

# Gender & Fisheries Desktop-Review August 2019

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## Acronyms

ACIAR -	Australian Centre for International Agricultural Research
DEVFISH -	Development of Tuna Fisheries in Pacific ACP
DFAT -	Australian Department of Foreign Affairs & Trade
DMR -	Division of Marine Resources
FAME -	Fisheries, Aquaculture and Marine Ecosystem
FAO -	Food & Agriculture Organisation of the United Nations
FFA -	Forum Fisheries Agency
FISH -	Fish Agri-Food Systems
KRA –	Key Result Areas
LMMA -	Locally Managed Marine Area
IUCN -	International Union for the Conservation of Nature
MCA -	Marine Conservation Agreements
MFMR -	Ministry of Fisheries and Marine Resources
NAFICOT -	National Fishing Corporation of Tuvalu
NGO -	Non Governmental Organisation
PEUMP -	Pacific-European Union Marine Partnership program
PICT -	Pacific Islands Countries & Territories
PITIA -	Pacific Islands Tuna Industry Association
PMU -	Project Management Unit
ProcFish -	Pacific Regional Oceanic and Coastal Fisheries Project
SPC -	Pacific Community
SPREP –	Secretariat of the Pacific Regional Environment Programme
USP -	University of the South Pacific
VCA -	Value Chain Analysis
WCS -	Wildlife Conservation Society
WiFN -	Women in Fisheries Network - Fiji
WWF-	World Wide Fund for Nature

## Executive Summary

The engagement of women in the fisheries sector in the Pacific has been documented in various regional and national fisheries reports, scientific papers and articles over the past two decades. These documents highlight the significant contribution of women to inshore fishing activities, such as reef gleaning for invertebrates, the preparation of food gathered during fishing activities for sale and other post-harvest activities along the fisheries value chain, including marketing. Reports note that women are responsible for a significant amount of inshore fisheries' catches mainly for subsistence purposes to ensure food security. Despite the fact that the existing gender and fisheries literature brings to light these direct contributions of women as fishers, post-harvesters or market vendors and their indirect contributions as part of their multiple roles such as food providers or household managers, the same reports highlight the need to translate these into the policy level.

The reports also note the large numbers of women make up a significant proportion of the workforce in tuna supply chains. However, this information is outdated with the last comprehensive gender in tuna fisheries assessments conducted in 2007/8 (Tuara, 2008; Sullivan N, Ram-Bidesi V, 2008). Despite the extensive amount of fisheries studies conducted and the recognition of the significant role women play in the sector there is consensus that there are still limited data available to measure the full extent of women's engagement in fisheries. As a result, women remain excluded from support services in the fisheries sector across the region. While some quantitative data on employment exist through recent reports, the information on specific gender issues such as constraints to women's participation in fisheries science and the greater impact on women's employment and livelihoods are not available for most Pacific Island Countries (PICs). The few PICs with recent and comprehensive gender assessments are the Federated States of Micronesia, Fiji, Samoa, Solomon Islands and Timor-Leste led by the Pacific Community and WorldFish. A closer look into the existing gender and fisheries literature reveals that data are mainly descriptive, lacking both an analytical framework and documented methodology, thus making it difficult to translate into meaningful quantitative data (Harper et al. 2013).

Gender equality considerations are lacking in coastal fisheries management plans and other coastal fisheries governance instruments. More than just a gender responsive approach, a holistic view is needed to highlight the interdependency of gender and social inclusion and the sustainable management of marine resources for improved livelihoods and poverty reduction. A more holistic lens into gender analysis (and social inclusion more broadly) is often overlooked in the existing gender and fisheries literature despite the multidimensional roles of women.

Another area that is highlighted as a main barrier towards achieving equality and ensuring gender responsive policy frameworks is women's participation in decision-making. Discriminatory practices based on traditional and cultural norms remain the biggest challenge to women's equal participation with men in decision-making, in particular at community level. This becomes even more obvious in the coastal fisheries sector, which is moving towards a stronger community based management approach. A community based approach to coastal fisheries management is embedded into local (formal and informal) governance structures that are strongly guided by practices based on cultural and traditional norms and values.

Women tend to thrive best when forming collectives or work together as a group or cluster when fishing. This gives women a sense of protection and power and the opportunity for a collective voice in fishing (SPC, WiFN-Fiji, 2018). There is a need to make sure that women have equal and direct access to, and control over, resources. Their unpaid work needs to be taken into consideration and their participation recorded with the aim of translating these into supporting systems. Over time, there have been rapid changes in the division of labour in some countries, particularly noted in Palau, Solomon Islands and Fiji. These include shifting roles in the shell money value chain with more women involved in the marketing and selling of shell money (Barclay et.al, 2015) and some women broadening the scope of their fisheries activities using motorboats for fishing in Palau (Lambeth, 1999).

A large amount of work and reports on gender and fisheries were conducted before 2008, followed by a period of very little work on gender and fisheries, with more reports starting to emerge from 2014/15 onwards. Fiji and the Solomon Islands have produced more detailed assessments on women's engagement in the value chain of specific marine resources e.g. shell money and sea cucumber. Specific recommendations from these focused assessments call for a stronger support for women's voices to be reflected in fisheries management systems while exploring opportunities of forming cooperatives for rural women to enable them to collectively sell a larger volume.

In terms of the enabling environment for gender mainstreaming in the fisheries sector, some information can be extracted from SPC gender stocktakes, which investigate the capacity of Pacific Island Governments to mainstream gender, however, there is a need for further investigation of the gender mainstreaming capacity within the fisheries sector and other relevant line ministries.

As noted above, Fiji, Federated States of Micronesia (FSM), Samoa, Solomon Islands and Timor Leste have recent information available on gender issues in the coastal fisheries and aquaculture sector. FSM and the Solomon Islands have comprehensive gender and fisheries assessments that focus on multiple aspects within governance structures and gender mainstreaming capacities of main government fisheries departments, including line ministries. These assessments also highlight the different gender roles of men and women in fishing and changes in these roles, including women and men's engagement in marketing structures. Fiji's literature on gender and fisheries is more fragmented with specific gender analysis work available within sub-sectors, mainly focused around women's economic activities in a specific fishery. Samoa's recent gender and aquaculture assessment highlights the significant role of women in aquaculture despite these roles being often not considered or valued by fisheries officers.

In line with the requirements of the terms of reference, which are to make recommendations on where further gender and fisheries assessments are required including the extent of such studies and highlighting any priorities for greater investigation, the following is recommended:

### **Recommendation 1**

The Pacific-European Union Marine Partnership (PEUMP) programme should prioritise conducting gender and fisheries assessments in countries with outdated

literature or little to no data or information, namely Cook Islands, Kiribati, Republic of Marshall Islands, Nauru, Niue, Palau, Papua New Guinea, Tonga, Tuvalu and Vanuatu.

For FSM, Fiji, Samoa, Solomon Islands and Timor-Leste where gender assessments have taken place in the last 5 years, the Pacific-European Union Marine Partnership (PEUMP) programme should focus on the implementation of recommendations and continue to advocate for the inclusion of systematic gender-analysis into upcoming fisheries research.

### **Recommendation 2**

Data that is currently gathered by fisheries officials is targeted more to catch data for coastal commercial fisheries and coastal subsistence fisheries. When commissioning gender assessments in the 10 countries highlighted in Recommendation 1, activities need to be focused on gathering specific sex-disaggregated data on women's involvement in coastal fisheries for subsistence or commercial purposes to inform what type of practical assistance is required as well as for the development or amendment of appropriate policies to support women in the fisheries sector. Data sources that should be reviewed before conducting any gender and fisheries assessments should include national census, HIES, poverty surveys, nutrition surveys and specific socio-economic surveys for the fisheries sector, where available.

### **Recommendation 3**

National fisheries agencies as well as any specific government women/gender affairs agencies and key women's groups should be involved with any gender and fisheries assessments that are to be conducted in any specific country. This is important for later implementation of recommendations, in particular entry points for gender mainstreaming, the development of gender policies or appropriate legislation, and exploring post-assessment support services.

## **Women's Economic Empowerment**

### **Recommendation 4**

As part of gender and fisheries assessment, there is a need to investigate existing women's groups and the fisheries value chains where women are involved. This is important to identify areas where women can be better supported for greater participation, more efficiency, obtain greater higher economic returns, and how to ensure general safety at all points along the fisheries value chain. As part of this, there is also a need to explore engagement with the private sector as well as investigating alternative or supplementary livelihood opportunities that could be expanded into small businesses for women. This can include but is not limited to various post-harvesting and value adding processes, packaging and retailing.

## **Capacity Building**

### **Recommendation 5**

Women and men mobilise fishing efforts either individually or in groups in different ways based around household needs, social and cultural obligations and labour requirements. Where women and men work in groups, there may be opportunities for these groups to be more formalised into associations or cooperatives. Such activities will require an in-depth analysis of alternative empowerment mechanisms for women

in decision-making. In line with this recommendation, there is also a need to investigate women's access to suitable financing mechanisms and assess basic financial literacy training needs.

### **Recommendation 6**

To raise the profile of women in fisheries there is a need to highlight women engaged in fisheries management to encourage other women and girls to enter the fisheries science arena and to pursue careers in this area. In addition, there is a need to identify pathways for women to progress up the management ladder in the formal fisheries sector, in particular, the tuna processing industry. While investigating these issues in the tuna industry, there is a need to identify if women are being exploited, sexually harassed, are being remunerated appropriately on an equal footing with their male colleagues; and if they have suitable representation and opportunities for training support and counselling.

## **Community Level Management**

### **Recommendation 7**

Explore ways for gender perspectives to be fully integrated into fisheries management and marine conservation initiatives by NGOs, as well as members of the LMMA network. As part of this, research should be conducted that explores women's roles and contributions in fisheries management and marine conservation initiatives, their level of advocacy engagement, their level of awareness, their level of participation and the extent to which gender roles have been analysed to inform these initiatives.

## **Overview of PEUMP**

The PEUMP has been established to assist African, Caribbean and Pacific (APC) countries in the Pacific to better manage their oceanic and coastal marine resources for food security and economic growth, while addressing climate change resilience and conservation of marine biodiversity.

Four main agencies will implement six Programme Key Result Areas (KRAs) through a multi sectoral approach: The Pacific Community (SPC), which is the lead agency for the Programme and will be responsible for its overall management, the Pacific Islands Forum Fisheries Agency (FFA), the Secretariat of the Pacific Regional Environment Programme (SPREP) and the University of the South Pacific (USP).

Given the scope and breadth of the PEUMP programme, agencies will work with and through partners in some areas of implementation: The International Union for the Conservation of Nature (IUCN), The Locally Managed Marine Area (LMMA) Network, the Pacific Islands Tuna Industry Association (PITIA) and the World Wide Fund for Nature (WWF).

## **Methodology**

The desktop review was conducted over a one-month period from June – July, 2019 and was guided by the PEUMP Gender & Human Rights Specialist who provided an extensive list of literature to be reviewed together with contact information for various stakeholders. To guide the initial search of the extensive literature provided, the NVivo software was used to search information available guided by sub heads of the table of

contents. This was further supported by an online search for gender and fisheries reports from each country covered under the review with a focus on topics such as gender roles and women's involvement in value chain of fisheries resources. Fisheries reports on coastal subsistence fisheries and coastal commercial fisheries in countries under the PEUMP were reviewed for their reference to women's roles and women's engagement. The literature was synthesized under the sub heads provided. Due to the time limitations and availability, only one Fiji based stakeholder was interviewed during the initial period of the review. This was further supported by email correspondence with stakeholders providing an update on their respective work in the gender and fisheries field. Annex 1 provides a list of those consulted throughout the process.

## **Section 1: Gender Roles in Fisheries**

### **A) Gender Roles**

Women across the Pacific are generally more involved in inshore fishing activities, such as gleaning reefs for the collection of invertebrates and the preparation of food while men are main actors in the more strenuous work of fishing further offshore for large species of fish and in diving activities. The last detailed study on the respective roles of men and women in coastal capture fisheries was conducted during the PROCFish study (2002 – 2009). The study showed a general prominence of men among fishers who target finfish with women predominate among fishers who target invertebrates. When comparing the participation of women and men targeting finfish and invertebrates the ratio is comparable in six countries (Fiji, Niue, Palau, PNG, Solomon Islands and Wallis & Futuna). Women's participation is significantly less than men in five countries (Cook Islands, Nauru, New Caledonia, Vanuatu and Samoa) and there is either little or no participation by women in fishing activities in five countries including one state in FSM (French Polynesia, Kiribati, RMI, Tuvalu and Yap) (SPC, 2013).

Coastal fishing data shows that in most countries in the Pacific, the volume of production from coastal subsistence fisheries is much greater than from coastal commercial fishing with Tonga and Samoa being notable exceptions. Subsistence fishing produces about 70% of the overall fisheries production from coastal areas. In Tuvalu, Solomon Islands, Vanuatu, Papua New Guinea and Niue over 80 percent of the coastal catch is from the subsistence sector. The difference between coastal subsistence fisheries and coastal commercial fishing is captured clearly for the above countries in the report and can be useful for informing individual country assessments (Gillett, 2016).

