



**Regional Scientific and Technical Committee Meeting for
the SEAFDEC/UN Environment/GEF Project on Establishment and Operation of a Regional System
of Fisheries *Refugia* in the South China Sea and Gulf of Thailand**

11th – 13th September 2018
Trat Province (Fisheries Refugia Site), Thailand

GENDER MAINSTREAMING TO THE PROJECT IMPLEMENTATION

**The Output from The Experts Consultation Workshop on Guidance to Monitoring and
Evaluation of Gender Equity and Social Well-being in Fisheries Communities**

1. Introduction

The Experts Consultation Workshop on Guidance to Monitoring and Evaluation of Gender Equity and Social Well-being in Fisheries Communities was convened from 8 to 10 August 2018 in Bangkok, Thailand. The Workshop was attended by the SEAFDEC Secretary-General, SEAFDEC Gender Working Team, the ASEAN Member States, regional organizations and partners such as the Asian Institute of Technology (AIT), Asian Coastal Resources Institute-Foundation Cambodia (CORIN-Asia Cambodia), Food and Agriculture Organization of the United Nations (FAO), Learning Institute (LI), Mekong River Commission (MRC), Sustainable Development Foundation (SDF), Sweden Embassy (Bangkok), and the United States Agency for International Development (USAID Oceans).

2. Indicators and guide questions for gender analysis

2.1. Governance of tenure in small-scale fisheries and resource management

Indicators	Guide Questions
Policy/Law/ Mechanism on FM and CRM (national, provincial, municipal and village level)	
Involvement of men and women stakeholders in policy formulation process	<ul style="list-style-type: none"> - Have you been involved in policy formulation process? At what stage were you involved? - Have you ever participated in policy making? - Are there conscious efforts to ensure equitable number of women and men SSF in formulation of policies, laws, and mechanisms?
Involvement of men and women stakeholders in decision-making	<ul style="list-style-type: none"> - Are you involved in decision making? - To what extent were you involved?
Number of policies addressing gender issues	<ul style="list-style-type: none"> - What are the policies that clearly promote gender equality and equity in fisheries and resource management?
Existence of measures/plans that address and recognize gender and SSF?	<ul style="list-style-type: none"> - Are there any measures/plans that address or recognize gender in policy and law in relation to SSF/WSSF at all levels (national, provincial, district, community)?
Access to fishing grounds by small-scale fishers including women	<ul style="list-style-type: none"> - Are there any measures that secure rights to access fishing grounds (conservation/municipal zone) by small-scale fishers including women?

Perception on gender policy (household and policy makers level)	- What are your perceptions on gender policy?
Development/formulation of gender responsive FM/CRM for SSF	- Did policies, law and mechanism take into account the gender needs and concerns of both men and women SSF? - Include some relevance to local laws or village level regulations, and examples (MPAs, fish sanctuaries, etc.)
Governance of tenure rights	
Existence of secured social and cultural tenure rights to resources and equitable distribution of benefits for women and men in SSF	- Do you benefit from the policy governance of tenure? What benefit have you obtained? - Were you consulted in the formulation of framework/guide related to tenure rights?
Plan of action and allocation of resources (human, financial, and natural resources)	
Existence of plan of action and allocation of resources (human, financial, and natural resources)	- Are there any POA that target men and women?
Availability of budget to implement the plan of action	- Do you avail of budgetary allocation to implement the plan of action? - Is the budget equitable to the promotion of gender equality and equity?
Access to use and management of natural resources	- Do you have access to use of natural resources? What type of natural resources? - Have you participated in management of natural resources? How?
Access to Information and technology (meaningful participation, transparency, accountability)	
Access to information and technology	- Do you have access to information? - What types of media do you use to access information? - Do you have access to information, education and communication materials? - How do you engage in decision making process on information?
Participation in public fora	- Have you participated in any public forum?
Access to training or capacity building and awareness building programs	- Have availed of training or capacity building and awareness building programs?
	-
Conflict settlement	
Issues to be solved in relation to gender equity	- Were you involved in the conflict resolution in the community? How often?
Channels/mechanisms to address the problem to take up the conflict issues on fisheries resources management	- How are the conflicts resolved?
Benefits to compensate the stakeholders affected by the conflict	- Did you benefit fair compensation?

2.2. Social Development, employment and decent work

Indicators	Guide Questions
Access to basic services (equitable benefits)	
health/medical care	- Is there any medical facilities available in your area? - Do you go to this facilities when you get sick? If not, Why?

