decent work and sustainable fisheries. The following sub-sections identify some of the important regional governance mechanisms that work with countries and CRFM to implement and guide commitments on gender, equality, youth empowerment and decent work related to sustainable fisheries. Additionally, some of the key regional frameworks, including policies, protocols, plans and declarations related to fisheries, are outlined, which can help guide and accelerate progress on gender equality, youth empowerment and decent work in the context of fisheries.

2.2.1 Caribbean Community

Established in 1973, CARICOM is an immensely important and effective regional organization and UN Observer that focuses on cooperation and achievements in economies, foreign policy, human and social development, and security across 20 Caribbean countries. All members of CARICOM take appropriate measures to implement principles and obligations in the Revised Treaty of Chaguaramas, which built on the original treaty that established CARICOM (CARICOM, 2001). All 17 CRFM Member States are either Member States or Associate Members of CARICOM (Anguilla and the Turks and Caicos Islands are Associate Members).

The CARICOM areas of focus are directly relevant to gender equality, youth empowerment, decent work and sustainable fisheries, and these issues are integrated in the 2015-2019 Strategic Plan for CARICOM, which also has direct synergies with the 2030 Agenda (CARICOM, 2014). The CARICOM Secretariat prioritizes inclusive and participatory efforts toward developing and updating policies and strategies. For instance, in 2019, CARICOM and UN Women held the first national consultation workshop in Antigua and

Barbuda on a draft Regional Gender Equality Strategy for CARICOM (UN Women, 2019). The envisioned goal of the CARICOM Gender Strategy will help “accelerate the effective implementation of priority actions through a Regional coordinated approach to achieve gender equality, equity and the empowerment of women and girls,” in line with the gender equality goals and mandates of SDGs, CEDAW and BPfA (CARICOM, 2019).

2.2.1.1 The Caribbean Community Common Fisheries Policy

In 2014, the CRFM Ministerial Council approved the CCCFP, which is the definitive fisheries policy of CARICOM. The policy is focused on securing maximum benefits from fisheries resources through effective cooperation and collaboration between Caribbean fishers, governments and communities toward conservation, management and sustainable utilisation of fisheries in the region (CRFM, 2014a). It addresses the need to build capacity amongst fishers and optimise the social and economic returns from the fisheries, which are a common thread throughout Caribbean societies. The overall goal is to harmonize sustainable fisheries management across the region and post-harvest practices, supporting the livelihoods of men and women fisher folk throughout entire fish value chains. Decisions made by the Council for Trade and Economic Development (COTED), such as the approval of the CCCFP makes it legally binding, and Member States are required to submit annual reports to COTED and the Council for Foreign and Community Relations (COFCOR) on the implementation of this Agreement (CRFM, 2014a). It also requires that members share statistical data on fisheries, relevant research findings, information on proposed management programmes and lessons learned from their implementation, as well as any activities undertaken in the implementation of the CCCFP.

2.2.2 Western Central Atlantic Fishery Commission

The Western Central Atlantic Fishery Commission (WECAFC) was established in 1973 and promotes the effective conservation, management and development of the living marine resources of the Western Central Atlantic region (FAO, n.d.c). The Commission aims to address common problems of specific species based on fisheries management and development faced by its Members and encourage cooperation toward meeting effective conservation and management. Thirteen of the seventeen CRFM Member States are part of the WECAFC: Antigua and Barbuda, the Bahamas, Barbados, Belize, Dominica, Grenada, Haiti, Jamaica, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, and Trinidad and Tobago. Additionally, the United Kingdom is a member of WECAFC, which encompasses Anguilla, Montserrat, and Turks and Caicos.

WECAFC encourages members to implement and abide by the SSF Guidelines and make progress on the SDGs, particularly toward Targets under SDG14. As it relates to gender, there is no evidence of WECAFC working on issues of gender equality in research, resolutions or planning, but in a 2019 report from its 17th session on the State of Fisheries and Aquaculture in the WECAFC Area, the following was stated in relation to rural development:

The importance of women in the fisheries sector is highlighted in various policy papers in the WECAFC region. The most recent one is the Declaration of the 8th Special Meeting of the Ministerial Council of the CRFM, Barbados, October 2018, in which it is spelt out that “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.” Official employment statistics on the contribution of women to the fisheries sector are deficient, also as their function is mainly in the secondary sector, such as processing and marketing. (WECAFC and FAO, 2019)

WECAFC, however, through its Secretary was active in the Expert Workshop on Gender-Equitable Small-Scale Fisheries in the Context of the Implementation of the SSF Guidelines, taking place from 28–30 November 2016 in Rome, Italy.

2.2.3 The Organisation of Eastern Caribbean States

The Organisation of Eastern Caribbean States (OECS) was established in 1981 with the Treaty of Basseterre, which was revised in 2010 (OECS, 2010). The OECS is an inter-governmental organization dedicated to strengthening economic harmonization, protecting human rights, and encouraging good governance between countries in the Eastern Caribbean region, including by establishing a common approach to trade, health, education, the environment, agriculture, tourism and energy. Eight of the seventeen CRFM Member States are Members OECS: Anguilla, Antigua and Barbuda, Dominica, Grenada, Montserrat, St. Kitts and Nevis, St. Lucia, and St. Vincent and the Grenadines.

2.2.3.1 OECS Eastern Caribbean Regional Ocean Policy

In 2013, a new Eastern Caribbean Regional Ocean Policy (ECROP) was developed to “promote and guide the future sustainable use and development of the region’s marine waters and resources,” and outlines a suggested set of principles and goals for ocean governance in the Eastern Caribbean Region (OECS, 2013).⁸ ECROP is grounded in international law through its guiding principles, reflected in the United Nations Convention on the Law of the Sea and other international and regional agreements, including the St Georges Declaration of Principles for Environmental Sustainability in the OECS (Johnson, Dalton and Masters, 2018) and the Revised Treaty of Basseterre Establishing the Organisation of Eastern Caribbean States Economic Union.

While there is no explicit mention of gender, youth or specific labour issues, the policy states that the contributions, needs and concerns of all stakeholders be considered in the use and management of marine resources. Additionally, one of its guiding principles outlines that “[h]uman development in harmony with the environment is fundamental to the achievement of sustainable development, so that individuals and societies are empowered to achieve positive social and environmental outcomes,” which implies commitment of OECS members to the principles of human rights, which include gender equality and the right to a healthy environment. The Policy also recognizes the potential for generating economic, social and cultural benefits through marine resources, including through fisheries, aquaculture, tourism, and education and research, which can help reduce poverty and secure international biodiversity and sustainability obligations (OECS, 2013).

2.2.4 The Eastern Caribbean Flyingfish Fishery Management Plan 2020-2025

The Eastern Caribbean Flyingfish Fishery Management Plan (ECFF-FMP), from its 2008 iteration, to the 2014 update and the current iteration, has provided valuable guidance to countries for the management and conservation of flyingfish resources in the Eastern Caribbean. Barbados, Dominica, and Grenada have adopted the ECFF-FMP, but noting three of the six Member States adopted the previous version of the ECFF-FMP and none have national flyingfish management plans, fisheries managers deemed it necessary to draft an updated version that included collecting and sharing fisheries management data.

The ECFF-FMP 2020-2025 takes an ecosystem-based approach with a greater focus on the impacts of climate change, sargassum, and the impacts of marine and terrestrial-based pollution on flyingfish habitat. Commitments outlined in the ECFF-FMP include the prioritization of data collection of various types, beyond catch, effort, and vessel registration. These include data from various points in the supply chain, including discards and sales. Regarding gender, it states that “data collection will be carried out in a desegregated manner through activities that incorporate gender into their strategies.” This objective is to be supported by the CRFM Secretariat, aiding resource managers and key stakeholders across the region to work together to identify data gaps and priorities for flyingfish fishery data collection. The gender report developed under the CLME+ flyingfish sub project noted that “A number of important opportunities were identified ... that could support the further enhancement of gender equity in the fishery.” It is also requested that participating countries share data collection and management issues identified at the local level “and develop and employ mutually agreed upon criteria to prioritize data needs for regional flyingfish fishery

⁸ At the time of preparation of this document, ECROP is being revised; therefore, this information is current as of June 2020.

management, supported by facilitation and consultation.” These measures are intended to improve not only the ecological status of flyingfish stocks, but also better understand the socioeconomic impacts, which are required for a more complete understanding of the fishery and to support effective management that considers gender, decent work and youth issues.

2.2.5 Castries (2010) Declaration on Illegal, Unreported, and Unregulated Fishing of the CRFM

The Castries Declaration on Illegal, Unreported, and Unregulated (IUU) Fishing of the CRFM (Castries Declaration) provides CRFM Member States an outline of commitments, including implementation of relevant provisions of the FAO Code of Conduct on Responsible Fishing and the Plan of Implementation of the World Summit on Sustainable Development as it relates to achieving sustainable fisheries; becoming signatories to international agreements that support the fight against IUU fishing; and creating and implementing a National Plan of Action for IUU (CRFM, 2014b). As it relates to gender, IUU fishing is causing fishery decline globally, which creates hardship for men and women, but particularly women involved in small-scale fisheries, as they are more vulnerable to livelihood loss due to restricted opportunities. IUU fishing can therefore exacerbate gender inequalities and impair efforts to rebuild stocks, in turn constraining the opportunity for youth to reap the benefits of a sustainable and profitable fishery.

While this declaration is non-binding, urging States to become signatories to other legally binding agreements, as well as share information with the CRFM Secretariat, can instil regional collaboration in the fight against IUU fishing. However, despite demonstrated political will to combat IUU fishing and the ratification by several CRFM Member States of various international agreements, the implementation of said agreements has been limited. Fostering regional collaboration tackle IUU fishing and actively implement international agreements will have numerous benefits for the prosperity of fisher folk in the Caribbean, ensuring fisheries are environmentally sustainable and provide equitable social and economic benefits for generations to come. One example of regional collaboration is the WECAFC adoption of a 2014 Resolution in support of implementation of the Castries Declaration, which calls on WECAFC Members to collaborate with CRFM and seek international support to eliminate IUU fishing in the region (WECAFC, 2014).

2.3 Regional trends and considerations in fisheries related to gender, youth and decent work

This section of the Gender ASAP summarizes the overarching trends and considerations related to gender, youth and decent work in fisheries of the Caribbean. The trends and considerations identified are based on information gathered from a desk review of literature relevant to the Caribbean (primarily for the six flyingfish countries of the CLME+ flyingfish sub-project), the survey to CRFM Member States, and the stakeholder consultations with representatives of local, national and regional organisations and CRFM Member States. However, the gender, youth and decent work considerations in fisheries of the Caribbean are diverse, context-specific and constantly evolving. Therefore, these trends and considerations are intended to outline what emerged from the research methods with full recognition that CRFM Member States may experience these trends and considerations to varying extents, or may face different issues and challenges within their country’s fisheries in relation to gender equality, youth empowerment and decent work. Additionally, the regional trends and considerations listed may provide a checkpoint for examination for countries to investigate how the trends and considerations are impacting gender mainstreaming in fisheries within their specific context.

2.3.1 Lack of sex-disaggregated socioeconomic data

Around the world and across sectors and issue areas, there are significant gaps in the collection and availability of sex-disaggregated data, especially related to gender-differentiated social and economic issues in sustainable development. These gaps exacerbate gender inequality by failing to represent the lived realities of women and girls in decision making, policy development, investments, and interventions toward sustainable development. Gender data gaps extend to the fisheries sector, where lack of sex-disaggregated data contributes to assessments, policies, and plans that overlook the important roles of women along fisheries value chains, particularly in processing and selling fish, and their social and economic issues and

priorities in the sector (Gopal et al., 2017; Siles et al., 2019). According to a recent article by Harper, et al. (2020), “the continued lack of sex-disaggregated data available to managers and policy makers continues to hinder progress towards gender equality in the fisheries sector.”

Country-level data gaps, including related to gender and age, are a challenge across the Caribbean, and there are general inadequacies related to collection and availability of timely, robust, and high-quality data to inform policies and decision making on economic and social development (United Nations Population Fund [UNFPA] Caribbean Sub-Regional Office, 2017). A UN Women representative from the Caribbean office noted during stakeholder consultations that the Caribbean suffers from “data deficit disorder” as it relates to gender, and that this contributes to misconceptions about what gender means and is a barrier to progress on gender equality. Without reliable and high-quality baseline data, it is difficult to track progress and inform effective and equitable decision making.

In the desk research conducted for this project, two major international efforts to assess global gender equality were reviewed, the World Economic Forum (WEF) Global Gender Gap Report and the Organisation for Economic Co-operation and Development (OECD) Social Institutions and Gender Index (SIGI) (WEF, 2019; OECD, 2019). Of the six flyingfish countries, only Trinidad and Tobago had enough data available to be fully analysed by both assessments, and Barbados was the only other country with enough data available for analysis in the Global Gender Gap Report. As these assessments rely on nationally reported and available data, the exclusion of most of the six flyingfish countries in assessments highlights the prevalence of gender data gaps in the Caribbean.

According to survey respondents, limited understanding of socioeconomic concerns is one of the biggest social threats to fisheries; and furthermore, limited data and knowledge on gender and fisheries issues is a major challenge to mainstreaming gender in fisheries. This includes not fully understanding the extent to which women and men are involved in fisheries and not having robust data on the different social and economic issues faced by women and men in fisheries, such as impacts on livelihoods from changes in the sector, income disparity, and access to opportunities and resources (Harper et al, 2020).

During stakeholder consultations, several stakeholders brought up the challenges associated with lack of data on gender and socioeconomic issues in fisheries. One issue mentioned is that vendors and processors, which tend to be women, are often not counted by data collectors in fisheries because only harvesters, which tend to be men, register with the government as fishers.⁹ Without records and data that include the entirety of the fisheries value chain, the role of women is masked, and they are more vulnerable to livelihood loss from disruptions in fisheries, as registering with the government facilitates access to benefits and financial relief for lost wages in the wake of disasters, including hurricanes and, as a more recent case in point, the outbreak of COVID-19.

A stakeholder from a national sustainable development office noted that the lack of consistent and robust sex-disaggregated data related to priority sectors, including fisheries, impeded the office’s ability to meet the gender analysis requirements for proposals submitted to major international donors, such as the Global Environment Facility (GEF) and the Green Climate Fund (GCF) (GEF, 2018; GCF, 2017). Since data and information is not readily available or updated, the office must invest time, finances, and human resources to gathering information for a gender analysis, which is not always cost effective in developing a proposal. The stakeholder shared that the office is trying to find funding to conduct a series of gender analyses for

⁹ CRFM Secretariat notes that some regional databases had been designed to allow for registration of all persons involved in the fishing industry, including vendors, processors, fishermen and fisherwomen. However, according to the stakeholders consulted, registering as a fisher is associated with those that are harvesters. While this may be a practice that is not accurately reflective of the capabilities of database systems for fisheries in the Caribbean, or possibly a misperception of who qualifies as a fisher, and therefore, who has access to specific services and resources, it is important to note that gaps remain in data that captures the roles and involvement of women and men along all stages of the value chain.

priority sectors, which will at least give them a baseline of data to work with and help save time and resources in proposal development.

