



PEUMP

Pacific-European Union Marine Partnership Programme

Training Report PEUMP Gender and Human Rights Based Approaches in Coastal Fisheries

4th – 5th February 2020

Forum Fisheries Agency (FFA), Honiara, Solomon Islands





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I. Introduction

The training on Gender, Social Inclusion (GSI) and Human Rights Based Approaches (HRBA) was held on the 4th and 5th February 2020 at the Forum Fisheries Agency (FFA) Headquarters in Honiara, Solomon Islands.

The two-day training was facilitated by the Pacific-European Union Marine Partnership (PEUMP) programme through the PEUMP Programme Management Unit (PMU); led by the Gender and Human Rights Specialist, Natalie Makhoul and co-facilitated by Martin Child, Senior Human Rights Adviser with the SPC Regional Rights Resource Team (RRRT). The first training day focused on gender and social inclusion while the second training day was dedicated to human rights and human rights-based approaches in the context of Pacific oceanic fisheries.

Martin Chong, PEUMP PMU coordinator officially opened the training and delivered the key note. In his welcoming words, Martin emphasised the mandate of PEUMP partners to integrate an inclusive and people-centred approach, which is directed towards reaching those who are most marginalised. He also stressed the importance of oceanic marine resources and the investment in domestic industry to achieve a fair share from the blue economy for Pacific Islanders. Furthermore, Martin provided an overview of the training and presented the learning objectives.

The training was addressed and tailored to the Key Result Area (KRA) 2 and 4 audience working on PEUMP oceanic fisheries aspects that are focused to increase decent employment and inclusive economic benefits in the tuna industry for all and the need to combat illegal, unreported and unregulated (IUU) fishing by strengthening monitoring, control and surveillance (MCS) mechanisms and through improved legislation. In addition the training was opened for extended FFA staff as well as representatives of FFA-PEUMP partner organisations, representatives from industry and civil society.

Relevant KRAs and their objectives:

PEUMP KRA2: Inclusive benefits from sustainable tuna fishing increased

PEUMP KRA4: IUU fishing reduced





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The need for capacity building initiatives of PEUMP staff to identify and address the social dimension of their work was highlighted during the inception phase and is documented in the PEUMP inception report. The PEUMP programme puts gender, social inclusion and human rights-based approaches at the core of all programme cycles and all KRA partners are required to integrate GSI and HRBA aspects into their work, where deemed meaningful.

Initially, the inception report identified the need for a one fits-all GSI/HRBA training for all PEUMP key partners. However, discussions with partners revealed that training per KRA is better suited for several reasons. For example, practical reasons such as availability of staff by trying to reach all PEUMP staff as well as content related reasons such as more tailored training in the different thematic areas of coastal and ocean fisheries, allowing to address the different nature of GSI and HRBA more specifically, thus training can be more effective.

The training programme was designed considering pre-existing knowledge and prior training received on GSI/HRBA. Existing and up-to-date FFA initiatives and commitments on gender mainstreaming and the integration of harmonised human rights standards into regional guidelines and work flows have been mapped prior to the training and were used as key resources to inform training content.

Prior to the training a draft-training program was shared with participants for feedback and comments to ensure existing training needs were well reflected and the level of pre-knowledge was sufficiently assessed.

RRRT Senior Human Rights Adviser has been involved in the planning process and contributed actively in developing training sessions for the human rights training day. In doing so, SPC internal tools, guides and examples have been used and promoted, which added great value.

1) Purpose and Objectives

The aim purpose of the workshop is to sensitize main stakeholders at regional level to the various obstacles women and men face in the commercial fishing industry, foreign offshore operations and their impacts on Pacific people's lives as well as the human rights dimension. The purpose of this awareness and sensitization is to build capacity and equip FFA and partner organisation's staff with the knowledge and tools to plan, design and implement their activities using a gender sensitive lens and addressing the social dimension in the oceanic fisheries sector. As a result, greater responsiveness on GSI and HRBA mainstreaming under the FFA-PEUMP will be expected. Indirectly, the workshop is also aimed at assessing FFA and partner's current GSI/HRBA mainstreaming capacities and identify further training needs, gaps and types of assistance needed through the PMU, while building closer working relations between the PMU and FFA.