In the Pacific, an estimated 70–80% of the catch from inshore fisheries (reefs, estuaries and freshwater) is used for subsistence purposes (Gillett & Lightfoot, 2001) and largely caught by women for the provision of food security for their families and communities. Harper et al. (2013) states that when estimates of catch are combined from the available data in the Pacific, women contribute 56% to total estimated small-scale fishery catches. Compared with men, women dominate the subsistence fishing sector by fishing more regularly within a week, catching a wider variety of fish and invertebrates, fishing in various habitats (e.g. marine, brackish water and freshwater), and spend more time

in post-harvest activities such as salting, drying, cooking and preserving (Chapman 1987; Matthews 1993; Lambeth et al. 1998; Vunisea 1995, 2016). Coastal fisheries provide food for Pacific Island communities and support their livelihoods and cultures. In the Pacific Islands region, women and men engage in all aspects of coastal fisheries – often in distinct ways, with distinct opportunities, benefits and challenges (Chapman 1987; Weeratunge *et al.* 2010).

In 2018, the Food and Agriculture Organisation of the United Nations (FAO) produced a comprehensive report on the state of Fisheries of the Pacific Islands looking in detail at statistics and information from 14 Pacific Island States and providing information on the two main categories of fishing in the region, oceanic, and coastal or inshore. The report provides detailed up to date information on the fisheries in each of the 14 independent Pacific Island countries in the following categories covering the production sector, post-harvest sector; socio-economic contribution of the fishery sector, trends, issues and development, institutional framework and legal framework, with limited gender analysis by country. The socio-economic contribution of the fishery section contains updated information on the value of the coastal fishery sector to the country and compares coastal subsistence fisheries with coastal commercial fishing in each of the 15 countries, while noting the situation for coastal fisheries statistics as poor across the Pacific region. National governments fisheries agencies give low priority to estimating the total amount of coastal catches and to capturing sex disaggregated data, which could clearly identify the extent of women’s involvement in coastal catches. This is a significant gap in fisheries data as it means that women’s contributions to economic benefits from commercial or subsistence fishing remain largely invisible, further exacerbating the general view of fishing as a man’s job only while little investment support is directed towards women dominated fisheries. This also creates the risk of underestimating women’s safeguarding role to secure nutritious and protein rich food flows from coastal fisheries harvests.

Some countries in the region are slowly moving towards conducting more ‘fisheries friendly’ Household and Income Expenditure Surveys (HIES), which will be inclusive of data disaggregated by sex. This is supported by SPC. A review of FFA programmes in mid-2014 (Gillett, 2014) urged the agency to include a gender component in its tuna employment surveys.

Country specific information on gender roles is summarised below:

### **Cook Islands**

There are no studies available on gender roles in the fisheries sector in the Cook Islands. However, some data is available from the PROCFish/C study and from studies done in 2008. This includes information on the benefits of fisheries to PICs, looking specifically at Cook Islands (1999, 2007 and 2014). Reports note that there has been no comprehensive attempt to re-estimate coastal fisheries production since 2008. A number of factors affecting coastal fisheries have been identified including the change in population structures with the decline in the country’s population and Cook Islanders gravitating to Rarotonga where there is less fish consumption as two of the factors. Other factors include the availability of formal employment and the cost of food alternatives, indicating less demand for coastal fisheries. The most significant type of aquaculture is pearl farming though no studies exist that look at the differential impacts of the sector on women and men and their different roles in pearl farming. Surveys

conducted in Cook Islands in 2008 reflect a difference in men and women engaged in fisheries in the outer islands when compared to Rarotonga with an almost equal number of male and female fishers in the outer islands compared to only a quarter of those surveyed in Rarotonga were women fishers. In the outer islands close to one third of fishers were women who targeted invertebrates.

### **Timor Leste**

There is a lack of recognition and understanding of women in fisheries in Timor-Leste. Women's roles and fishing activities are generally ignored in national policy discussions. This has been attributed to women's low levels of participation in community based decision-making on coastal resources and fisheries (Lopez-Angatira J et al., 2019). Boat-based fishing is almost exclusively done by men in most parts of the country. Women in Timor-Leste do participate directly in fishing activities, including shore-based line fishing, catching fish with hands and hand nets in shallow waters, spearfishing, seaweed farming as well as gleaning (Tilley, Burgos et al. in review); some women also use boats for line fishing (e.g. in Atauro and Bobonaro municipalities).

Women also directly support the fishing efforts of their husbands, fathers or brothers such as assisting with the launch and return of boats, removing fish from nets, counting fish for sale to traders, carrying fish from landing sites, and assembling and fixing nets. Women in several municipalities directly assist with putting out nets and lines. Women are also involved as fish traders, selling both fresh and cooked fish, as well as fish drying, smoking and processing other fish and seaweed products. A baseline survey revealed that 18% of households reported at least one woman working as a fisher, but this varied significantly between municipalities. Fisher women were usually wives or daughters of male fishers. Most women fishers were from households in Dili municipality (including Atauro Island). The survey showed a clear separation of gender roles with regards to fisheries related activities. Trading (42%) and processing (27%) were the most prevalent activities women performed. In cases where women were the head of their household, trading was their main fisheries related livelihood (66%). More effort is needed to determine the role and the contribution of women to Timorese fisheries and seafood value chains. (Lopez-Angatira J et al., 2019).

### **Federated States of Micronesia**

As mentioned above, quantifying the level of women's participation in fisheries has not been done consistently across the region with some information captured under the SPC ProcFish programme in 2013. This information specific to project locations, identified 32% of fishers at two locations in Chuuk as women and 20% of fishers from two locations in Yap. A gender and fisheries assessment carried out by SPC in FSM in 2019 analysed the roles of women and men in coastal fisheries and aquaculture, noting that women's groups are actively engaged in fisheries activities in each of the four states. The management of coastal fisheries at the community level provides an entry point for stronger engagement and visibility of organized women's groups and could contribute to leveling the balance of power in communities. The study also assessed the capacity of the government to mainstream gender noting that technical capacity to mainstream gender is low with the need for targeted training and consistent work to build capacity and develop a stronger appreciation for the engagement of women in the sector. Specific data on the engagement of women and men in coastal subsistence fishing and coastal commercial fishing is not available. There is also limited information available

on the roles of women in the value chain of the different species of fish and invertebrates though some interviews done with women fishers provided some insight into their catch, their roles in selling, marketing structures and their engagement in decision making on income earned.

## **Fiji**

An extensive amount of work has been done to understand gender roles in fisheries in Fiji led by the Women in Fisheries Network – Fiji (WiFN-Fiji), supported by SPC and other donor partners. A 2014 study (Vunisea, A 2014) provides detailed information of all major fisheries that women are involved in. The report noted the changing roles of women in the sector towards stronger engagement as middle sellers, buyers and in the development of value added products. This has resulted in more organized selling and buying networks led by women. These changes towards more commercial roles and organized business structures are taking place in the trade of sea grapes, shrimp, mangrove lobsters, crabs and sea cucumber. Women's stronger participation and engagement in fisheries post-harvesting operations has resulted in women's stronger agency and an improvement in their social status. Women are starting to engage in areas previously only fished by men, and men have started to take over some areas of fishing previously dominated by women, mainly due to the introduction of new technology. Similar to findings from other countries, the lack of a consistent data collection on women's contribution in the fisheries sector also applies to Fiji.

A recent SPC report analyses gender roles in the aquaculture sector and highlights the major role women play alongside men. However, women aquaculture farmers have less access to training opportunities and profit less from development initiatives. Similar to the above finding on empowerment, the engagement of women in the aquaculture activities has contributed to a shift in traditional gender roles with women being more involved in decision-making opportunities. This leads to a greater recognition of women within formal structures at the community level, for example through group-managed farming by women's collectives, committees or clusters or family run farms. These organized farming structures appear to give women a sense of power and the opportunity for a collective voice. (SPC, Women in Fisheries Network, Fiji, 2018).

Socio-economic studies of rural fisherwomen have also been conducted which identify the time spent by women on different activities during fishing trips, the type of techniques used by women and the common fishing devices used. Challenges faced by women fishers while out fishing are also captured. This information is available but needs to be better utilised to inform policy and practice with a special need to inform coastal fisheries management. There is a need for more in-depth research on processing, post-harvest activities, marketing, and distribution to better understand women's roles and provide an accurate enumeration of women's involvement, their needs and entry points for support in Fiji.

## **Kiribati**

There is limited amount of information available on the role of women in coastal subsistence fisheries and coastal commercial fisheries in Kiribati. Some studies exist which focus on pilot communities reflecting the importance of fishing as a daily occupation for men and women. However, revenue from fishing is not as consistent and as high as the revenue earned from agriculture. Limiting factors in the income from the fisheries sector included market distance, lack of transport to market, lack of storage

facilities, limited preservation techniques and limited knowledge of how to add value to fish products (Delisle et al.,2016). A future gender and fisheries assessment in Kiribati under PEUMP should critically analyse the above listed limiting factors and explore support services to overcome these barriers.

### **Papua New Guinea**

Reports from PNG note women's role in fishing is much larger than generally acknowledged, with women recognized as more dominant in the processing stage of small-scale fishers and contributing to the marketing and selling of fish caught by husbands. Information on gender in the tuna industry from 2008 indicates that about 7000 women work in the PNG tuna industry, with the industry employing 3.3% of all formally employed women in the country. The report notes the opportunity for expanding women's roles in the processing and marketing stages with opportunities for value adding skills development. In Papua New Guinea, Avalos (1995) reported that women catch more than 25% of the annual catch in weight of marine resources. However, there is also a limited amount of updated information available on the roles of women fishers in PNG. There is gap in specific data information on women's roles in coastal subsistence fishing and coastal commercial fishing.

### **Republic of Palau**

Information on the role of women within fishing communities in the Republic of Palau is outdated with the last assessment carried out in 1999 by SPC (Lambeth, 1999). The assessment identified the strict division of labour between men and women within the traditional Palau society. Fishing was narrowly interpreted as the capture of fish and solely the domain of men. Reef gleaning or the collection of seafood at low tide by women and children provided important protein for the community, especially when weather conditions did not allow fishing beyond the reef, typically done by men. However, gleaning and nearshore small-scale fishing by women and children were not considered as fishing activity. The assessment noted rapid changes in the division of labour in Koror, which is the state of the main commercial hub. In contrast, changes in traditional gender roles continued to be strong in the villages on the outer islands. The underestimation of the collection of invertebrates coupled with the bias on fishing being solely a male activity, resulted in little or no assistance provided by government and non-government agencies towards these women dominated fisheries – an observation that applies in most countries.

The main food-producing activity of women in Palau was the cultivation of taro, while fishing remained the major activity of men. Despite fishing being associated a male activity, women have broadened the scope of their fisheries activities, with an increase in the marketing of their produce and the use of small motor-boats for fishing, especially in and around Koror. An increasing number of women in and around Koror have purchased small motorboats and fish regularly for the local market. Other women go fishing in boats with their fathers, husbands or other male family members who have access to boats. A more up to date gender and fisheries assessment is necessary for Palau and should focus on thematic areas highlighted in the recommendations made in this report while using the 1999 assessment as baseline, aiming at fieldwork to be undertaken in the same locations for comparability reasons in consultation with the responsible fisheries department. Findings about shifting and changing gender roles in Koror and the need to explore marine resource marketing and value-adding processes should be central areas for investigation.

## **Samoa**

Recent information is available on gender and coastal fisheries in socio-economic fisheries surveys carried out in 2012 (Tiitii, Sharp & Ah-Leong, 2013) and from a gender and aquaculture study carried out by SPC in 2017 (unpublished). The gender and aquaculture assessment identifies the significant role women play in the aquaculture sector, although this is often not recognized by the government or partners who provide direct support to the sector. The 2012 socio-economic fisheries survey states that both men and women fish around three times per week, with men fishing for an average of four hours and catching 13.7 kg per fishing trip (on average), and women fishing for an average of five hours and catching 10 kg per fishing trip (on average). Men fished about 10 months out of the year, and women fished about 9 months out of the year. The data indicates that there is no significant difference in women and men's fishing catches and time fishing despite the fact that women perform other roles within their communities. In Samoa, 18% of all village fishers are women who harvest 23% of the total weight of seafood (Passfield et al., 2001), which provides close to 20% of the per capita seafood consumption of 71 kg/year in Samoa. A comprehensive gender and fisheries assessment for Samoa is not considered a priority for PEUMP given the amount of up-to-date available information on the main areas of coastal and aquaculture fisheries. The oceanic fisheries sector, in particular, the tuna industry is not relevant given the absence of tuna canneries and other formal employment opportunities. Studies in Samoa highlight a very strong organized community structure with clearly defined roles for women and men. If further research is to be undertaken, it is recommendable to focus on ways of supporting women involved in coastal commercial fishing activities exploring practical and hands-on recommendations, which can easily be translated by fisheries experts into support services.