2.3.2 Gender and fisheries issues are siloed and not integrated across policies and plans

Despite the emphasis placed on mainstreaming gender across sectors and adopting gender equality perspectives in sustainable development, there is still a gap at the national level on concrete measures to ensure synergistic approaches on gender and sustainable development (UNDESA, 2019). From the desk review and stakeholder discussions, it is apparent that this is a challenge in the Caribbean, with a contributing factor being limited enabling conditions for gender mainstreaming (e.g., political will, comprehensive gender policies, sectoral policies integrating gender, gender focal point mechanisms, gender machinery resources, etc.); including in mainstreaming gender in sustainable fisheries initiatives.

One major challenge identified by stakeholders is that there is limited collaboration and communication between fisheries management bodies and gender machineries. This results in little or no integration of gender issues in fisheries policies and plans, and vice versa. National gender bureaus and ministries, under which gender policies are established, do not usually address natural resource management in general, or fisheries in particular, except for Grenada, Trinidad and Tobago and Dominica. Several stakeholders from gender machineries noted that limited human resources, capacity and financing make it challenging to collaborate across ministries. Additionally, when asked if they had ever been consulted to review policies or proposals from fisheries departments, some mentioned that they are not often asked for review and feedback, and if they are, it is usually at the end of the process; so their input is not always taken into consideration. Several representatives from gender machineries did not have examples of projects and programs in the ministry that addressed fisheries specifically. Conversely, representatives from local women's and gender-focused groups did work with women in fisheries communities, including on facilitating value-added skills trainings for women. Recognising and considering gender is increasing among institutions in the region engaged in fisheries sectors at various levels and are beginning to provide resources toward increasing analysis and gender mainstreaming.

In many CRFM Member States, little to no guidance is given for fisheries policies and fisheries legislation related to women's issues or relationships between men and women. While some recommendations exist, there is a gap between the recommendations and the reality of inadequate data. Fisheries bodies lack the capacity to address intersectional issues, such as gender, youth engagement and labour concerns, and accordingly, face difficulties planning appropriate, participatory activities for underrepresented and vulnerable groups to engage with processes. Stakeholders from fisheries departments noted that the need to address gender issues most often comes up in response to donor requirements, but there is limited time, resources and capacity on teams to address gender issues. This is reflected by the fact that most of the CRFM countries do not have gender elements integrated into fisheries policies, such as including sex-disaggregated data, discussions of differentiated impacts on and roles of women and men in fisheries, recognition of fisherfolk women and men as stakeholders, and gender-responsive strategies for engaging fisherfolk along the fisheries value chain. These factors contribute to gender and social dimensions largely being neglected and/or poorly documented in fisheries activities in the Caribbean.

Related to these elements is limited and conflicting evidence of enabling factors to mobilize increased action on gender mainstreaming in the countries. For instance, while there is some evidence that gender focal point systems have been used in fisheries departments, in many instances these systems have dissolved or been ineffective due to lack of capacity and human and financial resources to adequately advise and respond on these issues. One example of this is, where gender focal points are in place across ministries, but they are often people that are not in decision making positions, and frequent turn over and changes in government mean there is not consistency in focal points getting trained by the gender division. In contrast, the gender focal point system in one other Member State is having some success in implementing trainings on gender across ministries, due in part to acknowledgement of the importance of gender-focal point systems by decision makers and availability of financial resources to conduct these trainings.

Another specific element missing in the region is gender-responsive budget planning and practices, with no available information found on budget allocation for women's empowerment and gender equality initiatives in the fisheries sector. While some countries have gender-responsive budgeting commitments, evidence is not often available to support implementation of these commitments. In Trinidad and Tobago, for example, the national gender policy includes a target to implement gender-responsive budgeting at all levels of government. However, the trainings for gender-responsive budgeting have been stalled due to COVID-19.

2.3.3 Perceptions of masculinity and gender equality

Many stakeholders brought up perceptions of masculinity and gender equality in the Caribbean as a cultural factor that impacts acceptance of gender-responsive approaches, not only in fisheries but generally in the region's social dynamics as well. Harmful ideas of what it means to be "properly masculine" are embedded in social structures throughout the Caribbean. For instance, in schools, young boys are subject to verbal and physical punishment, instilling the idea of "manning up" and contributing to their lower educational achievement compared to girls (Telson, 2019). Stereotypes associated with masculinity—including being physically strong, demonstrating sexual prowess, and being aggressive—push young men to engage in dangerous situations and contribute to high rates of gender-based violence (GBV) and intimate partner violence to assert power and control (Wiltshire, 2012). Rigid social expectations of masculinity hurt men, women, and children in all areas of society, limiting progress toward safe, well-educated, and equitable societies.

Several representatives from gender ministries and women's groups spoke on the importance of engaging men toward shifting cultural expectations of masculinity, which is a key component of gender equality. For example, the Male Programme, in one Member State that engages men and boys in healthy expressions of masculinity, including the Barbershop Initiative, which is a safe space for men and boys to discuss issues they are facing and talk about the harms of GBV in communities. Another program in that Member State is the Food Preparation for Men and Boys program that holds classes for men and boys in traditional food preparation, which is traditionally seen as women's work. The feedback from both programs, from both the participants and their mothers and wives, has been overwhelmingly positive in improving respectful household communication and relationships.

In consultations with gender specialists, a common challenge to implementing gender-responsive initiatives was the prevailing belief that gender equality was reached by ensuring an equal number of women and men present were included in activities or decision making. While this is one part of what a gender-responsive approach could look like, there is a need to look beyond the numbers and focus on how women and men access opportunities and resources, their safety in situations, and the contribution and value attributed to their work and roles in fisheries and in societies in general. One stakeholder noted that gender equality is not "just saying that women should be able to do the same as men, but that the roles of women and men need to be understood so they can both play an influencing role in decision making."

Several gender specialists interviewed brought up educational attainment of women and men in the Caribbean to illustrate the need to look at a broader picture of gender equality. In many Caribbean countries, women are more likely to have tertiary education than men; however, this has not translated into equal and equitable employment opportunities (Caribbean Development Bank [CDB], 2016). One study of labour force participation in Barbados, Grenada, Guyana, Jamaica, St. Lucia, and Trinidad and Tobago showed that despite educational attainment, unemployment rates are higher for women than men (Budlender and Iyehen, 2019). Furthermore, the study results showed that patterns of income and employment suggest that women need a higher educational level to earn the same amount as men in similar careers (Budlender and Iyehen, 2019). By looking beyond educational attainment and into employment and poverty, the whole picture of gender inequality is shown and supports needs to address both educational gaps for young men, as well as economic opportunities and equal pay for young women.

2.3.4 Understanding and addressing gender differentiated roles and responsibilities in fisheries

In the Caribbean and globally, women are primarily responsible for unpaid household and community work, such as caring for children and the elderly, cooking and cleaning (Stuart, 2014). When combined with other socio-cultural factors, the intensity and amount of unpaid labour taken on by women has a marked impact on their economic opportunities in the paid and formal sector, and this is intensified for women in rural areas (Stuart, 2014). Women's involvement in undervalued and undocumented unpaid and informal work in the fisheries sector often disqualifies them from receiving the same socio-economic benefits and services that many registered male fishers and fish workers receive, such as social security. Additionally, in many instances, men have greater access than women to markets, technology and financial resources within the fishing sector, as well as greater control of fisheries resources and the income gained from them.

Findings from the desk review and conversations with stakeholders overwhelmingly confirmed that in fisheries men are mainly involved in harvesting and women are mainly involved in processing and as vendors. Their different responsibilities and roles mean that they are impacted by and adapt differently to fluctuations in the market and ecosystem changes in fisheries. Given current power imbalances in decision making and resource ownership, women in fisheries face a greater degree of uncertainty in earning income when fisheries are impacted by environmental degradation, overexploitation and climate change (Gender in Fisheries Team [GIFT], 2018). Understanding the differentiated economic impacts for men and women in fisheries is crucial to effectively plan mitigation and adaptation measures that meet the needs of all people. Many post-disaster studies indicate that due to socioeconomic inequalities, women have a harder time recovering both socially and economically after disasters, including because they do not have the same access to financial and social services or alternative forms of income (Center for Disaster Philanthropy, n.d.). For example, after Hurricane Maria in 2017, fish vendors in Dominica noted that while both women and men fisherfolk were impacted, most fishers, predominately men, lost some or all their gear/equipment, and fish market vendors, predominantly women, lost all their tools (Barange *et al.*, 2018). Stakeholders shared that, due to only harvesters being registered as fishers and having access to insurance schemes, fishers were compensated for damaged and lost items, but the women processors were only able to access limited grant resources for recovery.

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. These issues are apparent in fisheries in Barbados, for example, as stakeholders explained that during the flyingfish season women have opportunities for employment in fisheries as processors, but after the season is over, there are less opportunities as the need for processors decreases for other seasonal fish. For men, many of them still engage in fishing for other species, and for those that do not, they have more opportunities for employment, including as mini-bus drivers, in construction, among other temporary work. Additionally, stakeholders shared that the impact of sargassum on the duration of the flyingfish season means women are out of work longer. Some stakeholders from Barbados and other countries also shared that there is limited understanding and corresponding data to show how unpaid household and community work occurs in and supports the fisheries sector, meaning that resource and aid distribution may be skewed or misappropriated.

While most women are involved in fisheries work as vendors and processors, some stakeholders from community groups were women fishers and others shared stories of women fishers they know. In Dominica, for example, there are many women involved in harvesting "titiwi" fish (Kalinago name for a type of goby, *Sicydium punctatum*) that are important for culture and heritage for many communities, and women harvesters play a central role to the annual Titiwi Festival in Layou. However, several stakeholders shared that when women want to be involved as harvesters at sea, they face several challenges. For instance, a stakeholder from Barbados explained that she started a women's fish harvester group, but the women who were able to find a boat willing to let them on board said they were treated as cooks or cleaners rather than fishers and, on board the vessels, women also did not have access to private sanitation facilities.

Additionally, many cooperatives throughout the region have played a key role in advancing the recognition of socioeconomic concerns and improving conditions of small-scale fishers. However, many of these same cooperatives have not addressed the particular needs of women and the roles they play along fisheries value chains, moving beyond the representation of women and considering gender balance to a more comprehensive engagement and role has been limited in fishing cooperatives. This is both a symptom of and product of perpetuating the marginalised role women play often as processors and vendors, but also their traditional knowledge in preparation for consumption and food security.

2.3.4.1 Communication and technology

Information and communications technology exist in different scope and capacity in Caribbean countries. While some countries' capital cities have developed more comprehensive technology and communication channels with cellular companies, these systems may not be as equally accessible in more rural areas and fishing communities or impoverished communities in capital cities. Through stakeholder consultations it was learned that official networks and channels of communication exist among fisher cooperatives but also more informally, particularly among women processors. Consultations revealed, a group of women in one Member State were in communication during the initial weeks of the COVID-19 pandemic in 2020, coordinating issues related to increases in flyingfish prices, stock and storage concerns. There was also information shared that some entrepreneurial endeavours had arisen via smart phones by processors and vendors to market and sell fish over a delivery service to households under lockdown due to COVID-19.

These point to examples of how technology and communication platforms can play a role in helping mobilise and build inclusive networks to promote greater gender representation in fisheries organizations. Evidence suggests that women are engaged in the fisheries sector in mobile communications via Facebook, WhatsApp and other social media, particularly at the local level. Given that many women in fisheries are more restricted in their mobility, and/or support their fisher husbands or partners from the home, flexible means of communication represents a way to more easily engage them in fishery related activities and gather information on their needs and perspectives. Indeed, travel time and transportation costs to participate in formal discussions and/or trainings regarding fisheries is often a barrier to their participation in decision making and capacity building.

Utilisation of communication technology can help to engage fisherfolk and capture traditional fisheries knowledge unique to women and men by using community meetings, participatory videos and other media to give equal voice and representation, which could incentivize youth engagement. However, more investigation is needed on how women and men use and access different technologies. The opportunities for better engaging youth via technology also needs to be explored with programs and tools to increase their interest and skills for using different information, communication and technology.

2.3.5 Gender-based harassment, discrimination, and violence

It is also important to note that restricted or irregular access to fisheries resources can instigate GBV in fishing communities (Siles et al., 2019). Unreliable access to income and employment can make marginalised fish workers—often women—vulnerable to different forms of gender-based harassment or violence. The fishing sector can also promote harmful forms of masculinity, a consequence of the often-strict gendered division of labour and long hours at sea, that can exacerbate GBV (as discussed above). In this context, GBV is used as a tool to reinforce existing power dynamics and social marginalisation of vulnerable groups, including the spectrum of identity among women and men. In responding to this, it is essential to take into account and fully understand existing power dynamics and control of resources, as programmes designed to provide women and men with more access to resources can inadvertently worsen GBV when power dynamics are shifted without careful attention. Normalizing reporting incidences, and seeking support for all genders victimized from these types of violence (Castañeda et al., 2020).

Many stakeholders shared that women who want to go out to sea face discrimination from communities in the form of gossip from women and men on shore, including assumptions that women were on boats to

have sexual relations with the men on board and that they are bad mothers for leaving their children to go out to sea. One stakeholder shared that even women who stay on shore can be victims of harmful gossip from community members who spread rumours about extramarital affairs while their husbands are at sea. This form of gender-based harassment and discrimination can stress household relationships and give rise to intimate partner violence. Other stakeholders shared concerns about GBV and intimate partner violence in relation to fisheries, including women facing violence in the household when they do not earn enough money from the sale of fish, instances of violence in communities related to alcohol consumption by fishers, and women facing verbal and sexual harassment near fish landing sites.

Globally, there is increasing evidence of GBV in fisheries, including women being coerced into exchanging sexual favours for fish, being pressured into sex work around fish landing sites, and increasing instances of domestic violence in response to economic and social stresses from reduced catch (Castañeda et al., 2020). Stakeholders acknowledged that GBV and intimate partner violence are issues in the Caribbean generally, and while several had anecdotal stories or suspicions of violence related to fisheries, there is not enough documentation (nor could the nature of the consultations provide detailed information) to raise awareness and have mechanisms to address violence in fisheries initiatives. Stakeholders in gender ministries also mentioned that women as well as men may be hesitant to report violence as confidentiality is difficult to maintain in small fishing communities, and often resources and facilities for abused women tend to be underfunded and overcrowded, or completely absent for male victims. More research is needed to understand GBV specific to fisheries in the Caribbean to develop appropriate response and mitigation measures.

2.3.6 Limited youth engagement in the fisheries sector

There was general consensus among stakeholders that there is a strong social stigma attached to the fisheries sector among youth, who associate the work with low educational attainment and do not see it as a prestigious area for employment but as a last resort. Several youth members representatives of the CYEN participated in stakeholder consultations and shared some country specific concerns, issues, and opportunities for youth engagement in fisheries.

