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StewardFish

Gender analysis approach to identify the capacity gaps of men and women, especially youth, in relation to fisherfolk leadership

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The University of the West Indies - Centre for Resource Management and Environmental Studies (UWI-CERMES)



Developing organizational capacity for ecosystem stewardship and livelihoods
in Caribbean small-scale fisheries
StewardFish Project



StewardFish

StewardFish is focused on empowering fisherfolk throughout fisheries value chains to engage in resource management, decision-making processes and sustainable livelihoods, with strengthened institutional support at all levels in the Caribbean and North Brazil Shelf Large Marine Ecosystem (CLME+) region.

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ABSTRACT

Organizational leadership is one of the most important roles of both women and men in the fishing industry. Empowerment of fisherfolk organization and strengthening or development of their capacity, especially in relation to leadership, is important to the successful implementation of the 2014 Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines) and the realization of sustainable fisheries. UWI-CERMES will conduct gender analyses within the fishing industries of four StewardFish project countries - Jamaica, Barbados, St. Vincent and the Grenadines, and Guyana - for identifying gaps in capacity of women, men and youth with regards to fisherfolk leadership. The findings of the analyses will be used to inform the development, update and/or adaptation of leadership training specifically for women and youth (both male and female). This report provides an outline of the proposed gender analysis methodology for the target project countries.

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Contents

Abstract	iii
1 Introduction	1
1.1 Gender in StewardFish	1
1.2 About this report.....	2
2 Profiling leadership in Carribbean Fisherfolk organizations	2
2.1 Gender and youth gaps in representation in FFO leadership positions and fisheries decision-making	3
2.1.1 Gaps for women	3
2.1.2 Gaps for youth.....	3
3 Gender analysis method	4
3.1 Overview of gender analysis.....	4
3.1.1 Identifying gender roles.....	5
3.1.2 Assessing gender needs or interests	6
3.1.3 Understanding gender relations	6
3.1.4 Packing gender roles and relations in FFOs and leadership into the institutional analysis and development framework.....	7
3.2 Mixed methods for analyzing gender in FFO leadership.....	9
3.2.1 Data collection design	9
3.2.2 Defining ‘youth’ for StewardFish gender analysis.....	10
3.2.3 Focal areas and indicators for measurement	11
3.2.4 Workplan	12
3.2.5 Deliverables and outputs.....	13
4 References.....	13
5 Appendix.....	15
5.1 Appendix 1: Provisional agenda for group interview session.....	15

1 INTRODUCTION

The University of the West Indies Centre for Resource Management and Environmental Studies (UWI-CERMES) is a partner with FAO in the implementation of its project on Developing organizational capacity for ecosystem stewardship and livelihoods in Caribbean small-scale fisheries (StewardFish). The seven-country project (for Antigua and Barbuda, Barbados, Belize, Guyana, Jamaica, St. Lucia, and St. Vincent and the Grenadines) aims to empower fisherfolk throughout value chains to engage in resource management, decision-making process and sustainable livelihoods, with strengthened institutional support at all levels. This includes:

Component/Outcome/Output	Activity
<p><u>Component 1</u>: Developing organizational capacity for fisheries governance <u>Outcome 1.1</u>: Fisherfolk have improved their organization capacity to meet objectives that enhance well-being <u>Output 1.1.3</u>: Capacity for policy engagement, and of women as leaders, is strengthened</p>	<p>1.1.3.2: Conduct gender analysis to identify the capacity gaps of men and women, especially youth, in relation to fisherfolk leadership</p> <ul style="list-style-type: none"> • Report on gender analysis methodology • Gender analysis and report to identify the capacity gaps of men and women, especially youth, in relation to fisherfolk leadership, with recommendations for addressing capacity gaps and improving the inclusion of gender in fisheries policies, plans and initiatives

This report is delivered for Activity 1.1.3.2 in Component 1 which focuses on “Developing organizational capacity for fisheries governance”. The activity is to “Conduct gender analysis to identify the capacity gaps of men and women, especially youth, in relation to fisherfolk leadership.” We report here on the task to “Report on gender analysis methodology.” This task is the main step towards informing Activity 1.1.3.3 “Develop and offer training on leadership for women and youth informed by gender analysis,” but is also pertinent and contributes to Activity 1.1.1.3: “Deliver training, network capacity building with NFOs to form a CNFO 'leadership institute'” and Activity 1.1.3.1 “Conduct national workshops to improve NFO engagement in fisheries policy.”

