


FFA

FORUM FISHERIES COMMITTEE
ONE HUNDRED AND EIGHTEENTH MEETING

Virtual
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Agenda Item:	<i>X</i>
Paper Number:	<i>FFC118-INFO.09</i>
Title:	Gender

Summary:

The 2016 FFC Ministerial Meeting endorsed the **FFA's Gender Equity Framework**. In line with the requirement in the framework that annual reports be made to the FFC, this is a summary of work undertaken on Gender issues over the last fiscal year, as well as planned Gender-related work.

Recommendation:

The Committee is invited to note the four key areas of work on Gender initiatives in the FY2020/21 year and comment on these.

Introduction:

“FFA is committed to equity including the promotion of gender equality, inter-generational equity and social inclusion, fair working conditions at sea and onshore, and equitable access to, and benefits from offshore fisheries resources.”

[Social equity principle, FFA Strategic Plan 2020-2025]

Our current Strategic Plan elevates gender and social equality as a strategic priority for FFA. In Pacific Island countries, men and women engage in distinct and often complementary activities that are strongly influenced by the social, cultural and economic contexts in which they live. Male-female dynamics vary greatly and are based on cultures, economic status, power relations, and access to productive resources and services.

Catching fish in the offshore fisheries sector is largely male-dominated. Ocean-going boats for offshore and deep-sea fishing have male crews, while women are mostly responsible for onshore tasks, such as making and mending nets, processing and marketing catches, and providing services to the boats. Approximately 70% of workers in processing plants in the Pacific are women, yet very few are in management. Women remain largely invisible and their roles are unacknowledged. Indeed, the statistics grossly under-estimate the reality of women’s work in some of these sectors.

Additionally, 50% of women in the Pacific fisheries sector report discrimination. Gender inequality is influenced by a set of factors, including: participation of women and men in fisheries sub-sectors; women’s invisible work in the fisheries sector; and women’s participation in decision-making.

FFA has the opportunity to potentially be a game changer, not only for women in Pacific member countries but for those around them. When women’s prospects are improved, everyone benefits – their families, their workplaces, and their communities. Hence, this is critical work.

FFA’s commitment to the Gender Equity Framework is designed to remove barriers to the full participation by women in all aspects of the regional tuna fishery. It is fundamental to ensure that appropriate gender policies are identified, prioritised and mainstreamed into our internal administration and actively promoted in our engagement within the regional fisheries sector.

Recognising this, the Secretariat’s workplan for the first year of the 2020-2025 Strategic Plan has focussed on two key areas - initiatives to support women’s economic empowerment and systematic development of the capacities of staff about gender equality and social inclusion. This will enable them to develop, implement and monitor policies that are informed and inclusive.

In the area of women's employment in fisheries, our focus is:

- (a) to conduct a comprehensive gender analysis of the impact of the covid19 pandemic on women across the fisheries supply-chain and in communities; and
- (b) investigate gender pay disparities across our island Member countries.

The information available to decision-makers is still limited, and research and statistics are seldom disaggregated by sex, disability or other diversity variables. Therefore, our focus is on collecting nuanced disaggregated data to better understand the scope of issues and address them strategically.

An important component of our work is collaboration with CROP partners, NGOs and international Gender groups and Donor partners, through the upcoming Gender Forum.

In terms of increased awareness, we have recognised this year that new ways of thinking are required if we are to effectively promote gender equality. For FFA to lead, promote and coordinate efforts to advance the full realization of women's rights and opportunities in the fisheries sector, we need to invest in relevant capacity development opportunities.

This year we have been engaged in a comprehensive gender equality capacity development, including assessing the understanding, knowledge and skills we have on gender equality and the empowerment of women, and on the organization's gender architecture and gender policy. This work has been positively received internally and positions us well for the work ahead.

Key developments in 2020-21:

Reporting annually to FFC on Gender issues is a requirement of the FFA's Gender Equity Framework, and assists in ensuring Gender issues are kept active. In 2020-21, the FFA Secretariat has focused on four areas:

1. Ongoing work to improve women's employment in fisheries, funded by the Government of New Zealand.

This involves three gender development activities, billed under the banner of Improving Women's Employment in Fisheries, by the Fisheries Development Division. The goal is to lessen constraints on employment of women in the sector through leadership development in private sector fisheries, increased financial literacy, and gender-focussed crewing initiatives in the longline segment.