Stakeholders mentioned that generational motivations have changed in terms of careers and educational attainment and that fisheries did not offer high enough pay or technical advances to appeal to youth. A number of youth stakeholders in education and representatives from fisheries divisions emphasized the need for education in schools to highlight the various areas of fisheries and show that it involved a lot of skill, including in data collection, marketing and business, and sustainable management. Stakeholders consulted also shared examples of trainings including in these skill areas that proved to be engaging and support youth engagement and acceleration in the fisheries sector, and generally providing life skills that expanded beyond the sector. Examples of these trainings were found to predominantly focus on young male fish harvesters, and not expanded to the processors and/or vendors, who are predominately women, which would be critical to include in trainings for young persons. One stakeholder said that there “needs to be a timeline and future that youth can see” in the sector. This will require investment in the sector, in terms of attention and value placed on it, as well as efforts to innovate within the sector to make it opportunistic for income outside of selling fresh fish at the market, including through value added activities like salting and branding it as a product for export.

2.3.6.1 Education on fisheries

Numerous stakeholders shared that there are challenges to improving the view of the fisheries sector for youth in education, including the division of integrating fisheries education in schools. One stakeholder explained that fisheries and agriculture are normally only taught in trade schools and not in “prestige” or “other” schools, and that entrance to these schools is based on test scores, with only top scoring students able to apply for prestige schools, average scoring students can apply to other schools, and low scoring or failing students can apply to trade schools. This creates a clear educational divide in the resources and subjects available to students, contributing to the stigma of low educational attainment among fisheries

workers. A few other stakeholders mentioned this issue and said that there needs to be integration of fisheries education in all schools without discrimination of school type. Representatives from community organizations in several countries mentioned successful initiatives communicating the importance of fisheries to youth and highlighting different opportunities through school presentations and youth focused activities at community events and festivals to showcase fisheries practices. Initiatives such as these have contributed to youth applying and working in fisheries divisions in the eastern Caribbean.

2.3.6.2 Traditional knowledge and learning

Mending nets is a practice that stakeholders (older men) mentioned as an area where youth are not particularly interested in participating. It is an important practice in local fisheries as not everyone can afford to buy a new net when one breaks, and mending is a more sustainable use of resources. However, youth do not seem to want to be involved in the practice, and it is mostly dominated by older men. In some rural communities, young men are more engaged in fisheries if they are part of fishing families where knowledge, traditions and gear are passed down, usually between male relatives. In St. Vincent and the Grenadines, boat building was mentioned as a particularly important practice for young fishers who take a lot of pride in building a boat in accordance with traditional practices, and when a boat is completed, communities come together to celebrate the achievement.

2.3.6.3 Income and technology

In some countries, there are fisheries sub-sectors that are seen as lucrative forms of income and therefore appeal to youth, including conch diving and aquaculture in St. Lucia, particularly where youth can tap into the lucrative tourism sector and sell directly to hotels and restaurants. Additionally, youth prefer to be employed by larger fishing companies where facilities have technology and comfortable working conditions, and there is higher social prestige that comes with working for larger companies that appeals to youth.

For some youth involved in smaller scale fisheries, there are challenges accessing financial resources, because they do not have collateral to obtain loans. This impacts their independence and ability to take risks as they are employed by someone else on a boat they do not own, which may push them to look at other careers. Stakeholders in different countries shared the perception that young men are increasingly valuing use of technology in the fisheries sector. The use of technology is expensive, however, and there was indication that it can be difficult for a youth to access, use, and control technology to operate as a small-scale fishery operation. This was connected with the limited access to finances, and/or collateral to access loans and financing for such activities.

2.4 Focus areas for mainstreaming gender in fisheries of the Caribbean

Based on the findings and analysis of gender and fisheries, with consideration of youth and decent work, in the Caribbean, four focus areas for mainstreaming gender in fisheries of the Caribbean for the five-year period have been identified.¹⁰ These focus areas are synthesized in analysis based on where there is need for research and action as identified in the previous section at all levels; where the CRFM has an opportunity to use its regional influencing role to make significant contributions to comprehensive gender mainstreaming in fisheries, and what activities will support structural changes for long-term impact in gender-responsive fisheries activities with youth empowerment and decent work considerations in the Caribbean. CRFM Member States can contribute to these regional focus areas in various ways based on context-specific issues, needs and priorities on gender, youth and decent work in fisheries. The overarching aims of the focus areas are to enhance the capacity of CRFM and CRFM Member States to promote gender mainstreaming in fisheries, establish data and knowledge sharing systems and networks for sustained gender mainstreaming efforts, and increase attention and recognition to the roles of women and men and fisheries toward more equitable policy and programming results.

¹⁰ Focus areas are not in order of priority in relation to the other focus areas.

Each focus area below includes a summary of why this focus area is important, key challenges related to the focus area in the Caribbean, and potential actions related to the focus area. These are informational and serve as points of consideration for more detailed action plans and strategies. More details on actions for the focus areas are included in the Five-year Gender Action Plan for CRFM in Section 4 of this Gender ASAP.

2.4.1 Focus area 1: Enhance collection and analysis of comprehensive sex-disaggregated socioeconomic data in fisheries

Prioritizing sex-disaggregated data collection, analysis, and dissemination is essential to making women and girls and their struggles, priorities, and ideas visible. Collecting sex-disaggregated socioeconomic data in fisheries can also help to uncover, monitor, evaluate, and address any positive or negative impacts that policies, projects, and initiatives could be having on women, men, and youth. Furthermore, understanding the breadth of fisheries in terms of number of people directly engaged in all aspects of the value chain maximises the human resources available by acknowledging that everyone has a stake and a role to play in developing innovative solutions. For example, collecting data on fishers and fisherfolk beyond harvesters and considering all stages of the value chain as part of the fisheries surveys or census provides more comprehensive information on everyone involved in the sector, from who provides inputs, to who processes and markets catch. Currently, many surveys and census activities do not include processors and vendors as fishers (noting that the first fisheries databases developed in the region had this intention), which impacts the ability of all fisherfolk to access insurance, resources, and services provided to registered fishers in the sector along the value chain. This omission of processors and vendors in data collection perpetuates marginalisation of the work, which is often conducted by women and youth, in assessments and evaluations of the sector. Additionally, not including data collection of socioeconomic indicators for registered fishers (harvesters) limits understanding of the dynamics of and influences on their work in households, communities, and the sector. Strengthening collection and analysis of sex-disaggregated socioeconomic data in fisheries contributes to better informed policies and interventions, as well as progress on regional and international sustainable development goals.

2.4.1.1 Challenges and barriers in the Caribbean

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

2.4.1.2 Potential actions

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

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

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

2.4.2 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

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

2.4.2.1 Challenges and barriers in the Caribbean

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

2.4.2.2 Potential actions

- Actions for researching, documenting, and sharing gender-differentiated impacts and issues in fisheries include:
 - Collecting data and information about the division of work and labour in fisheries workforce, communities, and households, including both productive and unpaid work, such as maintaining households and caring for children and the elderly.
 - Researching gender-differentiated issues and impacts of climate change in fisheries workforce/households, adaptability and resilience of women, men and youth in fisheries sector.
 - Analysing how levels of educational attainment by young women and men contribute to employment, income, and opportunities available to fisheries.

- Researching and raising awareness on the fisheries-specific drivers and impacts of GBV and intimate partner violence in fishing communities, and developing appropriate response and mitigation strategies, with consideration of increasing stressors with climate change.
- Actions for building capacity of stakeholders at all levels on general gender concepts and issues and gender-responsive approaches in fisheries include:
 - Facilitating regional trainings with regional stakeholders to strengthen understanding on gender and address any misconceptions through Caribbean-specific data and case studies to develop regional resources for gender-responsive approaches.
 - Engaging national level gender and fisheries stakeholders in cross-sectoral forums and trainings to strengthen capacity on gender-responsive approaches in fisheries and promote learning and collaboration.
 - Conducting research on socio-economic contexts at national level including gender analyses of fisheries, specific value chains, GBV in the sector, financing and income generation, etc.
 - Sharing best practices and lessons learned from findings on male engagement and healthy masculinities initiatives to replicate similar programs across the Caribbean toward the goal of shifting social and cultural norms that shape harmful ideas of masculinity.
 - Facilitating sensitization workshops and discussions in communities about gender equality and empowerment of women, men, and youth to help inform locally appropriate initiatives, ensure community buy-in, and mitigate risks of unintentional consequences on the safety and health of women, men, or youth.
- Actions for integrating fisheries education in schools at all levels and developing trainings and skills-building opportunities for youth in fisheries include:
 - Addressing social stigma around fisheries by promoting technical and innovative opportunities in fisheries for youth, including data management, sustainable fisheries management, among others. Avenues can be through youth groups, school presentations, social media campaigns, and other efforts to showcase all aspects of fisheries to youth.
 - Highlighting and sharing knowledge on traditional practices across the value chain, including net mending and boat building, for youth in fisheries and exploring/replicating incentives for youth to engage in these practices, including through entrepreneurship trainings and skills building.
 - Exploring initiatives and trainings to facilitate access to financial resources for youth to invest in their fisheries businesses and integrating business and marketing skills in trainings for fishers.

2.4.3 Focus area 3: Enhance cross-sectoral collaboration and knowledge generation on gender equality and youth engagement in fisheries

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

For example, in a few countries studied, there is increasing evidence of cross-sectoral collaboration between the national gender machinery and fisheries authorities. This is supported by comprehensive gender mainstreaming initiatives facilitated by political interest and mandates at the highest level in the government. Engagement of gender machinery representatives as stakeholders in fisheries project and policy discussions reportedly encouraged continued participation and integration of input from the gender machinery in the implementation of fisheries initiatives. Consequently, this participation, alongside capacity building on gender equality for the fisheries authorities results in increased understanding and integration of gender mainstreaming elements in nascent fisheries measures (such as conducting research

on gender in fisheries communities; consultation for and drafting updated fisheries policies; comprehensive climate adaptation plans considering fisheries and gender, establishment of women's cooperatives, engagement of women fisherfolks). These positive outcomes are indicative of what can take place when cross-sectoral collaboration and knowledge generation takes place; however, in a majority of countries in the region, there are still gaps and barriers for this level of cross-sectoral collaboration.

2.4.3.1 Challenges and barriers in the CRFM Member States

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

2.4.3.2 Potential actions

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

2.4.4 Focus area 4: Strengthen engagement with fisherfolk organisations and local level stakeholders on implementing gender-responsive approaches in fisheries

Ensuring long-term successful outcomes from local level initiatives involves sustained and meaningful community engagement that aims to build trust and promote social investment in results. More than a one-off meeting, meaningfully engaging with communities requires resources to involve communities throughout the life of an initiative, including by using accessible technology and communications materials to build knowledge and capacity, prioritizing participatory approaches to identify priorities, coordinating with local leaders to mobilize participation, and scheduling periodic and consistent meetings to share updates and results. For example, engaging and expanding understanding of fisherfolk and local level entities on gender equality principles and responses, including considering gender equality beyond gender balance, supports the other focus areas previously indicated. This understanding and continued engagement supports comprehensive data collection, increases knowledge sharing and ownership at community level on differentiated issues, and enhances collaboration across levels—encouraging a bottom-up approach, and outcomes.

2.4.4.1 Challenges and barriers in the CRFM Member States

- There is limited recognition of and documentation on traditional knowledge practices and respect for their importance to culture, economies, livelihoods, sustainability, and resilience.

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

2.4.4.2 *Potential actions*

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

3 FIVE-YEAR GENDER ACTION PLAN FOR CRFM

The Five-Year Gender Action Plan for CRFM outlines regional and national activities that will contribute to meeting regional strategic outcomes for each of the four focus areas identified in the previous section (section 2.4) which highlight the challenges and barriers, and thus need for addressing moving forward following this gender mainstreaming initiative. The focus areas are not presented in order of priority, as each are important for ensuring gender is effectively mainstreamed in fisheries. Each includes the activities toward achieving strategic outcomes, as well as pointing to suggested indicators to assess the impact of implementing the activities of the focus area. A recommended timeframe for completing each activity is indicated in the final column of the action plan and aligns with CRFM Programme year.

Implementing modalities and responsibilities

Activities indicated for CRFM Secretariat mean those activities that should occur at the regional level with appropriate coordination with convening powers and delegations as needed, such as the CRFM Ministerial Council. The activities may be supported by other regional mechanisms, institutions and organizations that have a vested interest in mainstreaming gender in fisheries of the Caribbean; for example, CARICOM, UN Women, The Nature Conservancy, the University of the West Indies Centre for Resource Management and Environmental Studies (UWI CERMES) and Caribbean Natural Resources Institute (CANARI).

National activities are intended as recommendations for coordination by the CRFM Fisheries Forum members in their respective countries based on national priorities, modalities, existing capacity, and resources. The implementation and coordination of specific activities may be supported by national-level agencies, ministries, organizations and others from fisheries, gender, youth and sustainable development sectors as appropriate.

FOCUS AREA 1: Enhance collection and analysis of comprehensive sex-disaggregated socioeconomic data in fisheries		
Impact assessment indicator: Number of sex-disaggregated socioeconomic indicators (new or updated to include sex disaggregation) relating to fisheries developed and collected		
Regional strategic outcomes:		
<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 		
	Activities	Timeframe
CRFM Secretariat	Coordinate design of regional data collection guiding framework on sex-disaggregated socioeconomic data and indicators in fisheries	Mid-Year 1
	Report on national-level implementation of data collection framework and nationally specific indicators as regional compilation	Annually
	Analyse and share outcomes and impacts from evidence collected	Mid-term; and End of Year 5
National	Develop and integrate gender-responsive indicators into nationally determined systems and tools for fisheries data collection	Year 1

	Collect sex-disaggregated socioeconomic data and information, utilizing regional guiding framework	Ongoing
	Report to CRFM Secretariat on data and information collected, including any challenges or barriers encountered and best practices and progress, for regional compilation report	Annually
	Report on data collected and analysed, as well as progress on and data support to regional and international sustainable development frameworks, to contribute to regional analysis	Mid-Year 5

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

Impact assessment indicator: Number of secretariat members and Member State representatives with increased capacity (measured by participation in capacity building workshop sessions) on gender-fisheries linkages

Regional strategic outcomes:

- 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

	Activities	Timeframe
CRFM Secretariat	Convene regional capacity building workshop (at least one for each specified timeframe) based on gender analysis, strategy and action plan	Mid-Year 1; mid-term
	Report on capacity development and progress made by Member States between initial and mid-term regional workshop	Mid-term
	Create and share resources and tools on gender research and dynamics in fisheries	Ongoing
	Create guidance document on a framework for gender analysis	Year 1
	Collate and share relevant resources on gender and social issues to share, including best practices from the Caribbean	Ongoing; 2x/year
National	Facilitate a national forum to share outcomes of regional workshop	Year 1
	Assess national and local level gender and social issues with local fishers and fisherfolk through gender analyses and a livelihood analysis of women's and men's contributions to the fisheries sector, inclusive of the entire value chain and paid and unpaid work	Year 2
	Research and raise awareness on the fisheries-specific drivers and impacts of GBV and intimate partner violence in fishing communities of the Caribbean	Year 2-4
	Research gender-differentiated issues and impacts of climate change in fisheries workforce/households and the different resources available to support the adaptability and resilience of women, men and youth in fisheries sector	Year 2-4

	Improve/integrate fisheries education in schools with socioeconomic considerations of curricula	Year 2
	Facilitate improved financial access and business trainings for youths interested in investing and working in fisheries	Year 2-4

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

Impact assessment indicator: Number of gender-fisheries focal points participating in capacity building workshop sessions on gender equality and youth engagement in fisheries