The following training objectives were identified:

- Capacity of FFA-PEUMP technical staff and partners to integrate cross-cutting issues is strengthened
- Entry points for the integration of cross-cutting topics per FFA PEUMP Key Result Area at activity level are identified and explored



More details on the training background and purpose can be found in the Concept Note in **ANNEX I**.

2) Participation

The total number of participants who attended the workshop was 24, of which 13 were females and 11 males. Most participants were FFA internal staff, all four FFA-PEUMP staff attended. Two participants attended from the Solomon Island offshore industry (National Fisheries Development), the Honiara based WorldFish gender officer, the RRRT in-country focal point and three participants from WWF-PEUMP. Not all participants were able to attend all sessions throughout the two training days due to other pressing work commitments. Yet, it was felt that most participants attended main sessions for both days and participated actively in discussions and group work, which indicated priority given to GSI and HRBA topics.

Participant List

Name	Organisation	Positions	Gender
Duncan Williams	WWF PMU	Programme Manager	Male
Chelsia Gomes	WorldFish	Gender Officer	Female
Manasa Cavulati	WWF PMU	HR officer	Male
Adriu Iene	WWF PMU	Industry Liaison and Facilitation Officer	Male
Anama Solofa	FFA PEUMP	PEUMP Team Leader	Female
Maika Vulaono	FFA PEUMP	Coordinator	Male
Ethel Mapolu	FFA PEUMP	Market Access Advisor	Female
Ferral Lasi	FFA PEUMP	MCS Advisor	Male
Penny Matautia	FFA	HR Manager	Female
Reuben Sulu	FFA	Fisheries Management Advisor	Male
Daniel Koroi	FFA	VMS Liaison Officer	Male
Leonard Rodwell	FFA	Fisheries Development Advisor	Male
Yaniba Alfred	FFA	CDS Technical Advisor	Female
Keva Robarobalevu	FFA	Internal Auditor	Female
Tony Sullivan	FFA	Investment Facilitation Manager	Male
Ambrose Orianiha'a	FFA	Assistant Observer Program Officer	Male
Julie Lloyd	FFA	Fisheries Management Advisor	Female
Allison Delvendiep	FFA	Training Advisor	Female
Luisa Tagicakibau	FFA	FAO advisor	Female
Judy Arumae	FFA	WB PROP Coordinator	Female
Kasipo Teo	FFA	Legal Officer	Female
Delwyn Amoe Kala	National Fisheries Development (Industry)	Human Resources Manager	Female
Roland Kimisi	National Fisheries Development (Industry)	Human Resource Officer	Male
	Government	RRRT in-country focal point	Female

II. Sessions and Content

The two-day workshop consisted of a one-day training on GSI and a one-day training on Human Rights.

The workshop provided an overview of main challenges and issues that women and men face in the oceanic fisheries employment (public and private) sector across the Pacific. Gender specific elements were highlighted and discussed and available research findings from the Pacific were presented to underline economic, social or cultural impacts. In addition, indirect gender specific risks for women and men, other vulnerable groups and impacts of offshore operations towards coastal communities were discussed in light of foreign labour influx. Human rights violations associated with the oceanic fisheries sector in the Pacific were presented through case studies. Group work was facilitated in a manner that linked to possible entry points for the integration of gender, social inclusion (GSI) and human rights-based approaches (HRBA) into FFA-PEUMP work components and beyond. GSI/HRBA mainstreaming opportunities in line with FFA's existing GSI inclusive work initiatives and human rights values in the offshore fisheries were promoted to ensure alignment and support for existing steps that FFA has recently been taken to improve their GSI/HRBA mainstreaming at operational and internal level.

