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**FINAL NARRATIVE REPORT**  
**MAINSTREAMING GENDER EQUALITY IN CARIBBEAN**  
**FISHERIES**  
**(GAC-funded project P007086)**



**CRFM Secretariat**  
**2020**



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## Contents

Contents.....	i
<b>Executive Summary .....</b>	<b>ii</b>
<i>Progress of implementation</i> .....	ii
<i>Challenges – impact of COVID-19</i> .....	iii
<i>Lessons learned</i> .....	iii
<i>Analysis on gender equality</i> .....	iv
<i>Recommendations</i> .....	iv
<b>1. Background</b> .....	<b>1</b>
<b>3. Approach to implementation</b> .....	<b>2</b>
<b>4. Status of achievement of Results Management Framework (RMF)</b> .....	<b>3</b>
<b>5. Variances/delays/lessons learned/mitigation measures</b> .....	<b>10</b>
5.1 <i>Adjustments/changes that have been made to deliverables/outputs</i> .....	10
5.2 <i>Lessons Learnt and Best Practices</i> .....	10
<b>6. Overall assessment of outputs</b> .....	<b>13</b>
6.1 <i>Moving forward</i> .....	13
<i>Adopt and implement the Five-Year CRFM GAP</i> .....	14
<i>Mobilise financing</i> .....	14
<i>Coordinate regionally on gender mainstreaming</i> .....	14
<i>Engage, support, and coordinate national Gender Focal Points</i> .....	14
<i>Build capacity and knowledge-sharing</i> .....	14
<i>Data collection and research across issues, including traditional knowledge and practices</i> .....	15
<b>7. Key challenges</b> .....	<b>15</b>
<b>8. Analysis on gender equality</b> .....	<b>16</b>
<b>9. Environmental issues</b> .....	<b>16</b>
<b>10. Impacts of COVID-19</b> .....	<b>16</b>
<b>11. Governance and human rights issues</b> .....	<b>17</b>
<b>12. List of project outputs</b> .....	<b>17</b>
<b>Annex 1. Fisheries Gender Focal Points</b> .....	<b>19</b>

## **P007086 MAINSTREAMING GENDER EQUALITY IN CARIBBEAN FISHERIES**

### **Executive Summary**

The Mainstreaming Gender Equality in Fisheries in the Caribbean project aimed to improve sustainable fisheries for women and girls and other vulnerable populations in the Caribbean, in order to advance gender issues, decent work and youth involvement in sustainable development of fisheries. This is in compliance with the policy statement issued at the 8th Special Meeting of the Ministerial Council of the Caribbean Regional Fisheries Mechanism, whereat: “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”.

UNDP utilised resources from Global Affairs Canada, through the existing agreement for the CLME+ Flyingfish subproject, with CRFM as a delivery mechanism. This gender mainstreaming initiative 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.

### ***Progress of implementation***

A two-pronged approach was taken to the implementation of the initiative: (a) consultants services, which constituted the bulk of the effort and (b) CRFM Secretariat staff activities. The research, strategic planning-oriented and capacity building activities were facilitated primarily by the consultants, while the more regional-coordination oriented ones were facilitated by the CRFM Secretariat. There were no discernible governance/human rights issues affecting the Project, in fact, by its very nature, the Project addressed issues related to governance and human rights and sought to mitigate any negative effects of these; especially as they relate to women, youth and decent work.

Progress was satisfactory, with expected delivery dates for project outputs and targets identified in the results management framework being, mainly, achieved. COVID-19 posed a challenge to the implementation of capacity building activities, but current technology for remote working and meetings allowed for these to be satisfactorily carried out, in most cases.

The outputs produced by the project represent a consolidation of the outputs of several activities and, as such, would address more than one expected result:

- Review report on countries’ compliance with international instruments in relation to fisheries
- Report on determination of appropriate gender-related data/research
- Gender Analysis, Strategy and Action Plan on Mainstreaming in Fisheries in the Caribbean for CRFM on traditional fishing knowledge & practices
- Draft National Gender Action Plans for Dominica, Grenada, Saint Lucia, St. Vincent and the Grenadines and Trinidad and Tobago
- Report on gender-aware capacity development and awareness training
- Report on development of regional and national monitoring and evaluation systems to track gender equality, decent work achievements, and youth involvement
- M&E tracking tool to assess impact of CRFM gender mainstreaming initiative
- Guidance for Gender Equality in Recruiting and Hiring
- Proposals for gender sensitive fisheries-related business activities

An unweighted summation of the achievement of project outputs suggests a 93% achievement; however, when related to project outcome and impact, the results are far more successful than this figure would suggest.

### ***Challenges – impact of COVID-19***

The quality of several deliverables was impacted due to global outbreak of COVID-19 and associated restrictions on travel and large gatherings. While it had not been anticipated that the level of effort for deliverables would have changed, plans for the workshops with national stakeholders and CRFM had to be adjusted to include holding virtual capacity building sessions that addressed, simultaneously, a number of expected outputs.

The unprecedented nature of the COVID-19 pandemic gave way to an ever-evolving global response accompanied by political situations, which meant that the project team was required to constantly adapt the methods of engagement and consultation.

While at first the COVID-19 situation did not appear likely to affect project implementation scheduling, travel restrictions meant that stakeholder interactions had to be done virtually. This had the unanticipated advantage of allowing engagement with stakeholders in countries that had not been originally planned for, given that the time and resources available had only allowed for focus on 3 in-country experiences and engagement.

Development of business activity proposal was to be informed by the capacity building sessions and the five draft national GAPs; however, the timeline for this was affected by the impact of the COVID-19 pandemic. Thus, though training was to commence on finalisation of, and pursuant to, the business proposal, both funding and time limitations militated against this being possible. Additionally, some of the realities, which were not recognised at project proposal/approval meant that proposals for business activities would have to be more long-term than falling within the project duration, and so, cannot take place within the current duration of the CLME+ project.

Consequent upon the restrictions due to COVID-19, in lieu of 1 formal training session for the six “flyingfish” countries and 1 for CRFM staff, 4 capacity building sessions were held for fisherfolk groups on gender mainstreaming, awareness and decent work and youth empowerment. However, the net result was wider coverage of trainees, with training for CRFM staff incorporated into overall capacity building exercises.

### ***Lessons learned***

The project results include several lessons learned in overcoming changes to the project and challenges, though the quality of some deliverables may have been negatively impacted in terms of the ability to collect robust and nuance information due to the global outbreak of COVID-19 and associated restrictions on travel and large gatherings. Areas where lessons were learned include increasing engagement and input in the planning and design of projects; creating open engagement and dialogue among stakeholders; utilising virtual engagement to increase reach to stakeholders, and a hybrid approach in trainings; and following reporting protocol.