Indicators	Guide Questions
safe drinking water	<ul style="list-style-type: none"> - Are you responsible for getting drinking water? - Is the water you get safe for drinking? - Do you get water for daily household consumption?
house (safe, adequate)	<ul style="list-style-type: none"> - Is your house safe from natural disasters? - What is your house made of? - Where is your house located?
hygiene/sanitation (toilet, solid waste management services)	<ul style="list-style-type: none"> - Do you have a toilet in your house? What type of toilet? - Do you have separate toilet for men and women in public areas (e.g. in fish ports, fish landing centers, fish markets, etc.)? What type of toilet? - How do you dispose of your solid wastes?
clean and safe energy source and household fuel (health and environment)	<ul style="list-style-type: none"> - Are you responsible in cooking food for family? - What fuel do you use for cooking food?
access to information on weather, safety at sea, national accident reporting, sea safety awareness programs legislations for safety at sea	<ul style="list-style-type: none"> - Do you follow the news on weather and sea conditions? How?
access to search and rescue at sea	<ul style="list-style-type: none"> - Do you know if there is a search and rescue operations in your community? Where? - Do you know how to contact the persons in charge of the operations?
child nutrition program	<ul style="list-style-type: none"> - Are you aware of nutritious foods for your children? - Do your children have access to school feeding program?
Access to schools/educational facilities	<ul style="list-style-type: none"> - What is level of your education? Why did you quit school? - Do you have access to schools/education facilities? How far is the school from your house? How do you go to school?
Social security schemes	-
life/health insurance/sea accident (government/private)	<ul style="list-style-type: none"> - Are you insured? What kind of insurance?
pension/senior citizen benefits	<ul style="list-style-type: none"> - Do you have pension/senior citizen benefits? How much?
allowance/subsidy during closed season	<ul style="list-style-type: none"> - Do you have access to subsidy during closed season? How much?
alternative livelihood during closed season	<ul style="list-style-type: none"> - Do you have any alternative livelihood during closed season? What kind?
Financial services	-
bank account	<ul style="list-style-type: none"> - Do you have a bank account? Is it separate or joint account with your spouse? Under whose name? Who controls the household finances?
informal community/group savings	<ul style="list-style-type: none"> - Do you participate in informal group savings? What type?
credit/loan and preventing debt-bondage	<ul style="list-style-type: none"> - Do you have access to credits and loans? What is the source of your credit/loan? Who decides to take the loan? Who decides on how to spend the loan? What is the payment scheme? What is the purpose of the loan? Who pays the loan? How many creditors do you borrow from at the same time?
property insurance (boat, fishing gear, land, fish pond, etc.)	<ul style="list-style-type: none"> - Do you have property insurance (land, boat, fishing gears, etc.)?
remittance	<ul style="list-style-type: none"> - Do you receive financial remittance? From whom? How often?
Working conditions	

Indicators	Guide Questions
skills development opportunities	- Have you participated in any training? Why? What type of training? Who participated? Why? What training do you need and for what purpose? Why?
participation in cooperative/association (processing, marketing, etc.)	- Are you a member of a cooperative of association? Why or why not? What type of association? What is your position?
employment in formal/informal work	- Are you employed in any formal or informal? Part time or full time? How many working hours?
compensation/salary/remuneration for same type of work (fair, adequate)	- Do you receive compensation/salary/remuneration for same type of work that commensurate to your skills?
occupational safety and health (OSH)	- What are the benefits do you receive from doing high risk jobs?
human rights	- Have you experienced power/sexual harassment? How do you report? To whom do you report? How is it monitored in your workplace? -
fishing license (move to governance)	- Do you have fishing license?
boat ownership	- Do you own the fishing boat? What type of fishing boat?
crew members (roles, compensation, working condition, contract terms)	- What are your roles as a crew member? Do you receive any compensation and how much? - How many working hours do you spend per day? How long is your working contract?
access to fishing grounds (refer to governance)	-
child labor (below 18 years old)	- How many children do you have? How many are below 18 years old? - Are they studying or not? - At what age do you ask your children to help in fishing and other fishing activities? What kind of work do boys/girls perform?
forced labor	- ?
safety at sea	- Is your boat sea worthy? Is it equipped with safety equipment and emergency kits (life jackets, flash light, etc.)? - Have you attended any training on safety at sea?
maternity/paternity leave	- Is there any regulation for maternity/paternity leave in your workplace? - Have you availed of maternity/paternity leave?
lactation room in fishing facilities (fish port, etc.)	- Is there a designated lactation room in your workplace?
Migration and movement	
Reasons for migration and movement	- What is your home country? Why did you migrate? What skills do you have? What kind of job are you engaged with?
Compensation and benefits	- As a migrant worker, do you avail of fair compensation and benefits? How much salary do you receive? Are you entitled to leave benefits?
Access to schools/education facilities	- Do your children go to school?

