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Organization of the
United Nations

StewardFish

Preparation for gender analysis: Report on gender “Meet & Greet” sessions



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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.

The project is being funded by the Global Environment Facility (GEF), implemented by the Food & Agriculture Organization of the United Nations (FAO) Sub-Regional Office for Latin America and the Caribbean, and executed by five (5) regional partners - Caribbean Natural Resources Institute (CANARI), Centre for Resource Management and Environmental Studies (UWI-CERMES), Caribbean ICT Research Programme (UWI-CIRP), Caribbean Network of Fisherfolk Organizations (CNFO), and the Caribbean Regional Fisheries Mechanism Secretariat (CRFM Sec.) in Antigua and Barbuda, Barbados, Belize, Guyana, Jamaica, St. Lucia and St. Vincent and the Grenadines.

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We would also like to thank the national contacts we engaged as in-country gender analysis coordinators to mobilise fisherfolk organisation leaders and facilitate the Gender "Meet & Greet" sessions. Their contributions were invaluable to our efforts. Special thanks to Ms. Shellene Berry (Jamaica), Mr. Rabani Gajnabi (Guyana), Ms. Clonesha Romeo (St. Vincent and the Grenadines), and Ms. Bertha Simmons (Barbados). The Caribbean Network of Fisherfolk Organisations (CNFO) played a pivotal role in promoting the sessions to its executive and members (and non-members) via its communication channels. Ms. Nadine Nembhard (Administrative Secretary) must be commended for her persistent communications. We are also grateful to Ms. Leisa Perch (Gender and Environment Consultant) who introduced fisherfolk leaders to gender concepts and reinforced the importance of applying and considering gender in small-scale fisheries.

ABSTRACT

The COVID-19 pandemic has resulted in CERMES having to adjust its typical project implementation practices to alternatives that ensure safe participation of its project constituents. For some of its *Developing Organisational Capacity for Ecosystem Stewardship and Livelihoods in Caribbean Small-Scale Fisheries* (StewardFish) project activities, CERMES has had to contemplate and design approaches utilising solely online engagement or a blended approach, both online and face-to-face, for the initiation and implementation of its project activities. This has been done while also considering the impact of these approaches on its high quality of work and its ability to achieve project deliverables and outcomes.

This report outlines an adapted model of inception events used by CERMES in the past to inform stakeholders of projects, associated activities and to gain support for projects albeit these were typically delivered as face-to-face workshops. The Gender “Meet & Greet” sessions detailed here represent an occasion in which CERMES has had to utilise an online mode of delivery for a project element based on project country protocols and restrictions associated with the current pandemic. They also provided the opportunity for collaboration and synergy building with FAO *Implementing gender aspects within the Small-Scale Fisheries (SSF) Guidelines and the protocol to the Caribbean Community Common Fisheries Policy (CCCFP) for securing SSF* (SSF Gender project).

Four Gender “Meet & Greet” sessions with fisherfolk organisation leaders from Jamaica, Barbados, St. Vincent and the Grenadines, and Guyana were initiated for mutual familiarisation between the CERMES project team and fisherfolk leaders; to inform fisherfolk leaders of project activities; and to gain support for the upcoming gender analyses required for the identification of capacity gaps of men and women, especially youth, in relation to fisherfolk leadership. These StewardFish sessions were deliberately named “Meet & Greet” for the purpose of attracting a sizeable number of fisherfolk leaders to participate in informal, but relevant and important, preludes to the gender analyses.

The response to the sessions was overwhelming and somewhat unexpected given the online mode of engagement and uncertainty associated with acceptance of this mode for meeting by the target group. Overall, 125 persons attended all sessions. A total of sixty-two fisherfolk leaders, 25 women and 37 men benefited from the sessions.

This high level of participation seems to be attributable to four main factors – the engagement of in-country gender analysis coordinators, data plan purchases to ensure participation of fisherfolk leaders, promotion of the sessions via social media and email, and genuine interest in the topic.

Overall lessons learned from this process include:

- Online delivery of project activities can be successful with thorough planning and preparation.
- The technology learning curve for fisherfolk may not be as steep as previously presumed.
- In-country liaisons are important for successful implementation of project activities.
- The Caribbean Network of Fisherfolk Organisations (CNFO) is a crucial entity for mobilising fisherfolk.

This “Meet & Greet” model was an overall success in engaging the StewardFish (and SSF Gender) gender analysis target group and can be replicated for use in future project activities. It is highly

likely that CERMES will have to implement similar sessions for planned gender analysis individual and group interviews and there is no doubt that gathering information via this means will be successful.

Next steps include the initiation of gender analyses in each of the four project countries. Preparation for data collection will be priority and will involve the training of in-country coordinators in gender analysis approaches and techniques. Gender analyses conducted within an institutional analysis framework, will use a mixed approach to data collection involving both secondary data analysis and primary data collection as detailed in the report on *Gender analysis approach to identify the capacity gaps of men and women, especially youth, in relation to fisherfolk leadership* (CERMES 2020a).

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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 organisational 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 report is delivered as an additional and interim deliverable for Activity 1.1.3.2 in project Component 1 which focuses on “Developing organisational 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” with CERMES-added sub-activities, “Initiate online gender “Meet and Greet” sessions” and “Document process and outcomes of gender “Meet & Greet” sessions” (Table 1).

Table 1 Gender “Meet & Greet” sessions within the Letter of Agreement

Component/Outcome/Output	Activity
<p><u>Component 1</u>: Developing organisational capacity for fisheries governance <u>Outcome 1.1</u>: Fisherfolk have improved their organisation 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 <p><i>- Initiate online Gender “Meet & Greet” sessions</i> <i>- Document process and outcomes of Gender “Meet & Greet” sessions</i></p>

We report here on the task to “initiate online Gender “Meet & Greet” sessions”.

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 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 organisational membership and leadership characteristics of women and young people, including how these may be addressed” (p. 42). See CERMES (2020a) for detailed information on the approach to the gender analysis.

1.2 About this report

This report provides the reader with insight into the process utilised for coordinating and facilitating four project activity inception events, promoted as Gender “Meet & Greet” sessions, with fisherfolk organisation leaders in Jamaica, Barbados, St. Vincent and the Grenadines, and Guyana. The sessions were initiated for mutual familiarisation between the CERMES project team and fisherfolk leaders; to inform fisherfolk leaders of project activities; and to gain buy-in and cooperation for the upcoming gender analyses.

Section 2 of the report provides details on session planning that involved the engagement of in-country gender analysis coordinators, coordinator orientation, in-country preparation, session promotion and pre-paid data plan purchases to allow fisherfolk participation. In Section 3, the implementation of the sessions is detailed with reports provided by each in-country coordinator. Section 4 details internal and external evaluations of each Gender “Meet & Greet” session. Section 5 outlines the next steps with regards to the gender analyses and Section 6 is the conclusion. References and six appendices end the report.

2 MEET & GREET SESSION PLANNING

Since most members of the CERMES StewardFish project team had never or had not, within recent time, worked with fisherfolk organisation leaders in the majority of the project countries for which gender analyses are to be conducted, it was thought prudent to host inception sessions with groups of fisherfolk leaders with whom the team would be working in the coming months. The need for such sessions was further deemed necessary due to the scaling-back and cancellation and/or adjustment of previously proposed in-country face-to-face activities associated with gender analyses due to COVID-19 risks and impacts.

The main aim of these sessions – one per project country – was to build relationships between fisherfolk organisation leaders and the CERMES project team (including in-country gender analysis coordinators and Gender and Environment Consultant; see Section 2.1) before conducting StewardFish gender analyses and SSF Gender¹ training and mainstreaming workshops. Specific objectives for the sessions included:

1. Making fisherfolk leaders aware of StewardFish and SSF Gender project activities,
2. Encouraging participation of formal elected, informal non-elected and potential fisherfolk leaders (especially women and youth) in the StewardFish gender analyses, and
3. Introducing fisherfolk to gender concepts and their application to small-scale fisheries (SSF) to build capacity for ecosystem stewardship and implementation of the SSF Guidelines.

In their very design, the Gender “Meet & Greet” sessions were meant to be informal and relatively short in duration, no longer than one hour, due to their online mode of delivery. The following subsections outline the preparatory activities undertaken prior to facilitating the Gender “Meet & Greet” sessions.

¹ The SSF Gender project, *Implementing gender aspects within the Small-Scale Fisheries (SSF) Guidelines and the protocol for to the Caribbean Community Common Fisheries Policy (CCCFP) for securing SSF* aims to provide more in-depth knowledge of gender in fisheries to inform the implementation of the SSF Guidelines, the CCCFP SSF Protocol, and to support FAO's Blue Growth initiative in various projects. One project activity involves conducting value chain and network gender analyses in three countries and is synergistic and complementary to StewardFish gender analysis activities. See the [SSF Gender](#) project page.

2.1 In-country gender analysis coordinator engagement

Four resource persons were engaged as in-country gender analysis coordinators to assist the CERMES project team with the organisation of four “Meet & Greet” sessions and undertake gender analyses (in collaboration with CERMES) in relevant StewardFish project countries. The in-country coordinators were selected based on prior working experience with each resource person (e.g. for Jamaica, Barbados and St. Vincent and the Grenadines) or recommendations from fisheries authorities (as for Guyana).

In mid-August, CERMES lead for StewardFish Component 1, Ms. Maria Pena, and CERMES lead for the SSF Gender project, Dr. Lisa Soares, communicated with the potential in-country coordinators to determine level of interest and availability for participating in gender analyses of fisherfolk leaders in the relevant project countries. Potential coordinators were provided with the following information (see also Table 2):

- Anticipated duration of the StewardFish gender analysis activities – September to November 2020.
- Brief overview of the two main components to the gender analysis activities with an outline of in-country coordinator tasks
 - Gender “Meet & Greet” session
 - Gender analysis data collection

Table 2 Gender analysis activities as outlined to potential in-country coordinators

Activity	Information and coordinator tasks
Gender Meet & Greet sessions	Schedule: 15 September – Barbados 17 September – St. Vincent and the Grenadines 22 September – Jamaica 24 September – Guyana
	Aim: To build relationships between the CERMES project team (including in-country coordinators) and fisherfolk leaders prior to the initiation of StewardFish gender analysis (as well as SSF gender training and mainstreaming workshops).
	Tasks: <ul style="list-style-type: none"> - Compilation of a list of all country-specific fisherfolk organisations (primary and national) with sex disaggregated leadership data. - Liaising with fisherfolk leaders (formal elected, informal non-elected and potential) to invite and identify relevant participants. - Organising session scheduling. - Compilation of participants list with contact information. - Introducing participants to Zoom platform prior to session. - Sharing final invitation and Zoom link for the “Meet & Greet” session. - Drafting contribution to “Meet & Greet” session report.
Gender analysis data collection	Target group: Fisherfolk organisation leaders. This includes formal elected, informal non-elected and potential fisherfolk leaders, including women and youth.
	Objective: Identify capacity gaps in leadership of women and men, especially youth.
	Use of findings: Develop and offer training on leadership for men, women and youth.

Activity	Information and coordinator tasks
	<p>Approach: Primarily virtual (and phone) individual and group interviews. Face-to-face events could be hosted, if persons are comfortable gathering according to COVID-19 government regulations and protocols.</p>

Within 48 hours of contacting the potential in-country coordinators, all expressed their interest and availability to coordinate the StewardFish gender analyses. Ms. Shellene Berry (Jamaica), Ms. Bertha Simmons (Barbados), Ms. Clonesha Romeo (St. Vincent and the Grenadines), and Mr. Rabani Gajnabi (Guyana) were subsequently retained by CERMES (Figure 1).



Figure 1 In-country coordinators by project country

2.2 Coordinator orientation and check-ins

In order to orient coordinators to the gender analysis activities, CERMES held a virtual kick-off meeting via Zoom on 24 August 2020. All coordinators attended. During the meeting, Ms. Maria Pena and Dr. Lisa Soares (SSF Gender Lead) discussed the preparatory activities required for implementation of the Gender “Meet & Greet” sessions. Details of the gender analysis method and accompanying data collection activities were not discussed during this meeting. In-country coordinators were advised that separate meetings would be held prior to commencing gender analyses.

The Gender “Meet & Greet” orientation discussion was guided by an information note (Appendix 1) shared onscreen (and subsequently by email) with all coordinators. The information note provided the following details:

- a draft provisional agenda for a one-hour “Meet & Greet” session: participant introductions, overview of CERMES-implemented projects with gender analysis activities, gender in fisheries discussion focal areas, and wrap-up;
- aim and objectives of the sessions;
- scheduled dates;
- target number of fisherfolk leaders - at least 10 persons in a ratio of 2 (women): 3 (men);

- discussion topics – project overviews of StewardFish and SSF Gender projects, focal areas for discussion of gender concepts and their application to small-scale fisheries.

In-country coordinators were advised that the Gender “Meet & Greet” sessions would be informal and relaxed with participants encouraged to join the virtual session with video cameras on for greater interaction. They were told that the gender discussion would largely be led by Ms. Leisa Perch, Gender and Environment Consultant. Coordinators were reminded that the session was open to all fisherfolk organisations, both members and non-members of the Caribbean Network of Fisherfolk Organisations (CNFO).

CERMES consistently engaged in-country coordinators individually and as a group during the planning phase for the “Meet & Greet” sessions via email and by one virtual check-in meeting on 7 September 2020. This was done to determine progress and assist with resolving any preparatory challenges coordinators may have had. All coordinators efficiently approached their assigned tasks, securing participants in a timely fashion, determining preferred times for meetings, providing draft and confirmed participant lists when requested, and conducting Zoom introductory sessions with participants, where necessary. One challenge, noted by coordinators, was some difficulty in contacting some fisherfolk leaders. However, persistent follow-up by coordinators enabled successful engagement.

2.3 In-country preparation

In-country preparation by coordinators was generally similar across the four project countries. A summary of preparatory activities as reported by coordinators is provided below by country.

Table 3 Gender “Meet & Greet” preparatory activities

Country	Preparatory activities
Barbados	<ul style="list-style-type: none"> • Identified past fisherfolk organisations (FFOs) in Barbados according to the Barbados National Union of Fisherfolk Organisations (BARNUFO) Constitution to determine fisherfolk leaders who could be invited to the “Meet & Greet” session. • Met with the president of BARNUFO, Director of the Centre for Resource Management and Environmental Studies (CERMES), the secretary of the Weston FFO and the Oistins Fish Market Supervisor to find out about current and active fisherfolk organisations. • Met with secretary and spoke with president of the Weston FFO to invite them to the “Meet & Greet” and/or to request participant nominations. They were also told that the invitation was extended to youth, both male and female. • Met with the president of BARNUFO to go over the purpose of the “Meet & Greet” and for her to assist with inviting potential participants. • Once participants were identified, they were contacted by phone to ensure their participation.
Jamaica	<ul style="list-style-type: none"> • Over 20 fisherfolk leaders and potential leaders were selected from a wide cross-section of fishing communities across Jamaica to participate in the session. Unfortunately, the Jamaica Fishermen's Co-operative Union (JFCU) was informed late in this exercise and its president was unable to participate. • The criteria for selection were persons who were actively involved in participating in fisheries governance as well as those who were literate in a communication system that was accessible to them. • A WhatsApp group was created so as to get the group members acquainted with each other as well as for easy dissemination of information to group members. As each member was added, they were

Country	Preparatory activities
	<p>asked to introduce themselves after which they were welcomed by the other existing members. This made each person feel welcomed and more comfortable.</p> <ul style="list-style-type: none"> • Participants were advised that the training would have been conducted online using the Zoom app. For persons who were not familiar with the app, nightly training sessions for one week were set up to facilitate introduction to the app and to advise participants of the ‘do’s and dont’s’ while in a Zoom meeting. The scheduled Zoom introductory training even though successful, was very slow, as participants did not attend the scheduled training time. To accommodate them, I had to extend my time on the platform. • Group members also used the opportunity to share lessons learnt with each other and were not timid to express words of encouragement or best wishes to each other on a daily basis. It would even have appeared that they knew each other before.
St. Vincent and the Grenadines	<ul style="list-style-type: none"> • Informed the St. Vincent and the Grenadines National Fisherfolk Organisation of the “Meet & Greet” session. • Met with the participants in their environment to have a sense of their livelihood and the challenges faced. • The project was explained as well as the importance of the project to their livelihood, organisation, and the fisheries sector. This was very helpful for the participants to have an understanding which provided a sense of appreciation. • Additionally, demonstration of the Zoom platform was conducted for individuals who were unfamiliar with it.
Guyana	<ul style="list-style-type: none"> • Informed the Guyana National Fisherfolk Organisation of the “Meet & Greet” session. • Due to geographic spread, communication was challenging during preparation for the session. • Some fisherfolk leaders have internet, some do not. • “Meet & Greet” invitations were extended to fisherfolk organisations throughout Guyana via telephone contacts. • Personal visits were made to the various fisherfolk organisations to interact with fisherfolk and discuss the “Meet & Greet” session. • More fisherfolk came onboard by providing cellular phone contacts. • A WhatsApp group was initiated with all fisherfolk leaders. • All information pertaining to the meeting was shared via WhatsApp. • Zoom was introduced to all participants with a step by step procedure, via a WhatsApp group call. • Although they were not <i>au fait</i> with the technology, they learned very quickly.

2.4 Session promotion

CNFO has a LOA for supporting CERMES in the implementation of its StewardFish project activities. Ms. Nadine Nembhard, CNFO Administrative Secretary, was therefore engaged to provide support to CERMES and the in-country coordinators with respect to:

- Informing the CNFO Executive of the “Meet & Greet” sessions and welcoming their participation;

- Specifically advising CNFO Executive Members representing Jamaica, Barbados, St. Vincent and the Grenadines, and Guyana that in-country coordinators would be in contact, and requesting that they encourage their membership to participate in country-specific events;
- Drafting five announcements – one general and four country-specific - for the “Meet & Greet” sessions based on the information note provided by CERMES (Figure 2 and See Appendix 2 for country-specific announcements); and
- Promoting the “Meet & Greet” sessions via CNFO communication channels (e.g. Facebook page and WhatsApp groups).

Ms. Nembhard was given free creative reign to design the five required event announcements but was provided with a few design criteria from CERMES. These included developing announcements that were attractive, text light, and that incorporated the colours of the national flags of the four project countries. Draft announcements were reviewed by CERMES prior to their finalisation and publication. CERMES also provided Ms. Nembhard with an advertising schedule comprising the general announcement during the week of 7th September, and followed by push advertisements 24 hours prior to each session.

CNFO indicated receiving a number of queries from CNFO members about why only four countries were involved, as well as if fisherfolk outside of the project countries could join the sessions. CERMES took a broad approach to these sessions, opening them to all fisherfolk organisation leaders irrespective of country (project country vs. non-project country).

**VIRTUAL GENDER ANALYSIS
"MEET & GREET"**

Have you led or do you lead a fisherfolk organisation (FFO) or do you believe you have leadership potential? Join us.
Women, men and youth, we want to hear from you!

4 "Meet & Greets"
15 Sept - Barbados
17 Sept- St. Vincent & the Grenadines
22 Sept - Jamaica
24 Sept - Guyana
Time to be provided

WHY GENDER IN FISHERIES???
Brought to you courtesy of the StewardFish and SSF Gender projects.

For more information contact nadine @ nadine_nem@yahoo.com.
Send us a WhatsApp message +501-624-5364
or message us on Facebook.

Figure 2 General announcement for Gender “Meet & Greet” sessions

CERMES also promoted each “Meet & Greet” via an e-mailout comprising StewardFish regional partners, Global Environment Facility (GEF) Operational Focal Points (OFPs), fishery authorities and fisherfolk organisations. Promotion by this mode reached 53 persons. These contacts were emailed prior to and subsequent to the sessions. Contacts were provided with a short review of each session with information on number of participants disaggregated by regional partner agency, participating fisherfolk organisation leaders from the project country of interest, and CNFO members, as well as a summary of any discussion points raised during the session. Zoom credentials for the subsequent session were also provided. See sample of email update sent to StewardFish contacts. Full email messages are provided in Appendix 3.

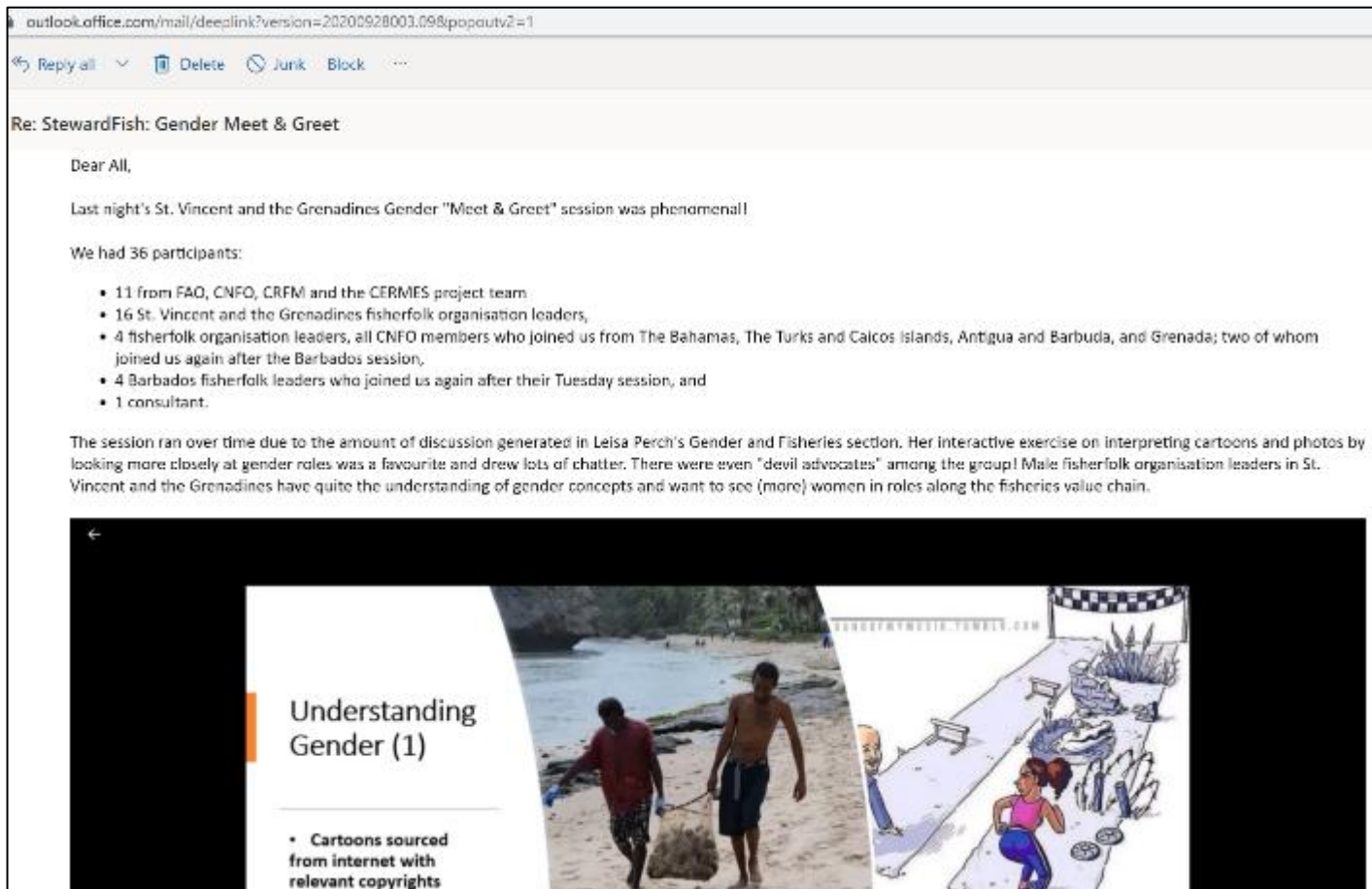


Figure 3 Sample email forwarded to StewardFish contacts providing a brief review of the St. Vincent and the Grenadines Gender “Meet & Greet” session

2.4.1 Social media engagement metrics

Following each session, updates similar to those emailed were also posted to the CERMES Facebook Page for further dissemination of information (Figure 4; See Appendix 4 for all CERMES Facebook Page post details). Social media engagement metrics (reach and impressions) for each of the posts appeared to be fair. *Reach*² defined as the number of people who may see Facebook content, ranged between 92 to 409 persons. *Impressions*, the total number of times content was displayed to people whether clicked or not, ranged between 98 to 444. In general, the number of impressions was higher

² Facebook defines organic reach by the number of people who visited a Facebook page, or saw the page or one of its posts in news feed or ticker (<https://www.quintly.com/blog/facebook-post-reach-explained>).

than the reach in all cases, which could indicate the CERMES audience was viewing content multiple times.

