

**Project Title:** Mainstreaming Gender Equality in Fisheries in the Caribbean

**Project Budget:** USD 322,034

**Project Start Date:** October 2019

**Project End Date:** November 2020

## Context

1. The Caribbean and the North Brazil Shelf Large Marine Ecosystems (jointly called “CLME+” in this proposal) are two of the world’s 66 LMEs. Together they are bordered by over 35 States and Territories and cover a total marine area of approximately 4.4 million km<sup>2</sup>. These two LMEs are regarded as one of the most geopolitically diverse and complex sets of LMEs in the world. *Transboundary Diagnostic Analyses (TDAs)* conducted under the UNDP/GEF Project “*CLME+ Sustainable Management of the shared Living Marine Resources of the Caribbean Large Marine Ecosystem and Adjacent Regions*” (2009-2014), provided the technical basis for the identification of priority actions, to be incorporated in a 10-year “*CLME+ Strategic Action Programme*” (SAP) that was ministerially adopted by xx CLME+ countries on xx Month 20xx.
2. The UNDP/GEF “*Catalysing Implementation of the Strategic Action Programme for the Sustainable Management of shared Living Marine Resources in the Caribbean and North Brazil Shelf (CLME+) Project*” is a five-year project (2015-2020) that seeks to assist the region in the implementation of the CLME+ SAP. The project has a number of co-executing partners, of which the Caribbean Regional Fisheries Mechanism (CRFM) is one of them and responsible for facilitating the implementation of a sub-project under one of the CLME+ project’s output, which focuses on the implementation of the Sub-Regional Fisheries Management Plan for Flyingfish in the Eastern Caribbean.
3. The sub-project includes a variety of gender considerations such as gender-sensitive valuation of the current and potential future contribution of flyingfish and associated pelagic fisheries to food security, income, employment, stakeholder empowerment and; education and public awareness with special attention to gender considerations, as well as gender sensitive project results framework, with actions, indicators, targets, budget and aims to incorporate gender dimensions in national/regional policies, plans and strategies. The project seeks to secure adequate levels of involvement for a wide array of CLME+ stakeholders, including women and girls.
4. In this context, CRFM is committed to mainstream gender and decent work considerations into the plans, programmes, projects and administration of the fisheries and aquaculture sectors, in Member States and therefore is working on the production of a policy that allows the integration of these consideration into the culture, policies and programmes of CRFM. The gender activities that are included in the existing sub-project results framework, will be complemented with more detailed activities, to be supported with funds from Global Affairs Canada, in order to advance economic growth and human and social development in CRFM Member States.

## Project Summary

5. The Mainstreaming Gender Equality in Fisheries in the Caribbean project aims to improve sustainable fisheries for vulnerable populations in the Caribbean, particularly women and girls, in order to advance gender issues, decent work and youth involvement in sustainable development of fisheries, and comply with the policy statement issues in the 8<sup>th</sup> Special Meeting of the Ministerial Council of the Caribbean Regional Fisheries Mechanism, which states the following: “the Council accepted that international and national norms regarding issues pertaining to gender, youth, and decent work be adhered to, and be incorporated into all CRFM policies, protocols, programmes and plans”.

6. In this context, UNDP, as a strong UN system organization, already well established in the region, and with strong networks and multi-country projects and programmes across and between the Caribbean SIDS, will implement the resources from Global Affairs Canada, through an existing agreement with CRFM as a delivery mechanism with its 17 AOSIS member states.

7. In this regard, the project will benefit the fisheries sector of the 17 CRFM Member States, specifically fisherfolk, national fisheries agencies and regional organisations charged with supporting fisheries management development in those countries

8. The project consists of 2 specific outcomes that are designed to deliver the overall objective of improving sustainable fisheries for vulnerable populations in the Caribbean, particularly women and girls in ODA eligible countries. Project components are described as follows:

Outcome 1. Improved governance for gender-responsive fisheries planning and decision-making.