1) Gender and Social Inclusion

The GSI day started with a presentation by FFA's human resource manager, who is also FFA's gender focal point. She presented on FFA's past and current engagement in the gender and human rights space. Recent initiatives, such as the FFA Gender Equality Framework (2016) or the publication on women's emerging leadership roles in the fisheries sector (Moana Voices) were presented. FFA's first female leader was highlighted as a step forward toward female leadership advancement. FFA's commitment towards gender equality as an overarching goal became clear. However, it was also highlighted that challenges are faced by staff who lack a common understanding/awareness of the gender and human rights issues, hence training needs were stressed as a main starting point to enable mainstreaming: *"A lot has recently been happening at FFA with regards to gender and human rights but people within and outside the organisation are unaware"*. In this regard the PMU GSI/HRBA training was greatly welcomed. No past GSI training for FFA staff has taken place so far despite the identified need. Whilst internal steps have been taken to e.g. ensure sexual harassment in the workplace is not tolerated and domestic violence (DV) cases are investigated with support services offered under the FFA DV policy (e.g. assist with safe housing), more can be done to operationalise GSI externally when programmes are being designed and implemented. Human rights issues have been advocated for in a progressive manner with regards to labour rights. FFA has integrated minimum labour rights standards into their regional guidelines (2029) inspired by the ILO work in fishing convention, which has not been ratified by any PIC so far. High staff turn-over and limited engagement of gender experts and/or lack of GSI/HRBA performance indicators for staff, no dedicated gender focal point at technical level were main challenges highlighted. The highlight of FFA's current engagement in promoting decent gender equity was the recent cooperation with the International Finance Cooperation (IFC) to address gender inequalities at SolTuna, the Solomon Islands only tuna





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processing plant through a successful financial literacy training programme, which not only provided economic empowerment for female workers but also was able to tackle absenteeism by addressing gender related root causes and resulted in an increase in productivity and profit for the company.

In a next session by the Gender and Human Rights Specialist a brief overview was provided of definitions and **concepts of gender equality and gender equity**, social inclusion and the policy/legal framework relevant to Pacific Island Countries (PICs) at international, regional and national level. Misconceptions of the concept and gender bias were elaborated using Pacific examples from the SPC Pacific Handbook on GSI in the fisheries sector. Main contributing factors to gender blind natural resource management were presented. In this regard, bias in data collection and the lack of sex-disaggregated data were highlighted.

A quiz was done to present striking facts and figures on gender and fisheries across Pacific island states. Most of the quiz questions were answered incorrectly, showing that women's contribution, roles and engagement in the fisheries space is unknown, often undervalued and was mostly new to the participants.

The following sessions were tailored to FFA relevant work areas in alignment with KRA 2 and 4 objectives. These were structured into three main parts:

1. A gender perspective into industrial tuna employment
2. Social impacts of offshore operations affecting Pacific communities
3. Diverse career pathways for women and men in oceanic fisheries

Gender issues in the Pacific tuna industry were elaborated using three country case studies (Fiji, Kiribati, PNG). Women's participation in the formal economy is increasing across these countries, while women make up almost 80% of the processing work force. Gender inequalities have been listed in terms of safety and security of female workers, in particular safety issues were highlighted as concern for women due to limited transportation, remote locations of processing plants, limited streetlights when working late shifts. In addition, low wages affected women more than men because women were the main low-skilled and semi-skilled workers. Semi-skilled workers only earned slightly more. While payment structures followed the minimum wages in Fiji (and PNG introduced a minimum wage later), women complained that a minimum wage is not always a living wage. Living wages could include different benefits that suit women's needs such as flexible hours, access to credit schemes, skills development opportunities, child-care support and arranged transportation. The struggle of transitioning from a subsistence, non-cash-based lifestyles into formal employment and the multiple gender roles and expectations upon women concerning household, child-care, social and other communal commitments were highlighted in the Kiribati case study. I-Kiribati women appeared to struggle with the time burden and felt increasingly forced into wage jobs to keep up with cash demands. However, in PNG and Kiribati women also highlighted that formal employment enabled them to establish themselves as public citizens (eligible for bank accounts, ID cards, establishing credit lines) and provided an escape space from traditional roles and duties of a village life, as well as the socialising aspects of work life were positively mentioned. The social dimension of increased off-shore operations in Kiribati as a transshipment hub was discussed. Health issues such as HIV/AIDS, Sexually Transmitted Diseases (STDs), sexual harassment risks, informal sex trade with associated vulnerable





