

Annex

How to implement gender oriented small-scale fisheries

The FAO-ICSF Gender handbook in support of the implementation of the VG-SSF

Part 1 briefly explains the concepts of gender and gender mainstreaming, followed by a description of women's work and roles in the SSF sector. It provides useful definitions related to gender and how it is important to consider women in fisheries. Indeed, it details the implication of women in fisheries and the issues they face in their activity, especially in small-scale fisheries: *“Women's work in the fisheries sector is usually overlooked or under-represented in official statistics. This leads to a vicious cycle where lack of sex-disaggregated data gives rise to gender-blind policy-making, which in turn translates into inadequate funding for the economic sectors that women are concentrated in”* (p. 5)

Part 2 provides guidance related to the thematic areas of Part 2 of the SSF Guidelines: **Responsible fisheries and sustainable development**. In this part, as well as in part 3, the Handbook takes over the chapters of the SSF guidelines and describes the implications for women and gender related issues for each, based on definitions, gender-impact, case studies, action points for policy makers and CSOs, deducted from each analysis, and recommendations for policy makers and recommendations for CSOs.

Part 3 provides guidance related to Part 3 of the SSF Guidelines: **Ensuring an enabling environment and supporting implementation**.

The following table summarizes Parts 2 and 3 of the Gender Handbook.

1. Part 2: Responsible fisheries and sustainable development

3. Governance of tenure in small-scale fisheries and resource management	
a. Responsible governance of tenure	
KEY RECOMMENDATIONS FOR POLICY MAKERS	
<p>Gender-equitable governance of fisheries tenure</p> <p>In collaboration with women in fishing communities, identify, record and make available, both publicly and freely, sex-disaggregated data pertaining to:</p> <ul style="list-style-type: none"> • the nature and extent of customary rights and entitlements of these communities, in both marine and inland fisheries; • the use of all publically owned fishery resources where these are used and managed by small-scale fishing communities, in both marine and inland fisheries 	<p>Compliance with SSF Guidelines</p> <ul style="list-style-type: none"> • Assess and revise national legal frameworks against the SSF Guidelines recommendations with regard to fisheries tenure governance and management. • Implement effective, protective and gender-equitable regulation to prevent arbitrary eviction and encroachment on the customary tenure rights of small-scale fishing communities. • Introduce necessary legal and policy reform to secure preferential access to marine and inland fisheries resources, and small-scale fishing areas and adjacent land, for women in small-scale fishing communities.
<p>Project impact analyses</p> <p>Conduct social, economic and environmental impact analyses of large-scale development projects on small-scale fishing communities, in ways that meaningfully and comprehensively reflect the voices and concerns of women engaged in pre-harvest, harvest, and post-harvest livelihoods.</p>	<p>Consultation</p> <ul style="list-style-type: none"> • Ensure the full representation of women in effective and participatory consultations (through policy implementation if necessary) prior to the implementation of any large-scale development project that might have an impact on small-scale fishing communities. • Ensure access for women to timely, affordable and effective mechanisms for dispute resolution in small-scale fishing communities in the context of tenure-related disputes. • Maintain public tenure rights registries and records, as well as information and research services, reflecting sex-disaggregated data on use and possession of tenure rights.
<p>Compensation</p> <ul style="list-style-type: none"> • Ensure meaningful compensation of women’s loss of tenure rights and livelihoods in fisheries due to 	<p>Tenure restitution</p> <p>Introduce (if necessary) or amend and implement policy to support special protection of, and</p>