1.1 Gender in StewardFish

StewardFish project activities as outlined in the Project Document (ProDoc) are guided by “the principles of the ecosystem approach to fisheries (EAF) and seek to promote women’s empowerment through leadership and promote the importance of social protection for sustainable livelihoods (p. 40). The project is expected to “facilitate gender mainstreaming and support for young people” (p. 45). In order to achieve this aim, gender analyses will be conducted within the fishing industries of four project countries - Jamaica, Barbados, St. Vincent and the Grenadines, and Guyana - for identifying gaps in capacity of women, men and youth with regards to fisherfolk leadership. The findings of the analyses will be used to inform the development, update and/or adaptation of leadership training specifically for women and youth (both male and female). The gender analyses will provide inter alia, “more detailed information and indicators on organizational membership and leadership characteristics of women and young people, including how these may be addressed” (p. 42).

1.2 About this report

The following section of this report starts with a brief discussion on fisherfolk organizations and leadership in the Caribbean to set the context for the need for the gender analyses being conducted within StewardFish. Gaps in gender and youth representation are highlighted. We follow with the proposed gender analysis methodology for the target StewardFish project countries. The methodology uses an institutional analysis supplemented and/or complemented by tools of two gender analysis frameworks. It also incorporates the concept of social relations. The methodology frames a baseline gender analysis to explore and identify gender roles, gender needs or interests, and relations in the context of leadership in fisherfolk organizations. Sections on data collection design, indicators for measurement, workplan and deliverables and outputs follow. Relevant appendices conclude the report.

2 PROFILING LEADERSHIP IN CARRIBBEAN FISHERFOLK ORGANIZATIONS

Efforts towards the implementation of the 2014 Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines) and achieving sustainable fisheries management have resulted in increasing global to local attention on fisherfolk organizations (FFOs), their strengthening and governance, but research on collective action and fisherfolk organizations in small-scale fisheries in many parts of the world is more detailed and broader in scope than it is in the Caribbean (Pena et al. In press). The identification of the gaps in leadership capacity of men and women, especially young ones, adds to the limited information on fisherfolk organization governance in the region.

“Most fisherfolk organizations are male dominated by boat owners and fishermen. In many cases women in the industry, being mainly fish vendors with whom the harvest sector has ex-vessel price issues, are unwelcome” (GIFT 2018, p.21). This assertion is confirmed by the Caribbean Network of Fisherfolk Organisations membership (CNFO) database records comprising 131 primary and secondary FFOs across 16 countries. Of 48 FFOs across twelve countries¹ for which sex-disaggregated data on leaders are recorded, 45 are led by men and only three by women. Representation of women on fisherfolk organization (association or cooperative) boards is also surpassed by men six times over – 236 male board members versus 40 female board members for 44 of the FFOs across the same twelve countries for which sex-disaggregated data are recorded.

The CNFO database does not however provide detailed profile information on leaders such as age, education level, types of positions held by women and men on organization or co-operative boards, duration of each post held, etc. Initial findings of the exploratory leadership survey (CERMES 2020) conducted between February to March 2020 under Activity 1.1.1.3 provides an initial profile of a portion of leaders (n = 35, 28 males, 7 females) across five of the seven StewardFish project countries², and addresses the questions of gender inclusivity and decision-making power parity in the region’s FFOs that we will attempt to also investigate through the gender analyses.

¹ Anguilla, Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Montserrat, St. Kitts and Nevis, St. Vincent and the Grenadines, and Suriname

² Antigua and Barbuda, Saint Lucia, St. Vincent and the Grenadines, Barbados and Belize. N.B. Guyana was targeted for leadership profiling but general election tensions made data collection untenable.

2.1 Gender and youth gaps in representation in FFO leadership positions and fisheries decision-making

2.1.1 Gaps for women

Anecdotal information suggests that in Caribbean Regional Fisheries Mechanism (CRFM) countries, there are now more women in leadership positions as chairpersons, presidents, vice-presidents and secretaries (though still fewer than may be expected given equal opportunity), fully accepted as leaders, and more attentive to the fishing industry at the national and international levels. More and more, women are creating spaces for themselves by establishing their own organizations to advocate for their rights. They are also increasingly capitalizing on opportunities to share knowledge with one another and others in the industry (CoopeSolidar, CNFO and CERMES 2018).

However, the extent to which they are shaping fisheries policies to respond to women's issues in the fishing industry and mobilizing communities to participate in fisheries planning and management in the region, is largely unknown, but now being investigated. Some women from the fishing industry in the region, holding influential positions regionally and internationally - for example as chairs of networks and forums - are strategically positioned to ensure that women and men in fisheries can be involved in and can influence decision-making. Therefore, investment in women's leadership, as is being done through StewardFish, should promote their agency towards achieving a more prosperous and sustainable fisheries sector. Siles et al. (2019, p.27) acknowledge that key conservation and gender outcomes can be strengthened when women "are engaged as constituents and leaders for sustainable fisheries management; are empowered as effective stewards of fisheries and their associated ecosystems; and are engaged to become drivers towards sustainable fisheries markets." Gender mainstreaming is therefore crucial. The inclusion of gender in fisheries policies, plans and initiatives in the region (per the output for Activity 1.1.3.2) will be provided in subsequent StewardFish project outputs.