Additionally, after each “Meet & Greet”, CNFO provided CERMES with Facebook analytics of the session ads (for a 28-day analysis period). Reaction to the sessions was quite good. CNFO Facebook reach overall for the four sessions combined was 511³ (See Figure 5).

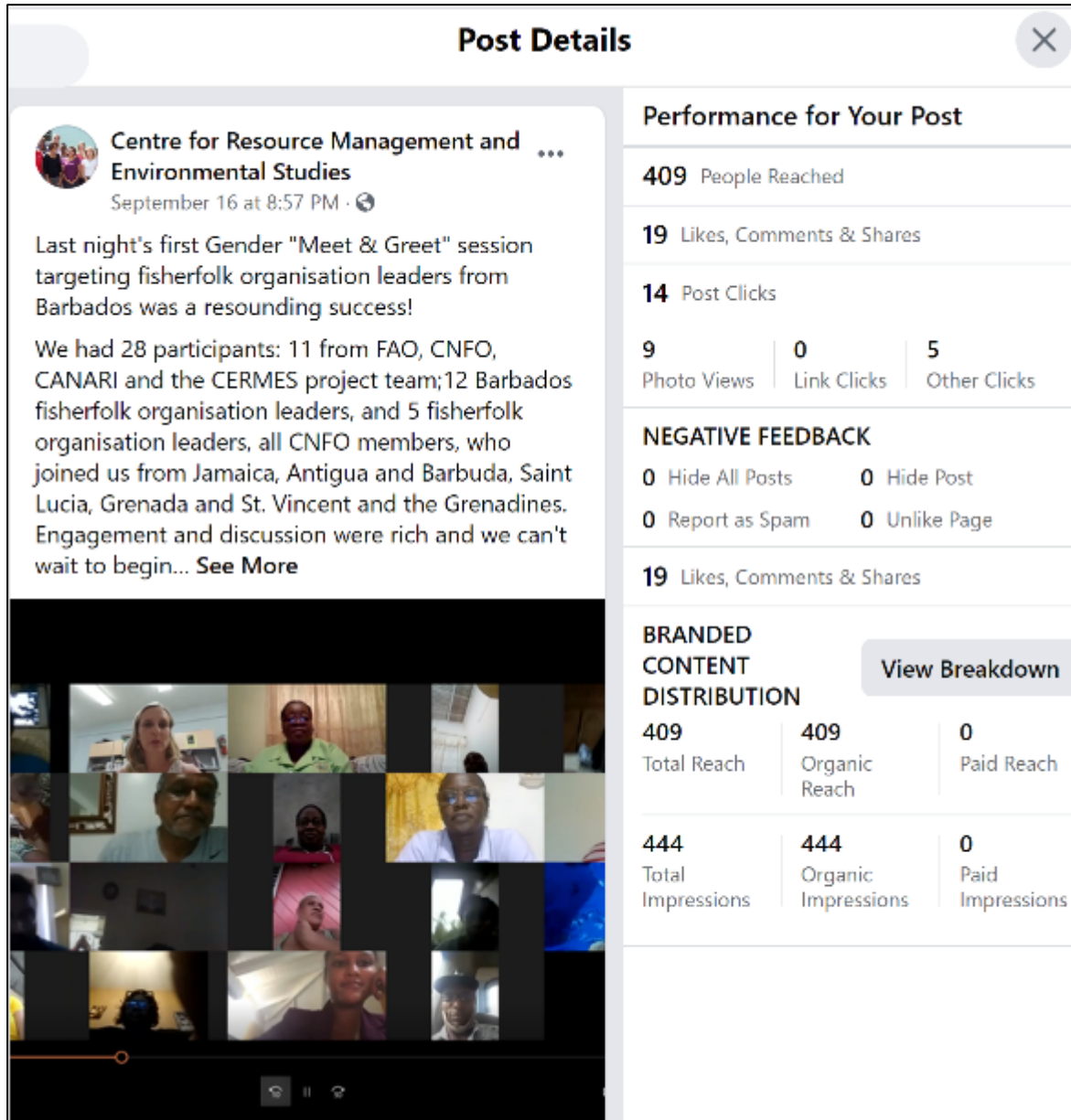


Figure 4 Sample CERMES Facebook Page post for Barbados Gender “Meet & Greet” session

³ Facebook reach is a unique number for which the daily values cannot be summed as the same persons may have been reached on consecutive days (<https://www.quintly.com/blog/facebook-post-reach-explained>).

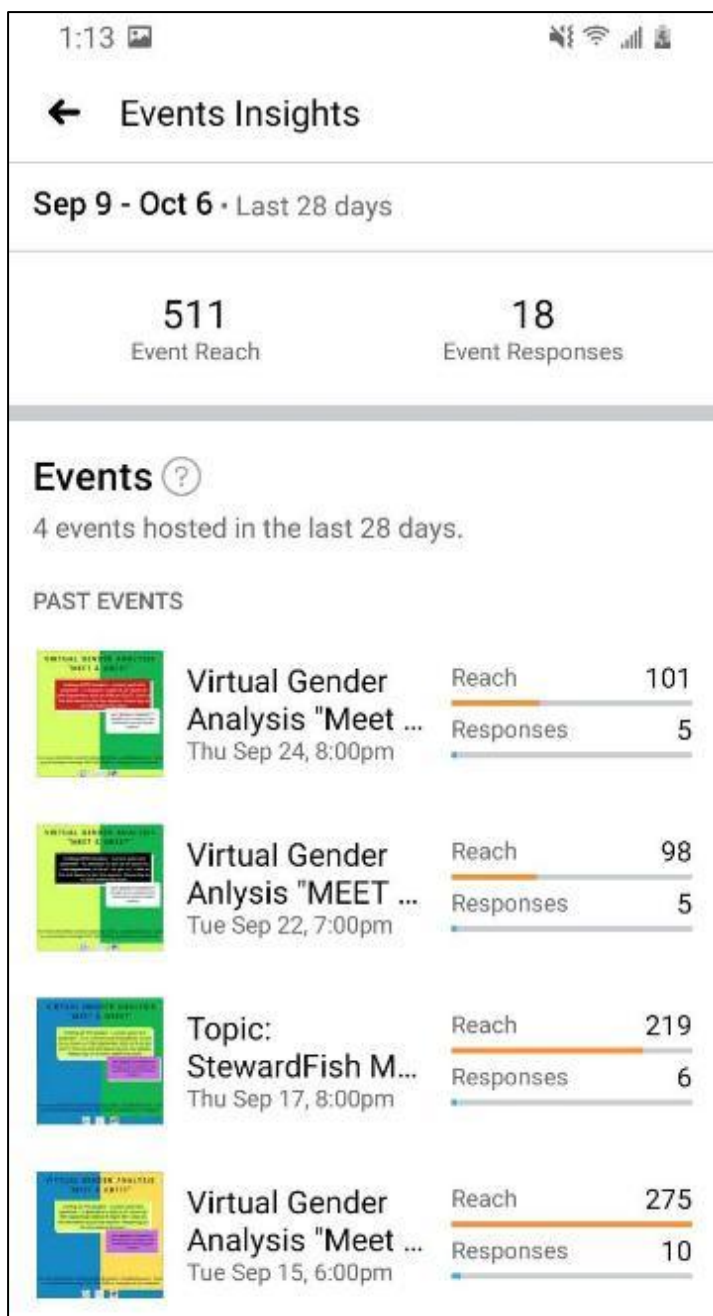


Figure 5 CNFO Facebook analytics for country-specific “Meet & Greet” sessions

2.5 Data top-ups

During the preparatory phase, Ms. Shellene Berry, in-country coordinator for Jamaica, brought to the attention of CERMES that most fisherfolk leaders in that country would be joining the session by mobile phone and without access to WiFi. Given the expected duration of the “Meet & Greet” event, she inquired whether data could be provided to assist fisherfolk participation. CERMES was agreeable to such an arrangement and advised all in-country coordinators that data top-ups would be purchased for all persons requiring them. CERMES asked in-country coordinators to advise potential participants that provision of data required commitment to attend the relevant session. Coordinators were asked to provide CERMES with a list of participants requiring data inclusive of their phone numbers and service providers.

A total of 35 pre-paid data plans were purchased online from FLOW and Digicel for participants in Barbados (n = 9), St. Vincent and the Grenadines (n = 7) and Jamaica (n = 19) at a cost of approximately BBD 1,900.00. Fisherfolk leaders in Guyana did not request data. They indicated they would join the session by WiFi. Depending on the prepaid plans offered by service providers, no less than 4GB of data was purchased since group Zoom meetings typically use between 810 MB and 2.4 GB per hour (<https://www.reviews.org/internet-service/how-much-data-does-zoom-use/>). 4GB of data was therefore thought to be adequate for a meeting between 1 to 1.5 hours.

Data was purchased on the same day of the respective “Meet & Greet session” to militate against use of data for purposes other than the session. Once purchased, the relevant in-country coordinator was advised and asked to confirm receipt with participants. No issues with data receipt were encountered.

3 MEET & GREET SESSION IMPLEMENTATION

3.1 Scheduling

All Gender “Meet & Greet” sessions were held over a two-week period in September 2020. Provisional dates for the “Meet & Greet” sessions suggested by CERMES were agreed to by fisherfolk leaders in each of the targeted project countries. Preferred times were 6pm for the Barbados group, and 8pm for the St. Vincent and the Grenadines, Jamaica and Guyana groups. Evening meeting times were preferred by fisherfolk leaders due to their availability. Busy daytime schedules for fisherfolk in Barbados, St. Vincent and the Grenadines, and Jamaica prevented earlier interaction. Such preference is typical of fisherfolk availability region wide. Recent experience gathering fisherfolk for other StewardFish activities (for example, CNFO virtual leadership institute training and Regional Code of Conduct consultations) highlighted this preference. Late evening times for organising fisherfolk events is even more relevant at this time given the livelihood impacts experienced by fisherfolk during recent country lockdowns due to COVID-19. In Barbados for example, when the in-country coordinator polled fisherfolk leaders for preferred meeting times, she was told that evening would be better as people were trying to recoup financial losses. This is particularly compelling given that September is within the off-season for flyingfish, when most fisherfolk generally have more time to dedicate to non-livelihood activities.

It should be noted that the preferred time originally provided for the Guyana “Meet & Greet” was 10am. However, due to possible conflicting engagements of the gender consultant, CERMES requested an 8pm start time. This was accepted by the Guyana fisherfolk leaders.

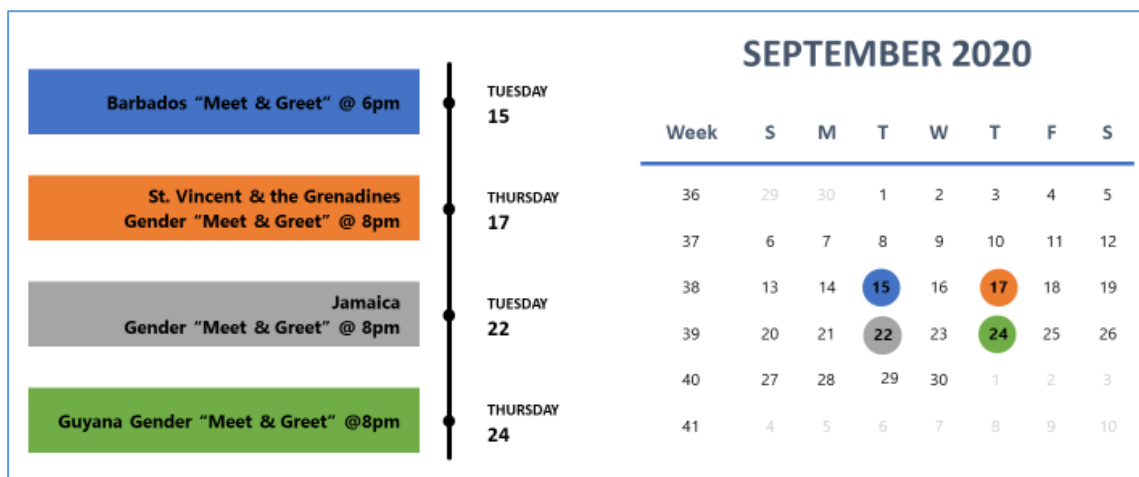


Figure 6 Gender “Meet & Greet” session schedule

3.2 Session format

The online Gender “Meet & Greet” sessions were discussion-oriented, guided by two PowerPoint presentations (See Appendix 5). The presentations provided an overview of two FAO-implemented projects and their gender components, as well as an introduction to gender concepts and their application to SSF in the Caribbean.

Each session began with participant and project team introductions. Each fisherfolk leader was asked to provide their names and the fisherfolk organisations with which they were affiliated. Following the introductions, as an ice-breaker, fisherfolk leaders were asked to respond to four statements on leadership via a Zoom poll. Participation in polls was reasonable with between 31-75% of participants across sessions participating. Poll results were shown on screen during each session. Results are not specific to only fisherfolk leaders, as a small proportion of participants who are not fisherfolk, but are affiliated with the industry, many through their professions, participated in the poll. See Figures 8-11.

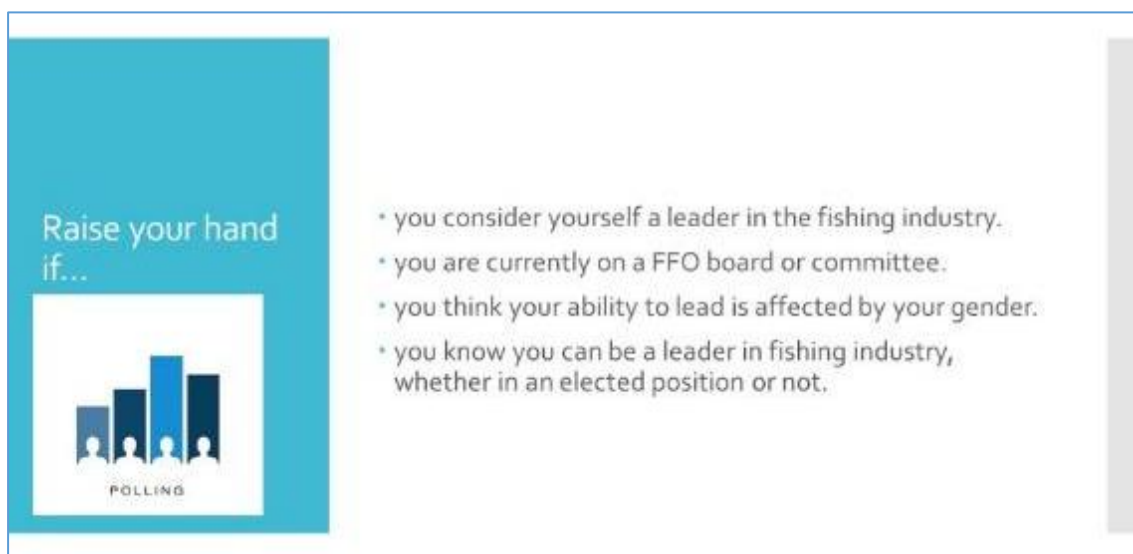


Figure 7 Leadership statements polled at the start of each “Meet & Greet” session

The simple poll indicated that across all countries perceptions of personal leadership ability are high. Between 80 to 100% of persons believe they can be a leader in the fishing industry whether in an elected position or not. Most participants from Guyana (86%), St. Vincent and the Grenadines (83%), and Barbados (77%) believe their ability to lead is not affected by gender. In Jamaica however, the belief that leadership is not affected by gender is less apparent; similar proportions of persons perceive their ability to be a leader is not affected by gender (45%) while 36% say it is. 18% are uncertain as to whether gender impacts leadership ability. The majority of participants (73 to 100%) across all project countries are affirmative in considering themselves leaders. Most of the persons in Guyana (60%), St. Vincent and the Grenadines (77%), and Jamaica (91%), who took part in the sessions reported being a member of a FFO committee or board, whereas, for Barbados, just over half (55%) of persons indicated they were not members of a fisherfolk organisation board or committee.

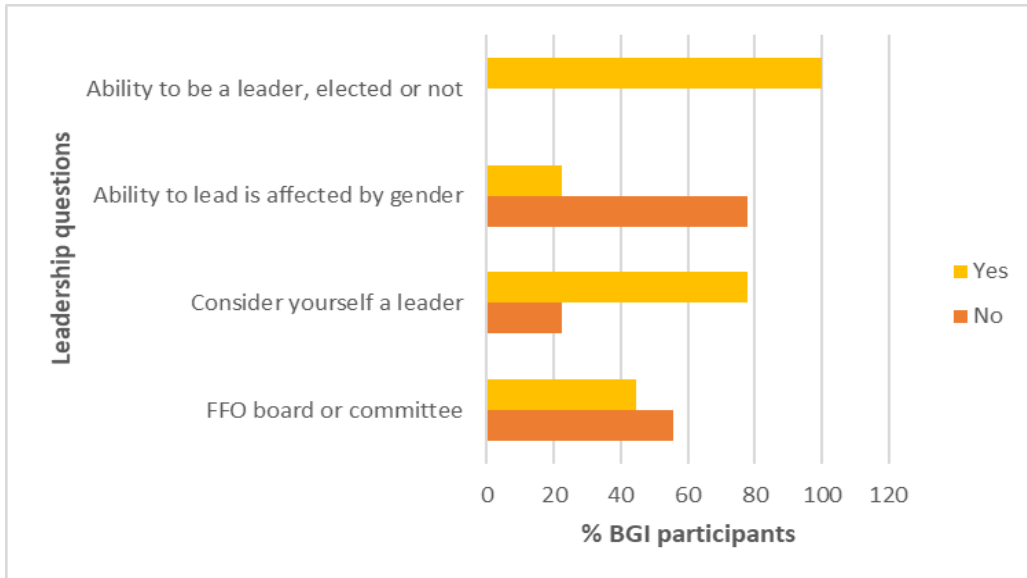


Figure 8 Barbados gender “Meet & Greet” poll results (n = 9)

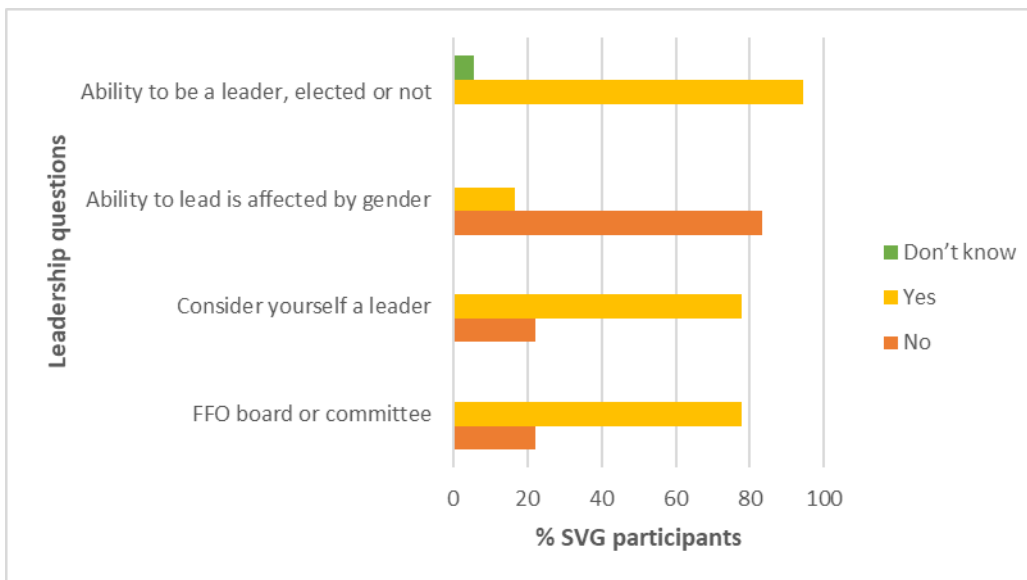


Figure 9 St. Vincent and the Grenadines gender “Meet & Greet” poll results (n = 18)

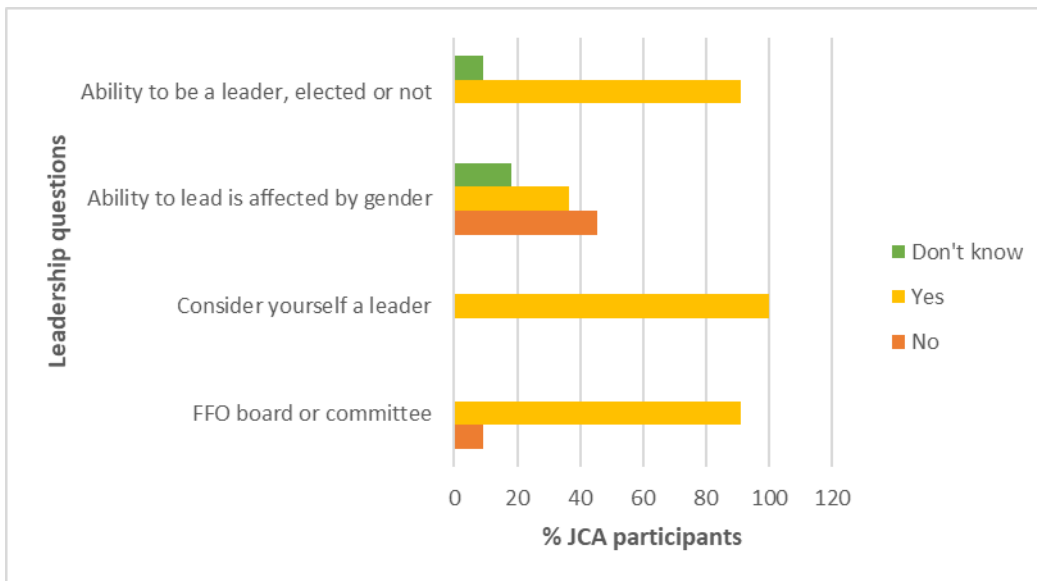


Figure 10 Jamaica gender “Meet & Greet” poll results (n = 11)

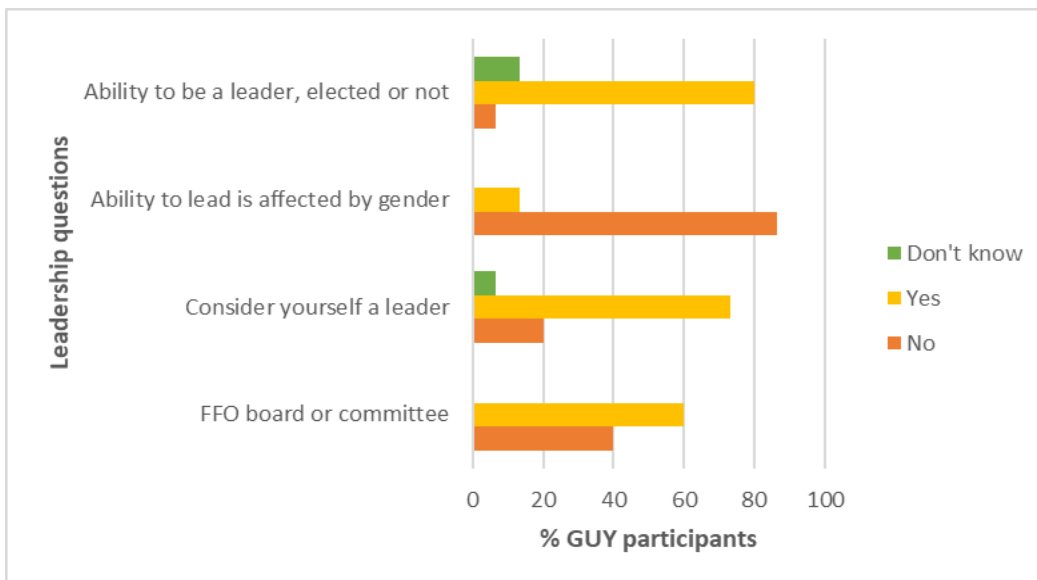


Figure 11 Guyana gender “Meet & Greet” poll results (n = 15)

Following on from the personal introductions and poll warm-up, the first presentation delivered by Ms. Maria Pena and Dr. Lisa Soares was brief (5-7 minutes), but informative:

- highlighting the aims and objectives for the sessions,
- providing a brief introduction to StewardFish , particularly Component 1 and its associated gender analysis activity, and
- introducing the SSF Gender project and its synergy with StewardFish gender activities.

