Food and Agriculture Organization of the United Nations

Towards the Sustainable Management of the Canary Current Large Marine Ecosystem (CCLME) – initial support to the implementation of the Strategic Action Program

Gender Strategy and Action Plan

(*Cabo Verde, Guinea, Guinea-Bissau, Mauritania, Morocco, Senegal, The Gambia*)

2023

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Abbreviations and acronyms

ACHPR	African Charter on Human and Peoples' Rights
AfDB	African Development Bank
CCLME	Canary Current Large Marine Ecosystem
CCRF	Code of Conduct for Responsible Fisheries
CFA	Franc of the French colonies in Africa
COMFISH	Collaborative Management for a Sustainable Fisheries Future
ECOWAS	Economic Community of West African States
EEZ	Exclusive Economic Zone
FGM	Female genital mutilation
FTT	Thiaroye processing technique
GBV	Gender-based violence
GBVH	Gender-based violence and harassment
GDP	Gross domestic product
GGGI	Global ghost gear initiative
GII	Gender inequality index
GoM	Government of Morocco
GoS	Government of Senegal
GRB	Gender-responsive budgeting
GWEP	National Gender and Women Empowerment Policy (Senegal)
HDI	Human Development Index
HH	Household (approaches)
HLPE	High level panel of experts
ICPD	International Conference on Population and Development
ICSF	International collective in support of fish workers
ICT	Information and communication technology
ILO	International Labour Organization
IsDB	Islamic Development Bank
LIFDC	Low-income, food deficit countries
LPSDPA	Letter for the Development of Fisheries and Aquaculture (Senegal)
MASEF	Ministry of Social Affairs and Family (Mauritania)
MDGs	Millennium Development Goals
MENA	Middle Eastern and North African (countries)
MPA	Marine protected area
NAIFNSP	National Agricultural Investment and Food Security Plan
NAIP	National Agriculture Investment Plans
NAP	National Action Plan
NGO	Non-governmental organization
OECD	Organization for Economic Co-operation and Development
PAHs	Polycyclic aromatic hydrocarbons
PAIWD	Plan of Action for the Integration of Women in Development
PNDA	National Agricultural Development Plan (Mauritania)
PNDES	National Economic and Social Development Plan (Guinea)
PNIA/NAIPII	Plans nationaux d'investissement agricole
PPP	Purchasing power parity
PRSP	Growth and Poverty Reduction Strategy (Cabo Verde)

PRSP	Poverty Reduction Strategy Paper (Guinea)
PSC	Personal Status Code (Mauritania)
RA	Resilience assessment
SAP	Strategic Action Programme
SEFEPH	State Secretariat for Family, Children and the Handicapped (Morocco)
SGBV	Sexual and gender-based violence against women
SNEEG	National Strategy for Equity and Gender Equality (Senegal)
TDA	Transboundary Diagnostic Analysis
UN	United Nations
UNDP	United Nations Development Programme
USD	United States dollar
VAW	Violence against women
VDC	Village Development Committees
WEF	World Economic Forum

Summary

In general, this strategy will contribute to the achievement of changes that will contribute to the realisation of equality and equity between women and men, in accordance with the objectives of the national gender equality policies and strategies. The strategy aligns with continental and global codes, agreements and conventions and the countries of the Canary Current Marine system project adhered to continental and global agreements, conventions and United Nations Conferences. They have ratified several treaties and conventions (Convention on the Elimination of All Forms of Discrimination against Women [CEDAW, 1985]), the Optional Protocol to CEDAW (in 2000), the Protocol to the African Charter on Human and Peoples' Rights (ACHPR) (in 2004) and to the Sustainable Development Goals.

The vision and objectives of this gender strategy can only be achieved if there is a clear political and institutional commitment that is both practical and ambitious. This is expressed in the setting of institutional arrangements, implementing principles such as collection of sex disaggregated data, undertake gender analysis and integrate gender actions in each theme, set clear priorities and explicit choice in favour of using and supporting local and international gender expertise and mainstreaming gender in policy dialogue with participating countries and with key institutions and stakeholders.

To promote the use of rights-based approaches and strengthen the capacities of women in undertaking their responsibilities and claiming their rights over aquatic and environmental resources (including fisheries resources) communication and stakeholder engagements are crucial. The strategy will provide the enabling environment to build the engagement on gender equality and women's empowerment in fisheries resource and environmental management and in aquatic biodiversity through gender-responsive communication.

Gender indicators will allow monitoring of the actual implementation of the strategy and gender mainstreaming and update and review on a regular base the gender strategy.

The strategy takes into account the African Union Gender Policy, the FAO Gender Policy (adopted in 2020), the Voluntary Guidelines for the Sustainability of Small-scale Fisheries in the Context of Food Security and Poverty Eradication (Voluntary Guidelines on Small-scale Fisheries) and the Voluntary Guidelines for Responsible Governance of Tenure of Land, Fisheries and Forests.

At the national level, all countries have a gender policy and gender strategies (for agriculture, some for the fisheries sector) and have put in place several mechanisms to promote gender and eliminate discrimination so that women and men have equal opportunities. This CCLME gender strategy will be aligned with existing strategies and be complementary and create synergy. The mechanisms, laws and regulations aim to ensure that women participate equally in development and that women enjoy the benefits of growth.

This strategy overall supports that gender equality is mainstreamed and women's empowerment implemented in all CCLME initiatives at regional and at national level. Mainstreaming gender and women's empowerment will lead to "Women in the fisheries sector are, through their representation in the governance bodies of the fisheries and in value chains, able to integrate into development plans actions aimed at reducing gender-based inequalities in the areas of participation in decision-making, access, capacity building and by services (finance, market information, social welfare and health). The women's interests and concerns and those of marginalised groups are known to policy makers and taken into account in fisheries and its value chains' management and in policies".

Four specific objectives have been formulated and specific actions are suggested for each theme of the CCLME strategic action plan and specific objectives.

Specific objective 1: Build inclusive and gender-responsive healthy marine and coastal eco-systems.
This objective will be implemented using amongst others the "positive masculinity" approach and including women and female youth as "change agents". A supportive environment for meaningful and efficient leadership of women will be build. All program interventions in support of a healthy marine and coastal ecosystems will be oriented by the results of a gender analysis. There will be attention paid to women's and other marginalised groups meaningful and efficient participation and leadership.

Investments are supported to focus on gender equality through increasing women's access to and equal roles and benefits from marine and coastal ecosystems restoration and conservation. Women, female youth and marginalised groups will be trained and capacity building will provide them with skills to fully understand the ecosystem and the conservation and restoration plans in order to strengthen meaningful participation in co-management.

Specific objective 2: Increased gender equality in Skills, Employment and Sustainable, investments in Livelihoods.
All initiatives in support of livelihoods and resilience will be informed by a gender analysis. The results of the analysis will guide interventions on building capacities at community level, creating employment and investing in livelihoods. Based on an in-depth understanding of social resilience and the aspects of the care economy[1], gender based violence and harassment (GBVH) and equal access to services (financial, ITC (digitalisation and its gender gaps), extension) initiatives in building resilience of households will contribute to equal access, roles and benefits from economic and social resilience.

Women, men and youth have different coping and adaptation strategies. They must adapt or even transform their livelihoods in the face of these changes, including by exercising and strengthening their social resilience. Social resilience is understood as the ability of a social unit (i.e. individual, family, community) to withstand external shocks that may result from social, political or environmental change. In the context of multiple intersecting change processes, the need for fisheries governance to support the social resilience of fishing communities has already been highlighted Blue and green economy (adaptation & mitigation to climate change) employment creation will be audited on its impact on inequalities.

Tools and approaches that support involvement of men and take into account household and community dynamics, will be used. DIMITRA clubs and GALS are options to consider.

DIMITRA and GALS approaches aim at participation of men and women (all age groups) in processes of change of behaviour. Protection and rehabilitation of fishing habitats requires change of behaviour. Fishing families and communities globally face unprecedented challenges due to, resource depletion, climate change impacts and regulatory changes (MPA, closed seasons, etc.). More details on social acceptance of gender transformation are provided in annex 2. Communication and stakeholder engagements are crucial as is the participation of men in all change processes. The strategy will provide the enabling environment to build the engagement on gender equality and women's empowerment in fisheries resource and environmental management and in aquatic biodiversity through gender-responsive communication.

Specific objective 3: Strengthened inclusive and gender-responsive supportive services and public goods.
Gender equality in the institutions (including the institutions for co-management and restoration/protection of the ecosystems, research and innovation) services and in public infrastructure provided as a source of equality in economic opportunities for all (women, youth and marginalised groups).

In measures to reduce negative human impact on sediment dynamics, pollution and combatting alien species there should be support for blue and green economy in affected or at risk communities. The services and public goods to which the communities have access should be screened on equality (institutional gender audit) in services and on equality in cost benefits and economic and institutional effectiveness.

Participatory gender responsive climate change resistant infrastructure design and delivery will be supported. This includes specific attention to gender mainstreaming in research and innovation through active participation of women.

[1] All forms of paid and unpaid care provided within a society, including childcare, early childhood education, disability and long-term care, elderly care and other types of care. In a broader sense, it also captures the domestic provisioning of food, clothing and shelter.

Specific objective 4: Increased gender responsiveness of policies, strategies, institutions and support systems.
This subject is cross cutting and in each of the themes of the SAP there should be collection of evidence (sex disaggregated monitoring of results, gender indicators) and information to decision makers on gender inequality in order to adapt policies, laws and regulations, the way institutions work and provide goods and services as well as management systems for conservation, restoration and protection of the resources.

This information and collaboration with key stakeholders should result in policies, laws and regulations, institutions, management systems that are gender responsive and inclusive.

A strong regional expert group on gender and a strong gender desk (team of gender aware and skilled (knowledge, action plan, budget) at national level within the Ministry could be a way to work towards this cross-cutting objective.

1. Introduction

The Canary Current Large Marine Ecosystem (CCLME) is situated in the Atlantic Ocean on the north-western coast of Africa. Its boundaries extend from the northern Atlantic coast of Morocco south to the Bijagos archipelago of Guinea-Bissau and west to the Canary Islands. The countries within the recognized limits of the CCLME include Cabo Verde, Guinea, Guinea-Bissau, Morocco, Mauritania, Senegal and The Gambia.

The seven CCLME countries have a combined coastline comprising over 5,400 km long and a sea area of over 2 million km^2 within their Exclusive Economic Zones (EEZ).

The majority of 69.2 million people of the CCLME countries live in the coastal areas where most cities and industrial infrastructure are located. Most countries' economies are based on agriculture and fisheries, with a very weak industrial sector contribution to their GDP. The Table 1 below presents some relevant socio-economic and physical information of each of the seven CCLME project countries: Cabo Verde, Guinea, Guinea-Bissau, Mauritania, Morocco, Senegal and The Gambia.

Table 1: Social, economic and physical characteristics of the CCLME region

	Year	Cabo Verde	Guinea	Guinea-Bissau	Mauritania	Morocco	Senegal	The Gambia
Population	2021	561.901	13.497.237	2.015.490	4.775.110	37.344.787	17.196.308	2.485.936
Population growth rate	2021	1.1	2.7	2.4	2.7	1.2	2.7	2.9
Life expectancy at birth	2021	74,1	58,9	59,7	64,4	74,0	67,1	62,1
Gross national income per capita - female	2021	4682	2320	1561	2604	3194	2258	1649
Gross national income per capita - male	2021	7796	2645	2264	7650	11356	4468	2701
Agriculture, forestry and fishing, value added (%GDP)	2021	4,4	25,5	30,9	20,2 (2020)	12,6	15,3	19,7
HDI	2021	0,662	0,465	0,483	0,556	0,683	0,511	0,500
Rank	2021	127	182	177	158	122	170	173
HDI female	2021	0,653	0,426	0,448	0,518	0,621	0,475	0,481
HDI Male	2021	0,666	0,448	0,517	0,582	0,772	0,543	0,520
Gender development index	2021	0,981	0,850	0,967	0,890	0,861	0,874	0,924
Gender inequality index	2021	0,349	0,621	0,627	0,632	0,425	0,530	0,611
Rank	2021	84	157	159	161	104	131	153
Share seats parliament (% held by women)	2021	38,9	16,7	13,7	20,3	20,4	43,0	29,9

Individuals using internet (% of population)	2020	65	26	23	41	84	43	37

Source: Compilation from data World Bank (% GDP agriculture, fisheries, forestry; internet use) and UNDP (2022 Report).

Countries of the CCLME range from lower-middle income countries (Cabo Verde, Mauritania and Morocco) to low income countries (The Gambia, Guinea, Guinea-Bissau and Senegal). Socio-economic conditions as measured by the UN (United Nations) Human Development Index (HDI) varied from 0.465 to 0.683 in 2021, with Morocco having the highest and Guinea the lowest.

The Gender inequality index (GII) varied from 0,349 to 0,632 with Cabo Verde having the best score (lowest) and Mauritania the highest. Percentage of shared seats in parliament is also highest in Cabo Verde and lowest in Guinea-Bissau.

Including gender responsive budgeting in the process of the investment plans for agriculture is an important step to guarantee that gender gaps are addressed in Agriculture (Agriculture, forestry, fisheries and aquaculture, livestock). Morocco has adopted GRB in 2002 and is the example in the region (see details on Morocco hereunder).

Sidibé[2] documented the financing of the fisheries and aquaculture sector as a percentage[3] of the total NAIFNSP budget (or equivalent document) in the ECOWAS Member States and Mauritania. The funds allocated to the financing of the fisheries and aquaculture sector as percentage of the NAIFNSP is presented in Table 2.

Table 2: Financing of the fisheries and aquaculture sector as a percentage of the total NAIFNSP budget (or equivalent document) in the ECOWAS Member States and Mauritania

Country	Level (%) of funding	Comments
Cabo Verde	5.0%	Relative to the total cost of NAIFNSPII (2018-2021)
The Gambia	-	Not available
Guinea	5.7%	Compared to the total cost of the NAIFNSP (2018-2025)
Guinea-Bissau	4.9%	Relative to the total cost of PNIA/NAIPII (2015-2025)
Senegal	9.25%	Relative to the total cost of NAIFNSPII (2018-2022)
Mauritania	9.0%	Relative to the sector's contribution to the state budget (9%), FNS and poverty reduction

Source: Sidibé A., 2020.

Senegal, Mauritania, and Guinea, countries with important fisheries and aquaculture production and high numbers of their population depending on fisheries livelihoods, show high levels of funding compared to the other ECOWAS member states. There is no information on the percent invested in production (capture, aquaculture) and postharvest and trade. It is thus not possible to document the percent funding that is available to the women and youth dominated activities (processing and trade). Table 3 documents the information on priorities and amounts of budgets allocated to agriculture.

Table 3: Analysis of National Agriculture Investment Plans (NAIP) of ECOWAS Member States (2019)

Country	Fisheries priorities	Amount of budget share (%) of overall national budgetary allocation to agriculture
Cabo Verde	Support managing fishery resources	USD 26 million (10%)

[2] Diagnostic on the effectiveness of national fishery and aquaculture policies and strategies to enhance decisions on resource allocation, investment and capacity building in order to contribute to food and nutrition security and poverty reduction in West Africa (ECOWAS Member States and Mauritania) August 2020, Aboubacar Sidibé.

[3] The percentage is calculated on the basis of the funds allocated to fisheries and aquaculture in the total budget of the NAIFNSP or equivalent documents.

The Gambia	Sustainable management of fisheries resources	USD 37 million (13%)
Guinea	Fishing and aquaculture Support managing fishery resources	USD 137 million (13%)
Guinea-Bissau	Promotion of artisanal fishing and aquaculture Strengthening fishery resource management mechanisms	8 billion CFA (5%) Equivalent in Euro: 12,195 million
Senegal	Developng and managing fisheries and continental ecosystems as well as seabeds	148 billion CFA (11%) Equivalent in Euro = 225,61 million

Source: Sidibé A., 2020.

From the above table, we see that there are no details provided on how gender gaps are addressed in the sectoral allocation of the budget and there is no gender responsive budgeting at the sectoral level, undertaken in the member countries.

Given the wide range of countries involved in this proposed project, gender roles vary considerably. Gender specific conditions related to barriers and opportunities for women's participation, access and control over resources, access and control over services, participation in digital information/communication and service technologies, power and relations in the fisheries and aquaculture value chains are provided with similarities and main differences between countries explained.

A brief description of gender gaps (sex disaggregated data available) for the participating countries is provided hereunder. More details are provided in annexes.

Cabo Verde

Cabo Verde is a small island nation consisting of 10 islands and several islets totalling 4.033 km^2 of land area and 1.020 km of coastline. While the majority of the islands are rocky and with steep relief, the three easternmost islands Sal, Boa Vista and Maio are sandy and largely flat with maximum elevations of less than 400 m asl.

In 2021 there was an average life expectancy of 74 years, and the country recorded a literacy rate of 97 percent. The expected years of schooling for male and female are respectively 12.3 and 12.8 and mean years of schooling are respectively 6.6 and 6.0.

There is a gender gap relating to levels of poverty, with 33 percent of female-headed families being poor (by contrast to 21 percent of male headed families), and 48 percent of families are headed by women.

Unemployment levels among women are higher, and they face vulnerability from informal, undervalued, low paid and insecure work. The Gross National Income per capita for male was USD 7796 and for women USD 4682 (Human Development Report 2021/2022).

In 2014 there were 217.158 economically active members of the population in Cabo Verde, of whom 55 percent were male and 45 percent were female. Of the 182.831 people who were employed, 54 percent were men and 46 percent were female. People working in agriculture, animal production, hunting, forestry or fishing represented 15.3 percent of all workers, the majority of whom were men (75 percent). The hotel and restaurants sector employs 7.3 percent of all workers in the country, and they are dominated by women who constitute 64 percent of workers.

The Gambia

Situated in West Africa, The Gambia is almost surrounded by Senegal and has a total land area of 11,285 km^2. This consists mainly of riverine flats, swamps and tidal creeks which extend 500 km inland. It is one of the most

densely populated countries (population in 2021: 2,485 million). At macro-level, The Gambia is among the Low-Income, Food Deficit Countries (LIFDC) of the world.

With regard to gender, the Gambia is a patriarchal society with cultural values and roles constraining female participation in society and leadership. The 2021 Gender Inequality Index (GII) ranks The Gambia 153 out of 170 countries. Women constitute by far the vast majority of the population that is active in agricultural activities. Women are experiencing low level of literacy rate (40 percent), compared to men (64 percent). Regarding participation in the labour force, the rate is estimated at 73 percent for women against 83 percent for men.

Female-headed households are less food insecure than male-headed households, and poverty is more prevalent in male- headed households (50.9 percent) than in female-headed households (38.3 percent).

There is no equal access to land between men and women.

In 2014, between 25,000 and 30,000 people were engaged in artisanal fishery and about 2,000 people were employed in the industrial sub-sector.

Another 200,000 persons were indirectly dependent on fisheries and related activities[4] in a country of slightly over 2 million. Of all engaged in the fishery sector, about 76 percent were estimated to be Gambian nationals. The Ministry of Fisheries and Water Resources estimates that about 80 percent of people engaged in the sector are women. As a rule, women and men produce different products, operate on different scales and serve different markets. Most women in the fishery sector earn more than their husbands and many put their children through school with their income alone, but their economic empowerment has not been accompanied by more equal decision-making power between wives and husbands.

The women may be consulted on strategic issues, such as purchase and sale of assets, inheritance and marriage, but the final decisions are made by men. Women allow such arrangements to continue, since marriage is important to them and wish not to create troubles in the family. Such sentiment is reflected in the fact that a significant proportion of women themselves think that men are justified in beating their wives if they neglect their children, go out without telling their husbands, etc. Domestic violence is rarely reported.

