

Gender mainstreaming in Caribbean fisheries initiative: *Report on stakeholder consultations*

Reference:	Report on virtual stakeholder consultations – in place of report on field scoping missions to three countries
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Consultation process

Over 90 stakeholders were invited to take part in one-on-one consultations with the consulting team between April 2 - May 1, 2020. As of May 1st, 46 stakeholders (35 women and 11 men) have participated in consultations. Each consultation lasted about one hour, and the team prepared guiding questions to facilitate discussion.

The team sent out two group email invitations and a round of individual invitations to solicit responses, then if stakeholders had not responded or scheduled a consultation, the team made follow-up contact individually via email and/or WhatsApp (if available) up to four different times. After consultations were scheduled, the team also sent a reminder message prior to the meeting time to ensure participants were able to join their allotted meeting time. In the case of 12 stakeholders, consultations were scheduled, but the stakeholder did not attend the meeting time and did not respond to requests to reschedule meetings.

Limitations and opportunities

Initially as part of the gender mainstreaming initiative, the consulting team planned to travel to three countries for scoping missions to interview local fisheries organizations and community members, visit fish landing sites, and meet with national government and institution

representatives. However, because of the global spread of COVID-19 that restricted travel and group gatherings, consultations were conducted virtually via Skype, WhatsApp, or GoToMeeting.

National lockdowns due to COVID-19 also affected the ability of some stakeholders to participate in consultations. Factors like limited internet availability and accessible methods of communication affected scheduling consultations with and interviewing local level stakeholders that would have been interviewed face-to-face in markets, at fish landing sites, or in community gathering areas. However, the team was able to interview several representatives of the Caribbean Network of Fisherfolk Organisations (CNFO) to gain insight into local level issues and priorities. Some stakeholders also notified the team that work priorities had shifted in response to COVID, others were adapting to different working environments and did not have reliable internet access. The team also understands that coping with a global pandemic and ensuring families and communities are safe and healthy made it so some stakeholders were not able to respond to messages or participate in consultations.

However, because of the month long, flexible availability in scheduling virtual interviews, the team was able to reach a greater number of stakeholders across more than three countries, reaching representatives in nine countries and regional representatives. The consultations were also an important opportunity to engage one-on-one with stakeholders and build capacity on gender-fisheries issues. Several stakeholders emailed the team after the consultation for additional resources and information on gender-fisheries issues. It will be important to continue updating stakeholders about the development of the gender mainstreaming initiative to continue building capacity and strengthen networks and relationships across the Caribbean to engage in activities.

Stakeholder information

Number of consultations conducted by focus area and geographic area

Country	Fisheries	Gender	Youth	Gender and fisheries
Barbados	1	0	2	1
Belize	0	1	0	0
Dominica	1	2	0	0
Grenada	1	0	4	0
Guyana	0	0	1	0
Jamaica	1	0	0	0
St. Lucia	3	1	2	0
St. Vincent and the Grenadines	2	0	1	0
Trinidad and Tobago	6	4	2	0
Regional*	5	1	1	3
Total	20	9	13	4

* Each representative from a regional organization, which included representatives from UWI/CERMES, CRFM, UN Women, etc., spoke about regional issues, as well as issues facing their country of residence, including Barbados, St. Lucia, and St. Vincent and the Grenadines.