Indicators	Guide Questions
Access to basic services (health/medical care)	- Do you have access to basic services (health/medical care)?
Ethnic groups	
Ethnicity	- What ethnic group do you belong? - Do you have any identification document? - What are the gender roles in your ethnic group?
Access to basic services (health/medical, education, etc.)	- Do you have access to health, medical, and educational services?
Access to traditional fishing grounds	- Do you have access to fishing grounds? How?
Existence of traditional fishing practices	- Can you describe the traditional fishing practices?
Participation in decision-making in the community	- Do you participate in the decision making in your community? At what level?
Existence of indigenous knowledge	- What indigenous practices do you apply in fishing? What are the gender roles in these practices?
Participation in community activities	- Have you contributed to community activities voluntarily?
Others	
Inheritance to property	- Do you have the right of inheritance to property? What kind of properties?
Household chores	- What is your role in your household? What are your chores?
Participation in voluntary activities	- Do you participate in any voluntary activities? What kind of activities? What are your roles in these activities?
Life expectancy	- What is the life expectancy of men/women in the community? What are the reasons?
Self-identification as “fishers”	- Do you identify as “fisher”? Why? What fishing activities do you perform? How many hours per day?
Participation in religious activities	- What are religious practices in your community? Do you participate? How often? What are your roles?
Domestic violence	- Have you heard of any domestic violence in your community? What is your intervention? How and to whom do you report? How is it settled?

2.3. Value chains, post-harvest and trade

Indicators	Guide Questions				
General information on the activities/works	(Respondents: fishers/aquaculturists and their household members) - Could you please describe your activities/works?				
	<table border="1"> <thead> <tr> <th>Capture fisheries</th> <th>Aquaculture</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> ○ Size of fishing boats ○ Fishing gear used ○ Species, size ○ Fishing ground/area </td> <td> <ul style="list-style-type: none"> ○ Culture facility, size, system ○ Culture species </td> </tr> </tbody> </table>	Capture fisheries	Aquaculture	<ul style="list-style-type: none"> ○ Size of fishing boats ○ Fishing gear used ○ Species, size ○ Fishing ground/area 	<ul style="list-style-type: none"> ○ Culture facility, size, system ○ Culture species
	Capture fisheries	Aquaculture			
	<ul style="list-style-type: none"> ○ Size of fishing boats ○ Fishing gear used ○ Species, size ○ Fishing ground/area 	<ul style="list-style-type: none"> ○ Culture facility, size, system ○ Culture species 			
<ul style="list-style-type: none"> - Where and how did you learn to do this kind of work? - How long (how many years) have you been doing this kind of work? - Why are you doing this kind of work? - Are you satisfied in doing this kind of work? - Do you intend to continue this work in the next (number) years? 					
Proportion of time spent on different activities within 24 hours	- What are the activities that you do in one day? How much time do you spend for each activity within 24 hours? What time do you start doing your activities?				
Involvement in different processes/activities of	- Which of the following activities do you do?				
	<table border="1"> <thead> <tr> <th>Capture fisheries</th> <th>Aquaculture</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> </tr> </tbody> </table>	Capture fisheries	Aquaculture		
Capture fisheries	Aquaculture				