Outcome 2. Enhanced national capacities for mainstreaming gender into fisheries management.

9. These outcomes will be implemented along the lines of the already existing results framework for the Flyingfish subproject. The proposed project will be developed to fit within an 18-month timeframe, and will be implemented by CRFM, the detailed activities, indicators and results are explained in the below results framework.

## **Problem**

The problem of the unsustainability of fisheries and fishery practices in the WECAFC region originates from a multitude of direct causes including the over-harvesting of some target stocks and the impacts of fishery activities on fish species, size groups and/or life stages not directly targeted by the fishery itself (e.g. “bycatch”; the use of destructive or “harmful” practices or gear that leads to habitat degradation/ destruction, etc.). This is evidenced by the reduction of total fishery catch by CLME+ countries within FAO Area 31 (“Western Central Atlantic”) from approximately 1.79 million tonnes in the late 1990s to about 1.25 million tonnes in 2010<sup>1</sup>. Anecdotal information provided by stakeholders suggest declining catch per unit effort (CPUE) trends throughout many fisheries in the region, with fishers commonly reporting the need to fish further offshore and for longer periods of time in order to catch the same amount that they caught in times gone by<sup>2</sup>. The specific nature and direct causes of the problem and the required on-the-ground management solutions may vary depending on the ecosystem type, the species being fished, the type of fishery,<sup>3</sup> and/or the gear being deployed.

All the mentioned above impacts directly coastal populations, their life quality, and livelihoods, specifically to the most vulnerable groups, including women and girls. Women from fisher households<sup>4</sup> are, to varying extents; depending on the level of work, often:

- Overworked, with their contribution unrecognized, unvalued or undervalued.
- Lowly-paid and exploited by employers.
- Illiterate.
- Undernourished and sickly, with poor productivity.
- Lacking opportunities for skills, upgrading and access to training.

---

<sup>1</sup> Statistics from FAO

<sup>2</sup> CRFM, 2013. Regional Strategy on Monitoring, Control and Surveillance to Combat Illegal, Unreported and Unregulated Fishing in the CARICOM/CARIFORUM Region. CRFM Technical and Advisory Document No. 2013/11 73p.

<sup>3</sup> e.g. small-scale, industrial, recreational

<sup>4</sup> FAO, AECID, 2011. Mainstreaming gender into project cycle management in the Fisheries sector, Field Manual.

The engagement of women is particularly important in coastal communities, representing almost 50% of the total workforce engaged in fisheries around the world (Matthews, et.al.). Although a substantial number of women are involved in the fishery sector, they may be overlooked in marine conservation and fisheries management. Further, the number of women holding managerial posts with decision-making powers are insignificant (Arenas, et al.). The Caribbean Development Bank (CDB) stated in a 2016 report that labour and employment within the Caribbean Development Bank's Borrowing Member Countries (BMC's) are marked by women's lower labour force participation, women's higher unemployment rates with the exception of Antigua & Barbuda, the gender segregation of occupations, and women's predominance in lower-paid occupations; combined with women's unpaid work have a marked impact on women's economic opportunities and life chances, and are directly related to the "female face of poverty".

## **Project Strategy**

### **Rationale**

The project will unite efforts within the already existing CLME+ sub-project "EAF for the Eastern Caribbean Flyingfish" and the Interim Fisheries Coordination Mechanism to build upon these activities, to include gender mainstreaming activities, indicators and results.

Given the over-arching goal of the CLME+ project of maximized, sustainable contributions from the resource to human well-being in the region, focus will be on implementation of gender mainstreaming activities, within the components of the already existing flyingfish sub-project, noting that the flyingfish supports important small-scale fisheries in the region, where women have an important role in the processing sector.

### Outcomes, Outputs and activities

**Outcome 1. Improved governance for gender – responsive fisheries planning and decision making.** Empowering fishery organizations to actively participate in policy dialogue and fisheries governance mechanisms, enabling meaningful participation of women, and youth, and organizing age and gender-sensitive management and leadership trainings.