Men assume the role of landing site managers, who belong to the Ministry of Fishery and Water Resources. Although they oversee the entire landing sites, they do not regard women who work on the sites as part of the site community. The informal landing-site community leaders are much more aware of the obstacles that women face, but reported only material related difficulties and not the low prices of the products that women handle compared to men.

Sensitization is required if they are to approve equal distribution of decision-making power between wives and husbands; equal distribution would not be fully achieved without the consent and encouragement of the gatekeepers. The female youth are very often subsumed under the larger category of women, and their distinguishing qualities (e.g., higher literacy and numeracy) are not highlighted unlike the male youth who are differentiated from older men.

Guinea-Bissau

The UNDP Country office undertook a gender analysis in 2021 and reports that exclusion and discrimination of women in Guinea-Bissau are most visible in the high incidence of female genital mutilation (52.1 percent: 19-45y) and domestic violence (okay to beat wife 37 percent of men, 36.4 percent of women [MICS6] 2020), limited access to land (land property women are less than 2.5 percent) and credit, poor institutional representation and inequalities in justice, law, education (illiteracy: 67.4 percent women, 47.8 percent Men [MICS6, 2020]) and health.

[4] UNCTAD, "The fisheries sector in the Gambia: trade, value addition and social inclusiveness, with a focus on women.

The gender analysis also identifies positive drivers of change, describes local socio-economic networks and livelihood strategies of women in Guinea-Bissau that are capable to trigger economic empowerment. The revision of the constitution through a gender perspective is on the way.

Many structural barriers against gender equality persist and women and girls remain disadvantaged in all public sectors, with unequal access to basic social services, unequal property rights, and disparities in the public administration and decision making. Women face higher risks resulting from the impacts of climate change (UNDP, 2021).

In addition, 22.7 percent of the households are female headed (in Bissau this is 31 percent and in the rest of the country 20 percent).

Overall there is a lack of reliable statistical data and gender disaggregated data in all relevant sectors.

Guinea-Bissau has highly productive fishing waters, and fish and other seafood are a second principal export good and an important local protein resource. Most of the households in coastal communities are involved in subsistence fishing. Coastal ethnic groups are known for the women traders (local and small scale and informal). The large and medium scale trade over long distances and cross border is dominated by men.

Women work in fish and molluscs trade, transport and dominate the fish selling and commerce (conserving, cleaning and selling fish at the markets). Women wholesalers dominate the commercialisation of fresh and frozen fish at urban markets.

There is a hierarchy expressed in the different scales of commerce, sources of supply and access to sales' sites. Women with higher status with more years of activity in the retail sale of fish, work with frozen fish and sell more than two hundred kilograms of fish a day. Lower status women sell less and cover other places in the market.

The maintenance of the family largely lays on women's shoulders because the practice of marriage with a much older man causes a large number of widows furthermore due to unemployment or husband's insufficient salary to ensure the domestic economy.

Women organise in Mandjundades-age class bound associations. The main function of the groups is social reproduction and socialisation and integration of young people in the community system. The groups support women's social empowerment. The participation in these associations provide networks of sociability and information.

Rotating saving groups are popular in the market place and beyond. In Bissau, this informal 'para-banking' system is very common. Up to 80-85 percent of economic enterprises are initially financed with accumulated capital from the rotating saving groups (abotas). Details on social and governance aspects of fisheries can be found on the UEMOA website presenting results from a framework survey[5].

Guinea

The African Development Bank in its Country strategy (2018 -2022)[6] provides an overview of Guinea's situation in terms of gender. With a gender index of 0.439 (OECD SIGI Index), Guinea is one of eight countries (78 out of 86) with the widest gender gaps in the non-OECD space. Guinea is also considered one of the ten African countries with the widest gender disparities.

The national gender context in Guinea remains strongly influenced by socio-cultural constraints and social standards, making it difficult to apply the legal framework and implement measures to promote gender equality. Indeed, the country has a valuable and extensive body of law to protect and promote women's rights, for example

[5] See the website: https://sirs.agrocampus-ouest.fr/SIRP/atlas_uemoa/index.php?action=fiche&code=gnb&type_code=SG&atl_version=0&idlang=fr

[6] African Development Bank Group, 2018; Country Strategy Paper 2018-2022 Guinea, September 2018, annexe 7 Gender.

the Penal Code, the Code of Criminal Procedure, the Child Code, the Law on reproductive health outlawing the practice of female genital mutilation (or excision) and its implementing texts, the joint decree outlawing female genital mutilation in Guinea, etc. However, there is little enforcement in Guinea of these legal texts protecting and promoting women's rights. This is linked to the juxtaposition of legal orders (religious, customary and modern) and the inaccessibility of courts in rural areas, among others. This fuels sexist attitudes and practices, strengthens practices that harm women/girls, hampers initiatives aimed at accelerating the effective achievement of gender equality and maintains acceptance of gender inequalities by women themselves.

Thus, gender equality and equity is still a concern in Guinea although encouraging measures are being implemented. The National Gender Policy has been updated, validated and disseminated in 2017. There are no legal restrictions on women's access to the labour market, education and health. However, in March 2018, female representation was only 22 percent in Parliament, 18 percent at the Supreme Court (3 women out of 17 judges), 24 percent at the Economic and Social Council, 14 percent of ministers in 2017, 2 percent of mayors and 18 percent of household heads.

Only 26 percent of civil servants are women, most of them with limited responsibilities. GPHC 2014 results indicate that early marriage (ages 12-14) significantly affects girls at a prevalence of 5.5 percent, regardless of where they live.

According to the National Gender Policy document as revised in 2017, women face several constraints in the agricultural sector: lack of investments in agricultural production activities; lack of access to productive resources (land, inputs, modern equipment, technologies, training, working tools, markets, etc.); poor gender mainstreaming in the appraisal of agriculture-related development projects and insufficient technologies/techniques for the production, marketing and processing of agricultural and para-agricultural products. This is compounded by sociocultural constraints, weak structuring of women's groups and their lack of access to economic opportunities and financing structures (banks and microfinance institutions). These gender constraints are as well prevailing in the fisheries sector

According to MICS 2016, over 75 percent of women live in rural areas and represent 53.3 percent of the agricultural work force. The great majority of women farmers are illiterate. Rural women practice subsistence farming and do not receive any remuneration (78.5 percent of them have family helper status). They cannot control the resources generated by the crops, even though they provide considerable labour.

The average daily working day is 17 hours, about ten of which are dedicated to agriculture and the remainder to family and domestic chores.

In Governance and women's participation in decision-making bodies women's overall participation rate in decision-making positions remains low. Women only represent 23 percent of members of municipal councils. With women accounting for 18 percent of the members of government, 13 percent of regional Governors and 6 percent of Prefects, Guinea still appears to fall far short of the 30 percent quota for female representation.

According to the 2017 National Gender Policy, the population of working age in Guinea is 2,306,244 people, 54 percent of whom are men and 46 percent women. Of this number, 49 percent of men and 72 percent of women are self-employed.

Despite their demographic weight (51.7 percent), Guinean women only constitute 9.7 percent of the formal sector (public and private). However, Guinean women are economically very active, even though the majority of them carry out their activities in the informal sector.

Gender-based violence (GBV): women's status is a source of social inequalities and women are the victims of different types of violence, including female genital mutilation as well as physical and psychological violence. Of all the types of violence, conjugal violence is the most frequent. Almost two out of three women (63 percent) are victims of conjugal violence in varying proportions, depending on the region. Paradoxically, only 6.6 percent of men and 5.1 percent women filed a complaint after having been the victim of GBV, and fewer than 5 percent of men and 3 percent of the women who filed complaints received a response.

In Guinea, the fisheries sector contributes to 3.7 percent of the gross domestic product (GDP) in 2019. However, it is underexploited. In 2019, 165,000 tons were produced out of a potential of 300,000 tons. Illegal fishing is the main threat to the sector, causing a shortfall estimated at USD 20 million per year.

Artisanal fishing and fish processing are the main means of livelihoods for 200,000 people and their families, including 34,532 fishermen and 25,000 in fish trading and processing activities. It is crucial to develop a sector currently hampered by a lack of secure access to the resources and appropriate landing and fish processing infrastructure.

About 6,025 canoes make up the artisanal fleet, with an average motorization rate of 44 percent and approximately 17,156 fishermen in operation. Most stocks are over-exploited, particularly those along the coastal line.

Senegal

The Gender country profile of 2019[7] documents how gender gaps are clearly in the disadvantage of women. Women have less labour force participation and are more involved in the unpaid family work. Literacy is still a major gap.

Table 4: Gender gap information for Senegal

Categories	Female (%)	Male (%)
Labour force participation (ILO, 2016)	34.5	58.0
Unemployment (ILO, 2015)	7.3	6.4
Bank Accounts (WEF-GGGI, 2018)	8.2	16.0
Literacy rate (UNESCO, 2017)	39.8	64.8
Own Account Workers (WEF, GGGI, 2018)	37.6	32.6
Unpaid family worker (WEF, GGGI, 2018)	30.1	18.2
Entrepreneurship (Women's Investment Club 2016)	22.9	77.1

Source: Country gender report Senegal Islamic Development Bank, 2019.

Senegal has a comprehensive gender machinery composed by several institutions and mechanisms.

The fisheries sector has a gender desk, working on gender mainstreaming in the sector.

Women's work in the rural areas is based on activities undertaken in addition to their family care occupations with low profitability such as the cultivation and marketing of garden produce, rain-fed rice cultivation, agricultural processing, small ruminant farming, and marketing of milk. Men, on the other hand, engage in more profitable and commercially-oriented activities including irrigated rice farming, cash crops, small and large ruminant husbandry, and fishing. Men have authority over 93.6 percent of cultivated land and exploit an average of 1.3 hectares (ha) compared to 6.4 percent for women who harvest areas averaging only 0.4 ha.

Women's land ownership rate range from 9.8 percent to 13.8 percent and, their lack of access and control over cultivable land have forced them to seek alternative strategy such as renting and crop-sharing. As of 2012, 66.7 percent of women accessed land through rental against 33.3 percent of men. Women's low land ownership is due to customary law limiting their access to land.

The Government of Senegal (GoS) with support from the African Development Bank (AfDB) has started a review of the 1964 land reform by strengthening the condition of access to land for women.

As part of the GoS's program to boost food security and food production, women farmers, who account for 70 percent of the agriculture workforce and produce 80 percent of food were empowered with technical and financial support to overcome various socio-cultural practices that discriminate against them. The GoS is

[7] Islamic development bank, Senegal gender country profile, February 2019.

committed to scaling back the workload of rural women as per the strategic objectives outlined in the African Union's Agenda 2063, a strategic framework adopted in 2015 for the socio-economic transformation of the continent for the next 50 years. Moreover, on February 2018, the President presented cheques totalling FCFA 700 million to women wholesalers and fish processors. He also announced an allocation of FCFA 1 billion for women micro-wholesalers, wholesalers, fish processors, and aquafarmers. The government is also using the New Partnership for Africa's Development (NEPAD) and Kingdom of Spain's (AECID) fund for Capacity Building in Agricultural Techniques in Africa, particularly for rural women to promote the empowerment of Senegalese rural women.

Women are more affected by climate change due to their disadvantaged position as workers and in their multiple roles as caregivers, responsible for the health and food supply in the home. As a result, women have been included in various climate adaptation programs.

As workers and home managers, female fish processors whose livelihoods were affected through declining stocks and other market-related issues have been assisted by USAID through the Collaborative Management for a Sustainable Fisheries Future (COMFISH) program. COMFISH has built modern processing plants for women to provide them with more hygienic workspaces. Beneficiaries learned to read and write, integrate technology into their work and found new ways to sell their produce. COMFISH has also helped them to source alternative incomes by engaging in gardening and artisanal jewellery making.

The Ministry of Women, Family, and Childhood which emerged from various reforms that have taken place since the first institutional mechanism for the protection of women's rights and that was established in 1978 overlooks the protection of women's rights and promotes gender equality. The Directorate of Gender Equality implements programs to combat discrimination against women. Moreover, the following mechanisms part of the gender machinery are put in place and their missions contributes to strengthen the functions of the ministry.

TABLE 5 | Total estimated number of shellfishers and estimated direct shellfisheries beneficiaries from shellfishers' households in the coastal countries of West Africa.

Country	Estimated number of shellfishers	Estimated members of shellfishing household	Estimated direct beneficiaries
Nigeria	39,340	11	415,548
Senegal	5,270	11	59,288
Ghana	4,333	7	31,731
The Gambia	2,042	13	26,199
Liberia	1,066	8	8,436
Guinea Bissau	836	10	8,569
Guinea	780*	8**	6,240
Benin	710	8	5,774
Côte d'Ivoire	544	8	4,305
Sierra Leone	354	10	3,487
Togo	283	8	2,358
TOTAL	**55,558**		**571,935**

*Estimated number of EMES harvesters for Guinea assumed 10% of artisanal fishers reported by Cromier-Salem et al. (2000) as cited in (Ottaviani, 2020).
**Estimated number of household members of EMES harvesters in Guinea assumes the modal household size for the ten other countries in this study.
Countries are presented in order of highest to lowest number of shellfishers.

In the fisheries sector, men go out to fish and women receive the catch as it arrives onshore, and control much of the post-harvest portion of the fish value chain. Most of the literature highlighting women in Senegalese fisheries has focused on post-harvest activities, where, an estimated 90 percent of seafood processors (approximately 36,000) are women. However, women are also involved in direct capture of invertebrates from shore for subsistence and/or artisanal purposes (Grandcolas, 1997; Walter, 2006). A recent study on mangrove systems in West Africa[8] suggests that an estimated 5270 households are involved in shellfisheries majority and for Senegal 100 percent done by women (see Figure 1). The local shell-fishing communities are involved in harvesting, processing, transport and marketing. Women are harvesters in the bivalve and gastropod. Men controlled the harvesting and transportation nodes of the crustacean and cephalopod fisheries whereas women remained chiefly in the processing and marketing nodes (regional situation). Women make important social and economic contributions beyond the direct landed value, such as providing nutritionally dense foods to a region with growing food insecurity and the funds to send children to school (Hall[9]).

[8] Chuku, E. O., Effah, E., Adotey, J., Abrokwah, S., Adade, R., Okyere, I., Aheto, D. W., Kent, K., Osei, I. K., Omogbemi, E. D., Adit, A., Ahoedo, K., Sankoh, S. K., Soro, Y., Wélé, M., Saine, D. F. and Crawford, B. 2022. Spotlighting Women-Led Fisheries Livelihoods Toward Sustainable Coastal Governance: The Estuarine and Mangrove Ecosystem Shellfisheries of West Africa. *Front. Mar. Sci.* 9:884715. doi: 10.3389/fmars.2022.884715.

[9] Harper, S. and Kleiber, D. 2019. Illuminating Gender Dimensions of Hidden Harvests. *Women Fisheries Inf. Bull.* 30, 53–55.

Gender inequalities in the fisheries sector have been highlighted through the work of development organizations and some of the identified challenges that women in this sector face are lack of access to institutional credit, lack of access to infrastructure for preservation, storage, and transfer of products, fees to access markets, and the administrative difficulties in obtaining licenses to trade.

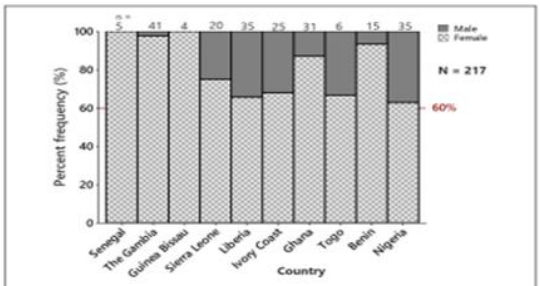


FIGURE 1 | Gender disaggregation of shellfishery resource users' overall participation for each country. Number of respondents, $n = 217$; Senegal, Guinea-Bissau and Togo had focus group discussions of at least five resource users per meeting—the response from each meeting counted as one ($n = 1$) for these countries. [Data source: Resource user survey from this study].

Another major aspect of gender inequality is limited participation of women in the development of technology for the post-harvest sector. A recent publication of Williams *et al.*[10] documented how improved ovens, such as the FAO-Thiaroye processing technique (FTT) (Ford *et al*., 2020[11]) have been designed and promoted in West Africa and other regions but ovens were evaluated largely for their technical efficiency, costs, and food safety (elimination of polycyclic aromatic hydrocarbons (PAHs carcinogens affecting the health of the fish smokers and consumers) and women fish smokers are more often understood as consumers of the oven technology than as its co-producers.

Evans (2019)[12] applied feminist analysis approaches that paid attention to inter-sectionalities, e.g., the fish mothers, the fish smokers and the migrant workers and her study incorporated insights into the uptake of new ovens, and the household and community entanglements of women in the fishing communities in times of changing access to fish. Findings are that the smoking technology is largely by food processing professionals with some but limited input from the women fish smokers; concepts and methodologies used in design, construction, and promotion have been technology driven, albeit with a view to improving health and the environment (energy efficiency) and reducing women's workloads and lack the perspective of understanding the diversity of women and men working in fish smoking and their roles and interests to inform more equal partnerships. Power among the various parties engaged, from technology developers, governments, development agencies and NGOs through to the various types of women, is very asymmetrical. Women, including even the powerful fish mothers, have been generally at a disadvantage despite being central to the focal act of fish smoking.

Other reports have highlighted a recent trend in Senegal, but also described elsewhere, of relocating fish processing facilities away from landing sites, which disproportionately impacts women as it can substantially increase transportation distances and costs (HLPE, 2014[13]; ICSF, 2002[14]). Women in Senegal are also being adversely affected by the increase in technologically advanced processing facilities (often foreign owned), which provide work for far fewer women than traditional processing activities and compete with traditional processors (mostly women) for access to fish (Gueye, 2016[15]).

This shift toward a global seafood market has potentially significant implications for women who have traditionally dominated small-scale fish processing and trade for local markets. With fish being increasingly processed and shipped abroad, women fish processors and traders have taken a considerable financial hit, as they are often unable to access these markets to sell their fish.

[10] Williams, M.J. and Syddall, V. 2022. Women, fisheries technology and development: toward new research approaches, Gender, Technology and Development, DOI: 10.1080/09718524.2022.2125456.

[11] Ford, A., Randrianantoandro, A. and Riego Penarubia, O. ~ 2020. The FAO-Thiaroye processing technique: Facilitating social organization, empowering women, and creating market access opportunities in West Africa. In J. Zelasney, A. Ford, L. Westlund, A. Ward, & O. Riego Penarubia ~ (Eds.), Securing sustainable small-scale fisheries (pp. 55–69). FAO.

[12] Evans, A. 2019. Caught in the net: An investigation into NGO development interventions targeting coastal fish smokers in Ghana. Leiden University.

[13] HLPE. 2014. Sustainable fisheries and aquaculture for food security and nutrition. Rome: FAO. www. fao.org/3/a-i3844e.pdf (accessed December 12, 2016).

[14] ICSF. 2002. Report of the study on problems and prospects of artisanal fish trade in West Africa. Chennai: International Collective in Support of Fishworkers.

[15] Gueye, G. 2016. Voices from African artisanal fisheries. Stockholm: Swedish Development Cooperation Agency. http://www.naturskyddsforeningen.se/sites/default/files/dokument-media/voices_from_a frica_eng_1.pdf (accessed November 22, 2016).

Fisheries policy in Senegal remains weak on gender-specific measures. Furthermore, Senegal's new Fisheries Act (adopted in July 2015) does not address major deficiencies in processing infrastructure, which is of direct importance to fish processors who are predominantly women.