capture fisheries and aquaculture	<p>Pre-fishing activities</p> <ul style="list-style-type: none"> ○ Purchasing of inputs (food, gears, boats, equipment, fuel, ice) ○ Preparation of fishing boats and machinery ○ Maintenance/repairing of gears ○ Record keeping ○ Others (specify) 	<p>Pre-culture activities</p> <ul style="list-style-type: none"> ○ Pond preparation ○ Purchasing of inputs ○ Repairing of culture facilities ○ Record keeping ○ Others (specify)
	<p>Actual fishing activities</p> <ul style="list-style-type: none"> ○ Fishing operations ○ On-board sorting ○ Others (specify) 	<p>Actual culture activities</p> <ul style="list-style-type: none"> ○ Stocking ○ Feeding ○ Sampling ○ Water management ○ Fertilizing ○ Sampling ○ Harvesting ○ Product compliance to food safety standards and certification, GAPs ○ Record keeping ○ Others (specify)
	<p>Non-fishing activities (on-board)</p> <ul style="list-style-type: none"> ○ Cooking ○ Cleaning ○ Communication (radio) ○ Medical ○ Record keeping ○ Others (specify) 	<p>Non-culture activities (on-farm)</p> <ul style="list-style-type: none"> ○ Farm security ○ Food preparation ○ Cleaning ○ Medical ○ Communication ○ Logistic and supply ○ Record keeping ○ Others (specify)
	<p>Onshore fish handling</p> <ul style="list-style-type: none"> ○ Unloading of fish ○ Sorting and grading ○ Weighing and counting ○ Record keeping ○ Crates, box sets ○ Others (specify) 	<p>Harvesting</p> <ul style="list-style-type: none"> ○ Seining ○ Draining water ○ Sorting and weighing ○ Icing ○ Crates, box sets ○ Carrying fish to transport vehicle (truck, tank) ○ Record keeping ○ Others (specify)
	<p>Selling/trading</p> <ul style="list-style-type: none"> ○ Communication with buyer ○ On-shore selling ○ Price negotiating (e.g. on shore) ○ Auction (e.g. at port) ○ Record keeping ○ Handling cash sales ○ Cash/credit collection ○ Others (specify) 	<p>Selling/trading</p> <ul style="list-style-type: none"> ○ Communication with buyer ○ Ex-farm and on-farm selling ○ Negotiating price ○ Auction ○ Record keeping ○ Handling cash sales ○ Cash/credit collection ○ Others (specify)
	<p>Transporting/hauling of fish</p> <ul style="list-style-type: none"> ○ Hauling of fish ○ Loading to vehicle ○ Others (specify) 	<p>Transporting/hauling of fish</p> <ul style="list-style-type: none"> ○ Hauling of fish ○ Loading to vehicle ○ Others (specify)
	<p>Household processing</p> <ul style="list-style-type: none"> ○ Value added products (frying, boiling, smoking, fermenting, fish cake, etc.) 	<p>Household processing</p> <ul style="list-style-type: none"> ○ Value added products (frying, boiling, smoking, fermenting, fish cake, etc.)

	<ul style="list-style-type: none"> ○ By product management ○ Record keeping ○ Others (specify) 	<ul style="list-style-type: none"> ○ By product management ○ Record keeping ○ Others (specify)
	<p>Industrial fish processing</p> <ul style="list-style-type: none"> ○ Raw material receiving ○ Weighing, checking quality ○ Raw material preparation (cleaning, defining, descaling, degutting), depending on species and final products ○ Processing line (freezing, canning, etc.) ○ Packaging (weighing, labeling, etc.) ○ Quality control (incl. laboratory, researcher) ○ Hauling of final products ○ Storage (of supplies and final products) ○ Transportation ○ By-products management ○ Documentation ○ Administration (incl. HR, medical) ○ Marketing (domestic and international trade) ○ Product compliance to standards and certification ○ Finance and accounting ○ Engineering ○ Security ○ Others (specify) 	<p>Industrial fish processing</p> <ul style="list-style-type: none"> ○ Raw material receiving ○ Weighing, checking quality ○ Raw material preparation (cleaning, defining, descaling, degutting), depending on species and final products ○ Processing line (freezing, canning, etc.) ○ Packaging (weighing, labeling, etc.) ○ Quality control (incl. laboratory, researcher) ○ Hauling of final products ○ Storage (of supplies and final products) ○ Transportation ○ By-products management ○ Documentation ○ Administration (incl. HR, medical) ○ Marketing (domestic and international trade) ○ Product compliance to standards and certification ○ Finance and accounting ○ Engineering ○ Security ○ Others (specify)
	<p>Intermediaries</p> <ul style="list-style-type: none"> ○ Ice plant ○ Cold storage ○ Other suppliers (spare parts, lime, fertilizers, fuel, etc.) ○ Others (specify) 	<p>Intermediaries</p> <ul style="list-style-type: none"> ○ Ice plant ○ Cold storage ○ Other suppliers (spare parts, lime, fertilizers, fuel, etc.) ○ Hatchery ○ Feed factory ○ Others (specify)
	<p>Trade</p> <ul style="list-style-type: none"> ○ Middleperson, broker, retailer ○ Record keeping ○ Transportation and shipping ○ Storage, warehouse ○ Marketing and promotion ○ Financer ○ Buyers ○ International regulations/relation ○ Logistics/delivery ○ Others (specify) 	<p>Trade</p> <ul style="list-style-type: none"> ○ Middleperson, broker, retailer ○ Record keeping ○ Transportation and shipping ○ Storage, warehouse ○ Marketing and promotion ○ Financer ○ Buyers ○ International regulations/relation ○ Logistics/delivery ○ Others (specify)
	<p>- Who else in your household are involved in any of the activities, and what are their gender?</p>	
Socio-economic status of the respondent	<p>- How often do you interact with local association, etc. - What is your main source of fund for your operation? - Are there any constraints in obtaining financial support? What are the constraints?</p>	