2.1.2 Gaps for youth

The long-term viability of the fishing industry is dependent on promoting youth (young men and women), developing their capacity and formulating policy that will facilitate their engagement, and pursuit of innovation and entrepreneurship. It is important for youth to get actively involved in this sector in order to promote knowledge transfer across generations to ensure the sustainable future supply of these resources in abundance.

Educating the next generation to assume leadership of the fishing industry however will be challenging, as currently the CRFM region has an aging fisher population (CRFM 2012), therefore limiting transfer of knowledge. Currently, there appears to be no published information or data on youth involved in leadership of FFOs in the Caribbean. While the CNFO membership database provides some sex-disaggregated data on FFO leaders, it does not record age data. Therefore it is not possible to determine whether or how young women and men participate in FFO leadership.

The findings of the StewardFish gender analysis in relation to fisherfolk leadership should identify certain capacity gaps to be filled, that once addressed, will assist young women and men in advancing leadership and decision-making in fisheries. Value chain specifics will be provided in additional StewardFish outputs.

3 GENDER ANALYSIS METHOD

“Compared to other areas of the world, the gender dynamics and gendered characteristics of Caribbean small-scale fisheries are poorly documented” (GIFT 2018, p. 2). Sex-disaggregated and gender-relevant fisheries-related statistics are scarce in the Caribbean. More documentation on the harvest sector and men along the fisheries value chain exists than that for women in the postharvest sector (GIFT 2018). There appears to be no documentation on women, men and youth involved in leadership of FFO organizations and decision-making in the region. The collection of sex and gender-disaggregated data³ will ensure the establishment of a solid set of baseline data for informing and facilitating gender mainstreaming in fisheries with the aim of fostering and improving the potential and capacity that already exists with women, men and youth in fisheries communities (Gee and Bacher 2017). Such is one of the aims of StewardFish . This project activity 1.1.3.2 will be the first gender analysis of FFO leadership in CRFM Member States .

3.1 Overview of gender analysis

In fisheries, a gender analysis is usually a subset of socio-economic analysis that takes power and inequalities into consideration. It is a systematic approach, using social science methodologies to study differences in the activities, responsibilities, conditions, needs, interests, priorities, participation rates, access to resources (or assets) and development, control of assets, decision-making powers, etc. between women and men in their assigned gender roles at multiple levels and across different life stages (FAO 2014; Siles et al. 2019; UNDP 2001; USAID 2017). Such an analysis provides the basis for addressing inequalities in policies, programmes and projects (FAO 2014) and informing gender mainstreaming.

There are a variety of different gender analysis frameworks⁴ that provide the conceptual structure for analysis and involve collecting quantitative and qualitative information on a similar set of issues. They aid in understanding the social and economic conditions, gender gaps, and inequalities affecting men and women. The aim of the frameworks is to conceptually situate the methods and tools used to collect and use sex-disaggregated and gender related data and information to inform development interventions at various stages, from project or program conception and design through to evaluation. Although there are many similarities between the different frameworks, they differ in their scope and emphasis (March et al. 1999, p22).

Given the objectives of project activity 1.1.3.2 to (1) identify capacity gaps in fisherfolk leadership in women, men and youth; (2) provide detailed information and indicators on organizational

³ Gathering statistics on women and men, both sex disaggregated and gender statistics, is a core component of conducting a gender analysis. There is an apparent distinction between sex disaggregated statistics which give the straightforward numbers of males and females in a given population, and gender statistics, which can reveal the relationships between women and men that underlie the numbers. Gender statistics can indicate the need for a policy intervention, but not what that intervention should be. Gender statistics provide factual information about the status of women, for example a change in their status over time.” (UNDP 2001, p. 18)

⁴ Harvard Analytical, Moser, Levy, Gender Analysis Matrix (GAM), Equality and Empowerment Framework (Longwe), Capacities and Vulnerabilities Framework (CVA), People Oriented Framework (POP), and Social Relationship Framework (SRF). See UNDP (2001).

membership and leadership characteristics, particularly of women and youth, and how these may be addressed; and (3) use the findings of the analysis to develop or update resources for leadership training, it is important to understand both gender roles of and gender relations between women and men involved or interested in leading fisherfolk organizations. Both are closely linked to power relationships which could impact equality in leadership and decision-making. We propose using an institutional analysis supplemented by tools of the Harvard Analytical and Moser gender analysis frameworks⁵ and the concept of social relations to frame a baseline gender analysis to explore and identify gender roles, gender needs/interests, and relations in the context of leadership in fisherfolk organizations.