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<p>industrialization, trade and other forms of large-scale development.</p> <ul style="list-style-type: none"> Enforce the application of the “polluter pays” principle in cases of environmental damage caused by industry and other stakeholders. 	<p>positive discrimination for, tenure restitution for women in the context of disasters and/or armed conflict.</p>
<p>Capacity development on gender-equitable tenure</p> <ul style="list-style-type: none"> Ensure staff at all organizational levels dealing with fisheries governance receive continuous training on gender-equitable tenure, and are recruited with due regard to ensuring gender and social equality. Create spaces for women fishworkers and their organizations, and civil society organizations as well, to participate in monitoring the implementation of gender-equitable tenure governance. 	
<p>KEY RECOMMENDATIONS FOR CSOs</p>	
<p>Identify and enumerate female customary tenure right holders in local fishing communities, as well as the nature of their pre-harvest, harvest and post-harvest rights and entitlements.</p>	<p>Identify and record the type and forms of access women in communities have to publically owned fishery resources that are collectively managed by small-scale fishing communities.</p>
<p>Identify areas where existing legal or constitutional provisions strengthen the rights of women with respect to tenure, but are in conflict with customary practice.</p>	<p>Act as watchdogs to ensure that women in small-scale fishing communities are not discriminated against in livelihood-related policies and practices.</p>
<p>Work with women in fishing communities to form organizations and networks for those affected by tenure loss.</p>	<p>In the context of conflicts and/or disasters, set up forums and networks to help women in affected fishing communities with rehabilitation and restitution of tenure.</p>
<p>b. Sustainable resource management</p>	
<p>KEY RECOMMENDATIONS FOR POLICY MAKERS</p>	
<p>Protection of livelihood and food security</p> <p>Analyse the impact of sustainable resource management projects and measures that restrict access of men and women from small-scale fishing communities, to ensure that customary access rights, livelihood and food security are not compromised.</p>	<p>Competition from other users</p> <p>Ensure that sustainable resource management projects and measures do not push small-scale fisheries into competition with other private sector interests, as communities (especially their women members) are likely to lose out from such competition.</p>
<p>Participatory methods</p>	<p>Community-based management</p>

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<p>Involve local community women in sustainable resource management, through every stage of planning and implementation, using appropriate management structures that ensure and privilege women's participation and capacity development.</p>	<p>Prioritize forms of sustainable resource management that focus on the community and not on individual rights, and also on limiting transferability rights</p>
<p>Transboundary disputes</p> <ul style="list-style-type: none"> • Establish intergovernmental mediation agencies to minimize difficulties to fishers caught in transboundary disputes • At the local level, introduce appropriate measures including welfare boards which assure livelihood support to spouses and family members of affected fishers • Include the rights of small-scale fishers in bilateral fish trade and cooperation agreements. 	<p>Sustainability</p> <p>Introduce, if necessary, and implement fair regulation in collaboration with small-scale fishing communities, including their women members, to prevent overcapacity and over fishing from threatening the livelihoods of women and the economic viability and environmental sustainability of fisheries resources.</p>
<p>KEY RECOMMENDATIONS FOR CSOs</p>	
<p>Work with women in small-scale fisheries to help them understand the impact of sustainable resource management projects and other external interventions on their livelihoods, and to enable them to prepare demands for safeguarding their rights.</p>	<p>Work with women to develop their capacity to actively engage in participatory management of fisheries projects.</p>
<p>Work with the State and communities to ensure gender-sensitive use and application of traditional knowledge to sustainably manage fisheries resources.</p>	
<p>4. Social development, employment and decent work</p>	
<p>KEY RECOMMENDATION FOR POLICY MAKERS</p>	
<p>Social development</p> <ul style="list-style-type: none"> • Ensure policy support for the provisioning of affordable basic services in traditional fishing localities, including health, education, literacy, digital inclusion, nutrition, safe drinking water, energy, housing and support for house repairs, transport, toilets, and proper sewerage facilities aimed at minimizing the pollution of water bodies. • Ensure well-designed, well-funded and safe public transport, which women can access at all hours to take them from their communities and locations of residence to their places of work. • Establish a national system of social security and low-interest credit accessible by members of 	<p>Organization and capacity development</p> <p>Ensure that local laws allow for freedom of association and collective bargaining in order to help women fishers and fishworkers overcome vulnerability.</p>