(link to governance and socio-economic aspects)	<ul style="list-style-type: none"> - Are the facilities (vessels, farms) belong to yourself? Or to whom? - Who make decision in the operation activities (e.g. culture species, etc.), and spending of money on other activities?
Selling/trading of fish products	<ul style="list-style-type: none"> - To whom do you sell your products to (e.g. consumer, middleman, etc.), and whether they are male or female? - How do you contact your buyers? - Who decide on the price? - Are you happy with the price? - Who keep the money from selling the products? - What kind of trading records do you keep?
Household fish processing	<ul style="list-style-type: none"> - What fish products do you produce? How much time do you spend processing these products? - What other products do you produce? How much time do you spend processing these products? - What are the raw materials? Where are the sources of raw materials? (own catch or purchase from other fishers)? How much is the price (material/kg)? - What are the materials added and the price/kg and material? - How much do you produce (kg/day)? - How much is the price of your processed fish products (material/kg)? - How do you feel about marketability/ acceptability of your product? - What is your level of satisfaction on the quantity and quality of your raw materials?
Industrial fish processing Small and Medium Enterprises (SMEs) (see also migration in social development aspect)	<p>Respondents: workers (local and migrant) in fish processing companies</p> <ul style="list-style-type: none"> - Are you employed in an SME in fish processing? What are your roles? How much do you earn (per hour or day)? - What are your other skills to earn additional income? - What are the main problems/constraints you face in your work? - Do you have concern about safety and health in your work? (related to social development)
Intermediaries (ice plant, cold storage, other supplies)	<p>Respondents: staff of intermediary company</p> <ul style="list-style-type: none"> - What are your products and services? - Who are the customers? - Who decide on the price of your products and services? - Are you satisfied with the price? - Who keep the money from selling your products and services? - Do you keep accounting records?
Labor aspect (link to social development aspect... demographic and legal status)	<p>Question should be referred to from <i>Ethical Trading Initiative Base Code (ETI BaseCode)</i> at www.ethicaltrade.org/eti-base-code</p>

2.4. Disaster risks, and climate change

Quantitative indicators	Guide question
Disaster risks	
Prevention and preparedness	
Access to warning systems	<ul style="list-style-type: none"> - What are the warning systems available in your community? Still functioning or not? - Do you have access to warning systems? How? - How are the warnings disseminated?
Access to evacuation drills, emergency kits, and basic first aid and rescue skills	<ul style="list-style-type: none"> - Have you participated in evacuation drills? What type of drills? Did you understand the necessary procedures? Are you capable to perform the evacuation procedures during actual scenario? - Do you keep emergency kits at home? What are included in the kits? - Have you attended training on basic first aid and rescue operations?

Access to weather forecast	- Do you have access to weather forecasts? How?
Existence of evacuation infrastructures (e.g. schools, high grounds,)	- What are the evacuation infrastructures available in your community? Where are these located?
Immediate response	
Access to basic needs after disasters (food, clothes, shelter, medicine)	- Have you experienced disasters? What kind? - What basic needs have you availed of? How long did it take to receive the basic needs?
Access to compensation for deaths and damages to properties	- Have you received any compensation? How much? Source?
Access to medical support (e.g. psychological and physical)	- Have you received any medical support after disaster? What kind? - Who is the provider of medical assistance?
Rehabilitation, adaptive capacity/resilience	
Access to former livelihood	- What is your occupation before and after disaster? Do you intend to retain the same occupation before the disaster?
Access for training on alternative livelihood	- Have you attended any training on alternative livelihood? What kind? Is it beneficial?
Access to relocation/resettlement programs	- Did you benefit from relocation/resettlement program? What kind of benefits/services have you availed of?
Access to new livelihood opportunities	- What kind of livelihood did you engage with? - Are you willing find other source of income?
Savings (Refer to social development)	- Do you have any savings to finance rehabilitation?
Climate change	
Access to information on climate change	- What is your understanding of climate change? How did you access to information on climate change?
Awareness on adaptation to climate change	- Are you aware of any adaptation measures?
Effects on fishing activities	- Have you observed any changes in the condition of your fishing grounds/fish ponds? What are the effects on your catch/harvest? - What actions do you take to alleviate the impacts of climate change to your fishing activities?
Access to new livelihood opportunities	- What kind of livelihood did you engage with? - Are you willing find other source of income?
Existence of programs on climate change adaptation	- To whom do you ask for information on climate change adaptation programs?

Annex 5 (b): Progress Towards Achieving the Project Objectives: Project Implementation Progress