This report outlines the deliverables and/or outputs and speaks to their status as of 15 December 2020. In identifying the results, this report also notes significant outputs, gives an overview of progress in terms of the project results management framework and points to COVID-19 as having provided the most significant challenge to project deliverables, to date.

### ***Analysis on gender equality***

This project's foundational work has created momentum in CRFM on gender equality, youth empowerment and decent work. Leveraging this energy, CRFM can continue its gender mainstreaming initiative and facilitate recommendations to ensure increasing action on the Gender Action Plan; mobilise financing; coordinate regionally on gender mainstreaming; engage, support and coordinate national Gender Focal Points; build capacity and knowledge. Cross-sectoral engagements are of importance for building capacity and action on gender-fisheries linkages.

The 5-year action plan for CRFM outlines key components to sustain learning and capacity building; through the implementation of its activities and knowledge sharing between and among countries, knowledge will be acquired, and capacity will be built. The five (5) national action plans, drafted as part of this project, will be a key component to national level engagement and capacity—across all levels and institutions, organisations, and individuals. These national action plans will provide an opportunity for more focused and detailed discussion among key local and national stakeholders strengthening ownership in the process, delving specifically in national and local level challenges and issues, and developing appropriate and tailored actions to respond to them accordingly; supporting an inclusive and gender-responsive approach to fisheries management, as they utilise and incorporate diverse skill sets, insights, and experiences that serve to strengthen inclusive engagement for the fisheries sector. Through the collective approach utilised, which merges bottom-up and top-down management and is designed to facilitate consensus-building, cohesion and a holistic way for stakeholders to continually adjust and learn from and implement progressive policies, processes and actions, CRFM Member States will be able to advance gender equality, youth empowerment and decent work throughout their fisheries and fishing communities.

### ***Recommendations***

The implementation of this initiative through the methodological and gender-responsive approach especially through stakeholder engagement, capacity building and facilitation with the Member States' Gender Focal Points has created a momentum that can be buoyed and scaled. Continuing the leadership and scaling -up support on gender mainstreaming initiatives and across the whole of the CRFM policies and projects will create an enabling environment ushering in enhanced results. This technical support foundational work on gender equality, youth empowerment and decent work can be leveraged by partners and platforms at all levels with recommendations to ensure increasing action on gender and social mainstreaming for enhanced results. Areas addressed in the recommendations were:

- ***Adopt and implement the Five-Year CRFM Gender Action Plan (GAP)***

At regional level, the recommendation is for CRFM to adopt and implement the five-year GAP. The GAP included recommended activities and sub-activities to enhance gender equality, youth engagement, and decent work across the fisheries sector in the region. It is expected that the GAP will be submitted to the next meetings of the CRFM governance bodies in 2021 culminating in formal adoption as official policy for the 17 CRFM Member States, at the Ministerial Committee meeting scheduled for May 2021

- ***Mobilise financing***

In order to implement the CRFM GAP, financing must be mobilised by the CRFM, to ensure efforts to adopt the GAP, and support its implementation with adequate financial resources, and also through partner engagement in the region. Accessing and allocating financial resources is recommended for country level adoption and implementation of the draft National Gender Action Plans developed to ensure action on the ground, and progress reported up to the regional level.

- ***Coordinate regionally on gender mainstreaming***

CRFM must determine a plan for coordination for the GAP, designating a specific lead-person to oversee it, drafting a Terms of Reference for this role, and allocating resources for the person's time in coordinating and implementing the GAP across CRFM, particularly in engaging with Member State Gender and Fisheries Focal Points. Ideas and activities for institutional and internal gender-responsive measures can be supported through the activities included in the GAP.

- ***Engage, support and coordinate national Gender Focal Points (GFPs)***

CRFM should continue to coordinate and liaise with the GFPs and support the validation and mobilise implementation of national action plans; and as such, support regional collaboration by enhancing the networking potential of the GFPs to be able to share and discuss their challenges, lessons, and opportunities, as well as continually engage and support the GFPs to further enhance their capacity and the respective fisheries divisions' capacity to mainstream gender, youth and decent work.

- ***Build capacity and knowledge-sharing***

In addition to supporting the continued capacity building of GFPs and fisheries divisions, additional and continual opportunities for capacity building should be prioritised for CRFM. It is important to continue seeking out and embracing opportunities to strengthen the Secretariat's work on enhancing gender equality, youth engagement, and decent work across all programming.

- ***Data collection and research across issues, including traditional knowledge and practices***

There are multiple aspects of the fisheries that will benefit from additional data collection and research on gender and social dynamics. One area of this initiative that could be extrapolated further with additional follow-up research, including through action plan activities, is the topic of traditional knowledge.

## Mainstreaming Gender Equality in Caribbean Fisheries

### 1. Background

The Caribbean and the North Brazil Shelf Large Marine Ecosystems (jointly called “CLME+”) 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, by June 3rd 2019, had been politically endorsed by a total of 35 Ministers representing 25 countries and 8 overseas territories: Antigua & Barbuda, Bahamas, Barbados, Belize, Brazil, Colombia, Costa Rica, Cuba, Dominica, Dominican Republic, France (with 5 overseas territories in the CLME+ region), Grenada, Guatemala, Guyana, Haiti, Honduras, Jamaica, Mexico, Montserrat (UK overseas territory), Nicaragua, Panama, St. Kitts & Nevis, Saint Lucia, St. Vincent & the Grenadines, Suriname, Trinidad and Tobago, the United States of America (with 2 overseas territories Puerto Rico and US Virgin Islands)

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.

The CLME+ Sub-Project # 3: EAF for the Eastern Caribbean Flyingfish 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.

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, have been 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.

### 2. Project Summary

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”.

In this context, UNDP, was to implement the resources from Global Affairs Canada, through an existing agreement with CRFM as a delivery mechanism with its 17 AOSIS member states.

In this regard, this gender mainstreaming initiative 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

### **3. Approach to implementation**

A two-pronged approach was taken to the implementation of this initiative (a) consultants services which constituted the bulk of the effort and (b) CRFM Secretariat staff activities. The disposition of these activities is shown following:

#### **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 were:

- a. 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 - Consultants
- b. 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 - Consultants
- c. 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 - Consultants/CRFM Secretariat staff
- d. 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 – CRFM Secretariat staff
- e. Promote application of social science and gender expertise requirements to the recruitment of new staff in CRFM and national and regional fisheries organisations – CRFM Secretariat staff
- f. 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) - Consultants
- g. 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 - Consultants.