## **Solomon Islands**

A significant amount of work has been done on gender and fisheries in the Solomon Islands with a recent gender and fisheries assessment commissioned by SPC and carried out by World Fish highlighting the following areas:

- gender roles in small scale fishing;
- gendered governance of local fisheries resources and fishing grounds;
- gendered engagement in local fisheries management;
- gendered aspects of aquaculture; and
- institutional capacity to mainstream gender within the Ministry of Fisheries and across other line ministries.

A strong concentration of women's contributions is seen in the fish value chain sector through diverse post-harvesting and processing activities and the sale or marketing of fisheries resources. Women hold less explicit power in decision making at a community level despite the shift in roles away from traditionally influenced gender roles. The shift in gender roles has been highlighted particularly in shell money production and trade, where women do most of the manufacturing work and are more recently involved in marketing and traveling to sell shell money. These changes are creating friction, as some of the new roles women have taken on board are considered unsuitable for women such as traveling long distances to sell shell money. In addition, family internal questions arise as to who should have control over cash income and whether women should keep their income for themselves and their children within the context of a

demanding customary practice of sharing income with a wide pool of extended family or financial contributions towards community, church or similar social obligations.

The shell money example also reveals that women face strong accusations and risks of being shamed and misportrayed when they take on new role of marketing and trading shell money, which often means distance traveling and being away from family. This has led to accusations of having sexual liaisons or neglecting child-care duties and has further fueled conflicts and tensions, which in some cases, have resulted in indecencies of domestic violence. Studies undertaken looked at ways to improve women's engagement in both oceanic and coastal fisheries while analyzing the different roles women and men carry out in the sector (Barclay et al., 2015). Due the extensive amount of work done in the Solomon Islands covering a wide range of topics, further research under the PEUMP may not be necessary. Alternatively, opportunities can be explored to support the ongoing work done by WorldFish in country.

### **Tonga**

There is some information available on gender in fishing activities from case studies in Ha'apai and Vavau in 2002 with the information revealing significant differences between women's and men's fishing activities. The report noted women preferred daytime fishing, focused on shallow waters close to the shore and mainly fish without using canoes or motorized boats. There is some information available on linkages between households, businesses and livelihoods in Vava'u from 2015 and a 2015 Tonga Seafood Socio-Economic Survey, which looked at the number of people engaged in fishing activities, however no gender analysis has been undertaken. Due to the outdated information available, this is one of the countries that could be supported as a priority under PEUMP to further research all the areas outlined in the recommendations.

### **Tuvalu**

A "time use" study was carried out in 2013, (NAPA, 2013) with the objective of gathering evidence on how men and women in Tuvalu used their time during a day. The study found that men spent an average of 1.37 hours per day fishing, while the women spend 0.08 hours on average. SPC's ProcFish programme carried out work in Tuvalu in 2004 and 2005 and highlighted some socio-economic factors of fisheries with fishing on Funafuti dominated by males and females focused more on gleaning activities. Invertebrates were mainly caught for subsistence. Women's roles for food security became crucial when weather conditions were unsafe for fishing beyond the reef and the family relied on women's gleaning activities for food security. A study conducted in 2004 and quoted in the FAO report (Gillett & Tauati, 2018) confirms the pattern of deep sea fishing as a male activity while fishing activities of women and children are more concentrated in inshore areas.

A gender and fisheries assessment in Tuvalu is recommended under PEUMP. The assessment is to provide up to date information on coastal subsistence fishery activities for both women and men and coastal commercial activities as well as an assessment of gender mainstreaming capacities of the main government agencies responsible. The small island state situation with very limited private sector development and little resources for alternative livelihood options from other agricultural products need to be carefully considered with regards to improving livelihoods and poverty reduction. The outer islands setting and the urban island life style in Funafuti need to be contrasted, also in light of human mobility factors from rural to urban centers, lifestyle changes

and the impacts of these changes with regards to marine resources, also in light of dietary changes and related health risks. Women's traditional roles in preserving marine resources could be explored further to develop improved strategies for resilient communities to face environmental changes, including coping mechanisms for natural disasters. Permanent and temporary migration for employment reasons overseas are mostly taken by men, leaving behind female-headed households. This should be further analyzed with regards to added vulnerabilities of separated families and female heads of households and if this has eventually resulted in changing responsibilities and roles of women, men or children in the fishing sector.

### **Vanuatu**

Data on gender aspects of fishing in Vanuatu is limited with some information available from the SPC ProcFish data that estimated 52% of fishers in Vanuatu are men and 48% are women (Kaloran, 2019). An article from 2008 highlights the fact that policymakers and donors view rural women's participation in fisheries as less important than commercial fisheries because no cash is involved and it serves primarily to ensure food security. The report notes that many women are involved in producing value added products for sale in Vanuatu markets and kava bars such as shell fish, giant clams, octopus and fish in coconut cream. A 2010 report on the Millennium Development Goals stated that a large number of women were engaged in the fisheries sector, however women's activities in the sector remained largely invisible because "fishing" as an activity is usually identified only when selling is involved and women selling fish is not the norm in Vanuatu. A gender and fisheries assessment in Vanuatu could focus the value added marine products for sale by women and investigate how women can be supported to upscale and access new markets.

### **B) Cultural Norms**

Details of cultural norms that restrict women's equal participation in the fisheries sector are limited for most countries in the Pacific, with the exception of countries where specific gender assessments have been conducted i.e. Fiji, Solomon Islands, Samoa and more recently FSM and East Timor. Studies in the Solomon Islands emphasize the role of churches in reinforcing old-fashioned authoritative ideas of husbands' control over their wives and confined women's roles to the domestic sphere. Studies confirm that in both patrilineal and matrilineal structures investigated, men are seen as the leaders and decision-makers in the community and household, with women taking on more invisible, inferior and/or indirect roles in influencing decisions informally, and only where this is possible. A bride price serves as a formalizing process of a man's authority over his wife. This perception of ownership limits women's choices and mobility, including women's choices to become economically engaged or further develop economic skills and explore new avenues.

Fijian women fishers face challenges related to cultural and social norms and practices, which also limit them from accessing financial support and making decisions relating to fisheries development and management. Studies show that while Fijian women dominate mud crab harvesting a very small percentage of them are involved in decision-making, reflecting a common finding related to the low levels of participation of rural women in natural resource decision-making and management. This is reflective of other studies of Fijian women's lack of involvement in decision-making. (Wildlife Conservation Society, unpublished data).

Numerous literature sources indicate that cultural norms dictate what types of fisheries activities women undertake, while they draw boundaries for women in expanding, developing or exploring further opportunities to improve and raise livelihood standards from fishing activities and associated value adding processes. Culture and social customs are listed as main reasons why most Pacific Islands women do not participate in deep sea fishing. Cultural beliefs that women on fishing boats are bad luck, traditional beliefs that fishing is a man's field, and the social obligations of household and family inhibit the participation of women across the region (Tuara, 2008).

While analysis on cultural norms and their impacts on women's and men's engagement in the fisheries sector have been carried out in some countries there is a gap in the availability of this information across the remaining PEUMP countries as highlighted earlier in this report. This information needs to be gathered with a particular focus on the way in which cultural norms limit women's access to decision making compared to men in fisheries management and the management of natural resources, their access to resources and the types of fishing practices that they are 'allowed' to participate in.

### **C) Value Chain**

Some detailed work on value chain analysis (VCA) and the role of women and men has been done in Fiji, looking at wild caught mud crab fishery and the sea cucumber fishery. The sea cucumber VCA (Mangubhai, Nand, Ravinesh, and Fox, 2016) identifies the types of players involved in the value chain, their average age and the locations where they sold their products including the challenges they face. The report on mud crabs (Mangubai, Fox, & Nand, 2017) highlighted insufficient data as one of the main challenges as women fishers do not keep a record of their catch or earnings, with limited data on the volumes of mud crabs being harvested and how much income the fishery generates annually for households and contributes to the local economy. The report recommends the active participation of women in fisheries management and the need to explore opportunities for rural women cooperatives to enable them to sell a larger volume of mud crabs collectively in order to meet market demands within sustainable limits. Another recommendation included the development of a mangrove management plan that takes into account the role mangroves play in subsistence and commercial fisheries.

Fiji exports sea cucumber largely to mainland China and Hong Kong, with smaller volumes exported to New Zealand, Taiwan, Australia and the United States of America. This concurs with findings by Purcell (2014) for Fiji and Kiribati and Tonga. Women almost exclusively sell harvested sea cucumbers at local markets in Suva and Lautoka. Most fishers stated they preferred to sell to local traders or exporters because they receive a better price than if they sold it directly themselves at local markets. The majority of fishers (77%) sold sea cucumbers in raw form and a small percentage (17%) completed salting and/or pre-cooking, training on the correct processing methods have not been provided although the correct handling and processing is crucial for the export quality. Sea cucumbers are processed straight away to avoid spoilage. Only few fishers (2%) stored animals in a freezer for later sale to local traders. Men and women generally process their own sea cucumbers (67%) or with the help of their spouses (29%). Men generally worked with a wider number of fishers to collect sea cucumbers for processing, whereas women preferred to largely collect on their own (61%) or source them from immediate family members (27%).

Given that Wildlife Conservation Society (WCS) has developed a methodology for VCA of coastal fisheries products in Fiji, there is an opportunity to further engage them in providing support to other PEUMP countries interested in conducting VCA's for specific fisheries products. This could provide opportunities for South-South exchange under the PEUMP.

A study on the tuna industry conducted in 2006 provides detailed information on value added processing of tuna fisheries in 14 Pacific Island Countries though the information is relatively dated and requires further investigation. (Tuara,2008) A further assessment on Gender Issues in Fiji, Kiribati and Papua New Guinea was conducted in 2007 with no further assessments of gender issues in the tuna industry done since. The 2006 report highlights that PICs produce value added products on a commercial basis for the local and export market with main processing forms being smoking, salting and drying, tuna jerky using bycatch, lower grade tunas and small tunas, with this done predominately by women in Pacific Island countries. The source of tuna can be from longliners or from domestic small scale fishing activities around FADs.

In the *Federated States of Micronesia* value added processing industries operated for some time in Pohnpei using non-sashimi grade tuna and bycatch of the fishery.

In *Kiribati*, the problems with a regular tuna supply and limited markets has constrained development of the 1990's tuna jerky venture belonging to the Teikabuti Fishing Company.

In the *Marshall Islands* in the mid-1980s there was a small fish-processing factory that operated for several years but the facility closed due to insufficient supply of wood for the curing/smoking process. In regards to all processing facilities in the Marshall Islands, processing plants required an upgrade Hazard Analysis and Critical Control Points (HACCP) plans in processing facilities together with a requirement that staff be HACCP trained. Given the key role of women in processing, the closing of the factory would have had a detrimental impact on women's livelihood,

An ADB project team suggested the development of a *Tuvalu* tuna jerky facility at one of the outer islands to produce high value export products using solar energy to dry strips of tuna. The proposal refers to successful projects in *Kiribati* and the *Marshall Islands*. This provides an opportunity for further investigation under the PEUMP when conducting the Tuvalu gender and fisheries assessment looking into potential formal employment opportunities for women and men.

According to fisheries experts, in *Vanuatu*, the need for large-scale equipment, water, and a competitive market mean that tuna farming, tuna canning, tuna loining would not be successful. Small-scale value adding processes such as smoking, salting, drying, and jerky may be preferred options for *Vanuatu* in the short term, with this to be further researched. The gender dimension is crucial to be included when research is to be conducted on small-scale value adding processes. The report recommended a study on the process, the amount of fish needed to make the venture viable, the amount of fuel needed, costings, market prices, environmental concerns as a first step.

The report noted the following in terms of employment opportunities in value-added products that could be further investigated by PEUMP:

- *Cook Islands* - scope in the Southern group islands for salting and drying, smoking and tuna jerky production but cost of freight is high. Processing tuna by smoking, salting and drying, or producing tuna jerky using bycatch, lower grade tunas and small tunas are viable options. Tuna can be from longliners or from domestic small scale fishing activities around FADs.
- Processors in *Tonga* can consider quarter-loining albacore and other good quality tuna that may be too small for the sashimi markets. Quarter-loining requires that the fish being butchered into four quarters or loins, skinned and trimmed to remove any bone or dark red meat, and vacuum packed. Other small-scale value added processes include smoking, salting and drying, and producing jerky. The report recommends a market feasibility study will need to be undertaken as a first step. This could be potentially supported by a gender and fisheries assessment under PEUMP, which focussed on gender analysis along the tuna and tuna-by products value chain, also noting that Tongan women use tuna bones for handicraft.

The report provides advice for entrepreneurs wishing to produce value added tuna products. The need for a regular supply of fish, a market, water and electricity (or solar power), equipment, and training are the basic requirements for a business venture. These are all areas that can be further researched and supported by PEUMP specifically if women's collectives or groups in country are interested, with the first step feasibility studies to check whether a venture is economically, culturally, and environmentally viable.