While women fish processors and traders may benefit indirectly from new policy measures to curb illegal fishing (e.g., by increasing the supply of artisanal fish and/or lowering prices), there are no specific measures in the new policy that address women or gender directly (Association pour la promotion et la responsabilisation des acteurs de la pêche artisanale à Mbour, 2015). At a recent fisheries workshop in Joal, Senegal, conducted by the Living Oceans Foundation and the Sea Around Us, over 80 percent of the attendees were women, mainly processors, who raised many important concerns including the lack of funding for processing facility upgrades. Although women are clearly important stakeholders in the fisheries sector, and are engaged in discussions on key fisheries issues, they represent less than 5 percent of fisheries governing bodies (Coastal Resource Center, 2016[16]). Efforts are therefore needed to involve more women in decision-making aspects of fisheries to ensure that their concerns are addressed and their contributions recognized[17].

Morocco

The Government of Morocco (GoM) ratified the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) in 1993 and in1995, committing to developing a national gender strategy. The government submitted six periodic reports to the CEDAW Committee between 1994 and 2013. In 1999, the Plan of Action for the Integration of Women in Development (PAIWD) was presented to Parliament for approval by the Prime Minister.

Even though the PAIWD was not adopted by Parliament, it was used as the working document for women's empowerment in Morocco by development partners, civil society actors in the development sector and ministries.

Gender-responsive budgeting (GRB) was adopted in 2002 and piloted in the following ministries: finance, health, education, and agriculture in 2005. A gender report annexed to the Finance Bill has been drafted yearly since 2006. Also, a 'Committee for Gender Cooperation' was established to monitor the yearly gender report. The current gender policy, the Plan gouvernemental pour l'égalité/The Government Plan for Equality (ICRAM-dignity) 2017-2021, will: a) guarantee the physical and psychological integrity of girls and women; b) promote the economic and social rights of girls and women; and c) strengthen the voice and participation of girls and women.

The Center of Excellence for Gender-Responsive Budgeting in Morocco (CE-GRB) was established in 2013. Its Center's main task is supporting line ministries and local authorities in the effective implementation and monitoring of the GRB process.

Table 6 gives an overview of gender indicators for Morocco. The overview documents important gaps disadvantaging women.

Table 6: Development indicators with sex disaggregated data for Morocco

Categories	Female (%)	Male (%)
Income Earned (US$ PPP) (WEF-GGGI, 2018)	3.445	13.075
Labour force participation (World Bank, 2018)	24.9	72.6
Unemployment (WEF-GGGI, 2018)	10.3	9.5
Bank Accounts (WEF-GGGI, 2018)	-	-
Literacy rate (WEF-GGGI, 2018)	59.13	80.38
Own Account Workers (WEF, GGGI, 2018)	16.5	33.6
Unpaid family worker (WEF, GGGI, 2018)	47.3	12.5

Source: Gender country profile, IsDB, 2019.

[16] Coastal Resource Center. 2016. USAID/COMFISH: Collaborative management for a sustainable fisheries future in Senegal. http://www.crc.uri.edu/stories_page/bridging-the-gender-and-cultural-gapin-senegals-fisheries-sector/ (accessed December 8, 2016).

[17] Details on social and governance aspects of the fisheries can be found on the website: https://sirs.agrocampus-ouest.fr/SIRP/atlas_uemoa/index.php?action=fiche&code=sen&type_code=SG&atl_version=0&idlang=fr

Climate change is wrecking lives and livelihoods across Morocco due to increasing droughts, poverty, rising sea levels, salinization, flooding and so on. Women are feeling the brunt of these devastations due to their centrality in tasks related to household survival and management, but also in their role as workers, especially in the agriculture sector. Women have had to walk longer in search of water and firewood, and women have to contend with the loss of income and harvests from their work in the agriculture sector.

Despite their dominance in the sector, women's work is either unpaid or underpaid, and they lack access to land, finance, and technical advice. Moreover, 73 percent of female labour is unpaid, and they earn 50 percent less than men, the largest gender wage gap for the same job and qualification of any sector in Morocco. Women's land ownership is not commensurate with their participation rate in the sector as they owned only 7 percent and 1 percent of land in the urban and rural areas, respectively. Most of these women are unskilled workers, with only 20.5 percent being owners.

Table 7: Sex disaggregated data on employment

Categories	Female (%)	Male (%)
Unemployed	10.3	9.5
Estimated Earned Income (PPP)	3.445	13.075
High Skilled workers	2.8	5.5
Contributing family workers	47.3	12.5
Own account workers	16.5	33.6
Labour force participation rate	24.9	72.6

Source: Compiled from the 2017 Global Gender Gap Report.

The data in the Table 7 reveals that women are disadvantaged in all the working categories. There are more women in the unemployed, contributing family workers, or unpaid workers categories, the non-paying classification.

Furthermore, there are fewer women in the high skilled and own account workers categories, that are high paying. Finally, women earned almost four times less than men. In general, Morocco's entrepreneurship sector is characterized by an unconducive business climate which includes lack of finance and growth in both domestic and export markets and bureaucratic and legalistic obstacles. For women, it also includes socio-cultural discriminatory practices, lack of access to information, networks, market and inputs, and support programs, as well as mentors to guide them in developing their ideas.

Morocco has many similarities with other Middle Eastern and North African (MENA) countries in relation to women that are significant and profound: a strong religion (Islam), co-habitation of tradition and modernity, and a transitional phase in the processes of democratization and development. Women's issues have recently become an important political topic that attracts the attention of decision-makers, activists, researchers, and politicians. Both women and men were involved in the birth of modern feminism. Together, they resisted the forces of patriarchy, which deprived them of their civic rights. The men who were involved were mostly highly educated, with legal training and exposure to European thought, and the women belonged to a generation where educated daughters had illiterate mothers.

Mauritania

In 2017 the World Bank reported[18] that Mauritania's fishing industry plays a major role in the country's economy, contributing 25 percent of public revenue and up to 5 percent of GDP. The sector generates 53,000 jobs nationwide, with women performing about 30 percent of the work. In the northern city of Nouadhibou, many women working in the fishing industry do so out of economic necessity. They work to provide for their families. The women are often highly skilled but are forced to work in poor conditions. Imraguen tribe, for example, women are renowned for their preparation of *poutargue*, a type of pickled fish highly sought after in European markets.

[18] https://www.worldbank.org/en/news/feature/2017/06/06/supporting-women-fish-sellers-in-mauritania

Despite their contributions and recognized skills, women in Mauritania have yet to be fully included in the wider economy and are locked out of virtually every segment of the fisheries. “They play almost no role in the export sector, where you see the highest profits. They are only active in the local market where demand is limited and the highest quality fish are reserved for wholesalers.”

This is particularly difficult for small-scale fish handlers, who say that they are priced out of the market by wealthy wholesalers who supply to the country’s rising number of processing plants. “We can’t even bargain with the middlemen who sell on to the factories because they know we can’t afford ice or cold storage, so we have a much stricter turnaround time.” These challenges are compounded by physical isolation. Nouadhibou’s artisanal market is saturated to the point that women fish sellers have no formal space for their goods and are forced to work outside the market on the street. Exposure to the elements depreciates the value of their product. They often resort to selling their goods in smaller markets near their homes where fewer buyers pay lower prices for their goods.

These poor working conditions, plus limited access to capital, land and equipment, force many women to reduce the number of days they work or to leave the fishing industry altogether.

Mauritania is characterized by fast-growing fisheries that have developed over the past several decades from low levels of fishing to intense fishing and have led to severe decreases in biomass and severe signs of overexploitation. To ensure sustainable fisheries, a primary goal of science-based fisheries policy is to provide an adequate conservation status of marine habitats that are directly, or indirectly, fundamental for the lifecycle of fish populations of commercial interest.

Adult literacy[19] in Mauritania is lower among women (43.3 percent) than among men (63.7 percent) (2017). The gap in adult literacy between men and women, 20.4 is larger than the gap of the sub-Saharan Africa aggregate (13.1).

The labor force participation rate among females is 27.4 percent and among males is 62.2 percent for 2021 (World Bank[20]). Workers in vulnerable employment are the least likely to have formal work arrangements, social protection and safety nets to guard against economic shocks; thus, they are more likely to fall into poverty. Vulnerable employment among women is 75.7 percent and among men is 41.4 percent for 2019.

On the technical level, two local skills that perpetuated over several generations are worth mentioning: the fishing of yellow mullet with shoulder nets from the shore and the artisanal processing of the mullet by Imraguen women. In the PNBA, in a context of technical change, the influence of migrant fishermen has been felt particularly since the 1990s through the introduction of fishing gear with very formidable effects on the resource. This technical change made it possible to target new species, such as the selachians (rays and sharks), whose fishing is much more profitable than that of the yellow mullet.

For economic reasons, the fresh fish from the Imraguen as raw material for the women processors is diverted from the processing households to external consumption markets. Moreover, the development of a salt-and-dry fish processing chain maintained by migrant fishermen and targeting several species has accentuated a decline in women’s activity. This competition has gradually led to their abandonment in some villages in the park.

The socio-economic conditions of the majority of Imraguen families are deteriorating. The economic resources generated in the Park are both highly dependent on external markets and almost systematically reinvested outside in the phenomenon of extraversion (Failler *et al.,* 2010), and therefore do not benefit the improvement of living conditions in the Park (Boulay, 2011). An effective and efficient co-management of the protected area requires a rebalancing of powers, but also the training of young generations of inhabitants who would soon be able to actively participate in the management of the PNBA.

[19] Adult literacy rate is the percentage of people ages 15 and above who can both read and write with understanding a short simple statement about their everyday life.
[20] See the website: https://genderdata.worldbank.org/countries/mauritania/

Policy and guiding frameworks

An overview of policies and institutional guiding frameworks on gender and the fisheries sector is provided in Table 8.
Table 8: Policies, laws and regulations

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
Cabo Verde	Cabo Verde has ratified the main international and regional human rights instruments: in 1980 the CEDAF (Convention for the Elimination of All Forms of Discrimination against Women), adopted by the UN General Assembly in 1979 and in 2011 also adopted its Optional Protocol. In 2005 it signed the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol) and signed the African Union's Maputo Solemn Declaration on Gender Equality. Other key international commitments to women's rights include the Plan of Action of the 1994 International Conference on Population and Development (ICPD) and the signing of the Beijing Declaration and Platform and Beijing +5, which considered the principles of the ICPD aimed at the removal of all obstacles to gender equality in all spheres of public and private life, based on the full and balanced sharing of economic, social, cultural and political decision-making. The Government envisages making Cabo Verde an exemplary country in the area of gender equality and social inclusion through a combination of efforts, particularly with NGOs, churches, the media and the international community. The government advocates gender equality policy measures based on humanistic and personalistic values and promotes the well-being of the human person as the ultimate goal of state action. The National Plan for Gender Equality and Equity (2015-2018) developed in 2014 aims to provide the State with a reference framework for the formulation and implementation of strategic, specific and cross-cutting policies, programmes and actions that contribute to the promotion of equal rights, duties and opportunities for men and women and	August 2022: a gender strategy for the fisheries sector and its action plan have been validated. In the fisheries development plan: Human resource development and gender mainstreaming: permanent training/information system for farmers and fishermen (CER); training of public, private and associative service providers. The policy adheres to the: (i) effective implementation of the principle of equity as an intervention strategy which should lead to a culture of respect for diversity, in particular gender differences; and (ii) promote a culture of gender equality and non-violence in educational spaces and implement educational and institutional strategies and practices that respond to the specific needs of girls and boys to reduce gender gaps that exist in access and success in school, as well as in career choices. At the level of the fisheries development framework: the enhancement of social resources through: - the promotion of a comprehensive social development policy based on local needs; - the implementation of decentralisation by catalysing the empowerment of grassroots community organizations for their own integrated, equitable and sustainable development, including the management of local resources, including water, land and biological resources;

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
	an effective and visible participation of women in all areas of social life by contributing to their empowerment. The Government's programme (2012-2016) emphasises the importance of gender equality as one of the four pillars of economic growth, poverty reduction and the achievement of the Millennium Development Goals (MDGs). The Growth and Poverty Reduction Strategy (PRSP III, 2012-2016) emphasises the importance of gender equality in the perspective of competitiveness taking into account that the challenges of productivity and economic growth cannot be overcome without the full contribution of women. The programme of the Institute of Employment and Vocational Training in terms of gender planning and programming of technical staff. The approval of the Special GBV Law (Law nº 84/VII/2011) regulated in January 2015 which classifies GBV as a public crime and stipulates the criminal procedure. The existence of Gender Focal Points in Ministries and Municipalities in order to integrate the gender approach in their institutions, based on the priorities set in the gender policy. Recently, in some programmes, gender units aiming at the integration of the gender approach are beginning to emerge. The Government's Programme for the IX legislature (2016-2021) which advocates for gender equality policy measures, gender mainstreaming in the elaboration and implementation of gender responsive budgets and the effective implementation of the equity principle.	- building the capacity of grassroots actors, particularly at the level of community-based organizations, in the process of taking charge of their own development, including planning, implementation and monitoring; - support to federations of grassroots organizations and networking between different partners in agricultural and fisheries development; - consultation/coordination and effective articulation between the various bodies, through support to the representative structures of the various actors involved in rural development; - the promotion of the gender approach with a view to eliminating all forms of discrimination/exclusion in the conduct of agricultural and fisheries development programmes.
Guinea	Since its independence in 1958, the Republic of Guinea has been committed to actions in favour of gender equality. Commitments have been made through the promulgation of laws, the ratification of international conventions, the adoption of major policy documents such as the National Gender Policy (PNG). The National Economic and Social Development Plan (PNDES) 2016-2020, the first phase of implementation of the Guinea 2040 Vision, is aligned with the 2030	National Agricultural Development Policy (2007) recognises women as the main agricultural producers and their marginal status. "The particular consideration of family production systems which provide the majority of agricultural production (in the framework of traditional extensive production methods), women and young people who constitute the main nuclei of the dominant family agriculture in Guinea" is cited as one of the principles on which this national policy is based.

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
	Agenda of the Sustainable Development Goals (SDGs) and the 2063 Agenda of the African Union. It aims, among other things, to address gender inequality issues at all levels. In particular, Pillar 3 of the PNDES aims to "develop human capital" in order to enhance this capital and strengthen the fight against exclusion and social inequalities. It emphasises the intensification of investments in education/training, productive employment and entrepreneurship in favour of women's empowerment. Ratification of the Convention on the Elimination of All Forms of Discrimination against Women in 1982; but the CEDAW Protocol has not been signed. The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa on Human and Peoples' Rights was signed in 2003 (however it has not yet been ratified by the National Assembly). Article 8 of the Constitution states that "men and women have the same rights". It should be noted that the current civil code has been revised because of the discriminatory provisions against women that it contained, but the draft is still at the level of the Ministry of Justice. Among the existing discriminatory provisions in the Civil Code there are: - A lower legal age of marriage for women: 17 years for women versus 18 years for men (and the possibility that this limit be lifted in case of a marriage). - The man is the head of the family (article 324), in this capacity, he has the right to choose the place of residence of the family (Articles 247 and 331), and he may prevent his wife from exercising a trade of her choice (Article 328). - In the event of divorce, the woman only obtains custody of her children until they reach the age of 7: "unless there is a special agreement between the parties, the children shall be entrusted to their father as soon as they reach the age of seven" (Article 359). - The husband can ask for a divorce on the grounds of "adultery of his wife" (article 341) whereas the wife can only do so when he has maintained his concubine in the marital home' (Article 342). - While written law is the only officially recognised source of law, customary or religious law prevails in some regions.	Poverty Reduction Strategy Paper II (PRSP II): PRSP2 has given special attention to gender and equity issues, and has also included the following: to promote the participation of women in political life and decision-making bodies in order to correct inequalities between men and women. Sectoral strategic documents including the promotion of gender equality in their actions and objectives: - National Policy for the Schooling of Young Girls; - National strategy to combat gender-based violence: strategy based on 5 components, namely prevention, research, coordination and fight against specific violence; - National Action Plan on Security Council Resolutions 1325 and 1820. Five priority areas of intervention are defined: - Integration of gender issues in development policies and programmes - Involvement of women/girls in the peace process, conflict prevention, management and resolution - Protection of women/girls against sexual violence and female genital mutilation - Strengthening the integration of women in the political decision making process - Strengthening partnership and coordination - National Strategic Plan for the Abandonment of Female Genital Mutilation 2012- 2016 (PSN) with a roadmap for its operationalisation in 2013. The Ministry of Justice has organised numerous workshops and training seminars for magistrates and judges on FGM/C issues. In 2012, 2013 and 2014, more than 800 judicial police officers, gendarmes and magistrates were sensitised to the issue.

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
	- Article 6 of the law of 10 July 2000 on Reproductive Health protects women and men against torture and cruel treatment of the body and in particular the genitals. Despite this law, female genital mutilation continues to be a widespread practice throughout the country. There has been a National Gender Policy since 2011, as well as several sectoral strategies (notably on girls' education and the fight against violence against women). The government has notably set up funds such as the National Fund for the Support of Women's Economic Activities (FONAEF) and the National Fund for Gender Promotion (FNPG). However, according to the PNG, insufficient resources were allocated to the Ministry in charge of the Promotion of Women, the weakness of information and communication mechanisms and the poor functioning of the mechanisms for dialogue and consultation between the Ministry and the other actors, limit the institutional mechanism. The NGP is structured around five strategic: (1) access to basic social services; (2) respect for human rights and the elimination of violence; (3) access to/control of resources and equitable sharing of income; (4) improved governance and equitable access to decision-making spheres; and (5) gender mainstreaming in macroeconomic policy.	
Guinea-Bissau (BAD gender profile; UNDP gender profile 2021)	In 2014 a national gender policy was formulated (Política Nacional para a Promoção da Igualdade e Equidade de Género: PNIEG) as Guinea-Bissau's national policy for the promotion of equality and equity between men and women. It was formulated through a participatory process involving both government and civil society, there is an exceptional opportunity to mainstream gender into the country's new policies and priorities. Women's associations in Guinea-Bissau have detailed knowledge and expertise in specific areas of gender and have produced many useful reports, as well as making relevant recommendations on certain aspects. They also contributed to the elaboration of the PNIEG and the second National Strategy for Poverty Reduction, namely DENARP II (Segundo Documento de Estratégia Nacional de Redução da Pobreza, 2011).	In Guinea-Bissau, large gender inequalities persist, depriving women of rights and opportunities and hampering progress in the development setting. The reality of living conditions indicates severe discrimination of women and violation of their human rights although the Constitution (1996) prohibits all forms of discrimination on the grounds of sex, race or religion (Art. 24). Women are suffering most from gender and political violence and the breakdown of state and community structures in the country. According to the standards of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), women in Guinea-Bissau experience manifold violation of their human rights threats to their physical and psychological integrity, genital mutilation and other

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
	The Women's Political Platform, called Plataforma Política das Mulheres (PPM), was created in 2008 and has since served as the main mechanism for disseminating information and conducting advocacy for women's participation in politics, without restrictions on political party membership. PPM has 11 affiliated organizations and serves as a focal point for all political parties, as well as playing a crucial role in the success of women's rights initiatives. Civil society organizations such as the Liga Guineense dos Direitos Humanos (LGDH), which is the Guinea-Bissau League of Human Rights, and Tiniguena have strong gender components. There are also business and professional entities such as the Chamber of Commerce and the Association of Women Lawyers of Guinea-Bissau, and religious associations such as the National Islamic Council. Two main gender legislations have been adopted: - The 2011 Law on the Prohibition of Female Genital Mutilation (FGM) and - July 2013 law against domestic violence. An important provision of the 2013 Act was that spousal abuse is now a public crime, so that even if a woman who is a victim of spousal abuse does not report it, other household members or neighbours can do so on her behalf.	forms of gender based violence, discrimination at the work place, underrepresentation in political and public life, limited access to property and restriction of economic activities. Women's labor participation in Guinea-Bissau is highly informal, without social protection, and women and girls are disproportionately burdened by unpaid care and domestic work (estimated between three and five times more than men and boys). Inequalities, ranging from unequal access to legal rights and basic social services, including health care and education, unequal property rights, persistent gender gaps in the labor market (formal and informal), gender disparities in the public administration and in decision-making continue to prevail. In recent times, some progress has been achieved – backed by technical assistance and advocacy of the UN-system and Guinea-Bissau women's organizations – with the laws that criminalize FGM (2011), Human trafficking (2010) and Domestic Violence (2014). The access to Justice has been improved through the installation of seven Access of Justice Centers (2011-2018) in the frame of a joint UNDP/ Ministry of Justice project. Nevertheless, complaints and trials against gender based violence crimes are still quite rare in Guinea-Bissau. At national level, awareness on gender inequalities and its intersectional nature was raised systematically since 2010, with the "National Action Plan for the Implementation of the Women, Peace and Security Agenda" (NAP, 2010), the DENARP II (2011) – the "Second Poverty Reduction Strategy" – and through the PNIEG (2012/2017), the "National Policy for Gender Equity and Equality". The PNIEG takes into account the role of women in the different sectors of the society as well as in the decision-making spheres. The document which also emphasizes the priority of sustainable development is the most important roadmap for gender equality in Guinea-Bissau, providing thorough and comprehensive analysis and recommendations.