- h. Review countries' compliance with international instruments (such as CEDAW) in relation to fisheries  
- Consultants

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

Activities under this outcome were:

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

**4. Status of achievement of Results Management Framework (RMF)**

The table below outlines the status of achievement of the RMF as related to the targets anticipated in the project proposal<sup>1</sup>.

Project objective and outcomes	Objective and Outcome indicators	Baseline	Mid-term/End of Project Targets	Status
<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>		<p>Inventory of action plans, policies, rules, regulations that include gender perspective in the Caribbean. Gender Analysis and Action Plan on Gender Mainstreaming in Fisheries in the Caribbean for CRFM countries.</p>	<p>A Review report on countries' compliance with international instruments (such as CEDAW) for the six countries under the flyingfish sub-project: <b>Barbados, Dominica, Grenada, St. Lucia, St. Vincent and the Grenadines, and Trinidad and Tobago</b> in relation to fisheries has been prepared (see the doc in 12.1 below). Gender Analysis Strategy and Action Plan (Gender ASAP) on Gender Mainstreaming in Fisheries in the Caribbean for CRFM countries completed (the research underpinning the Gender ASAP drew on information from six flyingfish CRFM Member States: <b>Barbados, Dominica, Grenada, St. Lucia, St. Vincent and the Grenadines, and Trinidad and Tobago</b>; with outreach, information and feedback from all 17 CRFM Member States where possible</p>

<sup>1</sup> Where a mid-term target was transitory in relation to an end-of project target, we have referred only to the latter.

Project objective and outcomes	Objective and Outcome indicators	Baseline	Mid-term/End of Project Targets	Status
				and relevant) and published (see the doc in 12.3 below)
<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 committees, divisions, councils, boards.</p>	<p>Estimated 15 % of CNFO membership at all levels were women at the end of 2017.</p> <p>Zero gender focal points in national</p>	<p>Gender evaluation tool developed and utilised to assess level of gender awareness, in 40% of CRFM Member States.</p> <p>Increase of 25% in the membership of women in the CNFO, from 2017 level</p> <p>70% of CRFM Member States have identified gender</p>	<p>CNFO has been collecting sex disaggregated data from 2018, but has not done an update yet; hence, data does not allow for us to definitively speak to any particular increase in women membership. However, CNFO has suggested that they have observed an increase of more than 25% interaction with women in the CNFO membership. At the same time, 14.7% of CNFO member organisations <u>board members</u> are women (pers. Comm. Nadine Nembhard, Administrative Officer CNFO). 8 Females hold posts corresponding to that of Chief Fisheries Officer and a further three (3) are either Deputy Chief or Senior-most Fisheries Officer in among the 17 CRFM Member States. Three (3) of the six senior posts at CRFM Secretariat are occupied by women.</p> <p>Indicators developed for tracking gender equality, youth empowerment and decent work conditions including in participation, governance, value chains, markets/financial empowerment, training/skills-learning/capacity building and utilised for the 6 Flyingfish countries (<b>Barbados, Dominica, Grenada, St. Lucia, St. Vincent and the Grenadines, and Trinidad and Tobago</b>). (see the docs in 12.7 &amp; 12.8 Below)</p> <p>Gender evaluation tool used as the basis for developing</p>

Project objective and outcomes	Objective and Outcome indicators	Baseline	Mid-term/End of Project Targets	Status
	<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>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>focal points in national fisheries authorities, advisory committees and/or other fisheries related agencies.</p> <p>No less than 38% of persons involved in fisheries management discussions are female</p> <p>75% of participants to discuss flyingfish management issues are female.</p>	<p>regional Gender Analysis, Strategy and Action Plan based on 6 (flyingfish) CRFM Member States (<b>Barbados, Dominica, Grenada, Saint Lucia, St. Vincent and the Grenadines, Trinidad and Tobago</b>) plus <b>Jamaica</b> (i.e. 41.2% of Member States)</p> <p>75% CRFM Member States have identified gender focal points in or associated with national fisheries authorities (see annex 1)</p> <p>approximately 40% of persons involved in discussions on management of flyingfish, over the past 3 years, have been female</p> <p>While at this time approximately/only 40% of persons discussing flyingfish management are female, this is a function of the demographics within the industry</p> <p>A CRFM Research Paper documenting traditional fishing knowledge &amp; practices (see the doc in 12.4 below). In the Kalinago territory in Dominica, fishing is very culturally important and is quite commonly practiced by (mostly) male youth as a tradition and leisure activity on the weekends, with catch used exclusively for household consumption. Many of these young male recreational fishers, while employed in</p>

Project objective and outcomes	Objective and Outcome indicators	Baseline	Mid-term/End of Project Targets	Status
				<p>other sectors, display a sense of pride of their fishing habits through photos and videos shared on social media platforms.</p> <p>Guidance for application of social science and gender expertise requirements to inform the recruitment of new staff in CRFM and national and regional fisheries organisations has been proposed. (see the doc in <i>12.9 below</i>)</p> <p>For publication purposes, CRFM is submitting this to a further independent review process as a precursor to its possible, future, incorporation into the CRFM Secretariat’s operational procedures</p>
<p><b>Outcome 2. Enhanced national capacities for mainstreaming gender into fisheries management.</b></p>	<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>Number of trainings carried out for CRFM and fisheries departments (with gender disaggregated data).</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>Oct-Dec 2018: Two fisheries officers were pursuing the 6-month fellowship training programme in Iceland. One other continued to participate in the Gulf and Caribbean. Earlier Quarterly</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>Gender issues and best practices incorporated into training in data collection and management captured in the “Priority issues” report (see the doc in <i>see 12.2 below</i>) as well as the Gender ASAP</p> <p>4 capacity building sessions held for fisherfolks groups on gender mainstreaming, awareness and decent work and youth empowerment (in lieu of 1 formal training session; this, given the limitations consequent upon COVID-19). It has been determined/concluded that the net result was wider coverage of trainees (participation was realised</p>

Project objective and outcomes	Objective and Outcome indicators	Baseline	Mid-term/End of Project Targets	Status
	<p>Monitoring and evaluation systems on gender achievements in place in regional and national institutions.</p>	<p>reports on CRFM Scholars identify the scholars and hence allow for the information to be disaggregated by gender<sup>2</sup></p> <p>Zero in national fisheries authorities, advisory committees or other fisheries related agencies</p>	<p>1 training course developed on gender-based analysis for CRFM staff.</p> <p>Protocols/methodologies for Monitoring and evaluation systems on gender achievements in regional and national institutions identified.</p> <p>Regional and National Gender, youth and decent work tracking system developed and available.</p>	<p>from <b>Anguilla, Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Haiti, Jamaica, Montserrat, Japan, Panama, St. Kitts and Nevis, Saint Lucia, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago, the Turks and Caicos Islands, United States of America and Uruguay</b>). See Capacity Building Report on Gender Mainstreaming in Fisheries of Member States of the Caribbean Regional Fisheries Mechanism (see the docs in <i>12.6 and 12.11 below</i>)</p> <p>Training for CRFM staff incorporated into overall capacity building exercises.</p> <p>Indicators developed for tracking gender equality, youth empowerment and decent work conditions including in participation, governance, value chains, markets/financial empowerment, training/skills-learning/capacity building and utilised for the 6 Flyingfish countries (<b>Barbados, Dominica, Grenada, Saint Lucia, St. Vincent and the Grenadines, Trinidad and Tobago</b>). Evaluation tool finalised as Impact Assessment Tool and also incorporated into Report on Development of Regional and National Monitoring and Evaluation</p>

<sup>2</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.