#### **D) Labour Market – Tuna Canneries**

Similar to what has been outlined in the previous section, Tuara (2008) provides the most comprehensive information on gender issues in the Tuna industry in the Pacific Islands with no further update since 2008. Gillet et al (2008) provide employment data for men and women in the harvesting and processing sectors in the Fiji Tuna industry. According to the study, sources of information are scarce, variable, and subject to rapid change, as the industry develops or reacts to market forces and availability of fish. Most of the 2001 data on vessels, crew and staff collected for the study were expected to change at the time of the report and would have changed significantly since. Where companies are involved in both harvesting and processing, it is difficult to separate out staff involved in both areas.

The same report also provides quantitative data targeting the harvesting sector and the processing sectors. Twenty-one companies with a total of 92 vessels were recorded as being involved in harvesting in the *Fiji* study of 2001. The data shows that only men are in the vessel positions of captains, engineers and crew. Approximately 1268 jobs at sea are provided with 30% of employed office staff being women. Workshop and other shore based maintenance work are carried out by men (88%) with women employed in making long line gear.

**Table 1: Numbers and percentages of men and women directly employed in the harvesting sector in November 2001, by job type (Fijian and non-Fijian)**

Job Type	No. of men	No. of women	Total	%men	%women
Company/boat Owners/managers	20	1	21	95	5
Skippers	102	0	102	100	0
Engineers	126	0	126	100	0
Crew	1040	0	1040	100	0
Office(harvesting)	63	27	90	70	30
Workshops and other harvesting	130	10	140	93	7
<b>Totals</b>	<b>1481</b>	<b>38</b>	<b>1519</b>	<b>97</b>	<b>3</b>

(Pacific Islands Forum Secretariat. 2004. *Gender Issues in the Fiji Tuna Industry* in Gender Issues in the Pacific Tuna Industry Volume 2)

The area in which women play a prominent role is in processing. Women in many countries including Tuvalu, Kiribati, the Republic of the Marshall Islands, and Papua New Guinea are responsible for subsistence processing for the home or for sale at the local market – salting, drying and tuna jerky being the main activities used to preserve seafood where there is no/limited electricity, refrigeration and/or transportation to markets. As soon as the men return home from fishing trips, women take over the responsibility of cleaning, gutting and processing fish which include salting and drying and baking in earthen ovens. However, these activities are not captured well due to their informal nature.

Commercial canneries mainly employ women. At the time of the report, there were two large canneries in *American Samoa*, a smaller cannery in the *Solomon Islands*, one in *Fiji*, and two in *Papua New Guinea*. *Solomon Taiyo Limited* (STL) is responsible for freezing, smoking and canning, as well as fishmeal production. In *Fiji* there are three main tuna processing and packing plants in Suva, another in Pacific Harbour, one at Lautoka, and PAFCO at Levuka.

Other countries with processing plants include the *Federated States of Micronesia*, and *Kiribati*. The state owned *Pohnpei Fisheries Corporation* (PFC) is involved in processing and exporting frozen tuna steaks and loins mainly to the USA. PFC obtains non-export grade fish from longline vessels and local boats as its raw material. Tuna and swordfish jerky are produced for export to the *US* and *Korean* markets, with a small amount sold locally. The processing of fish is currently being conducted in *Kiribati* in two plants. Women supervisors of both plants were of the view that women were more efficient at processing fish, and had better attendance rates to work duties compared to men. The *National Fishing Corporation of Tuvalu* (NAFICOT) hires women on an adhoc basis to process the fish for smoking steaks, fillets etc. while 80% of the fish is sold fresh and unprocessed with processing done on demand for restaurants, hotels and special orders (Lambeth,2000; Vunisea,2006).

Women tend to be involved in the domestic market selling the tuna caught by men. In Tuvalu some women, using handcarts and large ice chests, sell their husbands catch on the road side or by their homes. On the outer islands, the fish is sold by women from

home or to NAFICOT fisheries centres. In Fiji and Tonga women sell the tuna at the market place. In Pohnpei (FSM) there are a variety of seafood shops and markets selling fresh and processed goods. On days when the Pohnpei tuna processing plant is operating, off cuts from the production line are bagged and sold to the public for \$US1.00 per 20lb bag. (Lambeth, 2000). In Yap (FSM), fish is sold by the string, whole and on ice, with little or no processing before sale. Smoked or fried fish is sold for lunch packs. The sale of fish exists in Kosrae (FSM) ranging from the ice chest store to larger facilities. Women perform much of small scale marketing of fish in Kolonia (FSM) while in the villages they are mainly the ones who decide on the customary distribution of catch (Lambeth,2001).

Where there is no central fish market as in *Palau*, and in *Fiji*, the women have to travel by road and boat to reach the main market place. In *Kiribati* the selling of fish is an activity that is dominated by women. Distribution points include the roadside, fish market, mobile sales from moving cars, and retail outlets. Women also go out to the mother ships berthed out in Betio harbor and exchange coconuts and other food items for tuna discards from the ships that they then sell at a very low price (Vunisea, 2006).

There are few women involved in export marketing and distribution. However, in the *Federated States of Micronesia* and *Kiribati* there are women managers in charge of processing plants. Employment as drivers, market research and promotion, sales and engineers are also undertaken by women. Unfortunately very little, if any, data is available on employment of men and women in the marketing sector.

Tuara, 2008 notes that women are employed in government departments such as fisheries, health, women's affairs, social welfare, as well as in the business sector (airlines, shipping, export, retail shops, and restaurants). They are also involved in the illegal sex industry servicing seafarers and foreign fishermen. Women work in casino and niteclubs providing entertainment to visiting crew. They are employed in the many non-governmental organisations in countries providing support in trying to minimize the negative effects of the tuna industry. Such agencies include the church, National Councils of Women and health groups dealing with sexually transmitted diseases and HIV/AIDS.

The main findings presented suggest that future gender and fisheries assessments for Kiribati, Tuvalu, RMI and PNG should explore gender issues in the formal and informal tuna industry highlighting existing challenges which may not have changed to date such as low wages, bottleneck employment structures with little incentives for women to develop their career pathways, support instruments to balance work life and multiple roles women have in the family and community, safety and security issues in tuna canneries or tuna value added production skills, exploring small business opportunities depending on market demands (etc.). Introduced changes and opportunities for e.g. women's skills development or further opportunities to access formal employment opportunities should be highlighted in future gender and fisheries assessments. Investigations should include analysis on the negative impacts on women, children and other vulnerable groups with regards to health, potential of abuse through sex trade, human trafficking or similar violations of human rights.

## **E) Conservation, Biodiversity & Ecosystem Approaches**

A number of studies have been conducted on women's involvement in coastal fisheries in Fiji identifying that fisherwomen are either not represented or under-represented, passive or uninvolved in decision-making relating to marine resource use and management. Waqainabete et al. (2019) note that men dominate in decisions that are of economic or monetary value within the home and community management. General awareness of sustainable harvest levels is lacking, and communities would benefit from additional awareness workshops. Recommendations include the promotion and maintenance of sustainable fishing practices through:

- closely monitoring gleaning activities;
- protecting the mangroves, soft-bottom and coral reef fishing habitats;
- exploring options to better estimate stock, catch rates, fishing effort and yield;
- monitoring and addressing poaching within traditional fishing grounds (qoliqoli) with the help of relevant authorities; and
- monitoring seafood sales, and cautiously regarding any development that involves the removal of natural resources for money.

As most of these habitats and fishing activities are women led, any discussions on conservation efforts need to involve women as interventions would directly impact their livelihoods and income generating activities. Cultural norms and traditional hierarchical decision-making structures in villages studied are recognized as influencing women's non-involvement in decision making on natural resource management in other sites in Fiji, given the similarities in village community structures.

A study by Strongim Bisinis and Oxfam in the Solomon Islands noted that communities in the Western Province are drawing on traditional conservation to enable regeneration of fish and shellfish stocks for sustainable food and income in the future. Community members see this as a positive long-term environmental and economic decision, however its gender impacts may not be adequately considered and addressed. Fishing grounds are now further away from the village, with potential harmful consequences for female headed households in particular widows with little or no alternative income source or single mothers who rely on this accessible source of household food and income.

Kaloran (2019) notes that overfishing or overharvesting is one of the major issues faced by coastal fisheries managers in Vanuatu due to an increasing population (some relating to internal migration), and increasing competition for a limited amount of resources. Although community management approaches and tabu areas (periodically closed areas) are used to address the growing pressure on fisheries resources, the younger generation and other members of communities are unaware of these traditional management methods. This indicates the generational exchange of traditional knowledge from senior community members to the youth is ineffective. There is a need to investigate youth and other socially excluded community members as marginalized groups to understand their challenges and make recommendations on how to foster a whole of community approach. Such investigations are also needed to ascertain the level of buy in from the younger generation to conservation practices and to develop youth empowerment approaches to enhance the understanding of rights and responsibilities of future generations to maintain their vital resources.

In Palau, Lambeth (1999) notes that traditionally Palauans took various steps to conserve the marine resources within their village fishing boundaries. The Palauan term

“*bul*” refers to a traditional form of conservation placing reef areas off limits to fishing during known fish spawning and feeding periods. This respects the interconnectivity of the ecosystem and ensures the sustainability of fish resources that can be exploited during other times of the year. The report notes that the enforcement of traditional conservation regulations is difficult now, particularly in areas close to Koror due to the influx of many other outsiders into the area and as such customary marine tenure rights have not been observed in Koror state for decades. Specific information on gender issues and nature conservation, biodiversity and/or eco-system approaches is not available for Palau, despite some outdated information (Mathews, 1991) on Palauan women’s assessment of environmental changes within their fishing seascapes, which negatively impacted on their coastal catches.

A report by Sykes et al. (2018) recognises Fiji’s leading role in community-based marine conservation, but the contribution of marine conservation areas has not been documented and therefore has largely gone unrecognised to date. The report notes Fiji’s social and resource ownership systems provide the enabling conditions for establishing conservation partnerships at the grass roots level. Environmental awareness combined with forward-thinking traditional leadership has cultivated unique partnerships between communities and tourism operators. In turn, most tourism operators in Fiji acknowledge that a pristine marine environment is one of the most important resources they have, making them willing to expend resources in protecting it. Any further research in this area should seek to ascertain the different roles that men and women play in marine conservation with specific attention to women’s levels of engagement and decision-making in the management of marine resources.

Gender issues within nature conservation, biodiversity and eco-system approach is an area where little or no information exists, hence it is recommended to include a research focus in future gender and fisheries assessments.

## **F) Fisheries Science**

Tuara and Passfield (2011) conducted a study to gain an overview of the participation of women in fisheries science and management in the Pacific Islands, with case studies undertaken in: Solomon Islands (Melanesia), Marshall Islands (Micronesia), and Tonga (Polynesia). The study shows that there are more men than women employed in the fisheries science and management sector. The case studies in Solomon Islands, Tonga and Marshall Islands show that women comprise 18% of the total number of staff working in this sector in government fisheries, environmental institutions and environmental non-governmental organisations (NGOs). In contrast, the percentage of women employed in administrative and clerical roles in the government fisheries arena exceeds 60%. While each of the three country studies are unique and identify specific barriers affecting the participation of women in fisheries science and management, there were a number of commonalities, mostly based around societal perceptions that:

- the traditional role of women is that of home makers and caregivers, with the resultant extra obligations placed on woman who are also pursuing a career;
- fisheries in general and science and management in particular are technological fields best suited to men, whereas women who may pursue a career in science are more suited to employment in teaching, health or other fields generally dominated by women.

The report recommends ways to increase women's participation in fisheries science, which includes raising the profile of fisheries as a potential career as well as the profile of women already working in the sector; providing a support network; and strengthening the institutional level (work environment and conditions). This finding is well reflected in PEUMP's capacity building component, implemented by the University of the South Pacific (USP).

### **G) Fisheries Management**

In 2012 women made up only 21 percent of staff working in fishery science and management in the Solomon Islands. Literature characterized the lack of recognition and representation of women in the fisheries sector in the Solomon Islands as unfair and as leading to an 'incomplete understanding of how the sector as a whole operates and functions.' Taboos restrict women's participation in the fisheries sector, and reinforce the belief that fisheries activities are the domain of men, not women (Tuara & Passfield, 2011). The participation of youth and women in community decision-making may be seen as threatening the preserve of older males (Strongim Bisinis; & Oxfam, 2018). Not having women and youth involved, however, means that those who make the decisions about resources are often those least exposed to decisions that affect the availability of fisheries close to home with their food and income generating responsibilities for their families (Lawless, 2014).

The management of fisheries resources in Palau is regulated by a mix of traditional conservation practices, statutes and treaties (Lambeth, 1999). Villages theoretically retain traditional control over fishing grounds adjacent to the village. In practice, many villages now feel this traditional control is no longer secure and that they do not have the power to exclude outsiders from their fishing grounds. Customary marine tenure rights have not been observed in Koror state for decades. This is due to the difficulty of retaining traditional marine tenure rights in a place that now contains so many people from other states and countries (Johannes, 1991). This is an area for further investigation in Palau with particular attention to how this affects women and men differently.