The following sections outline the focal areas for the gender analysis – gender roles, needs and relations – and end with a summary of how each will be examined through the institutional analysis.

3.1.1 Identifying gender roles

The Harvard Analytical Framework, often referred to as the ‘gender roles framework’ was one of the first frameworks designed for gender analysis. As the name suggests, it is a method for gender roles analysis. “This process involves mapping the work and resources of men and women in a community, and highlighting the main differences” (FAO 2014, p.9). Our analysis will apply the framework to develop a matrix for collecting data on fisherfolk organization leaders and those interested in pursuing leadership using the framework’s three main tools– socio-economic activity profile, access and control profile, and influencing factors (Table 1). The Harvard Analytical Framework focuses on collecting data and information at the community and household level. In our case, however, an individual level of analysis is required; the unit of analysis will be the fisherfolk leader including men, women and youth.

Table 1 Harvard Analytical Framework tools and application to gender roles analysis

Tool	Purpose	Application to FFO leadership gender analysis
Socio-economic activity profile	identifies all relevant productive and reproductive tasks and answers the question: Who does what?	adapted to include activities of youth
Access and control profile	indicates whether women or men have access to resources, who controls their use and who controls the benefits deriving from the use of resources	differential access of women, men and youth to assets, resources, opportunities, and services
Influencing factors (e.g. demographic factors, institutional structures, economic factors, training etc.)	examines the elements that influence the gender differences in division of labour, access and control	division of time between paid employment, unpaid work (including subsistence production and care for family members), and volunteer activities influence of gender roles (different and complementary) and norms on leadership roles and decision-making; constraints, opportunities, and entry points for narrowing gender gaps and empowering females

⁵ See March et al. (1999) and UNDP (2001) for details on each framework.

An analysis of gender roles will contribute to baseline data on women, men and youth who occupy leadership positions or are interested in being a leader in fisherfolk organizations across different segments of the fisheries value chain. Should leaders or interest in leading come from outside the fishing industry, this information will also be collected.

3.1.2 Assessing gender needs or interests

The Moser framework investigates the reasons and processes that lead to the differential access to and control over resources and services between men and women. The emphasis is on the importance of gender relations. A gender needs assessment, one of two components of the framework, will be applied to the institutional analysis to identify the practical and strategic needs or interests of women, men and youth relevant to leadership and decision-making in fisheries. Moser's concept is based on the idea that women as a group have particular needs, which differ from those of men as a group; not only because of women's double work role, but also because of their actual or perceived subordinate position to men in most societies. As such, the Moser framework typically focuses on needs of women and assumes that women's strategic gender needs exist because of their *a priori* subordinate social status. This assumption will be tested for the Caribbean context. For this activity we will adapt the needs assessment to include the needs or interests of men and youth as well.

This gender needs assessment will identify if there are issues in gender equality and/or resistance particularly to women's (and youth) empowerment in leadership and decision-making in fisherfolk organizations as well as determining the necessary fixes.

Table 2 Practical and strategic gender needs as defined by Moser

Practical gender needs (short-term & immediate)	Strategic gender needs (long-term, lead to transformation)
those that assist women, men and youth in their current activities	those that, if met, would enable the transformation of existing power imbalances between women and men. What are the key issues that reinforce unequal gender roles and relations? Are there opportunities to promote more equal gender roles and relations? Are these opportunities needed? These generally involve social relations and structural issues such as social positions, laws and norms affecting gender equality, and power dynamics between groups.

3.1.3 Understanding gender relations

Social relations are structural relationships that create and reproduce systemic differences in the positioning of groups of people. The causes of gender disparities are not confined to the micro-level (household and family) but are reproduced across a range of institutions at all levels. Gender relations is one type of social relations. They are the social relationships between men and women. "Gender relations are simultaneously relations of cooperation, connection, and mutual support, and of conflict, separation, and competition, of difference and inequality." They are context-specific and

are concerned with how power is distributed between the sexes. They create and reproduce systemic differences in men's and women's positions in a given society. They define the way in which responsibilities and claims are allocated and the way in which each is given a value. Gender relations vary according to time and place, and between different groups of people. They also vary according to other social relations such as class, race, ethnicity, disability, and so on” (March et al. 1999, p.18).

Institutions have been defined as a framework of rules for achieving certain social or economic goals. As such, they produce, reinforce and reproduce social difference and inequalities (March et al. 1999). Institutions vary across contexts and cultures but possess five distinct, yet inter-related, aspects of social relationships: rules, resources, people, activities and power. These dimensions are significant to the analysis of social (in)equality in general and gender (in)equality specifically. Examining institutions on the basis of their rules, practices, people, distribution of resources, and their authority and control structures, that is, conducting an institutional analysis, helps in understanding who does what, who gains, who loses (which men, which women, which youth). Institutional analysis reveals how gender and other forms of (in)equality are produced and reproduced.