Regional strategic outcomes:

- 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

	Activities	Timeframe
CRFM Secretariat	Design regional communication strategy on raising gender awareness	Year 1
	Develop guidance on gender-responsive budgeting, using an analysis of gender-responsive budgeting in other regions and sectors as good practices and learning	Mid-Year 1
	Conduct gender-responsive budgeting training	Mid-Year 1
	Report on gender-responsive budgeting utilization in countries	Mid-term and Year 5
	Establish Gender-Fisheries Focal Point (GFFP) system	Mid-Year 1
	Facilitate initial training of GFFPs	Mid-Year 1
	Coordinate GFFPs with workplan and tri-annual convenings and continued trainings, with associated budget	Ongoing
	Report on GFFP and gender action plan implementation in countries, including challenges and best practices across the region	Mid-term and Year 5
	Share best practices, progress and lessons learned of gender mainstreaming programming at regional and international fora on fisheries, gender, youth, decent work and/or sustainable development	Annually; ongoing as opportunity arises
National	Designate GFFP by Fisheries Authority	Mid-Year 1
	Allocate budget to support GFFP and activity implementation	Ongoing
	Develop national gender action plan for fisheries to guide national implementation of CRFM Gender Strategy and Action Plan with cross-sectoral participation and support	Year 1, or 2
	Report to CRFM Secretariat on GFFP activities and progress on gender action plan for fisheries	Annually
	Establish networks and collaborating partnerships with ministries and agencies across sectors (e.g., gender, youth, climate change, disaster risk reduction, sustainable development, etc.) to conduct research on socioeconomic impacts and issues in fisheries	Ongoing
	Establish system of cross-sectoral review and feedback on policies and proposals for gender- and socially-inclusive fisheries activities	Year 1, or 2

FOCUS AREA 4: Strengthen engagement with fisherfolk organisations and local level stakeholders on implementing gender-responsive approaches in fisheries

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

	Activities	Timeframe
CRFM Secretariat	Share regional guidelines for meaningful community outreach and engagement	Mid-Year 1
	Establish protocol for, and ensure, engagement with mapped stakeholders to participate in fisheries processes and voice valued	Year 1
	Report on local-level engagement best practices, lessons learned and outcomes based on country reporting	Mid-term and Year 5
National	Map national and local stakeholders for consultation, across sectors and inclusive of women and youth	Year 1
	Develop process for outreach and engagement to ensure cross-sectoral participation in training opportunities, project proposal development, and policy development	Year 1
	Develop gender-sensitive and inclusive local-level outreach and communication plan for awareness raising on gender and fisheries	Year 1
	Collaborate with local groups, leaders, and stakeholders for participatory capacity building and sensitization sessions, workshops, and trainings	Year 2-4
	Identify and document traditional knowledge and practices that exist in fishing communities	Year 2-4
	Share findings on traditional knowledge and practices in sessions, workshops and trainings	Year 2-4
	Report to CRFM Secretariat and local organizations on local-level engagement, including best practices, lessons learned and challenges and how engagement shaped the projects, programmes and policies.	Annually

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APPENDICES

Appendix 1. Tables and Figures

Table 1: Availability of Caribbean Community (CARICOM) Core Indicators by country for indicators identified under Sustainable Development Goals (SDGs) 4, 5, 8 and 14

	SDG 4 core indicators (out of 8)	SDG 5 core indicators (out of 6)	SDG 8 core indicators (out of 10)	SDG 14 core indicators (out of 2)
Antigua and Barbuda	2	2	8	1
The Bahamas	6	2	10	1
Barbados	8	1	5	1
Belize	8	2	10	2
Dominica	5	3	9	1
Grenada	5	2	6	2
Guyana	7	5	7	0
Jamaica	5	4	8	2
St. Kitts and Nevis	8	5	9	0
St. Lucia	2	3	7	0
St. Vincent and the Grenadines	2	4	6	2
Suriname	4	5	8	2
Trinidad and Tobago	3	3	6	2
Note: The report did not include Haiti and non-UN Parities in the assessment on availability of data, and while the full list of CARICOM Core Indicators is available in the report, the specific results per country do not indicate which indicators have data available on the country-level for each individual SDG.				
Source: CARICOM. (2018). <i>CARICOM core indicators for the Sustainable Development Goals (SDGs): Assessment of data availability in member states and associate members.</i>				

Table 2: Status of latest available national report to the Committee on the Elimination of Discrimination Against Women (CEDAW Committee) for Caribbean Regional Fisheries Mechanism (CRFM) Member States, as mandated by Article 18 under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

	Status of national reports to the CEDAW Committee
Antigua and Barbuda	Submitted a combined fourth to seventh report in 2017
The Bahamas	Submitted a sixth periodic report in 2017
Barbados	Submitted a combined fifth to eighth report in 2015
Belize	Submitted a combined third and fourth report in 2005
Dominica	Has not yet submitted an initial report to CEDAW. An alternative report was prepared by the National Coalition of Dominican Women in 2009
Grenada	Submitted a combined initial and second to fifth report in 2010
Guyana	Submitted a ninth periodic report in 2018
Haiti	Submitted a combined eighth and ninth report in 2014
Jamaica	Submitted a combined sixth and seventh report in 2010
St. Kitts and Nevis	Submitted a combined fifth to ninth report in 2020
St. Lucia	Submitted a combined initial and second to sixth report in 2005
St. Vincent and the Grenadines	Submitted a combined fourth to eighth report in 2013

Suriname	Submitted a combined fourth to sixth report in 2016
Trinidad and Tobago	Submitted a combined fourth to seventh report in 2015
Source: OHCHR. (n.d.). <i>UN Treaty Body Database: CEDAW.</i>	

Table 3: Year of the latest available national report and national biodiversity strategy and action plan (NBSAP) to the United Nations Convention on Biological Diversity (CBD) for Caribbean Regional Fisheries Mechanism (CRFM) Member States

	Latest available national report	Year of latest available NBSAP
Antigua and Barbuda	Fifth national report (2015)	2015
The Bahamas	Fourth national report (2011)	2002
Barbados	Sixth national report (2018)	2002
Belize	Fifth national report (2015)	2016
Dominica	Sixth national report (2018)	2014
Grenada	Fifth national report (2015)	2016
Guyana	Sixth national report (2018)	2015
Haiti	Sixth national report (2018)	2008
Jamaica	Sixth national report (2018)	2016
St. Kitts and Nevis	Fifth national report (2015)	2016
St. Lucia	Fifth national report (2014)	2000
St. Vincent and the Grenadines	Sixth national report (2018)	2018
Suriname	Sixth national report (2018)	2013
Trinidad and Tobago	Fifth national report (2016)	2018
Source: UN CBD. (n.d.c). National reports and NBSAPs.		

Table 4: Ratification status of select International Labour Organization (ILO) Conventions for Caribbean Regional Fisheries Mechanism (CRFM) Member States

	No. 29	No. 87	No. 98	No. 100	No. 105	No. 111	No. 138	No. 156	No. 182	No. 183	No. 188
Anguilla	A	A	A	NA	A	NDA	NDA	NDA	NDA	NDA	NDA
Antigua and Barbuda	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
The Bahamas	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
Barbados	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
Belize	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Dominica	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
Grenada	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
Guyana	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
Haiti	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
Jamaica	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
Montserrat	A	A	A	NA	A	NDA	NDA	NDA	NDA	NDA	NDA

St. Kitts and Nevis	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
St. Lucia	Y	Y	Y	Y	Y	Y	N	N	Y	N	N
St. Vincent and the Grenadines	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
Suriname	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
Trinidad and Tobago	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<p>Notes:</p> <ul style="list-style-type: none"> • A green square with ‘Y’ indicates the State has ratified the Convention and a red square with ‘N’ indicates it has not ratified the Convention. • In the case of the United Kingdom territories of Anguilla and Montserrat, a green square with ‘A’ indicates the Convention is applicable in the territory and a red square with ‘NA’ indicates the Convention is not applicable in the territory. A grey square with ‘NDA’ indicates data was not available on applicability of select Convention in the territory. • Turks and Caicos did not have indication of applicability of ILO Conventions as a territory of the United Kingdom. <p>Source: ILO (n.d.c) <i>Ratifications by country</i>. Accessed on 16 June 2020.</p>											

Table 5: Information on national youth policies for Member States of the Caribbean Regional Fisheries Mechanism (CRFM)

	Youth policy and year	Planned review or updates
Anguilla	Anguilla National Youth Policy (2012)	Recently prepared a request for technical assistance to review the policy in 2018
Antigua and Barbuda	Antigua And Barbuda National Youth Policy – Empowering Tomorrow’s Leaders Today (2007)	Unknown
The Bahamas	The Commonwealth of The Bahamas National Youth Policy – “Engaging, Empowering, and Enabling Our Youth (2014-2021)	Currently active
Barbados	The National Youth Policy of Barbados (2011)	Implementation and impact under review to prepare for revision
Belize	National Youth Development Policy of Belize (2012-2022)	Currently active
Dominica	The Commonwealth Of Dominica National Youth Policy (2017-2022)	Not active – awaiting cabinet approval
Grenada	National Youth Policy (2015-2020)	Currently active
Guyana	National Youth Policy 2015 of the Cooperative Republic of Guyana (2015)	Approved in 2016
Haiti	None	Unknown
Jamaica	National Youth Policy (2017-2030)	Currently active
Montserrat	National Youth Policy Montserrat (n.d.)	Most recent draft from April 2013

St. Kitts and Nevis	Saint Kitts and Nevis Federal Youth Policy (2017-2022)	Approved in 2017
St. Lucia	National Youth Policy – A Shared Vision and Commitment for Achieving the Full Potential of Young People in Saint Lucia (2016-2021)	Not active – awaiting cabinet approval
St. Vincent and the Grenadines	Saint Vincent and the Grenadines Youth Policy Document (1996)	Efforts ongoing to secure technical assistance for policy review and update
Suriname	Integrated Child and Youth Policy (2014)	Policy only for persons 0-21; young adults 12-29 considered in Declaration of Paramaribo (2010)
Trinidad and Tobago	Republic of Trinidad and Tobago National Youth Policy (2012-2017)	Consultations for update ongoing for review and update started in 2018
Turks and Caicos	Turks And Caicos Islands National Youth Policy (2012)	Currently active, scheduled 5—year revision currently under consideration
Source: Camarinhas, C. and Eversley, D.D. (2020). Caribbean synthesis report on the implementation of the Lisbon Declaration on Youth Policies and Programmes		

Appendix 2. Stakeholder information from survey and consultations

Survey respondents

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.

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.

Geographic focus and technical expertise of respondents				
Geographic focus		Technical expertise		
<i>Area</i>	<i>Total responses</i>	<i>Fisheries and/or marine resources management</i>	<i>Gender equality and human rights</i>	<i>Community and youth empowerment</i>
<i>Anguilla</i>	0	0	0	0
<i>Antigua and Barbuda</i>	1	1	0	0
<i>Bahamas</i>	1	1	0	0

<i>Barbados</i>	1	0	1	0
<i>Belize</i>	1	1	0	0
<i>Dominica</i>	2	1	1	0
<i>Grenada</i>	5	3	2	0
<i>Guyana</i>	2	2	0	0
<i>Haiti</i>	1	1	0	0
<i>Jamaica</i>	1	1	0	0
<i>Montserrat</i>	0	0	0	0
<i>St. Kitts and Nevis</i>	0	0	0	0
<i>St. Lucia</i>	4	2	2	0
<i>St. Vincent and the Grenadines</i>	6	4	2	0
<i>Suriname</i>	0	0	0	0
<i>Trinidad and Tobago</i>	6	2	2	2
<i>Turks and Caicos</i>	4	4	0	0
<i>Regionally</i>	16	12	3	1
<i>Globally</i>	1	0	1	0

Stakeholder consultations

Over 90 stakeholders were invited to take part in one-on-one consultations with the consulting team between April 2 - May 1, 2020. As of May 1st, 46 stakeholders (35 women and 11 men) have participated in consultations.

Number of consultations conducted by focus area and geographic area				
Country	Fisheries	Gender	Youth	Gender and fisheries
Barbados	1	0	2	1
Belize	0	1	0	0
Dominica	1	2	0	0
Grenada	1	0	4	0
Guyana	0	0	1	0
Jamaica	1	0	0	0
St. Lucia	3	1	2	0
St. Vincent and the Grenadines	2	0	1	0
Trinidad and Tobago	6	4	2	0
Regional*	5	1	1	3
Total	20	9	13	4
* Each representative from a regional organization, which included representatives from UWI/CERMES, CRFM, UN Women, etc., spoke about regional issues, as well as issues facing their country of residence, including Barbados, St. Lucia, and St. Vincent and the Grenadines.				

List of stakeholders who participated in consultations

COUNTRY	NAME	AFFILIATION
Barbados	Arabelle James-Anglies	CYEN
Barbados	Debra Joseph	UWI/CERMES
Barbados	Jamilla Sealy	Barbados Ministry of Environment; CYEN Gender Commission member
Barbados	Vernel Nicholls	Barbados National Union of Fisherfolk Organizations (BARNUFO)
Belize	Ruth Gutierrez	Angel Lisa
Dominica	Diana Degallerie	Fisheries Division

Dominica	Kaywana Williams	Bureau of Gender Affairs
Dominica	Vanya David	The National Council of Women of Dominica
Grenada	Avril Edwards-Nichols	Grenada Social Ministry; social care unit
Grenada	Earle Williams	Permanent Secretary for the Ministry of Youth
Grenada	Lisa Chetram	Fisheries Division - Ministry of Agriculture, Lands, Forestry, Fisheries and the Environment
Grenada	Royden Beharry	Ministry of Youth Development, Sports, Culture and the Arts
Grenada	Sheddona Richardson	CYEN
Guyana	Lakeram Singh	CYEN Secretariat
Jamaica	Laura Canevari	Independent researcher
Regional	June Masters	CRFM
Regional	Leisa Perch	GIFT consultant
Regional	Lisa Soares	CERMES
Regional	Maren Headley	CRFM
Regional	Peter A. Murray	CRFM
Regional	Reginald Burke	CYEN Caribbean Youth Environment Network
Regional	Shelly-Ann Cox	CERMES
Regional	Susan Singh-Renton	CRFM
Regional	Tonni Ann Brodber	UN Women
Regional	Melanie Andrews	CANARI (Caribbean Natural Resources Institute)
St Lucia	Olivia Amos	The Department of Gender Relations
St. Lucia	Dannie James	St. Lucia Fisherfolk Cooperative Society Limited
St. Lucia	Thomas Nelson	Department of Fisheries - Ministry of Agriculture, Fisheries, Physical Planning, Natural Resources and Co-operatives
St. Lucia	Sarita Williams-Peter	Department of Fisheries - Ministry of Agriculture, Fisheries, Physical Planning, Natural Resources and Co-operatives
St. Lucia	Cannita Melius	CYEN
St. Lucia	Shanna Emmanuel	CYEN member
St. Vincent and the Grenadines	Audwin Andrews	SusGren
St. Vincent and the Grenadines	Winsbert Harry	St. Vincent and the Grenadines National Fisher Folks Organisation
St. Vincent and the Grenadines	Clonesha Romeo	CYEN member
Trinidad and Tobago	Antoinette Jack-Martin	Office of the PM: Gender and Child Affairs (Gender Affairs Division)
Trinidad and Tobago	Carol Noel	Network of Rural Women Producers, Trinidad and Tobago (NRWPTT)
Trinidad and Tobago	Collin Asgarali	Ministry of Agriculture, Land and Fisheries
Trinidad and Tobago	Gia Gaspard Taylor	Network of Rural Women Producers, Trinidad and Tobago (NRWPTT)
Trinidad and Tobago	Joslyn LeeQuay	Trinidad and Tobago United Fisherfolk (TTUF)
Trinidad and Tobago	Muriel Quamina	Caribbean Fisheries Training and Development Institute (CFTDI)

Trinidad and Tobago	Nerissa Lucky	Ministry of Agriculture, Land and Fisheries
Trinidad and Tobago	Rhoda Reddock	UWI/founder
Trinidad and Tobago	Recardo Mieux	Ministry of Agriculture, Land and Fisheries
Trinidad and Tobago	Shandira Ankiah (Trinidad)	Ministry of Agriculture, Land and Fisheries
Trinidad and Tobago	Gabriella Phillip	CYEN member
Trinidad and Tobago	Giles Joseph	CYEN member

Appendix 3. CLME+ Project and Large Marine Ecosystems and Ecosystem Approach to Fisheries

Beginning in the early 2000s, a series of diagnostic analyses and case studies led to the development of the “Strategic Action Programme for the Sustainable Management of the Shared Living Marine Resources of the Caribbean and North Brazil Shelf Large Marine Ecosystems” (the CLME+ SAP), which also was one of the main outputs from the Caribbean Large Marine Ecosystem (CLME) Project, a five-year programme implemented from 2009 to 2014.