Project objective and outcomes	Objective and Outcome indicators	Baseline	Mid-term/End of Project Targets	Status
				Systems to Track Gender Equality, Decent Work Achievements, and Youth Involvement. Evaluation tool also already been utilised/applied/ populated by <b>Jamaica</b> (a non-flyingfish country) (see the doc in 12.7 & 12.8 below)
	Updated management recommendations to enhance livelihoods and human well-being (with due attention to gender equality and youth development issues) in at least three countries participating in the fishery	Diagnostic study to determine poverty and vulnerability levels in CARICOM Fishing Communities. Livelihood and well-being objectives identified in existing FMP	Management recommendations Updated, broadened and gendered (as appropriate) that take into account feasible options for enhanced livelihoods and human well-being in at least the three major harvesting countries and incorporated into the updated sub-regional flyingfish FMP	5-year CRFM Gender Analysis, Strategy and Action Plan (Gender ASAP) developed and validated by CRFM for enhancing policy instruments and processes to integrate comprehensive gender mainstreaming, Gender Analysis also identifies key gaps and challenges, as well as the entry points to address them included in the Gender ASAP.  Five National Gender Action Plans (NGAPs) ( <b>Dominica, Grenada, Saint Lucia, St. Vincent and the Grenadines, Trinidad and Tobago</b> ) incorporate recommendations that can be carried out at the national level, without having to be (in lieu of being) incorporated directly into ECFF-FMP 2020-2025 (see the doc in 12.5 below). This adjustment resulted in more-comprehensive outreach and awareness raising in the support given to Member States to incorporate and mainstream gender, decent work and youth issues in their national processes and frameworks
	Capacity-building to facilitate enhanced livelihoods and human well-being in at least three	CRFM-CNFO capacity building projects; CANARI EU-funded Project	Develop a business activity proposal aimed at enhancing livelihood and human well-being, targeting a major	Proposal developed building on that done by Nexus under the GEF funded portion of the flyingfish sub-project; and equally targeting male and female participants. (see the

Project objective and outcomes	Objective and Outcome indicators	Baseline	Mid-term/End of Project Targets	Status
	<p>countries participating in the fishery by project end, with special attention to the role of women</p>		<p>fishing community in each of three countries, and also with 50% of participants being women</p> <p>Participants in 3 major fishing communities trained in new business and management skills during implementation phase</p> <p>1 business proposal implemented and evaluated; testing feasibility of proposed options aimed at increasing either market or livelihood opportunities from current levels (with special attention to the role of women)</p>	<p>doc in 12.10 below). Development of the proposal has been informed by the capacity building sessions and the five draft national GAPS. The timeline for this has been affected by the impact of the COVID-19 pandemic; and, though training was to commence on finalisation of, and pursuant to, the business proposal, both funding and time limitations militate against this being possible. This is more so given the realities/exigences of the flyingfish fishery, which were not recognised at project proposal/approval; thus, the proposals are more long-term than falling within the project duration. Given the form which the business proposal has taken, its implementation (and consequentially subsequent evaluation) would be contingent on the training given to and "buy-in" from (i.e. including the willingness to give up their time to attend training) stakeholders.</p> <p>This aspect of the activity will not be able to take place within the current duration of the CLME+ project; however the development of business activity proposal(s) built on the work done previously by Nexus, as well as the development of 5 National GAPS which incorporate aspects of what would be involved in the implementation of such proposals</p>

## **5. Variances/delays/lessons learned/mitigation measures**

### ***5.1 Adjustments/changes that have been made to deliverables/outputs***

The work plan for this initiative included travel to 3 focus countries to conduct in-person meetings and focus groups with key stakeholders for information gathering. However, these meetings have been switched to virtual meetings with invitations sent to representatives from all focus countries under this initiative because of the global outbreak of COVID-19 and the associated travel restrictions. A number of other adjustments, which had not been (could not be) anticipated, became necessary:

- Virtual capacity building sessions held for stakeholders (fisherfolk, gender machinery, youth representatives; and, incorporating training for CRFM staff) on gender mainstreaming, awareness and decent work and youth empowerment in lieu of formal training sessions
- Five (draft) National Gender Action Plans (NGAPs) were developed and incorporate recommendations that can be carried out at the national level, without having to be (and in lieu of being) incorporated directly into ECF-FMP 2020-2025.
- The project was to Develop, implement and evaluate business proposals aimed at increasing either market or livelihood opportunities from current levels, with special attention to the role of women; and during implementation phase of business proposal, train participants in 3 major fishing communities in new business and management skills. This aspect of the project could not take place within the current duration of this project; but what was done, was to develop business activity proposals built on the work done previously by Nexus. These proposals, in addition to the five draft National GAPS, incorporate aspects of what would be involved in the implementation of originally planned proposals.

### ***5.2 Lessons Learnt and Best Practices***

The project results include several lessons learned in overcoming changes to the project and challenges, though the quality of some deliverables may have been negatively impacted in terms of the ability to collect robust and nuance information due to the global outbreak of COVID-19 and associated restrictions on travel and large gatherings. Areas where lessons were learned include increasing engagement and input in the planning and design of projects; creating open engagement and dialogue among stakeholders; utilising virtual engagement to increase reach to stakeholders as part of the “hybrid” approach in trainings; and following reporting protocol.

Lessons learned and best practices instituted include:

1. Increasing engagement of diverse stakeholders in project planning, design and development for the fisheries sector (and beyond), particularly on cross-cutting issues such as gender and other social considerations, may increase participation of government offices and fishers across the value chain. Increased and enhanced participation with these stakeholders from the onset in future projects specific to gender, or not, can support engagement during projects in an efficient manner especially for data and information collection and capacity building with local level fisherfolk, with cost-effective results due to sustained engagement and informed stakeholders. Additionally, designing a project with social considerations should be done with insight from gender or social experts to accurately convey expectations for robust implementation regarding timing, budget and reporting.
2. Creating channels of communication, engagement and active participation with diverse stakeholders is a consuming effort in person or virtually, but it is possible and welcomed by stakeholders regardless



of the modality. Though in-person consultations and interviews would have been preferable, there were also some advantages to the virtual stakeholder consultation process, such as in-depth one-on-one conversations and connecting with stakeholders who may not have been reached during the in-person process (i.e., connections made via consultations, fisherfolk who were available to connect during this pandemic because they were not out fishing, and an adjusted expansion of timing for government authorities to participate).