3.1.4 Packing gender roles and relations in FFOs and leadership into the institutional analysis and development framework

We propose to delve deeper into gender roles and explore gender relations relevant to leadership, capacity for leading and decision-making in FFOs using institutional analysis. A key part of the institutional analysis and development framework (IAD) is the identification of an action situation and the resulting patterns of interactions and outcomes and their evaluation (Ostrom 2011). See right half of Figure 1 and Figure 2 for its expansion). It is this part of the framework that is the focus of the gender analysis.

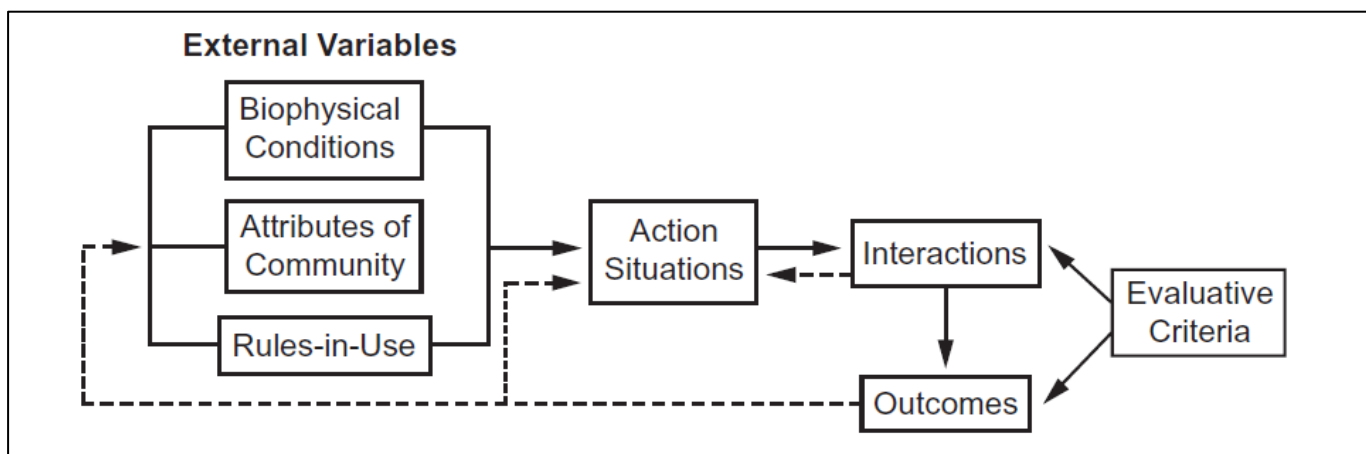


Figure 1 Institutional analysis framework
(Source: Ostrom 2011)