List of stakeholders who participated in consultations

COUNTRY	NAME	AFFILIATION
Barbados	Arabelle James-Anglies	Caribbean Youth Environment Network (CYEN)
Barbados	Dr. Debra Joseph	UWI/CERMES
Barbados	Jamilla Sealy	Barbados Ministry of Environment; CYEN Gender Commission member
Barbados	Ms. Vernel Nicholls	Barbados National Union of Fisherfolk Organizations (BARNUFO)
Belize	Ruth Gutierrez	Angel Lisa
Dominica	Diana Degallerie	Fisheries Division
Dominica	Kaywana Williams	Bureau of Gender Affairs
Dominica	Vanya David	The National Council of Women of Dominica
Grenada	Avril Edwards-Nichols	Grenada Social Ministry; social care unit
Grenada	Earle Williams	Permanent Secretary for the Ministry of Youth (CONFIRM)
Grenada	Lisa Chetram	Fisheries Division
Grenada	Royden Beharry	Permanent Secretary for the Ministry of Youth
Grenada	Sheddona Richardson	CYEN
Guyana	Lakeram Singh	CYEN Secretariat
Jamaica	Laura Canevari	Independent researcher
Regional	June Masters	CRFM
Regional	Leisa Perch	GIFT consultant
Regional	Lisa Soares	CERMES
Regional	Maren Headley	CRFM
Regional	Peter A. Murray	CRFM
Regional	Reginald Burke	CYEN
Regional	Shelly-Ann Cox	CERMES
Regional	Susan Singh-Renton	CRFM
Regional	Tonni Ann Brodber	UN Women
Regional	Melanie Andrews	CANARI (Caribbean Natural Resources Institute)
St Lucia	Olivia Amos	The Department of Gender Relations
St. Lucia	Dannie James	St. Lucia Fisherfolk Cooperative Society Limited
St. Lucia	Mr. Thomas Nelson MSc. (Dist.) BSc. (Hons.)	Department of Fisheries
St. Lucia	Mrs. Sarita Williams-Peter MMM, BSc. (Hons)	Department of Fisheries
St. Lucia	Cannita Melius	CYEN
St. Lucia	Shanna Emmanuel	CYEN member
St. Vincent and the Grenadines	Audwin Andrews	SusGren
St. Vincent and the Grenadines	Winsbert Harry	St. Vincent and the Grenadines National Fisher Folks Organisation
St. Vincent and the Grenadines	Clonesha Romeo	CYEN member
Trinidad and Tobago	Antoinette Jack-Martin	Office of the PM: Gender and Child Affairs (Gender Affairs Division)
Trinidad and Tobago	Carol Noel	Network of Rural Women Producers, Trinidad and Tobago (NRWPTT)
Trinidad and Tobago	Collin Asgarali	Ministry of Agriculture, Land and Fisheries
Trinidad and Tobago	Gia Gaspard Taylor	NRWPTT
Trinidad and Tobago	Joslyn LeeQuay	Trinidad and Tobago United Fisherfolk (TTUF)
Trinidad and Tobago	Muriel Quamina	Caribbean Fisheries Training and Development Institute (CFTDI)
Trinidad and Tobago	Nerissa Lucky	Ministry of Agriculture, Land and Fisheries
Trinidad and Tobago	Professor Rhoda Reddock	UWI/founder
Trinidad and Tobago	Recardo Mieux	Ministry of Agriculture, Land and Fisheries
Trinidad and Tobago	Shandira Ankiah (Trinidad)	Ministry of Agriculture, Land and Fisheries
Trinidad and Tobago	Gabriella Phillip	CYEN member
Trinidad and Tobago	Giles Joseph	CYEN member

Annex 1: Stakeholder consultation guiding questionnaires

The following sections are the guiding questions the team developed prior to scheduling consultations for fisheries departments and organizations, gender machineries and groups, fisherfolk organizations, and institutions. However, prior to each interview, the team tailored questions for each consultation based on findings from desk research and/or previous consultations from the same country to maximize the information gathered in the time allotted. As interviews were occurring, the team would follow the flow of conversation and information to ask questions not captured in the guidance documents. Additionally, because interviewees often needed to limit interviews to not much more than an hour long, not all the questions were covered in each interview, but follow-up engagement was arranged where gaps were identified in analysis.

Each stakeholder consultation began with an introduction to the project outlining key activities and outputs, and the approach for diverse stakeholder engagement and input. The following was utilized in each consultation to facilitate this introduction, request recording the interview (when available via communication platform), and solicit information from the participating stakeholders.