When travel restrictions due to the COVID-19 pandemic are lifted, utilising virtual engagement throughout an initiative, in conjunction with, and/or in preparation for, in-person workshops can support more sustained stakeholder engagement including by making those in-person opportunities more fruitful, as well as supporting hard-to-reach stakeholders. Virtual engagement of fisherfolk along the value chain has provided a platform for representation of marginalised voices, consultation, and empowerment through such processes. It allowed for more sustained engagement through regular correspondence and quick “check-ins” with stakeholders to maintain awareness of ongoing activities, interest and consultation and can be utilised in the future.

Flexibility in scheduling virtual stakeholder interviews regarding the type of connection used (such as WhatsApp, Zoom, Skype, GoToMeeting, etc.), and likely a combination of communication platforms, is necessary; allowing for people with different capacities and preferences to connect via their preferred hardware and feel more comfortable entering into an interview, in addition to decreasing time spent during the interview getting used to a new communication platform.

3. Perpetuation of stigmatisation of the fishing industry: Particularly from the research around traditional knowledge and practices, of bias perpetuating stigmatisation of fishing and its de-valuation in the economy and communities, and therefore on whom the practice and knowledge are bestowed. Evidence also demonstrates changes are occurring, however, in traditional practices and roles for women, men and youth in fisheries. As these traditions continue to evolve and change, more in-depth research and analysis in documenting and understanding gender-differentiated knowledge and practices is required for enhanced understanding how women and men in fishing communities respond, adapt to, and cope with stressors. There is need to enhance documentation and utilisation of traditional knowledge and practices, and better understand their gender-differentiated implications for fisheries management.
4. Implementation of reporting protocol: Considerable reporting was a necessary component of the project, following the multitude of implementing activities, and thus required an established and agreed review process. It was learned that the considerable resources in consultant effort and time would have benefited from designing a process to suit the needs and interests of all parties for review and feedback and was an unanticipated lesson to learn on meeting these demands. The process, based on feedback from diverse stakeholders while anticipated to be considerable has been useful, and consultants became mindful of this early on in reporting deliverables, to be cognizant of the forthcoming deliverables to ensure delivery by the end of contract date. Accordingly, sticking to the identified and agreed review process (e.g., collating responses and feedback from CRFM Sec, then Member States, and minimising multiple reviews and back and forth) provides for more efficient allocation of resources and would support a good practice.

Beyond the challenges presented by the COVID-19 pandemic, there are additional lessons learned from and practices garnered during this initiative, particularly because of the virtual nature of it that can be useful for future project planning and implementation as good approaches and practices to replicate:

Diverse and sustained stakeholder engagement and gender expertise: Through the initial stakeholder consultations in the region, especially with gender and social specialists, the project team gleaned

essential insight into the issues faced and opportunities experienced by women, men, and youth in the fisheries sector in the region. In addition to providing context for the gender analysis and identification of priority focus areas, the team also developed relationships that carried throughout the initiative.

Facilitating stakeholder diversity helped develop a strong network of representatives, supporting inclusive engagement in sustainable fisheries, and sustainable outputs and outcomes through the accommodation of unique perspectives, needs, and abilities. This multi-modal methodology for strengthening knowledge, understanding and building capacity of stakeholders as individuals and provides multiple inputs, catalysing a range of outputs and outcomes toward institutionalising gender mainstreaming

Virtual or hybrid capacity building: The hybrid approach of virtual and in-person sessions, utilised for this project, can expand not only opportunities for sustained engagement, but also opportunities for connecting initiative stakeholders with a wider scope of experts in the field.

Appreciation and support for time and engagement: By celebrating participants' engagement in capacity building sessions by awarding Certificates of Participation contingent on their completion of the post-session survey, participants were given an incentive to complete the survey, providing the team with valuable feedback and insight.



Adopting gender responsive practices in implementation of initiative to value participation and effort: One best practice adopted during this initiative, with respect to inviting stakeholders and experts to be guest speakers in order to provide space for their participation and voice especially as female specialists. The team believes and practiced valuing (both in terms of appreciation and resources) the time and effort taken to prepare for and present during these sessions. This is especially important when working with individuals from marginalised or under-represented communities. The speakers from Sessions 1a and 2a were surprised and extremely appreciative of being offered an honorarium in support of their efforts, even though not all were able to accept due to institutional regulations, providing feedback that this was a best practice to more readily be implemented. The team also issued Certificates of Appreciation to the guest speakers.

Adequate time and provision of materials for knowledge-sharing: With respect to the national gender-fisheries action plans, one best practice adopted was that the capacity building materials were shared with all invited stakeholder in advance of the action plan workshops. Many stakeholders had attended the capacity building sessions in the weeks leading up to the national workshops, but not everyone in the national workshops were able to attend the capacity building sessions, meaning there were some discrepancies in materials learned and shared to build capacity. By sharing the resources (recordings, slides), the project team attempted to ensure that stakeholders were ready to engage with the content and provide insights for the draft action plan.

Worthy of note is that, while 6 countries were invited to utilise the additional capacity building and specific support provided for developing a draft Gender Action Plans, only 5 countries availed themselves of this opportunity. This was, apparently, consequent upon the unavailability of the designated GFP. An important lesson from this is the utility of countries identifying “alternates”/pairs for the role of GFP in the event of such an eventuality.

## 6. Overall assessment of outputs

The development of a Gender Analysis and Action Plan on Gender Mainstreaming in Fisheries in the Caribbean for CRFM countries was on target. The increase of 25% in the membership of women in the Caribbean Network of Fisherfolk Organisations (CNFO), from 2017 level, was projected for end 2020; as such, can only be confirmed post project. A gender evaluation tool is available to be utilised to assess level of gender awareness, in 100% of CRFM Member States. 75% of CRFM Member States have identified gender focal points in national fisheries authorities, advisory committees and/or other fisheries related agencies; while approximately 40% of participants to discuss Flyingfish management issues over the past 3 years have been female.