The second presentation delivered by Ms. Leisa Perch, Gender and Environment Consultant, was the main component of the “Meet & Greet” sessions. The scope of which included:

- defining and discussing gender and providing participants with an understanding of the ways in which it differs from sex, and
- an interactive discussion of the relevance of gender and fisheries.

This 30-minute session component provided fisherfolk leaders with the opportunity to discuss leadership from a gendered perspective and also explored key areas for which leadership would be critical e.g. on ecosystem services.

3.3 Session reporting

Overall the sessions attracted 125 persons comprising the country-specific fisherfolk organisation leaders (see participant lists; Appendix 6), FAO, StewardFish regional partners, the CERMES project team (inclusive of in-country coordinators), CNFO Executive Board members, fisherfolk organisation leaders from other Caribbean countries and other invited participants (e.g. sub-contractors with the SSF Gender project). The target number of fisherfolk leaders (n = 10) for each session was exceeded. The target achieved for this project activity was 62, greater than the required 40 fisherfolk organisation leaders specified for combined capacity building, gender analysis and policy engagement activities in the ProDoc. Participant numbers per Gender “Meet & Greet” are shown in Table 4.

Table 4 Participant numbers disaggregated by required country-specific fisherfolk organisation leaders and “other” participants

Meet & Greet session	# participating fisherfolk leaders	# other participants (FAO, project partners, CNFO executive members, other FFO leaders, invited guests CERMES)	Total
Barbados	13	16	29
St. Vincent & the Grenadines	14	21	35
Jamaica	16	17	33
Guyana	19	9	28
Total	62	63	125

Despite concerted efforts by in-country coordinators, the 2 (women):3 (men) ratio specified for this target was not met by any of the individual sessions, with the exception of Jamaica (Table 5). Some sessions had a third or half of the required number of women (e.g. St. Vincent and the Grenadines and Guyana), while Barbados had nearly 2.5 times more women than required by the ratio. The required number of participating men was attained (for Jamaica) or exceeded (for Guyana) in two sessions. The number of participating men for the Barbados and St. Vincent and the Grenadines sessions was below the numbers required. The participant ratio for women and men for the Jamaica gender session was the closest to the specified ratio. A reason for this disproportional gender balance among participants could be that fisherfolk organisations tend to be male-dominated, as they are mainly in the harvest sector. This is clearly demonstrated in the participant numbers for leaders from St. Vincent and the Grenadines, Jamaica and Guyana. The Barbados group was dominated by women and could be the result of selection bias as the in-country coordinator was largely dependent on the president of the Barbados National Union of Fisherfolk Organisations (BARNUFO) for participant names and there is an active group of female fisherfolk that are already engaged in similar discussions and issues. This is in contrast to the other in-country coordinators who are fishery division/department staff (Jamaica and Guyana coordinators) or are affiliated with a fisheries division (St. Vincent and the Grenadines coordinator) and therefore have more regular contact with fisherfolk in general. However, when taking the overall participant number for all sessions into consideration, the 2:3 project ratio was achieved.

Table 5 Meet & Greet session participants disaggregated by sex

Meet & Greet session	**# participating fisherfolk leaders	Actual # women	**Required # women	Actual # men	**Required # men
Barbados	13	12	5	1	8
St. Vincent & the Grenadines	14	2	6	12	8
Jamaica	16	7	6	9	9
Guyana	19	4	8	15	11
Total	62	25	25	37	36

*The numbers of fisherfolk leaders are those that are the required country-specific participants and do not include those leaders who joined from other countries.

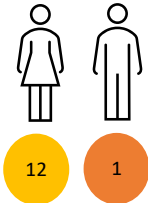
**Required number of participants of each sex based on total participant number and according to the 2 (women):3 (men) ratio

The following sections comprise summaries of the four country reports provided by in-country coordinators for their respective “Meet & Greet” session. Each summary outlines salient discussion points on impressions of gender (Figure 12) and gender roles in fisheries in the Caribbean. The variety of points discussed during the interactive gender sessions allow the reader to compare and contrast situations by country and maybe even assist in visualising a Caribbean-wide gender in fisheries profile. Detailed country reports are provided as appendices for reference (Appendices 7-10).



Figure 12 Images used to discuss impressions of gender and gender roles

3.3.1 Barbados “Meet & Greet”

13 participating FFO leaders	Representative FFOs:
 <p>The icon depicts two stylized human figures. On the left is a female figure with a skirt, and on the right is a male figure with trousers. Below the female figure is a yellow circle containing the number '12'. Below the male figure is an orange circle containing the number '1'.</p>	<ul style="list-style-type: none">• Barbados National Union of Fisherfolk Organisations• Central Fish Processors Association• Weston Fisherfolk Association

See Appendix 7 for the complete report for this session. The discussion of two main areas of focus of the session is summarised below.

Impressions of gender

Some perspectives from participants on the gender images (Figure 12) included:

- Men catch the fish and the women clean them.
- The journey for women is tougher and harder than that of men, men have it a lot easier.
- Women seem to do all the domestic work while guys do more physical work. Ms. Perch mentioned there is that element of the assumption that men do the harder labour while women do the softer tasks. Whether that is true or not is a different thing.

Gender roles in fisheries in the Caribbean

Discussion on gender roles in fisheries in the Caribbean revolved around:

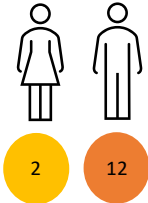
- “That [fishing] is usually a men field. The men usually participate as fishermen, you don’t usually have women as fishermen, at least for Barbados.”
- Perch said she intoned from the conversation that the situation is not that the women cannot go fishing but that rather, it is a case of the infrastructure not being there for women.
- “It’s a men thing they are not making accommodation for women, ‘cause I would go fishing too.”
- “I have been out a couple of times fishing, but nothing longer than a day. I agree that there is not a lot of accommodation to facilitate the females that go out fishing for long periods.”
- “Recently the FAO visited Barbados and they expected a certain standard on the boats, especially the longline boats, hence a lot started to retrofit their boats. We do have some women who started to go fishing. There is the case of a woman that even though she went out and she could have done the manual labour, the expectation was for her to operate as the cook on the vessel. The perception is still that women cannot handle the hard-manual work on the sea.”
- “In terms of privacy with respect to vessels, they do not offer privacy if you have women and men on board. There is also lack of privacy to the extent that there is a feeling that if it is that time [when women have their periods] then women bring a curse to the boat.”

Contributions shared by participants from other islands that help to contrast and compare on what is Caribbean-wide and what may be island-specific included:

- “In Jamaica you have mostly men that go to sea, they are very few women. Most of the boats are not equipped for women, it mostly caters to men.”
- In Guyana in terms of the ladies going on the boat to fish it’s taboo for women to go out.” Some people have religious beliefs as well. In Guyana there is a lot of family and gender issues. Ms. Perch mentioned this was an example of cultural barriers, family issues, as well as religious connotations.

In commenting on the discussion of this issue of barriers to women going out in boats, Ms. Perch told participants that going out on boats to fish is an opportunity for women. She noted this was an important element since boats are important assets and provide persons with adaptability, flexibility and different skills. If this opportunity needs to be created for women, then it should be addressed. She further noted that in addition to certain infrastructure changes boats that would allow women’s full participation in harvesting activities, work need to be undertaken with people in terms of the expectations on the boat for who does what, including that women may not necessarily be there to cook and to clean.

3.3.2 St. Vincent and the Grenadines “Meet & Greet”

<p>14 participating FFO leaders</p>  <p>2 12</p>	<p>Representative FFOs:</p> <ul style="list-style-type: none"> • National Fisherfolk Organisation • Goodwill Fishermen’s Cooperative • Calliaqua Fishermen's Cooperative • Barrouallie Fisherman's Cooperative Society Ltd. • Fish Vendor Cooperative • FAD Cooperative
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See Appendix 8 for the complete report for this session. The discussion of two main areas of focus of the session is summarised below.

Impressions of gender

The interactive session on gender images (Figure 12) allowed fisherfolk leaders a chance to discuss gender roles and social norms in relation to gender in the fisheries industry. The following are some perspectives from the participants on the images shown.

- “Gender roles in the home often showcase women in the kitchen and men conducting strenuous work. However, gender roles can be reversed with men preparing meals and women doing physically challenging work around the home”.
- “There are many obstacles that hinder the development of women in the fishing industry compared to their male counterparts.” The image review illustrated fewer challenging obstacles the man had to overcome while the female task seems almost impossible.
- Another participant highlighted, “the influence of gender bias in the compilation of the images for review as most depicted women facing more challenges within the fishing industry.” On the other hand, “the men are depicted as having assistance with the workload or having less challenges”. As such, the participant indicated that the images had to be complied by a female. To counteract, a participant explained that “sometimes the bar is lowered to accommodate females making tasks less difficult.”
- “Women can be the breadwinners in the home and even control the fisheries economy.” The participant also indicated that gender roles can also be shared in the home.

Gender roles in fisheries in the Caribbean

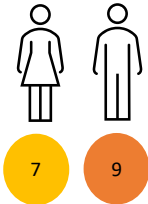
Participants noted that women are interested in working within the fishing industry but sometimes are put down due to their gender. This was exemplified when a participant shared an experience of considering a woman for a job at the fish market but management expressed that the job should be filled by a male.

Others noted that there has been a transition of women roles from the household to be more active in the fishing industry over the years. Today, women have a prominent role in the industry in contributing to its growth. While some women may not physically participate in harvesting at sea, there are women who own fishing boats and hire males to conduct the harvesting.

More discussion on gender roles in fisheries centred on the fisheries value chain and fisherfolk organisations.

- The harvesting of fish is dominated by males as it is a strenuous task and females are found during post-harvest at the market selling the fish.
- At the administrative level, females usually hold the position of secretary while men occupy more authoritative/decision-making positions/roles. It was thought that sessions like these should be separate for men and women to ensure the views of both as a group and to compile perceptions and information provided by each. The president of the St. Vincent and the Grenadines National Fisherfolk Organisation indicated that in recent years there is a trend within the country, for females occupying management positions and noted that this change can filter down into the fisherfolk organisations as well. He noted the change was already happening with the establishment of the Fish Vendor Cooperative, a female-dominated organisation.
- The gender roles at the administrative level and even in the fisheries industry is based on society and culture. Females were not geared towards leadership as in the case for males. Outreach programs would assist in bridging the gap on gender biases in the industry.
- Youth and women should be encouraged to be more involved in the fisheries industry as this would contribute to women and youth in leadership positions. “The inclusion of youth tightens the ICT gap that the older generation may not be familiar with.”

3.3.3 Jamaica “Meet & Greet”

<p>16 participating FFO leaders</p>  <p>The icon consists of two stylized human figures, a female on the left and a male on the right. Below the female figure is a yellow circle containing the number 7. Below the male figure is an orange circle containing the number 9.</p>	<p>Representative FFOs:</p> <ul style="list-style-type: none"> • Lyssons Fisherfolk Benevolent Society • Port Royal Fisherfolk Group • Welcome (Salt River) • Rio Nuevo Fisherfolk Association • Rae Town Fisherfolk Group • Hunts Bay Fisherfolk Benevolent Society • Greenwich Town Fisherfolk Benevolent Society • Morant Bay Fisherfolk Association Limited • Farquhars Fisherfolk Group
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See Appendix 9 for the complete report for this session. The discussion of two main areas of focus of the session is summarised below.

Impressions of gender

In an attempt to understand the subject of gender from the lens of the four images (Figure 12), provided their interpretation of the pictures as well as comments on how they related to the fishing industry. Some of these perspectives are represented below:

- “Females seems to have more challenges than males, while the male had easier access to completing a task. There is difference in access in getting to the finish line. It is not a level playing field”.
- “It does not matter who you are, there should be equality in gender roles. If a man could get the job done, so could a woman.”
- “There is stereotyping of gender roles, some photos show a dominance of a specific role.”
- “It’s a bit extreme, as it shows so many obstacles for the female in winning the race. There is no way she could complete the race.”
- “There is belief that gender roles have changed over time as there is now a mixture of roles in the fishing industry.”
- “Some men felt better working alongside another male counterpart while others will work with a woman. It really results in who is more willing to do the work.”
- “There are more obstacles in the way for a woman than it is for a man.”
- “Women are more serious about the fishing industry as a business than are men. There is nothing wrong if a woman spearheads the fishing industry. It’s good to have the women around so that they can be an example to the men.”
- “Support is given to women in taking on a challenge.”
- “Don’t choose a hard job and give it to the woman. A woman cannot be underestimated.”
- “Images are stereotypical; things have changed somewhat because on the beach, both men and women are involved in the same type of roles.”
- “Some men feel more comfortable working with other men, while others feel more comfortable with a female helping him to carry the load.”
- “Some females like the ‘dirty work’, so it all depends.”

Gender roles in fisheries in the Caribbean

In another interactive session, Ms. Perch asked the participants to think of some of the problems they had as leaders and share how they had dealt with them. The following was expressed by the fisherfolk leaders:

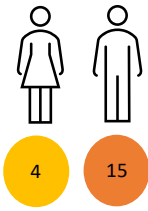
- “There are times, when a woman would want to go to sea to assist the men but often they are decried for wanting this. It would be great if more women were involved in the industry especially when it came on to taking them to sea. Most would be timid but if given a chance to go, they would do well. Sometimes their male partners are not well enough to go and if the women had the experience at sea then it would be easy to for them to manage the family business while their partners got to rest.”
- “A man may think of a leadership role in a certain way but so do women.”
- “At the Greenwich Town fishing beach it is customary for couples to work together. The fishing business is seen as a family affair. The men go to sea while the women sell the product when it is landed. Men see women benefitting more economically from the industry as they tend to be the ones who make the most money. It is not so much about changing but both men and women need to complement each other and work together as a team within the fishing industry. This would give them more time to spend together to take care of the family. As times get harder women take up both roles as fathers and mothers. Society often associates women with being single mothers who are breadwinners but there are also men who are single fathers who are the breadwinners.”

- “Most female vendors are centralised and organised. The female knows how to save the money and how to invest it better than the male.”
- “Women are also more educated than the men.”
- “Women play a great role in the blue economy.”
- “Women prepare, package and sell the seafoods while the men catch and take their rest.”

A relevant point from a participant from Guyana (in this Jamaica “Meet & Greet”) is shared below to highlight the value of sharing experiences for building a Caribbean profile on gender and fisheries as well as leadership in this context.

- “Some communities want the females to go to sea. In Guyana females do not want to take part in harvesting, they feel better doing the vending. The men don’t want the females to go to sea as they see it has high risk. In the fisherfolk organisations in Guyana, no females are in the management team. Some men won’t be comfortable with their wives holding a position in a high post, so the women refuse to take up the leadership opportunity. It’s important to note that the box that limits men, also limits women. Each person should be given a chance. Never say that the person cannot do it but there should be capacity training.”

3.3.4 Guyana “Meet & Greet”

<p>19 participating FFO leaders</p> 	<p>Representative FFOs:</p> <ul style="list-style-type: none"> • National Fisherfolk Organisation • No. 66 Fishermen’s Cooperative Society • Albion Landing Site • Rosignol Fishermen’s Cooperative Society • Rosignol Three Door Koker • Meadow Bank Fisheries • Essequibo Fisherfolks • East Berbice Aquaculture Farmers Association • Parika Fishermen’s Cooperative Society • Salt Fish Processors
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See Appendix 10 for the complete report for this session. The discussion of two main areas of focus of the session is summarised below.

Impressions of gender

Pictographic presentations (Figure 12) were shared with participants to elicit their views with respect to gender. Contributions were not as forthcoming as might have been expected but some are provided below.

- With respect to image showing a woman cooking while the men are cleaning the house and the fish one participant stated, “This reminds me [of] when I visited a fishing community in Belize. [There is one particular] lady that dresses in male clothing. When she was young, she wanted to wear a pants but her mother would not allow it because of cultural reasons. Her father however stepped in and said she should wear a pants when going fishing with him.” Ms.Perch noted that this was a good comment and perspective as clothing also highlights or defines gender roles.
- Another participant spoke about the picture that showed the woman who had lots of hurdles in her way while the man had almost a free passage. “There is a race and the lady has so many obstacles to cover before she can reach the end of the race. At a previous meeting [Gender “Meet & Greet”] I thought that she was racing the man and he had fewer obstacles on his part, but because he is looking at her, it could be interpreted that he is

encouraging her. So women may feel that there are obstacles in women leadership in FFOs, but with encouragement they can go ahead.”

- In looking at the photo of women processing fish (Figure 12), when compared to the situation in the aquaculture sector very few women are in the business. “In the association itself there are two women in the group. At the committee level we always encourage them to overcome them [obstacles]. Right now we are working with one to join the executive body of the group. Despite the hurdles we have to encourage women to be in the forefront and build capacity and get into leadership.”
- Another participant noted, “The image showing only men on fishing vessels is typical. I have read that in fish processing 80% of women are involved in this area. My processing set up does not reflect this though.” Ms. Perch noted this is one of the dynamics often seen when research is conducted across the fisheries value chain – more women involved in processing.

Gender roles in Caribbean fisheries

While there was not much contribution from participants on this focal area, Ms. Perch emphasised that the best answers to why gender is important to fisheries come from fisherfolk themselves. The collection of qualitative data on gender roles across fisheries value chains is critical to understanding what is happening across the sector (making the invisible, visible) and could assist in determining where opportunities exist to ‘open the doors’ to men and women in different areas of the sector. She noted the importance of learning from fisherfolk about the differences in how men and women experience the fisheries sector; sometimes not only men are resistant to change, but it is the women who think boats are not equipped, it is risky, the work is physical and hard. In general however, women seem to taking on more active roles as boat owners for instance; how this translates or whether it translates into decision-making and leadership at the management level is important to understand. In different countries and communities, this is a shifting dynamic.

4 SESSION EVALUATION

To monitor and evaluate the process and effectiveness of the Gender “Meet & Greet” sessions, Ms. Pena and Dr. Soares held online evaluation meetings with core session leads and organisers – the respective in-country coordinator, Gender and Environment consultant, and CNFO. Priority was also given to holding these meetings as soon as possible following each “Meet & Greet” to assess what worked and what did not for each session, and whether any changes were necessary for the next session. In addition to these online sessions, feedback was also requested from Mr. Terrence Phillips, Regional Project Coordinator, StewardFish, FAO, who joined each of the “Meet & Greet” sessions. Mr. Phillips provided feedback by email.

The Barbados and St. Vincent and the Grenadines meetings were held the day after each of “Meet & Greet” sessions on 16 and 18 September 2020, respectively. Due to scheduling difficulties, the evaluation meetings for the Jamaica and Guyana sessions were combined and occurred on 28 September 2020.

Summary evaluations included:

- Core session leads and organisers believed the sessions were well attended, with good interaction from fisherfolk leaders, although cultural differences were observed with Guyana participants in which women leaders were more subdued in their contributions.
- Generally, fisherfolk leaders were thought to have a good understanding of gender issues in the fishing industry and were willing to discuss them; this was especially true of male leaders. Male fisherfolk leaders across project countries are supportive of women becoming more involved in the fishing industry and playing leadership roles.

- Presentations by the CERMES project team and gender consultant were thought to be well done with no major adjustments required.
- The development of WhatsApp groups by coordinators to facilitate easy communication with participants prior to the sessions was useful for organisation of the sessions and building familiarity among leaders.
- In-country coordination was generally unchallenging.
- The “Meet & Greets” were thought to be innovative models for fisherfolk engagement, the process of which should be documented. Rabani Gajnabi, in-country coordinator for Guyana, noted, “This is one of the best meetings I have ever had with local fisherfolk.”

Small adjustments to the sessions were recommended during these evaluation discussions and included:

- Advising participants that the session would be longer than an hour due to length of time required for participant introductions. Alternatively, it was recommended that participant introductions could be shortened by giving a blanket introduction of the members of the CERMES project team, project partners, FAO, invited guests etc. It was however emphasised that the introductions were an important part of getting to know fisherfolk organisation leaders.
- Breaking down the language of complex gender concepts to be more relatable to fisherfolk. While this was thought to be agreeable, Ms. Perch cautioned that it is important for fisherfolk organization leaders to understand the language, particularly being used by gender actors, in order for them to contribute to, and influence processes and decisions when expected.
- Focus discussion on leadership during the interactive session on problem trees.
- Invite all SSF Gender policy champions and all sub-contractors associated with the projects to join the sessions.