The [CLME+] SAP is a 10-year programme consisting of 77 priority actions structured under six Strategies and four Sub-strategies. The SAP describes a long-term vision on the relationship between human society and the marine environment in the CLME, and provides a comprehensive roadmap towards sustainable living marine resources management, through strengthened and consolidated regional cooperation. (UNDP-GEF, p. 42)

With expressed interest in moving forward towards implementing the CLME+ SAP, participating countries requested the development of a new project with renewed co-financing support from the Global Environment Facility (GEF), which led to the implementation of the 5-year Full Sized UNDP/GEF Project: “Catalysing Implementation of the Strategic Action Programme for the Sustainable Management of shared Living Marine Resources in the CLME+.” The UNDP/GEF project has a number of sub-projects under the CLME+ Strategies and Sub-Strategies, one of which concerns the implementation of the Sub-Regional Fisheries Management Plan for Flyingfish in the Eastern Caribbean and includes a focus on gender considerations. CRFM is responsible for facilitating the implementing the flyingfish sub-project in the Eastern Caribbean. The overall CLME+ Project aims to improve sustainable development of fisheries for vulnerable and marginalised populations in the Caribbean, particularly women, girls and youth, in order to advance gender issues, decent work and youth involvement in Caribbean fisheries. These components are further discussed in subsequent suggestions.

The Gender Mainstreaming in Fisheries of the Caribbean initiative within the CLME+ Sub-project on flyingfish seeks to improve sustainable development of fisheries for vulnerable and marginalised populations in the Caribbean, particularly women and girls, but in consideration of intersectional dynamics of gender, including boys and men. While this initiative on gender mainstreaming is included within the sub-project, it aims to be relevant and scalable across the entirety of the fisheries sector in the Caribbean. This regional and cross-fisheries sector context will be integral to the project specifically in order to advance gender issues, decent work and youth involvement in Caribbean fisheries. This work will also complement the gender activities included in the existing sub-project results framework, with the expected results of improved governance for gender-responsive fisheries planning and decision making; and enhanced national capacities for mainstreaming gender in implementing an ecosystem-based and sustainable approach to fisheries management.

Large Marine Ecosystems (LMEs) are designated large marine and coastal areas that exhibit, on average, higher primary productivity than in open ocean areas (GEF, n.d.). They have been used throughout the world as tools for ecosystem-based approaches to marine conservation and fisheries management. An ecosystem-based approach is a conservation strategy that recognises the vast diversity, complexity and interconnections of ecosystems, and one that focuses on humans as integral parts (Garcia et al., 2003). In the context of fisheries management, an ecosystem approach to fisheries (EAF), more explicitly acknowledges “the interdependence between human well-being and ecosystem health and the need to maintain ecosystems productivity for present and future generations” and seeks to balance societal and conservation objectives within ecologically meaningful boundaries (Ward et al., 2002).

To date, 66 LMEs have been designated globally, including the Caribbean and North Brazil Shelf Large Marine Ecosystems (the “CLME+ region”) (UNDP-GEF, 2015). The CLME+ region comprises one of the

most geopolitically diverse and complex LMEs in the world, with 26 independent States and eighteen dependent/associated territories located within or bordering the LME. Over the past several decades, the CLME+ region has experienced increasing threats to shared living marine resources, as they are increasingly impacted by habitat degradation, unsustainable fisheries practices and pollution. Due to the transboundary nature of the CLME+ region, managing shared living marine resources requires and will require continued regional coordination and collaboration across nations and communities (UNDP-GEF, 2015).

The GEF has supported the LME approach since 1995 through its International Waters (IW) Focal Area. Under GEF LME-supported projects, concerned stakeholders from governments, civil society and international agencies and regional organizations come together to address major transboundary environmental issues and identify underlying root causes of environmental degradation. Results of these analyses are used to determine and formulate, among all relevant stakeholders, priority actions to tackle transboundary issues, through the development and political endorsement of a *Strategic Action Programme (SAP)*. The SAP outlines a long-term vision for the relationship between society and the marine environment in the CLME, and “provides a comprehensive roadmap towards sustainable living marine resources management, through strengthened and consolidated regional cooperation.” (UNDP-GEF, 2015). *Population, biodiversity significance and ecosystem services of the CLME+.*

Together, the Caribbean Large Marine Ecosystem (CLME; 3.3 million km²) and the North-Brazil Shelf Large Marine Ecosystem (NBSLME; 1.1 million km²), referred to in this document as the CLME+ region (4.4 million km²), support important commercial and subsistence fisheries, and comprise a distinct and globally important bio-geographical region of coral reef development with a significant degree of endemism (UNDP-GEF, 2015).

The region is home to more than 100 million people and supports a multitude of globally important economic activities and ecological processes. The CLME+ region contains a unique mix of cultures and history, a result of its precolonial and colonial past, and of the indigenous, African, Asian and European roots of its current population. The region’s unique and diverse cultures, languages and political history have shaped how communities’ access, control, use, manage and govern natural resources (UNDP-GEF, 2015).

Three key marine ecosystems are recognized as supporting the region’s most important fisheries and biodiversity: coral reefs, the pelagic ecosystem and the continental shelf ecosystem. These three ecosystems hold significant importance for biodiversity but also support regional livelihoods and socio-economic development.

Coral reefs

Coral reef systems are a crucial source of revenue and food for coastal communities in the CLME+ as they support not only commercial fishery species, such as the Caribbean spiny lobster, but they also support a robust tourism industry, attracting divers, snorkelers and beach-goers from across the globe. Coral reefs provide fish habitat and shoreline protection for essential coastal infrastructure, and it is estimated that reefs provide an annual net benefit of USD \$391 million from fisheries, USD \$720 million from coastal protection, USD \$663 million from tourism/recreation and USD \$79 million from biodiversity value, delivering total annual benefits of at least USD \$1.85 billion (UNDP-GEF, 2015). In 2011, it was estimated that 42 million people in the CLME+ region directly depend on coral reefs for food and/or their livelihoods (World Resources Institute [WRI], 2011).

Linked to coral reef ecosystems are mangroves and seagrass beds. Total mangrove cover in the CLME+ region is estimated to range between 22,000 and 32,000 km². As essential fish habitat, mangrove forests

fulfil a vital role in the critical stages of the life cycle of numerous commercially and ecologically important marine species. Mangroves are also critical in the protection of coastal areas, including during natural disasters such as hurricanes (UNDP-GEF, 2015). Increasingly, mangroves' role in carbon sequestration has been gaining increasing recognition, with research showing that mangrove forests can store up to five times more carbon than terrestrial forests (The Blue Carbon Initiative, n.d.). Seagrass beds also store significant amounts of carbon, up to twice the amount as terrestrial forests, and provide other important ecosystem services, such as sediment stabilization, coastal erosion mitigation, providing shelter for various animal species and serving as nursery and feeding grounds for economically and culturally important species (e.g. shrimp and queen conch). Seagrass beds also provide important protection for coral reefs in their ability to act as a sediment barrier and nutrient filter, providing a high water clarity and low nutrient conditions necessary for coral reefs to thrive. Despite their numerous ecological services, scientists estimate that as much as half of all seagrass beds globally have been lost, a result of pollution, destructive fishing practices and other activities such as sand dredging and boating (Oceana, n.d.).

Together, coral reefs, mangroves and seagrass beds serve to enhance the productivity of the entire CLME+, with reefs serving as breakwaters to provide a low energy environment for mangroves and seagrasses to flourish, which in turn provide safe habitats for juvenile fish and various other marine species. In exchange, mangroves and seagrasses act as nutrient and sediment barriers for coral reefs, whose productivity is threatened by excessive nutrients and sediment.

Pelagic ecosystem

Pelagic ecosystems host a wide array of species—from four wing flyingfish to tunas, sharks, billfish, turtles and marine mammals/cetaceans—throughout their entire life cycle. Provisioning services of the pelagic ecosystem in the CLME+ include commercial, recreational and subsistence fishing, as well as other tourism related services, such as whale watching. Supporting services include “commercial shipping and recreational navigation routes, habitat for fish, eggs and larval stages of a number of marine organisms, transport of eggs and larvae to feeding and recruitment grounds, provision of adult fish migratory pathways, as well as habitat support to emblematic components of global and regional biodiversity such as sea turtles, sea birds and marine mammal.” (Tietze and Singh-Renton, 2012).

Over the last decade in particular, this ecosystem has experienced a surge in economic value and importance in the CLME+ as reef and nearshore fisheries have been overfished and experienced fishery decline. The major fishing countries for large pelagic resources of the CLME+ are in the Lesser Antilles, most of which are members of CRFM: Barbados, Grenada, Saint Lucia and Trinidad and Tobago, as well as Martinique and Guadeloupe.

Continental shelf ecosystem

The continental shelf ecosystem is most pronounced in the Guianas-Brazil subregion (NBSLME), where it supports a number of commercially important fisheries, such as shrimp and groundfish. Other fisheries occur in the continental shelf ecosystem, such as schooling pelagic resources such as mackerels and jacks. Despite these economic contributions, the continental shelf ecosystem has not been the focus for many economists working on ecosystem valuations.

The continental shelf ecosystem is where interactions among the various stakeholders of the CLME+ region occur: marine transportation, offshore energy, fisheries and marine-related tourism. The management of these different marine resources-based sectors is crucial for the sustainable of the goods and services provided by this ecosystem.

Appendix 4. Country profiles

Barbados



Summary of findings on enabling conditions and mainstreaming gender in fisheries in Barbados

The Bureau of Gender Affairs (BGA) and the Fisheries Division have historically collaborated and demonstrate interest in continuing to enhance engagement and work to mainstream gender in fisheries. Capacity building efforts, especially through establishment of gender focal points, and initial efforts on a gender responsive budget system across the government has supported gender considerations in the fisheries department, policy developments, and work program. Considerable efforts have been made to enhance civil society engagement in Barbados, and specifically support women's engagement and empowerment through Barbados National Union of Fisherfolk Organizations (BARNUFO) activities as well as UWI research and NGO support to promote women's role and value in fisheries sector across value chain to increase access to economic empowerment tools (such as boats, freezers, processing tools, etc.). Gender research on value chains, and division of labour, exists but reporting of information is limited; however, there is recognition and effort to research and record information on socio-economic issues in fisheries, such as level of effort for activities, and alternative livelihoods in different seasons of fishing, considering environmental, social, and economic changes (e.g., influx of sargassum, switch to sea eggs or conch harvesting, climate change impacts and ecosystem degradation, export of species, COVID, etc.). This has all contributed to positive enabling conditions noting that the concerns of women and men are brought to the forefront and recommendations for policies can be made to address any issue that persons face.

Human Development and Gender Equality ¹¹			
Population	286,640 (2018)	% female population	% male population
		51.7%	48.3%
GDP	5.145 billion USD (2018)	GDP per capita	Fisheries GDP
		17,949.30 USD	GDP for Agriculture and Fishing industry for 2017 was BBD \$129.3 million; GDP by the fishing industry is estimated at 0.15 percent
Labour force participation rate	Female participation rate %	Male participation rate %	Labour force, female (% of total labour force)
	62% (2019)	69% (2019)	49.2% (2019)
	Labour in fisheries		
	Data not available		
		Ranked 28 th overall; 6 th in LAC region (out of 25 countries)	

¹¹ Data from World Bank (n.d.) unless otherwise noted

World Economic Forum (WEF) Global Gender Gap Report ranking (out of 153 countries) (WEF, 2020)	Rank in economic participation			Rank in educational attainment			Rank in health and survival			Rank in political empowerment		
	9 th			79 th			71 st			61 st		
OECD Social Institutions and Gender Index (SIGI) (OECD, 2019)	No compiled index information - Sufficient data from Barbados was only available under the category “discrimination in the family” and therefore a SIGI category rank on inequality could not be determined.											
Compliance with International Frameworks												
2030 Agenda and SDGs - VNR	Commitment; indication of submission of the VNR in 2020 with update from COVID-19											
CEDAW	Signed and ratified in 1980. Submitted a combined fifth to eighth report in 2015											
BPfA	Barbados submitted report in 2019; includes 1 reference to fisheries as one of the sectors most at risk to climate change; it includes adequate integration and consideration of youth and decent work issues											
UN CBD	Ratified in 1993											
	National report		5th National Report (2016); no inclusion of gender or decent work considerations; limited inclusion of youth issues									
	NBSAP		2002; no inclusion of gender or youth considerations; moderate considerations made on decent work									
ILO Labour Standards	Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)											
	No. 29	No. 87	No. 98	No. 100	No. 105	No. 111	No. 138	No. 156	No. 182	No. 183	No. 188	
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	Ratified	No	No	
Fisheries sector development												
Fisheries Authority	Fisheries Division, Ministry of Maritime Affairs and the Blue Economy											
Fisheries legal framework	The Fisheries Act (1993, amended 2000) is the principle fisheries legislation and mandates the formulation and review of fisheries management and development schemes; the establishment of a fisheries advisory committee; fisheries access agreements; local and foreign fishing licensing; sport fishing; registration of fishing vessels; construction and alteration of fishing vessels; fisheries research; fisheries enforcement and the obligation to supply information.											
Fisheries policy	Barbados Fisheries Management Policy (2004-2006) <ul style="list-style-type: none">No integration of gender, youth, or decent work											