Gender mainstreaming in Caribbean fisheries stakeholder interviews – Introduction

The goal of the stakeholder interviews is to assess enabling environments and challenges for mainstreaming gender in fisheries sectors in CRFM countries. The information from these interviews will provide valuable information on:

- How CRFM countries and institutions consider gender equality and intersecting issues of decent work and youth empowerment in policies, strategies, plans and projects;
- What initiatives have been taken at the national and local levels to integrate these issues into fisheries, planning, policy and management, or if there are opportunities to strengthen integration; and
- What resources are available to support gender mainstreaming in fisheries, and what resources are still needed to enhance approaches.

To ensure we accurately understand and communicate the information you share, we would like to record this interview for our personal review. These recordings are not shared with anyone else, and at the conclusion of this consultancy in November, they will be deleted. Are you ok with us recording this interview? If at any point during the discussion, you wish for us to stop recording, let us know and we will do so. Likewise, let us know if you would like to skip any questions, or have your answers to any questions be anonymously attributed in any reporting or tools developed under this initiative.

Date of interview	
Interviewer(s)	
Consent to record	

Name	
Title	
Institution	
Role/engagement with CLME+	

Guiding questionnaires

Fisheries departments and organizations

Institutional capacity, focus areas, and policies

- Is the fisheries department implementing actions, projects or programmes that incorporate the SSF guidelines?
 - What are key areas you are working on addressing in fisheries currently? (Biggest challenges?)
 - Are you aware of the gender and social elements included in the SSF?
 - Has the department planned or implemented any initiatives with this in mind?
- How is gender integrated in planning, policy, or principles)?
 - (If any): what led to integration of gender?
 - (If no policy, or no integration), are there any plans for integrating? Any plans to develop national policy/update (if have fisheries policy/plan with or without gender)?
 - How have these elements been put into practice?
 - What have the outputs/outcomes been?
- Similarly, what exists on youth and decent labor in policy and in practice?
- Does the department consider and contribute progress on Sustainable Development Goal 14?
 - Do they report on progress regularly?
 - Do they link it with other SDGs?
- Are there key regional or international strategies or mechanisms that are particularly important for guiding national action on fisheries?
 - If yes, what are they?
 - To your knowledge, do these strategies include socioeconomic considerations, such as gender, youth and decent work?
- How many women and men are employed in the fisheries department?
- Gender focal points:
 - How/when were gender focal points determined (e.g., do they have any gender expertise, specific interest, or just delegated)?
 - Do gender focal points have a formal role in or relationship with the gender ministry?
 - Were they just designated for this project, or were they active previously, do they play into a larger gender focal point system nation-wide?
 - If so, how have fisheries gender focal points been involved/engaged in that (meetings, trainings, listserv, etc.)?
 - In the Fisheries department, has their designation prompted any initiatives on gender/social issues?

- What is a realistic vision/hope (based on capacity (time and technical knowledge), financial resources, and interest) for role/activities of gender focal point?
- Does the department have a gender specialist? Have you ever hired consultants who are gender specialists to support on projects/activities? Contact info?
- What opportunities exist (capacity building, workshops, technical support, documentation) to strengthen the knowledge of staff on gender considerations and social inclusion in their professional or technical area?
- In the online survey, many of those working in fisheries reported that mobilizing financing for gender integration in the fisheries sector is one of their biggest challenges. Does your organization have a budget to finance gender-responsive actions and capacity building?
 - (If no, explore what the challenge has been in mobilizing this type of financing/developing this type of budget)

Collaboration

- What national level fisherfolk orgs or representatives is your institution working with?
- Which organizations do you collaborate with/engage on gender? Does the department collaborate with the national gender ministry or other gender machinery? Do they provide support in helping incorporating gender in fisheries?
 - Does the department collaborate with the national statistical office?
- Any specific stakeholder engagement of women , women's groups, rights organizations, and or youth and youth groups? What efforts have been made to try to engage diverse groups in project and programme development?
 - If no, what are the challenges associated with engaging women and women's group in efforts?