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<p>small-scale fishing communities, with special emphasis on women. These schemes should specifically include: old age pensions for single women, including widows and abandoned women; scholarships for children’s education.</p> <ul style="list-style-type: none"> • Consider levying access on all industrial fishing activities, including fish exporting, to support social development measures in small-scale fisheries. This can be seen as a tax to balance economic, social and environmental objectives related to fisheries. The access can also be extended to other industrial activities that use marine and inland water resources. 	<p>Wage employment</p> <ul style="list-style-type: none"> • Ensure regulation of employment, and provision of all statutory benefits for women employed in sh processing companies, on par with those available to male workers in other industries. • Ensure that local laws are aligned with international standards for decent work. In particular, ensure that laws guarantee equal wage for equal work, a living wage, maternity and other leave benefits, and crèche facilities. • Support the establishment of tripartite bodies for dispute resolution consisting of employers, state bodies and workers’ organizations. In particular, encourage representation of women workers’ organizations from the small-scale fisheries sector in these bodies.
<p>Diversified livelihoods and migration</p> <ul style="list-style-type: none"> • Conduct periodic censuses of employment within small-scale fisheries, with specific emphasis on women seeking alternative employment, to inform policy-making on: strengthening livelihood options for women within their communities; providing alternative livelihood options in the neighborhood. • Conduct periodic censuses of migration from small-scale fishing communities, including migration of women. Systems should be set up to provide social security to migrant women and help them when they are in distress. • Support civil society efforts to promote systems of self-management that can give women livelihood options in the vicinity of their homes and communities. • Ensure women migrants from other countries employed in the small-scale fisheries sector have rights on par with local laws. 	<p>Occupational safety and health</p> <ul style="list-style-type: none"> • Introduce regular health check-ups and treatment, through free public health systems, for women employed in high-risk jobs in small-scale sheries and sh processing factories. • Conduct periodic studies to update lists of high-risk workers and work-related ailments. • Enact legislation in support of health care and compensation for women with occupational health issues.
<p>Violence against women</p> <ul style="list-style-type: none"> • Pass strict laws for penal action in cases of violence against women. These should be backed by adequate government machinery, including the employment of women of cers. There should be adequate provisions for regulation near shing communities that are high-risk areas for violence against women. • Facilitate the establishment of alternative dispute resolution mechanisms that include traditional systems, ensuring that women’s rights are not ignored by traditional practices. • Enact laws that safeguard the rights of women threatened by violence in families and 	<p>Rights of children</p> <ul style="list-style-type: none"> • Ensure the implementation of child labour laws in fisheries that are fully aligned with international instruments. • Align national statutory policy and legal frameworks with FAO recommendations to include the fisheries sector in national hazardous work lists. Employment of child labour in the sector should therefore follow norms for hazardous work. • Provide decent hostel facilities with schooling for children rescued from abusive work and trafficking in fisheries, and establish systems to help reunite

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communities, including livelihood access and shares in family property.	children with their families and communities.
KEY RECOMMENDATIONS FOR CSOs	
In collaboration with women in fishing communities, carry out comprehensive social surveys to establish and document the conditions of women and children using social and economic development parameters.	Consider developing and providing schemes for alternative and context-relevant social security and credit for women and disadvantaged groups within the small-scale fisheries sector, following existing successful models.
Identify successful models from other regions for social security protection and enhanced participation of women in decision-making processes.	Promote the formation of systems that strengthen livelihood options for women near their homes, including autonomously managed organizations and marketing networks.
Encourage representation of women fishers and fishworkers in fisheries organizations, including in leadership positions.	Ensure full representation of women along the entire value chain in of financial negotiations.
Promote networking among organizations of women in small-scale fisheries and in industrial fish	
<p>Processing to pursue common goals in relation to social entitlements</p> <ul style="list-style-type: none"> • Facilitate the organization of migrant women workers and their networking with local worker organizations and women’s groups. • Organize with professionals to conduct epidemiological, accident-risk and health studies for women in small-scale fishing communities. • Ensure that organizations of fishers and fishworkers include violence against women as a high priority in issues taken up internally, and in discussions with States. • Facilitate a process of networking between fishworker organizations and women’s organizations that take up issues of gender violence. • In collaboration with States and women’s organizations, provide shelters and legal and psychological support for women and their children facing domestic violence in small-scale fisheries • Include violence against children as a principal focus of action. Act as watchdogs to ensure government action to prevent child labour, punish offenders, and provide legal and psychological support facilities for children who have been victims of abuse. 	
5. Value chains, post-harvest and trade	
KEY RECOMMENDATIONS FOR POLICY MAKERS	
<p>Valorization of work</p> <ul style="list-style-type: none"> • Employ value chain analysis and other suitable methods (carried out in a timely manner) to identify, record and recognize as economic work all forms of work performed in pre-harvest, harvest and post-harvest activities, in both 	<p>Improving post-harvest efficiency</p> <ul style="list-style-type: none"> • Formulate policies to specifically address issues of post-harvest loss, including prevention and recovery, paying special attention to the specific needs of women. • Support the introduction of low-investment technology that can reduce