Activities under this outcome are:

1. Determine what gender-related data/research would be most appropriate at this time for "spring-boarding" the development of an evidenced-based gender mainstreaming strategy for fisheries and aquaculture
2. Based on assessments of institutional arrangements (policies, legislation, plans, etc.) to identify the decent work and gender issues/gaps: initiate programmes to create awareness about them; and, devise a strategy/plan for its implementation.
3. Collaboration with CARICOM Secretariat and UN bodies, including UN Women and FAO to lead the effort to develop a gender evaluation tool (or adapt existing ones) to undertake the assessment mentioned.
4. Coordinate identification / appointment of gender focal point in national fisheries authorities, fisheries advisory committees, sustainable ocean governance teams, fisherfolk organisations and other fisheries related agencies and institutional arrangements; and, support their participation in gender workshops or initiatives to further build their capacity to address gender issues, including youth and decent work.
5. Promote application of social science and gender expertise requirements to the recruitment of new staff in CRFM and national and regional fisheries organisations.
6. Develop/adapt and adopt a core set of appropriate indicators in regional strategic programmes (to be used in CLME+ State of the Environment reporting and information portals)

7. Support countries with revision of fisheries and other sector plans along the lines of Ecosystem Approach to Fisheries (EAF) enlightenment and through a gender, decent work and youth lens to ensure integration into the overall national framework(s), in place to address these social issues.
8. Review countries' compliance with international instruments (such as CEDAW) in relation to fisheries

**Outcome 2. Enhanced national capacities for mainstreaming gender into fisheries management.**

Activities under these outcomes are:

1. Organise, in collaboration with appropriate national agencies, awareness training for CRFM and Fisheries Departments/ Division staff, as well as executives of fisherfolk organisations
2. Offer gender-aware capacity development such as fisherfolk leadership courses to actively address equity/equality issues
3. Assist with establishment of regional and national monitoring and evaluation systems to track gender equality and decent work achievements, as well as youth involvement
4. Capture and document traditional knowledge from men and women on aquatic living resource management and fishing techniques

**Table 1. Results Management Framework**

	<b>Objective and Outcome indicators</b>	<b>Baseline</b>	<b>Mid-term target</b>	<b>End of Project Target</b>	<b>Data Collection Methods and Risks/Assumptions</b>
	<p><b>Project Objective:</b> Improved Sustainable Fisheries for vulnerable population in the Caribbean particularly women and girls.</p> <p>Number of persons (disaggregated by sex) that are benefited from the implementation of sustainable fisheries practices in CRFM member states; including but not limited to fisherfolk and governmental institutions</p> <p>Number of policies, rules and regulations on fisheries that include gender perspective, in the Caribbean.</p>		<b>Inventory of action plans, policies, rules, regulations that include gender perspective in the Caribbean</b>	<b>Gender Analysis and Action Plan on Gender Mainstreaming in Fisheries in the Caribbean for CRFM countries.</b>	
	<p><b>Outcome 1. Improved governance for gender – responsive fisheries planning and decision making</b></p> <p>Number of women and men actively participating in established and well-functioning fishers groups, fish marketing and processing enterprises, or marketing cooperatives.</p> <p>Number of women holding management position in fisheries</p>	Estimated 15 % of CNFO membership at all levels were women at the end of 2017.	Gender evaluation tool developed.	<p>Increase of 25% in the membership of women in the CNFO, from 2017 level, is projected for end 2019</p> <p>Gender evaluation tool utilised to assess level of gender awareness, in 40% of CRFM Member States.</p> <p>No less than 38% of persons involved in</p>	Reports/Minutes of meetings of Ministerial Sub-Committee, Ministerial Council; interviews with stakeholders.