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
Mauritania	At the international level, it should be noted that Mauritania has adhered to the main international conventions relating to gender equity and equality and the empowerment of women. These include the Rights (1948), the Convention on the Elimination on the Elimination of All Forms of Discrimination against Discrimination against Women (CEDAW, 1979), the Dakar Platform for Action (1994), the Beijing Platform for Action (1995), the gender policy of the economic Community of States (ECOWAS) (2002), the Maputo Protocol (2003), the Solemn Declaration for Gender Equality in Africa (DSEGA, 2004), the African Union Gender (2008), Resolution 1325 on Women, Peace and Security (2000), the related Council Resolutions 1820 (2008), 1888 and 1889 (2009). Mauritania has also subscribed to the achievement of the Sustainable Development Goals (SDGs), including Goal 5 on gender equality. At the national level, the consolidated Constitution of 2012 enshrines the equality before the law of all Mauritanians without distinction of race, sex, or origin; equal access of all Mauritanians to public functions and jobs for all Mauritanians without conditions other than those laid down by law, the guarantee without distinction all citizens the right to property and inheritance. The Nationality Code recognises the nationality of origin equally for men and women; Civil and commercial law prohibits all forms of discrimination against women. They may engage in commercial activities, enter into contracts, sell and dispose of movable and property; "Criminal law ensures the principle of equality between the sexes and reflects the concern to protect women against all kinds of abuse" Ordinance No. 2005.015 of 5 December 2005 on protection of the child aims to strengthen the protection of children regardless of their gender and to combat certain forms of discrimination against children (girls and boys); Ordinance No. 83.127 of 5 June 1983 on the reorganization of land and property and ownership, article 1 of which stipulates Land belongs to the nation and every Mauritanian, without discrimination as to sex, is entitled to it. And may, by complying with the law, become the owner, for	Within the framework of the National Agricultural Development Plan (PNDA), the Mauritanian government has thus maintained in the context of its liberalisation policy of measures useful measures to really begin its disengagement in a progressive gradually and according to a timetable of accountability of the sector's actors, while guaranteeing the sustainability of the sector's activities while taking into account the gender dimension. The systematic consideration of cross-cutting themes, including the gender dimension, in the field interventions of projects designed for the benefit of women, is more inclusive of women than men.

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
	part. This ordinance abolished the system of traditional land tenure traditional land tenure; "the law on the criminalisation and of slavery repealed by Law O52/15 of 12 August recognising slavery as a crime against humanity"; "the Labour Code enshrines equality in access to employment in Article 395 and the principle of non-discrimination by discrimination, distinction, exclusion or preference based on race, national origin, colour, sex, religion, political opinion or social origin"; "the Personal Status Code (PSC) is part of the Shariah framework regulates all aspects of family life and ensures better management of relationships within society. It raises the marriageable age for men and women to 18 years and men and women and helps to combat early or forced marriages. The PSC introduces the clause of monogamy, introduces new forms of dissolution of marriage in favour of the wife, recognises the equality between husband and wife with regard to individual and property rights". Established in March 2015 by the Ministry of Social Affairs and Family (MASEF), the National Gender gender institutionalisation strategy 2015-2025 (SNIG) is the Mauritanian instrument of the Mauritanian state to fight against gender inequalities between the two sexes. Indeed, even though the Constitution guarantees the principle of equality before the law for men and women, in practice women and men still do not enjoy the same status status in society, with imbalances in the political, social economic, social, cultural and legal. The strategy also proposes two strategic objectives namely, the fight against all remaining discrimination against women and to contribute to the exercise and enjoyment by women of their civil, political, economic, social and cultural rights in both urban and rural areas. The establishment of a monitoring and evaluation system for the SNIG	

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
	is an essential condition for its success. Among the measures undertaken include the establishment of an Inter-ministerial Committee (CIIG) chaired by the Prime Minister and composed of the ministers concerned.	
Morocco	The Government of Morocco (GoM) ratified the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) in 1993 and in1995, committing to developing a national gender strategy. In 1999, the Plan of Action for the Integration of Women in Development (PAIWD) was presented to Parliament for approval by the Prime Minister. Even though the PAIWD was not adopted by Parliament, it was used as the working document for women's empowerment in Morocco by development partners, civil society actors in the development sector and ministries. Gender-responsive budgeting (GRB) was adopted in 2002 and piloted in the following ministries: finance, health, education, and agriculture in 2005. A gender report annexed to the Finance Bill has been drafted yearly since 2006. Also, a 'Committee for Gender Cooperation' was established to monitor the yearly gender report. The current gender policy, the "Plan gouvernemental pour l'égalité" 2017-2021, will: a) guarantee the physical and psychological integrity of girls and women, b) promote the economic and social rights of girls and women and, c) strengthen the voice and participation of girls and women. The Center of Excellence for Gender-Responsive Budgeting in Morocco (CE-GRB) was established in 2013. Its Center's main task is supporting line ministries and local authorities in the effective implementation and monitoring of the GRB process. Established in 2012, the Ministry of Solidarity, Women, Family and Social Development, is responsible for promoting and protecting women's rights in the country. It transitioned from the State Secretariat for Family, Children and the	The National Strategy was strengthened in 2007 with a Circular from the Prime Minister to ministries, walis and governors to mainstream gender into all policies, sector, and regional development. The Inter-Ministerial Equality Commission, established in 2014, to monitor the implementation of the PGE 1, commended the creation of two National Observatories on violence against women (VAW), the development of legislation to implement constitutional provisions, as well as a bill to fight against VAW. Also, the creation of multi-purpose community centers for women that provide counselling, shelter, training, and other services, among others. In response to demands from the Arab Spring protesters, a new constitution that strengthened and institutionalized women's rights was adopted in 2011. The constitution's provisions include asserting equal political, civil, social, and economic rights for women and men, prohibiting all forms of discrimination, with specific mention of gender-based discrimination, giving the National Human Rights Commission (NHRC) constitutional status, independence and a judicial mandate to monitor the observance of human rights. It also made provision for the creation of a specific authority to promote equality and fight all forms of discrimination, to be established by the NHRC, recognizing the supremacy of international gender-related laws over national law opening the way for lifting the reservations on CEDAW. Sexual and gender-based violence against women (SGBV) is a problematic issue in Morocco. A 2009 survey of women aged 18-64 found that 62.8 percent were victims, of which 67.5 percent of incidences took place in urban areas. The government responded to

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
	Handicapped (SEFEPH) that was created in 1998 to a department in the newly established Ministry for Social Development, Family and Solidarity in 2007. One of the priorities of the ministry is to establish a platform for gender equality between ministerial departments, non-governmental organizations (NGOs) and other organizations. The first national framework devoted to gender equality, the National Strategy for Gender Equity and Equality 2006-2012/ICRAM was adopted in 2006. It provides a comprehensive vision for the reduction of gender disparities between the sexes across various sectors of the society. Its focus is on civil rights, representation, and participation in decision-making, social and economic rights, social and individual behaviours and institutional and political consolidation.	this scourge by establishing different legal, policy and infrastructure frameworks to protect women. Among these are the National Plans to Combat Violence against Women (2002, 2004, 2008 and 2011), and the multisector program for the Empowerment of Women and Girls in Morocco (TAMKINE), which includes 13 ministerial department, NGOs and 8 UN agencies as members. Unfortunately, NGOs have reported that they are not regularly invited to participate in the preparations of the plans, nor monitoring and evaluation processes. Other initiatives to end SGBV include the creation of a National Observatory on Violence Against Women (ONVEF) in 2013, to monitor the various forms of violence against women and to promote women's rights, Law No. 103-13 adopted on February 2018, came into force on 13th September 2018. Organic Law No. 27-11 of October 14th, 2011 sets a gender quota of 60 seats (15 percent) out of 395 seats to increase women's representation in the House of Representatives. The law also established a quota of 30 seats for men under 40 years of age. The application of gender quotas to increase women's representation in Moroccan politics were first introduced in 2002 at the national level and was extended to local level elections in 2009. Gender quota for women at the municipal level was set at 12 percent. In the 12th June 2009 elections, 20,458 women contested, 3,406 were elected-3, 200 in seats reserved by quota and the remaining 206 seats in open competition. The local council quota was increased from 12 percent to 27 percent in 2011. In the 2015 elections, the first under the new constitution and gender quota provision, two women were elected presidents of the provincial municipal councils, but none of the 12 elected presidents of regional councils was a woman.
Senegal	In 1983, Senegal ratified CEDAW and in 2004 the Additional Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women.	Gender issues cut across all development sectors and require a strong coordination mechanism capable of promoting and defending gender equality in all areas of economic and social life and, above all, of ensuring that they are taken into account in the formulation and

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
	Article 7 of the 2001 Constitution provides for gender equality and Article 15 of the Constitution gives women and men the same rights to access land. In practice, customary law prevails and hinders women's access to land: access to land is family/collective and management is the responsibility of the head of the family, always a man. The law adopted on 14 May 2010 institutes "absolute parity" in elective offices, by providing that women and men must be equally represented on candidate lists. Following the adoption of the law, the proportion of women parliamentarians for the period 2012-2017 increased to 42.7 percent, placing Senegal in 6th position in the "Women in Parliament" ranking established by the Parliamentary Union (well ahead of France, ranked 39th with 26.9 percent of women parliamentarians). In the area of Gender Based Violence Senegal has since 1999, the Senegalese Penal Code which includes articles criminalising domestic violence, rape (marital rape is however not recognised), incest and sexual harassment. Female Genital Mutilation has been prohibited by the Senegalese Penal Code since 1999. At the policy level, the revised National Strategy for Equity and Gender Equality (SNEEG 2016-2026) is an updated version of the earlier policy that ran from 2005-2015. The SNEEG is aligned to the PSE whose objective is to “contribute to make Senegal an emerging economy by 2035, and a caring economy without discrimination, where women and men have the same opportunities to participate in its development and enjoy the benefits of its growth”. SNEEG aims to eliminate inequalities between women and men to ensure women’s rights and protection, by ensuring their participation in decision-making processes and equitable access to developmental resources and benefits. On January 2016, the Technical Committee to Review Discriminatory Legislative and Regulatory Provisions against Women and Girls was established. The national Convention on the Elimination of all Forms of	implementation of national and sectoral policies, programmes and projects. In addition to the governmental institution in charge of gender, support mechanisms have been set up, such as the focal points and the Women's Advisory Committee. As early as 1997, following the development of the PANAF and on the instructions of the Prime Minister, each ministerial department designated a gender focal point whose purpose was to facilitate the implementation of the action plan for the advancement of women and thus contribute to the consideration of gender issues in the policies, programmes and projects of the technical ministries. The establishment of focal points is therefore a means of operationalising gender transversality. However, the weak integration of gender issues in development policies and programmes recognised by the final evaluation of PANAF means that the focal point as conceived poses an operational problem. As part of the implementation of the SNEEG, it was recommended that all ministries set up a gender unit that should be more operational than the single 'gender focal point'. The Ministry in charge of fisheries and aquaculture has set up a gender unit. The new Sectoral Policy Letter for the Development of Fisheries and Aquaculture (LPSDPA) 2016- 2023, linked to the PES, aims to reform the governance of the sector and the system of fisheries. Its vision is as follows: "A sector that is a sustainable engine of growth and social inclusion while ensuring food for the population'. For the successful implementation of the sector policy, core values and guiding principles have been identified of which two are gender responsive:

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
	Discrimination against Women was developed and translated into the six national languages as part of efforts to strengthen and raise awareness on the Committee's assignment. Furthermore, discrimination between women and men in employment, pay, and taxation was prohibited. A full-fledged Action Plan (2016-2019) to strengthen women's leadership was adopted by the President to create a conducive and enabling environment for the economic and social development of Senegalese women. This multi-sectoral plan is aimed at establishing an inclusive and participatory framework, institutional mechanisms and strategies for socio-economic advancement, particularly of rural women.	- transparency, performance and equity in sector governance in line with FAO approaches and guidelines and various other international instruments mentioned above; - the reduction of geographical and gender disparities; Aware of the importance of women in the fisheries sub-sector and their active participation in socio-economic development, the Ministry concerned has committed itself to setting up infrastructures that meet standards and has strengthened the capacities of women actors to improve their competitiveness at the sub-regional level. Important projects and programmes for women have been implemented funds from the Senegalese government and/or with the support of traditional technical and financial partners such as the partners such as the EU, FAO, World Bank, international (JICA, USAID) and national NGOs, notably ENDA GRAF SAHEL, etc. The sector has made efforts in building the Networking of women's organizations working in the fisheries sector: there has been decisive technical and advisory support for the creation in 2010 of the National Network of Women of Artisanal Fisheries in Senegal (REFEPAS), in phase with COMHAFAT among other memberships at the global level worldwide.
The Gambia	The Government also ratified a number of international conventions and developed and implemented a number of national policies to address gender issues in the country. CEDAW was ratified in 1992. The country developed its first national policy on women, which is the NPAGW (1999–2009). In recognition of gender equality and women's empowerment as key to the attainment of social and economic development, the Government has taken concrete actions to mainstream women into the development process in the past two decades. It established the Women's Bureau and NWC in 1980.	The main policy documents guiding agricultural development in The Gambia are the Agriculture and Natural Resources Policy (ANR Policy 2009–2015), The Gambia National Agricultural Investment Program (GNAIP 2011– 2015) and the Ministry of Agriculture Strategic Plan (2010–2014). At the national level, the agricultural sector takes cue from the country's long-term development blueprint Vision 2020, the medium-term National Development Plan and Vision 2016 (a Presidential declaration in 2013 of a desire for rice self-sufficiency by xvi 2016, a concept which has since evolved to include all aspects of agriculture and food production mobilized towards national food self-sufficiency).

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
	It ratified the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) in 1992. It established a Ministry of Women's Affairs in 1996. It established a National Policy for the Advancement of Gambian Women (NPAGW 1999–2009). It enacted the Trafficking in Children's and Persons Bill in 2005 (amended in 2007) and the Women's Act in 2010. It enacted the GWEP Policy 2010-2020 in 2010. It enacted the Gender Mainstreaming and Women Empowerment Strategic Plan in 2010 (2010–2015). It implemented the Gender Empowerment Plan, 2007–2011. It created the Federation of Gambian Women in 2010. The National Gender and Women Empowerment Policy (GWEP) (2010–2020) together with the Gender Mainstreaming and Women Empowerment Strategic Plan (2010–2015) were put in place to identify gender focal points (GFPs) and facilitate gender mainstreaming in all development initiatives and interventions including the agricultural sector. Currently the GWEP 2010–2020 is being implemented together with the Gender Mainstreaming and Women Empowerment Strategic Plan (2010–2015). The development of The Gambian Gender and Women Empowerment Policy involved a consultative process. It was informed by a series of consultations at national, provincial and district levels spearheaded by the national Women's Bureau.	A local government act institutionalizes decentralized and inclusive governance, calling for equal representation of women and men at the Village Development Committees (VDCs), which is the entry point of all development programmes into the communities. The Government also ratified a number of international conventions and developed and implemented a number of national policies to address gender issues in the country. The Gambia Agriculture and Natural Resources Policy 2017–2026 has a component on gender mainstreaming (land tenure, access to credit, appropriate technology for female farmers, marketing). Minimal gender machinery is in place, with GFPs across the sectors, including in the MoA, and participation of women bureau in the national agricultural investment plans. As a result, the GNAIP was quite exemplary in gender mainstreaming, considering it as a strong cross cutting issue and with several activities dedicated to women, notably in the rice and horticulture sector as well as post-harvest losses, value chains and cooperative development. The NAIP also builds on principles of integrated farming systems and the conservation of agricultural resources, with specific attention to women and girls. The agricultural monitoring and evaluation (M&E) system includes 50 percent of sex-disaggregated indicators. The Gambia has enacted a women's land act which provides women the right to equal treatment. In the National Fisheries Policy, fisheries policy objectives were stated to include: 1. Build the capacity to regulate and monitor industrial fishing to optimize exploitation in a sustainable manner in the Exclusive Economic Zone (EEZ); 2. Rationalize the issuance of fishing licenses; 3. Support artisanal fishermen and groups of women fishmongers to increase productivity and improve market access; 4. Encourage sustainable community management of small-scale fisheries; and 5. Encourage the development of aquaculture. These objectives were

Country	Policies, Laws and regulations	Fisheries sector specificities in terms of gender in policy, laws, regulations and programs
		revised and expanded during the formulation of the Gambia Fisheries Strategic Plan 1994 – 2004, to reflect a more ambitious agenda based on maximizing the true potentials of the fisheries sector. The revision was meant to bring the new policy objectives in alignment with international trends in sustainable production methods and efficient exploitation of fish stocks, including the FAO Code of Conduct for Responsible Fisheries (CCRF). The Gambia's traditional patriarchal society and its associated social norms and customs tend to exclude women from some more remunerative activities (for instance, cash crops), to reduce access to productive resources and services (such as land, credit etc.) and to overburden women with reproductive and domestic chores. Gender responsiveness remains low due to limited community awareness and rural education, insufficient data, visibility and voices on women's issues, bureaucratic resistance and insufficient support and coordination from other stakeholders.

2. Methodology

The gender strategy and action plan were developed through a participatory process. A draft strategy was formulated and shared with the technical coordinators, the fisheries resource person and the CCLME focal points.

A presentation of the draft strategy was organised during the Steering Committee meeting (held in November 2022). The strategy document was finalised based on the observations and contributions of participants.

Several strategic documents were used as references for its elaboration. These include (i) the Transboundary Diagnostic Analysis (TDA) and a Strategic Action Programme (SAP) and reports produced by the CCLME; (ii) national gender policy and strategy (depending on the country), the national gender promotion policy, the strategy for the promotion and protection of women and children; (iii) fisheries policies and strategies; and (v) the national agricultural and food security investment plan (and on the regional level there is an ECOWAS Regional Agricultural Investment Plan).

The elaboration followed the following steps: (i) review of documents and literature search; (ii) elaboration of the draft strategy using information shared by resource persons; and (iii) sharing of the draft strategy with resource persons for consultation and validation.

3. Strategy

In general, this strategy will contribute to the achievement of changes that will contribute to the realisation of equality and equity between women and men, in accordance with the objectives of the national gender equality policies and strategies.

The strategy aligns with continental and global codes, agreements and conventions and the countries of the Canary Current Marine system project adhered to continental and global agreements, conventions and United Nations Conferences. They have ratified several treaties and conventions (Convention on the Elimination of All Forms of Discrimination against Women: CEDAW, 1985), the Optional Protocol to CEDAW (in 2000), the Protocol to the African Charter on Human and Peoples' Rights (ACHPR) (in 2004) and to the Sustainable Development Goals.