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groups such as underaged girls (and boys) and the abuse of alcohol were mentioned as main issues affecting coastal communities and those most vulnerable in these communities. Various career pathways were presented emphasizing gender specific challenges and changes in gender roles while also stressing opportunity factors for increased female participation across male dominated work domains. Role models were highlighted, videos on women in maritime and a PNG female observer were used to illustrate the gender dimension. Group work was then conducted to identify FFA’s role in promoting gender sensitive and decent work conditions for women and men working in fish processing facilities and on improved gender sensitivity in pursuing oceanic fisheries career pathways. Guiding questions were provided to ensure that group work outcomes allow the identification of entry points to facilitate gender mainstreaming opportunities for FFA-PEUMP staff, with regards to their objectives under KRA2 and KRA4.

Group work outcomes:

a) With regards to promoting women in oceanic fisheries career pathways:

Barriers/Challenges	Solutions/Opportunities
Cultural norms as barriers	More educational campaigns, investment in awareness and ensuring women’s participation in FFA related work while de-mystifying gender stereotypes
Women often lack confidence and public speaking skills due to their traditional gender roles, which train them to be ‘good’ girls (meaning not to talk/speak against men, elders etc.)	Improve and invest in mentoring programmes, for example the coral triangle project or the women in leadership project; Leadership training for women and men must also tackle cultural norms that hinder women to engage in decision-making
No one feels responsible	Establish gender focal point within FFA at technical level and ensure job responsibilities are inclusive of GSI issues; Reinforce senior management support, commitment and political will is strong and clear
Lack of national policies and laws to support gender equity in order to achieve gender equality goals	Legislation review, promoting gender equality provisions across legal and policy reviews
Lack of up-to-date data in the region	Need to improve statistics for gender balanced data in the region, standardising of data collection and awareness of data location
Women’s lesser access to education	More promotion of career pathways in the oceanic fisheries space targeting women and girls, recognising fisheries as a career options is the first step – this needs to be ‘branded’ and ‘marketed’ to attract more people (women in particular); Online courses, reduced training time, technical vocational training offers, other flexible learning opportunities and the recognition of prior learning (and informal)





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	work/study experience, reduction of training time to be sensitive to women's multiple roles and consider choice of venue (more in-country), prioritizing STEM courses for women/girls, e.g. more Pacific Islanders to be specialist in computer modelling, investigate in transferable skills from other areas that can link back to fisheries
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b) With regards to addressing gender inequalities in the tuna industry

Barriers/Challenges	Opportunities/Solutions
Low wages for low/semi-skilled workers (mostly women)	Increase consumer awareness to pay more for a decent/just wage; Improve and invest in certification schemes for Fair Trade, Marine Stewardship Council
Lack of decent work conditions	Promotion and awareness on social responsibility in fish supply chains, identify the right stakeholders and combat exploitative work arrangements
Limited economic opportunities in post-harvest where women dominate	More investment in women's post-harvest skills, e.g. handling and processing training, increased domestic processing facilities, exploration of value adding activities in post-harvest
Child-care worries and lack of transportation	Support services needed through e.g. benefit schemes
Outdated labour laws, shipping acts etc.	Reforms & reviews of outdated labour laws and regulations integrating a gender lens; more implementation of international gender and human rights standards in national laws and policies need to reach the private sector and need to be binding for industry
Health risks from work at processing plants, reproductive health services	Insurance schemes, infrastructure in processing plants to avoid health risks, mobile clinics, health awareness
Lack of training opportunities	Financial literacy training, saving schemes and on-the-job learning opportunities; The FFA joint IFC initiative with SolTuna women workers is a successful example, which can be replicated

Main discussion points after group work presentations and some recap:

- Striking lack of data/information to improve the gender work, e.g. no updated data on gender issues in the tuna industry – presented data outdated





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- Misconceptions on gender concepts and gender bias seems still strong and more awareness is needed, which needs to be institutionalised
- We are on a good track on having more gender friendly facilities on vessels, thus more women have been accessing jobs, which were never accessed by women before, e.g. female maritime police officers due to gender friendly facilities on new petrol boats.
- As seen from the example above, gender sensitive infrastructure needs to be supported and further enhanced
- The intersectional approach to social inclusion was very good to understand the complexity of social inclusion and exclusion
- The distinction between a minimum wage and a living wage was very interesting. It shows that more social responsibility aspects must come in play when pricing products and sensitizing consumers to pay a fair price that allows payment of workers a living wage
- The illustrated training showed how FFA can use inclusive and open language and more women case studies in their training development programme

2) Human Rights and Human Rights Based Approaches

An overview of the human rights concept was provided by Martin Child, RRRT Senior Human Rights Adviser. The session focused on the definition of human rights and the relationship between duty bearers and rights holders. An activity game was used to demonstrate the key characteristics of human rights (universal, inalienable, indivisible, interdependent and interrelated). The activity was well received due to its simple and interactive nature. The next sessions were focused on the human rights dimension in oceanic fisheries, illustrating the relationship between the 'Law of the Sea' and international human rights instruments, legal gaps and challenges were presented while solutions were provided on how the missing human rights discussions in the 'Law of the Sea' context can be strengthened and how FFA can be leading these discussions at regional level within their mandated role. Due to time limitations the session on social responsibility in fisheries value chains was briefly presented, highlighting international trends with a focus on the draft guidelines on social responsibility addressed to industry. These draft guidelines include step instructions on what can be done to enhance the principle of social responsibility in a practical way. Human rights abuses, the relevance in the Pacific context, the gender dimension of human rights abuses from a family perspective and social, economic and legal consequences were investigated using relevant case studies from Vanuatu and Fiji. Facts and figures were presented on current human rights abuses against Pacific Islanders and human rights violations that happened in Pacific waters. Several enablers for human rights abuses have been listed, such as transshipment at sea or the use of flags of conveniences (FOC). Solutions were discussed from a regional perspective considering FFA's mandate. Recent steps taken by FFA to strengthen regionally harmonised labour rights (harmonised minimum terms and conditions) that align with international standards for work in fishing (as per ILO convention) have been highlighted as a milestone while implementation challenges were also critically mentioned. Group work included a role play where real Pacific case studies were analysed in light of their human rights dimension. The analysis results were presented in two groups using a moot court scenario where duty bearer responses (government and industry) and rights holder entitlements (family members of abused seafarers or the abused seafarer) were presented. The roleplay allowed participants to apply human rights arguments, thinking, language and concepts in an interactive, fun and vivid way. It allowed participants to take on the lens of either the duty bearer or rights holder understanding obligations





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and claims from a human rights angle. The last session was on human rights-based approaches (HRBA). This was structured as follows: (1) definition, elements, benefits and tools on applying the HRBA. The RRRT PLANET principles were presented as a tool to put on the human rights lens. A case study using an existing FFA initiative with human rights relevance (SolTuna project) was used for a group work exercise where participants were asked to apply the PLANET principles. A step-by-step guide to assist the PLANET principle application was handed over to support the participants.

PLANET principles:

- P – Participation
- L – Link to rights
- A – Accountability
- N – Non-discrimination
- E – Empowerment
- T – Transforming social norms

Group Work: SolTuna Project – Applying the PLANET principles
(based on case study hand out paper)

1. Identify the rights-holders and duty-bearers in the project
2. List the affected rights in the project, using the rights cards or other rights you can think of
3. Use the PLANET worksheet to rate the project against the six PLANET principles of a Human Rights-based Approach

The workshop was closed by PEUMP-PMU coordinator Martin Chong who provided closing remarks, words of thanks and handed over training certificates to the participants.