Fisheries practice	The principal stocks and resources exploited by marine capture fisheries in Barbados are the flying fish and large pelagic stocks. Flying fish fishery is the most important, accounting for almost two-thirds of total landings in most years. The fishery is economically important with over 2000 fishermen and 500 vendors seasonally employed in the fishery. In addition, over 200 persons are employed as scalers or boners at fish markets and approximately 125 are employed at fish processing plants. Flying fish account for a large percentage of the production of the processing plants.
Enabling Conditions	
Gender Equality	
Gender machinery	<ul style="list-style-type: none"> • Bureau of Gender Affairs (BGA); Ministry of People Empowerment and Elder Affairs • National Advisory Committee on Gender is approved by Cabinet and made up of representatives from public, civil society, and academia to support work of Bureau. • BGA also works closely Women and Development (WAND) and NGOs with longstanding relationship to advance gender equality. • The Programme Officer is a member of the Committee on Water Resources.
Gender policy	<p>Barbados is in the process of finalizing a draft policy which was sent to Cabinet of Ministers in 2016. It is being updated to include gender indicators on climate change. This process is underway with initial discussions taking place with the Ministry of Environment and National Beautification, however, COVID-19 has halted progress.</p> <ul style="list-style-type: none"> • Evidence not available to review policy for consideration of fisheries
Gender focal point system	Focal points have been established and trained in each ministry as a strategy for increasing capacity of ministries for mainstreaming gender analysis and implementation of national policies and programmes. However, stakeholders indicated that there may no longer be a gender focal point in the fisheries department as part of the gender machinery's established system.
Gender responsive budgeting	<p>There has been initial interest and sensitization around this issue no recent effort to incorporate this initiative into systems and processes across the government.</p> <p>Credit unions are strong (and in region relatively) and should be investigated as opportunities for funding small business activities, especially given COVID-19 pandemic and associated stressors.</p>
Youth Engagement	
Youth machinery	Department of Youth Affairs; Ministry of Youth and Community Empowerment
Youth policy	<p>National Youth Policy adopted 2011; includes the environment as a priority area; signatory of The Commonwealth Plan of Action for Youth Empowerment (PAYE) 2006-2015. The implementation and impact of the policy is currently under review to prepare for revision.</p> <ul style="list-style-type: none"> • Includes separate policy goal on youth and the environment with measures to strengthen partnership with Caribbean Youth Environmental Network (CYEN)
Labour and Decent Work	

Labour machinery	Ministry of Labour & Social Partnership Relations
Labour legal framework	National Employment Policy that aim to promote gender equality and its Gender Action Plan, which was developed following the Ministry's Gender Audit conducted in collaboration with the ILO and Organisation of American States (OAS).
Decent work considerations	Labour policy exists with inclusion of decent work as a priority. Barbados promotes the Decent Work agenda under the relevant ILO convention and has developed initiatives, such as a Migrant Workers' Policy, to ensure safe working and living conditions for workers. Inspections are enabled under the relevant acts to ensure proper occupational and health standards, among other things.
Gender considerations	A Gender Action Plan exists for the Labour Ministry. Gender focal points have been most effective in Barbados in the Ministry of Labour
Fisheries decent work practices	Increasing research and information available because of value chain analyses and in-depth research of Barbados women's role in fisheries; work conditions for processors (majority women) necessitate standing all day long, reporting issue with feet and legs, and backs; without proper safety gear they cut hands often while processing, and argue the work space is not clean enough but must follow protocols to protect themselves, which is their prerogative.

Dominica



Summary of findings on enabling conditions and mainstreaming gender in fisheries in Dominica

The Dominican Bureau of Gender Affairs and the Fisheries Division have recently been collaborating to mainstream gender in fisheries. There is recognition that women have been overlooked and under-represented, and that gender equality in the fisheries sector is connected to resource sustainability, economic growth, and food security in Dominica. Understanding gender mainstreaming is important for sustainable fisheries management—the success of which relies on understanding human interactions with the fishery and guiding human behaviour is guiding the collaborative development and implementation of programs and projects that effectively mainstream gender into the fisheries sector, including engagement and support with women fisherfolk and toward establishing cooperatives. Thus, the Bureau of Gender Affairs and the Fisheries Division undertook research in the communities of Soufriere/Scotts Head to ascertain the opportunities for and challenges of women and youth in the Fisheries sector in these communities. Consultations and invitations for participating in fisheries sector policy and planning is increasing for gender machinery representatives, but do not always support active engagement, or valuing of perspectives and issues on gender and social dynamics—however, do feel that capacity building on gender does support stronger integration. There have been sensitization campaigns by civil society to enhance capacity on gender and marginalisation, including on GBV in agriculture and fishing communities, as well as skills training, e.g. accounting and alternative harvest methods. Hurricane Maria exacerbated inequities and provided insight on gender-differentiated risks and impacts.

Human Development and Gender Equality ¹²					
Population	71,600	% female population		% male population	
		No data available		No data available	
GDP	0.55 billion USD	GDP per capita		Fisheries GDP	
		7,691.30 USD		No data available	
Labour force participation rate	Female participation rate %	Male participation rate %		Labour force, female (% of total labour force)	
	45% (2001-outdated)	70% (2001-outdated)		No data available	
	Labour in fisheries				
	Women make up an important stakeholder group in the fisheries sector but are often overlooked. The 2011 Population Census indicates that males comprise 85% of skilled agricultural and fishery workers, compared to 15% of females				
World Economic Forum (WEF) Global Gender Gap Report ranking (out of 153 countries) (WEF, 2020)		No data available			
		Rank in economic participation	Rank in educational attainment	Rank in health and survival	Rank in political empowerment
		No data available	No data available	No data available	No data available

¹² Data from World Bank (n.d.) unless otherwise noted

OECD Social Institutions and Gender Index (SIGI) (OECD, 2019)	No compiled index information - Sufficient data from Dominica was only available under the category “discrimination in the family” and therefore a SIGI category rank on inequality could not be determined.										
Compliance with International Frameworks											
2030 Agenda and SDGs - VNR	Has not submitted a VNR										
CEDAW	Signed and ratified in 1980. Has not yet submitted an initial report to CEDAW. An alternative report was prepared by the National Coalition of Dominican Women in 2009										
BPfA	No official report from Dominica government; in 1999 report submitted by CSO-no inclusion of fisheries or youth considerations; moderate considerations of decent work issues										
UN CBD	Accession in 1994										
	National report		6th National Report (2018); limited inclusion on gender; significant inclusion of youth considerations, including as a focus group for development of report; limited inclusion of decent work considerations								
	NBSAP		2014; no inclusion of gender; no inclusion of youth considerations; moderate considerations made on decent work								
ILO Labour Standards	Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)										
	No. 29	No. 87	No. 98	No. 100	No. 105	No. 111	No. 138	No. 156	No. 182	No. 183	No. 188
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	Ratified	No	No
Fisheries sector development											
Fisheries Authority	Fisheries Division; Ministry of Blue and Green Economy, Agriculture, and Food										
Fisheries legal framework	Draft policy has been in process for many years, approved or in effect; Fisheries Act exists, but regulations are not in effect; potentially the CC4Fish project is providing support to finalize a management plan for fisheries and can identify and approve regulations then.										
Fisheries policy	Dominica does not have a Fisheries Policy										
Fisheries practice	The Dominica Gender Equality Indicators Report includes data on pay by occupation and sex from a survey in 2008. This shows the highest gender wage gap in professions where the majority of employees are male: craft and trade workers, and agricultural and fishery workers.										
Enabling Conditions											

Gender Equality	
Gender machinery	<ul style="list-style-type: none"> • Bureau of Gender Affairs; Ministry of Ecclesiastical Affairs, Family, and Gender Affairs • Dominica National Council of Women: umbrella CSO organization, aiming to sensitize, empower and unite women and their families. With knowledge to relate to their rights in order to develop their potentials and define common solutions to problems that affect them
Gender policy	National Gender Policy approved in 2006. Most recent Gender Strategy and Action Plan is from 2014, a 2019-2028 Plan is in development but has not been approved by Cabinet
Gender focal point system	Gender focal point system exists (instated from 2005 Gender Policy) but it has not worked effectively due the constant restructuring of government every 5 years. Additionally, designated focal points are often someone at the clerical level with limited influence to voice gender concerns, or voice and elevate issues in their division. Reportedly, Fisheries Division staff have not received much if any training on gender mainstreaming, and have not previously been aware of, or significantly engaged as gender focal point.
Gender responsive budgeting	National Development Foundation of Dominica (NDFD) established to assist women's agricultural small enterprise development. Nothing specifically on fisheries programs but discusses establishment of women's groups/ cooperatives/enterprises etc. in agriculture sector.
Youth Engagement	
Youth machinery	<p>Youth Division; Ministry of Youth Development and Empowerment, Youth at Risk, Gender Affairs, Seniors' Security and Dominicans with Disabilities</p> <p>Youth Environment Services (Y.E.S) Corps aims to promote environmental stewardship and address youth identity crises, training includes a module on the marine environment</p> <p>Dominica Youth Environment Organisation (DYEO) – aims to incorporate environmental education in classrooms</p>
Youth policy	<p>National Youth Policy adopted 2004; no inclusion of fisheries sector considerations</p> <ul style="list-style-type: none"> • The Commonwealth Of Dominica National Youth Policy (2017-2022) is not active and awaiting cabinet approval • In the 2017-2022 draft, there are specific measures for decent work and a separate goal for youth and environment
Labour and Decent Work	
Labour machinery	Division of Labour; Ministry of National Security and Home Affairs
Labour legal framework	Labour Standards Act of 1995; includes stipulations on decent work elements including minimum wage, hours of work, vacation, maternity leave and equal wages
Decent work considerations	Labour Standards Act includes stipulations on decent work elements including minimum wage, hours of work, vacation, maternity leave and equal wages.

Grenada



Summary of findings on enabling conditions and mainstreaming gender in fisheries in Grenada

Women are heavily involved in Grenada's fishing sector as handlers, processors and vendors but their roles remain invisible, as they are not considered fish workers and therefore not registered in the government. Fisheries Division staff stated they are making concerted efforts to try to bring women into the legal system and improve access to government services, but it is still an ongoing effort. Greater cross-sectoral collaboration could provide for more enabling conditions to mainstream gender in the fisheries sector in Grenada. Collaboration among the Fisheries Division, the Division of Gender and Family Affairs, and the Ministry of Youth Development, Sports, Culture and the Arts (MYDSCA) has not been targeted nor comprehensive. Integration of gender, youth, and decent work issues in the respective policies and plans across ministries could also be improved. For example, the Grenada Fisheries Act makes seldom mention of gender and the National Gender Equality Policy and Action Plan (GEPAP), while it refers to fisheries, often grouping agriculture and fishing together, making it difficult to discern the specific gender issues faced by women and men in the fishing sector. Additionally, Fisheries Division staff have reportedly received limited training on gender mainstreaming, and have not previously been aware of, or significantly engaged as gender focal point. Youth are still entering the fishing sector, particularly those from traditionally strong fishing families, though there have been some issues in continuing the traditional practice of net mending. There are a number of support programmes for youth in Grenada provided by the MYDSCA, focusing on differentiated gender issues and challenges including in employment, skills training, and gender-based violence. These programs provide youth with skills-building training, as well as grants, to support their professional development and advancement and become more employable. This support has not specifically targeted the fishing sector but has had beneficiaries of the programs engaged in the sector and support their entrance into it with resources and tools. Additionally, the updated Youth Policy (2020-2015) will involve an inter-ministerial committee to report on youth issues and development across the different ministers, including fisheries.

Human Development and Gender Equality ¹³			
Population	111,450 (2018)	% female population	% male population
		49.6%	50.4%
GDP	1.186 billion USD (2018)	GDP per capita	Fisheries GDP
		10,640 USD	5.2% of total GDP (2018) ^{Error! Bookmark not defined.} ; fisheries alone 1.2% GDP in 2012
Labour force participation rate	Female participation rate %	Male participation rate %	Labour force, female (% of total labour force)
	65.4% (2015)	77.1% (2015)	No data available
	Labour in fisheries		

¹³ Data from World Bank (n.d.) unless otherwise noted

	The agriculture (includes fisheries) and tourism sectors are marked by a gendered division of labour with a pattern of more women being employed in the lower income-earning occupations within the sectors. As is observed in other Caribbean countries, women tend to work in fish processing and handling, with men engaged in harvest. As stated in the National Gender Equality Policy and Action Plan (GEPAP): “Governmental and other agricultural agencies are largely unaware of the gender dimensions of agriculture, e.g., male/female patterns of: land ownership and access; crop/livestock/fish/other production; types of agri-businesses/agro-processing enterprises; support services needed; access to credit; etc.”											
World Economic Forum (WEF) Global Gender Gap Report ranking (out of 153 countries) (WEF, 2020)	No data available											
	Rank in economic participation			Rank in educational attainment			Rank in health and survival			Rank in political empowerment		
	No data available			No data available			No data available			No data available		
OECD Social Institutions and Gender Index (SIGI) (OECD, 2019)	No compiled index information - Sufficient data from Grenada was only available under the category “discrimination in the family” and therefore a SIGI category rank on inequality could not be determined.											
Compliance with International Frameworks												
2030 Agenda and SDGs - VNR	Has not submitted a VNR											
CEDAW	Signed in 1980, ratified in 1990. Submitted a combined initial and second to fifth report in 2010											
BPfA	2019 last report submission; limited inclusion of fisheries; adequate youth considerations; adequate considerations of decent work											
UN CBD	Accession in 1994											
	National report		5th National Report (2014); limited inclusion of gender; limited inclusion of youth considerations; adequate inclusion of decent work considerations									
	NBSAP		2016; no inclusion of gender; no inclusion of youth considerations; limited considerations made on decent work									
ILO Labour Standards	Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)											
	No. 29	No. 87	No. 98	No. 100	No. 105	No. 111	No. 138	No. 156	No. 182	No. 183	No. 188	
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	Ratified	No	No	
Fisheries sector development												
Fisheries Authority	Fisheries Division (Fisheries Management Unit) under the Ministry of Agriculture, Lands, Forestry, Fisheries & the Environment											

Fisheries legal framework	Grenada Fisheries Act (1986), subsequent amendment act (1999), and a series of other fisheries regulations, e.g. pertaining to MPAs, gives authority to the Fisheries Division to carry out management functions and provide a comprehensive set of instruments that allows the Fisheries Division to manage and regulate Grenada's fisheries. The Government has also implemented a policy with the objective to develop the fisheries sector and to increase its contribution to income, employment and foreign exchange earnings. The country is actively promoting the application of the FAO Code of Conduct for Responsible Fisheries in its fisheries management and is interested in applying an Ecosystem Approach to Fisheries (EAF).
Fisheries policy	<p>Grenada Fisheries Act, 1986, with amendments. Limited considerations of gender are included in its fisheries policy recognising gender-differentiated roles in catch and processing.</p> <ul style="list-style-type: none"> Additionally, the Grenada Food and Nutrition Security Policy and Action Plan 2013-2018 makes substantial reference to sustainable fisheries, underscoring the importance of fishery products for food security. This Policy notes: "All actions implemented under this policy will be free from child labour, recognize the principle of fair compensation and be gender sensitive." It also includes that a gender analysis will be conducted and put into operation of the monitoring and evaluation system for the food and nutritional security programming, including social safety policies and programming.
Fisheries practice	Labour is divided along gender lines, with women more involved in fish marketing and primary processing, while men are involved in primary production.
Enabling Conditions	
Gender Equality	
Gender machinery	<ul style="list-style-type: none"> The Division of Gender and Family Affairs and Gender Equality Unit under the Ministry of Social Development, Housing and Community Empowerment The Division of Gender and Family Affairs, the Inter-Ministerial Council of Gender Focal Points and the National Gender Equality Commission form the National Gender Equality Management System for Grenada.
Gender policy	<p>National Gender Equality Policy and Action Plan (GEPAP) approved by Cabinet in 2014</p> <ul style="list-style-type: none"> The GEPAP was elaborated by the Ministry of Social Development and Housing in a wide consultation process with civil society and the private sector. The GEPAP aims at eliminating persisting gender-based discrimination of some laws, traditions, customs, and religious practices and at advancing gender equality accompanied by equity. GEPAP (2014-2024) covers ten policy areas: Culture and Socialization; Education and Training; Labour and Employment; Agriculture and Tourism, Economic Growth and Poverty Reduction; Climate Change, Natural Disaster and Natural Resource Management; Health and Well-being, Violence and Security; Leadership and Decision-Making as well as Legislative and Institutional Framework for Advancing Gender Equality. The policy has inclusion of fisheries issues with some disaggregated data, but fisheries is largely grouped with agriculture. The action plan does not include any specific actions within fisheries.