The vision and objectives of this gender strategy can only be achieved if there is a clear political and institutional commitment that is both practical and ambitious. This is expressed in the setting of institutional arrangements, clear priorities and explicit choice in favour of using and supporting local and international gender expertise and mainstreaming gender in policy dialogue with participating countries and in policy and institutional work with stakeholders.

Gender indicators will allow monitoring of the actual implementation of the strategy and gender mainstreaming.

Policy frameworks:
The strategy takes into account the African Union Gender Policy, the FAO Gender Policy (adopted in 2020), the Voluntary Guidelines for the Sustainability of Small-scale Fisheries in the Context of Food Security and Poverty Eradication (Voluntary Guidelines on Small-scale Fisheries) and the Voluntary Guidelines for Responsible Governance of Tenure of Land, Fisheries and Forests.

FAO's gender equality policy calls for progress in ensuring that women have an equal voice and role with men as decision makers in rural institutions and in the formulation of laws, policies and programmes. It also calls for contributing to ensuring that women and men have equal access to decent employment and productive resources, development and markets and that through improved technologies, services and infrastructure, the work contributes to reducing women's workload and time burden.

The African Union's gender policy was developed in 2009 and is supported by an implementation plan. The policy is inspired by the unqualified political will and commitment demonstrated by the Heads of State and Government

of the African Union, who have adopted important decisions, including Article 4(1) of the Constitutive Act of the African Union, which enshrined the Principle of Parity, the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo, 2003), and the Solemn Declaration on Gender Equality in Africa (Addis Ababa, 2004).

The Charter on Human Rights and Women's Rights specifies, among other things, the elimination of all forms of discrimination and calls on states to enshrine in their constitutions and other legislative instruments affirmative action, national legislation and other measures to ensure the right to education and training, social protection, sustainable development and participation in the political process and decision making. States have committed themselves to undertake specific positive actions to promote participatory governance and equal participation of women in political life and equal representation at all levels of the formulation and implementation of state development policies and programmes.

In terms of economic rights, the Charter calls for the promotion of equal access to employment, equal remuneration for men and women for work of equal value, the protection of women and girls against exploitation and violation of their human rights by employers, and the creation of conditions to promote and support women's economic activities, particularly in the informal sector. Combating and punishing all forms of child exploitation and valuing women's domestic work and equal taxation are also part of the commitments of the Heads of State.

The Charter calls on policy makers to take measures to ensure women's right of access to safe and adequate food, clean drinking water, a sustainable source of domestic energy, land and credit, training, skills development, services and the means of food production. The Charter aims to strengthen the position towards an egalitarian society and within the framework of the right to sustainable development.

The Charter calls for measures to introduce the gender dimension into the national development planning process, to ensure equitable participation of women at all levels of design, decision-making, implementation and evaluation of development policies and programmes and to take into account gender-specific human development indicators in policies and programmes, to ensure that the negative effects of globalisation and the implementation of trade and economic policies and programmes are minimised for women.

The AU Gender Policy and the AU Commission's Implementation Plan call for the establishment of gender management systems and require programmatic tools and mechanisms to further promote commitment to gender equality.

At the national level, all countries have a national gender policy and have put in place several mechanisms to promote gender and eliminate discrimination so that women and men have equal opportunities. The mechanisms, laws and regulations aim to ensure that women participate equally in development and that women enjoy the benefits of growth.

The Ministry in Senegal and The Gambia and have a gender desk or gender unit. All countries have a fisheries sector gender focal point but gender action plan and budget for the GFP are often missing making the GFP limited in their capacity.

3.1 Overview of major gender issues

The CCLME Project is unique in its strategic combination of fisheries and environmental governance frameworks and will, through governance reforms, investments and management programmes, enable the participating countries to address priority transboundary concerns on declining fisheries, reduction in biodiversity and deterioration of water quality. Gender issues in the fisheries sector and in environmental governance are reviewed.

The SAP is used as the planning document to align the gender strategy with. The country priority areas (Annex 1, SAP) provided orientations on the short- and medium-term priorities for the formulation of milestones and country specific orientations.

The marine and coastal ecosystems of the CCLME have been under considerable pressure for many years. Some marine resources have been exploited in an intensive and unsustainable manner for several decades and today the status of many key resources is of great concern. The pressure on the resource influenced the roles of men and women and have led to changes both in capture and post-harvest nodes of the fisheries value chains.

Many of the region's commercially exploited fisheries resources − which contribute substantially to regional food security − are overexploited. Demersal resources are at particularly low levels and some of the important stocks of small pelagic fish also show signs of overfishing. In member countries, there are new dynamics in small pelagic value chains with the importance of processing plants and increased exports due to global demand. In addition, certain vulnerable species that occur in the region (such as marine mammals, elasmobranchs and turtles), are also threatened by intense fishing pressure which, if not controlled, could push some species towards extinction.

The CCLME is threatened, not only by the consequences of overfishing and the use of destructive fishing methods, but also by uncontrolled human activity on the coast. All of these activities impact important habitats and biodiversity, including fish spawning and nursery areas. Water quality is also impaired, with seagrass beds, mangroves and estuaries being directly impacted by pollution. There is documented evidence that coastal developments have caused erosion and changed the dynamics of coastal oceanographic processes, including salinity levels.

At a global level, climate change is expected to impact the CCLME region, leading to changes in seawater temperature, salinity and acidification of the oceans, as well as directly impacting currents that may disrupt the functioning of an already altered ecosystem.

At the same time, the people of the CCLME region are highly dependent upon the goods and services that the ecosystem provides (food from fisheries, agriculture and livestock); coastal protection (through mangrove forests and coastal wetlands); and indirect services such as the landscapes and seascapes that attract visitors and generate tourism revenues.

The decline of marine living resources, degradation of habitats and deterioration of water quality in the CCLME are priority concerns for the West African region because they directly or indirectly threaten the livelihoods of millions of people.

The literature review and documentation provided by the CCLME was summarised and used to cluster major gender issues. Intermediate and underlying causes identified and used to prepare an orientation matrix and a planning framework.

The policy frameworks for gender promotion in the member countries were consulted and used to define the strategic components. The strategic components should enable each country to promote gender-partnerships. The strategy, in each component has mainstreamed women's access to decision-making structures (at all levels: national, CCLME regional level) as well as to productive resources, in order to make equality and equity between men and women in the fisheries sector effective.

Climate change:

One of the risks for future investment in the sector affecting women and youth empowerment are the impacts of climate change on the production with reduced productivity. Climate change is widely acknowledged to be the greatest threat to fish production because it interacts with and amplifies the existing non-climatic stressors[21]. All actors in the fisheries and aquaculture value chains are affected by the impacts of climate change. Women, youth and men are differently impacted and develop different coping mechanisms.

[21] Mohammed, E.Y. and Uraguchi, Z.B. 2013. Impacts of climate change on fisheries: Implications for food security in Sub-Saharan Africa. *Glob. Food Secur. Nov. Sci. Publ. Inc.* 114–135 and Adeleke, B.; Robertson-Andersson, D.; Moodley, G.; Taylor, S. 2020. Aquaculture in Africa: A comparative review of Egypt, Nigeria, and Uganda vis-a-vis South Africa. *Rev. Fish. Sci. Aquac*. 29, 167–197.

Several researchers[22] agree that climate change is significantly contributing to declines in fish abundance in several African fisheries. Although African fish production is being affected by climate change, the magnitude of the effects of climate change on fish stocks are not homogenous across the region. For instance, fish production from inland fisheries are more prone to climate change as they are more dependent on the external climatic drivers compared with marine fisheries.

Furthermore, the ongoing demographic and nutritional transition is driving cumulative pressures on water and fish resources. In this context, the development of aquaculture could offer alternative livelihoods and help fish stocks in natural ecosystems to recover, thereby reducing fishermen's vulnerability and easing overfishing pressures.

Declining fish productivity has severe effects on food and nutrition security (affecting more women and children), employment opportunities (affecting disproportionally youth), and standards of living of fishing households who have limited alternative livelihoods and millions of people who are mainly dependent on fish as the main or only source of animal protein. Women, with traditional roles in household food security and major value addition activities in fisheries value chains including creation of employment for youth, are directly impacted. There is a clear gender based differentiated impact of climate change as well as a differentiated coping strategy that should be taken into account. In addition, declining fish catches affect household income, thereby, affecting households' economic access to safe and nutritious food of their preferences.

Poor governance and IUU fishing

Another risk for future investments in the sector are poor governance, and illegal, unreported, and unregulated fishing[23] affecting the capture fisheries. For instance, Ababouch and Fipi[24] postulate that about 50 percent of fish stocks in West Africa are overexploited, with unregulated fishing activities as one of the primary drivers of overexploitation. Illegal, unreported and unregulated fisheries also contribute to overexploitation of stocks and damage to the ecosystem. Overexploitation of fishery resources threatens not just the ecosystems but the socioeconomic condition, particularly the food security condition of the fishing communities. Women, youth and men are being affected in different ways. The role women and youth can plan as "change agents" is not recognised and the poor participation of youth and women in governance of fisheries leads to lack of taking into account their needs and interests.

Trade and free movement agreements

The ECOWAS, women, power and policymaking brief (2019)[25] assessed the gender dimension of the ECOWAS regional framework for migration governance, focusing on regulations and protocols on free movement, specifically the ECOWAS treaty and the ECOWAS gender and migration framework and plan of action. The treaty on free movement of persons and goods is key to cross border trading activities in which an important number of women are involved. Bisong, reports that women are subject to gender specific risks such as harassment and discrimination.

The African Union Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa (2014), prioritised fish trade and aimed to promote responsible and equitable fish trade and marketing. During the same year, the African Union Heads of State made the Malabo Declaration to triple intra-regional agricultural trade by 2025. WorldFish reported that Intra-regional fish trade in Africa is constrained by inadequate market and trade infrastructure, and deficient policy and institutional frameworks. An example on the Pencuum-Senegal Women Fish Mongers Association (PSWFMA) documented that only six percent of the fish made it across the Senegalese national borders although women were eager to benefit from the lucrative markets across the borders.

[22] Ndebele-Murisa, M.R.; Mashonjowa, E.; Hill, T. 2011. The implications of a changing climate on the Kapenta fish stocks of Lake Kariba, Zimbabwe. *Trans. R. Soc. S. Afr.* 66, 105–119. and Potts, W.M.; Götz, A.;James, N. 2015. Review of the projected impacts of climate change on coastal fishes in southern Africa. *Rev. Fish. Biol. Fish.* 25, 603–630 and Belhabib, D.; Lam, V.W.Y.; Cheung, W.W.L. 2016. Overview of West African fisheries under climate change: Impacts, vulnerabilities and adaptive responses of the artisanal and industrial sectors. *Mar. Policy* 71, 15–28.

[23] Sayer, C.A.; Máiz-Tomé, L.; Darwall, W.R.T. 2018. Freshwater Biodiversity in the Lake Victoria Basin: Guidance for Species Conservation, site Protection, Climate Resilience and Sustainable Livelihoods; International Union for Conservation of Nature Cambridge, Gland: Cambridge, UK.

[24] Ababouch, L. et Fipi, F. 2015. Fisheries and aquaculture in the context of blue economy. *Feed Afr.* 2, 21–23.

[25] Amanda Bisong, August 2019. Policy Briefing Women, Power & Policymaking; Assessing Gender Inclusion in the Migration Policies of ECOWAS.

There is a need to deepen the understanding of the challenges that women and youth traders face in cross-border trade, identifying potential opportunities and making recommendations that inform national and regional food trade policies.

Often actors in cross border trade are confronted with high transport costs, complex trade rules and inadequate market information, all of which have prevented, especially women, from optimizing the social and economic benefits available from fish trade.

Migration

As free movement among ECOWAS member states is a vital component of regional integration, most migratory movements taking place within the ECOWAS region are linked to employment and labour mobility, including seasonal, temporary and permanent migrant workers.

The ECOWAS Common Approach on Migration was launched in 2008 to chart a regional response to increasing migration (ICMPD & IOM)., Moreover, the Common Approach on Migration reaffirmed the community's beliefs in migration as a tool for integration of West Africa. Therefore, ECOWAS asserted that the 1979 Protocol on Free Movement had played a critical role in the development of the region. Mobility in West Africa has been further aided by the introduction of the ECOWAS passport in 2000.

This gender strategy invites fisheries and aquaculture sector decision makers to specifically pay attention to migrants as migration is an important livelihoods strategy and response to disasters and adaptation to climate change in fisheries. Migrants are to be recognised as key stakeholders in the resource management and in innovation and investment in fisheries and aquaculture.

The ECOWAS policy brief (2019) on Gender Inclusion in the Migration Policies of ECOWAS[26], demonstrates that the neglect of gender-specific issues has created conditions that limit the benefits of migration for women, exposing them to gender-specific risks such as harassment and discrimination. Bisong makes in the policy brief the following recommendations: ECOWAS and its members should improve data collection on female migration; discriminatory practices by national authorities that impinge on the agency of female migrants should be discouraged; and ECOWAS should set up a support mechanism for female migrants to seek redress and support in all member states.

The World Migration Report (2022) illustrates how migration involving ECOWAS countries is almost completely made up of migration between regional member States of the economic organization. Out of the 10 million international migrants moving to or from ECOWAS countries in 2020, more than 6 million moved within ECOWAS. Many migrate for economic reasons, including to work in both the informal and formal sectors.

The COVID-19 pandemic and related containment measures have had wide-ranging impacts on migration and mobility in West Africa, disrupting intraregional movement and resulting in stranded migrants. Travel and movement restrictions such as border closures resulted in the suspension of free movement in the Economic Community of West African States (ECOWAS), which had long facilitated greater mobility within the subregion. Between March and April 2020, up to 12 countries in the subregion closed their borders.

Migration in West Africa undoubtedly has significant benefits to the region. One major benefit is the growth of the formal and informal trade sectors. Migrants move with their skills set and are able to contribute to the development of the host states and the region by extension.

Migrants have however experienced various forms of hostility across the region. They are often excluded from planning and development decision making and management systems and can in some cases be blamed by local populations as the causes of economic downturns and the declining fortunes of the host states.

[26] Amanda Bisong, August 2019. Policy Briefing Women, Power & Policymaking; Assessing Gender Inclusion in the Migration Policies of ECOWAS.

Moreover, migration within the region and indeed Africa is increasingly more feminised with a rising number of women involved in migration across the borders (Ikwuyatum, 2012; Aduloju, 2017; Adeloju, 2015). Most of these woman migrants are participants in the informal cross-border trade.

Although most women trade in small volumes, some have become large-scale traders with thriving businesses. Feminisation of migration reverses gender norms in the traditional African setting that situates the man as the provider in the home. However, women increasingly face sexual harassment from the border security officials (Aduloju, 2017; Adeleye, 2017; Ayimpam, 2015). In addition, women tend to make up most of the victims of human trafficking particularly for sexual exploitation in the region (Adeleye, 2017).

Environmental governance and gender issues

Gender equality is a mainstream principle of good value chain governance and of good environmental governance base for sustainable development. The major risks in ocean and coastal management are: 1) the impacts of the overexploitation of marine resources e.g. overfishing (SDG12, SDG14, SDG16); 2) inequitable distribution of access to and benefits from marine ecosystem services e.g. technology transfer and gender inequalities (SDG1, SDG8, SDG10, SDG16); and 3) inadequate or inappropriate adaptation to climate change, changing ocean conditions e.g. ocean warming and acidification and sea level rise (SDG1, SDG13, SDG11, SDG16).

Progress toward gender equality in the fisheries sector is critical for effective and equitable development outcomes in coastal management. However, while commitments to gender equality have surged at global, regional and national levels, little is known about how this principle is constructed, and implemented at all levels (policy, decentralised and communities). A number of lessons learned on gender in coastal management are provided hereunder and can be directly related to the gender based constraints identified in the fisheries value chains.

Time poverty of women and socio-cultural intra household relations are key factors to be recognised while seeking to engage women in planning for addressing environmental and climate adaptation actions. Careful planning is needed to prevent exacerbating inequality or risk and gender constraints in governance including the GBV concerns of violence at the household level in the short term. For example, when husbands feel threatened by women's participation in learning exchanges and other events, women may face an increased risk of gender-based violence at home. To mitigate the risk of gender-based violence, it is essential to work with men to increase their awareness and understanding about the benefits that can be realized for the family and the community by building women's capacity.

The involvement, contribution and role of both men and women are important to the functioning and well-being of coastal communities, but often not well understood. Poor understanding of the distinct roles and contributions of men and women often leads to lack of recognition of their distinct needs and interests in policies and programmes. This lack of recognition can result in failure to meet sustainable livelihood goals in ecosystem dependent coastal communities.

Tools and approaches that help to understand and to address gender inequality that should be used are: (i) the incorporation of a gender analysis in the resilience assessment (RA); (ii) action planning (and change theory) for gender integration in ecosystems management (EAF Nansen); and (iii) capacity building of key stakeholders based on information generated by a gender analysis (toolkits and gender learning centre available on FAO's website). The gender analysis should be collecting, enumerate, analyse and document gender-disaggregated data on the gendered domains such as: (i) differentiated climate change impacts; (ii) access to and control over resources for building resilience; (iii) social resilience; and (iv) women's role as change agent and recognition of their role as change agent or effective, equitable and efficient formulation and adaptation of projects and policies in sustainable coastal and marine ecosystem management.

In contexts where men dominate discussions, there should be specific arrangements for discussions separately for women and to organize workshops that there is equal representation of women and men and make sure the agenda caters to both their interests and needs. Workshop moderators and facilitators are gender-sensitive. Women's time poverty should be taken into account and meetings should be planned so they suit the availability of women and other groups who are often left out.

Other practical gender equity measures are: (i) engage local women and fishers in participatory project planning, implementation and monitoring; include their knowledge of marine and coastal resources in stock assessment; assess their traditional practices in natural resource management; (ii) ensure that resource-poor groups gain from alternative livelihood options; facilitate collective action of these groups to improve market access and profitability; (iii) ensure that the training curriculum for sustainable aquaculture, fisheries and farming addresses the needs and constraints of those most dependent on these resources for their livelihood; develop risk-reducing options throughout the value chain of a product (for example, fish, shellfish, seaweed) by enhancing product quality and developing secure tie-ups between producers and buyers; (iv) quotas that mandate a certain minimum percentage of women and other minority groups for leadership positions in an organization; developing the capacity of women and other disadvantaged groups for effective organizational management, advocacy and leadership; (v) build critical awareness among women and disadvantaged groups on their rights as women and fishers; define common goals and develop strategic alliances between women's groups and other human rights networks and groups for more effective advocacy for policy change; (vi) pay attention to gender balance when forming stakeholder groups; include female and minority leaders and managers in the group to encourage participation of these groups; and budget for capacity-building of these groups; and (vii) granting officially recognized user rights to marginal women harvesters of specific fisheries; integrating peer-to-peer learning and networking as part of community-level capacity building efforts during interventions; creating opportunities for unemployed youth to join in coastal co-management through skills building and compensation arrangements.

Changing role of women – women as change agents

There is a gap in knowledge around how women's changing fishing roles and practices are associated with (re)shaped gendered relations and identities. To address this gap the gender analysis needs to include and highlight the range of fishing practices that women perform in fishing families and economies, stressing the need to include these varied productive practices in mainstream definition of what is meant by a 'fishery'.

Understanding women's role, the power and the relations can shape the integration in resource management of women as change agents. The focus on fishing families indicates that collaboration between all members of families is needed.