In terms of the management of sea cucumbers in Fiji, a recent study found the lack of training in the processing of sea cucumbers was depriving fishers of the value-added opportunities that could yield them more income from their catch (Mangubhai et al., 2016). There is currently no fisheries management plan for sea cucumbers in Fiji (although one is under development) and the number of licenses issued is uncontrolled. While the collection using any underwater breathing apparatus (UBA) has been banned under the Fisheries Act since 1997, the Fiji government routinely issues exemptions to licensed fishers who have agreements with foreign agents. The Secretariat of the Pacific Community (SPC) thus rates the Fiji sea cucumber fishery as poorly managed (SPC, unpublished data). Sea cucumbers are an important source of income for local fishers including women. Any specific sea cucumber research that will be undertaken under PEUMP should include integrated gender analysis and where possible the collection of sex disaggregated data to support inform the current development of a sea cucumber fisheries management plan and any other initiatives taken to improve management.

For women in Vanuatu, there is a need to increase awareness of the contribution that women's fishing activities make to the national economy and the nation's well-being, to promote the increased involvement of Vanuatu women in national fisheries development activities, and to enhance income-earning opportunities for women based on and around fisheries. In Vanuatu women are known to provide for their families from dawn to dusk, in all weathers. Rural women engage in agriculture and sometimes fishing, household and community activities and rear children; their working hours far exceed those of men. Reports recommend that support for women's increasing involvement in fishing activities should come firstly from offering relevant training with other important government and non-government assistance to come from access to appropriate credit lines and credit levels. (Kailola,1996). Given the fact that these recommendations were made over 20 years ago, this can be revisited under the PEUMP Gender & Fisheries Assessment in Vanuatu.

The recent PEUMP training needs and gaps analysis commissioned by USP identified the following gaps in marine science training concerning the social dimension in the various marine programmes offered at regional level:

- Economic understanding of gender and social issues in the tuna industry, including processing and value chain.
- Methods to include a social dimension in fisheries surveys.
- Understanding of social science methodologies, tools and approaches.
- Understanding of social aspects including social inclusion and HRBA in fisheries.
- Gender, social inclusion and HRBA in courses on fisheries and fisheries management courses.

The needs and gaps analysis included a recommendation to mainstream gender, social inclusion and human rights based approaches into training courses while developing an added course on related social science.

## **H) Discriminatory Practices**

In Palau women are discriminated against by the exclusion of their fisheries catch in the cooperatives set up to provide shore side facilities and services to local fishers because of the low value and irregular supplies involved with many invertebrate products (Lambeth, 1999). This leads to little or no access for women and their produce to cold storage and transportation facilities provided by the Palau Federation of Fishing Associations (PFFA) hindering women from accessing markets that are further away or forcing them to pay extra fuel to use boat transportation for their products. These can be further investigated in a gender and fisheries assessment under PEUMP.

Social and discriminatory practices on the grounds of sex and age have been documented in relation to industrial fisheries in the region. Negative impacts include prostitution, sexual exploitation of underage girls and boys, increased sexually transmitted infections, and high risk of HIV/AIDS transmission; these risks are particularly high in areas where there is transshipment and foreign fishing vessels anchoring or docking. Alcohol and drug use is frequent, as is violence against women (ADB, 2015).

Tuara (2008) notes some discriminatory practices in the tuna industry with the unavailability of child care facilities in plants placing a greater burden on women employees, who may have to take time off to look after a sick child or other family members. However, the report noted that not all canneries are alike with *Solomon Taiyo Ltd* providing social and economic benefits in addition to wages. These are available to both male and female employees and may offset some conflict over spending priorities within families to the benefit of children (Tuara & Nelson, 2000).

### **I) Gaps in terms of information**

A key gap identified in this literature review is the lack of adequate data on coastal fisheries, and the lack of policy considering the differential needs of women and men. Often the term *invisible women* is used to underline the general information gap on gender issues in the fisheries sector, coupled with the stereotypical assumption that fishing is solely done by men, which has resulted in the roles that women play in the various aspects of the fisheries sector and in nature conservation being poorly understood, undervalued and underappreciated. While there are opportunities to support income generation and the economic empowerment of women through women's contributions to post-harvesting and value adding processes of marine resources, this has not happened. Financial support mechanisms need to be explored as well as opportunities for support and assistance, to women, women's groups or other collective forms while exploring the impacts and benefits of financial independence on changing roles in decision-making, improved livelihoods and poverty reduction. Low priority is given to estimating the total amount of domestic catches. The smaller the scale of fishing, the less is known about the production levels. Quantitative information is especially scarce for subsistence fisheries in most countries, and the estimation of production from coastal fisheries in about half of the PICs is largely guesswork. Poor data on coastal fisheries production create a considerable difficulty in accurately portraying fishery benefits, especially in the areas of GDP contribution, employment and nutrition. Within these data constraints, the report notes a lack of gender-disaggregated data contributing to "gender blindness" in coastal fisheries policy (Gillett, 2014).

Many studies have identified the great lack of quantification of the contribution of women to fisheries, to be one of the most common and critical causes hindering the further development of fisherwomen and an obstacle to gender mainstreaming (Alonso & Siar, 2018). Literature shows that women make up a large proportion of the workforce in tuna and coastal fisheries supply chains; however, there is little or no data available to measure the extent of their engagement (Barclay et al., 2015).

Other gaps identified in the literature as an issue for women in Palau is the continued high cost of transportation compared to the relatively low cost of the seafood products marketed by women. While there have been some suggestions for the establishment of a central market, there are concerns that the supply and demand of seafood products may be insufficient to sustain such a market. Another concern raised is the impact this situation could have in particular on the overharvesting of marine resources (Lambeth, 1999). Market and supply demands in small islands states with little alternative resources are generally a gap area, not only for Palau. The viability of commercializing and exploring women's economic empowerment opportunities also need to be carefully

analyzed in the country context of Kiribati, Tuvalu and Nauru where purchase power may be low, alternative livelihood options limited and subsistence lifestyles may continue to dominate.

## **Section 2: Benefits of Fisheries Sector For Women & Men**

### **A) Subsistence & Nutrition**

Subsistence fisheries are extremely important to nutrition and food security in the region with observers of the situation estimating that fishing activities by women actually result in a greater amount of family food than is produced by men. It is reported that about 70 percent of overall fisheries production from coastal areas of the Pacific Islands is produced by subsistence fishing. Over 80 percent of the catch from Tuvalu, Solomon Islands, Vanuatu, Papua New Guinea and Niue is from the subsistence sector. (Gillett & Tauati, 2018).

In Kiribati, the sea provides virtually all of the animal protein in an I-Kiribati's diet with per capita fish consumption in Kiribati among the highest in the world, because terrestrial food protein and carbohydrate resources are limited. Bell and colleagues (2009) estimate Kiribati's average annual consumption of whole fish to be 115 kg per capita. In Kiribati, fish provides more than just food protein benefits. As the Food and Agriculture Organization of the United Nations (FAO) estimates that about 300 g of whole fish per capita per day would provide the minimum protein requirements for good health in general, it is evident that fish also supply much of the daily energy requirements although carbohydrate intake is increasing in the diet. Fish resources are thus extremely important to the food security of the I-Kiribati people. They are responsible for most of the protein and micronutrient intake of the local population. Based on 2005–2006 data, Bell and colleagues (2009) estimated that fish accounted for over 80% of Kiribati's annual protein consumption. (Delisle et al., 2016). Fish is important not only for income but also in the diet of rural communities in households in selected sites in Northern Fiji. All villages engaged in a study retained a certain percentage of fish for household consumption. (Kim M K et al., 2017).

### **B) Incomes**

In countries where gender and fisheries assessments have been done, information is available on the fish processing activities done by women, outlining how they generate income from value adding to coastal fisheries products. In Palau, women undertake most of the primary and secondary processing of fish and seafood products for home use and sale in the markets. Excess fish or poorer-quality fish is often cleaned and smoked by the women for sale alongside their other produce sold at markets in Koror. Fish is also fried, salted, pickled and dried. Popular sale items of women are pre-cooked lunch packs for sale in markets. These consist of smoked or fried fish, cooked crab and combination plates (e.g. rice, fried chicken, fish, vegetable patties and egg) arranged on a polystyrene tray and covered with plastic shrink wrap. Sea cucumbers are bottled and sometimes salted, depending on the species and the time delay before getting them to the market. Some species can be kept unrefrigerated for two to three days after salting.

Mangrove clams, ark shells and other bivalves can be kept alive in seawater and sold fresh. Crabs can also be kept alive until they are sold. Giant clams are preserved in

vinegar, salt and water or lightly cooked and sold in plastic bags. Some fish markets fillet fish for sale in their shops, but most often, the fresh fish is sold whole, on ice. Fresh and processed fish/shellfish are sold at local fish shops, supermarkets, restaurants, hotels and at various locations around Koror. Some states have a small hut somewhere in town that women use to sell fresh and packaged produce, including bags of mangrove clams, bottled sea cucumber and pre-cooked lunch packs. These are sold along with steamed packets of tapioca, cooked taro and some fresh agricultural produce.

In 1997, there were more men than women accessing loans from the Palau National Development Bank. Most of the men's loans were for fishing, boat-tour businesses and taxi services (BWI & MCCA, 1997) while the women's loans were for computer services, motels and apartments. Literature notes it can be difficult for a woman to obtain a loan for a fishing business involving invertebrates because the return is often quite small (as with sea cucumbers for example). Line fishing with a boat is still considered to be a man's domain by the people approving the loans. Some women have applied for loans for a boat for a tourist venture and then used this boat to go fishing. Women also face problems of having to give away fish to meet customary obligations and can therefore have difficulties with making loan repayments (Lambeth, 1999). Given this information was gathered 10 years ago, a gender and fisheries assessment supported by PEUMP should look into gathering updated information on the value adding activities conducted by women fishers in Palau and how income generating activities can be supported.

There is an extensive amount of literature available on how women earn a living through a range of coastal fisheries products in Fiji with specific value chain analysis on mud crabs, sea cucumbers and pearl industry based livelihood. In the Solomon Islands research has been done on shell money as identified in earlier sections of the report. As outlined in Issue 29 of SPC's Women in Fisheries bulletin, research funded by the Australian Centre for International Agricultural Research (ACIAR) and the Ministry of Fisheries in Fiji identified opportunities within the pearl industry to generate income. Pearl farming is the Pacific region's most valuable and highest priority aquaculture activity (SPC,2007; Ponia,2010). Pearl culture is compatible with traditional lifestyles and offers livelihood opportunities to coastal communities at a number of levels, including oyster collection and sales, and the production of mother-of-pearl (MoP), mabé pearls and MoP handicraft items. Pearl farming as income generating activity should be further explored in an upcoming gender and fisheries assessment for the Cook Islands.

A study conducted for World Fish notes that in Kiribati, fishing income is identified as not consistent and as high as income from agriculture. Limiting factors cited to explain the low contribution of fishing toward income included market distance, lack of transport to market, lack of storage facilities, limited preservation techniques and limited knowledge on how to add value to fish products (Delisle et al., 2016). Literature notes that in the tuna industry in the Pacific region, families cannot rely on a regular income due to the unstable nature of the industry. Irregular finance from seafarers or fishermen often means that the family must find ways to make ends meet with a few financial support schemes for seafarers/ fishing vessel crew, or processing plant workers. Where women are left responsible for raising the family, they have to either seek alternative means of raising income, or take out high interest bank loans. (Tuara, 2008).

Literature recognizes the lack of financial services in the region, namely savings facilities and credit for market vendors as a problem for women and men (Pacific Islands Forum Secretariat, 2012; UN Women, n.d; United Nations, 2011). The procedures required for opening savings accounts are difficult for the large proportion of the population who do not have identification documentation, and women with limited literacy skills who also tend to lack confidence dealing with public institutions are even less able to open savings accounts. Most vendors thus report storing their cash at home, which makes them vulnerable to theft and violence (UN Women, 2014). In Pomeroy and Yang's (2014) questionnaire study of 100 fish vendors in Honiara in 2012, 89 vendors did not borrow money to finance their venture but used their own savings. Of those who did borrow only two borrowed from a bank, and the remainder borrowed from relatives. The International Finance Corporation (IFC) is working with the ANZ and BSP in Solomon Islands to make financial services more accessible via mobile banking and financial literacy training, and aim to include women as half of the participants in these initiatives (Barclay et al., 2015). PEUMP through the country gender and fisheries assessments could explore options to financial literacy, credit scheme models or options for saving money for women fishers.

Similar challenges are documented in the tuna industry, with few if any women, having enough money to invest in a small business and rely on external sources of funding. Banks have strict rules and criteria that govern lending that make it difficult for women, particularly unmarried women, to gain access to loans. Banks demand collateral and women do not own property or land (Tuara, 2008). Most loans are given to men; however as women are often the financial managers of the family, it is common for women to initiate the idea of borrowing the money and for them to manage the repayments. Women may only have access to bank loans with the support of their husbands, fathers or brothers. However, interest rates are high. PAFCO cannery workers find repaying loans difficult because of low wages and high interest. It is not uncommon that a woman takes out other loans to help with repayments. Without credit or finance women have inadequate working capital and are unable to buy ice, better quality fish, or materials such as chilly bins. Financial schemes for women can be developed using tuna longlining access fees (Tuara, 2008).