All recommendations were taken onboard by the CERMES project team.

Detailed evaluation points per Gender “Meet & Greet” session are provided in Appendix 11.

5 NEXT STEPS

To initiate gender analyses in each of the four project countries, preparation for data collection will be priority. The proposed gender analysis conducted within an institutional analysis framework, will use a mixed approach to data collection involving both secondary data analysis and primary data collection (CERMES 2020a). 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 by group and/or key informant interviews in the four project countries (CERMES 2020a). Group and key informant interview instruments will be designed based on gaps in secondary data.

Primary data collection will be conducted by the in-country gender analysis coordinators. Prior to initiating the data collection phase, the coordinators will participate in a gender analysis introductory training. This 3-hour training (to be implemented in late October/early November) will be facilitated by Ms. Leisa Perch and will focus on recommendations and guidance for conducting gender analyses using the data collection instruments for demonstration purposes.

6 CONCLUSION

CERMES, has in the past, depending on the project, hosted inception events, similar to these “Meet & Greet” sessions detailed here. Such events were implemented to inform stakeholders of a particular project, activity of interest, and to gain buy-in for subsequent initiation of project activities. However, these have typically been delivered as face-to-face in-country workshops. This is the first time CERMES has had to utilise an online mode of delivery for such a project element based on restrictions associated with the current pandemic.

These StewardFish (and associated SSF Gender) sessions were deliberately named, “Meet & Greet,” for the purpose of attracting a sizeable number of fisherfolk leaders to participate in informal but relevant and important preludes to the main project activity – to conduct gender analyses to identify the capacity gaps of men and women, especially youth, in relation to fisherfolk leadership.

The response to the sessions was overwhelming and somewhat unexpected given the online mode of engagement and uncertainty associated with acceptance of this mode for meeting by the target group. Overall, 125 persons attended all sessions, with an average of 31 persons per “Meet & Greet.” Sixty-two fisherfolk leaders, 25 women and 37 men participated in total, with the specified 2 (women): 3(men) ratio achieved when total fisherfolk leader participation is considered. The specified ratio was not however attained per individual country sessions.

This high level of participation seems to be attributable to four main factors – the engagement of in-country gender analysis coordinators, mobile phone data plan purchases to ensure participation of fisherfolk leaders, promotion of the sessions via social media and email, and genuine interest in the topic. In-country coordinators were invaluable to the organisation of these sessions. All of them work with fisherfolk in their countries and were strategically selected on this basis to assist CERMES project managers. All in-country coordinators approached project tasks with professionalism and efficiency. Their particular attention to introducing participants to Zoom prior to each session was instrumental to the relatively easy navigation of the platform by all fisherfolk organisation leaders. The creation of WhatsApp groups and consistent follow-up with potential participants during the planning phase of the sessions most likely contributed to the high participant turnout.

The purchase of pre-paid data plans by the project for just over half of the participating fisherfolk leaders (35 out of 62) at a cost of about BBD 1,900 also contributed to the level of participation experienced. For these persons who used their mobile phones to join the “Meet & Greet” sessions, data usage would have been high (up to 2.4 GB per hour) and an expense incurred for the on average hour and a half session. The purchase of these data plans provided fisherfolk with encouragement to join the sessions. It should be noted that there was no free-riding by any of the fisherfolk organisation leaders. They were appreciative of the data plan purchases and were committed to participating in the sessions.

Promotion of the sessions by the CNFO extended their reach to fisherfolk within the region, beyond what could have been accomplished by CERMES. Communication via this means was effective at engaging participants from non-project countries. Some fisherfolk organisation leaders were so keen to participate in the sessions, they queried why certain countries were left out. CNFO Facebook reach for all sessions combined was recorded as 511 persons.

There is a genuine interest in the topic of gender in fisheries among fisherfolk leaders in the region. The topic is new for most, but the issues are familiar and understood. During the sessions, men within the middle-aged groups emphasised the need to encourage women into the fishing industry. They are aware of typical leadership profiles in which women tend to assume supportive administrative roles of secretary and shy away from roles such as president (CERMES 2020b). Persons are keen to discuss these issues. Genuine interest was clear based on repeat participants across all the sessions. Presentations did not vary much per session, but still persons who had

participated in a previous session re-joined in subsequent sessions. Interest from CNFO Executive members was particularly high. Interest was also apparent given the persistence of participants to re-join their particular session after calls dropped for technical reasons. In one particular session, the host admitted one individual between 8-10 times.

The aim of the sessions – mutual introduction of the CERMES project team and fisherfolk organisation leaders – was met. The CERMES project team, including the in-country coordinators, are now more familiar with fisherfolk leaders in each of the StewardFish countries. For some of us, particularly the CERMES project managers, we now know who the fisherfolk leaders are and have faces to associate with names. The “Meet & Greets” were particularly important to the CERMES project managers who have not worked, or not recently worked, with leaders in some of the project countries. In addition, the sessions have allowed the CERMES project team to identify fisherfolk leaders who can make valuable contributions to the country-specific gender analyses.

The three associated objectives of the sessions – StewardFish (and SFF Gender) project awareness, encouraging participation of fisherfolk organisation leaders in gender analysis, and introduction of fisherfolk leaders to gender concepts and their application to SSF – were also all achieved. Fisherfolk organisation leaders who may not have been previously aware of the StewardFish and SSF Gender projects, particularly those whose organisations are not members of the CNFO, were briefed about the projects. During and following sessions, it was apparent that fisherfolk organisation leaders are keen to participate in the gender analyses. Lively discussions during the “Meet & Greet” sessions indicates persons either had or gained an understanding of the gender concepts presented and their relevance to SSF. Subsequently, some fisherfolk leaders contacted their in-country coordinator to share how much they enjoyed the sessions, and how much better their understanding is of gender.

Overall lessons learned from this process include but are not limited to:

- Online delivery of project activities can be successful and low-cost with thorough planning and preparation.
- The technology learning curve for fisherfolk may not be as steep as is presumed. With appropriate training, fisherfolk are able to quickly learn and adapt to online engagement.
- In-country liaisons/coordinators play an important role in mobilising for optimum participation in such sessions and overall, for successful implementation of project activities.
- CNFO is a crucial network for mobilising fisherfolk.

This “Meet & Greet” model was an overall success in engaging the StewardFish and associated gender analysis target groups and can be replicated for use in future project activities. Fisherfolk leaders were generally attentive and contributed well to interactive sessions. They hold much insight on the issue of gender in fisheries. It is highly likely that the CERMES project team will have to implement similar sessions for planned gender analysis individual and group interviews and there is no doubt that gathering information via this means will be successful.

7 REFERENCES

- CERMES. 2020a. Gender analysis approach to identify the capacity gaps of men and women, especially youth, in relation to fisherfolk leadership. Developing Organizational Capacity for Ecosystem Stewardship and Livelihoods in Caribbean Small-scale Fisheries (StewardFish) project. Project Report to FAO. 15 pp.
- CERMES. 2020b. Profile of fisherfolk leaders in CRFM Member States. Developing Organizational Capacity for Ecosystem Stewardship and Livelihoods in Caribbean Small-scale Fisheries (StewardFish) project. Project Report to FAO. 66pp.

FAO/Global Environment Facility. 2017. Project document – Developing organizational capacity for ecosystem stewardship and livelihoods in Caribbean small-scale fisheries (StewardFish) project. 125pp.

8 APPENDICES

8.1 Appendix 1: Gender “Meet & Greet” session information note

Gender “Meet & Greet” Session Information Note

15-24 September 2020

Provisional agenda

- Participant introductions via an ice-breaker (15 minutes)
- Overview of StewardFish and SSF gender analysis activities (10 minutes)
- What’s the big deal about gender in fisheries? (30 minutes)
- Invitation to join the StewardFish gender and SSF Gender analysis and recommendations on other participants, particularly youth (5 minutes)

Scheduled dates:

Date (September)	Country
15 th	Barbados
17 th	St. Vincent and the Grenadines
22 nd	Jamaica
24 th	Guyana

Information notes

- Four 1-hour “Meet & Greet” sessions, one per project country (Jamaica, Barbados, St. Vincent and the Grenadines and Guyana) will be hosted virtually prior to the initiation of the StewardFish gender analysis.
- The main aim of these sessions is to build relationships between the CERMES project team (including in-country coordinators) and fisherfolk leaders prior to the initiation of [StewardFish](#) gender analysis and [SSF Gender](#) training and mainstreaming workshops
- Objectives include:
 - Raise awareness of fisherfolk leaders of StewardFish and SSF gender analysis project activities.
 - Encourage participation of formal elected, informal non-elected and potential fisherfolk leaders in the StewardFish gender analysis (especially women and youth).
 - Youth age range defined as 15-24 years old.
 - Determine fisherfolk expectations of the StewardFish gender analysis.
 - Introduce fisherfolk to gender concepts and their application to small-scale fisheries to build capacity for implementing the SSF Guidelines.
- The session will be informal with participants encouraged to join the virtual session with video cameras on for greater interaction.
- Discussion topics on gender may include: understanding the difference between "gender" and "sex"; thoughts about gender in fisheries, its shaping of their roles

(livelihood and leadership) in the industry; gender and participation in decision-making, thoughts about gender and the SSF Guidelines etc. Gender consultant, Ms. Leisa Perch, will lead this component of the session.

- Open to all fisherfolk organizations – members and non-members of the Caribbean Network of Fisherfolk Organisations (CNFO).
- Target number: at least 10 persons in a ratio of 2 women: 3 men, i.e. 4 women and 6 men. However, up to 15-20 participants would be welcome.

8.2 Appendix 2: Country-specific "Meet & Greet" session announcements



**VIRTUAL GENDER ANALYSIS
"MEET & GREET"**

Inviting all FFO leaders - current, past and potential - in Barbados to join us on Zoom on 15th September 2020 at 6:00pm AST. Click on the link below to join the session. Please log on 10 mins before the start.

WHY GENDER IN FISHERIES???
Brought to you courtesy of the StewardFish and SSF Gender projects.

For more information contact nadine @ nadine_nem@yahoo.com. Send us a WhatsApp message +501-624-5364 or message us on Facebook.

VIRTUAL GENDER ANALYSIS "MEET & GREET"

Inviting all FFO leaders - current, past and potential - in St. Vincent and Grenadines to join us on Zoom on 17th September 2020 at 8:00 pm (AST). Click on the link below to join the session. Please log on 10 mins before the start.

WHY GENDER IN FISHERIES???
Brought to you courtesy of the StewardFish and SSF Gender projects.

For more information contact nadine @ nadine_nem@yahoo.com. Send us a WhatsApp message +501-624-5364 or message us on Facebook.



VIRTUAL GENDER ANALYSIS "MEET & GREET"

Inviting all FFO leaders – current, past and potential – in Jamaica to join us on Zoom on 22nd September 2020 at 7:00 pm EST. Click on the link below to join the session. Please log on 10 mins before the start.

WHY GENDER IN FISHERIES???
Brought to you courtesy of the
StewardFish and SSF Gender
projects.

For more information contact nadine @ nadine_nem@yahoo.com. Send us a WhatsApp message +501-624-5364 or message us on Facebook.



VIRTUAL GENDER ANALYSIS "MEET & GREET"

Inviting all FFO leaders - current, past and potential - in Guyana to join us on Zoom on 24th September 2020 at 8:00 pm (AST). Click on the link below to join the session. Please log on 10 mins before the start.

WHY GENDER IN FISHERIES???
Brought to you courtesy of the StewardFish and SSF Gender projects.

For more information contact nadine @ nadine_nem@yahoo.com. Send us a WhatsApp message +501-624-5364 or message us on Facebook.








8.3 Appendix 3: Communications to StewardFish contacts


General announcement about country-specific Gender “Meet & Greet”






10/6/2020

Email - Pena, Maria A - Outlook

 Reply all   Delete  Junk  Block 

Fw: StewardFish: Gender Meet & Greet

 You replied on Wed 16/09/2020 20:13

PA Pena, Maria A     
Mon 14/09/2020 19:49
To: sajustin@gosl.gov.lc; sajustin11@gmail.com; dcblack11@gmail.com; dcblack11@yahoo.com +42
Cc: Lisa Soares <lissoa@gmail.com>; Bertha Simmons <bines.simmons@gmail.com> +5 others

Dear All,

Prior to CERMES implementing gender analyses in Jamaica, Barbados, St. Vincent and the Grenadines and Guyana, the CERMES project team will be holding a series of Gender "Meet & Greet" sessions. The main aim of these informal online events is to build relationships between the CERMES project team, in-country coordinators and fisherfolk leaders and to encourage the participation of the latter in the StewardFish gender analyses and the SSF Gender training and mainstreaming workshops.

Our first Gender Meet & Greet session starts off tomorrow with our Barbados group at 6pm AST (Barbados time). You are more than welcome to attend. See ad and Zoom details below.

I am sharing the dates and times for the other sessions too. If you can't participate tomorrow, then you have three more chances to attend! The CERMES project team and our in-country coordinators (copied here) would appreciate your support.

- 17 September - St. Vincent and the Grenadines @ 8pm
- 22 September - Jamaica @ 8pm
- 24 September - Guyana @ 8 pm

All times in AST.

<https://outlook.office.com/mail/deeplink?version=20200928003.09&popoutv2=1>

1/1

Barbados Gender "Meet & Greet" update

10/6/2020

Email - Pena, Maria A - Outlook

Re: StewardFish: Gender Meet & Greet

Dear All,

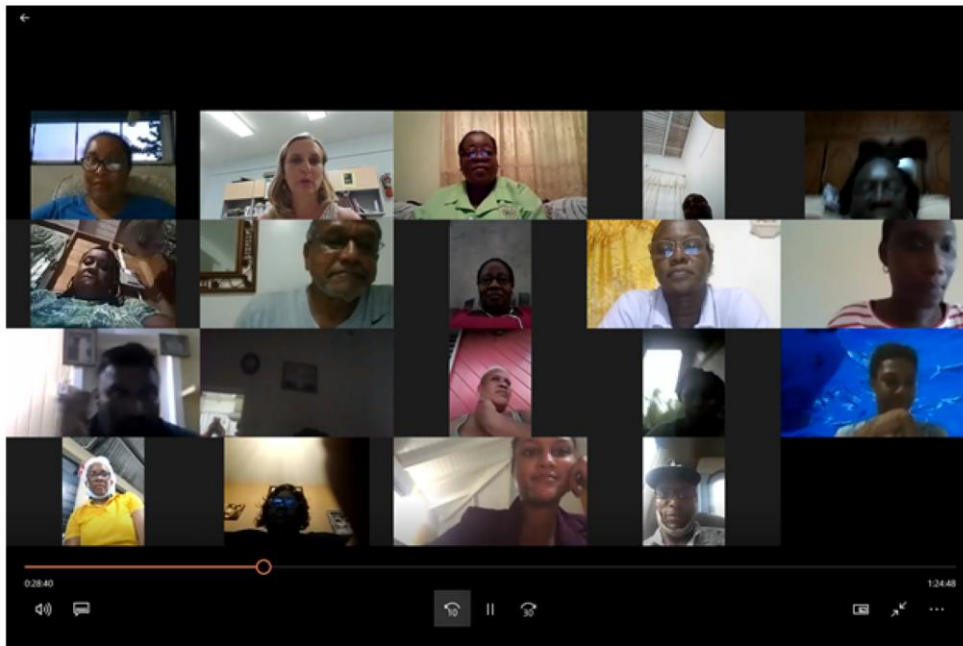
Last night's first Gender "Meet & Greet" session was a resounding success!

We had 28 participants:

- 11 from FAO, CNFO, CANARI and the CERMES project team,
- 12 Barbados fisherfolk organisation leaders, and
- 5 fisherfolk organisation leaders, all CNFO members, who joined us from Jamaica, Antigua and Barbuda, Saint Lucia, Grenada and St. Vincent and the Grenadines.

Engagement and discussion were rich and we can't wait to begin our gender analyses in the next few weeks. Just look at that full screen of faces below!

Very special thanks to our Barbados in-country gender coordinator, Bertha Simmons, who rallied our Barbados participants. Nadine Nembhard, CNFO, was instrumental in engaging neighbouring fisherfolk leaders via the CNFO Facebook page and her WhatsApp groups. Leisa Perch, our gender consultant, was engaging and informative as usual.



If you have an hour to spare tomorrow night (**Thursday 17 September**), join us for the St. Vincent Gender "Meet & Greet" session at **8pm**. See our ad and Zoom credentials below.



**VIRTUAL GENDER ANALYSIS
"MEET & GREET"**

Inviting all FFO leaders - current, past and potential - in St. Vincent and Grenadines to join us on Zoom on 17th September 2020 at 8:00 pm (AST). Click on the link below to join the session. Please log on 10 mins before the start.

WHY GENDER IN FISHERIES???
Brought to you courtesy of the StewardFish and SSF Gender projects.

For more information contact nadine @ nadine_nem@yahoo.com. Send us a WhatsApp message +501-624-5364 or message us on Facebook.



Maria Pena is inviting you to a scheduled Zoom meeting.

Topic: StewardFish Meet & Greet session
Time: Sep 17, 2020 08:00 PM La Paz

Join Zoom Meeting
<https://us02web.zoom.us/j/87415444990?pwd=aHd0OOWRqME90Y25ibEhBeHIERIZLZz09>
Meeting ID: 874 1544 4990
Passcode: 931763

Best wishes,
Maria

St. Vincent and the Grenadines Gender "Meet & Greet" update

10/6/2020

Email - Pena, Maria A - Outlook

Re: StewardFish: Gender Meet & Greet

Pena, Maria A <maria.pena@cavehill.uwi.edu>

Fri 18/09/2020 15:23

To: sajustin@gosl.gov.lc <sajustin@gosl.gov.lc>; sajustin11@gmail.com <sajustin11@gmail.com>; dcblack11@gmail.com <dcblack11@gmail.com>; dcblack11@yahoo.com <dcblack11@yahoo.com>; gillian.guthrie@mwlecc.gov.jm <gillian.guthrie@mwlecc.gov.jm>; endomhe@yahoo.com <endomhe@yahoo.com>; janeel.miller@gmail.com <janeel.miller@gmail.com>; vadams@epaguyana.org <vadams@epaguyana.org>; daphne.kellman@barbados.gov.bb <daphne.kellman@barbados.gov.bb>; Ron Goodridge <ron.goodridge@barbados.gov.bb>; ceo@environment.gov.bz <ceo@environment.gov.bz>; lan.Horsford@ab.gov.ag <lan.Horsford@ab.gov.ag>; ian.horsford <ihorsford@gmail.com>; Tricia Lovell <tricia.lovell@ab.gov.ag>; Jamie.herbert86@gmail.com <Jamie.herbert86@gmail.com>; Joyce Leslie <joyce.leslie@barbados.gov.bb>; Chris Parker <fishbarbados.fb@caribsurf.com>; managed.access@fisheries.gov.bz <managed.access@fisheries.gov.bz>; seniorfisheriesofficer@fisheries.gov.bz <seniorfisheriesofficer@fisheries.gov.bz>; bertz99@yahoo.com <bertz99@yahoo.com>
Cc: Lisa Soares <lissoa@gmail.com>; Bertha Simmons <bines.simmons@gmail.com>; Patrick McConney <patrick.mcconney@gmail.com>; Terrence Phillips <penaeustp@yahoo.com>; Clonesha Romeo <clonesharomeo@hotmail.com>; Shelly Ann Cox <shellsalc@gmail.com>; rgajnabi@yahoo.com <rgajnabi@yahoo.com>; Leisa Perch <lperch@outlook.com>; Shellene S. Berry <ssberry@micaf.gov.jm>; sanya.compton <sanyacompton@gmail.com>

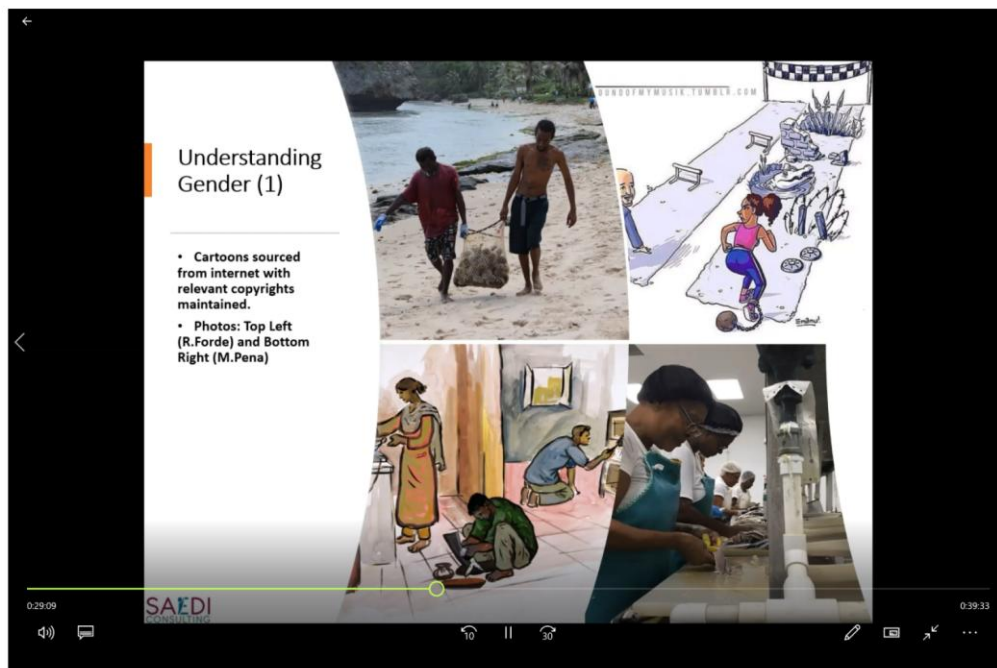
Dear All,

Last night's St. Vincent and the Grenadines Gender "Meet & Greet" session was phenomenal!

We had 36 participants:

- 11 from FAO, CNFO, CRFM and the CERMES project team
- 16 St. Vincent and the Grenadines fisherfolk organisation leaders,
- 4 fisherfolk organisation leaders, all CNFO members who joined us from The Bahamas, The Turks and Caicos Islands, Antigua and Barbuda, and Grenada; two of whom joined us again after the Barbados session,
- 4 Barbados fisherfolk leaders who joined us again after their Tuesday session, and
- 1 consultant.

The session ran over time due to the amount of discussion generated in Leisa Perch's Gender and Fisheries section. Her interactive exercise on interpreting cartoons and photos by looking more closely at gender roles was a favourite and drew lots of chatter. There were even "devil advocates" among the group! Male fisherfolk organisation leaders in St. Vincent and the Grenadines have quite the understanding of gender concepts and want to see (more) women in roles along the fisheries value chain.



Special thanks to our in-country gender analysis coordinator, Clonesha Romeo, who was able to encourage this large number of fisherfolk to attend the session. Nadine Nembhard, from CNFO, again did a brilliant job of marketing the event.

Come out to our next session on **Tuesday 22 September at 8pm AST** when we engage fisherfolk leaders from Jamaica. If you miss it...it's on you!