It is important to make visible the different roles of women and how changing practices (Covid-19, climate change, migration, declining marine resources, habitat degradation, declining water quality) shape and reshape the gender relations and identities. There is a need to take into account the multiple aspects of women's everyday lives and practices in fishing families, women's subjectivities and intersectional identities as the review reveals the socio-cultural dimensions of women's fishing lives (women, men, youth are not a homogenous group) which have been underexplored. There is as well a need to draw on relational approaches to examining women's fishing lives and the relational context of the family and examining women's working conditions and the precarity of women's employment within the fishing sector. This will enable the change agent role of women in resource management to receive the attention needed both in areas of the specific value and role of women and the relational aspects that are key to efficient and meaningful participation.

Social resilience and women's well-being

Women's activities, inside and outside the fishery, often form part of a diverse livelihood portfolio and thus enhance women's household's ability to adapt to sudden and/or gradual change processes (Musinguzi *et al.,* 2018[27]; Ross, 2015[28]). Presence of new industries (fish oil and fish meal), depletion of fish stocks, degradation of mangroves and habitats have an important effect on fisheries and nodes in the value chain where women are active and dominant. This has been compromising the livelihoods of women and their important contribution to the well-being of entire communities.

[27] Musinguzi, L., Natugonza, V., Efitre, J. and Ogutu-Ohwayo, R. 2018. The role of gender in improving adaptation to climate change among small-scale fishers. *Climate and Development* 10 (6):566–76. doi:10.1080/17565529.2017.1372262.

[28] Ross, N. 2015. Understanding the fishing "community": The role of communities of the mind. *Sociologia Ruralis* 55 (3):309–24. doi:10.1111/soru.12094.

The CCLME SAP includes a number of activities in support of livelihoods diversification and climate change adaptation as short term priorities[29].
Women, whose work was previously almost exclusively linked to the fishery, sought alternative incomes in and outside the fisheries (starting very small businesses, starting gardening) and some (younger family members) sought outside employment (in tourism, petty trade, mechanic, transport, etc.). In some cases women took on the role of the main income earner and often contributed to the financing to ensure that their families' fishing businesses stayed afloat following changes in fisheries management.

Women's savings and income are often used as first source of finance in times of crises to cope with the economic impact of shocks (climate, conflict or ecological shocks or shocks due to policy changes: closed seasons, MPA). This affects the income generating activity of the women and often goes beyond sustaining the household and will also be used to allow their male partners to continue fishing in the face of reduced fishing incomes (Pettersen, 1996[30]).

Women are agents of change when it comes to supporting the long-term resilience of their families, communities and fisheries (Bennett, 2005[31]) and should be part of decision making processes in resilience efforts. The efforts of women are covering both economic, social and political aspects of resilience. Women's well-being can be diminished by stress, such as worrying for the health and safety for their spouse, as well as by the emotional and psychological toll of maintaining the well-being and resilience of their families (Leite, Ross and Berkes, 2019[32]). Women's contributions are often to be viewed from the social conception of resilience and are key to the sustainability of responses to shocks.

The tensions that arise between the social resilience of the family and women's individual well-being have a bearing on women's future ability to support fishing families and fisheries and highlight areas where women need support to safeguard their well-being. In some cases and as was reported during the Covid-19 pandemic, there will be a rise in gender based violence and women and girls become victims of partner violence and early marriage.

Recognising women as change agents and their crucial role and responsibility in social resilience will be integrated in the SAP and national action plans as part of the gender mainstreaming.

It is important to build distributional equity and guarantee that costs and benefits from interventions is not disadvantaging certain groups. Women's own well-being can be constrained by underlying institutions and structures that are at play in highly gendered spaces such as fisheries.

Equality in participation and consultation in procedures and institutions (relations, influence, decision making) is therefore needed. Using a relational approach and agency[33] viewed with a gender lens in climate change and environmental impact mitigation[34], will make sure that the policy makers and all involved in the CCLME programme will understand and navigate the tensions between women as change agents and their family's resilience and women's own well-being.

[29] Under Component 1: Capacity development to address alternative income generating activities; under Component 2: Management measures to promote climate change adaptation and mitigation and Knowledge strengthening to support awareness raising to the wider public, policy makers and users on alternative energy sources and added value of natural resources, alternative income generation activities for sustainable livelihoods; capacity building for adding value to productions, building sustainable livelihoods, environmentally sound community based eco-tourism development.
[30] Pettersen, L. T. 1996. Crisis management and household strategies in Lofoten: A question of sustainable development. Sociologia Ruralis 36 (2):236–48. doi:10.1111/j.1467-9523.1996.tb00019.x.
[31] Bennett, E. 2005. Gender, fisheries and development. Marine Policy 29 (5):451–9. doi:10.1016/j. marpol.2004.07.003.
[32] Leite, M., Ross, H. and Berkes, F. 2019. Interactions between individual, household, and fishing community resilience in southeast Brazil. *Ecology and Society* 24 (3):1–12.
[33] Agency is conceptualized as people's ability to make free choices when responding to change processes and is embedded in a particular context.
[34] Literature documents empirical evidence that improved resilience can be associated with compromises in well-being: Chaigneau, T., Coulthard, S., Daw, T. M., Szaboova, L., Camfield, L., Chapin, F. S., Gasper, D., Gurney, G. G., Hicks, C. C. et Ibrahim, M. *et al.* 2021. Reconciling well-being and resilience for sustainable development. *Nature Sustainability* 2021:1–7. doi:10.1038/s41893-021-00790-8.

From the literature review and national documents, gender gaps leading to challenges faced by women and youth in the fisheries sector have been clustered and ranked. Table 9 provides an overview. Intersectionality should be taken into account, knowing that women, youth and men are not a homogenous group.

Table 9: Ranked challenges faced by women and youth (priority 1 = most important challenge)

Rank	Challenges faced by women	Challenges faced by youth	Challenges faced by men different from women and youth
1	Financial precariousness and lack of access to finance (access to adapted financial services)	Financial precariousness and lack of finance, access to financial institutions;	Men contribute most to the value of the sector but other functions in the value chain have much higher levels of value added than fishermen, leading to financial precariousness
2	Insufficient gender responsive policies, lack of involvement in policy formulation and in management of the resource	Difficult access to land; fisheries and aquaculture resources	Limited support in issues of safety at sea and access to basic health services
3	Weak or lack of participation in decision making and leadership (varying between countries)	Family pressure limiting youth economic empowerment	Depletion of the resource and this due to weak policies and strategies for management and conservation of the resource together with weak institutional arrangements, weak law enforcement Weak participation of organizations to the management of the resource
4	Women's savings and income are used to solve family survival in times of shocks this affects the future ability of women to support the fishing and their own income generating activity and well being	Limited consideration of youth in building community resilience	Men and youth use migration as a coping strategy, this contributes to the increase of responsibilities of women but women are often not considered as "change agents" and are not part of decision making processes during efforts to build resilience
5	Women's well-being can be diminished by stress, such as worrying for the health and safety for their spouse, as well as by the emotional and psychological toll of maintaining the well-being and resilience of their families		
6	In times of shocks (for example Covid-19) due to stress in the HH there is an increase in gender based violence and women and girls become victims of partner violence and early marriage		
7	Difficult access to reliable information on fisheries and aquaculture	Lack of training, lack of specific skills: financial literacy, business	Difficult entry into aquaculture because of high cost of equipment (fisheries and aquaculture), feeds and the poor

Rank	Challenges faced by women	Challenges faced by youth	Challenges faced by men different from women and youth
	Insufficient and non- adapted training, lack of knowledgeability on aquaculture	management, aquaculture, organization	quality of fingerlings (aquaculture) and lack of genetic banks for aquaculture
8	Weak organization of women and non-involvement in decision making processes that affect women (differences between countries)	Weak youth organizations (associations and cooperatives)	
9	Limited access to interesting market opportunities for women; loss of markets due to processing industry (fish meal and fish oil), loss of market due to globalisation	Poor working conditions (lack of protection and safety), exploitative working conditions	
10	Lack or insufficient infrastructure for processing, storage/ conservation and marketing (or infrastructure not respecting the norms)	Weak participation in decision making processes and governance	
11	Social norms and HH level practices putting too much pressure on women's entrepreneurship (aquaculture and fisheries)	Lack of specialised professional institutions in some countries to train in fisheries and aquaculture	
12	Lack of valuation of contribution of women to fisheries and aquaculture production and economy	Difficulties to access land to invest in aquaculture	
13	Some projects in aquaculture target women and youth and leave out men which creates tensions and conflicts	Difficult access to fisheries resources compromising youth's activity in fisheries and aquaculture	
14	Absence of security and social protection	Difficult access to inputs for aquaculture, fisheries equipment and equipment for processing	
15	Difficult access to land (or to secured land) to start processing and aquaculture activities		
16	Difficult access to fish compromises the participation of women in the value chain		
17	Difficult access to aquaculture inputs (feed, fingerlings) makes women's involvement in aquaculture difficult		

Source: Literature review and "Gender and youth challenges specific to the fisheries and aquaculture sector in West Africa (ECOWAS)" report, March 2022.

Financial precariousness

Financial precariousness is a challenge to both women, men and youth but there is a difference based on the fact that women lack collateral to access finance, youth lack starting capital and collateral, while men see their precariousness as obtaining an unfair share of the value added in the fish value chains.

Youth perceive financial precariousness as well as an effect of lack of decent jobs. Boys are perceived as suffering more from exploitative working conditions and financial precariousness, while girls are perceived to be less taken into account in initiatives (funding, equipment) and lack of recognition of their contribution in the fisheries value chains, they lack self-confidence and leadership.

Characterized as agents of change, young people face an array of challenges in the fisheries and aquaculture sector. These range from limited access to land, financial credit, and improved technologies, to a lack of practical skills and basic literacy, to social norms that largely exclude youth from participation in decision-making.

Gender based constraints in the value chains

The roles women, men and youth have in value chains differ and are context based; however, in general women don't fish (traditions, the physical conditions of fishing and the religious beliefs). Women collect shellfish and can be fishing (often invisible) close to the beach targeting small species.

In Morocco women have organised cooperatives and are actively involved in marine fisheries.

Women do finance boats and gear and fund the daily running of fishing activities. Women are more involved in fish processing and trade. Women in processing and trade are actively involved in financing fishing activities and this as a strategy to have access and guarantees of volumes of landed catch. Women are employers of youth and finance through purchase of inputs and services many activities undertaken by youths (transport, cleaning of fish, wood energy, etc.).

Youth enter the sector often with limited skills, capital and often employed in unstable, dangerous and poorly paid jobs. Table 10 presents gender based constraints in fisheries value chains. Women, youth and men are not a homogenous group and effects and gender based constraints will have differentiated effects on sub groups.

Table 10: Fisheries value chains gender based constraints

Rank	Gender based constraint	Most affected
1	Difficult access to finance due to a lack of collateral required by financial institutions	Women and youth
2	Difficulties to secure land tenure or no access to land	Women Youth in aquaculture
3	Limited access to natural resources (water, land, fish, mangrove)	Women
4	Limited access to services often not adapted to the specific needs of women Limited access to trainings because the services are not responsive to specific needs and the characteristics of youth and women (mobility; voice, time burden of women and girls, gerontocracy and elite capture of opportunities)	Women and youth
5	Harmful processing due to lack of adapted technology Increased health risks for processors and traders and children affecting different aspects of the processors and traders' activity Not enough participation of women in the development and research of technology leading to low adoption	Women
6	Difficulties to be informed on ecosystem management processes and due to being poorly informed or taken into account in	All actors in the value chain are affected but the information flow is influenced by participation by social

Rank	Gender based constraint	Most affected
	decision making women face the consequences for post-harvest investments in fisheries and aquaculture value chains In case of shocks women contribute to the social resilience of the household, the communities and the value chains. They are often not recognised as "agents of change" and are not participating efficiently in consultation and decision making processes	norms and systems and often women are disadvantaged and more affected by the lack of information and participation
7	Uneven distribution of costs and benefits of measures to cope and mitigate impacts of climate change, environmental shocks, policies and programs to protect and conserve the resources	Women and highly vulnerable subgroups of men, youth
8	Weak institutional policy reforms, lack of resource assessments and resource management implemented and the fact that there is low capacity for value addition the pressure on the resource remains high	All actors but women have less voice and representation in decision making processes
9	Lack of women and youth responsive mechanisation and technology processes Unequal access to digital and internet related technology	Gender gap in access to internet and technology, social norms influence conflict issues on finance applications use by women
10	Globalisation of the value chains disadvantage women and youth who have less access to information and to capital to invest in new opportunities needing investments in quality of the production process	Weak direct public investment in youth and women strengthen the negative effects of globalisation; but lack of capacity in financial management, lack of market information and skills contribute to the disadvantaged position of women

Source: Literature review and "Gender and youth challenges specific to the fisheries and aquaculture sector in West Africa (ECOWAS)" report, March 2022.

Participation in decision making processes

Youth and women want to be involved in the institutions and decisions that affect their lives at local, national, regional and continental levels. However in most countries the participation of women and youth in decision making processes is very limited. A number of factors contributing to the exclusion of women and youth are:

Table 11: Factors contributing to the exclusion of women and youth

Factors contributing to the exclusion of women	Factors contributing to the exclusion of youth
- **lack of access to & control over resources** - **lack of authority/legitimacy** - **lack of recognition of women as "change agents" and women's contribution to social resilience of households and communities** - **lack of supportive legislations** - **lack of skills & capacity to lead/ manage** - **social norms that hinder women to speak in mixed assemblies,** - **social norms that limit mobility,** - **women's time burden due to responsibilities in the household,** - **lack of confidence and pro-activeness,** - **limited inclusion in activities and** - **lack of information in order to efficiently contribute to debates**	- lack of recognition of youth and the gerontocracy that reigns in the sector and excludes youth from interactions with decision makers - poor representation of youth in professional organizations due to gerontocracy that dominates decision-making - time burden for female youth making it difficult for girls to organise and to participate fully in processes due to early marriage and childcare young women are not involved (time burden and socio-cultural constraints - lack of experience of youth - lack of self-confidence and pro-activeness of youth and

	- lack of motivation because of exploitative and discriminatory working conditions making the sector non-attractive for youth

Enablers of participation in decision making processes are:

- supportive legislation on quota's for participation;
- programs and projects on management of the resource and projects;
- civil society organizations, platforms for equal access to resources;
- charismatic leaders, social movements and projects are facilitators of collective action contributing to effective participation;
- include in all work of the Ministry ways to Enable Women for Strategic Decision Making, strategic actions and specifically include women and female youth as agents of change:
    - Sustainable restoration and protection of the resource and responding to Climate change is a social challenge profound enough that it does not allow leaving human capital underutilized as it has been to date. It demands both women and men to make strategic decisions at all levels so that their livelihoods are well adapted to the changes. Women, however, have not had the experience or given the power to make such decisions. To meaningful engage women there is a need to build the capacity of women so that they will be able to effectively and strategically plan for the future. Empowerment of women needs to be accepted at home and in the community; DIMITRA and GALS approaches will work with communities and men and community gatekeepers, dialogue and sensitize on the issue and will take part in gender empowerment for their acceptance and ownership.
    - Climate change requires strategic decision making, which leads to strategic actions for livelihoods. Women have developed coping mechanisms and survived and even flourished without literacy and numeracy, but also have been limited to the informal sector and low-productivity products with meagre profit margins. Some of the crucial factors that enable women to go beyond these limits are their access to formal information and systems and acquisition of negotiation skills.
    - Women and female Youth are not enough recognised as Agents of Change and their particular vulnerability as well as strengths are hardly taken into account in planning at any level. Focusing on the high unemployment among female youth with intermediate education specific attention should be paid to integrate them fully in the processes by taking advantage of their literacy, both traditional and ICT (information and communication technology), and numeracy to help their mothers and aunts obtain the skills. They should participate in environmental management, together with the older generation.
    - Ownership: Not only the needs of women, but also their knowledge and skills are often insufficiently considered in for example the development of management responses, the development of post harvest technologies, generating little ownership among targeted women. Without ownership, sustainability is jeopardised. Women do not have good knowledge of the environment, which prevents them from sustainably managing it and that to their advantage; they do not have ownership of the environment.

3.2 Principles for implementation of the strategy

A twin-track approach (mainstreaming gender and specific actions to address gender inequalities) has been applied and guidance for the application of gender mainstreaming is provided through the principles that are underlaying the strategy and are applicable in all stages of the implementation of the strategy.

Mainstreaming gender is the process of assessing the implications for women and men of any planned action and in all steps of a planning process (design, planning, execution, M&E), including legislation, policies or programmes, in all areas and at all levels. Analysis and adaptation is important when integrating the experiences and concerns of women (and girls) as well as those of men (and boys) so that women and men can benefit equally during planned actions.

Principles underlaying this strategy are: (i)equity and social inclusion; (ii) inter-generational equity and cooperation; (iii) precautionary and preventive; (iv) sustainable development; (v) informed participation; (vi) human rights based approach; (vii) evidence-based work; (viii) innovation; and (ix) duty to maintain a decent environment.

To promote the use of rights-based approaches and strengthen the capacities of women in undertaking their responsibilities and claiming their rights over aquatic and environmental resources (including fisheries resources) communication and stakeholder engagements are crucial. The strategy will provide the enabling environment to build the engagement on gender equality and women's empowerment in fisheries resource and environmental management and in aquatic biodiversity through gender-responsive communication.

A participatory approach: Women and the various stakeholders in the marine and coastal zone will be involved in the consultation and decision-making processes relating to the implementation of the components in order to ensure that their interests, needs and constraints are taken into account and that the strategy is owned. Measures should be taken to ensure the removal of barriers that may prevent the maximium participation of certain groups and there should be monitoring of the participation by gender, age group, function (and activity) in the value chain and nationality.

Coherence with national and international policies (AU gender policy among others) which commit FAO and partner countries: this policy will be aligned with the policies and programmes defined at the national level and international and continental level among others in the fields of fisheries policies (including AU fisheries reform policy), biodiversity management policies, land and water rights, climate change adaptation, trade (AfCfTA).

Understanding gender inequalities: Gender equity and equality analysis will provide the important information for all for all planned actions. The analysis will take into account the different levels: (i) grassroots community level; (ii) value chain level; (iii) resource management structure level (meso and macro); (iv) service level and Public Private Partnerships (macro); and (v) regional level for cross-border and shared resources/trade.

The strategy involves understanding the gender gaps (identity, needs, priority, values, social norms and rights) and understanding the immediate and underlaying causes to inform structural and procedural changes (decision making, influence and representation, power and relations). Suggested changes will be analysed in terms of costs and who will bear the burden and who will benefit from the change.

Approach to a gender transformative process: The implementation of the strategy involves men and women to change behaviour by eliminating or reducing inequities, practices and beliefs that contribute to keeping women in marginalized positions and depriving them of the conditions necessary for their social and economic development. The social dialogue and transformational process must enable men to understand that the gender strategy is not against men but that the process of implementing the strategy is about enabling women and youth to play their full role in social and economic development.

Impartiality: Gender will be applied in the recruitment of staff for the project, the allocation of roles and responsibilities, as well as in the orientation of the use of the budget will be gender responsive.

Regular updating: Monitoring of indicators, analysis of progress in reducing inequalities will allow for updates on the mode of operation and the gender action plan (also influenced by changes in the internal, national and international context). All meetings and reporting will include "gender issues and gender-sensitive indicators".

Capacity building: The different actors and stakeholders (including PPPs) of the project will need capacity building on gender:

Empowerment of women: The aim is to ensure that, after training, women can implement the skills they have acquired (business management, marketing practices and organizational logistics, professional development) and have access to gender responsive services and support, just like the men, so that they can continue their businesses at the end of the project.

Public-private partnerships and collaborations are gender sensitive: The strategy would require the creation of important synergies and a gender analysis of partnership proposals to ensure that all multi-specific partnerships and PPPs support the elimination of all forms of discrimination and the promotion of decent work.

A summary of actions to be taken for integration of the principles in the National Action plans is provided in annex 1.