	<b>Objective and Outcome indicators</b>	<b>Baseline</b>	<b>Mid-term target</b>	<b>End of Project Target</b>	<b>Data Collection Methods and Risks/Assumptions</b>
	<p>committees, divisions, councils, boards.</p> <p>Number of gender focal points in national fisheries authorities, advisory committees and other fisheries related agencies.</p> <p>Number of stakeholder consultations to discuss flyingfish management issues in the context of EAF, with adequate representation by gender</p>	<p>Zero gender focal points in national fisheries authorities, advisory committees or other fisheries related agencies</p> <p>14 of 32 participants at Special meeting of the Flyingfish working group were female</p> <p>21 of 60 participants in consultations on Flyingfish management were female</p>	<p>30% of CRFM Member States have identified gender focal points in national fisheries authorities, advisory committees and/or other fisheries related agencies.</p> <p>50% of participants to discuss Flyingfish management issues are female.</p>	<p>fisheries management discussions are female</p> <p>70% of CRFM Member States have identified gender focal points in national fisheries authorities, advisory committees and/or other fisheries related agencies.</p> <p>75% of participants to discuss flyingfish management issues are female.</p>	
<b>Outcome 2. Enhanced national capacities for mainstreaming gender into fisheries management.</b>	<p>Number of women and men trained on gender mainstreaming, women empowerment, awareness and leadership, data collection, management and best practices to include gender.</p>	<p>Zero women in national fisheries authorities, advisory committees or other fisheries related agencies specifically trained in gender mainstreaming, women empowerment, awareness and leadership,</p>	<p>Gender issues and best practices incorporated into training in data collection and management identified and documented</p>	<p>1 training course carried for fisherfolks groups on gender mainstreaming, awareness and decent work and youth empowerment.</p>	<p>Quarterly Report - CRFM Scholars</p> <p>Protocols/methodologies for Monitoring and evaluation systems on gender achievements in regional and national institutions</p>

	<b>Objective and Outcome indicators</b>	<b>Baseline</b>	<b>Mid-term target</b>	<b>End of Project Target</b>	<b>Data Collection Methods and Risks/Assumptions</b>
	<p>Number of trainings carried out for CRFM and fisheries departments (with gender disaggregated data).</p> <p>Monitoring and evaluation systems on gender achievements in place in regional and national institutions.</p>	<p>Oct-Dec 2018: Two fisheries officers [Mr. Orlando Harvey (Grenada) and Mr. Seion Richardson (Guyana)] were pursuing the 6-month fellowship training programme in Iceland. Ms. Alicia Eck-Nunez (Belize) continued to participate in the Gulf and Caribbean. Earlier Quarterly reports on CRFM Scholars identify the scholars and hence allow for the information to be disaggregated by gender<sup>5</sup></p> <p>Zero in national fisheries authorities, advisory committees or other fisheries related agencies</p>	<p>Gender disaggregated report of trainings carried out for CRFM and fisheries departments.</p> <p>Protocols/methodologies for Monitoring and evaluation systems on gender achievements in regional and national institutions identified.</p>	<p>1 training course developed on gender-based analysis for CRFM staff.</p> <p>Regional and National Gender, youth and decent work tracking system developed and available.</p>	
	<p>Updated management recommendations to enhance livelihoods and human well-being (with due attention to gender equality and youth development issues)</p>	<p>Diagnostic study to determine poverty and vulnerability levels in CARICOM Fishing Communities.</p> <p>Livelihood and well-being objectives identified in existing FMP</p>		<p>Management recommendations Updated, broadened and gendered (as appropriate) that take into account feasible options for enhanced livelihoods and human well-being in at least</p>	<p>Reports of valuation analysis (social, economic and ecological) conducted under output 2.2; Report on identified options, and corresponding (advisory) communications to NICs, FACs, Ministerial Sub-Committee, Ministerial Council, WECAFC;</p>

<sup>5</sup> Professional Development training course (fall semester) at the University of Florida. Member States were invited to submit nominations for the next edition of the UNU-FTP 6-Month Fellowship Programme in Iceland. Five (5) nominations were received and these have been submitted to the UNU-FTP for their consideration and selection of the next cohort of Fellows. The announcement of the 2019 version of International Ocean Institute Annual Training Programme on Ocean Governance: Policy, Law and Management, was circulated to Member States during the quarter under review.