Gender focal point system	<ul style="list-style-type: none"> • Inter-Ministerial Council of Gender Focal Points est. 2017; participated in Beijing +25 validation meeting; appointed UNFCCC GFP in 2019 • The Division of Gender and Family Affairs, the Inter-Ministerial Council of Gender Focal Points and the National Gender Equality Commission would form the National Gender Equality Management System for Grenada. • Reportedly Fisheries Division staff have received limited training on gender mainstreaming, and have not previously been aware of, or significantly engaged as gender focal point.
Gender responsive budgeting	Currently no funding for GEPAP, but is to be integrated with ministerial budget; has a public finance management act which includes regulations for project proposals to be appraised with Social Development (gov) partners, and must include a gender impact assessment as part of the SD impact assessment.
Youth Engagement	
Youth machinery	Ministry of Youth Development, Sports, Culture and the Arts
Youth policy	<p>National Youth Policy (2015-2020)</p> <ul style="list-style-type: none"> • Currently in the process of reviewing. Anticipate for a new policy to become effective end of 2020 (depending on COVID situation). Components of the new policy will tie into SDG government plan for 2035; no inclusion of fisheries sector considerations. • Grenada is also a signatory to the CARICOM Youth Development Action Plan 2012-2017 (CYDAP), designed to support policymaking on youth development. The CYDAP lists goals on thematic areas including, education, health, economic empowerment, citizenship, participation, and wellbeing.
Labour and Decent Work	
Labour machinery	Ministry of Labour
Labour legal framework	Has several regulations, including the Labour Relations Act (1999). Grenada has ratified the ILO Equal Remuneration Convention (1951, No. 100) and Discrimination (Employment and Occupation) Convention (1958, No. 111), which are specifically relevant to gender equality. Grenada has not yet ratified ILO Work in Fishing Convention (No. 188), which among many standards, sets a minimum age for work on board fishing boats and requires special protection for young fishers. However, the country recently signed on for multiple amendments in the Maritime Labour Convention (2018 and 2019).
Decent work considerations	Grenada ratified the Domestic Workers Convention by the International Labour Organisation (C189) on November 12th, 2018. It will come into force on November 2019. This speaks to decent work for domestic workers. Its implementation will be significant since the majority of domestic workers in Grenada are women.
Gender considerations	The Labour Relations Act has no specific mention of women or gender, but contains language to protect workers against discrimination based on “race, colour, national extraction, social origin, religion, political opinion, sex, marital status, family responsibilities, age or disability” and lays out protection for workers against acts of violence and intimidation.

St. Lucia



Summary of findings on enabling conditions and mainstreaming gender in fisheries in St. Lucia

St. Lucia is demonstrating progressive integration of gender equality through enabling conditions, and particularly in the Fisheries Department with increasing recognition of the need for and understanding on a gender-responsive approach. The Division of Gender Relations, and its ministry, has made significant efforts to elevate mainstreaming gender across the government ensuring political will at the highest level to support comprehensive uptake and collaboration in processes, and now in all projects with gender data management protocols. Increasing integration and support on gender has led to establishment of the focal point system and committees to advance gender equality and report on gender inequalities across sectors, e.g., reporting on CEDAW including close collaboration with the fisheries and agriculture divisions.

The Fisheries Department has increased their capacity on gender through trainings and participation in the gender focal point initiative, advancing their own initiatives to include gender. Leadership in the Fisheries Department recognizes gender inequality gaps and the results delivered by supporting systems for integration, especially from the start rather than as an ad hoc process. This is encouraging participatory engagement of women and gender specialists in spaces as key stakeholders on gender equality from national to local levels in processes, policy development, and decision-making. This has elevated issues of social dynamics with evidence on the nexus of fisheries, poverty, and sustainability, including issues on youth and decent work. Civil society and fisherfolk organizations have a strong stance and support system to integrate social aspects into their programming but maintain they are not actively and meaningfully engaged in processes. The Fisheries Department has also accounted for social dynamics to be included in their draft policy, having engaged the gender machinery in the legislative review consultation.

Human Development and Gender Equality ¹⁴			
Population	181,900	% female population	% male population
		50.8%	49.2%
GDP	1.922 billion USD (2018)	GDP per capita	Fisheries GDP
		10,566 USD	No data available
Labour force participation rate	Female participation rate %	Male participation rate %	Labour force, female (% of total labour force)
	60% (2019)	75% (2019)	45.8%
	Labour in fisheries		
	Data on employment in agriculture (inclusive of fisheries) for women and men is 7% and 18%, respectively.		
		No data available	

¹⁴ Data from World Bank (n.d.) unless otherwise noted

World Economic Forum (WEF) Global Gender Gap Report ranking (out of 153 countries) (WEF, 2020)	Rank in economic participation		Rank in educational attainment		Rank in health and survival		Rank in political empowerment				
	No data available		No data available		No data available		No data available				
OECD Social Institutions and Gender Index (SIGI) (OECD, 2019)	No compiled index information										
Compliance with International Frameworks											
2030 Agenda and SDGs - VNR	Submitted 2019, mentions Sectoral Adaptation Strategy and Action Plan for Fisheries (Fisheries SASAP) 2018-2028										
CEDAW	Accession in 1982. Submitted a combined initial and second to sixth report in 2005										
BPfA	Reported in 2019 on occasion of the 25th Anniversary, no inclusion of gender										
UN CBD	Accession in 1993										
	National report		5th National Report (2014); moderate inclusion of considerations on gender, and on youth; and adequate inclusion of decent work considerations								
	NBSAP		2000; no inclusion of gender; no inclusion of youth considerations; limited considerations made on decent work								
ILO Labour Standards	Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)										
	No. 29	No. 87	No. 98	No. 100	No. 105	No. 111	No. 138	No. 156	No. 182	No. 183	No. 188
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	No	Ratified	No	No
Fisheries sector development											
Fisheries Authority	Department of Fisheries; Ministry of Agriculture, Fisheries, Physical Planning, Natural Resources and Co-operatives										
Fisheries legal framework	The Fisheries Act, No. 10 of 1984, and the Fisheries Regulations, SI No. 9 of 1994, form the basis of law related to fisheries development and management										
Fisheries policy	St. Lucia has a revised draft National Policy for the Fisheries Sector 2020-2030; the policy is under review and consultation, prior to finalization. <ul style="list-style-type: none">Gender Relations Division was invited to and participated in workshops on legislative review (December 2019).While still under review, the draft recognizes gender particularly as a dimension to prioritize in the area of Social and Cultural Development, in line with the Social Protection Policy (2015), and the need to incorporate equal opportunities for women, men and youth.										

	<ul style="list-style-type: none"> Additionally, the 2018 Fisheries adaptation strategy and action plan under National Adaptation Plan (NAP) processes has a section on gender, but concludes other social groups are more vulnerable than women in St. Lucia. So, while sex-disaggregated data will be collected, priorities will focus on building capacity of other vulnerable groups. This includes brief mention of need for training and incentive programs for fisherfolk who may lose employment due to degraded resources.
Fisheries practice	<p>In St. Lucia, agriculture (including fisheries) is an important source of livelihood for about 20% of the population. St Lucia has been impacted by major tropical systems in 2002 (Lilee); 2004 (Ivan); 2005 (Emily); 2007 (Dean); 2012 (Ernesto) and 2017 (Irma and Marya). While women are least likely to hold land, they dominate agro-processing. However, especially for rural women, expansion of their production and sales is hampered because standards for international and regional export are not being met, as most products are produced in private homes and with only limited outreach by the national extension services.</p> <p>A new program as part of the EnGendDER project of UNDP is underway in St. Lucia along with the ILO: Building Effective Resilience for Human Security in the Caribbean Countries: The Imperative of Gender Equality and Women Empowerment in a Strengthened Agriculture (and related Agricultural/Fisheries Small Business) Sector.</p>
Enabling Conditions	
Gender Equality	
Gender machinery	Division of Gender Relations; Ministry of Education, Innovation, Gender Relations and Sustainable Development Network for Rural Women Producers increasingly engaged in policy consultation and decision-making; recognition of differentiated experiences, knowledge, and needs, for participation in committees.
Gender policy	No gender policy; The Economic Commission for Latin America and Caribbean (ECLAC) has been engaged and supporting drafting of a gender equality policy, and gender data management report.
Gender focal point system	<p>Gender focal point system had been instated but had become inefficient, so now are revitalizing. The re-establishment is providing training on a variety of issues for focal points from gender data collection, analysis, budgeting, and training of trainers. Being supported by research and academia groups on gender mainstreaming, pilot project underway, but; focal point training is on pause until further notice, post-COVID impacts.</p> <p>The focal point system has supported collaboration on mainstreaming gender such as in committees and activities to report on gender (BPfA and CEDAW, etc.) enabling conditions more broadly for gender equality.</p>
Gender responsive budgeting	Nascent but underway; Department of Gender Relations facilitated a capacity building training for gender budgeting for ministries as part of the Gender Mainstreaming Project in mid-2019. Budgeting and planning on gender training, including invitation to agriculture ministry; also trained on what to expect when incorporating gender into budgeting and financing programs. Training of trainers for same budgeting workshop, fisheries did not participate but anticipate information will be passed down.
Youth Engagement	

Youth machinery	Youth Division; Ministry of Equity, Social Justice, Empowerment, Youth Development, Sports and Local Government
Youth policy	<p>National Youth Policy – A Shared Vision and Commitment for Achieving the Full Potential of Young People in Saint Lucia (2016-2021)</p> <ul style="list-style-type: none"> • Not active and awaiting cabinet approval • The draft incorporates decent work considerations, gender mainstreaming provisions, and youth and environment policy goals, including strengthening collaboration with CYEN <p>It is a signatory to the CARICOM Youth Development Action Plan 2012-2017 (CYDAP) and as a member of the Commonwealth of Nations, Saint Lucia is a signatory of The Commonwealth Plan of Action for Youth Empowerment (PAYE) 2006-2015.</p>
Youth practice	Challenges in sector for integrating youth includes typical input across region, but also that the fisheries sector has people remaining working until they are past the retired age; need to know how, and how many, to engage without putting pressure on natural resources and stocks.
Labour and Decent Work	
Labour machinery	Ministry of Infrastructure, Ports, Energy and Labour.
Labour legal framework	2012 Labour Law (Act, 2006)
Decent work and gender considerations	<p>No clear indication of decent work commitment</p> <p>2012 Labour Code includes mention of equal payment for women and men, and mandates separate sanitary and washing facilities.</p>

St. Vincent and the Grenadines



Summary of findings on enabling conditions and mainstreaming gender in fisheries in St Vincent and the Grenadines

St. Vincent and the Grenadines does not have a national gender policy, though sex discrimination is prohibited under the Constitution. The overall policy for the fisheries sector is the sustainable use of all fisheries resources to maximise benefits to all Vincentians in the present and future but does not include any reference specifically to women or youth. In 2014, men were more likely than women to be employed in the ‘agriculture, forestry and fishing’ industry, as 17.3% of men were employed in this industry, compared with 7.8% of women. A gender focal point system was established in the country but was not maintained and no longer operates successfully, limiting collaboration among government entities, including the gender and fisheries authorities. The fisheries sector has had limited and not adequate communication with or education for the fisherfolk and fishing communities on the importance and impact of marine protected areas management. Fisherfolk have not been adequately engaged and need to be consulted as stakeholders in order to ensure successful conservation efforts and minimize unintended consequences on communities, including exacerbating inequalities.

There is, however, increasing impetus and indication for national processes to be inclusive and equitable, following the concept of “leaving no one behind” fully resonating with the country’s development pathway as it targets issues related to reducing inequalities, eliminating all forms of poverty and empowering women and youth. SVG has practices in place to enhance youth engagement in fisheries, including the successful and in-demand Community Research Training Program, which was designed to engage youth in conservation science and research. Boatbuilding techniques are passed down for generations (traditional knowledge)—once a boat is built, there is a boat launch party to celebrate! Young males are engaged in fisheries throughout St. Vincent and the Grenadines (such as the lucrative conch and lobster fisheries on Union and Mayreau Islands); in some cases, these skills are passed down as traditional knowledge within families.