Have a lovely weekend,
Maria

Jamaica Gender "Meet & Greet" update

10/6/2020

Email - Pena, Maria A - Outlook

StewardFish: Jamaica Meet & Greet session

Pena, Maria A <maria.pena@cavehill.uwi.edu>

Wed 23/09/2020 22:43

To: Melanie Andrews <melanie@canari.org>; Neema Ramlogan <neema@canari.org>; Kim Mallalieu <Kim.Mallalieu@sta.uwi.edu>; Maren Headley <maren.headley@crfm.int>; june.masters@crfm.net <june.masters@crfm.net>; Patrick McConney <patrick.mcconney@gmail.com>; Shelly Ann Cox <shellsalc@gmail.com>; Lisa Soares <lisssoa@gmail.com>; Sanya Compton <sanyacompton@gmail.com>; Nadine Nembhard <nadine_nem@yahoo.com>; Terrence Phillips <penaeustp@yahoo.com>; Phillips, Tracy (FAOSLC) <Tracy.Phillips@fao.org>
Bcc: Shellene S. Berry <ssberry@micaf.gov.jm>; Bertha Simmons <bines.simmons@gmail.com>; Clonesha Romeo <clonesharomeo@hotmail.com>; rgajnabi@yahoo.com <rgajnabi@yahoo.com>; Leisa Perch <lperch@outlook.com>; Patricia F Boyce <Patricia.Boyce@barbados.gov.bb>; devon1966warner@gmail.com <devon1966warner@gmail.com>; shirazhopkins@hotmail.com <shirazhopkins@hotmail.com>; Vernel Nicholls <vernel.nicholls@gmail.com>; hcij@caribsurf.com <hcij@caribsurf.com>; arr82575@yahoo.com <arr82575@yahoo.com>; bzfishcoop@gmail.com <bzfishcoop@gmail.com>; pamashwar jainarine <pjainarine@gmail.com>; whiteglaston@yahoo.com <whiteglaston@yahoo.com>; 'devon stephen' <devonstephen@live.com>; dannij929@gmail.com <dannij929@gmail.com>; winsbertharry@yahoo.com <winsbertharry@yahoo.com>; raoullewis@hotmail.com <raoullewis@hotmail.com>; Nadine Nembhard <nadine_nem@yahoo.com>; Nadine Nembhard <cnfo_cu@yahoo.com>

Dear All,

Last night's Jamaica Gender "Meet & Greet" session was very successful.

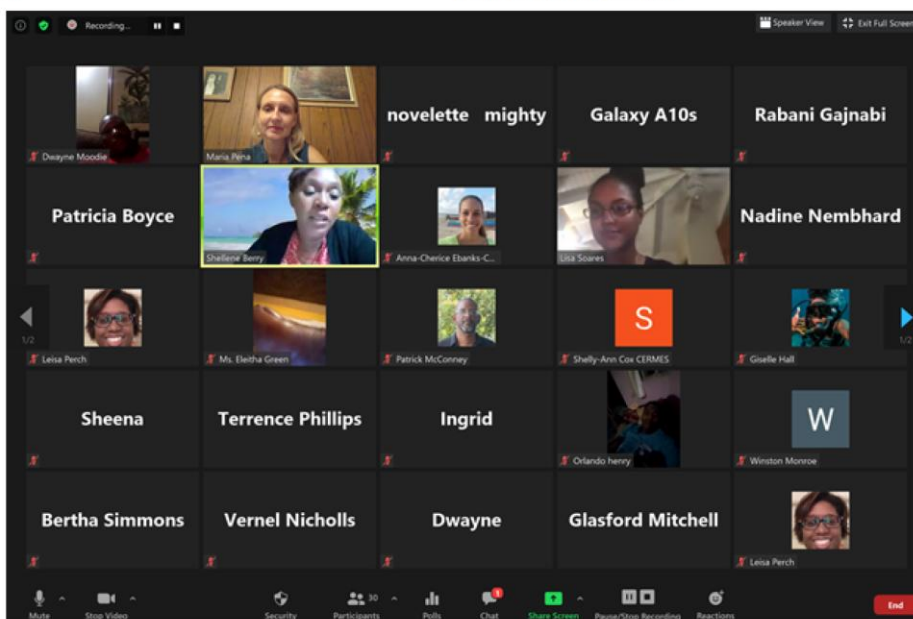
We had 32 participants:

- 10 from FAO, CNFO and the CERMES project team
- 15 Jamaica fisherfolk organisation leaders,
- 2 fisherfolk organisation leaders, all CNFO members who joined us from Barbados and Guyana
- 1 Barbados fisherfolk leader who has consistently joined us for each "Meet & Greet" session, and
- 4 guests from the Bureau of Gender Affairs (Barbados), Caribbean Coastal Area Management Foundation (C-CAM, Jamaica) and consultants with the SSF Gender project.

The discussion of gender in fisheries continues to interest persons involved in the industry. The session seemed to have built on conversations among men and women about gender in small-scale fisheries in Jamaica. Fisherfolk organisation leaders provided insight into challenges of leadership from a gender perspective, identifying root causes, enabling conditions, and more visible issues. Leisa Perch, our gender consultant, is hoping to develop a problem tree to highlight these issues.

10/6/2020

Email - Pena, Maria A - Outlook



Special thanks to our in-country gender analysis coordinator, Shellene Berry, who did a great job at encouraging so many fisherfolk organisation leaders to join the session. She developed a WhatsApp group specifically for the organisation of the session and hopes to use it to continue to foster communication among this group of leaders. Nadine Nembhard, from CNFO, again was instrumental in marketing the event.

Our final Gender "Meet & Greet" will focus on fisherfolk leaders from Guyana. Join us tomorrow, **Thursday 24 September at 8pm** for that show. Please find Zoom credentials below:

Maria Pena is inviting you to a scheduled Zoom meeting.

Topic: StewardFish Meet & Greet session
Time: Sep 24, 2020 08:00 PM La Paz

Join Zoom Meeting

<https://us02web.zoom.us/j/86901485138?pwd=WXNtQmk3cnlaRHF5Rk9vM2ZHZTZlZUT09>

Meeting ID: 869 0148 5138
Passcode: 544660

Best wishes,
Maria

Guyana Gender “Meet & Greet” update

10/6/2020

Email - Pena, Maria A - Outlook

StewardFish: Guyana Meet & Greet session

Pena, Maria A <maria.pena@cavehill.uwi.edu>

Thu 01/10/2020 11:38

To: Melanie Andrews <melanie@canari.org>; Neema Ramlogan <neema@canari.org>; Kim Mallalieu <Kim.Mallalieu@sta.uwi.edu>; Maren Headley <maren.headley@crfm.int>; june.masters@crfm.net <june.masters@crfm.net>; Patrick McConney <patrick.mcconney@gmail.com>; Shelly Ann Cox <shellsalc@gmail.com>; Lisa Soares <lissoa@gmail.com>; Sanya Compton <sanyacompton@gmail.com>; Nadine Nembhard <nadine_nem@yahoo.com>; Terrence Phillips <penaeustp@yahoo.com>; Phillips, Tracy (FAOSLC) <Tracy.Phillips@fao.org>
Bcc: Shellene S. Berry <ssberry@micaf.gov.jm>; Bertha Simmons <bines.simmons@gmail.com>; Clonesha Romeo <clonesharomeo@hotmail.com>; rgajnabi@yahoo.com <rgajnabi@yahoo.com>; Leisa Perch <lperch@outlook.com>; Patricia F Boyce <Patricia.Boyce@barbados.gov.bb>; devon1966warner@gmail.com <devon1966warner@gmail.com>; shirazhopkins@hotmail.com <shirazhopkins@hotmail.com>; Vernel Nicholls <vernel.nicholls@gmail.com>; hcij@caribsurf.com <hcij@caribsurf.com>; arr82575@yahoo.com <arr82575@yahoo.com>; bzfishcoop@gmail.com <bzfishcoop@gmail.com>; pamashwar jainarine <pjainarine@gmail.com>; whiteglaston@yahoo.com <whiteglaston@yahoo.com>; 'devon stephen' <devonstephen@live.com>; dannij929@gmail.com <dannij929@gmail.com>; winsbertharry@yahoo.com <winsbertharry@yahoo.com>; raoullewis@hotmail.com <raoullewis@hotmail.com>; Nadine Nembhard <nadine_nem@yahoo.com>; Nadine Nembhard <cnfo_cu@yahoo.com>

Dear All,

I am overdue in my update of our Guyana Gender “Meet & Greet” session held a week ago. My laptop had a mind of its own presenting me with a black screen for a few days!

Our final session was another hit among our Guyana fisherfolk organisation leaders. Twenty-eight persons participated:

- 7 from FAO, CNFO and the CERMES project team,
- 19 Guyana fisherfolk organisation leaders
- 2 fisherfolk organisation leaders, both CNFO members, who joined us from Antigua and Barbuda, and Jamaica

We were delighted to be joined by one of the youngest participants across all sessions, 20-year old Jasmine. As with the other sessions, fisherfolk leaders in Guyana are quite interested in different aspects of gender in fisheries and showed enthusiasm in working with us over the next few weeks during the initiation of our gender analysis.

Our session on problem tree analysis brought much discussion on current challenges – dependency on importers and vendors, ecological changes, piracy and climate change – all of which affect men and women differently in the industry.

Rabani Gajnabi, our in-country gender analysis coordinator, mentioned that this was “one of the best meetings he had with Guyana fisherfolk.” Special thanks to Rabani who was able to encourage this large number of fisherfolk organisation leaders to join the session from remote regions in Guyana. Nadine Nembhard, from CNFO, can now rest a bit from her fantastic marketing efforts...until the next activity!

I hope you enjoyed these updates. I will continue to keep you updated on our gender analysis activities.

Until then...

Best wishes,
Maria

<https://outlook.office.com/mail/deeplink?version=20200928003.09&popoutv2=1>

1/2

8.4 Appendix 4: CERMES Facebook posts analytics

Barbados Gender "Meet & Greet" post performance

Post Details ✕

Centre for Resource Management and Environmental Studies ...

September 16 at 8:57 PM · 🌐

Last night's first Gender "Meet & Greet" session targeting fisherfolk organisation leaders from Barbados was a resounding success!

We had 28 participants: 11 from FAO, CNFO, CANARI and the CERMES project team; 12 Barbados fisherfolk organisation leaders, and 5 fisherfolk organisation leaders, all CNFO members, who joined us from Jamaica, Antigua and Barbuda, Saint Lucia, Grenada and St. Vincent and the Grenadines. Engagement and discussion were rich and we can't wait to begin... [See More](#)

Performance for Your Post

409 People Reached

19 Likes, Comments & Shares

14 Post Clicks

9	0	5
Photo Views	Link Clicks	Other Clicks

NEGATIVE FEEDBACK

0 Hide All Posts	0 Hide Post
0 Report as Spam	0 Unlike Page

19 Likes, Comments & Shares

BRANDED CONTENT DISTRIBUTION View Breakdown

409	409	0
Total Reach	Organic Reach	Paid Reach

444	444	0
Total Impressions	Organic Impressions	Paid Impressions

St. Vincent and the Grenadines Gender “Meet & Greet” post performance

Post Details



Centre for Resource Management and Environmental Studies

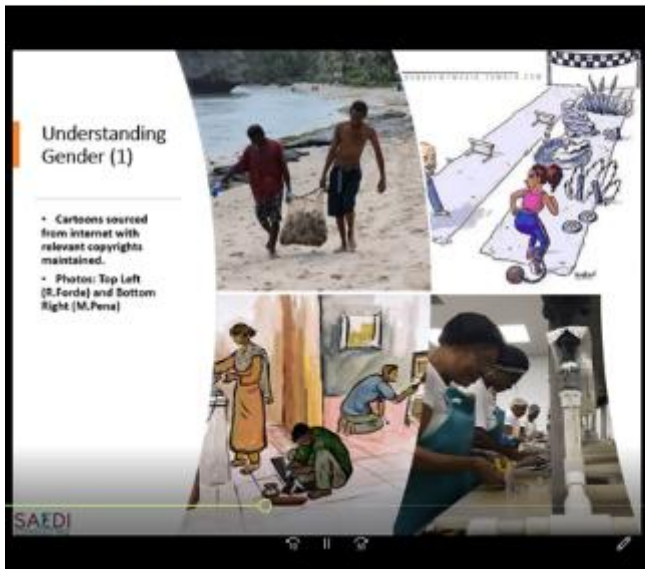
September 18 at 3:25 PM · 🌐

Last night's St. Vincent and the Grenadines Gender "Meet & Greet" session was phenomenal!

We had 36 participants:

11 from FAO, CNFO, CRFM and the CERMES project team

16 St. Vincent and the Grenadines fisherfolk organisation leaders,... [See More](#)



Performance for Your Post

242 People Reached

7 Likes, Comments & Shares

14 Post Clicks

5 Photo Views	0 Link Clicks	9 Other Clicks
-------------------------	-------------------------	--------------------------

NEGATIVE FEEDBACK

0 Hide All Posts	0 Hide Post
0 Report as Spam	0 Unlike Page

7 Likes, Comments & Shares

BRANDED CONTENT DISTRIBUTION

View Breakdown

242 Total Reach	242 Organic Reach	0 Paid Reach
---------------------------	-----------------------------	------------------------

265 Total Impressions	265 Organic Impressions	0 Paid Impressions
---------------------------------	-----------------------------------	------------------------------

Jamaica Gender "Meet & Greet" post performance

X

Centre for Resource Management and Environmental Studies ...
September 23 at 10:47 PM · 🌐

Last night's Jamaica Gender "Meet & Greet" session was very successful.

We had 32 participants:
10 from FAO, CNFO and the CERMES project team
15 Jamaica fisherfolk organisation leaders.... [See More](#)

Performance for Your Post

115 People Reached

4 Likes, Comments & Shares

4 Post Clicks

2	0	2
Photo Views	Link Clicks	Other Clicks

NEGATIVE FEEDBACK

0 Hide All Posts	0 Hide Post
0 Report as Spam	0 Unlike Page

4 Likes, Comments & Shares

BRANDED CONTENT DISTRIBUTION

View Breakdown

115	115	0
Total Reach	Organic Reach	Paid Reach

127	127	0
Total Impressions	Organic Impressions	Paid Impressions

Guyana Gender "Meet & Greet" post performance

Post Details

Centre for Resource Management and Environmental Studies

14h · 🌐

An overdue post but an important one. Our final StewardFish Gender "Meet & Greet" session was another hit among our Guyana fisherfolk organisation leaders on 24 September 2020.

Twenty-eight persons participated:
 7 from FAO, CNFO and the CERMES project team,
 19 Guyana fisherfolk organisation leaders
 2 fisherfolk organisation leaders, both CNFO members, who joined us from Antigua and Barbuda, and Jamaica

We were delighted to be joined by one of the youngest participants across all sessions, 20-year old Jasmine. As with the other sessions, fisherfolk leaders in Guyana are quite interested in different aspects of gender in fisheries and showed enthusiasm in working with us over the next few weeks during the initiation of our gender analysis.

Our session on problem tree analysis brought much discussion on current challenges – dependency on importers and vendors, ecological changes, piracy and climate change – all of which affect men and women differently in the industry.

Rabani Gajnabi, our in-country gender analysis coordinator, mentioned that this was "one of the best meetings he had with Guyana fisherfolk." Special thanks to Rabani who was able to encourage this large number of fisherfolk organisation leaders to join the session from remote regions in Guyana. Nadine Nembhard, from CNFO, can now rest a bit from her fantastic marketing efforts...until the next activity!

I hope you enjoyed these updates. There's more to come in the coming weeks. Stay tuned.

Performance for Your Post

86 People Reached

2 Likes, Comments & Shares

9 Post Clicks

7	0	2
Photo Views	Link Clicks	Other Clicks

NEGATIVE FEEDBACK

0 Hide All Posts	0 Hide Post
0 Report as Spam	0 Unlike Page

2 Likes, Comments & Shares

BRANDED CONTENT DISTRIBUTION

[View Breakdown](#)

86	86	0
Total Reach	Organic Reach	Paid Reach

91	91	0
Total Impressions	Organic Impressions	Paid Impressions

8.5 Appendix 5: Session PowerPoint presentations

10/19/2020

Gender
meet & greet

Maria Pena, Lisa Soares, [in-country coordinator] and Leisa Perch

[Country] session
[Date]
[Time] via Zoom

Food and Agriculture Organization of the United Nations
StewardFish
Developing organizational capacity for ecosystem stewardship and livelihoods in Caribbean small-scale fisheries

gef GLOBAL ENVIRONMENT FACILITY
CANARI Caribbean ICT Research Programme
CERMES UWI
CRFM

1

cell phone?

What's a favorite movie, book, or Netflix binge?

What's your favorite place you've been or where would you love to go?

What's your favorite thing about summer break?

What's something you are pretty good at or a secret skill you have?

What's your fave

talk about someone in your life you love

HELLO
My Name Is

2

1

Raise your hand if...

- you consider yourself a leader in the fishing industry.
- you are currently on a FFO board or committee.
- you think your ability to lead is affected by your gender.
- you know you can be a leader in fishing industry, whether in an elected position or not.

3



Aim

- Build relationships before conducting StewardFish gender analysis and the SSF Gender training and mainstreaming workshops

Objectives

- Make fisherfolk leaders aware of gender analysis project activities
- Encourage women and young leaders to participate in these activities
- Introduce fisherfolk to gender concepts and their application to SSF for better stewardship



4

2

5

What is a gender analysis?

Why is it important to this project?

An examination of the **differences** in activities, responsibilities, needs, interests, priorities, access to resources, participation rates, decision-making powers etc. **between women and men** in their assigned **gender roles** at multiple levels and across different stages in their lives (e.g. youth and adulthood).



- To identify gaps in the capacity of women, men and youth with regards to fisherfolk leadership;
- To inform the development, update and/or adaptation of leadership training specifically for women and youth (both male and female); and
- To provide more detailed information on organizational membership and leadership characteristics of women and young people, including how these may be addressed.

Gender roles and gender relations are closely linked to power relationships that can impact equality in leadership and decision-making



6

3



Project countries
&
in-country gender
coordinators



Shellene Berry

Clonesha Romeo

Bertha Simmons

Rabani Gajnabi

7

Benefits of
gender
analysis
findings



M. Pena

- Investing in women’s and men’s leadership, through for e.g. capacity building, will promote their influence in achieving a more lucrative and sustainable fisheries sector.
- Key conservation and gender outcomes can be strengthened when men, women and youth are:
 - engaged as constituents and leaders for sustainable fisheries management;
 - empowered as effective stewards of fisheries and their associated ecosystems;
 - engaged to become drivers towards sustainable fisheries markets.

Gender mainstreaming is important!
The inclusion of gender in fisheries policies, plans and initiatives in the region are important StewardFish outcomes



R. Kalliyon

8

Getting to know the SSF Gender project

PROJECT ANNOUNCEMENT

SSF Gender

Implementing gender aspects within the Small-Scale Fisheries (SSF) Guidelines and the protocol to the Caribbean Community Common Fisheries Policy (CCCFP) for securing SSF

January 2020 - March 2021

SSF Gender is a UWI/CERMES-led GIFT project that aims to provide more in-depth knowledge of gender in fisheries to inform the implementation of the FAO Small-Scale Fisheries (SSF) Guidelines, the Caribbean Community Common Fisheries Policy (CCCFP) SSF Protocol, and to support FAO's Blue Growth initiative in various projects.

The project will focus on delivering the following outputs:

Output 1	Output 2
Communicating with policy makers and policy advisors	Mainstreaming gender equality informed by gender analysis
<small>support the evidence-based and advocacy-oriented policy influence of project partners and facilitate planning of the International Year of Artisanal Fisheries and Aquaculture (IYAF), 2022.</small>	<small>continue scoping study of gender in fisheries in Caribbean Regional Fisheries Mechanism (CRFM) countries to achieve both deeper and wider coverage linked especially to SDG 5 and SDG 14</small>

For more information on the SSF Guidelines please see: <http://www.fao.org/voluntary-guidelines-small-scale-fisheries/en/>

For more information on the SSF Gender project please contact:
Lisa Soares or Patrick McConney
The Centre for Resource Management and Environmental Studies (CERMES)
University of West Indies, Cave Hill Campus, Barbados
Email: lisa.soares@cavehill.uwi.edu / patrick.mcconney@gmail.com

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SSF Gender

The project will focus on delivering the following outputs:

Output 1	Output 2
Communicating with policy makers and policy advisors	Mainstreaming gender equality informed by gender analysis
<small>support the evidence-based and advocacy-oriented policy influence of project partners and facilitate planning of the International Year of Artisanal Fisheries and Aquaculture (IYAF), 2022.</small>	<small>continue scoping study of gender in fisheries in Caribbean Regional Fisheries Mechanism (CRFM) countries to achieve both deeper and wider coverage linked especially to SDG 5 and SDG 14.</small>

A FAO-funded project that aims to implement gender aspects within the SSF Guidelines and the protocol to the Caribbean Community Common Fisheries Policy (CCCFP) for securing SSF

10


5

SSF Gender Policy Champions

3 SSF Guidelines policy champions

Support the implementation of the SSF Guidelines

Highlight the importance of gender mainstreaming in Caribbean small-scale fisheries (SSF).



Anticlockwise: Alexandria Rhooms (Jamaica), Cecil Marquez (Grenada) and Shellene Berry (Jamaica)

Champions will engage in activities that may include:


- Encouraging regional, national, and local partners to lead action to implement the SSF Guidelines and SSF Protocol in CARICOM/CRFM.
- Sharing key messaging points to promote the SSF Guidelines and SSF Protocol, including gender awareness and gender mainstreaming.
- Influencing partners to include SSF Guidelines, SSF Protocol and IYAFA at strategic local, national, regional, and international meetings.
- Helping to mobilise resources and support for the SSF Guidelines, SSF protocol and major IYAFA events through relationship building.
- Communicating with regional, national, and local partners including fisherfolk organisations and private sector on policy matters.