Country gender and fisheries assessments identify challenges faced by women in terms of access to productive resources, which include education, sociocultural discrimination, and the lack of access to key resources such as transport and market infrastructure and women's lower levels of education. Gender-based discrimination, such as differential wages and limited access to credit and dispute resolution mechanisms, reinforce gender differences and exacerbate women's vulnerability to poverty. Many women sell fruits and vegetables, betel nut, tobacco, and fish at local markets or improvised stalls along roadsides or wharves. These activities enable women to learn business skills and lead to take on more entrepreneurial activities where they can be supported. Annex 3 provides a comprehensive list of how discriminatory practices and social norms impact on women's economic engagement (ADB, 2015). These can be further explored in each gender and fisheries country assessment as part of exploring income generating opportunities, supplementary livelihood options, shifting gender roles as adaptive measure to monetary structures and other enabling factors to women's economic empowerment in the fisheries sector.

### **C) Skills Development**

There is limited information available on the development of skills of women in the fisheries sector. There is some insight to skills development in the tuna industry in the literature from 2006 which notes that apart from women who have been trained as fisheries officers at the SPC/Nelson Polytechnic, few in the region have been trained to be crew members. The Nelson course provides training in navigation and chart work, practical netting and seamanship, marine electronics, safety and survival at sea, outboard repair and maintenance, seafood safety and quality management, vessel construction and safety management, business management and report writing. Of the 54 students trained at the regional level from 1996 to 2005, only 6 did the fisheries officers course. These women from Kiribati, Samoa, Tonga, FSM, Niue all worked in the *Departments of Fisheries* and returned there after the course ended (Tuara, 2008). This is an area that the PEUMP assessments could also focus on with specific recommendations and clear pathways for skills development for women which align with the PEUMP key result area six on building capacity in the region.

### **D) Access to Information**

Literature sources from the Solomon Islands and Palau identify a lack of accessible information about business support for women fishers, information tools to assist with value added products and marketing and a general lack of availability of information that could assist with coastal commercial fisheries for both women and men. Studies suggest that men are the first to receive information while women depend on men to share and pass on lessons learned or relevant information on e.g. fisheries management decisions that are relevant for women. Discriminatory practices in decision-making processes in combination with the lack of access to information hinder women's informed consent on natural resource management – a pre-condition to actively engage in the political and economic sphere of the fisheries sector. This needs to be explored further in future gender and fisheries assessments, in particular in the context of consultations, learning and awareness opportunities as well as outreach activities (in particular at community level) while looking at the right to information, the right to participation and the right to property from a human rights based approach.

### **E) Discriminatory practices depriving women of equitable benefits**

In the Solomon Islands discriminatory practices are reported that limit women's engagement in fish related businesses mostly experienced through male family members who are the most important enablers and barriers at the same time. This example demonstrates dependencies of women from male family members to either progress or fail in setting up businesses. Other limitations identified included drunk transport drivers linked to safety and security concerns, Members of Parliament due to the politicization of votes, with MP's only supporting those that vote for them and the lack of training centres in rural areas (Strongim Bisinis, 2018).

Barclay et al (2015) highlight fisheries-specific gender issues related to industrial ports with the employment of men seen as increasing the rate of sexual exploitation of women and girls. A United Nations report found girls and young women have been visiting foreign fishing vessels in harbors for commercial sex around the Pacific, including Solomon Islands since at least the 1970's (UN Women, 2011). The lack of opportunities

for cash income for young women and the influx of seafaring men are enabling factors of the involvement of young Pacific women in transactional sex and other kinds of risky liaisons (Tuara, 2008,). The World Bank refers to a report that finds sexual violence has increased in PICs due in part to extractive industries including fishing, which employ single men who seek sexual services from women (The World Bank, 2012). These are additional indicators that gender and fisheries assessments for PICs could focus on, investigating related health risks and human rights violations associated with the informal sex trade. In addition, prostitution is illegal in PICs and victims of sex trafficking can be further victimised with support services for survivors of gender-based violence being very limited across PICs.

#### F) Information available by country

Table 4:

Country	Women in Fisheries Studies On	Limitations
<b>Cook Islands</b>	<ul style="list-style-type: none"> <li>• Fisheries in the Economies of Pacific Island Countries and Territories second edition; Pacific Community</li> </ul>	<ul style="list-style-type: none"> <li>• Generic information available in regional reports; little information available on women's role in coastal fisheries</li> </ul>
<b>FSM</b>	<ul style="list-style-type: none"> <li>• Gender Analysis of the Fisheries Sector in the Federated States of Micronesia (FSM); SPC, 2019; unpublished</li> <li>• An Assessment of the Role of Women in Fisheries in Pohnpei, Kosrae, Chuuk, Yap (Lambert, Lyn, 2000)</li> </ul>	<ul style="list-style-type: none"> <li>• Gender Analysis done in 2019 is limited in its analysis due to limited time spent in each State; lacks quantitative data on women's engagement in coastal subsistence and coastal commercial fisheries activities</li> </ul>
<b>Fiji</b>	<ul style="list-style-type: none"> <li>• Their participation in inshore fisheries, post-harvest, marketing and distribution (Lal and Slatter 1982; Matthews 1993; Tuara 1995; Vunisea 1995; Lambeth et al. 1998);</li> <li>• Their dominance in the inshore fisheries (Kronen and Vunisea 2007; Tawake et al. 2007);</li> <li>• Traditional environmental knowledge, Fijian lifestyles and livelihoods in relation to marine resource management (Veitayaki 2002; Nainoca 2010);</li> </ul>	<ul style="list-style-type: none"> <li>• Substantial amount of information available from studies done though there is still a lack of quantitative data on women's coastal subsistence fisheries and coastal commercial fisheries</li> </ul>

	<ul style="list-style-type: none"> <li>• Customary ownership of rights to fishing grounds (Fong 1994; Waqairatu 1994; Veitayaki 1995);</li> <li>• women’s struggles in marketing (Vunisea 1995);</li> <li>• The employment of women in fisheries sectors and their economic status (Narsey 2011);</li> <li>• The involvement of the Fiji Department of Fisheries with women engaged in fisheries (Vunisea 2016);</li> <li>• Poor working conditions and low salaries of women working in PAFCO (the Pacific Fishing Company) (Emberson-Bain 1994; Bidesi 2008);</li> <li>• women’s fishing activities continuing to be support subsistence and economic livelihoods (Veitayaki 2005; (Tuara, 2008); Fay-Sauni et al. 2008; Verebalavu 2009); and</li> <li>• Fish consumption (Vuki 1991).</li> <li>• Socioeconomic Factors that Affect the Sustainable Use of Natural Resources in Rural Communities in Fiji. Wildlife Conservation Society, Report No. 04/17, Suva, Fiji. 49 pp. Kim MK, Mangubhai S, Fox M, Gernez E, Jupiter S (2017)</li> <li>• Empowering women through pearl industry-based livelihoods in Fiji <i>Paul C. Southgate, Pranesh Kishore, Saras Sharma and Theo Simos</i></li> <li>• Postharvest processing of sea cucumbers in Fiji. In S. Mangubhai, W. Lalavanua and S.W. Purcell (eds.). Fiji’s Sea Cucumber Fishery: Advances in Science for Improved Management. Wildlife Conservation Society. Report No. 01/17. Suva, Fiji. pp. 30–37.</li> <li>• Fijian women’s involvement in coastal fisheries: A socioeconomic study of fisherwomen from Matuku, Moala and Totoya islands (Lau Seascape) 2019 Salote Waqairatu-Waqainabete, Semisi Meo, Susana</li> </ul>	
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	<p>Waqainabete-Tuisese and Bridget Kennedy</p> <ul style="list-style-type: none"> <li>• Gender analysis of the aquaculture sector in Fiji; Community-based tilapia farms in Viti Levu, SPC, 2018</li> <li>• Women in Mud Crab Value Chain - Mangubai S, Fox M, Nand Y, (2017) Value Chain Analysis of the wild caught ud crab fishery in Fiji. Wildlife Conservation Society. Report No. 03/17. Suva, Fiji. 100pp</li> <li>• Women in Sea Cucumber Value Chain - Mangubhai S, Nand Y, Ravinesh R, Fox M (2016) Value chain analysis of the wild caught sea cucumber fishery in Fiji. Wildlife Conservation Society and Department of Fisheries.</li> </ul>	
<b>Kiribati</b>	<ul style="list-style-type: none"> <li>• Gender Issues in Tuna Fisheries - Case Studies in Papua New Guinea, Fiji and Kiribati; Sullivan N, Ram-Bidesi V (2008)</li> <li>• Participatory diagnosis of coastal fisheries for North Tarawa and Butaritari island communities in the Republic of Kiribati. Penang, Malaysia: WorldFish. Program Report: 2016-24. Delisle A, Namakin B, Uriam T, Campbell B and Hanich Q. 2016</li> </ul>	<ul style="list-style-type: none"> <li>• No specific work done on gender and coastal fisheries; studies on gender and tuna fisheries is outdated</li> </ul>
<b>RMI</b>	<ul style="list-style-type: none"> <li>• Gender in Oceanic and Coastal Fisheries Science and Management Based on case studies in Solomon Islands, Marshall Islands and Tonga; SPC; Tuara P and Passfield K (2011)</li> </ul>	<ul style="list-style-type: none"> <li>• Minimal work done on gender and fisheries in RMI</li> </ul>
<b>Nauru</b>	<ul style="list-style-type: none"> <li>• Fisheries in the Economies of Pacific Island Countries and Territories second edition; Pacific Community</li> </ul>	<ul style="list-style-type: none"> <li>• Minimal work done on gender and fisheries</li> </ul>
<b>Niue</b>	<ul style="list-style-type: none"> <li>• Fisheries in the Economies of Pacific Island Countries and Territories second edition; Pacific Community</li> </ul>	<ul style="list-style-type: none"> <li>• Minimal work done on gender and fisheries</li> </ul>
<b>Palau</b>	<ul style="list-style-type: none"> <li>• An Assessment of the Role of Women Within Fishing Communities in the Republic of Palau (Lambeth, 1999)</li> <li>• The Role of Women in the Fisheries of Palau; Matthews E. &amp; Oiterong E</li> </ul>	<ul style="list-style-type: none"> <li>• Some work done but outdated</li> </ul>

	(1991) DMR Technical Report 91/1. Division of Marine Resources, Koror. 72 p.	
<b>PNG</b>	<ul style="list-style-type: none"> <li>• Gender Issues in Tuna Fisheries - Case Studies in Papua New Guinea, Fiji and Kiribati; Diffey S, Gillet R (Ed)</li> </ul>	<ul style="list-style-type: none"> <li>• Minimal work done</li> </ul>
<b>Samoa</b>	<ul style="list-style-type: none"> <li>• Gender Analysis of the Aquaculture Sector in Samoa; SPC, 2018; unpublished</li> <li>• Samoa Socio Economic Fisheries Report (2012/2013) Ulusapeti Tiitii1, Michael Sharp2 and Joyce Ah-Leong1 1 Fisheries Division, Ministry of Agriculture and Fisheries, Apia, Samoa 2 Secretariat of the Pacific Community</li> </ul>	<ul style="list-style-type: none"> <li>• Some work done but still a shortage of sex disaggregated data reflecting women's engagement in coastal subsistence fisheries and coastal commercial fisheries</li> </ul>
<b>Solomon Islands</b>	<ul style="list-style-type: none"> <li>• Gleaner, Fisher, Trader, Processor; Towards Equitable Fisheries Management and Development in the Solomon Islands: Kate Barclay, Anne Maree Payne &amp; Senoveva Maui</li> <li>• Community Perceptions of Gender Norms and Economic Opportunity in Rural Solomon Islands, October, 2018</li> <li>• Gender Analysis of the Fisheries Sector – Solomon Islands; SPC, 2018</li> <li>• Gender Roles in Shell Money Production and Trade in Langalanga, Solomon Islands, SPC Women in Fisheries Bulletin #29</li> <li>• Gender in Conservation and Development in the Solomon Islands – Report on Survey Conducted in February 2016 by Whitney Anderson and Duta Bero Kauhiona</li> </ul>	<ul style="list-style-type: none"> <li>• Extensive amount of work done though quantitative data still not captured consistently</li> </ul>
<b>Timor-Leste</b>	<ul style="list-style-type: none"> <li>• Gender Inclusive facilitation for community based marine resource management; CGIAR Research Program on Fish Agri-Food Systems, Program Brief</li> <li>• Fisheries and aquaculture of Timor-Leste in 2019; Current knowledge and opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Updated information available with latest report in 2019 with information on women's engagement in fisheries</li> </ul>

<b>Tonga</b>	<ul style="list-style-type: none"> <li>• Gender in Oceanic and Coastal Fisheries Science and Management Based on case studies in Solomon Islands, Marshall Islands and Tonga; SPC; Tuara P and Passfield K (2011)</li> </ul>	<ul style="list-style-type: none"> <li>• No updated studies on gender and fisheries in Tonga</li> </ul>
<b>Tuvalu</b>	<ul style="list-style-type: none"> <li>• How men and women use their time in Tuvalu: A time use study by Karen Bernard published in SPC Women in Fisheries Bulletin 23, 2013</li> </ul>	<ul style="list-style-type: none"> <li>• Some work on gender and climate change has been done but no recent specific work on gender and fisheries</li> </ul>
<b>Vanuatu</b>	<ul style="list-style-type: none"> <li>• Kailola P, (1996) An assessment of the role of women in fisheries in Vanuatu (FAO Technical Report:</li> <li>• Kaloran, A (2019) Community issues, concerns and suggestions for improving coastal fisheries in Vanuatu: A community perspective. SPC Women in Fisheries Information Bulletin 29: 43</li> </ul>	<ul style="list-style-type: none"> <li>• Some work done with a paper published in 2019 but no specific assessments on gender and fisheries</li> </ul>

### **Section 3. Mapping of institutions/organisations involved in the fisheries sector and their respective role**

#### **Pacific Island Forum Fisheries Agencies (FFA)**

The Pacific Islands Forum Fisheries Agency (FFA) strengthens national capacity and regional solidarity so its 17 members can manage, control and develop their tuna fisheries now and in the future. Based in Honiara, Solomon Islands, FFA's 17 Pacific Island members are Australia, Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Marshall Islands, Nauru, New Zealand, Niue, Palau, Papua New Guinea, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu and Vanuatu. FFA is an advisory body providing expertise, technical assistance and other support to its members who make sovereign decisions about their tuna resources and participate in regional decision making on tuna management through agencies such as the Western and Central Pacific Fisheries Commission (WCPFC). FFA provides the following services:

- Fisheries management – providing policy and legal frameworks for the sustainable management of tuna.
- Fisheries development – developing the capacity of members to sustainably harvest, process and market tuna to create livelihoods.
- Fisheries operations – supporting monitoring, control and surveillance of fisheries as well as treaty administration, information technology and vessel registration and monitoring.
- Corporate services - supporting the organisation's work through administration, human resources, budgeting and other corporate functions.