The development of the Gender mainstreaming strategy and action plan informed the development of 4 capacity building sessions held for fisherfolks groups on gender mainstreaming, awareness and decent work and youth empowerment (in lieu of 1 formal training session) on gender mainstreaming, awareness and decent work and youth empowerment, which incorporated training material on gender-based analysis for CRFM staff; and, contributed to regional and national Gender, youth and decent work tracking systems being developed and available. The process also contributed to Five National Gender Action Plans (NGAPs) incorporate recommendations that can be carried out at the national level, without having to be (in lieu of being) incorporated directly into ECF-FMP 2020-2025 feasible options for enhanced livelihoods and human well-being for harvesting countries, as opposed to incorporation into the updated sub-regional flyingfish FMP, which no longer seemed appropriate.

Though training related to the development a business activity proposal aimed at enhancing livelihood and human well-being, was to commence on finalisation of, and pursuant to, the said business proposal, both funding and time limitations militate against this being possible. This is more so given the realities/exigences of the flyingfish fishery, which were not recognised at project proposal/approval; thus, the proposals are more long-term than falling within the project duration. Given the form which the business proposal has taken, its implementation (and consequentially subsequent evaluation) would have to have been contingent on the training given to and "buy-in" from (i.e. including the willingness to give up their time to attend training) stakeholders. This aspect of the activity could not take place within the duration of the this gender mainstreaming project. In summary, a number of factors militated against a business proposal actually being implemented and evaluated to test the feasibility of options aimed at increasing either market or livelihood opportunities from current levels (with special attention to the role of women). However, a business activity proposal was developed; built on the work done previously by Nexus. This, together with the development of the five National GAPS, which incorporate aspects of what would be involved in the implementation of such proposals, considered together, are seen as contributing significantly to delivery of this output.

Achievement of outputs for outcome 1 are considered achieved for four (4) achieving 100%, one (1) 85%, and two (2) 80% respectively. For outcome 2, outputs are considered achieved for six (6) 100%, one (1) 85% and one (1) 55% respectively. Some of the outputs were to be achieved by project mid-term and others by end-of-project however the level of achievement has been determined by their status at end of project, mindful that some outputs (for practical and logistical reasons) have been substituted for one originally cited in the results management framework. The success of achievement is, per force, subjective; thus, an unweighted average of the achievement of project outputs of outcome 1 and outcome 2, suggests 93% overall achievement. When related to project outcome and impact, the results of this initiative are far more successful that this figure would suggest.

### 6.1 *Moving forward*

The implementation of this initiative through the methodological and gender-responsive approach especially through stakeholder engagement, capacity building and facilitation with the Member States'

Gender Focal Points has created a momentum that can be buoyed and scaled. Continuing the leadership and scaling -up support on gender mainstreaming initiatives and across the whole of the CRFM policies and projects will create an enabling environment ushering in enhanced results. This technical support foundational work on gender equality, youth empowerment and decent work can be leveraged by partners and platforms at all levels with the following recommendations to ensure increasing action on gender and social mainstreaming for enhanced results.

#### ***Adopt and implement the Five-Year CRFM GAP***

At regional level, the umbrella recommendation moving forward is for CRFM to adopt and implement the five-year CRFM GAP. The GAP included recommended activities and sub-activities to enhance gender equality, youth engagement, and decent work across the fisheries sector in the region. The next step in the process is to submit the GAP to the next meetings of the CRFM governance bodies in 2021 for formal adoption as official policy for the 17 CRFM Member States. It is expected that this will be achieved at the Ministerial Committee meeting in May 2021

#### ***Mobilise financing***

In order to implement the CRFM GAP, financing must be mobilised by the CRFM, to ensure efforts to adopt the GAP, and support its implementation with adequate financial resources, and also through partner engagement in the region. Accessing and allocating financial resources is recommended for country level adoption and implementation of the draft national Gender Action Plans developed to ensure action on the ground, and progress reported up to the regional level.

#### ***Coordinate regionally on gender mainstreaming***

Importantly, CRFM must determine a plan for coordination for the GAP, designating a specific lead-person to oversee it, drafting a Terms of Reference for this role, and allocating resources for the person's time in coordinating and implementing the GAP across CRFM, particularly in engaging with Member State Gender and Fisheries Focal Points. This is an essential component toward successful implementation and will indicate a strong level of support/buy-in toward prioritising gender mainstreaming efforts. While the development of a plan for CRFM's coordination of the GAP was strictly speaking beyond the scope of this initiative since this should be discussed and facilitated internally, these ideas and activities for institutional and internal gender-responsive measures can be supported through the activities included in the GAP.

#### ***Engage, support, and coordinate national Gender Focal Points***

It is recommended that CRFM continue to coordinate and liaise with the GFPs and support the validation and mobilise implementation of national action plans. As such, CRFM should support regional collaboration by enhancing the networking potential of the GFPs to be able to share and discuss their challenges, lessons, and opportunities. In conjunction, it has been recommended that CRFM continually engage and support the GFPs specifically to further enhance their capacity and the respective fisheries divisions' capacity to mainstream gender, youth, and decent work.

#### ***Build capacity and knowledge-sharing***

In addition to supporting the continued capacity building of GFPs and fisheries divisions, additional and continual opportunities for capacity building should be prioritised for CRFM. In particular, the designated lead-person for the GAP should have the opportunity (including resources) to participate in relevant capacity building opportunities offered regionally and globally, as well as staff time allocated for additional learning. For the wider CRFM Secretariat (beyond just the GAP lead), it is also important to continue seeking out and embracing opportunities to strengthen the Secretariat's work on enhancing gender

equality, youth engagement, and decent work across all programming. Ensuring financial resources and materials are available and communicated is essential to continue to build awareness, interest, and action on the ground for progressing social considerations in fisheries.

Additionally, obtaining information consequent upon implementation of the business activity proposals should provide on the ground information how people respond to enhanced gender capacity.

#### *Data collection and research across issues, including traditional knowledge and practices*

As outlined in the GAPS (regional and national) there are multiple aspects of the fisheries that will benefit from additional data collection and research on gender and social dynamics. One area of this initiative that could be extrapolated further with additional follow-up research, including through action plan activities, is the topic of traditional knowledge. Though the project team was able to connect with a variety of stakeholders and complement these discussions with desk research, travel restrictions due to the COVID-19 pandemic limited the breadth of information accessible. The CRFM action plan coordinator/lead should consider this topic in more detail.

### **7. Key challenges**

The quality of several deliverables may be impacted due to global outbreak of COVID-19 and associated restrictions on travel and large gatherings. While it had not been anticipated that the level of effort for deliverables would have changed, plans for the workshops with national stakeholders and CRFM had to be adjusted to include holding virtual capacity building sessions that addressed, simultaneously, a number of expected outputs.