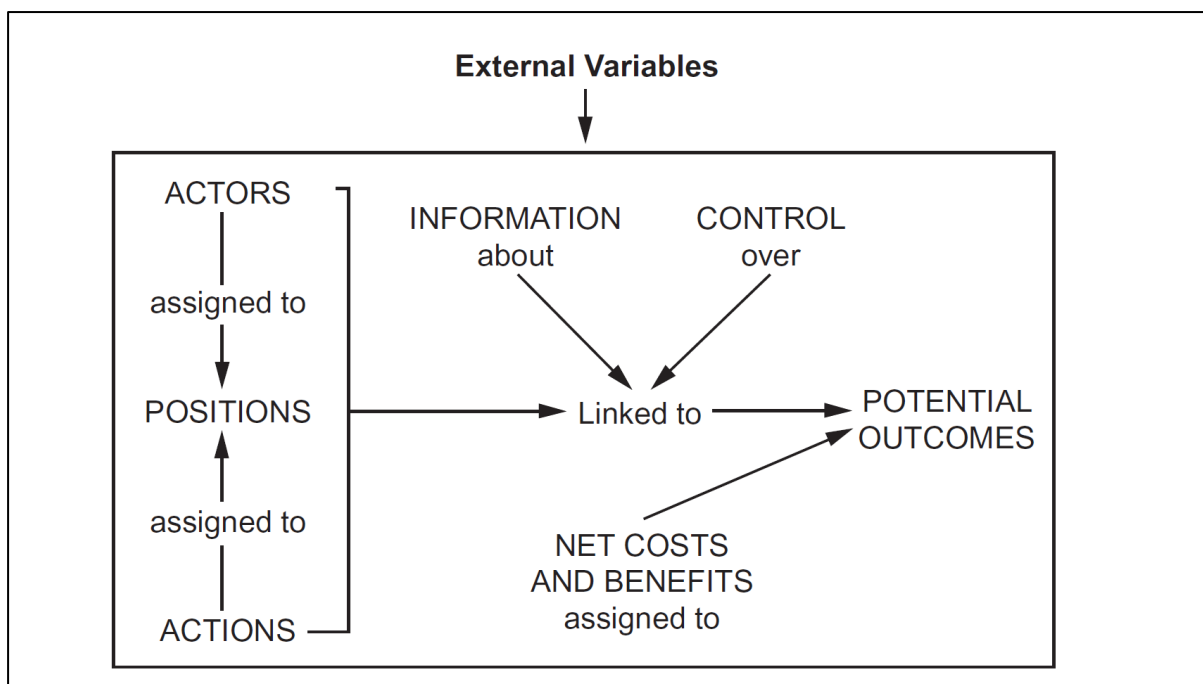


Figure 2 Inner structure of an action situation
(Source: Ostrom 2011)

Below we use the elements of an action situation to organize the gender analysis. We highlight points in the action situation where tools of the Harvard Analytical and Moser frameworks will be applied to supplement and/or complement the institutional analysis for the purpose of revealing how gender and possibly other forms of inequality may impact leadership and decision-making in FFOs in the region. We provide examples of some questions that may be used to collect the relevant data and information.

Table 3 Gender analysis organized by action situation

Action situation component	Gender analysis focus
Set of actors	<p>Apply Harvard Analytical framework tools:</p> <ul style="list-style-type: none"> • Socio-economic activity profile – productive vs. reproductive work • Access and control profile – access to and control of resources • Identification of influencing factors – gender differences in division of labour <p>Examine who and how many people (women, men and youth) are involved in, or aspire to be involved in leadership and decision-making in FFOs? Do persons outside of the industry hold positions of leadership or are interested in doing so?</p>
Positions	<p>What leadership positions exist in FFOs? What positions (past and present) are held by women, men and youth? What kind of interest among women, men and youth is there in taking on leadership roles in FFOs?</p>
Set of allowable actions	<p>Apply gender needs/interest assessment of Moser Framework:</p> <ul style="list-style-type: none"> • Practical gender needs or interests. What do women, men and youth need now to pursue or participate effectively in leadership and decision-making? • Strategic gender needs or interests. What do men, women and youth need to transform any imbalances there may be in power or resistance to leadership?

Action situation component	Gender analysis focus
	What kinds of decisions are typically made by leaders? Who makes what decision? Are certain decisions specific to leadership role? What are they? Do women, men, and youth feel they have influence over decisions made? Do women, men and youth feel that their participation in FFOs is valued? How so?
Potential outcomes	How has involvement in leadership in the FFO impacted leader livelihoods and domestic lives? What segments of the fisheries value chain do leaders believe they have influence over due to leadership positions held? How do leadership skills or lack thereof influence organizational decisions?
Level of control over choice	Do you leaders receive advice on leadership from others (inside or outside of the fishing industry)? Who? Is there a guidance network for leadership?
Information available	How would you rate your leadership capacity/skills? What capacity/training do current, potential or promising leaders need to improve leadership and decision-making skills?
Costs and benefits of actions and outcomes	How do leadership positions affect productive, reproductive and domestic work?

3.2 Mixed methods for analyzing gender in FFO leadership

3.2.1 Data collection design

The institutional analysis for Activity 1.1.3.2: *Gender analysis to identify the capacity gaps of men and women, especially youth, in relation to fisherfolk leadership* will use mixed methods research, both qualitative and quantitative, involving secondary data analysis, group and key informant interviews as outlined below:

Secondary data analysis - although there appears to be no or limited studies on leadership of FFOs in the Caribbean, a review of regional or country gender analyses, official national and regional level data and statistics, relevant findings from projects etc. where available, will be conducted to set the context for and guide the gender analysis. Consultation with a wide variety of key stakeholders including FFO leaders themselves, fisheries authorities, the Caribbean Natural Resources Institute (CANARI), Caribbean Policy Development Centre (CPDC), relevant civil society organizations for an understanding of local context, rules and norms, and provision of access to any relevant unpublished information.

Primary data collection – sex disaggregated and gender statistics and information on leadership will be collected via the development of small cases of at least two FFOs (one national and one primary FFO) per country complemented if feasible by group and/or key informant interviews in the four project countries - Jamaica, Barbados, St. Vincent and the Grenadines, and Guyana. We propose to develop timelines of key or memorable industry events (e.g. fish kills, COVID-19 impacts, FFO Constitution revision etc.) with leaders to learn how gender, youth and leadership combine for possible measurement, if conditions allow.