III. Outcomes, follow-up actions and way forward

The training was well received, and all participants agreed that more training opportunities need to follow. Most participants have never undergone a GSI or HRBA specific training, although a few (6 participants in total, 3 women and 3 men) had attended a GSI training but not a HRBA training. Thus, no one had any prior HRBA training exposure. Those who attended a GSI training before mentioned that it was not always fisheries related but more general, thus appreciated a GSI training that was tailored to their specific work area.

The group work results, discussions and presented findings by the facilitators provided a platform for the FFA PEUMP team to identify entry points for future GSI/HRBA specific activities or/and mainstreaming opportunities within their objectives under KRA2/4. The SolTuna project by FFA in cooperation with IFC was highlighted as a success project which can be expanded, replicated or further supported through FFA-PEUMP. It is expected that FFA-PEUMP will use the workshop outcomes as a platform to discuss GSI/HRBA mainstreaming opportunities for upcoming planning of next year’s activities.

Presentation of concrete findings from research and recent case studies provided real life scenarios and a practical lens of what the issues are, the challenges, gaps and barriers while all sessions aimed at providing solutions, tips and advice on how FFA might take on board a stronger leadership role in enhancing the fulfilment gender, social inclusion and human rights commitments and obligations at regional level. As a way forward, these solutions, suggestions and advice provided during the workshop should be analysed by FFA-PEUMP in order to identify the most suitable and achievable points that can be translated into activities under FFA-PEUMP work plans, including budget allocations and collaborative activities with PMU Gender and Human Rights Specialist.

Follow-up actions might include similar training opportunities for industry partners and national government counterparts. As a way forward, discussions between the PMU Gender and Human





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Rights Specialist and FFA-PEUMP will continue to design an activity that addresses these training needs.

IV. Evaluation

What was positive?

1. Most participants strongly agreed that sessions were clear, well explained, well-structured and kept participants focussed.
2. Most participants also strongly agreed or agreed that they will be able to incorporate what they have learned into their work.
3. The good mix of activities and information was positively highlighted; the case studies were described as very 'exciting, real, great learning material, illustrative' in order to unpack the human rights issues at sea.
4. Participants enjoyed the gender quiz because the facts and figures were mostly new to them, striking and interesting and showed great gender disparities while allowing an open eye for "new ways on how we can address these inequalities".
5. Different participants enjoyed different sessions more/most depending on the relevance of session contents to their actual work. This shows that sessions included a good mix of the various work areas of FFA staff + their partners/stakeholders.
6. PLANET is a useful tool for project evaluation against human rights criteria that will assist in applying a HRBA lens.

"I liked the mock trial on human rights the most because of real life cases and the relevance of human rights issues to my work as it gets often overlooked if one is not trained to see and identify the human rights dimension"

What can be done better?

1. Further training should target and/or include companies (industry), government actors and more NGO stakeholders to get the message across all the different actors that play a role in the context of duty bearer and rights holder.
2. More time for the human rights-based approaches is needed. These sessions were too rushed and limited time was provided to apply the PLANET principles and have post-discussions and more time for questions. It was suggested to extend the training to three days instead of two days.
3. Some participants wished to learn more or focus more on the legal framework aspects and this would be very relevant if more stakeholders from industry and government can be included in future training.

"I suggest having 3 days training instead of 2 days for more discussions between sessions as discussions were very interesting and participants were very active and open in sharing their experience, but time was limited during the Human Rights Day"



ANNEX I Invitation Letter

Invitation Letter

Workshop on Gender Equality, Social Inclusion and Human Rights in the Pacific Oceanic Fisheries sector & Monitoring, Evaluation and Learning

Main content of the workshop:

The workshop will provide an overview of main challenges and issues that women and men face in the oceanic fisheries employment (public and private) sector across the Pacific. Gender specifics will be highlighted and discussed and where available research findings from the Pacific will be presented to underline economic, social or cultural impacts. In addition, indirect gender specific risks for women and men, other vulnerable groups and coastal communities as a whole will be discussed in light of oceanic fisheries operations and the influx of foreign labour. Human rights violations associated with the oceanic fishers sector in the Pacific will be presented through case studies and group work will be facilitated to link possible entry points for the integration of gender, social inclusion (GSI) and human rights based approaches (HRBA) into the Forum Fisheries Agency (FFA) work under the Pacific-European Union Marine Partnership programme (PEUMP) component and beyond where deemed fit with FFA's overarching role in promoting GSI inclusive work and human rights values in the offshore fisheries.