Human Development and Gender Equality ¹⁵			
Population	110,210	% female population	% male population
		49.2%	50.8%
GDP	0.811 billion USD (2018)	GDP per capita	Fisheries GDP
		7,361.40 USD	Agriculture, forestry and fishing value added – 7.2% of GDP
Labour force participation rate	Female participation rate %	Male participation rate %	Labour force, female (% of total labour force)
	54% (2019)	77% (2019)	41.5%
	Labour in fisheries		

¹⁵ Data from World Bank (n.d.) unless otherwise noted

	Specifically, men were more likely than women to be employed in the ‘agriculture, forestry and fishing’ industry, as 17.3% of men were employed in this industry, compared with 7.8% of women										
World Economic Forum (WEF) Global Gender Gap Report ranking (out of 153 countries) (WEF, 2020)	No data available										
	Rank in economic participation			Rank in educational attainment			Rank in health and survival			Rank in political empowerment	
	No data available			No data available			No data available			No data available	
OECD Social Institutions and Gender Index (SIGI) (OECD, 2019)	No compiled index information										
Compliance with International Frameworks											
2030 Agenda and SDGs - VNR	St. Vincent and the Grenadines is part of the 2020 VNR of the HLPF. SVG has not yet submitted a VNR, but has submitted a letter from the permanent mission and a “main messages” document describing the advancement on SDGs via national processes toward inclusive and equitable outcomes, but with limitations on financial resources and particularly in light of COVID-19 to respond and report on the VNR. . Prior to the adoption of Agenda 2030, St. Vincent and the Grenadines had already begun a cohesive process of implementing measures to build a sustainable society through environmental, economic and social improvements underpinned by good governance and, despite challenges, the country remains fully committed to this task for the benefit of future generations.”										
CEDAW	Signed and ratifies in 1981. Submitted a combined fourth to eighth report in 2013										
BPfA	2014 last report submission; limited inclusion of fisheries considerations, moderate inclusion of youth considerations, adequate inclusion of decent work considerations										
UN CBD	Accession in 1996										
	National report		6 th National report submitted in 2018; moderate considerations of gender, youth considerations are significantly integrated; moderate considerations of decent work								
	NBSAP		2018; no inclusion of gender; no inclusion of youth considerations; limited considerations made on decent work								
ILO Labour Standards	Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)										
	No. 29	No. 87	No. 98	No. 100	No. 105	No. 111	No. 138	No. 156	No. 182	No. 183	No. 188
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	Ratified	No	No
Fisheries sector development											

Fisheries Authority	Fisheries Division: Ministry of Agriculture, Forestry, Fisheries, Rural Transformation, Industry & Labour
Fisheries legal framework	<p>The Division has the following pieces of legislation to assist with the management and development of the sector:</p> <ul style="list-style-type: none"> • The Maritime Areas Act (1983) – Act No. 15 of 1993, declares and establishes the marine area of St. Vincent and the Grenadines. This enabled the state to define the following areas: (1) Internal waters (2) Archipelagic waters (3) Territorial sea, (4) Contiguous Zone (5) Exclusive Economic Zone (EEZ) (6) Continental shelf (7) Territorial Extent and (8) Safety Zone. • The Fisheries Act (1986) and Regulation (1987), which form part of the OECS harmonized legislation, cover: fisheries access agreements, local and foreign fishing licensing, fish processing establishments, fisheries research, fisheries enforcement and the registration of fishing vessels. The legislation also specifies conservation measures such as prohibiting the use of an explosive, poison or other noxious substance for killing, stunning, disabling, or catching fish; closed seasons, gear restrictions, creation of marine reserves. The legislation gives the Minister responsible for fisheries, the authority to create new regulations for the management of fisheries when necessary. • Fish Processing Regulations of 2001 drafted in response to international pressure for monitoring and controlling the quality of fish and fish products leaving and entering SVG. The legislation makes provisions for the control of marketing, handling, transporting and storage of fish and the operation of fish processing establishments. • The High Seas Fishing Act of 2001, which provides the legal basis for the regulation for St. Vincent and the Grenadines registered vessels fishing on the High Seas. The act provides for constant monitoring of these fishing vessels to produce accurate information which under provisions of the act is mandatory to be compliant to the International convention for the Conservation of Atlantic Tunas (ICCAT).
Fisheries policy	<p>The overall policy for the fisheries sector is the sustainable use of all fisheries resources to maximise benefits to all Vincentians in the present and future. The strategies and policies concerning fisheries management and development will be under continuous review with the involvement of all stakeholders.</p> <p>Nothing is included specifically on groups such as women, youth, or fishing communities. However, the policy statement includes: Fisheries development goals and strategies will ensure the betterment of the socio-economic conditions of all stakeholders/beneficiaries within the Vincentian population.</p>
Fisheries practice	<p>The most common occupations among women were ‘services and sales workers’, followed by ‘professionals’, ‘elementary occupations’ and ‘clerical support workers’. These were the occupations of nearly three-quarters (72.9%) of female workers. Among men, the four common occupations were ‘craft and related trade workers,’ ‘services and sales workers,’ ‘skilled agricultural, forestry and fishery workers,’ and ‘elementary occupations’. Together, these four occupations accounted for 67.9% of the male workforce. The largest gender gaps in employment were seen in industries such as ‘agriculture, forestry and fishing’, ‘construction’ and ‘education’. Specifically, men were more likely than women to be employed in the ‘agriculture, forestry and fishing’ industry, as 17.3% of men were employed in this industry, compared with 7.8% of women</p>
Enabling Conditions	

Gender Equality	
Gender machinery	<p>Gender Affairs Division, Social Development Department: Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth. The Gender Affairs Division is the focal point for the implementation and monitoring of the Montevideo Strategy.</p> <p>In St. Vincent & the Grenadines, the Gender Affairs Division (GAD) located in the Ministry of National Mobilization, Social Development, the Family, Persons with Disabilities and Youth has the mandate to promote gender equality and gender mainstreaming. The GAD and the other components of the national machinery, including the National Council of Women (NCW), are currently not equipped to spearhead the gender mainstreaming agenda. Human resources challenges including a high staff turnover and the paucity of resources have meant that the core mandate of the national gender machinery is not being fulfilled. The CGA recommends a number of measures including: strengthening and re-orienting the GAD towards its core mandate; building gender expertise within the Planning Division of the Ministry of Finance and Economic Planning; increasing budgetary allocations to the gender mainstreaming agenda; developing a National Policy for Gender Equality and Equity based on wide participation of citizens; and reviving the Gender Focal Point system across Ministries and Divisions by piloting implementation of a programme/project that also facilitates training in gender equality mainstreaming. The CGA also recommends that the implementation of the GBV Strategy and Action Plan lends itself to such an approach</p> <p>The National Council on Women is the main Non-Governmental Organization, which is addressing the Gender Issues in Saint Vincent and Grenadines. They perform advocacy work to encourage the government to develop legislation that protects women from violence, ensure that the state prosecutes cases of domestic violence, provide training on domestic violence, and strengthen systems to ensure that women and girls within the custody of the criminal system are not subjected to sexual assaults and exploitation.</p>
Gender policy	<p>No gender policy;</p> <p>A general policy of prohibition of discrimination on the basis of sex is embodied in Article 13 of the Constitution of St. Vincent and the Grenadines.</p>
Gender focal point system	No gender focal point system in place and operating
Gender responsive budgeting	Nascent but underway; Department of Gender Relations facilitated a capacity building training for gender budgeting for ministries as part of the Gender Mainstreaming Project in mid-2019. Budgeting and planning on gender training, including invitation to agriculture ministry; also trained on what to expect when incorporating gender into budgeting and financing programs. Training of trainers for same budgeting workshop, fisheries did not participate but anticipate information will be passed down.
Youth Engagement	
Youth machinery	Youth Division: Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth

Youth policy	<p>National Youth Policy (1996) (no mention of fisheries)- efforts are ongoing to secure technical assistance for policy review and updates</p> <p>Youth Empowerment Service (YES) Policy: This service was instituted in 2001 with an objective to provide training opportunities for young people between the ages of 16-30 who are out of school. It is one of St. Vincent and the Grenadines' major active labour market policies and is promoted by the government as an on-going commitment to young people. Every year, more than 400 young persons are recruited for apprenticeships training and citizenship</p>
Labour and Decent Work	
Labour machinery	Department of Labour: Ministry of Agriculture, Forestry, Fisheries, Rural Transformation, Industry and Labour
Labour legal framework	<ul style="list-style-type: none"> • The Youth Empowerment Service (YES) Policy • The National Tripartite Workplace Policy on NCDs (chronic, non-communicable diseases) • Employment and Labour Market Policy • The National Tripartite Workplace Policy on HIV and AIDS
Decent work and gender considerations	<p>Minimum wage, non-communicable disease, and a list of reasons based on which an employee cannot be terminated (trade union membership; seeking or holding office; making a complaint against employer alleging violation of law/regulation; race, colour, sex, marital status, pregnancy, religion, political opinion, nationality, social origin; reasonable absence due to family emergencies/responsibilities; maternity leave; injury/illness; jury duty)</p> <p>An employee cannot be terminated due to sex.</p>

Trinidad and Tobago



Summary of findings on enabling conditions and mainstreaming gender in fisheries in Trinidad and Tobago

Certain enabling conditions have been put in place to support gender equality across the government, seeing wider-spread recognition and uptake of gender mainstreaming across sectors. Gender focal points across agencies, existing with support from universities and institutions, implement activities such as capacity building with focal points, and sectoral awareness-raising broadly in communities. The challenge persists that other agencies do not have financial resources—and often have limited political interest—to mainstream gender. It is therefore a necessary challenge to overcome by supporting integration and raising awareness of gender in political spheres by engaging gender focal points that are higher up in divisions with decision-making power, and less turnover. Still, while fisheries lack capacity to integrate and respond to gender and youth issues, the gender division is short-staffed and without resources to adequately provide attention to all departments and sectors. There has been effort to provide diverse programming on masculinities and boys engagement to break cultural beliefs of gender roles and responsibilities, while promoting healthy environments and relationships for all. Gender-based violence is a key area of focus, and increasingly integrated into sectors, including fisheries, with evidence and analysis.

The Fisheries Department has limited capacity (finances, training, knowledge) to address and incorporate gender specifically; the department is in nascent stages and processes looking at and beginning to understand what issues exist for fisheries. There are escalating challenges of piracy, theft, abduction, and violence in fishing communities, with recognition of socioeconomic drivers and impacts that need to be addressed in planning and management. There has been a claim (shared by Fisheries Department) that the sector is heavily male dominated (even fish processors and vendors) but need a comprehensive gender analysis of the entire value chain of fisheries. Gender machinery has not been specifically engaged with the development of policy and support implementing with fisheries authority.

Human Development and Gender Equality ¹⁶			
Population	1,389,860 (2018)	% female population	% male population
		50.6%	49.4%
GDP	23.81 billion USD (2018)	GDP per capita	Fisheries GDP
		17,129.90 USD	Agriculture, forestry and fishing value added – 1% of GDP
Labour force participation rate	Female participation rate %	Male participation rate %	Labour force, female (% of total labour force)
	50%	70%	38.3%
	Labour in fisheries		
	Data not available		

¹⁶ Data from World Bank (n.d.) unless otherwise noted

World Economic Forum (WEF) Global Gender Gap Report ranking (out of 153 countries) (WEF, 2020)	Ranked 24 th overall; and 4 th in LAC region (out of 25 countries)										
	Rank in economic participation			Rank in educational attainment			Rank in health and survival			Rank in political empowerment	
	51 st			66 th			1 st (39-way tie)			31 st	
OECD Social Institutions and Gender Index (SIGI) (OECD, 2019)	Categorized as low with a SIGI value of 24%, signifying relatively low inequality										
Compliance with International Frameworks											
2030 Agenda and SDGs - VNR	Trinidad & Tobago is part of the 2020 VNR of the HLPF on Sustainable Development. Has not yet submitted VNR.										
CEDAW	Signed in 1985 and ratified in 1990. Submitted a combined fourth to seventh report in 2015										
BPfA	2019 national review: moderate inclusion of fisheries considerations; adequate inclusion of youth considerations; adequate inclusion of decent work considerations (mentions extension services in aquaculture from the Gender Affairs Ministry)										
UN CBD	Ratified in 1996										
	National report		5th National Report (2016); limited inclusion of gender; no inclusion of youth considerations; adequate inclusion of decent work considerations								
	NBSAP		2018; no inclusion of gender; no inclusion of youth considerations; adequate considerations made on decent work								
ILO Labour Standards	Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)										
	No. 29	No. 87	No. 98	No. 100	No. 105	No. 111	No. 138	No. 156	No. 182	No. 183	No. 188
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	Ratified	No	No
Fisheries sector development											
Fisheries Authority	Fisheries Division: Ministry of Agriculture, Land, and Fisheries										
Fisheries legal framework	Fisheries Act of 1916; Fisheries Management Bill of 2011										
Fisheries policy	Update of national fisheries policy stalled due to COVID - had plans for integration of broader social issues (would have provided a space to address gender, youth, decent work); but now stalled, additional challenge of it being an election year. The Fisheries Act has no consideration of gender; no consideration of youth; no inclusion of labour, work, income, employment in Fisheries Act; the Fisheries Management Bill includes principles of good governance including transparency, participation, accountability and non-discrimination.										

Fisheries practice	Gender and youth are not explicitly integrated into fisheries policies or programmes. Limited capacity by fisheries authorities to address issues beyond day-to-day operations and the variety of challenges fisheries face. GEF project on climate change adaptation in Eastern Caribbean fisheries sectors includes sex-disaggregated indicators and some mention of using a gender-sensitive approach in the project. Another GEF project Sustainable Management of Bycatch in LAC Trawl Fisheries: includes component on promoting equitable livelihoods that aims to understand and value the roles of women and men and identify new income generating opportunities and promote gender equality.
Enabling Conditions	
Gender Equality	
Gender machinery	Gender Affairs Division; Ministry of Gender, Youth and Child Development (Office of the Prime Minister) Network of Rural Women Producers, Trinidad and Tobago (NRWPTT) are involved in regional and international processes driving local level engagement, capacity building and knowledge-transfer to higher levels.
Gender policy	Draft National Policy on Gender and Development (Green Paper), ongoing since 2002 UN Women supported development of National Strategic Action Plan for 2015 and beyond, but not approved and implemented and need resources <ul style="list-style-type: none"> Includes a section on agriculture and food security, which includes a measure to promote gender equity in agricultural, horticultural and fisheries activities and enterprises in rural communities by strengthening gender studies in training programmes for agricultural extension officers.
Gender focal point system	Gender Focal Points have been identified for most ministries and state agencies (in place for 24 agencies) and they are taking part in capacity building activities through the Gender Affairs Division (pre-COVID).
Gender responsive budgeting	The National Gender Policy includes a target to implement gender-responsive budgeting at all levels of government, but it is unclear the extent to which this has been actioned so far. In 2014, the Minister of Finance announced in the 2014 Budget Statement that the Government would be developing guidelines to institutionalize gender budgeting in government ministries as part of a gender mainstreaming strategy; training ongoing across government on gender-responsive budgeting.
Youth Engagement	
Youth machinery	Office of the Prime Minister (Gender and Child Affairs)
Youth policy	National Child Policy 2018-2028 (draft) National Youth Policy 2012-2017: includes gender relations: Youth are concerned about their education and socialization, relative to gender relations, as it is felt that the education system does not teach about gender relations and its challenges. Educational attainment, poor communication, peer pressure, and the negative presentation of women and men in the media were all seen as factors affecting gender relations.
Labour and Decent Work	
Labour machinery	Ministry of Labour and Small Enterprise Development.

<p>Decent work and gender considerations</p>	<ul style="list-style-type: none"> • Includes Decent Work Agenda in Strategic Plan, which aims to create employment opportunities for men and women. Also focuses on youth employment and agricultural and rural work Labour ministry has a lot of work on sexual harassment in the workplace; national law mandates paid maternity leave; • Decent work conditions tend to be regulated for larger vessels (participated in discussion with ILO No. 188) but not on smaller, artisanal fisher vessels (trying to incorporate permitting system for fisher children under 16 to go on boats to avoid issues with child labour). • Awareness of human trafficking and unfortunately fisheries is used as a guise to cover. Because fisheries are not on vessels, they do not have a handle on it - an issue that requires collaboration with the Ministry of National Security - recently signed onto the Port State Measures Agreement. Hoping surveillance will be increased up so that we can be better able to handle decent working conditions • Foreign migrant workers: voluntary migration but also trafficking is an issue. Venezuelan and Colombian women are used for trafficking. It is a combination of both legal and illegal immigration.
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The CRFM is an inter-governmental organization whose mission is to “Promote and facilitate the responsible utilization of the region’s fisheries and other aquatic resources for the economic and social benefits of the current and future population of the region”. The CRFM consists of three bodies – the Ministerial Council, the Caribbean Fisheries Forum and the CRFM Secretariat.

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

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