Should group interviews be practical, at least four comprising 5-10 persons each will be conducted per country targeting homogeneous groups as indicated below:

- Current or past women (25 years and older) FFO leaders
- Current or past men (25 years and older) FFO leaders
- Young women (15-24 years old) holding leadership positions or showing interest in or identified by current FFO leaders and/or fisheries authorities as having the characteristics and capability to lead
- Young men (15-24 years old) holding leadership positions or showing interest in or identified by current FFO leaders and/or fisheries authorities as having the characteristics and capability to lead

The proposed group interview design could meet or surpass the project target of 40 FFO leaders (25 men and 15 women) for this project component should participation be high. Contextual data will be collected at each group interview session for each participant via survey and visualization techniques to understand the intersection of gender with demographic and other socially relevant characteristics in order to capture the extent to which a person may or may not experience heightened marginalization or exclusion in leadership in small-scale fisheries (See USAID 2017).

Data to be collected will include but may not be limited to:

- Age
- Marital status
- Educational level
- Economic activity and earnings
- Health
- Time use

The Caribbean Network of Fisherfolk Organisations (CNFO) database lists FFO leaders as persons on FFO boards. For the gender analyses, we will adapt the definition of a leader used for the leadership profile survey⁶ as ***any past or present elected member of an organization's executive/board/steering committee*** to include ***...or any non-elected member assigned a major task requiring collaboration***. This will ensure analysis of persons who by their service and competency assume leadership roles.

3.2.2 Defining 'youth' for StewardFish gender analysis

'Youth' may be defined as "the stage during which a person moves out of dependence (childhood) and into independence (adulthood)." It is a social construct and as such may be applied differently according to culture and context to define that period of transition. Age is the simplest way to define this group especially in relation education and employment since "youth is often referred to as a person between the ages of leaving compulsory education, and finding their first job" (FAO 2016; <https://www.un.org/esa/socdev/documents/youth/fact-sheets/youth-definition.pdf>).

The maximum age limit "has been increasing, as higher levels of unemployment and the cost of setting up an independent household puts many young people into a prolonged period of dependency" (Camarinhas and Eversley 2017, p. 11). There therefore is fluidity in the age ranges different organizations use in their definition of youth. Some examples are provided below:

- CARICOM: 15-20 years (CCYD 2010)
- UN and World Bank: 15-24 years (FAO 2016; 2018)

⁶ Activity 1.1.1.3 "Deliver training, network capacity building with NFOs to form a CNFO 'leadership institute'"

- Caribbean Youth Policies: 15-30 years (Camrinhas and Eversley 2010)
<https://www.caribjournal.com/2015/01/06/caribbean-youth-and-unemployment/>

McConney (2011) observes that for Barbados, men tend to enter the fishing industry between the ages of 15 and 19 years, while women enter later, between 20 and 24 years of age. Assuming similar characteristics across the Caribbean, and the age range typically used by the UN for youth, we will adopt the 15-24 year age range to target young women and men for the gender analysis.

3.2.3 Focal areas and indicators for measurement

Domains of interest ⁷ (mentioned and implied in previous sections) to be included in the gender analysis that will serve as a frame to develop group and key informant interview questions that will be most relevant for revealing key gender issues, gaps between women and men, and areas in which women and youth may be dis-empowered in FFO leadership include but may not be limited to:

Patterns of power and decision-making: This domain of gender analysis examines the ability of women and men to decide, influence, and exercise control over material, human, intellectual, and financial resources, in the family, community, and country. In this project the priority focus will include the capacity to vote and run for FFO board membership. The analysis will examine the extent to which women and men are represented in decision-making positions and exercise voice in decisions made by FFO. Issues of power often cross-cut the other domains of gender analysis as well.

Laws, policies, regulations, and institutional practices that influence the context in which women and men act and make decisions: The gender analysis will seek to identify the extent to which laws, policies, regulations, and institutional practices contain explicit gender biases (for example explicit provisions that treat women and men differently) or implicit gender biases (for example, the differing impacts of laws, policies, regulations, and practices on women and men because of different social arrangements and economic behaviour). Such information will largely be collected by review of secondary data.

Cultural norms and beliefs: Every society has cultural norms and beliefs (often expressed as gender stereotypes) about what are appropriate qualities, life goals, and aspirations for women and men. Cultural norms and belief may affect potential participation of women and men in FFO leadership and decision-making.

Gender roles, responsibilities, and time use: Division of labour between productive (market) economic activity and reproductive (non-market) activity is the central social structure that characterizes female and male activity. Therefore the gender analysis will explore what women and men do in these areas including roles, responsibilities, and time use during paid work, unpaid work (including care and other work in the home), and community service to get an accurate visual of how people lead their lives and to determine if such has any impacts on participation, or could have constraints on future participation in FFO leadership and decision-making.

A number of quantitative and qualitative indicators (some adapted from SDG 5 Gender Equality indicators) will be measured through the gender analysis. Measurement of these types of indicators will capture the complexity and changing realities of women's and men's lives and their capacity to lead, participate and influence decision-making in the fishing industry. **Error! Reference source not found.** provides a list of potential indicators for measurement.