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<p>marine and inland fisheries and undertaken by both women and men.</p> <ul style="list-style-type: none"> • Recognize as workers women engaged in the pre-harvest, harvest and post-harvest fisheries sector, both in marine and inland fisheries, and hence extend to them the various social security and other benefits available to other workers in small-scale fisheries. • Ascribe value to the activities of these women, in terms of share in value of fish sold and fish retained for food security, so that these activities can be brought within the framework of States' economic planning and policy processes. 	<p>drudgery of work and improve market access for women in the post-harvest sector.</p> <ul style="list-style-type: none"> • Ensure easy and affordable access to credit, loans and micro finance, as well as savings, insurance and other services, to allow women in fisheries to sustain and improve their livelihoods.
<p>Market access</p> <p>Recognize that access to a secure, hygienic and regulated marketplace is one of the main demands of women in the fish trade. State departments should ensure secure market access for women, and promote women's participation and leadership in managing market premises.</p>	<p>Concentration of landing infrastructure</p> <p>Recognize the problems caused by the centralization of fish landings from beaches to harbours for women engaged in post-harvest activities in small-scale fisheries, and provide support through: safe public transport to harbours and markets; access to fish through State procurement agencies; market and credit access.</p>
<p>Regulation of fish trade</p> <ul style="list-style-type: none"> • When finalizing international fish trade policies, balance the needs of economic growth and development with those of small-scale fishers and domestic markets. The needs of women in the fish trade should be given particular attention. • Regulate illegal trading, which can affect local fish availability for processing, trade and food security. • Ensure efforts are taken to mitigate the potential ill effects of regulation on women in the fish trade. 	
<p>KEY RECOMMENDATIONS FOR CSOs</p>	
<p>Work with women in fishing communities towards getting recognition for the activities that women perform in fish value chains, be these paid or unpaid, part-time or full-time.</p>	<p>Work with women in communities to understand and document the role and contributions of women in local fish value chains.</p>
<p>Work with women in communities to understand and document the specific needs and barriers facing women in local fish value chains.</p>	<p>In collaboration with women in fishing communities, identify value addition opportunities in processing and trade.</p>
<p>Work with women in communities to understand the reasons for post-harvest losses and, where appropriate, facilitate the adoption of simple and efficient technology to address such losses.</p>	<p>Support State organizations and women in post-harvest work to improve work efficiency and profitability.</p>
<p>Work with women in the fish trade to identify core issues and needs in the context of increasing competition, and bring these to the attention of States.</p>	<p>Support cooperative efforts of women fish traders to combine resources in response to increased competition.</p>

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Work with women in fishing communities to secure better access to credit, savings, insurance and other services.	Assist women in communities to better understand international trade and the impact of particular trade policies and measures.
Ensure representation of women across the fish value chain in organizational activities and matters.	
6. Gender equality	
KEY RECOMMENDATIONS FOR POLICY MAKERS	
<p>Gender policy</p> <ul style="list-style-type: none"> • Introduce, in line with existing national gender policies, or international instruments like CEDAW and the Beijing Declaration and Platform for Action, a gender policy for women in small-scale fisheries, in consultation with women representing the small-scale fisheries sector across the full value chain. • Formulate gender-equitable fisheries policies in different regions in line with national policy, and with participation of local women representatives of small-scale fisheries. • Examine and adapt legislation and laws, including traditional practices, to make them compatible with gender equality in the small-scale fisheries sector. 	<p>Gender mainstreaming</p> <ul style="list-style-type: none"> • Introduce gender mainstreaming in government agencies dealing with small-scale fisheries, including with all male and female state officers having direct dealings with the small-scale fisheries sector, and establish gender focal points if possible. • Introduce gender mainstreaming with government labour departments responsible for regulation of employment in industrial fish processing. • Work with women fisher/civil society organizations to derive models and recommendations for gender mainstreaming based on locally specific social analyses of gender relations. • Work with women fisher/civil society organizations to reform cultural value systems and practices that are oppressive, exploitative and violent to girls and women.
KEY RECOMMENDATIONS FOR CSOs	
Give attention to gender mainstreaming within all representative organizations of small-scale fishers and of women employed in industrial fish processing.	Address the issue of gender mainstreaming within communities and families in the small-scale fisheries sector.
Work with States and women fishers and fishworkers to analyse locally specific gender relations, using these to derive models and recommendations for gender mainstreaming.	Work with States and fishing communities to reform cultural value systems and practices that are oppressive, exploitative and violent to girls and women.
Implement gender mainstreaming meaningfully and at all levels within civil society organizations working with small-scale fishing communities.	Act as watchdogs to evaluate the effectiveness of State legislation, policies and action in the small-scale fisheries sector in terms of improving gender equality.