The development activities are designed to address:

a) the lack of women in leadership positions in private sector fisheries

A registered training organization has scoped a programme to expand access to management and leadership training for women in the private sector, and to identify, develop, and empower women in fisheries, having recognised a need for greater diversity in managerial and leadership roles in the industry.

b) low financial literacy and attendance of fish processing staff

In partnership with the International Finance Corporation (IFC) and building on the successful development and delivery of financial literacy training at Soltuna, work has commenced to deliver IFC's financial literacy training to other processing companies in the region. Training is underway with one company in Fiji with two more expected later in the year. The benefits of this training, (delivered by local trainers on or near-site to fish processing staff), both economic and social, are significant. Click [here](#) for more details.

c) gender-based job segregation in fisheries (and more specifically harvesting).

To increase the participation of women in crewing fishing vessels FFA has commenced support for a private sector initiative to train and commission an all-woman longline deck crew, drawing on graduates from the Fiji Maritime Academy.

2. Improving our Understanding of Gender Concepts and its application, funded by the Government of Australia

A series of gender awareness training workshops were carried out for FFA staff in September 2020. These were delivered for each Division, tailored to their specific work. Training focused on each division's activities using a gender equality diagnostic assessment tool, to evaluate how decisions and policies routinely undertaken in the course of work affect men and women differently, sometimes leading to inequality of outcomes for the different groups. Feedback

from the first training indicated it was thought-provoking and improved understanding of the imperative of GESI (Gender Equality and Social Inclusion) analysis on fisheries.

3. Collecting data and information, funded by the Government of Australia

The primary work in this area relates to:

a) Studies on the Impact of COVID19 on Women and other marginalised groups working in the Tuna fisheries sector

To ensure that the impact of the COVID19 on women and other marginalised groups working in the tuna fisheries sector are appropriately addressed, the Secretariat is commissioning studies in 10 Member countries to determine what the effects are on the different levels of the value chain.

b) A Pay Audit across the fisheries sector in island Member countries both in the private and public sectors to determine the parity of men and women's pay.

4. Getting the Message Out - and collaborating to find solutions

Recognising the importance of contributing FFA's voice and ideas to activities that will be platforms for change, the Secretariat has participated in a range of gender-based initiatives over the last 12 months involving Members, CROP and Donor Partners, and other stakeholders.

These include:

a) The Fourteenth Triennial Conference of Pacific Women and Seventh Meeting of Pacific Ministers for Women

The Director-General was invited to be a panellist for a session on Women's Economic Empowerment. During this session, she outlined the powerful economic arguments for expanding work opportunities for women and how sustainable development in the fisheries won't be optimised until men and women are put on an equal footing and the sector can fully leverage what they have to offer.

During the Conference, the Director-General also moderated a knowledge-sharing session in which Pacific Ministers for Women (or their representatives) reported on in-country initiatives to address gender inequality. It was a valuable forum for participants to learn of gender initiatives working well in another country that might be applied successfully on their own.

The session also highlighted the commonality of some key issues. For example, recurring themes included the need for greater financial literacy amongst Pacific women, the importance of incorporating gender responses into climate change management and the value of adopting more contemporary approaches to reducing domestic violence.

The Director-General noted that financial literacy is at the core of giving women more independence and greater opportunities. She observed: "We've learned that empowering women to take a more prominent role in their family's financial decision-making builds their confidence domestically and by extension, generates more confidence at a community level. It also provides a foundation for creating more community leaders, entrepreneurs and businesswomen."

b) Gender Handbook work with SPC

FFA is working with SPC and World Fish to produce a Handbook for Gender Equity and Social Inclusion in Tuna Fisheries to complement *The Pacific Handbook for Gender Equity and Social Inclusion in Coastal Fisheries and Aquaculture*.

The handbook will assist fisheries practitioners and managers to integrate gender and social inclusion into their daily work. It will also provide basic tools for gender and social inclusion analysis, as well as tools for project design, planning and implementation.

c) Gender Forum

FFA's first ever Gender Forum is planned for August/September 2021. The key theme will be the mainstreaming of gender issues in fisheries sector decision-making and management. Agenda items include:

- Findings of COVID19 Impacts Studies
- Findings of the Pay Audit
- Climate Change and Resilience - gender considerations
- Economic empowerment, alleviation of poverty
- Reduction of violence against women and other undesirable practices
- Progress of the Roadmap of Pacific Fisheries - gender outcomes
- Relationships - national, international, subregional and regional - reaching across to collaborate to find solutions.

The Forum is primarily being funded by Australia to support the Secretariat's leadership role in the mainstreaming of gender issues.

d) Moana Voices profiles

Moana Voices magazine aims to increase the participation of women in fisheries by raising the profile of this sector as a potential career, and profiling women already working in fisheries. Eight distinguished women in Fisheries were profiled by the magazine during 2020-21.

Moana Voices remains a key means of highlighting the experiences, aspirations and achievements of women across the Pacific fisheries sector. It also continues to be an effective branding tool for girls and women who may consider joining the sector.

Moana Voices is led by FFA, with support from the GEF Oceanic Fisheries Management Project.