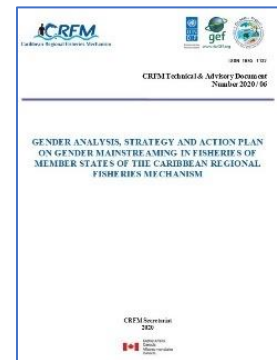
The project team was mindful of the significant impact this pandemic would have had on the ability to have face-to-face consultations and took immediate steps by actively seeking out and researching options to conduct virtual stakeholder consultations and capacity building trainings, as well as integrating issues and considerations related to the COVID-19 pandemic. This included networking with international groups who are developing tools and protocols for gender mainstreaming in response to the pandemic. Additionally, stakeholder consultations were conducted on a continuous basis in April via WhatsApp, Skype, and GoToMeeting. The project team was aware that consultations would take longer to conduct as the stakeholders in countries are currently coping with the pandemic by adjusting to different working conditions, coping with income loss, caring for families and communities, recovering from illness, among other severe implications that may take precedence over virtual consultations. Therefore, the team was flexible in scheduling consultations to accommodate the needs and priorities of stakeholders, which does require additional time and support to facilitate stakeholder engagement.

It is important to note that the unprecedented nature of COVID-19 gave way to a continuously evolving global response and political situations that the project team was constrained to monitor to best adapt the methods of engagement and consultation.

## 8. Analysis on gender equality

This project's foundational work has created momentum in CRFM on gender equality, youth empowerment and decent work. Leveraging this energy, CRFM can continue its gender mainstreaming initiative and facilitate a number of recommendations to ensure increasing action on the Gender Action Plan; mobilise financing; coordinate regionally on gender mainstreaming; engage, support and coordinate national Gender Focal Points; build capacity and knowledge

The project sought to develop a gender mainstreaming strategy and action plan for the fisheries sector; hence, all of the activities of this initiative contribute to gender equality. Worthy of mention is the webinar with the Technical Advisory Group (TAG), which brought together national stakeholders from both gender-focused and fisheries-focused institutions, organizations and ministries to learn about the project and initiative. During the webinar, there was a brief overview of key gender-fisheries linkages to help strengthen the need for cross-sectoral collaboration. These types of cross-sectoral engagements were of importance for building capacity and action on gender-fisheries linkages across the duration of the initiative.



The 5-year action plan for CRFM outlines key components to sustain learning and capacity building; through the implementation of its activities and knowledge sharing between and among countries, knowledge will be acquired, and capacity will be built. Additionally, the national action plans will be a key component to national level engagement and capacity—across all levels and institutions, organisations, and individuals.

The five (5) national action plans, developed by/through this project, will provide an opportunity to have a more focused and detailed discussion among key local and national stakeholders strengthening ownership in the process, delving specifically in national and local level challenges and issues, and developing appropriate and tailored actions to respond to them accordingly. These action plans are the cornerstone for supporting an inclusive and gender-responsive approach to fisheries management, as they utilise and incorporate diverse skill sets, insights, and experiences that serve to strengthen inclusive engagement for the fisheries sector. They utilise a collective approach that merges bottom-up and top-down management, designed to facilitate consensus-building, cohesion and a holistic way for stakeholders to continually adjust and learn from and implement progressive policies, processes and actions for all people in the Caribbean. Through this approach, CRFM Member States will be able to advance gender equality, youth empowerment and decent work throughout their fisheries and fishing communities.

## 9. Environmental issues

Except and apart from the global outbreak of COVID-19 and the potential impacts of global climate change, there are no currently discernible issues affecting the Project. COVID-19 was addressed as mentioned above, in the section on challenges. Global climate change which may have had an impact related to the increased intensity of storms and/or hurricanes and their effect on regional travel, appeared to be overshadowed by the challenges of COVID-19.

## 10. Impacts of COVID-19

The unprecedented nature of the COVID-19 pandemic gave way to an ever-evolving global response accompanied by political situations, which meant that the project team was required to constantly adapt the methods of engagement and consultation

While at first the COVID-19 situation did not appear likely to affect project implementation scheduling, travel restrictions meant that stakeholder interactions had to be done virtually. The work plan for this initiative had included travel to 3 focus countries to conduct in-person meetings and focus groups with key stakeholders for information gathering allowing for on-the-ground and local stakeholder participation and information-gathering. These stakeholder consultations were adapted to virtual meetings and communications; with invitations sent to representatives from all focus countries under this initiative. The adjustments and scheduling for stakeholder consultation necessitated additional hours and resources to facilitate engagement with diverse and relevant stakeholders to inform the analysis and strategy development at this time. This had the unanticipated advantage of allowing engagement with stakeholders in countries that had not been originally planned for, given that the time and resources available had only allowed for focus on 3 in-country experiences and engagement.

Development of business activity proposal was to be informed by the capacity building sessions and the five draft national GAPs; however, the timeline for this was affected by the impact of the COVID-19 pandemic. Thus, though training was to commence on finalisation of, and pursuant to, the business proposal, both funding and time limitations militated against this being possible. Additionally, some of the realities, which were not recognised at project proposal/approval meant that proposals for business activities would have to be more long-term than falling within the project duration, and so, cannot take place within the current duration of the CLME+ project.

Consequent upon the restrictions due to COVID-19, in lieu of 1 formal training session for the six “flyingfish” countries and 1 for CRFM staff, 4 capacity building sessions were held for fisherfolks groups on gender mainstreaming, awareness and decent work and youth empowerment. The net result was wider coverage of trainees, with training for CRFM staff incorporated into overall capacity building exercises.

## **11. Governance and human rights issues**

There were no discernible governance/human rights issues affecting the Project. By its very nature, the Project addressed issues related to governance and human rights and sought to mitigate any negative effects of these; especially as they relate to women, youth and decent work.

## **12. List of project outputs**

The following is a list of outputs produced by the project. In some instances, they represent a consolidation of the outputs of several activities and, as such, would address more than one expected result.