11

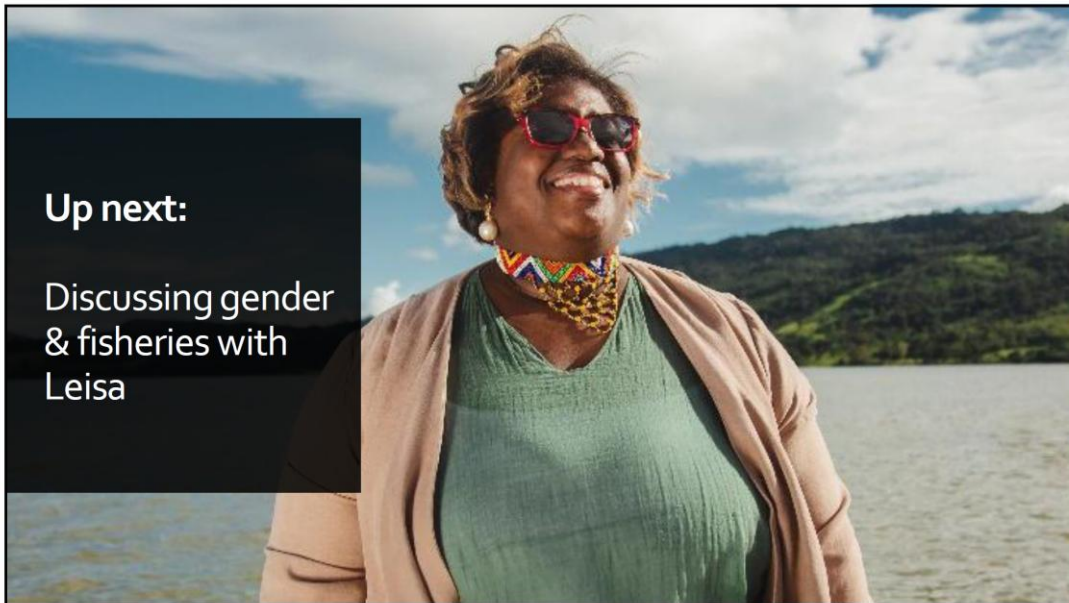
For more information contact:

Maria Pena
maria.pena@cavehill.uwi.edu

Lisa Soares
lisa.soares@cavehill.uwi.edu



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Up next:

Discussing gender
& fisheries with
Leisa

13

7




Gender and Fisheries
Quick Overview and Interactive Session
by Leisa Perch, Gender and Environment Consultant
(SAEDI Consulting)
for Component 1, StewardFish Project (supported by the
SSF Gender Project)

Credit: BVI Parks National Trust

SAEDI CONSULTING

1



Credit: P.McConney

Scope of Presentation

- What is gender and how does it differ from sex
- Gender and fisheries – why is it relevant?


SAEDI CONSULTING

2

1

SAEDI CONSULTING

WHAT IS GENDER?




Credit: P.Burke

3

Understanding Gender (1)

- Cartoons sourced from internet with relevant copyrights maintained.
- Photos: Top Left (R.Forde) and Bottom Right (M.Pena)



SAEDI CONSULTING

4


2

SAED
CONSULTING

Understanding Gender (2)

Exercise 1:

- Each person takes 2 mins to look at the pictures/cartoons and take notes
- Discuss **first** impressions (2 minutes)
- Define 2 things that the image suggests about gender – one word answers only (3 minutes). For example, what assumptions do we make about fisheries (e.g. picture of the boat on the right)?
- Share your thoughts in plenary




Credit: M.Pena

5

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CONSULTING

Gender is:

Social Construction: Gender, as compared to sex, is socially constructed, and manifests most significantly in the different roles and responsibilities assigned to women and men in a given culture.



Gender is personal: Masculinities and femininities are culturally and socially constructed attributes that determine individual identity. As a result, it becomes important to understand the role of individual 'implicit biases' that may inform the outcomes of gender analysis.

6

3

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What is Gender (2)



Gender as changing and dynamic: The social construction of gender becomes produced and reproduced through socialization processes, that differ over time and space. For instance, what is a relevant gender construction in a historical moment may change over a period of time.




Gender is different for different cultures: Similarly, the relevance of a gender construct in one society will be different for another society, due in large part to varying socialization processes, as well as to differences in values, norms and political and economic discourses.

7


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CONSULTING

Gender often intersects with other issues and social identities as well as ecosystems



Source: PW Centre (http://pwriting.org/?page_id=4059)

8



SAED CONSULTING

Gender is often about Power.....

Who has a lot to lose/will lose significantly from changing conditions or situations.

who has little power/ a lot of power to influence decision-making about changing conditions.

Credit: J Wood

9



SAED CONSULTING

WHY IS GENDER RELEVANT to FISHERIES

Credit: S. Harmon

10

5

SAEDI CONSULTING

Making THE INVISIBLE, VISIBLE

Would be great to have one of these for all countries involved in Stewardfish and SSF Gender

SUPPORT	HARVEST	PROCESSING	MARKETING	CONSUMERS
BOAT BUILDER	BOAT CAPTAIN	FISH VENDOR	HAWKERS (BY VEHICLE) (TRANSPORTER)	RESTAURANT
BOAT MECHANIC + OTHER SERVICES	BOAT CREW	FISH BOXER	RETAILER	HOUSEHOLDS
FISHING NET	BOAT DRIVER	FISH SKINNER	TRADER IMPORTER	HOTELIER
BOAT SUPPLIES FOR THE BOATS	BOAT AGENT	FISH PROCESSOR	TRADER EXPORTER	TOURIST
GEAR + EQUIPMENT REPAIRER		FISH CLEANER		FISH FRY
FISHERIES OFFICERS				INSTITUTIONAL USERS

11

SAEDI CONSULTING

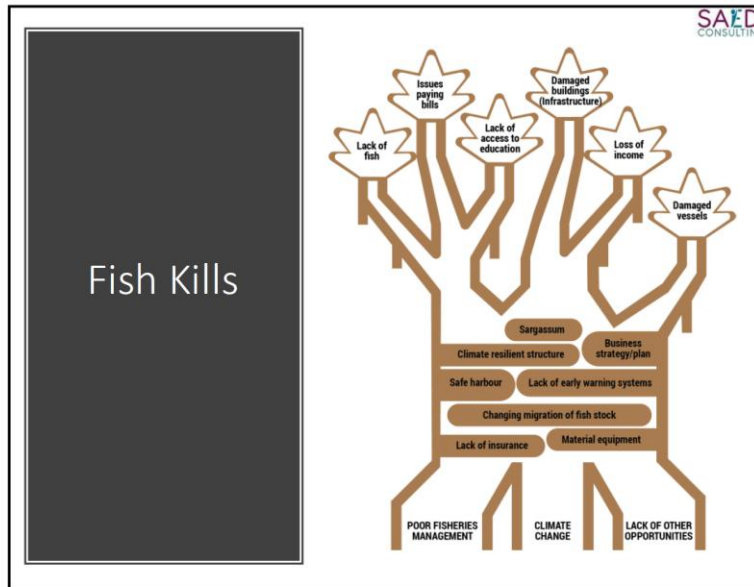
.... HOW MEN AND WOMEN EXPERIENCE FISHERIES

- "Women themselves expressed a belief that it is not 'appropriate' for a woman to do harvesting/production. They say, 'the boats are not equipped for women', largely referring to the hygiene on the boats, the lack of appropriate bathroom facilities and that safety is not guaranteed". "The boats are not designed for women. You cannot use the bathroom. But men feel also that being on a boat is a men's work and that it really is not OK for a woman to be on such a boat"
- The business is described as "tough and high risk for a woman, particularly at sea" by both men and women in focus groups or expressed as "men are typically doing the 'hard labour' and women mostly help with processing and sales"
- Almost everyone said they had heard of a woman or women who wanted to be more involved but could not due to family reasons (busy with children), societal beliefs or just not enough training and skills.
- Sometimes, you may observe that the women (who are boat owners) are satisfied with the men making the decisions at the management level in the cooperatives. In rural communities, women interviewed may refer to their husbands.
- Issues of domestic violence and sexual violence were raised by some stakeholders.

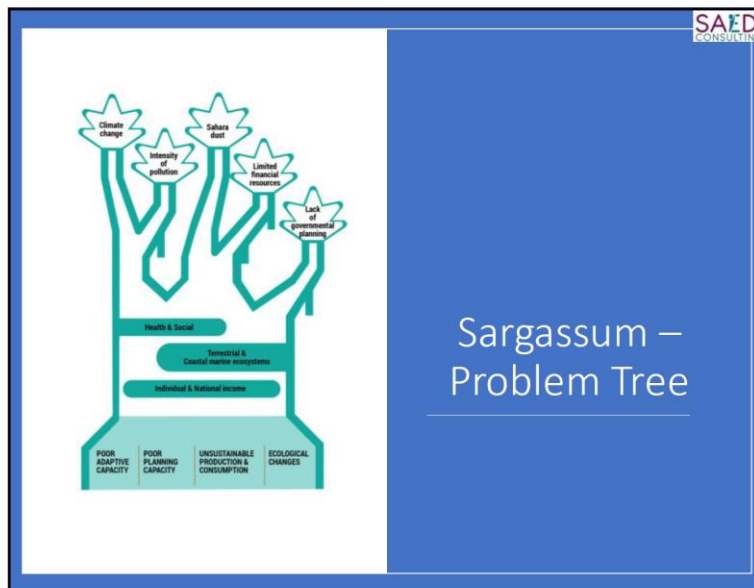
Focus group, Guyana. Credit: Dawn Mason

Focus group, Suriname. Credit: Renuka Beharie

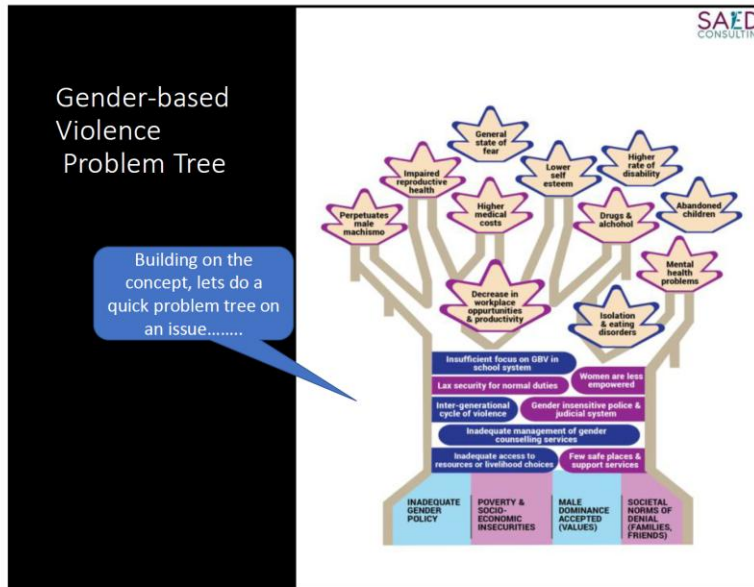
12



13



14

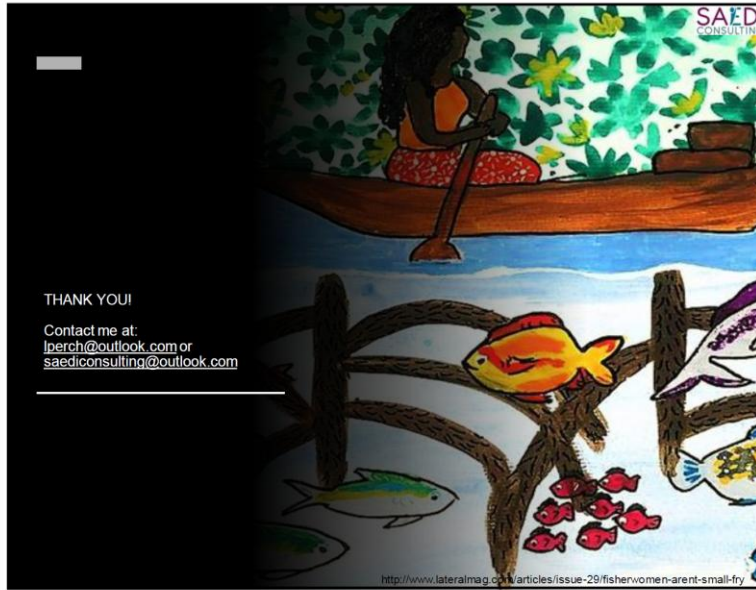


15

Gender Matters!

Gender IS	Gender IS NOT	Gender HELPs
....shaped by Social and cultural norms	Sex and Biologyto make the Invisible Visible including in Fisheries
Intersectional (Age, Class, Geography, Ability, Race, Ecosystem Use)	Just Women's Empowerment or about Men and Womenin taking a Right-based Approach to Development and Use of Ecosystems and Ecosystem Services
....about Power (including in Fisheries)	Mainly an issue of.....Sexual Identity or Preferenceto achieve both Equity and Equality in Fisheries

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8.6 Appendix 6: Participant lists

Barbados Gender “Meet & Greet” fisherfolk organisation leaders participant list

	Name		Fisherfolk Organisation
1	Patsy	Boucher	Central Fish Processors Association
2	Sueann	Bourne-Walcott	Central Fish Processors Association
3	Katrina	Chapman	Barbados National Union of Fisherfolk Organisations
4	Sheena	Griffith	Barbados National Union of Fisherfolk Organisations, Central Fish Processors Association
5	Dian	Harding	Central Fish Processors Association/Barbados National Union of Fisherfolk Organisations
6	Donna	Moore	Barbados National Union of Fisherfolk Organisations
7	Therese	Moore	Weston Fisherfolk Association
8	Vernel	Nicholls	Barbados National Union of Fisherfolk Organisations
9	Andrea	Nicholls Belgrave	Barbados National Union of Fisherfolk Organisations
10	Chelston	Thomas	Weston Fisherfolk Association
11	Sylvia	White	Barbados National Union of Fisherfolk Organisations, Central Fish Processors Association
12	Christina	Willoughby	Central Fish Processors Association
13	Dian	Willoughby	Central Fish Processors Association

St. Vincent and the Grenadines Gender “Meet & Greet” fisherfolk organisation leaders participant list

	Name		Fisherfolk Organisation
1	Ancella	Cupid	Fish Vendors Cooperative
2	Joe	Dubin	Calliaqua Fishermen's Cooperative (CALFICO)
3	Lenon	Gabriel	Fish Vendors Cooperative
4	Cecil	Gordon	Barrouallie Fisheries Development Cooperative Society
5	Pearlette	Hannaway	Barrouallie Fisheries Development Cooperative Society
6	Winsbert	Harry	National Fisherfolk Organization
7	Darnley	Hazell	FAD Cooperative
8	Winstain	Hazelwood	FAD Cooperative
9	Winston	Hazelwood	Barrouallie Fisheries Development Cooperative Society
10	Andre	Liverpool	Goodwill Fishermen's Cooperative
11	Vibert	Pierre	Barrouallie Fisheries Development Cooperative Society
12	Don Lee	Providence	Fish Vendors Cooperative
13	Ashwa	Stewart	FAD Cooperative
14	Farrand	Walters	Barrouallie Fisheries Development Cooperative Society

Jamaica Gender “Meet & Greet” fisherfolk organisation leaders participant list

	Name		Fisherfolk Organisation
1	Desmond	Barrett	Morant Bay Fisherfolk Association Ltd.
2	Dwayne	Bryan	Lyssons Fisherfolk Benevolent Society
3	Marlon	Gayle	Rae Town Fisherfolk Group
4	Camille	Gray	Lyssons Fisherfolk Benevolent Society
5	Eletha	Green	Rio Nuevo Fisherfolk Association
6	Michael	Henry	Port Royal Fisherfolk Group
7	Orlando	Henry	Rio Nuevo Fisherfolk Association
8	Doreen	James	Morant Bay Fisherfolk Association Ltd.
9	Novelette	Mighty	Greenwich Town Fisherfolk Benevolent Society
10	Glasford	Mitchell	Hunts Bay Fisherfolk Benevolent Society
11	Hilean	Mitchell	Morant Bay Fisherfolk Association Ltd.

	Name	Fisherfolk Organisation
12	Dwayne Moodie	Rio Nuevo Fisherfolk Association
13	Winston Munroe	Greenwich Town Fisherfolk Benevolent Society
14	Georgette Reid	
15	Nickesha Watson	Farquhar Fisherfolk Group
16	Clinton Woolery	Welcome Beach Fisherfolk Association

Guyana Gender “Meet & Greet” fisherfolk organisation leaders participant list

	Name	Fisherfolk Organisation
1	Hemchand Chanderdeo	Parika Fishermen's Cooperative Society
2	Kumar Chinapa	Albion Landing Site
3	Tamesh Dhanraj	Essequibo Fisherfolks
4	Z Hamid	Parika Fishermen's Cooperative Society
5	Pameshwar Jainarine	National Fisherfolk Organisation, No. 66 Fishermen's Cooperative Society
6	Munesh Jairam	Rosignol Three Door Koker
7	Renita Joseph	Meadow Bank Fisheries
8	Yadav Lakhan	No. 66 Fishermen's Cooperative Society
9	Farida Loncke	Parika Fishermen's Cooperative Society
10	Earl Morris	Rosignol Fishermen's Cooperative Society
11	Rajindra Nauth	Parika Fishermen's Cooperative Society
12	Jasmine Nazrudeen	Salt Fish Processors
13	Rovindra Persaud	Essequibo Fisherfolks
14	Sewdat Persaud	East Berbice Aquaculture Farmers Association
15	Sandeera Ramkhelawan	Albion Landing Site
16	P Ramoo	Rosignol Three Door Koker
17	Indar Rampersaud	No. 66 Fishermen's Cooperative Society
18	Veeram Ramsarran	Albion Landing Site
19	Deonarine Singh	Essequibo Fisherfolks

8.7 Appendix 7: Gender “Meet & Greet” Barbados report

The following report was prepared by Ms. Bertha Simmons, In-country gender analysis coordinator, Barbados.

The meeting began with Ms. Maria Pena, UWI-CERMES, welcoming participants and stating that there was a CERMES project team working on two projects – StewardFish and SSF Gender - that have gender components. She explained that the “Meet & Greet” sessions are being conducted to get to know each other and build working relationships as further gender research will be initiated as part of the StewardFish. She proceeded to ask participants to introduce themselves and indicate the fisherfolk association they belong to.

Ms. Pena proceeded with her presentation, beginning by sharing a poll requesting fisherfolk leaders participation. The results of the poll were shared with all participants. She then went on to continue her presentation, presenting the objective of the session; introducing the four other project partners working on the project with each partner working on different aspects of the projects; and explaining gender analysis, why gender analysis is important to the project and the benefits of the findings of this analysis. She went on to explain what can be understood by gender mainstreaming.

Dr. Lisa Soares, UWI-CERMES, provided a brief introduction to the SSF gender project she is leading, the aim of the project and its two main outputs. She explained that there are overlaps between the two projects therefore the CERMES team considered it best to introduce both of them at the same time. She concluded her presentation by introducing the SSF gender policy champions and the expectations of their roles.

Ms. Leisa Perch, Gender and Environment Consultant, then gave a general overview of gender and fisheries. She noted that there is quite a bit going on in the region on this area. After presenting the scope of the presentation and providing an overview of gender concepts, in an interactive session she highlighted four images on screen (see slide below) and asked participants to indicate their impressions of gender depicted by the images.

Some responses are provided below:

- Men catch the fish and the women clean them (Figure 13, images 1 and 3).
- Journey for women is tougher and harder than that of men, men have it a lot easier (Figure 13, image 2).
- Lady is in the kitchen and men on the floor seem to be cleaning or painting (Figure 13, image 4).
- Seems like women do all the domestic work while guys do more physical work (Figure 13, image 4). Even in the picture below (Figure 13, image 3) it's the women doing the cleaning while the men do the physical hard labour. Ms. Perch mentioned there is that element of the assumption that men do the harder labour while women do the softer tasks. Whether that is true or not is a different thing.



Figure 13 Images used to discuss impressions of gender and gender roles

Additional discussion revolved around gender roles in fisheries in the Caribbean. Participants mentioned:

- “That [fishing] is usually a men field. The men usually participate as fishermen, you don’t usually have women as fishermen, at least for Barbados.”
- Perch said she intonated from the conversation that the situation is not that the women cannot go fishing but that rather, it is a case of the infrastructure not being there for women.
- “It’s a men thing they are not making accommodation for women, ‘cause I would go fishing too.”
- “I have been out a couple of times fishing, but nothing longer than a day. I agree that there is not a lot of accommodation to facilitate the females that go out fishing for long periods.”
- “Recently the FAO visited Barbados and they expected a certain standard on the boats, especially the longline boats, hence a lot started to retrofit their boats. We do have some women who started to go fishing. There is the case of a woman that even though she went out and she could have done the manual labour, the expectation was for her to operate as the cook on the vessel. The perception is still that women cannot handle the hard-manual work on the sea.”
- “In terms of privacy with respect to vessels, they do not offer privacy if you have women and men on board. There is also lack of privacy to the extent that there is a feeling that if it is that time [when women have their periods] then women bring a curse to the boat.”

Contributions shared by participants from other islands that help to contrast and compare on what is Caribbean-wide and what may be island-specific included:

- “In Jamaica you have mostly men that go to sea, they are very few women. Most of the boats are not equipped for women, it mostly caters to men.”
- In Guyana in terms of the ladies going on the boat to fish it’s taboo for women to go out.” Some people have religious beliefs as well. In Guyana there is a lot of family and gender issues. Ms. Perch mentioned this was an example of cultural barriers, family issues, as well as religious connotations.

At the end of this interactive session, Ms. Perch thanked everyone for their contributions and continued her presentation on gender. She spoke on how gender interacts with other aspects of life, how gender is also about power with regards to how people can access certain activities. She also spoke on the benefits of speaking about gender and gender analysis. Ms. Perch explained the use of the problem tree as a tool that can assist with acknowledging what needs to be worked on in the long term with respect to gender equality and mainstreaming. She wrapped up her presentation by summarising her main points with regards to what gender is, what it is not and how gender helps.

The remainder of the session was devoted to discussion and comments about gender issues in fisheries raised by participants. Outlined below are a few comments and questions (drawn from notes and the meeting recording) raised in particular by Ms. Vernel Nicholls, president BARNUFO, with responses from the CERMES project team.

- “For places that have cultural norms where gender and fisheries is concerned, how do you begin to address a situation where cultural norms exist as culture is not in a box; it’s basically the culture of the country? How do you start to address a situation of gender and fisheries and who would be the driver for that change? On the issue of data collected, especially with the CFPA⁴, is there anything that jumps out at you in all the different discussions and meetings that we would have had where gender and fisheries is a concern? Is there anything coming out of that data that can for example, be included in policy change in the fishing industry? Because even though we [fisherfolk] provide information we can’t really read the data ourselves. So if you researchers who are able to interpret the information given to you by us, is there anything you see that there is a need for any type of policy change or is it that you have to get that data back to us to find out from us if there is anything in it that we think there is a need for policy change in fisheries? And the last question is on adaptive capacity - the ability to adapt to the changes - who will help us with that adaptation? Is it training? What is it?.”

Ms. Perch in response noted that there were no easy answers. In terms of cultural norms, there is a dynamic between what is happening societally, but any industry creates a culture of its own, which is part of and linked to society but also can be very specific. It seems as if both factors are happening in fisheries. Part of this is because of tradition, because of practice, but also in some ways because of how the sector is structured. In terms of where you start, you have to start at multiple levels. In most countries, there is a division of gender affairs and if no gender policy exists, there is some programme of some type in place, so there is already something happening and there are also NGOs at work. This work on changing what is happening in the fisheries sector and those elements that might be specific to fisheries probably should start in the fisheries sector. It will not be easy, and it will be important to understand what these specific elements are.