ocean governance teams, fisherfolk organisations and other fisheries related agencies.																			
1.5 Training of gender focal points to participate in gender workshops or initiatives to further build their capacity to address gender issues including youth and decent work.																			
1.6 Application of social science and gender expertise requirements to the recruitment of new staff in CRFM and national and regional fisheries organisations.																			
1.7 Development of core set of appropriate indicators in regional strategic programmes (to be used in State of the Environment reporting and information portals).																			
1.8 Revision of fisheries and other sector plans along the lines of Ecosystem Approach to Fisheries (EAF).																			
1.9 Revision of countries' compliance with international instruments (such as CEDAW) in relation to fisheries																			
2.1 Training on gender awareness for CRFM and Fisheries Departments/ Division staff																			
2.2 Training on gender awareness and leadership courses for fisherfolk groups to actively address equity/equality issues																			
2.3 Establishment of regional and national monitoring and evaluation systems to track decent work, youth involvement and gender equality achievements <sup>6</sup>																			
2.4 Capture and document traditional knowledge from men and women on aquatic living resource management and fishing techniques																			

<sup>6</sup> This would include the development of protocols/methodologies for monitoring and evaluation systems on gender achievements

2.5 Develop updated, broadened and gendered (as appropriate) management recommendations that take into account feasible options for enhanced livelihoods and human well-being																
2.6 Develop, implement and evaluate business proposal aimed at increasing either market or livelihood opportunities from current levels, with special attention to the role of women																
2.7 Train participants in 3 major fishing communities in new business and management skills during implementation phase of business proposal																

**Table 3. Total Budget (in US\$)**

TOTAL BUDGET AND WORK PLAN			
Atlas[1] Proposal or Award ID:	00085866	Atlas Primary Output Project ID:	000xxxxx
Atlas Proposal or Award Title:	CLME+		
Atlas Business Unit	UNDP1		
Atlas Primary Output Project Title	CLME+		
UNDP-GEF PIMS No.	5247		
Implementing Partner	UNOPS		

Component/Atlas Activity	Responsible Party/[1] (Atlas Implementing Agent)	Fund ID	Donor Name	Atlas Budgetary Account Code	ATLAS Budget Description	Amount Year 1 (USD)	Amount Year 2 (USD)	Total (USD)
<b>COMPONENT/ OUTCOME 1:  Improved governance for gender – responsive fisheries planning and decision making</b>	UNOPS	62040	GAC	71200	International Consultants	32,900	16,452	49,352
				71300	Local Consultants	3,487	1,744	5,231
				74200	Audio Visual&Print Prod Costs	2,435	1,212	3,647
				72800	Information Technology Equipmt	1,395	751	2,146
				72500	Supplies	7,510	3,452	10,962
				71600	Travel	20,223	10,107	30,330
				75700	Training, Workshops and Confer	32,185	10,728	42,913
						<b>Total Outcome 1</b>	<b>100,135</b>	<b>44,446</b>
<b>COMPONENT/ OUTCOME 2:  Enhanced national capacities for mainstreaming gender into fisheries management.</b>	UNOPS	62040	GAC	71200	International Consultants	53,642	26,585	80,227
				71300	Local Consultants	3,058	1,529	4,587
				74200	Audio Visual&Print Prod Costs	1,931	1,073	3,004
				72500	Supplies	4,339	2,169	6,508
				72800	Information Technology Equipmt	1,169	585	1,754
				71600	Travel	44,855	22,428	67,283
				75700	Training, Workshops and Confer	26,821	10,728	37,549