7. Disaster risks and climate change

KEY RECOMMENDATIONS FOR POLICY MAKERS

Disaster risk reduction and management

- Ensure that disaster risk management (DRM) policies are in place at the national, state and local levels, with special attention to the specific concerns of women in the small-scale fisheries sector.
- Ensure that effective early warning systems and other mechanisms for disaster mitigation, such as cyclone shelters, are in place, with special attention paid to the needs of women and other vulnerable groups.
- Ensure that disaster rehabilitation, reconstruction and recovery activities are aimed at building back better, in terms of livelihoods, housing and other needs, paying special attention to the needs of women and other vulnerable groups.
- Adopt measures to enhance the resilience of disaster-prone communities, in both inland and coastal areas, by drawing on existing strengths, adaptive strategies and customary knowledge systems – particularly those of women in the community.

Human-induced disasters

- Include mandatory environmental impact assessment (EIA) as a condition for setting up large industrial projects affecting the fisheries sector; the terms of the EIA should include the impact on lives and livelihoods of men and women in small-scale fisheries along the value chain.
- Hold polluters responsible for all environmental damages, including cleanup, with liability to compensate fully for the livelihood and health losses of affected men and women in the small-scale fisheries sector.
- In cases of companies found guilty of environmental pollution, hold relevant government representatives accountable where they are found directly responsible for granting environmental clearances and bypassing regulation.

KEY RECOMMENDATIONS FOR CSOs

In cases of natural disasters, work with State organizations in disaster relief and rehabilitation, and help ensure that women are included fully in rehabilitation measures.

Work with communities to develop women's leadership and disaster preparedness.

Build awareness among communities of industrial pollution impacts; support campaigns against polluting companies and legal struggles for compensation and rehabilitation; focus attention on the impact of pollution on women.

Work with State organizations to educate small-scale fishing communities on climate change impacts (with specific reference to the impact on women, children and the elderly) and to prepare climate adaptation plans.

Foster interregional cooperation among CSOs on climate change and related gender concerns, with specific emphasis on small-scale fisheries.

2. Part 3: Ensuring an enabling environment and supporting implementation

8. Policy coherence, institutional coordination and collaboration	
KEY RECOMMENDATIONS FOR POLICY MAKERS	
<p>Policy coherence</p> <ul style="list-style-type: none"> • Commit to the creation of a framework for policy coherence in small-scale fisheries that harmonizes economic growth, gender-equitable social justice and environmental sustainability, while effectively addressing areas of intersectoral conflict and coordination. • Ensure that policies for small-scale fisheries are harmonized with international principles of sustainable development, human rights and gender rights. 	<p>Gender mainstreaming</p> <ul style="list-style-type: none"> • Incorporate gender mainstreaming in all policy measures, including social security and relief policies, for the small-scale fisheries sector. • Ensure that officials in the fisheries sector dealing with small-scale fishing communities are well trained on concepts and practices related to gender mainstreaming.
<p>Capacity development</p> <ul style="list-style-type: none"> • Promote and extend policy support for the formation of organizations, such as cooperatives, among women fishers. • Ensure policy support for access to credit and infrastructure facilities in post-harvest processing and trade, through representative organizations for women (where possible). 	<p>Economic growth</p> <ul style="list-style-type: none"> • Ensure that policies on economic growth, industry and trade in the fisheries sector take full account of the impact on women’s livelihoods and household food security. • Take steps to ensure that women’s livelihoods in small-scale fisheries are duly protected during the implementation of seasonal bans, no-take periods and other measures put in place for environmental protection.
<p>Development policies</p> <ul style="list-style-type: none"> • Ensure that development policies targeting small-scale fishing communities are discussed with community members, particularly women, before their implementation. • Ensure that all decisions related to spatial planning and coastal zone management are taken in consultation with women in inland and marine fishing communities. 	<p>Monitoring systems</p> <ul style="list-style-type: none"> • Set up systems in collaboration with women fishers’/civil society organizations to undertake periodic impact analysis of major fisheries-related policies on the small-scale fisheries sector, with special reference to women. The analysis should study, inter alia, the impacts on livelihood, migration, food security and status of children in fishing communities. • Set up bilateral and regional fisheries cooperation bodies to ensure policies of neighbouring States are harmonized for sustainable use of common fishery resources, with special emphasis on food security and sustainable livelihood of