When talking about gender, there is the assumption to say things are happening but it is also important to find out how this may be so. This understanding is important because sometimes when we look at the past, there are practical reasons (not always good ones) but they may be practical reasons why particular things happen at the time. Unfortunately, what happens is that those things

⁴ The CERMES-led Gender In Fisheries Team (GIFT) has been conducting gender research with the Central Fish Processors Association (CFPA) in Barbados since 2017. Research has been focused on livelihood analysis and collective action. The question on data collected, refers to this work.

do not change as circumstances change. For example, when thinking of cultural taboos, think about what is driving those taboos? Periods [women's monthlies] may be one of them but is there anything else? Rabani (Gajnabi) mentioned religious connotations; you may want to dig a little deeper to find out what are those religious connotations? Sometimes when we do this work and we start to understand knowledge, attitudes and behaviour, we realise that there are created elements where no one can remember why they were created, they just exist. There may be a point where no one can remember where a particular practice came from, why people have been doing it, and when nobody can justify why it is being done and why it continues. Sometimes even that exploration can be a good way of beginning to shift cultural norms. For those that are more stubborn you will need to figure out what is the best way to tackle them and determine if some of that work perhaps needs to be done along with society; what kind of support may be needed etc.

For example, one issue seems to be barriers to women going out in boats. In every case, women do not have to go out in boats, but it is an opportunity. It is an important element because boats in themselves are important assets that help people to 'weather storms' and to be able to do different things if there are challenges with fisheries. It gives persons adaptability, flexibility and different skills. So if this is something we believe an opportunity needs to be created, then we need to figure out how to deal with that. Outside of the infrastructure changes, work needs to be done with the people themselves in terms of the expectations on the boat for who does what, including that women may not necessarily be there to cook and to clean. These are just a couple of places where it would be important to start.

With respect to data collected, there have been elements of data collected and we are already reflecting that in the work of other projects. We need to come back to Central [CFPA] and discuss how to best use the value chain analysis and some of the problem trees that were developed in the training.⁵ All of this could be helpful for your work in terms of what you are doing but also your promotional and advocacy work. Some of it would be to figure out what other data are needed. Hopefully the StewardFish and SSF Gender projects would be able to help to amplify this because while we are collecting some of this data, a lot of it is qualitative and very limited; it cannot be used to over generalise. Data collection needs to be expanded to enable more conclusive arguments to be made and identify things that are broadly relevant to the sector as a whole, and others that may be very specific to some elements of the sector. For example, one of the things that is a happy coincidence is reflecting perhaps some of the experiences and some of the realities of the fisheries sector in water and wastewater use, and linking it to work with the Barbados Water Authority and UWI. In some ways, the research inputs that fisherfolk have provided have already helped us to make links to other activities and work.

Ms. Perch noted that with regard to adaptive capacity some of the work on socio-ecological resilience indicates that there are six areas that have to be addressed via research:

- Assets
- Learning - how do people learn, take that learning and use it so it is useful when something else happens; so that one is not constantly in the same cycle.
- Flexibility – the ability to be able to shift and move as necessary. Assets and learning help a lot with this.
- Socio-cognitive - understanding what is the risk and being able to take action when one recognises it is a risk. For example, in Barbados we often talk about why we wait until a storm is coming for somebody to want to jump up on a roof [to prepare for the event]. That is the cognitive. You knew that the roof needed fixing so why are

⁵ Training workshop on Gender Mainstreaming, July 2019, hosted by UWI-CERMES. A three-day workshop to build capacity of GIFT, Friends of GIFT and others utilizing gender approaches and tools to understand how gender influences or can influence access to resources, resource use and sustainability. A few of the fisherfolk leaders participating in the gender "Meet & Greet" participated in the training.

you waiting until the wind starts? This is about how we make sure that we do that stuff early and not create other problems.

- Social organization – this is where BARNUFO, CNFO, fisheries processors etc. become very important because some persons cannot do things on their own. They need to be able to act collectively, they need to share the risk collectively. Social organisation becomes a very important element for raising the profile and raising voices on an issue.
- Agency - the ability to do something when all of those elements are in play, and to be able to take definitive action and demand resources.

In looking at adaptive capacity and where to start, Ms. Perch indicated this might be different in Barbados compared to St. Vincent, Jamaica or Guyana. Even within Barbados, maybe the issues Central [CFPA] has may be different from Bridgetown or Bridgetown might be different from what is important for BARNUFO. Therefore, it is important to figure out which elements are most important for your context.

She noted that in the Caribbean there is social organisation and learning, but there are efforts to improve socio-cognitive elements in terms of the perception of risk. More attention needs to be paid to agency, assets and flexibility. Training in asset building, capacity-building on flexibility and agency, and where some of that can happen whether is at the policy level, whether it is access to resources (financial resources) then that could be the starting point. Some of 'that' would be training and some would be investment in building infrastructure to support socially and economically the things that need to be done.

Dr. Soares thanked Ms. Perch for her intervention and asked participants if there were any other questions or comments. With no additional comments, Dr. Soares thanked everyone for their time and commitment to participate in the session. She specially thanked project partners for their support, Ms. Perch for her guest lecture and the in-country coordinator, for her assistance in organising the session. She shared that the StewardFish gender analysis should begin towards the end of October, for which she hoped some participants would be involved. She also mentioned there would be other upcoming "Meet and Greet" sessions for St. Vincent, Jamaica and Guyana.

At the end of the session participants expressed their thanks to CERMES for arranging the "Meet and Greet" stating that it was "good stuff" and "a good dialogue that is beginning to deal with the gender issues in order to improve the industry."

8.8 Appendix 8: Gender “Meet & Greet” St. Vincent and the Grenadines report

The following report was prepared by Ms. Clonesha Romeo, In-country gender analysis coordinator, St. Vincent and the Grenadines.

Ms. Maria Pena, UWI-CERMES, provided an overview of the StewardFish project and the importance of gender analysis within the project and the fisheries sector. The overview emphasised the relationship between men and women, access to resources, influences, participation, and role in decision-making within fisheries, as well as the gender-based challenges faced by fisherfolk.

The SSF Gender project was briefly outlined by Dr. Lisa Soares, UWI-CERMES, on implementing gender aspects within the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries guidelines in the Context of Food Security and Poverty Eradication (SSF Guidelines) as well as the Caribbean Community Common Fisheries Policy (CCCFP) SSF Protocol. The project has two components: *Communicating with policy makers and policy advisors*, and *Mainstreaming gender equality informed by gender analysis*. These components are in relation to Sustainable Development Goals 5 and 14 (SDG 5 and SDG 14).

Ms. Leisa Perch, Gender and Environment Consultant, dealt with gender analysis within fisheries and began with stereotypical images of gender roles in the fisheries industry. The images allowed fisherfolk leaders a chance to discuss gender roles and social norms in relation to gender in the fisheries industry. The following are some perspectives from the participants on the images shown.

- “Gender roles in the home often showcase women in the kitchen and men conducting strenuous work. However, gender roles can be reversed with men preparing meals and women doing physically challenging work around the home” (see Figure 14; image 4).
- “There are many obstacles that hinder the development of women in the fishing industry compared to their male counterparts.” The image review illustrated fewer challenging obstacles the man had to overcome while the female task seems almost impossible (see Figure 14; image 2).
- Another participant highlighted “the influence of gender bias in the compilation of the images for review as most depicted women facing more challenges within the fishing industry.” On the other hand, “the men are depicted as having assistance with the workload or having less challenges” (Figure 14; for example images 1 and 2). As such, the participant indicated that the images had to be compiled by a female. To counteract, a participant explained that “sometimes the bar is lowered to accommodate females making tasks less difficult.”
- “Women can be the breadwinners in the home and even control the fisheries economy.” The participant also indicated that gender roles can also be shared in the home (Figure 14; image 4).
- “There is unity among the men as the photo illustrated two men carrying one bag” (Figure 14; image 1).



Understanding Gender (1)

- Cartoons sourced from internet with relevant copyrights maintained.
- Photos: Top Left (R.Forde) and Bottom Right (M.Pena)

Figure 14 Images used to discuss impressions of gender and gender roles

Participants noted that women are interested in working within the fishing industry but sometimes are put down due to their gender. This was exemplified when a participant shared an experience of considering a woman for a job at the fish market but management expressed that the job should be filled by a male.

Others noted that there has been a transition of women roles from the household to be more active in the fishing industry over the years. Today, women have a prominent role in the industry in contributing to its growth. While some women may not physically participate in harvesting at sea, there are women who own fishing boats and hire males to conduct the harvesting.

The session continued with an introduction to the problem tree tool for gender analysis. Problem trees were used to illustrate problems faced within the fishing industry such as sargassum seaweed, gender-based violence, and fish kills to assist fisherfolk in identifying issues within their organisations and the fisheries sector and to better define root causes, drivers and consequences. Such an approach can also help to alleviate issues at their core instead of focusing largely on short-term solutions.

Discussion points following Ms. Perch's session are listed below:

- The St. Vincent and the Grenadines National Fisherfolk Organisation president, Mr. Winsbert Harry, indicated that the harvesting of fish is dominated by males as it is a strenuous task and females are found during post-harvest at the market selling the fish.
- He noted that additionally, at the administrative level, females usually hold the position of secretary while men occupy more authoritative/decision-making positions/roles. The president suggested sessions like these should be separate for men and women to ensure the views of both as a group and to compile perceptions and information provided by each. Mr. Harry indicated that in recent years within the country, females are occupying management positions and noted that this change can filter down into the fisherfolk

organisations as well. This is already seen in the Fish Vendor Cooperative, a female-dominated organisation.

- Mr. Ashwa Stewart, Secretary of the FAD Cooperative, stated that gender roles at the administrative level and even in the fisheries industry is based on society and culture. Females were not geared towards leadership as in the case for males. Mr. Stewart suggested that outreach programs would assist in bridging the gap on gender biases in the industry.
- Mr. Andre Liverpool, President of the Goodwill Fishermen's Cooperative, encouraged youth and women to be more involved in the fisheries industry as this would contribute to women and youth in leadership positions. "The inclusion of youth tightens the ICT gap that the older generation may not be familiar with."

8.9 Appendix 9: Gender “Meet & Greet” Jamaica report

The following report was prepared by Ms. Shellene Berry, In-country gender analysis coordinator, Jamaica.

On 22 September 2020 at 7:00 pm EST, over thirty-three participants attended the scheduled Zoom for Jamaica. Fisherfolk leaders from various fishing communities across the island and other Caribbean countries came out in their numbers to participate in the event. Of the Jamaica fisherfolk leaders, nine were males and seven females.

Ms. Maria Pena, UWI-CERMES, chaired the meeting and invited fisherfolk leaders to introduce themselves and their organisation, after which she gave an overview of the aim and objectives of the gender “Meet and Greet” session. Ms. Pena did a poll on leadership (see section 3.2). A brief overview of StewardFish and Component 1 with its gender-focused activities for which the UWI-CERMES is responsible was also highlighted. For the purpose of the “Meet and Greet” session, the importance of gender analysis was highlighted and its importance to the project.

Dr. Lisa Soares, UWI-CERMES, gave a brief introduction to the SSF Gender project. In her discussion she highlighted two components of the project and spoke of the SSF Policy Champions, two of whom are Jamaican. The role of the SSF Policy Champion is to share key messages about the SSF Guidelines including the importance of gender mainstreaming and to raise awareness about it.

Ms. Leisa Perch began her discussion on gender by providing participants with an understanding of gender and explanation of how it is different from sex. In understanding the subject of gender from the lens of four images, Ms. Perch asked the participants to look at the images and to say what they observed. Participants through an interactive session viewed and provided their interpretation of the pictures (particularly for image 2, Figure 15) as well as comments on how they related to the fishing industry. Some of these perspectives are represented below:

- “Female seems to have more challenges than males, while the male had easier access to completing a task. There is difference in access in getting to the finish line. It is not a level playing field” (Figure 15, image 2).
- “It does not matter who you are, there should be equality in gender roles. If a man could get the job done, so could a woman.”
- “There is stereotyping of gender roles, some photos show a dominance of a specific role.”
- “It’s a bit extreme, as it shows so many obstacles for the female in winning the race. There is no way she could complete the race” (Figure 15, image 2).
- “There is an alligator in the path of the female which would prevent her from reaching where she wanted to go. You have jobs that a man can do that a woman can also do, but there are always obstacles in the way” (Figure 15, image 2).
- “There is belief that gender roles have changed over time as there is now a mixture of roles in the fishing industry.”
- “Some men felt better working alongside another male counterpart while other will work with a woman. It really results in who is more willing to do the work” (Figure 15, image 1).
- “There are more obstacles in the way for a woman than it is for a man” (Figure 15, image 2).
- “Women are more serious about the fishing industry as a business than are men. There is nothing wrong if a woman spearheads the fishing industry. It’s good to have the women around so that they can be an example to the men” (Figure 15, image 3).
- “Support is given to women in taking on a challenge” (Figure 15 **Error! Reference source not found.**, image 2).
- “Don’t choose a hard job and give it to the woman. A woman cannot be underestimated.”
- “Images are stereotypical; things have changed somewhat because on the beach, both men and women are involved in the same type of roles.”

- “Some men feel more comfortable working with other men, while others feel more comfortable with a female helping him to carry the load” (Figure 15Error! Reference source not found., image 1).
- “Some females like the dirty work, so it all depends.”

Ms. Perch then continued her discussion on gender by noting that the core expectations are still there, and it is important that cultures can be shaped in different ways. Gender intersects with other issues. Gender can be shaped by age, geography, ethnicity, education, class and incomes. Therefore, it is important to understand that sometimes people might have a little power but a lot of influence and vice-versa. It is important to understand what this means in reaction to our ecosystems.

With respect to why gender is relevant to fisheries, she noted it is an important lens and asked participants to think of it as a spotlight that helps you to look where you may not have looked before and to bring new ideas to the surface. Using an example of gender analysis recently conducted in Barbados, Ms. Perch mentioned that it helped persons to understand the nodes of the flyingfish sector, the differences happening within and between those nodes. It provided an understanding of what may be changing in the support segment, and highlighted that women are becoming more active in the selling of some supplies that may be key to the fishing effort.



Figure 15 Images used to discuss impressions of gender and gender roles

At the level of harvest, men still generally go out to fish but there are a couple of women going out on the boat. In processing, this segment is still largely female, but this is also changing with young and other men becoming involved; perhaps because of changing ways in managing income flows. Within the marketing and consumer segments, where women and men often play different roles, the tendency is to see an important role for women particularly at the level of the household, as tourists, at the fish fry and even as institutional users.

Ms. Perch noted that it is important to think broadly about gender roles and think where women and men are. She said she believed this type of analysis would be useful for work that is being

undertaken by StewardFish and SSF Gender as an interesting pictorial way of looking at the dynamics as they exist.

Ms. Perch's discussion continued with emphasis on understanding how men and women are experiencing fisheries themselves - what are the things they are seeing and thinking about; understand which roles are habit, culture or culture-shaped and driven by gender notions (e.g. who can do what?). During the discussion she referred to work done in Trinidad and Tobago, Guyana and Suriname, looking at perspectives of men and women in the shrimp and groundfish fisheries sector.

Within the discussion Ms. Perch continued to explain to participants that it is important to understand why language such as 'hard labour' and 'soft labour' are used because these are nuanced cultural terms. Such language is also reflected in other areas such as 'hard skills' and 'soft skills'. She explained that what it comes down to is that 'hard labour' is respected and valued, and 'soft labour' is not. Words such as 'help' are also used frequently. Rather than seeing women as being employed and actively engaged, words like 'help' are often used. She asked persons to think about what this implies in terms of how roles are valued. Ms. Perch went on to emphasise that it is important to hear those voices and understand what is being said. One of the most important things in gender analysis is the 'why.' Thinking about how other things in society also affect the fisheries sector is important. Impacts from COVID-19 and issues of domestic violence for example, are issues that are influencing individuals, their roles, time devoted to activities etc.

Ms. Perch went on to state that there are barriers within the industry. A tool that is often used to identify these barriers is the problem tree. A problem tree was looked at to understand its use in gender analysis for getting a better understanding of underlying problems. The root of the tree represents the root problems; these are what the real problems are. The trunk is synonymous with enabling conditions, it allows things to persist, while the leaves are where most people tend to focus - on what is most visible.

In another interactive session, Ms. Perch asked the participants to think of some of the problems they had as leaders and share how they had dealt with them. The following was expressed by the fisherfolk leaders:

- "There are times, when a woman would want to go to sea to assist the men but often they are decried for wanting this. It would be great if more women were involved in the industry especially when it came on to taking them to sea. Most would be timid but if given a chance to go, they would do well. Sometimes their male partners are not well enough to go and if the women had the experience at sea then it would be easy for them to manage the family business while their partners got to rest."
- "A man may think of a leadership role in a certain way but so do women."
- "At the Greenwich Town fishing beach it is customary for couples to work together. The fishing business is seen as a family affair. The men go to sea while the women sell the product when it is landed. Men see women benefitting more economically from the industry as they tend to be the ones who make the most money. It is not so much about changing but both men and women need to complement each other and work together as a team within the fishing industry. This would give them more time to spend together to take care of the family. As times get harder women take up both roles as fathers and mothers. Society often associates women with being single mothers who are breadwinners but there are also men who are single fathers who are the breadwinners."
- "Most female vendors are centralised and organised. The female knows how to save the money and how to invest it better than the male."
- "Women are also more educated than the men."
- "Women play a great role in the blue economy."
- "Women prepare, package and sell the seafoods while the men catch and take their rest."

A relevant point from a participant from Guyana (in the Jamaica “Meet & Greet”) is shared below to highlight the value of sharing experiences for building a Caribbean profile on gender and fisheries as well as leadership in this context.

- “Some communities want the females to go to sea. In Guyana females do not want to take part in harvesting, they feel better doing the vending. The men don’t want the females to go to sea as they see it has high risk. In the fisherfolk organisations in Guyana, no females are in the management team. Some men won’t be comfortable with their wives holding a position in a high post, so the women refuse to take up the leadership opportunity. It’s important to note that the box that limits men, also limits women. Each person should be given a chance. Never say that the person cannot do it but there should be capacity training.”

Dr. Soares wrapped up the session by advising participants of next steps. She told participants that they would be contacted by the in-country coordinator about the initiation of the StewardFish gender analysis in late October 2020, and advised that the aim will be on leadership. Potential youth leaders were encouraged to also participate. She thanked the participants for attending the session. The session came to a close around 8:45 pm EST.

8.10 Appendix 10: Gender “Meet & Greet” Guyana report

The following report was prepared by Mr. Rabani Gajnabi, In-country gender analysis coordinator, Guyana.

All participants who attended the meeting were on time and were able to follow housekeeping procedures. The meeting was called to order by Ms. Maria Pena, UWI-CERMES and everyone was welcomed to the Gender “Meet and Greet” session. Participants were asked to introduce themselves, indicating the fisherfolk organisation with which they were associated. Participants were involved in a simple survey on leadership and the results were shared with them (see section 3.2).

Ms. Pena described the objectives of the session to the participants and explained that the purpose of the gender analysis activity being implemented under StewardFish was to identify gaps in leadership among men, women and youth in fisherfolk organisations, address these gaps by building leadership capacity for improved decision-making and sustainable fisheries. Dr. Soares introduced the SSF Gender project and its outputs.

Ms. Leisa Perch was introduced and her presentation was based on defining gender and discussing the role gender plays in the work place, family and organisations. Pictographic presentations were put to the participants to give their views. Contributions were not as forthcoming as might have been expected but some are provided below.

- With respect to image 4 (Figure 16) the woman is cooking and guys are cleaning the house and the fish. “This reminds me when I visited a fishing community in Belize. [There is one particular] lady that dresses in male clothing. When she was young, she wanted to wear a pants but her mother would not allow it because of cultural reasons. Her father however stepped in and said she should wear a pants when going fishing with him.” Ms. Perch noted that this was a good comment and perspective as clothing also highlights or defines gender roles.
- Mr. Pamashwar Jainarine spoke about the picture that showed the woman who had lots of hurdles in her way while the man had almost a free passage (Image 2; Figure 16). “There is a race and the lady has so many obstacles to cover before she can reach the end of the race. At a previous meeting [Gender “Meet & Greet”] I thought that she was racing the man and he had fewer obstacles on his part, but because he is looking at her, it could be interpreted that he is encouraging her. So women may feel that there are obstacles in women leadership in FFOs, but with encouragement they can go ahead.”
- Mr. Sewdat Persaud referred to both pictures 2 and 3 (Figure 16). “In image 2 to achieve the objective, there is a lot of obstacles to overcome. When compared to the situation in the aquaculture sector very few women are in the business. In the association itself there are two women in the group. At the committee level we always encourage them to overcome them [obstacles]. Right now we are working with one to join the executive body of the group. Despite the hurdles we have to encourage women to be in the forefront and build capacity and get into leadership.”
- Ms. Renita Joseph spoke on the picture where there were only men on the fishing vessels (Image 1; Figure 16) and the women in fish processing (Image 3; Figure 16). Image 1 is typical. “I have read that in fish processing 80% of women are involved in this area. My processing set up does not reflect this though.” Ms. Perch noted this is one of the dynamics often seen when research is conducted across the fisheries value chain – more women involved in processing. Ms. Pena gave a bit of the background to the photo and noted that it was a female-led, all female postharvest fisherfolk organisation in Barbados. She asked if there was a similar organisation in Guyana, but one participant indicated she didn’t think this was the situation in Guyana.

Understanding Gender (1)

- Cartoons sourced from internet with relevant copyrights maintained.
- Photos: Top Left (D.Maison) and Bottom Right (M.Pena)



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Figure 16 Images used to discuss impressions of gender and gender roles

In her presentation on why gender is important to fisheries, Ms. Perch said the best answers to that come from work with fisherfolk. Important critically is how it makes some of the things that are invisible, visible. She used a visualization of gender roles across the value chain in the flyingfish fishery in Barbados (Figure 17) to explain that qualitative data like these give a sense of what is happening across the sector and assist in determining where there are opportunities to open the doors to men and women in different areas. She said she hoped that under the StewardFish and SSF Gender projects, other countries could develop similar visualizations at the community or country level. It can be used as a monitoring tool to track how roles are changing over time. Interactive participatory tools like this are **important** to gender analysis.

Ms. Perch noted that it was also important to hear from fisherfolk about the differences in how men and women experience the fisheries sector. She highlighted examples from work done by UWI-CERMES on the Shrimp and Groundfish value chains in Trinidad and Tobago, Guyana and Suriname. She noted that sometimes not only men are resistant to change, but it is the women who think boats are not equipped, it is risky, the work is physical and hard. She was keen to emphasize that people should pay attention to when persons say men typically do the hard labour and women are mostly helping. Helping suggests the role is not very formal or valued and they may be no income linked to it. She asked participants to think about what this means in terms of the ability to engage and influence, make change and be part of the change. She mentioned to participants that women seem to taking on more active roles as boat owners, etc. and noted that how this translates or whether it translates into decision-making and leadership at the management level is important to understand. In different countries and communities, this is a shifting dynamic.

Touching on domestic violence as a societal challenge Ms. Perch said this must be considered when examining gender in fisheries. How this could affect and play a role in terms of some of the dynamics that may or could occur in the fisheries sector particularly as tensions rise and incomes become constrained is an important consideration. Issues of safety on the boat are also issues of safety on land.