					<b>Total Outcome 2</b>	<b>135,815</b>	<b>65,097</b>	<b>200,912</b>
<b>SUB Total</b>						<b>235,950</b>	<b>109,543</b>	<b>345,493</b>
<b>GMS (8%)</b>						<b>18,427</b>	<b>9,214</b>	<b>27,641</b>
<b>PROJECT TOTAL</b>						<b>254,377</b>	<b>118,757</b>	<b>373,134</b>

**Table 4. Indicative budget (in US\$)**

<b>Activities</b>	<b>CRFM staff time</b>	<b>Consultants fees</b>	<b>Airfares</b>	<b>Accommodation</b>	<b>Meals &amp; Incidentals</b>	<b>Communications</b>	<b>Report preparation</b>	<b>Meeting &amp; other costs</b>	<b>Total</b>
1.1 Analysis and research of gender-related data/research for the development of an evidenced-based gender mainstreaming strategy for fisheries and aquaculture	628	6,437	858	1,127	665	215	463	6,098	<b>16,491</b>
1.2 Assessments of institutional arrangements (policies, legislation, plans, etc.) to identify the decent work and gender issues/gaps.	419	6,437	429	751	443	215	463	5,991	<b>15,148</b>
1.3 Establish collaboration with CARICOM Secretariat and UN bodies, including UN Women and FAO to develop a gender evaluation	837	0	1287	1127	665	214	463	6098	<b>10,691</b>

tool (or adapt existing ones).									
1.4 Coordinate identification / appointment of gender focal point in national fisheries authorities, fisheries advisory committees, sustainable ocean governance teams, fisherfolk organisations and other fisheries related agencies[; including policy-level decision-making entities, as appropriate ].	418	0	429	751	443	215	463	5991	<b>8,710</b>
1.5 Training of gender focal points to participate in gender workshops or initiatives to further build their capacity to address gender issues including youth and decent work.	628	9,656	9,655	1,502	886	214	463	5,772	<b>28,776</b>
1.6 Application of social science and gender expertise requirements to the recruitment of new staff in CRFM and national and regional	418	0	0	0	0	429	232	5357	<b>6,436</b>

fisheries organisations.									
1.7 Development of core set of appropriate indicators in regional strategic programmes (to be used in State of the Environment reporting and information portals.	628	4,292	858	1,502	886	215	463	5,772	<b>14,616</b>
1.8 Revision of fisheries and other sector plans along the lines of Ecosystem Approach to Fisheries (EAF).	837	12,874	858	1,127	665	214	463	6,098	<b>23,136</b>
1.9 Revision of countries' compliance with international instruments (such as CEDAW) in relation to fisheries	418	9,656	430	1,878	1,108	215	463	6,409	<b>20,577</b>
<b>Total Outcome 1</b>	<b>5,231</b>	<b>49,352</b>	<b>14,804</b>	<b>9,765</b>	<b>5,761</b>	<b>2,146</b>	<b>3,936</b>	<b>53,586</b>	<b>144,581</b>
2.1 Training on gender awareness for CRFM and Fisheries Departments/ Division staff	628	16,093	12,874	751	443	214	463	5,991	<b>37,457</b>
2.2 Training on gender awareness and leadership courses for fisherfolk groups to actively address	628	16,093	12,874	1,127	665	215	463	6,098	<b>38,163</b>

equity/equality issues									
2.3 Establishment of regional and national monitoring and evaluation systems to track decent work, youth involvement and gender equality achievements	837	4,292	2,575	1,127	665	215	463	6,098	<b>16,272</b>
2.4 Capture and document traditional knowledge from men and women on aquatic living resource management and fishing techniques	418	8,583	12,874	1,502	886	214	463	5,772	<b>30,712</b>
2.5 Develop updated, broadened and gendered (as appropriate) management recommendations that take into account feasible options for enhanced livelihoods and human well-being	837	9,654	5,150	751	443	215	463	5,755	<b>23,268</b>
2.6 Develop, implement and evaluate business proposal aimed at increasing either market or livelihood opportunities from	628	12,874	2,575	1,878	1,108	215	463	7,053	<b>26,794</b>