Main purpose of the workshop: The aim is to sensitize main stakeholders at regional level to the various obstacles women and men face in the commercial fishing industry, foreign offshore operations and their impacts on Pacific people's lives as well as the human rights dimension. The purpose of this awareness and sensitization is to build capacity and equip FFA and partner organisation's staff with the knowledge and tools to plan, design and implement their activities using a gender sensitive lens and addressing the social dimension in the oceanic fisheries sector. As a result, greater responsiveness on GSI and HRBA mainstreaming under the FFA-PEUMP will be expected. Indirectly, the workshop is also aimed at assessing FFA and partner's current GSI/HRBA mainstreaming capacities and identify further training needs, gaps and types of assistance needed through the PMU, while building closer working relations between the PMU and FFA.

Workshop Facilitation:

The workshop will be facilitated by the PEUMP Project Management Unit (PMU) under the Pacific Community (SPC). Main facilitators will be the PEUMP Gender and Human Rights Specialist and the PEUMP Monitoring, Evaluation and Learning Specialist. Some of the human rights sessions will be co-facilitated by the SPC Regional Rights Recourse Team (RRRT) Senior Human Rights Advisor, Martin Child.

Learning objectives:

- Capacity of FFA-PEUMP technical staff and partners to integrate cross-cutting issues is strengthened
- Entry points for the integration of cross-cutting topics per FFA PEUMP Key Result Area at activity level are identified and explored

Workshop dates and time:





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4th February 2020	9am – 4.30pm	Gender and social inclusion issues in the oceanic fisheries sector
5th February 2020	9am – 4.30pm	Human Rights at sea and the application of human rights based approaches
6th February 2020	9am – 4.30pm	Monitoring, Evaluation and Learning – Refining PEUMP FFA indicators

Venue for the workshop:

FFA Library Conference Room, FFA Main Office Building, Honiara, Solon Islands

MEETING CONTACTS

- PEUMP-PMU Coordinator Martin Chong, email: martinc@spc.int
- PEUMP-PMU Gender and Human Rights Specialist, Natalie Makhoul, e-mail: nataliemak@spc.int
- PEUMP-PMU Monitoring, Evaluation and Learning Specialist, Tupe Semani, e-mail: tupes@spc.int

Martin Chong

Martin Chong
PEUMP Coordinator

ANNEX II Training Programme

**Workshop on Gender & Human Rights Based Approaches, Monitoring
Evaluation & Learning**
4th – 6th February, 2020
Forum Fisheries Agency (FFA)
Honiara, Solomon Islands

Time	Session	Details	Presenter/Facilitator
Tuesday, 4th February 2020 FFA Conference Meeting Room			
9am – 9.15am	Registration and group picture		Tupe/Natalie
9.15am – 9.30am	Welcome and introduction	PEUMP mandate on mainstreaming cross-cutting topics	Martin Chong