The SAP represents the strategy adopted by the countries to act together at the regional level, while taking into account the specific economic and social development needs of the populations of participating countries, and the well-being of all. The SAP is structured according to three themes called strategic components, which are considered the priorities for the region. The strategic components are: **living marine resources**; **critical habitats**; and **water quality**.

The formulation process of the gender equality strategy followed the three themes and the structure of the SAP.

This gender equality strategy is a shared vision and explicit consensus on gender equality objectives relevant to the member countries and will be used to integrate activities in the national action plans. This process of integrating actions in the NAP will need to involve national stakeholders consultations amongs civil society organizations including the national machineries for women, local women's organizations, NGOs.

Addressing underlaying root causes of gender inequality needs long-term commitments to partners and activities. This is essential for sustainable progress towards gender equality at both macro and micro levels. Household and community dynamics approaches such as the "Dimitra clubs" and "GALS"-approaches support behavioural change and positive masculinity. The gender strategy proposes that the CCLME implements these gender transformative approaches in order to address underlaying causes of inequality and to ensure distributional and procedural equity.

Women's subjectivities and intersectional identities (men, women, youth) and the socio-cultural dimensions of women's fishing lives should be subject to in-depth gender analysis at the start of the implementation of the gender strategy at the country level. Gender analysis will help to make visible the different meanings and identities and how changing practices, in the context of transboundary measures or national measures in protecting, restoring and conserving marine resources, critical habitats and water quality and how there is a continuous shaping and reshaping of gender relations and identities.

Assess and strengthen partner capacity for gender responsive and transformative analysis, planning and implementation will be needed and followed by capacity building. The gender desks in The Gambia and Senegal could be an example for strengthening the implementation of the strategy and to addressing gender equality issues.

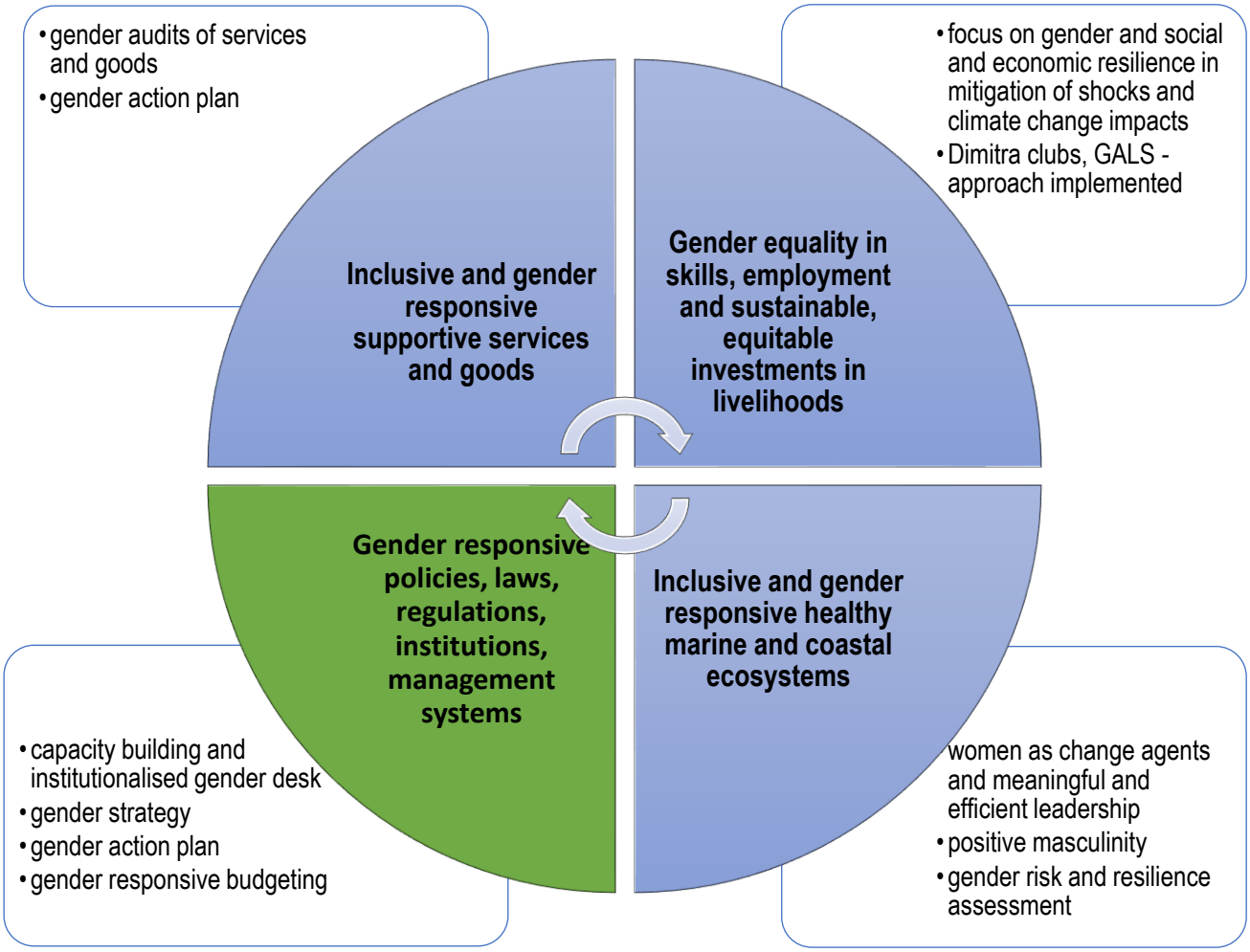
3.3 The vision and objectives of the gender equality strategy

Goal: Gender equality mainstreamed and women's empowerment implemented in all CCLME initiatives at regional and at national level.

Vision: "Women in the fisheries sector are, through their representation in the governance bodies of the fisheries and in value chains, able to integrate into development plans actions aimed at reducing gender-based inequalities in the areas of participation in decision-making, access, capacity building and by services (finance, market information, social welfare and health). The women's interests and concerns and those of marginalised groups are known to policy makers and taken into account in fisheries and its value chains' management and in policies."

The support is organised in three specific objectives and one cross cutting objective as shown in Figure 2.

Figure 2: Objectives of the gender equality strategy and approaches specific to the objective



Specific objective 1: Build inclusive and gender-responsive healthy marine and coastal eco-systems.
This objective will be implemented using "gender risk and resilience assessment and implement the "positive masculinity" approach including women and female youth as "change agents". A supportive environment for meaningful and efficient leadership of women will be build. All program interventions in support of a healthy marine and coastal ecosystems will be oriented by the results of a gender analysis. There will be attention paid to women's and other marginalised groups meaningful and efficient participation and leadership.

Investments are supported to focus on gender equality through increasing women's access to and equal roles and benefits from marine and coastal ecosystems management, restoration and conservation. Women, female youth and marginalised groups will be trained and capacity building will provide them with skills to fully understand the ecosystem and the conservation and restoration plans in order to strengthen meaningful participation in co-management. There will be the use of rights-based approaches and through strengthening the capacities of women

in undertaking their responsibilities and claiming their rights over aquatic and environmental resources (including fisheries resources).

Specific objective 2: Increased gender equality in Skills, Employment and Sustainable, and equitable Investments in Livelihoods.

All initiatives in support of livelihoods and resilience will be informed by a gender analysis. The results of the analysis will guide interventions of building capacities at community level, creating employment, business environment and investing in livelihoods. Based on an in-depth understanding of social resilience and the aspects of the care economy, gender based violence and harassment (GBVH) and equal access to services (financial, ITC (digitalisation and its gender gaps), extension) initiatives in building resilience of households will contribute to equal access, roles and benefits from economic and social resilience.

Women, men and youth have dfferent coping and adaptation strategies. They must adapt or even transform their livelihoods in the face of these changes, including by exercising and strengthening their social resilience- social resilience is understood as the ability of a social unit (i.e. individual, family, community) to withstand external shocks. These shocks results from social, political or environmental change. In the context of multiple intersecting change processes, the need for fisheries governance to support the social resilience of fishing communities has already been highlighted Blue and green economy (adaptation & mitigation to climate change) employment creation will be audited on its impact on inequalities.

Tools and approaches that support involvement of men and take into account household and community dynamics between men and women will be used. DIMITRA clubs approach, Household approach and GALS are options to consider.

DIMITRA clubs, Household and GALS approaches aim at participation of men and women (all age groups) in processes of change of behaviour. Protection and rehabilitation of fishing habitats requires change of behaviour. Fishing families and communities globally face unprecedented challenges due to, resource depletion, climate change impacts and regulatory changes (MPA, closed seasons, etc.). More details on social acceptance of gender transformation are provided in annex 2. Communication and stakeholder engagements are crucial as is the participation of men in all change processes. The strategy will provide the enabling environment to build the engagement on gender equality and women's empowerment in fisheries resource and environmental management and in aquatic biodiversity through gender-responsive communication.

Specific objective 3: Strengthened inclusive and gender-responsive supportive services and public goods provision.
Gender equality in the institutions (including the institutions for co-management and restoration/protection of the ecosystems, research and innovation) services and in public infrastructure provided as a source of equality in economic opportunities for all (women, youth and marginalised groups).

In measures to reduce negative human impact on sediment dynamics, pollution and combatting alien species there should be support for blue and green economy in affected or at risk communities. The services and public goods to which the communities have access should be screened on equality (institutional gender audit) in services and on equality in cost benefits and economic and institutional effectiveness.

Participatory gender responsive climate change resistant infrastructure design and delivery will be supported. This includes specific attention to gender mainstreaming in research and innovation through active participation of women.

Specific objective 4: Increased gender responsiveness of policies, strategies, institutions and support systems. This subject is cross cutting and in each of the themes of the SAP there should be collection of evidence (sex disaggregated monitoring of results, gender indicators) and information to decision makers on gender inequality in order to adapt policies, laws and regulations, the way institutions work and provide goods and services as well as management systems for conservation, restoration and protection of the resources.

This information and collaboration with key stakeholders should result in policies, laws and regulations, institutions, management systems that are gender responsive and inclusive.

A strong regional expert group on gender and a strong gender desk (team of gender aware and skilled (knowledge, action plan, budget) at national level within the Ministry could be a way to work towards this cross cutting objective.

3.4 Logic framework of the gender equality strategy

The logframe and the table with milestones are presented in Table 12 and 13.

Table 12: Logical Framework

Vision CCLME:	A healthy ecosystem, sustainably managed, providing services and equitable benefits for human well being by 2030.		
Vision Gender CCLME:	**Gender equality mainstreamed and women's empowerment in the initiatives at regional and at member countries national.** Vision: "Women in the fisheries sector are, through their representation in the governance bodies of the fisheries and in value chains, able to integrate into development plans actions aimed at reducing gender-based inequalities in the areas of participation in decision-making, access, capacity building and by services (finance, market information, social welfare and health). The women's interests and concerns and those of marginalised groups are known to policy makers and taken into account in fisheries and its value chains' management and in policies". "Equality and empowerment of women and girls mainstreamed in the SAP and in each of the National Action plans of the CCLM Ecosystems programme, leading to inclusive, shared and sustainable development of the fisheries resources and the livelihoods of fishing communities" (intergenerational justice).		
	CCLME SAP	**Gender strategy**	**Gender Actions**
Cross cutting objective		**Gender responsiveness of policies, strategies, institutions and systems increased.** Promote gender-responsive policies, legislations, administrative, service systems and processes by effectively engaging men and boys together with women and girls in decision making in CCLME at national and regional levels. Collection and making available evidence based (sex disaggregated monitoring of results, gender indicators) data and information to decision makers on gender inequality in order to adapt policies, laws and regulations, the way institutions work and provide goods and services as well	- Set up strong gender desk within the Ministry (example from EAF Nansen; Tanzania, The Gambia, Ghana, Sierra Leone, Senegal). - Set up a gender expert team/(think tank group) at the CCLME regional level. - Undertake assessments of women and youth organizations to understand the involvement in decision making and the knowledge, skills and power relationships and develop guiding notes for national teams in how to address equality in organization development in order to achieve effective and meaningful participation in decision making processes. - Inform decision makers on results of assessment and provide recommendations to inform into policy work.

		as management systems for conservation, restoration and protection of the resources.	- undertake studies to document women and youth sub-groups, to understand their contribution (invisible actors, invisible contributions) to the economy, including informal work, value addition and women & youth's aspirations, needs, interest, priorities and capabilities. - inform decision makers on results of the study and provide recommendations for policy work. - Lobby with governments and inter-governmental agencies to mainstream gender in fisheries and aquaculture policies and to apply regional and international instruments. - Sensitize the Ministry in charge of fisheries and aquaculture to integrate gender and youth in their strategies and policies. - Advocate for gender responsive land policies and legal frameworks. - Set up monitoring systems to evaluate and review progress in regards to the adoption, level of implementation of commitment to gender responsive policies in the sector and the use of sex disaggregated data, information and lessons of best practices of gender mainstreaming in policies, laws, regulations, institutions and management systems. - Produce briefs to policy makers on results of monitoring of gender equality and on lessons and best practices. - Establish cross-country forums to exchange experiences and lessons for each of the themes.
Theme 1:	**Sustainably manage fisheries, restore degraded fish stocks and reduce the threats to vulnerable species by 2030.**	**Build inclusive and gender-responsive healthy marine and coastal eco-systems.**	- Strengthen capacities of fisheries and aquaculture departments to mainstream gender in marine and coastal ecosystems

		Working on positive masculinity and the integration of women and female youth as "change agents" in all initiatives and program interventions in support to healthy marine and coastal ecosystems. There will be attention to women's and other marginalised groups efficient participation and leadership. Investments are supported to focus on gender equality through increasing women's access to equal roles and benefits and to promote gender equality in conservation and restoration, strengthening participation in co-management with women in meaningful leadership positions and equipping them with skills for the future.	projects. For example setting up and training members in collecting and analyzing sex and age disaggregated information and the use of study/ research conclusions and recommendations,translating findings into outcomes, outputs and actions to build healthy marine and coastal ecosystems. - Undertake a gender analysis to determine the impact of emerging issues including population growth, global value chains and industrial fish processing on the work of women, youth and marginalised groups; include the analysis of women/ female youth's potential role as change agents in natural resource management. - Integrate in fisheries data bases or information systems, quantitative and qualitative disaggregated sex and youth data (production, processing, marketing, type of equipment, digitalisation, innovation, green and blue economy). - Implement recommended responses to inequalities in access and control over the resources (using the gender analysis results) - Develop and share knowledge products on women's participation in fisheries value chains with key stakeholders. - Build capacity of sector actors at regional and national level on gender mainstreaming in natural resource management and value chain management. - Identify (and make women participate in the development of the technology) and share knowledge on appropriate technologies for

			women in fisheries production/processing/ trade. - Set up monitoring mechanisms to review progress in regards to the adoption, level of implementation of commitment to gender responsive marine and coastal eco systems. - Undertake thematic capacity building for coastal and marine management experts through regional forums and in collaboration with academic institutions in the region.
Specific objective 1	**Restore the small pelagic resources.**	Strengthen coordination and coherence among development actors for effective implementation of national and regional inclusive and sustainable co-management of the small pelagic resources leading to well being and women's empowerment in the region. Small pelagics are an important source of processors and traders in the member countries, women are majority Processing industry (fish meal and oil) influence access and control of traditional small pelagic value chain actors.	Organise training for key stakeholders on positive masculinity, the approach and how to implement activities in the fisheries sector in the context of resource management and participation of women and youth in decision making processes (covers the three specific objectives of this theme). Organise training for key stakeholders -using the results of the gender analysis- on "women and female youth as change agents in the small pelagic resource management and coastal ecosystems" (covers the three specific objectives of the theme). Undertake gender analysis on the small pelagic value chain and on resource management systems and on changes in the value chains due to national, regional and international changes in demand for fishmeal and trade in small pelagic. Undertake assessments of women and youth organizations to understand the involvement in small pelagic fisheries, knowledge, skills and power relationships and their coping and mitigation strategies of effects and impacts of climate change.

			Develop and implement a capacity building plan for women and youth organizations involved in small pelagic fisheries. Strengthen women's participation and meaningful leadership in small pelagic management, research and innovation initiatives, in restoration and co-management initiatives. Undertake studies to understand women's and youth's contribution (invisible actors, invisible contributions) to the small pelagic economy, including informal work, value addition and women, youth's aspirations, needs and capabilities. Organise gender responsive small pelagic fisheries management and gender responsive small pelagic value chain planning and upgrading planning meetings with all stakeholders. Implement specific gender actions in small pelagic fisheries management and value chains; this includes work on positive masculinity with regards to fostering women's effective and meaningful leadership in community and local management of the resources and value chains. Monitor gender indicators and review with all key stakeholders on a regular basis the commitments to gender responsive small pelagic management.
Specific objective 2	**Sustainably manage and restore the demersal resources.**	Improve gender mainstreaming practices in management and restoration of demersal resources including the sectoral focus areas and priorities/	Undertake gender analysis on demersal fisheries value chain and on management systems and changes in the value chains due to global trade. Include women in planning research and rolling out innovations.

		programmes at national and regional levels.	Undertake assessments of women and youth organizations to understand the involvement in demersal fisheries, the effects and impacts of climate change and women's coping and mitigation strategies. Develop and implement a capacity building plan for women and youth organizations involved in demersal fisheries including the capacity for women's participation and meaningful leadership in demersal fisheries management, restoration and co-management initiatives. Undertake studies to understand women's and youth's contribution (invisible actors, invisible contributions) to the demersal fisheries economy, including informal work, value addition and women, youth's aspirations, needs and capabilities. Organise gender responsive demersal fisheries management and gender responsive demersal value chain planning and upgrading planning meetings with all stakeholders. Implement specific gender actions in demersal fisheries management and value chains; this includes work on positive masculinity with regards to fostering women's effective and meaningful leadership in community and local management of the resources and value chains. Monitor gender indicators and review with all key stakeholders on a regular basis the commitments to gender responsive small pelagic management.

Specific objective 3	**Reduce the threats to vulnerable species and mitigate their impacts.**	Improve equal participation in the planning and implementation of protection and restoration efforts for vulnerable species. Increase the representation of women in environmental and natural resources decision making (process and implementation) and in the protection and restoration efforts of the vulnerable species and further ensuring that women's voices are heard at the community level for local policy.	Undertake a gender analysis on the value and contribution of all actors in the value chains of vulnerable species. Use the information of the gender analysis to support equality and value women's work in creating value in each node of the vulnerable fish value chains. Organise gender responsive planning on how to reduce the threats to vulnerable species and how to mitigate their impacts with all stakeholders, define and build capacity for women and female youth's role as change agents in the implementation of the plan. Include women in planning of research and rolling out innovations. Implement specific gender actions in management including work on positive masculinity with regards to fostering women's effective and meaningful leadership in community and local management of the resource and value chain. Monitor gender indicators and review with all key stakeholders on a regular basis the commitments to gender responsive processes in reducing threats to species and improve equal participation in planning and implementation of mitigation.
Theme 2	Rehabilitate and or preserve critical habitats in marine and coastal areas by 2030.	**Increased gender equality in Skills, Employment and Sustainable, inclusive Livelihoods support investment.**	- Identify and/or Train key resource persons on analysis of social resilience to effects and impacts of climate change and shocks affecting marine and coastal habitats and undertake an analysis of women's economic, social support to the household and the

		Based on an in-depth understanding of social resilience and the aspects of the care economy, gender based violence and harassment (GBVH) and equal access to services (financial, ITC (digitalisation and its gender gaps), extension) initiatives in building resilience of households will contribute to equal access, roles and benefits from economic and social resilience. Tools and approaches that support involvement of men and take into account household and community dynamics, will be used. DIMITRA clubs, HH approaches and GALS are options to consider. Value contributions of all actors in the value chains and equality in all processes in reducing threats to species and improve equal participation in planning and implementation of mitigation efforts. • focus on gender and social and economic resilience in mitigation of climate change. • dimitra clubs, GALS.	contribution to the resilience of households and communities. - Introduce and train key stakeholders (Ministry, programmes and projects) on DIMTRA and GALS approaches and the dynamic at household and community level that will promote consultation between men, women, youth at all levels and within decision making processes. - Organise training for facilitators for DIMITRA and GALS approaches. - Undertake capacity building on gender mainstreaming in disaster risk management and shocks due to changes in Natural Resources access and management. - Undertake a gender analysis of key gender issues in the rehabilitation and preservation of critical habitats. - Identify best practices in the areas of addressing key gender issues in rehabilitation and preservation of habitats in member state countries and in the region. - Prepare exchange visits to best gender practice initiatives where women are key "change agents". - Support the introduction or reinforcement of measures and a zero-tolerance policy to reduce the risk of gender discrimination, sexual exploitation, GBV and harassment of women, girls, and boys in areas of increased regional shocks (affecting HH economies, increasing GBV), tourism and cross-border trade. - Set employment standards that promote decent work for women and men.