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	women in small-scale fishing communities.
KEY RECOMMENDATIONS FOR CSOs	
In collaboration with women in fishing communities, identify areas of intersectoral policy conflict between small-scale fisheries and other sectors that adversely affect women's livelihood.	In collaboration with women in fishing communities, bring areas of intersectoral policy conflict to the attention of policy-makers, and push for gender-equitable policy harmonization.
Set up networks of organizations of women, from small-scale fisheries sectors and other professional organizations, to facilitate the exchange of information and experiences, coordinate demands, and work with State organizations in order to develop fisheries policies that safeguard the rights and interests of women and their families.	
9. Information, research and communication	
KEY RECOMMENDATIONS FOR POLICY MAKERS	
Gender-disaggregated information	
<ul style="list-style-type: none"> • Promote policies and research to support the gathering of gender-disaggregated data in official statistics on all aspects of small-scale fisheries, with particular emphasis on: <ul style="list-style-type: none"> - all fish value chain activities, whether pre-harvest, harvest or post-harvest work; part-time, occasional, subsistence-based or full-time; both paid and unpaid; and performed by both women and men; - all activities that contribute to food security, poverty eradication and other forms of social security; - status of children, including educational level, health status and other social and demographic indices. • Information on basic needs and services: Collect sex-sensitive and sex-disaggregated data on both the availability of and access to basic needs, essential services and social security pertaining to women in the small-scale fisheries sector. • Violence against women: Conduct research to generate information on the extent and nature of violence against women in fishing communities in both domestic and public spaces. 	
Sustainable livelihoods	Disaster preparedness
<ul style="list-style-type: none"> • Establish intergovernmental systems for information and research covering exploitation of common fisheries resources, with specific emphasis on food security and livelihood of women in small-scale fishing communities. • Conduct research on sustainable and participatory resource management systems. • Conduct research and generate information to help women in fishing communities understand the impact of climate change on local aquatic ecosystems. 	<ul style="list-style-type: none"> • Generate information and spread awareness on various forms of disaster preparedness, targeting in particular women and children in fishing communities. • Traditional knowledge - Facilitate women of fishing communities in documenting and publicizing their local traditional knowledge. • Facilitate women of fishing communities in documenting and publicizing local traditions of cooperation and participatory governance.

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<p>Communication needs</p> <ul style="list-style-type: none"> • Promote two-way communication in the interaction of government agencies with small-scale fishing communities, in order to ensure transparency, agree on regulations and resolve disputes. Ensure that women are included fully in the communication process. • Set up simple but robust communication systems to deal with concerns of the small-scale fisheries sector with regard to disaster risks, climate change, illegal fishing and other immediate concerns that threaten their livelihood and food security. Ensure that systems are simple enough for women and disadvantaged sections of communities to use them independently. • Address basic barriers that obstruct gender-responsive modes of communication, including low levels of literacy and education, language barriers, poor infrastructure, and lack of access to basic technology. • Where needed, adopt simple technology-enabled solutions to facilitate routine communication, such as market- and trade-related information. • Use gender-differentiated communication strategies, where appropriate, to spread awareness on disaster preparedness and risk. 	<p>Research policies</p> <ul style="list-style-type: none"> • Formulate research policy to emphasize gender in fisheries and to support gender mainstreaming. • Support participatory research that draws on the priorities of the fishing communities and allows women in these communities to fully participate in the research process.
<p>KEY RECOMMENDATIONS FOR CSOs</p>	
<p>In collaboration with women in fishing communities, identify key gender-related information and research gaps and priorities.</p>	<p>Document and periodically update the availability and status of basic services in communities.</p>
<p>In collaboration with women in fishing communities, periodically carry out social surveys to understand the status and needs of community members, particularly women, in terms of social and economic parameters.</p>	<p>In collaboration with women in fishing communities, conduct gender analysis and generate information to promote understanding of the fish value chains that employ women.</p>
<p>Promote analytic and participatory research skills among women in fishing communities.</p>	<p>Help women in fishing communities better understand markets, finance and trade.</p>
<p>Help women in fishing communities better understand climate change mitigation and adaptation.</p>	<p>Promote education among women in fishing communities through adult education, children’s education, functional literacy, and digital and computer literacy.</p>
<p>Work with women in fishing communities to establish women’s organizations, including cooperatives, to communicate on common issues and find common solutions.</p>	<p>Promote simple and robust communication forms such as meetings, workshops, public tribunals and women’s mock courts among women in fishing communities. Where needed, help women access simple, technology-enabled solutions for greater efficiency.</p>