Projects and programmes

- How do you perceive integrating gender considerations and responses as an opportunity to enhance program effectiveness and long-term sustainability of fisheries? (What are benefits?)
- Does your organization have any lessons learned on gender mainstreaming? Any positive changes towards gender equality and youth engagement in the fisheries sector?
- International organizations are increasingly focusing on issues of gender-based violence, sexual exploitation, child labour violations, and unsafe working conditions for migrant workers in fisheries. Do you find any of these issues are present in fisheries?
 - If yes, does the department currently have any programmes or projects focused on addressing these issues?
- Is there any socioeconomic data regularly collected and analyzed by fisheries office (as part of M&E)?
 - Do you face challenges in getting this work done?
 - Are there criteria/indicators that are sex-disaggregated?
 - Are there any challenges or gaps you/your department have identified from the socio-economic data collected (or not being collected)?
 - Does your organization measure the impact of its work on/for the life of men and women? (or considered doing this?)
 - Is there collaboration with the national statistics mechanism to aid in collection or reporting of data?
- Does your organization have any study or assessment on gender (or more broadly socioeconomics) and the fisheries sector?
 - What, if any, were lessons learned?

- Can you share it with us/follow up in email request?
- Are there any knowledge products, resources, institutions you have found particularly useful to support integrating gender/social issues in fisheries work?

Needs and opportunities

- What resources are needed to enhance gender, youth and work conditions in your work?
- What do you perceive would be most useful for stakeholders in fisheries communities? (e.g., Training on indicator development, participatory research approach, gender-responsive engagement guidance, project planning/action development)
- What entry points do you see for enhancing/mainstreaming gender in fisheries across the region?
- Would opportunities to share knowledge and challenges on developing gender-responsive fisheries programmes with other countries be useful?
 - Would sharing experiences and knowledge be most fruitful in person or through online communications (webinars, emails, calls, etc.)?
- Anything else you would like to share? Any other people, groups, orgs we should contact.

Gender machineries and gender/youth stakeholders

Institutional capacity, focus areas and policies

- National gender policy or strategy - If there is one in place:
 - What led to the development of this strategy?
 - How was it developed, i.e., through consultations with stakeholders, collaboration with groups, etc.
 - What led to the inclusion of fisheries in the strategy?
 - Have there been any initiatives to implement this part of the strategy?
 - Are there plans to update the strategy?
- National gender policy or strategy – If there is not one in place:
 - Are there plans to develop a national gender policy?
 - Are there barriers or challenges to getting a policy approved?
- How many women and men are employed in the ministry (bureau, division, etc.)?
 - If the gender ministry is coupled with other focus areas (like in St. Lucia it is the Ministry of Education, Innovation, Gender Relations and Sustainable Development), how many women and men work specifically on gender issues?
- What are the biggest issues or challenges to gender equality in the country?
 - What are some current initiatives of the ministry to address those challenges?
 - Do you think that these issues and challenges impact women involved in the fisheries sector?
 - Do these challenges impact youth in the country? Or, do young women and men face specific challenges?
- Is the ministry involved in efforts to implement gender-responsive budgeting systems?
- How does the ministry consider and contribute to international frameworks, such as the SDGs?
 - Is this a primary focus of national goals and implementation?
 - Are interlinkages between SDGs ever considered?
- Are there regional strategies, mechanisms or agreements that the ministry focuses on for progressing on gender or sustainable development goals (such as the Montevideo Strategy)?
 - How is national action and implementation reported on for these strategies?
- Would you say there has been recognition of gender issues in sustainable development, natural resource management, and fisheries by the ministry?
 - If yes, have there been any projects or actions to reaffirm this recognition?
- Is the gender ministry involved in developing indicators on gender or collecting socioeconomic indicators?
 - This can be in collaboration with the national statistics office, for example, or if they manage their own data collection.

Collaboration

- Are there gender focal points in place in other national ministries and agencies?
 - If yes, are these focal points a part of the gender ministry, or are they appointed within other ministries?
 - If yes, has this system been effective in influencing cross-sectoral gender integration?
 - What factors make this system effective/ineffective?