Figure 17

Visualization of occupations by gender (columns) along the Barbados fisheries value chain (top row) orange = females, yellow = males, green = equal, red = do not know/unclear/uncertain

During the other interactive session on the problem tree – a simple tool for examining a problem and its key fundamental and persistent issues and its symptoms – Ms. Perch asked participants to think in terms of leadership and asked them what they thought StewardFish needs to consider in terms of root causes to make some headway in leadership. Participants shared various issues faced in Guyana fisheries.

Some suggested that piracy (stealing fish and boat engines) must be mentioned since Guyanese fishermen are affected by that regularly.

Climate change and weather patterns such as El Niño and La Niña were raised. In the aquaculture sector over the years climate change has had significant negative impacts. There has been a steep rise in the salinity of the water, which affects production. Changes in ocean currents brings muddy water into aquaculture farms, which causes the decrease in larval survival, which contributes to low production. In response to this contribution, Ms Perch said the ecological changes and ability of the ecosystem to adapt is an enabling condition, which puts pressure on the system and the type of leadership needed to navigate the challenges.

Another participant mentioned that fisherfolk need subsidies to help them through the pandemic. Terrence Phillips, FAO, stated that this is where strong fisherfolk organisations are needed. The organisation could be providing assistance to its members and advocating for social protection programs that are required. He suggested that perhaps this may be where women should be part of these arrangements. He queried for consideration whether there is any room in organisations in terms of their internal policies to make the adjustments to accommodate women and achieve these outcomes. Ms. Perch added that this point provided insight in to some of the structural issues and its link to leadership.

Another participant mentioned that one of the main problems due to COVID is the current drastic reduction in the price of fish. “It has shown how we have become dependent on the importers and the vendors. The majority of our fish is geared towards the export market. As the export prices fell, we found that the local market took up the slack. They are purchasing more and paying better prices. We now look to them as our main source of market. Now we are trying to please them to get more of them involved in purchasing from us. They now feel good about the new role they are playing now. We used to restrict them from the amount they could purchase. They used to be restricted to 50 to 100lbs but now they are taking 300-400 lbs and are paying nearly twice the price of exporters.” Ms. Perch mentioned this example highlights the need to make sure that the market is not too reliant on any one side for added flexibility.

Commenting on this issues, Mr. Phillips added that in terms of the value chain, the export side was the dominant side and when the chain became disrupted due to COVID, there was a re-arrangement in the chain and the fishers went back to the domestic side. He noted this example highlights the sort of dynamics in the value chain. Mr. Phillips further noted, “There are lessons to be learned by the fishers from this experience and recognising that in the future they should pay some attention to the local market and not just wait until when COVID is over and just push the local market away.” Ms. Perch added that the issue touches on elements of sustainable and unsustainable production and consumption linked to markets.

As food for thought, Mr. Phillips added that now that fisherfolk in Guyana seem to be focused on the local market, they should pay attention to value added in the local market. He provided the example of fishers in some countries who are now getting fish to consumers by online marketing. He told participants, “There is opportunity in the COVID disruption, but it requires innovation in local marketing.

Participants in Region 2 (Essequibo) raised the issue of oil and gas production and resulting pollution and the effects on the ecosystem and fisheries.

During the wrap-up, participants were called upon to share their views on various aspects of the presentation. Some shared their views while others were shy, especially the women.

The meeting came to an end around 9:30pm AST.

Subsequent to the meeting, participants expressed to the in-country coordinator how valuable the meeting was for them and indicated their willingness to be a part of future meetings of this nature.

8.11 Appendix 11: Session evaluation notes

Blue italicized text represents responses of core evaluation group members to any questions or comments posed internally.

Evaluation of country-specific Gender “Meet & Greet” sessions

Meet & Greet session	Feedback
<p>Barbados</p>	<p>In-country coordinator</p> <ul style="list-style-type: none"> • The session went well. • She did not contribute to discussion during the session as she was unsure whether she could participate. <i>CERMES project managers: contributions from all in-country coordinators is welcome, especially on occasions when people are not engaging, in-country coordinators are valuable.</i> Let the other in-country coordinators know they can discuss and engage with participants. • The presenters were very knowledgeable of their theme. • The presenters connected well with the participants. • Participants were initially slow to engage however once they got into the discussion it became quite lively. • Appreciative of the fact that it was stated that participation was not limited to the Barbados fisherfolk leaders. • Presentations were lively as opposed to boring and easy to follow (not dense) • Most participants were on time unlike when in person meetings • Follow-up: A participant called after the session to indicate that he was satisfied with the session and is willing to be interviewed. This willingness to be interviewed was shared up-front by 2 other participants. <p>Gender consultant</p> <ul style="list-style-type: none"> • Overall a good session with impressive participation in terms of numbers of people engaged. • Innovative model for stakeholder engagement that should be documented. <p>FAO</p> <ul style="list-style-type: none"> • The use of social media in the promotion and meet and greet sessions in preparation for gender analysis seems quite innovative. I am hoping that this will all be documented in the report. Will you be assessing its impact in creating awareness and getting participation in the field work? <i>CERMES project managers: all innovative practices and process will be documented. The intent is to assess impact.</i> • Save for the delay in start time and some Zoom glitches, the session went well, was informative and fairly interactive. <p>CNFO</p> <ul style="list-style-type: none"> • Six persons from CNFO including myself (Nadine Nembhard) joined the session. These persons attended of their free will and interest. I just shared the information on different media. After the meeting one from Grenada messaged and said it was very interesting and is very eager to join again the next session for St. Vincent and the Grenadines. • Thanks for having open meetings. It helps us, the CNFO, also do our work like all partners to raise awareness on StewardFish.

Meet & Greet session	Feedback
	<p>CERMES project managers</p> <ul style="list-style-type: none"> • Overall quite a successful online event given the number of participants. Good reflection of the efforts of Bertha (in-country coordinator) in reaching out to fisherfolk leaders and encouraging their participation. Also reflective of the advertising efforts of Nadine (CNFO). • Having fisherfolk leaders from other countries besides Barbados, participate in the session, was generally valuable and indicates interest from CNFO members about gender. Good starting point since originally fisherfolk leaders from non-target countries felt isolated that the focus was only on a four Caribbean countries. • In terms of language used in gender intro section, high level concepts (e.g. Agency, Mainstreaming) need to be broken down a bit more and need to be relatable to the target group. <i>Gender consultant: agreed but it is also important for them to understand this language. While you want them to be comfortable, the problem is that when they attend meetings where they are expected to contribute and influence, people are using these terms that they do not understand. In addition, it is not necessarily that they (target groups such as fisherfolk) do not understand the terms – they may call it something else but they understand very well what it is. There must be a careful balance not to be talking down too much too people. An effort will be made to break terms down a bit more.</i> • During the discussion of the problem trees, would it be possible to have participants imagine the topic is leadership? <i>Gender consultant: of course. Discussion can be focused on leadership.</i>
<p>St. Vincent and the Grenadines</p>	<p>In-country coordinator</p> <ul style="list-style-type: none"> • Good session and tremendous turnout. • The participant introduction session was long due to number of participants but is necessary as meeting the fisherfolk leaders is part of the aim for these sessions. <i>CERMES project managers: this is really hard to balance. When planning the sessions the time devoted for participant introductions was considered as it is generally time consuming and the sessions are time limited due to the online mode of delivery. Since the CERMES project team has not worked with fisherfolk in St. Vincent and the Grenadines it is good to know who is who. The introductions are good for determining possible persons who would be good sources of information for the data collection phase. We may have to advise the other sessions that the duration is likely to be an hour and a half to accommodate introductions. A general blanket introduction for the CERMES project team, FAO and project partners could save some time.</i> <p><i>Gender consultant: Without the introductions we would not have the sense of which are the new fisherfolk organisations versus the old ones.</i></p> <ul style="list-style-type: none"> • The fisherfolk leaders subsequent to the session indicated they had a better understanding of how to incorporate gender into the fisheries industry. The way in which Leisa, went about explaining the integration and not segregation based on gender reached the point. <p>Gender consultant</p> <ul style="list-style-type: none"> • I was blown away by the participation. The model for involving fisherfolk in a gender session was impressive. We need to find out

Meet & Greet session	Feedback
	<p>what Clonseha [in-country-coordinator] did. The participants talked with substance. It was 8pm at night, a massive amount of men [in attendance]. Some dropped out [due to technical issues] but rejoined and stayed until the end. This shows they are willing to engage and that not all men get their backs up and resist gender.</p> <ul style="list-style-type: none"> • There is a need to unpack what Clonesha did and have a conversation with all in-country coordinators at the end to understand what they did differently. What was useful about the St. Vincent and Grenadines context that got all these guys online and to stay online? The situation is unique where about 90% of men were actively engaged in the issues. There is a lesson to be learned. This is not to say that men shouldn't be credited but this is an opportunity to learn about how we do stakeholder engagement. • Documenting the process will be good for documenting and helping to influence good practice. • The photos continued to work well. • In the interactive problem tree session, fisherfolk leaders did not underplay leadership. They got to the fine points right away (e.g. how come women are always the secretaries in organisations?). This shows there are men out there who are conscious, can evolve and need some encouragement. There was a lot that came out in the conversation. They went to the structural issues more than the practical – shows people are thinking critically. This group needs more encouragement than information. They seem to be open to the issues, and able to reflect. <i>CERMES project managers: the incorporation of leadership issues during this session worked well to generate discussion.</i> • Contemplating using only one of the problem trees for demonstration to provide more time for the interactive problem tree session. • Reiterating the need to document this “Meet & Greet” idea, linking in the value of having coordinators. I really think this is a model to implement – doesn't cost much. <p>FAO</p> <ul style="list-style-type: none"> • Just some “off the cuff” comments/feedback. It was a well-attended and interactive meeting. You may need to cut down on the time for introductions or increase on the time for the overall Zoom meeting. <i>CERMES project managers: Introductions can be quite time-consuming as there are delays in unmuting and some more lengthier introductions than others. We will advise participants in Jamaica and Guyana know that the session is likely to be an hour and half. The introductions are important for recognising certain folks and for giving people a few seconds in the "spotlight". Perhaps, Lisa or I could just do a general group introduction of the CERMES team, partners and FAO in attendance. That would reduce on a few individual introductions.</i> • Compared to the Barbados meeting, there seemed to be more men than women in attendance. Is it that there are more men involved along the value chain, or that we need to seek to better engage with the women in the chain? <i>CERMES project managers: Yes, there definitely were more men than women at the St. Vincent and the Grenadines gender “Meet & Greet” show. I get the impression from the leadership profile and from what was said last night, that the value chain seems to be more dominated by men but it is something worth investigating. Clonesha [in-country coordinator] can bear this in</i>

Meet & Greet session	Feedback
	<p><i>mind for the gender analysis. I believe she did her best to contact our target of women, men and youth. All country-coordinators were asked to keep a certain ratio men and women in mind.</i></p> <p>Based on participation in the two sessions so far, the CNFO seems to be engaged in the gender analysis activity (in keeping with their LoA arrangement). <i>CERMES project managers: Nadine [CNFO] is really doing a good job in advertising the sessions and has provided feedback for both sessions held so far. She has been very engaged and it is good to see that CNFO Board members are participating regularly.</i></p> <ul style="list-style-type: none"> • Some of the discussion seemed to be validating the information regarding the role of women as in the [Leadership] Fishers profile and ICT in Governance reports. • The session also highlighted the need for the [CNFO] leadership institute, with some of the participants from the leadership institute sessions in attendance at the gender analysis meet and greets. It's good to be make the links with other components of the project. <i>CERMES project managers: Agreed regarding the highlighting the linkages between the project components.</i> <p>CNFO</p> <ul style="list-style-type: none"> • Not sure who all came from CNFO ads but I can note that besides Barbados and St. Vincent and the Grenadines, were Adrian LaRoda (Bahamas), Luis Acosta (Grenada), Garry Gore (Antigua and Barbuda) and Glennevans Clarke (Turks and Caicos). That persons like Gary and Luis joined again means that they found session 1 [Barbados “Meet & Greet”] to be interesting and joined again maybe thirsty for some more good stuff. <i>CERMES project managers: The participation from CNFO has been so encouraging. And yes, the repeats really mean that people are interested in learning about this type of information.</i> • Polling is good and I see they enjoyed analysing the pictures. I will use that feature in the future. <i>CERMES project managers: The picture impressions exercise is always a winner!</i> • The in-country [coordinators] did great with invites. <i>CERMES project managers: Agreed. These in-country coordinators are working really hard and doing a great job. Participation numbers are indicative of this.</i> • Were the policy champions invited to participate in these sessions? They should be a part of if they are available and can join. <i>CERMES project managers: No they weren't. But I am flagging this for Lisa. She also would like to invite three consultants working with her on the SSF Gender project to the two remaining sessions.</i> • Good job, 35 is amazing and from this experience not a bad number for online with interaction the way the team handles the call, it works well. <i>CERMES project managers: I am really thrilled by the participation numbers. I am usually cognizant of time and not running over too much so we try to stick to our schedule.</i> <p>CERMES project managers</p> <ul style="list-style-type: none"> • We are extremely pleased with the apparent effectiveness of these sessions at engaging fisherfolk leaders. • These events could prove valuable during the data collection phase as fisherfolk leaders will be familiar not only with the purpose for conducting the gender analysis but also with the in-country coordinators with whom they will be working.

Meet & Greet session	Feedback
	<ul style="list-style-type: none"> On completion of the gender analysis, we would like to hold validation sessions with the fisherfolk leaders.
Jamaica	<p>In-country coordinator</p> <ul style="list-style-type: none"> Session went well apart from the background noises and disturbances that could be attributed to the fact that it was the first time persons were using Zoom; for some it was their first online meeting so they would not have remembered [turning off and on] the mic and cameras. They must be commended their efforts. They tried to participate as much as possible. <i>CERMES project managers: it truly was a great effort on the part of the participants.</i> Lots of communication is taking place within the WhatsApp group created [to assist with organisation of the session] – best practices, ideas etc. are shared. When conducting the Zoom training, some people who had previously been introduced to Zoom, just came on to meet more persons and would stay for long periods just to share ideas. <i>CERMES project managers: this deserves to be documented.</i> <p>Gender consultant</p> <ul style="list-style-type: none"> Went quite well. The St. Vincent session had already blown me away but Jamaica was interesting as to the level of the conversation and the details provided. Marlon [Gayle] in particular understood the issues and explained them well. A video with Marlon should be considered. He was really good at breaking things down. The sessions are good when you can identify those kinds of persons who have that kind of passion and clarity. I think we have identified one or two people per “Meet and Greet” who have that passion and clarity. They could be helpful in keeping the momentum going and mobilising some good social capital for what you intend to do [regarding the gender analysis]. It was not obvious that this was the first time participants used Zoom. I feel though that you should all take a bow. The energy in the room also makes for a good event and the excellent mobilisation, helps. We have learned some lessons on that front – small ones from what I can see. But overall, great job everyone particularly, Shellene and Nadine. I am pushing Maria and Lisa to write up this model – am happy to support – I think it’s a great way to introduce the topic and lay a good foundation. I think after the last one we can also think of some important practice and model lessons to document and how this could inform the next steps as Terrence [Phillips] suggests. I agree with him that the Jamaica and St. Vincent meeting have so much momentum, it would be interesting to think about how to keep it going beyond the projects per se. And yes, there is a need to emphasize the value-chain focus. Overall though, I thought it went well and it would be good to prepare for Guyana. Will try to update some of the pics for the Guyana one, given some of the work we did recently. <p>FAO</p> <ul style="list-style-type: none"> There was a reduction in the introduction time, though time taken overall for each session has been averaging close to an hour and a half, so it may be good to indicate so for Guyana? <i>CERMES project managers: Yes, good point Terrence. I will advise Rabani, the in-country gender analysis coordinator.</i>

Meet & Greet session	Feedback
	<ul style="list-style-type: none"> • The session was well attended, with quite a few returnees. <i>CERMES project managers: I continue to be pleasantly surprised by the returnees. Our content doesn't change but I believe fisherfolk leaders are very interested in hearing what other leaders in other countries have to say.</i> • There were some technical challenges, but the session was quite interactive. <i>CERMES project managers: Yes! I think I must have let one person in about 10 times during the session. He kept dropping out and returning. Another lady had a bit of trouble too. Must have been their connection. Most were using data as well.</i> • Maybe for the final session - Guyana, you could put up a slide with the session title and some ground rules/advice that will be seen on joining/logging in, such as muting and unmuting of mics, use of cameras, raising hands re: comments, questions, etc. <i>CERMES project managers: I usually make these announcements at the start but I believe people are trying to get acquainted with the technology and meeting platform so it's all a bit of learning.</i> • The session seemed to be signaling the start/continuation of an interesting conversation among men and women about gender in the SSF in Jamaica. Folk seemed quite comfortable stating their opinions. <i>CERMES project managers: Very good discussion and points raised throughout the session!</i> • To what extent is Glaston Whyte and JFCU (and its members) aware of/involved in the preparations for and conducting of the gender analysis exercise in Jamaica? <i>CERMES project managers: I have to verify this with Shellene [in-country coordinator]. She is very organised and managed to invite many FFO leaders but Nadine [CNFO] mentioned last night that Glaston was not aware of the session. I don't know if this was an oversight on Shellene's part. To be honest, I did not check to make sure the NFO had been included and Nadine said she didn't reach out to him since she assumed he would have been on the participants list. We will fix.</i> • Is it clear to the country organizers that the gender analysis will be done along the value chain? <i>CERMES project managers: The focus of the analysis is FFO leaders who have different roles along the value chain so I believe this would be understood but we will make it clearer.</i> <p>CNFO</p> <ul style="list-style-type: none"> • Enjoyed the arrangement for the gender analysis by starting with the "Meet & Greet". It lightens the mood and one feels part of it. You were inclusive even of other countries. It felt light and not heavy with work. It was a nice touch. <i>CERMES project managers: And thank you Nadine for all your efforts regarding the ads for the sessions. It was necessary for full engagement of the fisherfolk leaders.</i> • Really enjoyed Leisa's [gender consultant] presentation. • Again, it's good for all [in-country] coordinators, [SSF Gender policy] champions and all people associated to participate. I say it just to say it's very informative and if you're working on gender, the information is good to have. I enjoyed it. • Vernel [Nicholls] as CNFO Chair and [Pamashwar] Jainarine as CNFO Treasurer were on call. Glaston [Whyte] was in a NFO meeting today and mentioned he didn't notice my social media communications. He mentioned he didn't hear about the event before tonight. Shellene is extremely excellent with mobilising and as always did great. So for me, next time I won't take for granted the NFO was contacted. I really

Meet & Greet session	Feedback
	<p>didn't want to do national level invites because I know the list from the coordinators receive data to join.</p> <ul style="list-style-type: none"> • Great job. I'm enjoying. Can't wait for more stuff especially the training. <p>CERMES project managers</p> <ul style="list-style-type: none"> • The session went really well. • I was taken aback, in a good way, by level of participation and discourse around the subject. Pleased to see there was so much interest generally around the topic of gender generally. • Thanks to Shellene for such a brilliant job organising the session. • We will ask Shellene based on the session and those persons who contributed to the discussion, to keep in mind individuals that could be interviewed since the next phase is data collection. There are also some very quiet people, who may have been in the session and not contributed as much but who know also have insight into the issues. Start to build that list of persons to interview.
Guyana	<p>In-country coordinator</p> <ul style="list-style-type: none"> • This is one of the best meetings I have ever had with local fisherfolk. • Women fisherfolk leaders may have been less vocal during the session because in Guyana the situation is that women don't want to come forward. The first thing they tend to say is that they are shy and don't want to be a part of "man talk". When I spoke to a few of them while preparing for the session, a few of them told me that it was a man thing. I had to encourage them to participate by telling them, it wasn't going to be like that at all. • Some of the women who were on the session called me the following meeting and said they liked the meeting and were happy to be a part of it. Some of them want me to meet with them to see what can be done to help them improve their situation in the industry. • I am also very happy with this initiative especially for "breaking the ice" for fisherfolk in Guyana. For too long they have let down themselves not getting out of the 'icebox.'" This makes them feel more comfortable coming out if that box. <p>Gender consultant</p> <ul style="list-style-type: none"> • Different dynamic in terms of participation of women – young and not so young. • Part of the approach for the gender analysis for Guyana may need a dual approach and extra follow-up, maybe with separate meetings with women. This will be critical to get the women's voices. A traditional gender approach may have to be taken in this case. • May want to do a specific prep session with the in-country coordinator before doing gender analysis interviews. <p>FAO</p> <ul style="list-style-type: none"> • Reasonable mobilisation of participants. • Reluctance to chat by Guyana participants – could be due to not much interaction previously among the participants at the local level; new to StewardFish Zoom meetings/sessions e.g. CNFO virtual leadership institute, so not that familiar with the others/regulars. Though there was a bit more interaction at the end. <i>CERMES project partners: We had an internal evaluation meeting and the hesitancy of Guyana fisherfolk to engage was noted, especially the women.</i>

Meet & Greet session	Feedback
	<p><i>there is a different dynamic with the Guyana group. As such a more traditional gender approach may be needed. I may have to do extra follow-up with the women as a group only.</i></p> <ul style="list-style-type: none"> • Maybe Pamashwar [Jainarine] should use this as an opportunity to get some of the Guyana fisherfolk participants more engaged in the other activities e.g. Leadership Institute. <i>CERMES project partners: You are right, Pamashwar should capitalise on this. Rabani has created a WhatsApp group so I have asked him to maintain communication with the group.</i> • Rabani should seek to ensure that fisherfolk from beyond the Berbice area are also interviewed for the gender analysis. <i>CERMES project partners: will chat with Rabani about inclusion of leaders from the other regions.</i> <p>CNFO</p> <ul style="list-style-type: none"> • Desmond Barrett, from Jamaica participated in the session. He participated a couple of the other sessions but I didn't notice him in the Jamaica session. Garry Gore from Antigua and Barbuda attended the Guyana “Meet & Greet”. • Repeating the point that throughout, the activity the in-country coordinators include the NFO in communication and information sharing. <i>CERMES project managers: Agreed. Pamashwar Jainarine participated and contributed throughout the session.</i> • Everyone did well. • Participants were less active than those in other country sessions, but the dynamics in Guyana are understood. • What is next for CNFO? <i>CERMES project managers: Regarding what's next for CNFO, I want you to be in the gender analysis training session. Then we will build on from there.</i> <p>CERMES project managers</p> <ul style="list-style-type: none"> • Out of all of the four “Meet & Greet” sessions, the dynamic was culturally different in terms of the women speaking up. The women were a bit more subdued even though it was obvious they were interested. They were not willing to be as vocal as women in other countries. • They were one of the better groups in terms of paying attention to their mics, cameras etc. This reflects success of the preparatory session held by Rabani and shows that fisherfolk are more than technologically capable. • Special thanks to Rabani for then very good job at organizing the session. • Request that Rabani keep in mind a list of persons who would contribute to the gender analysis. • Throughout the gender analysis process we should aim to keep fisherfolk leaders engaged and informed. Once we have key gender analysis findings more sessions to share information with leaders should be hosted. Good practice also for validation.