The adoption by FFC Ministers of the FFA *Gender Equity Framework* in 2016 and the release of the Secretariat's *Domestic Violence Policy* in 2018 have underpinned the FFA's commitment to promote equality in the workplace and to help remove barriers to women's involvement in all aspects of the offshore fisheries sector. In addition, the FFA commissioned the second edition of the *Moana Voices* publication, which the Director General launched in Pohnpei in June 2019. *Moana Voices* aims to increase the participation of women in Fisheries and provides support network for women in gender initiatives are being developed by FFA's Investment Facilitation team. Annex 3 provides further details on regional organisations and their roles in fisheries.

### **Promising Practices**

FFA is discussing the following three gender concepts with the International Finance Corporation (IFC), which will have practical application within the FFA membership. This has been billed under the banner of improving women's employment in Fisheries, and in part builds on some tools and resources developed by the IFC with businesses in PNG (Business Coalition for Women) and Solomon Islands (financial literacy training with Soltuna to combat absenteeism). The aim is to lessen the constraints to employment of women in the sector, and primarily:

- the lack of women in leadership positions in private sector fisheries;
- low financial literacy and attendance of fish processing staff; and
- gender-based job segregation in fisheries (and more specifically harvesting).

### **Increasing Women in Leadership in Fisheries**

IFC has been at the forefront in establishing the Business Coalition for Women in PNG to promote private sector leadership. This has been immensely successful with the inclusion of the Australian Accredited Certificate IV in Women's Leadership and Management in PNG (and latterly the Solomon Islands). The intention is to promote a similar concept but tailored specifically to the fisheries private sector, and engage a registered training organization to expand access to management and leadership training for women in the sector.

### **Increasing the Financial Literacy and Attendance of Fish Processing Staff (possibly to extend to Observers)**

Building on the successful development and delivery of financial literacy training at Soltuna, the proposal is to work with IFC and at least 3 fish processing companies by undertaking a financial literacy diagnostic and delivering IFC's financial literacy training. The course will be delivered by local trainers on or near-site to fish processing staff.

### **Increasing Women's Employment in the Fish Harvesting Sector**

In seeking ways to increase the participation of women in crewing fishing vessels this initiative is considering a concept to train and commission an all-woman crew, most likely in the longline sector drawing on graduates from a Maritime Training School.

A gender strategy for fisheries has been developed and is linked to the Ministry of Fisheries and Marine Resources Corporate Plan 2011–2013. The ministry, in partnership with World Fish, established the Mekem Strong Solomon Islands Fisheries

Program. It focuses on integrating gender equality in fisheries management and governance, enhancing women's participation in decision making, and introducing a holistic gender responsive approach in all aspects of fisheries management, development, and sustainable utilization.

A Rural Development project supported by the World Bank in Solomon Islands from 2010 – 2015 developed some useful lessons about enabling women to become more involved in decision making. One lesson was that women became involved via a village level Subproject Implementation Committee (SIC). In 81 percent of villages surveyed for project evaluation, community leader groups reported women participating more in village activities after being involved with the SIC than they had before joining the SIC. Community leader groups reported that women's status increased through being in the SIC. A second phase of the project aims to build on this success by requiring a balance of approximately 50 percent of SIC members being women. This difference between existing norms and desired practice presents an opportunity for change recognizing that men will only take on more care and domestic work and withstand sanctions from their family, peers and other community members when there are:

- tangible economic benefits for men individually as well as for the family;
- economic benefits flowing to the broader community that stop or reduce backlash against men for defying norms, for example through employment, financial or non-financial support, business links, provision of services or contribution to church and community fundraising and events.

## **Section 4. Programmes and projects related to fisheries implemented in the country in the last 5 years**

### **Gender-integrated research for development in Pacific Coastal Fisheries - The Pathways Project Gender Plan**

The project ‘Strengthening and Scaling community based approaches to Pacific coastal Fisheries Management in support of the ‘New Song’, aims to improve the well-being of Pacific Coastal communities through more productive and resilient fishers and better food and nutrition security. The project began in September 2017 and will end in June 2021. Gender considerations are included in the Pathways Project to address both internal and external mandates for equity and equality. Gender is integrated through all five of the project objectives as outlined most fully under project Objective 4: ‘Increase social and gender equity in coastal fisheries governance, utilization and benefit distribution’ The project is funded by the Australian Government through ACIAR and DFAT and is led by WorldFish.

**Improving Community Based Aquaculture in Fiji, Kiribati, Samoa and Vanuatu**  
Implemented by SPC’s Division of Fisheries Aquaculture and Marine Ecosystems (FAME) under the Australian Centre for International Agricultural Research (ACIAR) project one of the project goals is to ascertain the impacts that community aquaculture can have on household nutrition and the status of women and children in Fiji, Samoa, Kiribati & Vanuatu. Under the project a gender analysis of the aquaculture sector in Fiji and Samoa has been conducted using a gender and development framework.

### **MFAT Coastal Fisheries Governance Project**

The project developed by Coastal Fisheries Programme of SPC’s FAME division, focuses on strengthening governance structures and processes, specifically legislation, policy, monitoring and control, surveillance and enforcement (MCS&E) which are very weak for coastal fisheries and aquaculture. The project started in June 2016 and will end in June 2021 (5 years).

### **MSG Roadmap for Inshore Fisheries**

#### **Melanesian Spearhead Group roadmap for inshore fisheries management and sustainable development | 2015-2024**

The Melanesian Spearhead Group Roadmap for Inshore Fisheries Management and Sustainable Development 2015-2024 is a management framework and sub regional roadmap for sustainable inshore fisheries, developed by the MSG Secretariat in cooperation with the technical assistance of SPC. The regional roadmap provides overarching guidance for MSG members and enumerates the actions that they have agreed to take to address the management of inshore fisheries in Melanesia. The vision of the roadmap is ‘sustainable inshore fisheries, well managed using community based approaches that provide long term economic, social, ecological and food security benefits to our communities’. The roadmap was adopted by the leaders of Fiji, New Caledonia, Papua New Guinea, Solomon Islands and Vanuatu in June 2015 with the direction to be taken into account when conducting gender and fisheries assessments in Vanuatu and Papua New Guinea

### **Pacific Fisheries Leadership Programme (PFLP)**

The *Pacific Fisheries Leadership Programme* (PFLP) is an initiative of SPC and the Government of New Zealand with the aim to enable and empower national and regional Pacific fisheries leaders to be leaders of change, address critical priorities, and become even better managers. Launched in 2018, PFLP is a 5-year programme that will work with 125 current and emerging leaders in the Pacific fisheries sector. It is expected that well-managed and sustainable fisheries and aquaculture will result in increased economic and food security. Participants are required to include gender and social inclusion analysis in their contributions to the programme. PFLP is part of the “Regional Roadmap for Sustainable Pacific Fisheries”.

### **Pacific-European Union Marine Partnership programme (PEUMP)**

The Pacific-European Union Marine Partnership (PEUMP) programme is a multi-partner project that aims to improve the economic, social and environmental benefits for 15 Pacific-African Caribbean Pacific states through stronger regional economic integration and the sustainable management of natural resources and the environment. Pacific-ACP states that are part of the PEUMP programme are the Cook Islands, Fiji, Federated States of Micronesia, Kiribati, Nauru, Niue, Palau, Papua New Guinea, Republic of the Marshall Islands, Tuvalu, Tonga, Samoa, Solomon Islands, Timor - Leste and Vanuatu. The PEUMP programme will focus on supporting sustainable management and development of fisheries for food security and economic growth, while addressing climate change resilience and conservation of marine biodiversity.

With the support of the European Union (EUR 35M) and the Swedish Government (EUR 10M) through their Swedish International Development Agency, the PEUMP programme will run for 57 months from September 2018. The Pacific Community is the lead implementing agency, in partnership with the Forum Fisheries Agency, the Secretariat of the Regional Environment Programme and, through a separate EU Agreement, the University of the South Pacific. Each agency has a number of implementing partners: the International Union for the Conservation of Nature, the Locally Managed Marine Areas Network, the Pacific Island Tuna Industry Association and the World Wide Fund for Nature. The programme has six key result areas targeting gaps in fisheries science; fisheries development; coastal resources and livelihoods; illegal, unreported, and unregulated fishing; ecosystem-based management; biodiversity conservation; and capacity building at the national and community levels.

### **Development of Sustainable Tuna Fisheries in Pacific ACP Countries: Phase II (2010 – 2014)**

Implemented by the Forum Fisheries Agency (FFA) as the lead agency, with support from the Secretariat of the Pacific Community (SPC), this project represented a coordinated approach by the two regional agencies to jointly address the three pillars of sustainable fisheries science-based management, development and enforcement. Work undertaken by FFA focused on economic and policy issues relating to industry development, as well as the coordination of Monitoring Control and Surveillance activities. SPC contributed technical expertise in fisheries development, particularly assistance targeting artisanal fishers and small and medium enterprises.

The Project beneficiaries are Pacific Islanders already involved (or who have the potential to become involved) in tuna fishing, marketing, processing and service industries. The expansion of tuna processing mainly creates employment opportunities for women. Key stakeholders comprise the tuna fishing, processing and servicing companies, as well as their national industry associations and associations supporting small scale fishers which were developed and strengthened during the first phase of the project.

### **SPC's Coastal Fisheries Programme (CFP)**

The Coastal Fisheries Programme (CFP) is one of two programmes that make up the Fisheries, Aquaculture and Marine Ecosystem (FAME) Division of SPC, the other one being the Oceanic Fisheries Programme. CFP's goal is: "*coastal fisheries, nearshore fisheries and aquaculture in Pacific Island Countries and Territories are managed and developed sustainably*". CFP consists of three sections: Aquaculture, Nearshore Fisheries Development and Coastal Fisheries Science and Management.

CFP provides science and technical support to PICTs to enhance the management of coastal fisheries, and the sustainable development of aquaculture and nearshore livelihoods across the region, as well as the production and dissemination of relevant information. CFP is funded through a mix of core funding (members assessed contributions), programme funding (Australia, European Union, France and New Zealand) and specific project funding through other donor sources including the European Union, AusAID, ACIAR, and the Government of New Caledonia, to name some of the main sources. The CPF appreciates the valued support of these governments and donor organizations.

### **Coral Triangle Initiative on Coral Reefs, Fisheries, and Food Security (CTI-CFF)**

The Coral Triangle Initiative on Coral Reefs, Fisheries, and Food Security (CTI-CFF) is a multilateral partnership of six countries working together to sustain extraordinary marine and coastal resources by addressing crucial issues such as food security, climate change and marine biodiversity. The CTI-CFF was formed in 2009 and members include the governments of Indonesia, Malaysia, Papua New Guinea, Philippines, Solomon Islands and Timor-Leste (the 'CT6') representing the custodians of the Coral Triangle area. At the Leader's Summit in 2009, these governments agreed to adopt a 10-year CTI-CFF Regional Plan of Action (CTI RPOA) to safeguard the region's marine and coastal biological resources.

In 2014, the Coral Triangle Initiative on Coral Reefs, Fisheries, and Food Security (CTI-CFF) launched the Women Leaders Forum (WLF) to highlight the importance of women and community engagement in marine conservation. The platform is a peer-learning network for women who are playing key leadership roles and leading programs and projects that promote marine and coastal resource management. It is also a platform to build the capacity of women from the Coral Triangle so that they can take a more active role in preserving and sustaining the region's unique marine and coastal resources.