The link to all the output documents is:

[https://drive.google.com/drive/folders/1WBd\\_2\\_ObFcUInmmlQrDB7CVNKrtcKRax?usp=sharing](https://drive.google.com/drive/folders/1WBd_2_ObFcUInmmlQrDB7CVNKrtcKRax?usp=sharing)

The individual outputs are:

- 12.1 Review report on countries’ compliance with international instruments (such as CEDAW) in relation to fisheries (<https://drive.google.com/file/d/1aVy1B-qDDiza1S8PXd6xZBzX5i0Xa8VM/view?usp=sharing>)
- 12.2 Report on determination of appropriate gender-related data/research (<https://drive.google.com/file/d/1m8MDXadJtXI891yDRi2LIP9nqxNcnMFN/view?usp=sharing>)

- 12.3 Gender Analysis, Strategy and Action Plan on Mainstreaming in Fisheries in the Caribbean for CRFM  
([https://drive.google.com/file/d/1YeXGz\\_j1QTRn3ZoQrGHdn7jZ81F4oldB/view?usp=sharing](https://drive.google.com/file/d/1YeXGz_j1QTRn3ZoQrGHdn7jZ81F4oldB/view?usp=sharing))
- 12.4 CRFM Research Paper - Mainstreaming Gender in Fisheries - Report on traditional fishing knowledge & practices  
(<https://drive.google.com/file/d/1NqgVijhqYWgmCORTJoU107r0z1dcWlmo/view?usp=sharing>)
- 12.5 National Gender Action Plans (DRAFT-Dominica - Fisheries and Gender Action Plan  
<https://drive.google.com/file/d/18B6bWer1sdIB6l1CMMsXwA4VlrVlirqn/view?usp=sharing> ;  
DRAFT-Grenada Fisheries and Gender Action Plan  
<https://drive.google.com/file/d/1K0K0tJZd9xSQj-sYEBizKLtShC-8GU2T/view?usp=sharing> ; DRAFT-Saint-Lucia-Fisheries-and-Gender-Action-Plan  
[https://drive.google.com/file/d/1GBSyc\\_LN8HCj7UITAMmdNyJlpBnE3\\_jL/view?usp=sharing](https://drive.google.com/file/d/1GBSyc_LN8HCj7UITAMmdNyJlpBnE3_jL/view?usp=sharing) ;  
DRAFT St. Vincent and the Grenadines Fisheries and Gender Action Plan  
<https://drive.google.com/file/d/1GEv5pLoU9a-Sq1OIQXnQmtNQKcmGgF9C/view?usp=sharing> ;  
DRAFT Trinidad and Tobago- Fisheries and Gender Action Plan  
<https://drive.google.com/file/d/1S7y4CjFc1zUn1L7GWNbS06AV00iXNEbl/view?usp=sharing> )
- 12.6 Report on gender-aware capacity development and awareness training  
(<https://drive.google.com/file/d/1aF4ehHdDLVmZdHYelvZZ-7UWzLB-7hTr/view?usp=sharing> )
- 12.7 Report on development of regional and national monitoring and evaluation systems to track gender equality, decent work achievements, and youth involvement  
([https://drive.google.com/file/d/1l\\_Rb-7FMm31iBZwZtYkj1EamSxgqN3p/view?usp=sharing](https://drive.google.com/file/d/1l_Rb-7FMm31iBZwZtYkj1EamSxgqN3p/view?usp=sharing) )
- 12.8 Impact Assessment Tool ([https://drive.google.com/file/d/1Cc4oblCpajRH\\_68wlfJ9yqgAs7xz-v9/view?usp=sharing](https://drive.google.com/file/d/1Cc4oblCpajRH_68wlfJ9yqgAs7xz-v9/view?usp=sharing) )
- 12.9 Guidance for Gender Equality in Recruiting and Hiring  
([https://drive.google.com/file/d/1gU7wpwvLcfFZ\\_JnAc5ka-gr95LgqivXF/view?usp=sharing](https://drive.google.com/file/d/1gU7wpwvLcfFZ_JnAc5ka-gr95LgqivXF/view?usp=sharing) )
- 12.10 Proposals for gender sensitive fisheries-related business activities  
([https://drive.google.com/file/d/1eCfylspmsldw\\_TvTdYo4JjG29ofthRjx/view?usp=sharing](https://drive.google.com/file/d/1eCfylspmsldw_TvTdYo4JjG29ofthRjx/view?usp=sharing) )
- 12.11 Capacity building resources  
([https://drive.google.com/drive/folders/1WEnP8uUysqR\\_JRF6rCS4sAN14QDtODU0?usp=sharing](https://drive.google.com/drive/folders/1WEnP8uUysqR_JRF6rCS4sAN14QDtODU0?usp=sharing))



### Annex 1. Fisheries Gender Focal Points

Country grouping	Country	Fisheries Gender Focal Point Name	Contact information (email)	
Flyingfish Countries	Barbados	Phillip Jackman	<a href="mailto:Philip.Jackman@barbados.gov.bb">Philip.Jackman@barbados.gov.bb</a>	
	Dominica	Diana Degallerie	<a href="mailto:diana.degallerie@gmail.com">diana.degallerie@gmail.com</a>	
	Grenada	Lisa Chetram	<a href="mailto:lisa.chetram@gmail.com">lisa.chetram@gmail.com</a>	
	Saint Lucia		Sarita Williams-Peter (CFO)	<a href="mailto:sarita.peter@govt.lc">sarita.peter@govt.lc</a>
			Thomas Nelson	<a href="mailto:thomas.nelson@govt.lc">thomas.nelson@govt.lc</a>
	St. Vincent and the Grenadines	Jennifer Cruickshank-Howard (CFO)	<a href="mailto:jencruickshankhoward@yahoo.com">jencruickshankhoward@yahoo.com</a> , <a href="mailto:fishdiv@gov.vc">fishdiv@gov.vc</a> ,	
	Trinidad and Tobago		Shandira Ankiah (Trinidad)	<a href="mailto:shandira@gmail.com">shandira@gmail.com</a>
Esther Tobias-Clarke (Tobago)			<a href="mailto:etoby02@gmail.com">etoby02@gmail.com</a> , <a href="mailto:marinepark08@gmail.com">marinepark08@gmail.com</a>	
Non-flyingfish Countries				
	Antigua and Barbuda	Ian Horsford (CFO)	<a href="mailto:Ian.Horsford@ab.gov.ag">Ian.Horsford@ab.gov.ag</a> , <a href="mailto:ihorsford@gmail.com">ihorsford@gmail.com</a>	
		Tricia Lovell	<a href="mailto:Tricia.Lovell@ab.gov.ag">Tricia.Lovell@ab.gov.ag</a>	
	Bahamas	Lesley Meadows	<a href="mailto:LESLEYMEADOWS@bahamas.gov.bs">LESLEYMEADOWS@bahamas.gov.bs</a> , <a href="mailto:lesleycmm@gmail.com">lesleycmm@gmail.com</a> ,	
	Belize	Virginia Martinez	<a href="mailto:virginia.martinez@fisheries.gov.bz">virginia.martinez@fisheries.gov.bz</a>	
	Guyana	Laushana Massiah	<a href="mailto:laushana.massiah@yahoo.com">laushana.massiah@yahoo.com</a>	
	Jamaica	Shellene Berry	<a href="mailto:ssberry@micaf.gov.jm">ssberry@micaf.gov.jm</a>	
Turks and Caicos Islands	Kathy Lockhart	<a href="mailto:klockhart@gov.tc">klockhart@gov.tc</a>		