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		Training programme overview, purpose and learning objectives	
9.30 – 9.40 am	Introduction of participants and facilitators	Ice breaker 'Getting to know each other'	Tupe/Natalie
9.40 – 10.00 am	FFA's work on human rights and gender – "Where do we stand?"	Current update on FFA's engagement in the gender and human rights space	FFA Representative
10.00 – 10.20 am	MORNING TEA BREAK		
10.20 – 10.40 am	What does 'gender' mean? What is social inclusion/exclusion?	Brief overview of definitions and concepts Gender Equality a human rights and a development goal	Natalie
10.40 – 10.55 am	Gender Quiz	Striking facts on gender and fisheries	Natalie and all
10.55 – 11.05 am	Gender issues in the oceanic fisheries space	Overview of gender dimensions in offshore related work	Natalie
11.05 – 11.30 am	Presentation of findings on gender issues in the Pacific Tuna Industry	Case studies from Fiji, Solomon Islands and Kiribati	Natalie
11.30 – 11.40 am	Warm-up	Concentration game	Tupe
11.40 - 12.30 pm	FFA's role in promoting gender sensitive and decent work conditions for women and men working in fish processing facilities	What can be done at regional level, what can FFA-PEUMP do?	Group work
12.30 – 1.00 pm	Presentation of group work outcomes	Presentation in plenum and open style discussions across groups	Participants

1.0 - 2.00 pm	LUNCH		
2.00 – 2.20 pm	Women in maritime	Video and open discussion	In plenum
2.20 – 2.40 pm	Different career pathways for women and men in the oceanic fisheries sector	Challenges & opportunities from a gender perspective	Natalie





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2.40 – 3.00 pm	What can FFA do to promote more women in men dominated fields/careers?	Open discussion with guiding questions	In plenum
3.00 – 3.15 pm	AFTERNOON TEA BREAK		
3.15 – 4.30 pm	Gender analysis tools	Presentation of practical tools and guides	Natalie

Time	Session	Details	Presenter/Facilitator
Wednesday, 5th February 2019			
FFA Conference Room			
9.00 – 9.10 am	Welcoming	Registration	Natalie/Tupe
9.10 – 9.15 am	Re-cap	Summary on main outcomes from the day before	Participants
9.15 – 10.05 am	Overview of Human rights	The concept of rights holders and duty bearers Activity game on the importance of human rights	Martin Child, RRRT
10.05 – 10.20 am	MORNING TEA BREAK		
10.20 – 10.40 am	The relationship of the Law of the Sea and Human Rights	The international human rights at sea debate Challenges and the way forward	Natalie
10.40 – 10.50 am	International trends - Social Responsibility in fisheries value chains	Snapshot	Natalie
10.50 – 11.30 am	Case studies on human rights at sea in the Pacific	Case Study I: Misery at Sea Participatory style	Natalie
11.30 – 12.30 am	Case studies on human rights at sea in the Pacific	Selected Case Studies Analysis and presentation in groups - role play format	Participants
12.30 – 1.30 pm	LUNCH		
1.30 – 2.00 pm	Group Work (cont.)	Selected Case Studies	Participants





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		Analysis and presentation in groups - role play format	
2.00 – 2.30 pm	Applying a Human Rights Based Approach	How would such approaches look like? What would it look like in the FFA context? RRRT tools: PLANET principles & People Centred Approach	Martin Child, RRRT
2.30 – 3.00 pm	Entry points for gender and human rights in PEUMP	FFFA's role under PEUMP Key Result Areas 2/4 and beyond Group work with guiding questions	Participants
3.00 – 3.15 pm	AFTERNOON TEA BREAK		
3.15 – 4.00 pm	Feed-back and evaluation	Evaluation form and feed-back cycle	All

Time	Session	Details	Presenter/Facilitator
Thursday, 6th February 2020 FFA Small Conference Room			
9 – 9.10	Welcome	MEL workshop outline Objective of the workshop	Tupe
9.10 - 10	Refresh session on MEL PEUMP MEL	Refresh: Fundamentals of MEL Definition of MEL Why is MEL important? MEL	Tupe
10 -10.10	TEA BREAK		
10.10 -12.30	FFA Indicators	Group work session to re-look at the FFA KRA 2 and KRA 4 indicators and confirming targets and data sources	Tupe
12.30 – 1.30 pm	LUNCH BREAK		
1.30 – 3.00	Report back on group work discussion Planning for PEUMP Evaluations	Confirmation of indicators, targets and data sources for KRA 2 and KRA 4 Planning on scheduling and content for internal and	Tupe





PEUMP

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		external evaluations of KRA 2 and KRA 4	
3:00pm	AFTERNOON TEA		