- Does the gender ministry advise on gender integration in the policies, strategies or action plans of other ministries specifically around natural resource management?
 - If yes, what kinds of impact does the gender ministry have in the final product?
- Are there challenges to cross-sectoral collaboration and integration of gender in natural resource management?
 - Are there opportunities to address these challenges and strengthen collaboration?
- Are there national or local level gender-focused organizations or women's groups that play a key role in helping meet national gender goals?
 - Any with specific focus on the intersections with natural resources?
- Does the gender ministry work with regional or international frameworks and mechanisms on sustainable development, natural resource management, or fisheries?

Gender and fisheries

- Do you think that there are benefits to integrating gender considerations in sustainable fisheries management?
 - What are the benefits?
 - Or, if they don't, why not?
- Are there positive changes toward gender equality and youth engagement in the fisheries sector that you can share?
- Are there challenges to integrating gender in the fisheries sector?
 - What do you think are ways/opportunities to address these challenges?
- Toward the goal of mainstreaming gender in fisheries, what do you think would be most useful for local stakeholders in fishing communities?
 - Training on indicators, skills building, sensitization, technology, etc.
- What are strategies that fisheries departments and organizations should use to ensure their projects and programmes include women and men equally?

Needs and opportunities

- What resources are needed to strengthen gender equality and youth integration in natural resource management and fisheries?
 - Internal capacity on sustainable development, NRM, fisheries?
 - National or regional networks?
- Would opportunities to share knowledge and challenges on developing gender-responsive fisheries programmes with other countries be useful?
 - Would sharing experiences and knowledge be most fruitful in person or through online communications (webinars, emails, calls, etc.)?
- Anything else you would like to share? Any other people, groups, orgs we should contact.

Fisherfolk organizations

Background information

- What type of fisheries activities are you involved in?
- How long have you been a fisher and how did you get involved in fisheries?
- Does anyone else in your household work in the fishing sector?
 - What do they do?
- Is fishing your main source of income and/or source of protein?
- Are there any traditional practices or knowledge related to fisheries that you use in your work? Are these taught to youth in communities?

Challenges and threats in fisheries

- How would you describe the current fisheries conditions in your community?
 - Have these conditions changed in recent years? How so?
 - Including, conditions on health in fisheries ecosystems, as well as decent work conditions for fishers, processors, and vendors.
- What are some main issues that are threats to the health or sustainable management of fisheries?
 - What can be done to address these issues?
- In your leadership role or in the fisherfolk organization, are there discussions and attention given to gender issues and youth issues?

Division of labor along fisheries value chain

- In your community, what fisheries activities do men engage in, and what ones do women engage in?
 - Are youth involved in any particular way?
 - Are youth in fishing families taking on the same line of work? Why or why not?
 - Have the roles of women and men in fisheries changed over the last decade?
- How are catch and money handled from fisher to seller, and how are profits distributed?
- Is the activity you're involved in seasonal?
 - If so, what do you do in the off-season for income?
- Who is involved in decision making on fisheries? Men, women, youth, a combination?
- Do you think women and men have different priorities in fisheries?

Needs and opportunities

- What resources are needed in fisherfolk organizations to enhance working conditions for women, men, and youth?
- What would be most useful for fisherfolk in terms of capacity building?
- Would opportunities to share knowledge and challenges on gender, youth, and decent work issues in fisheries with other countries be useful?
- Anything else you would like to share?

Regional Institutions

(e.g., UWI CERMES/GIFT, CRFM, CANARI, CFTDI, etc.)