			The **social resilience and well-being of fishing communities are fundamental to the future viability of fisheries,** and resource management policies that do not consider the social context of resource use which could jeopardize fisheries sustainability. - Collate and collect sex and gender disaggregated data and indicators to inform planning and monitoring in the context of coastal and marine habitats restoration and preservation. - Build the capacity of national services to mainstream gender in channels of communication of data and information to target women. - Conduct regular review or scan all policies and programs through a gender lens by commissioning studies to assess the level of gender sensitivity of policies. - Develop gender responsive national policies that address equity in the access and benefits to and from natural resources. - Document and share knowledge products on affordable rural energy. - Undertake studies on migration as coping strategy of households and social resilience and Women's Individual Well-being as Men's absence leads to overburden of women and find ways to make ends meet on often unpredictable budgets. This is cause of everyday stress, which placed additional strain on their mental health and psychological well-being.

Specific objective 1	**Restore and conserve mangroves.**	Increase the representation of women in mangrove restoration and conservation and overall in natural resources decision making forums, ensuring that women's voices are heard at all levels (national, community level for local policy).	- Build capacity of relevant actors to mainstream gender and make women key change agents in restoration and conservation of mangroves. - Screen all partnerships and investments on gender impacts and make all partnerships and investments contribute to the reduction of gender inequalities. - Advocate for increased and effective participation of women in governance of natural resources, in research and in rolling out innovations. - Generate and share knowledge on clean energy options that reduce women's dependence on the natural environment for energy. - Develop tools such as policy guidelines to support Member States towards mainstreaming gender in the policies. - Undertake regular review of national policies and laws on climate related disaster and risk management using a gender lens. - Document and share best practices with and among Member States.
Specific objective 2	**Sustainably manage and conserve marine and coastal wetlands.**	Increase the representation of women in marine and coastal wetlands management and natural resources decision making forums, ensuring the effective participation of women at all levels (national, community level for local policy).	- Build capacity of relevant actors to mainstream gender and make women key change agents in conservation of marine and coastal wetlands. - Support gender responsive investments in livelihoods diversification of households and use DIMITRA and GALS approaches to avoid that women are overburdened and bear unequally the cost of management measures. - Screen all partnerships and investments on gender impacts and make all partnerships and investments contribute to the reduction of

			gender inequalities in marine and coastal wetlands management. - Advocate for increased and effective participation of women in marine and coastal wetlands management, in research and in rolling out innovations. - Document and share best practices with and among Member States. - Understand and support women's contributions in response to resource depletion, climate change impacts and regulatory changes in coastal wetlands.
Specific objective 3	**Reduce the negative impacts of human activities on the seabed and other critical habitats.**	Support gender transformative processes to reduce negative impacts on critical ecosystem habitats.	- Undertake a gender analysis and formulate policy recommendations on cultural/social barriers limiting access to basic services and institutions in critical habitats. - Build partnerships with relevant state and non state actors to mentor and empower communities in reducing negative impacts on critical habitats. - Integrate gender in regional dialogue and cooperation on migration policy issues. - Advocate and build the capacity of countries in the region to respond better to the health needs of Cross Border and Mobile Populations especially in addressing HIV&AIDS.
Theme 3:	**Ensure that the water quality of the CCLME is of a high standard and contributing to the good health of the ecosystem by 2030.**	**Strengthened inclusive and gender-responsive supportive services and public goods** provision. • gender audits of services and goods provided to fishing communities and stakeholders.	- Train key stakeholders on how to conduct a gender audit. - Inform key stakeholders on inclusive finance and examples of best practices in the fisheries sector. - Conduct gender analysis of green and blue economy investments and share knowledge with key stakeholders.

		Gender responsive support for blue and green economy in affected or at risk communities. The services and public goods to which the communities have access should be screened on equality (institutional gender audit) in services and on equality in cost benefits and economic and institutional effectiveness. Participatory gender responsive climate change resistant infrastructure design and delivery.	- Build capacity of key stakeholders on gender analysis of blue and green economy services and public goods and on equality in cost benefits of gender responsive services and investments. - Undertake gender audits of services, goods in coastal and marine communities. - Undertake a review of national policies and laws on water quality and pollution in coastal systems and risk management using a gender lens. - Inform decision makers on the results of the study and integrate recommendations in the NAP and make adaptations in ongoing interventions to ensure distributional equality.
Specific objective 1	**Mitigate the negative impacts of human activities on coastal processes and sediment dynamics.**	Strengthen gender mainstreaming in coastal processes management and in disaster risk management.	- Undertake capacity building on gender mainstreaming in disaster risk management and other sectors in Natural Resources Management. - Implement recommendations from gender analysis of green and blue investments. - Implement recommendations of gender audits of the services and goods. - Set up monitoring and collection of sex disaggregated data and share monitoring information with decision makers at relevant levels for actions and follow up.
Specific objective 2	**Combat alien invasive species.**	Value the contribution of all actors in the fisheries sector and mainstream gender in processes to combat alien invasive species.	- Value the contribution of women in combatting alien invasive species and support women as change agents in the process of combating alien invasive species. - Build the capacity of key stakeholders in gender responsive management. - Build the capacity of women leaders to participate efficiently in fisheries management

Specific objective 3	**Monitor and control the sources and levels of different types of pollution in the marine and coastal environment.**	Promote the use of sex and gender disaggregated data and indicators to inform planning and monitoring of measures to control pollution in marine and coastal environment.	- Collate and collect sex and gender disaggregated data and indicators to inform planning and monitoring. - Set up data systems and strengthen existing capacity to capture sex and gender disaggregated data. - inform decision makers on gender issues in management of pollution in the marine and coastal environment.

Milestones and indicators[35]

Table 13: CCLME Programme Indicators

Theme and objectives	**CCLME Programme Indicator**	**All data where relevant are sex disaggregated (and intersectionality where relevant highlighted)**
Sustainably manage fisheries, restore degraded fish stocks and reduce the threats to vulnerable species by 2030. **Gender objective: Build inclusive and gender-responsive healthy marine and coastal eco-systems.**	Key gender analysis provides for each of the member countries baselines and results in detailed inclusive and gender responsive management plans.	Number of sets of key baseline information (number of countries with key baseline information sets). Number of publications on gender responsive marine and coastal ecosystem management. Number of countries with identified gender priorities and possible measures. Number of gender indicators in National Action Plan. Number of trainings of key stakeholders on gender in coastal and marine ecosystem management. Number of reports on collaboration between the programme and the fisheries gender desks.
	Capacity building at regional and national level addressing specific needs and interests of women, men (intersectionality applied).	Number of women, men (intersectionality applied) participating in the capacity building.
	regular reports on level of activities completed.	Number of reports on activities that document changes in gender equality in management system adaptive to changing conditions.
	Periodic reports on the performance of the key stakeholders.	Number of reports on gender responsive work by key stakeholder in the management of the fisheries and coastal management.
Rehabilitate and or preserve critical habitats in marine and coastal areas by 2030.	Number of documents on in-depth understanding of social resilience and the aspects of the care economy	Number of key stakeholders trained on social resilience.

[35] Apply intersectionality as required in each country context.

Gender objective: Increased gender equality in Skills, Employment and Sustainable, inclusive Livelihoods support investment.	and its importance in building resilience of households will contribute to equal access, roles and benefits from economic and social resilience. Value contributions of all actors to gender transformative processes.	Number of key stakeholders trained on tools and approaches such as Dimitra clubs and GALS. Number of value chain actors and number of studies on value chains that have a focus on gender transformative processes within the upgrading strategies.
Ensure that the water quality of the CCLME is of a high standard and contributing to the good health of the ecosystem by 2030. **Gender objective: Strengthened inclusive and gender-responsive supportive services and public goods provision.** Gender responsive support for blue and green economy in affected or at risk communities. The services and public goods to which the communities have access should be screened on equality (institutional gender audit) in services and on equality in cost benefits and economic and institutional effectiveness.	**Reports on gender audits published.** **Number of reports on trainings and capacity building on gender responsive supportive services and public goods provisions.**	**Number of supportive services and public goods provisions that have been audited.**
Transversal: **Gender responsive policies, laws, regulations, institutions, management systems.**		**Number of policy, laws, regulations, institutions reviewed and subject of a gender audit that have been made gender responsive.** **Number of collaborations between the programme and the fisheries Ministries "gender desk or gender unit".**

Specific objective	outcome	Indicators	Baseline (to be done by Countries)
Increased gender responsiveness of policies, strategies, institutions and systems.		Proportion of laws, strategies, services that have undergone a review from a gender lens and that are made gender responsive. Proportion of female stakeholders or groups consulted. Proportion of female stakeholders or groups participating. Knowledge and skills level of male and female key stakeholders on gender mainstreaming in coastal and marine management and in gender audit of institutions.	To be done by countries.
Build inclusive and gender-responsive healthy marine and coastal eco-systems.	Strengthen coordination and coherence among development actors for effective implementation of national and regional inclusive and sustainable co-**management of the small pelagic resources** leading to well-being and women's empowerment in the region.	Proportion of female/youth participants in the process. Proportion of costs and benefits going to women/youth in each aspect of the co-management process.	
	Improve gender mainstreaming practices in management and restoration of demersal resources including the sectoral focus areas and priorities/ programmes at national and regional levels.	Proportion of female/youth participants in the restoration programmes. Proportion of costs and benefits going to women/youth in each aspect of the co-management process.	
	Improve equal participation in the planning and implementation of mitigation efforts for vulnerable species. Increase the representation of women in environmental and natural resources decision making and in the protection	Number of women and men (and age disaggregated) beneficiaries. Proportion of female stakeholders consulted. Proportion of female stakeholders participating.	

	and restoration efforts of the vulnerable species and further ensuring that women's voices are heard at the community level for local policy.	Efficiency and meaningfulness of participation of women and marginalised groups.	
Increased gender equality in Skills, Employment and Sustainable, inclusive Livelihoods support investment.	Increase the representation of women in mangrove restoration and conservation and overall in natural resources decision making forums, ensuring that women's voices are heard at all levels (national, community level for local policy).	Proportion of female/youth fisheries sector actors involved in consultation and decision making processes in restoration and conservation. Proportion of information/training materials that have a gender lens applied and whereby youth/women were consulted on content and practical arrangements for training and diffusion. Proportion of women/youth informed on key issues in restoration and conservation for meaning full participation in decision making. Proportion of female stakeholders consulted. Proportion of female stakeholders participating.	
	Increase the representation of women in marine and coastal wetlands management and natural resources decision making forums, ensuring that women's voices are heard at all levels (national, community level for local policy).	Proportion of female/youth fisheries sector actors involved in consultation and decision making processes coastal wetlands management. Proportion of information/training materials that have a gender lens applied and whereby youth/women were consulted on content and practical arrangements for training and diffusion. Proportion of women/youth informed on key issues in wetlands management for meaning full participation in decision making.	

		Proportion of female stakeholders consulted. Proportion of female stakeholders participating.	
	Support gender transformative processes to reduce negative impacts on critical habitats.	Proportion of female stakeholders consulted. Proportion of female stakeholders participating. Proportion of behaviour change activities conducted that have focus on communities and involvement of men in change processes in coastal and marine management.	
Strengthened inclusive and gender-responsive supportive services and public goods provision.	Strengthen gender mainstreaming in coastal processes management and in disaster risk management.	Proportion of laws, strategies, services that have undergone a review from a gender lens and that are made gender responsive. Proportion of female stakeholders consulted. Proportion of female stakeholders participating. Knowledge and skills level of male and female key stakeholders on gender audit of services and institutions, gender analysis and gender indicators.	
	Value the contribution of all actors in the fisheries sector and mainstream gender in processes to combat alien invasive species.	Proportion of survey information that documents women's contribution to the fisheries sector. Number of documents informing on participation of women in alien and invasive species combat. Proportion of female stakeholders consulted.	

		Proportion of female stakeholders participating.	
	Promote the use of sex and gender disaggregated data and indicators to inform planning and monitoring of measures to control pollution in marine and coastal environment.	Proportion of sex and gender disaggregated data that are collected to document marine and coastal pollution. Proportion of women/youth involved in actions. Proportion of female stakeholders consulted. Proportion of female stakeholders participating.	

Annexes

Annex 1: **Suggestions for Actions on the "principles for implementation of the strategy" in the National Action Plans**

Participation:

- Train the national teams on the implementation of gender mainstreaming of key inequalities that lead to unequal participation.
- Develop a monitoring tool on participation (sex, age, activity/linkage, nationality) and ensure that it is used by all partners and stakeholders.
- Ensure that the specific interests and needs of women, youth and discriminated groups are integrated into all themes and implementation mode of the activities.

Transparency:

- Ensure that monitoring and evaluation measures gender-sensitive indicators.
- Ensure that the budget and reporting on the use of funds shows how much of the funds have been specifically allocated to women's interventions as well as the progress in the use (expenditure - budget) of funds allocated to women.
- Build capacity (training) of monitoring teams on gender-sensitive data analysis and documentation of good practices.

Coherence:

- Establish working contacts with the national gender machinery, monitoring and evaluation units, program and budgeting units in the Ministry in charge of fisheries and other relevant Ministries for the execution of the strategy.
- Align the work in each of the themes with nationally defined gender policies and programmes.

Understanding gender inequalities:

- Undertake gender analysis of equity and gender equality each of the thematic areas.
- Support and provide funding for gender specialists and participation of gender specialists in the steering committee (for the programme and for each country).
- Establish reporting rules on progress on gender.
- Include gender reporting in all meeting agendas.

Completeness and inclusiveness:

- Share results from gender analysis and case studies to stakeholders to enable evidence based actions.
- Ensure and guarantee the inclusiveness of activities by taking measures to make activities accessible to all.

Regular update:

- Analyse the results of monitoring and act on trends of exclusion and or non-participation.
- Adjust the action plan according to the evolution of the internal, national and international context.
- Update the gender strategy.

Strengthening the capacities of the various actors:

- Provide support to national teams by the gender expert (and/or by the national mechanism for example a gender desk at the level of the Ministry).
- Provide training and support to ensure that women have the necessary skills and understanding to actively participate (effectively and informally at the same level as male participants) in the implementation of activities.

Women's empowerment:

- Train teams and stakeholders on the constituent aspects and principles of women's empowerment.
- Train teams on screening and auditing investments, services and goods.
- Implement DIMITRA or GALS methodologies and provide organizational social dialogue support to strengthen transformational process and change in behaviour, positive masculinity leading to reduction of inequities based on social norms and cultural practices.
- Enable men, through social dialogue, to understand that the gender strategy is not against men but aims to empower women to play their full role in economic and social development.

Approaches and orientations for implementation:

- Use participatory strategies to involve both women and men in design and implementation. Participatory strategies need to be informed by sound analysis of gender relations, socio-economic and political context.
- Ensure there is adequate collection of adequate sex-disaggregated baseline information and gender analysis.
- Ensure that gender strategies are practical, and based on quality gender analysis.
- Provide in-country social and gender analysis expertise.
- Ensure that responsibilities for implementing gender equality objectives are explicit in job descriptions.
- Use gender responsive indicators and monitoring processes as a minimum standard for activity design, implementation and monitoring.

Ongoing challenges: Confusion about concepts and objectives relating to gender equality needs to be addressed through dialogue with partners, and capacity building within agencies.

At macro-economic or national level, partner capacity and commitment and local social, economic, institutional and policy context are key factors which determine whether benefits for women and overall development outcomes will be sustained.

Annex 2: Details on the social acceptance of gender transformation

Culturally prescribed roles along gender lines drive women and men to pursue different household strategies, often disjointed. The household methodology (GALS, DIMITRA) shifts our focus from what women do not possess to what the family members aspire to, in particular, what they want to become, what they want to be engaged in and how they can achieve these goals. Men in the family are not necessarily supportive of empowerment of their own women; the household methodology is used to sensitize men on gender and gender empowerment. Once the men in the family gain better understanding of the issue, the family can come up with strategies to overcome the threats that women may face at workplace and on the road. For most women under the project, the main place of work is the landing/mangrove site, which is used by the entire community. The household methodology, consisting of dialogues between women and men and across generations, is applied with a household as a unit and at a community level.

The methodology's objective is for family members to create a common vision for the household through guided dialogues among them, which allow women and men to understand and challenge gender norms and their connection to poverty. The methodology facilitates reflection, behavioral change and household planning through gender-sensitive participation. The topics discussed will include sexual exploitation, abuse and harassment (SEAH) and gender-based violence (GBV), where appropriate. The project proposes application of household methodology to the beneficiaries involved in aquaculture, whose needs for gender equality at home will be greater than other female beneficiaries.

The important last mile in ensuring sustainable behavioral change is that the community gatekeepers (DIMITRA clubs) and other key figures give a stamp of approval to the changes that have taken place, especially among men, who need to be assured that they have not been emasculated and that the changes are welcome to the entire community.

The community leaders will be sensitized on the positive effects of gender empowerment at the household and community levels so that they may effectively endorse the changes in behavior. How effective these measures will be in terms of gender empowerment depends on the interest of the targeted groups and the skills of the trainers/facilitators to suscitate the interest and to guide them over time.

Sexual Exploitation, Harassment and Abuse and Gender-Based Violence: The involvement of women in new activities and their acquisition of new skills may upset the prevailing gender-based power-division and provoke SEAH and GBV by their male family members and other men in the community. It is widely accepted that SEAH and GBV occur due to the aggressor's desire to assert his/her supremacy over the victim. The trigger for SEAH and GBV can be anything that the perpetuator perceives as a threat to his/her power over the ones whom he/she thinks is, or should be, inferior to him/her. It is also well known that some socially respected persons or organizations can be perpetuators. In other words, SEAH/GBV can occur anywhere, anytime and in any way; what matters is the perception of the potential perpetuator. In recognition of this characteristics of SEAH and GBV. The proposed integration of DIMITRA clubs, GALS methodology, which includes re-examination of power relationships between gender, generation, etc., based on dialogues, the time-honored method of conflict resolution will include prevention of SEAH and GBV.

Annex 3: Terms of reference

- Review the Strategic Action Programme (SAP) activities of CCLME and reporting as well as the gender analysis to identify the key roles of women and youth along SAP implementation.
- Interview via skype/zoom and liaise with CCLME staff, Focal Point and National Technical Coordinator) in CCLME country and other relevant stakeholders, regarding gender mainstreaming awareness and practices within the CCLME activities.
- Where possible/available, provide sex-disaggregated data collection and monitoring approach in the frame of SAP implementation.
- Develop a Gender strategy including an action plan outlining priority area and the "how to" process to mainstream gender in the implementation of the SAP at national and regional level.
- Present the Strategy and plan for review and discussion with the CCLME staff and NFI Gender Focal Point.
- Incorporate the comments, finalize the document and submit the gender strategy.
- Submit a consultancy report describing the work conducted with recommendations for the implementation of the Gender Strategy.