⁷ Adopted and adapted from USAID (2017).

Table 4 Gender analysis indicators

Indicator	Indicator
# of women in leadership positions	Extent to which women are able to be actively involved in and influence decision-making processes at board/executive committee level and local communities through their participation (exerted through meaningful or active participations)
% of women in leadership positions	Women’s own perceptions of their ability to participate equally and effectively in decision-making in FFO
# of men in leadership positions	Female and youth perceptions of the impact that they have on fisheries decision-making at the board and local fishery community levels (self-reported indicator)
% of men in leadership positions	Structural barriers that prevent women’s full, equal and meaningful participation and influence at all levels of decision-making.
# of youth in leadership positions	Individual’s own recollection of their experiences with decision-making (translation of voice into influence)
% of youth in leadership positions	Level of decision-making where women, men and youth are often most active and potentially have the greatest influence (equal opportunities for leadership)
Proportion of positions held by women, men and youth in FFO and national fishery advisory committees and other national decision-making bodies	Capacity/training/experience for leadership

3.2.4 Workplan

Prior to the coronavirus pandemic and associated nationally imposed restrictions across the Caribbean, the initial fieldwork plan was to conduct interactive half-day sessions for group interviews (see provisional agenda; Appendix 1) utilizing systematic inquiry through visualization techniques, plenary discussion and other resources for recording participant responses. However, the subsequent impacts of country lockdowns - delay in resumption of work by project partners, prolonged travel restrictions, unwillingness of project stakeholders to gather due to health fears post COVID-19 threat etc. - could make in-country conduct of the gender analyses challenging, if not infeasible during the remaining StewardFish project period.

Given the revised UWI-CERMES workplan, in-country data collection would have to be conducted by no later than 31 August, to accommodate reporting and deliverable submission. Should this be challenging, UWI-CERMES will have no alternative but to conduct virtual group interviews. This could impact the target number for the gender analysis as fisherfolk may be less inclined to participate electronically due to a number of reasons including no or limited access to internet connectivity and lack of familiarity with using online platforms as discussion and meeting forums. Virtual facilitation of group interviews may require an increase to the number of sessions required per group (up to two sessions per group per country) as compression of the duration of sessions to a period of one or one and a half hours will be necessary to maintain participant attention via this mode of delivery. Some re-design of the face-to-face group interview sessions will be carried out to facilitate online delivery.

Should face-to-face in-country key informant interviews prove to be challenging (for similar reasons outlined above), these will be conducted over the phone or by virtual meetings. A determination of the mode of data and information gathering will have to be made by June to inform planning activities. All data collection activities should be completed on or before 31 August 2020 in time for validation at in-country UWI-CERMES combined workshops (for EAF, gender, policy engagement and NICs project activities) tentatively planned for September to October 2020.

CNFO will assist UWI-CERMES in mobilizing fisherfolk (leaders and others) to participate in the gender analyses as per its LOA. National contacts and gender specialists will be contracted to organize and assist UWI-CERMES in the facilitation of the group interview sessions. National contacts, in collaboration with UWI-CERMES, will conduct the in-country key informant interviews (if possible).

3.2.5 Deliverables and outputs

The deliverables and outputs associated with the gender analysis include:

- Four country-specific gender analysis reports with recommendations for addressing capacity gaps in relation to fisherfolk leadership and improving inclusion of gender in fisheries policies, plans and initiatives
- Comparative gender analysis report
- At least one gender-aware or gender-responsive training course/module developed on leadership for women and youth and offered by the CNFO virtual leadership institute

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5 APPENDIX

5.1 Appendix 1: Provisional agenda for group interview session



GLOBAL ENVIRONMENT FACILITY
INVESTING IN OUR PLANET

Understanding gender gaps in fisherfolk leadership

[Date, location]

*Developing organizational capacity for ecosystem stewardship and livelihoods
in Caribbean small-scale fisheries
StewardFish Project*

8:30 – 8:45	Check-in
8:45 – 9:00	Welcome and introduction
	Overview of the StewardFish project
9:00 – 10:00	Introduction to Leadership <ul style="list-style-type: none"> • What is leadership? • What is leading? • Characteristics of a leader • Leadership and the SSF Guidelines and SDGs • Leader self-reporting: perceptions of the individual impact fisheries decision-making at the board and local fishery community levels (plenary discussion)
10:00 – 10:30	Leadership profile survey results and validation
10:30 – 10:45	BREAK Light refreshments will be served
10:45 – 11:45	Interactive exercise #1: Gender roles, responsibilities and time use: constraints to leadership
11:45 – 12:00	Sex-disaggregated information about you – quick survey of leaders
12:00 – 1:00	Interactive exercise #2: Patterns of power and decision-making
1:00	Wrap-up and join us for lunch