Institutional work and collaborations

- What led to the formation of the GIFT? Has it evolved since the formation in its focus areas and approaches?
- In the GIFT gender scoping report from 2018, there are several recommendations for fisherfolk, civil society, public sector and private sector actors. Have any of these actions been implemented or facilitated by CERMES/GIFT since the publication of the report?
 - Have there been notable changes in gender equality, youth empowerment and decent work in the fisheries sector?
 - In this report, there was also a table on how the gender considerations in the SFF guidelines were being implemented in the region. Is there data or analysis for individual countries? Who would be the best person to contact about this to ask for more details?
- Can you identify past or current programmes/initiatives by CERMES, GIFT, or partners that have resulted in (intended or unintended) changes in gender relations, youth empowerment and decent work? Were these positive or negative changes?
 - If positive, what factors/strategies caused these changes?
 - If negative, what could have been done to mitigate the negative changes or address them?
 - Are the positive changes in the gender relations likely to be sustained?
 - What is likely to undermine the sustainability of the positive change?
- What are some governance-related elements that CERMES and GIFT have been involved in implementing to support gender mainstreaming?
 - In which countries?
- Climate change has been identified as a major threat to sustainable fisheries in the region. Are CERMES and GIFT looking into any of the social impacts related to CC-induced changes to fisheries? Particularly, how CC might impact women and men fisherfolk differently?
 - Does CERMES work with national climate change departments as well? Aware of NDCs and engagement on that at all? Aware of gender focal points for UNFCCC?
- Do CERMES and GIFT use or know of any strong M&E frameworks for gender equality and youth empowerment in natural resources management or fisheries?
 - What information is measured (or still needed) to strengthen knowledge and action on gender-related issues in fisheries?
- Have you observed any challenges to cross-sectoral collaboration for the integration of gender in the fisheries sector?
 - Are there opportunities to address these challenges and strengthen collaboration?
 - What networks or regional activities exist/have occurred that seem to be promising/successful for helping address gender in fisheries?
- Are there national or local level gender-focused organizations or women's groups that play a key role in helping integrate gender issues in the fisheries sector?
 - Are there any clear cases of these organizations showing interest and political will in advancing these issues?
 - Do any of the 6 countries under this initiative seem particularly keen on working to address these issues?

- Does GIFT work with national or local level youth/labor-focused organizations or youth groups that play a key role in helping integrate youth/labor issues in the fisheries sector?

Gender and fisheries in the region: Issues and challenges

- What are some of the challenges you have noticed in implementing a comprehensive gender-responsive approach in the fisheries sectors?
- What factors make it difficult to achieve equal participation, benefits and outcomes for all stakeholders (women and girls, youth in particular) in fisheries programmes, policies and/or projects?
 - Are there issues or challenges in gender-responsive programming in effectively engaging men along with women?
- Gender-based violence seems to be a major focus area for gender ministries across the Caribbean. How much of an issue is GBV in fishing communities/fisheries sector in region? Are there any measures in place, on behalf of the fisheries dept or other institutions or organizations, to identify and/or respond to GBV issues in the sector?
 - For example:
 - Formation of women's community organizations to resist violence within families and communities;
 - Education and awareness campaigns aimed at men and boys on GBV/VAW
 - Dispute resolution mechanisms.
 - [If present & no mechanisms in place or they are inadequate] What would be needed to ensure adequate measures are in place to respond to and address GBV in fisheries?
- Many international actors have been focusing on working conditions in fisheries, including child labour violations, sexual exploitation, and unsafe and unfair working conditions for migrant workers. From your work in the Caribbean, are these issues present in fisheries of this region?
- Are there key regional strategies, mechanisms or agreements on gender, youth and decent work in relation to fisheries that guide national or local implementation?
 - What are these key strategies?

Needs and opportunities

- What are strategies that fisheries departments and organizations should use to ensure their projects and programmes include women and men equally?
- Toward the goal of mainstreaming gender in fisheries, what do you think would be most useful for local stakeholders in fishing communities?
 - Training on indicators, skills building, sensitization, technology, etc.
- What resources are needed to strengthen gender equality and youth integration in natural resource management and fisheries?
 - Internal capacity on sustainable development, NRM, fisheries?
 - National or regional networks?
- Would opportunities to share knowledge and challenges on developing gender-responsive fisheries programmes with other countries be useful?
 - Would sharing experiences and knowledge be most fruitful in person or through online communications (webinars, emails, calls, etc.)?
- Anything else you would like to share? Any other people, groups, orgs we should contact.