Even though women at the community level are actively engaged in marine resource conservation, and are leaders and innovators, their efforts are not always recognized. The WLF is trying to change that, and has been profiled and referenced as an achievement of the CTI-CFF at numerous global conferences, including the World Parks Congress in 2014, IUCN World Conservation Congress in 2016, and again at the recent UN Ocean Conference in New York. The WLF has been lauded for taking this proactive approach to ensure the CTI-CFF delivers equally for both men and women.

### **Women in Fisheries Network (WiFN Fiji)**

Another platform for women is the Women in Fisheries Network (WiFN-Fiji), which made a voluntary commitment at the UN Ocean Conference around “Promoting Gender Equality in Sustainable Fisheries Management and Development in Fiji.” The objective is to “afford equal opportunity in training and other forms of capacity building to improve or acquire new skills for women in the fisheries sector. This commitment also seeks to recognize the full contribution of women to the fisheries sector and better involve women in the protection, use, and management of fisheries resources. “Importantly, the Fiji WiFN advocates that efforts must continue for gender to be mainstreamed into all sectors, as emphasized in Fiji’s National Gender Policy, including fisheries.

### **“Grace of the Sea” Project, Vanuatu.**

Funded by JICA the name of the Project 'Grace of the Sea' is derived from Japanese tradition. The 1st phase of the project started in March 2006 to 2009 and the 2nd phase started on February 2012 and ended in November 2014. The main components of pilot projects are as follows:

- Community-based Fish Aggregating Devices (FADs) Management
- Community-based Fish Activity Record and Analysis
- Shell Craft Making and Marketing
- Modified Local Canoe for Offshore Fishing
- Giant Clam Ocean Culture
- Release and Monitoring of Shellfish Seed
- Establishment of Community Fishermen’s Houses
- Community-based Fish Café Operation
- Other income generation activities (deployment of yacht mooring buoy, beekeeping, etc.)

## **Section 5. Conclusion and Recommendations**

The desktop review identified a marked difference in available literature on women in fisheries in the 15 countries covered by PEUMP. A few countries i.e. Fiji, FSM, Samoa, Solomon Islands, Timor-Leste have fairly recent information available on gender roles in coastal fisheries and aquaculture. Cook Islands, Kiribati, RMI, Nauru, Niue, Palau, PNG, Tonga, Tuvalu and Vanuatu have outdated literature or no literature at all on gender and fisheries. Regional assessments identify the significant contribution that women make to the fisheries sector in the Pacific. Women make up a large proportion of the workforce in tuna and coastal fisheries supply chains with women responsible for a large amount of inshore fishers catch for subsistence purposes. Women contribute

significantly to trading, processing and as part of the fisheries value chain in post-harvest processing. However, limited data are available to measure the full extent of women's engagement in fisheries, and as a result, women are still marginalized in the fisheries sector across the region.

Within the last 5 years, specific assessments on gender and fisheries have been conducted in some countries in the Pacific region. Some of this work has been commissioned by the SPC FAME Division, with the majority of gender assessments of specific marine resources in Fiji conducted by Wildlife Conservation Society (WCS) and the Fiji Women in Fisheries Network. In the Solomon Islands, World Fish has conducted a range of gender assessments including some studies on value chain for specific fisheries resources and with specific recommendations for stronger support for women.

An analysis framework developed by SPC for gender mainstreaming within a sector identifies a supportive enabling environment i.e. a supportive legal and policy environment, strong political will, a supportive organizational culture, accountability mechanisms, technical capacity and adequate resources as necessary. Gender assessments in the sector have used this methodology when conducting country specific gender assessment.

Gender analysis also requires close attention to gender roles within livelihoods and the division of labour, women's access to decision making and women's access to resources and opportunities for economic empowerment in the sector as well as a need to understand women's vulnerabilities to violence and sexual harassment. As identified above women contribute significantly to the sector with a need to unpack and investigate their involvement in post harvesting and value chain, their specific vulnerabilities, how involved they are in decision making concerning marine resources and their own livelihood and how they can be further supported in the sector to ensure higher productivity and economic empowerment.

In line with the requirements of this report, which, is to make recommendations for further research in form of future gender and fisheries assessments the following is recommended:

### **Recommendation 1**

The Pacific-European Union Marine Partnership (PEUMP) programme should prioritise conducting gender and fisheries assessments in countries with outdated literature or little to no data or information, namely Cook Islands, Kiribati, Republic of Marshall Islands, Nauru, Niue, Palau, Papua New Guinea, Tonga, Tuvalu and Vanuatu.

For FSM, Fiji, Samoa, Solomon Islands and Timor-Leste where gender assessments have taken place in the last 5 years, the Pacific-European Union Marine Partnership (PEUMP) programme should focus on the implementation of recommendations and continue to advocate for the inclusion of systematic gender-analysis into upcoming fisheries research.

### **Recommendation 2**

Data that is currently gathered by fisheries officials is targeted more to catch data for coastal commercial fisheries and coastal subsistence fisheries. When commissioning

gender assessments in the 10 countries highlighted in Recommendation 1, activities need to be focused on gathering specific sex-disaggregated data on women's involvement in coastal fisheries for subsistence or commercial purposes to inform what type of practical assistance is required as well as for the development or amendment of appropriate policies to support women in the fisheries sector. Data sources that should be reviewed before conducting any gender and fisheries assessments should include national census, HIES, poverty surveys, nutrition surveys and specific socio-economic surveys for the fisheries sector, where available.

### **Recommendation 3**

National fisheries agencies as well as any specific government women/gender affairs agencies and key women's groups should be involved with any gender and fisheries assessments that are to be conducted in any specific country. This is important for later implementation of recommendations, in particular entry points for gender mainstreaming, the development of gender policies or appropriate legislation, and exploring post-assessment support services.

## **Women's Economic Empowerment**

### **Recommendation 4**

As part of gender and fisheries assessment, there is a need to investigate existing women's groups and the fisheries value chains where women are involved. This is important to identify areas where women can be better supported for greater participation, more efficiency, obtain greater higher economic returns, and how to ensure general safety at all points along the fisheries value chain. As part of this, there is also a need to explore engagement with the private sector as well as investigating alternative or supplementary livelihood opportunities that could be expanded into small businesses for women. This can include but is not limited to various post-harvesting and value adding processes, packaging and retailing.

## **Capacity Building**

### **Recommendation 5**

Women and men mobilise fishing efforts either individually or in groups in different ways based around household needs, social and cultural obligations and labour requirements. Where women and men work in groups, there may be opportunities for these groups to be more formalised into associations or cooperatives. Such activities will require an in-depth analysis of alternative empowerment mechanisms for women in decision-making. In line with this recommendation, there is also a need to investigate women's access to suitable financing mechanisms and assess basic financial literacy training needs.

### **Recommendation 6**

To raise the profile of women in fisheries there is a need to highlight women engaged in fisheries management to encourage other women and girls to enter the fisheries science arena and to pursue careers in this area. In addition, there is a need to identify pathways for women to progress up the management ladder in the formal fisheries sector, in particular, the tuna processing industry. While investigating these issues in the tuna industry, there is a need to identify if women are being exploited, sexually harassed, are being remunerated appropriately on an equal footing with their male

colleagues; and if they have suitable representation and opportunities for training support and counselling.

### **Community Level Management**

#### **Recommendation 7**

Explore ways for gender perspectives to be fully integrated into fisheries management and marine conservation initiatives by NGOs, as well as members of the LMMA network. As part of this, research should be conducted that explores women's roles and contributions in fisheries management and marine conservation initiatives, their level of advocacy engagement, their level of awareness, their level of participation and the extent to which gender roles have been analysed to inform these initiatives.

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## Annex 1: List of Stakeholders Consulted

<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Natalie Makhoul	Gender and Human Rights Specialist – PEUMP	Pacific Community (SPC)
Sangeeta Manghubhai	Director, Fiji Country Program	Wildlife Conservation Society
Phillipa Cohen	Research Program Leader, Resilient Small-scale Fisheries	WorldFish
Joanne Kunatuba	Gender Issues Officer	SPC
Jeffery Kinch	Fisheries Officer	SPC

## Annex 2: Constraints to Women’s Engagement in the Cash Economy

Discriminatory practices and social Norms	Impact on Women’s Economic Engagement
<b>Access to markets</b>	In many parts of the country that are far from provincial centers or the town of Honiara, there are no opportunities for women to earn money by selling produce, fish or handicrafts.
<b>Access to and control of collateral</b>	Customary system of traditional obligation and control of family assets make it difficult for women to independently access or control collateral. Customary land tenure systems and complexities of land lease rights generally excluded women from using land as a source of collateral or as base for business enterprise
<b>Access to credited</b>	There are no legislative barriers to women accessing bank loans, mortgages, and other forms of financial credit, but de facto discrimination is commonly reported. This combined with the barriers to obtained collateral, constrain women’s ability to raise funds to invest in business.
<b>Access to financial Services</b>	<p>Limited financial services are available to the 80% of Solomon Islanders who live in rural areas. This makes it difficult for women to secure their finances, save and borrow; it also means women cannot develop credited histories, which facilitate improving and growing business.</p> <p>Women have difficulty accessing financial institution services without formal identification (such as birth certificate, driver’s license, or the endorsement of a designate authority), which many people do not have.</p>
<b>Control of income or profit</b>	Systems of traditional obligation and women’s often high- risk position in violent relationships make it very difficult for them to control any income or profit they may make.
<b>Violence against women</b>	Violence against women makes it more difficult for women to retain money they have earned; to receive a share of their spouses’ money; or to assert their rights to travel, engage in their own work, and access education and training.

*Sources:* International Finance Corporation. 2010. *Solomon Islands: Gender and Investment Climate Reform Assessment*. Washington, DC; and consultations with specialists and officials from the Financial Inclusion Program at the Central Bank of Solomon Islands, the Solomon Islands Women in Business Association, and the Ministry of Finance and Treasury, March 2014.

### Annex 3: Pacific Island Regional Organisations involved in Fisheries

	FFA	SPC	Other regional organization with Fisheries involvement
<b>Main area of emphasis</b>	Providing management advice on tuna fisheries and increasing benefits to pacific countries from tuna fishing activities	Most aspect of costal fisheries and scientific research on tuna. Fisheries are one aspect of SPC's work programme, which also covers such issues as health, demography and agriculture.	PNA-Sub-regional grouping of the countries where most of the pure seining occurs. SPREP- environmental aspects of fisheries. USP- School of marine studies (SMS) is involved in a wide range of training. PIFs – major political initiatives, some natural resource economics; leads trade negotiations with EU, Which have major fisheries component.
<b>Inter-regional relationships</b>	The FFA/SPC relationship has had ups/downs over the years. It has been most difficult in the early 1990s, with tremendous improvement in the mid/late 1990s. An annual colloquium has helped the relationship. Staff who have moved between the two organizations have made a noticeable improvement in understanding. Much of the success/Benefits achieved by FFA/SPC cooperation depends on the personalities of FFA's Director /Deputy and SPC's Directors of the division of fisheries, Aquaculture and marine Ecosystem.		At least in theory, all regional organizations come under the umbrella of PIFS with their activities coordinated to some degree by the Council of Regional Organizations in the Pacific (CROP).CROP has a marine sector working group that meets at least once per year ,but is limited by lack of resources for follow-up. FFA originally provided secretariat services to PNA, but PNA broke away from FFA in 2010. Currently, there are some sensitives in the relationship, but it appears to be improving.
<b>Main Strengths</b>	Direct contract with its governing body many times per year results in a high degree of accountability. Mandate of tight focus on tuna eliminate considerable dissipation of effort.	Noumea being a pleasant place to work, there is considerable staff continuity. The Oceanic fisheries programme often sets the standard for tuna research in the world. Documentation of work is very good.	Because PIFR is under national leaders, it is considered the premier regional organization. PNA has archived considerable success and credibility in such areas as raising access fees, 100% observer coverage, eco-certification, high seas closures, and controls on FAD'S. USP is centrally located in the region and the SMS has substantial infrastructure. SPREP has close ties to NGOs active in the marine sector.
<b>Membership</b>	Australia and New Zealand ,plus cook Islands, the federated states of Micronesia ,Fiji, Kiribati, the Marshall Islands,Nauru,Niue,Palau,Papua New Guinea, Samoa , Solomon Islands,Tokelau,Tonga,Tuvalu and Vanuatu	Includes the major metropolitan countries, all Pacific Island countries, and the French/UK/US territories – the most inclusive membership of any regional organization.	PNA: the Federated State of Micronesia, Kiribati, the Marshall Islands, Nauru, Niue, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu and Vanuatu. USP: Cook Islands, Nauru, Niue, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu and Vanuatu. SPREP: 21 Pacific Island countries and territories, Plus Australia, France, New Zealand and United States of America. PIFS: same as FFA

Source: Adapted from Gillet 2014 (Extracted from FAO Fisheries & Technical Paper 625)