10. Capacity development	
KEY POLICY RECOMMENDATIONS FOR POLICY MAKERS	
<p>Structural conditions for capacity development</p> <ul style="list-style-type: none"> Beginning with comprehensive policy, ensure an enabling environment for the social and economic development of women in the small-scale fisheries sector. Promote policies that build on existing knowledge systems, skills and organizational capacities available within communities for capacity development among women. 	<p>Women in decision-making and leadership</p> <ul style="list-style-type: none"> Extend policy support for greater representation of women in leadership roles, decision-making positions and policy bodies. Collaborate with CSOs to facilitate public dialogue with women representatives on issues of concern in the small-scale fisheries sector. Ensure and facilitate equitable participation of women representatives at all levels in government programmes for the small-scale fisheries sector throughout the value chain.
<p>Market support</p> <p>Collaborate with CSOs in market support programmes to help women in post-harvest activities become more competitive.</p>	<p>Organizational development</p> <p>Extend policy support for women to organize themselves, for example through cooperatives, professional organizations and networks.</p>
KEY RECOMMENDATIONS FOR CSOs	
<p>Promote and support organization building, such as the setting up of cooperatives, among women fishers.</p>	<p>Work with women in small-scale fishing communities to enhance their organization and leadership capabilities.</p>
<p>Support the formation of local and regional networks of organizations in small-scale fisheries to promote mutual information sharing, learning and joint action.</p>	
11. Implementation support and monitoring	
KEY POLICY RECOMMENDATIONS FOR POLICY MAKERS	
<p>National plan</p> <p>In consultation with women in fishing communities and their representative organizations, formulate a national strategy, such as a National Plan of Action, to guide the comprehensive and gender-equitable implementation of the SSF Guidelines.</p>	<p>Defining small-scale fisheries</p> <p>Define the small-scale fisheries sector in the local context, or if a definition is in use, revise it (if necessary) to ensure that it adequately captures and reflects the work and contributions of women along the entire value chain.</p>

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<p>Gender mainstreaming</p> <ul style="list-style-type: none"> • Ensure gender mainstreaming across all policies for the small-scale fisheries sector. • Identify the policy measures needed to enhance the status of women and their work in the small-scale fisheries sector. • Formulate gender-sensitive protocols for programme implementation in local contexts for the small-scale fisheries sector, including for programmes supported by external aid. • Ensure gender-sensitive project monitoring protocols for all stages of programme implementation, with transparent monitoring indicators that balance goals of sustainability and economic growth with those of gender justice. • Encourage CSOs to join in constituting participatory project review and follow-up mechanisms for large projects in the small-scale fisheries sector, particularly to ensure gender sensitivity. 	<p>Interpreting the SSF guidelines</p> <p>Ensure that in working with multiple partners and stakeholders for programme implementation in the small-scale fisheries sector, the interpretation of the Guidelines is democratically agreed upon, including by women in fishing communities and their representatives, and that there is no dilution of the provisions of the Guidelines.</p>
<p>KEY RECOMMENDATIONS FOR CSOs</p>	
<p>Work with women in fishing communities to formulate local plans and strategies of action, in order to ensure gender-equitable and locally relevant implementation of the SSF Guidelines.</p>	<p>Facilitate the participation of women in fishing communities in regional networks to formulate and advance regional plans and strategies of action.</p>
<p>Facilitate the participation of women in fishing communities at the national level to formulate a national plan or strategy.</p>	<p>Work with women and men in communities, and with project implementers, to support participatory and gender-sensitive project planning and implementation.</p>
<p>Form networks of CSO organizations and organizations of women in the small-scale fisheries sector at local, national and regional levels to track policies and policy impacts, with particular reference to sustainable development and gender mainstreaming in the small-scale fisheries sector.</p>	<p>Assist communities in promoting gender mainstreaming as a part of community life.</p>