



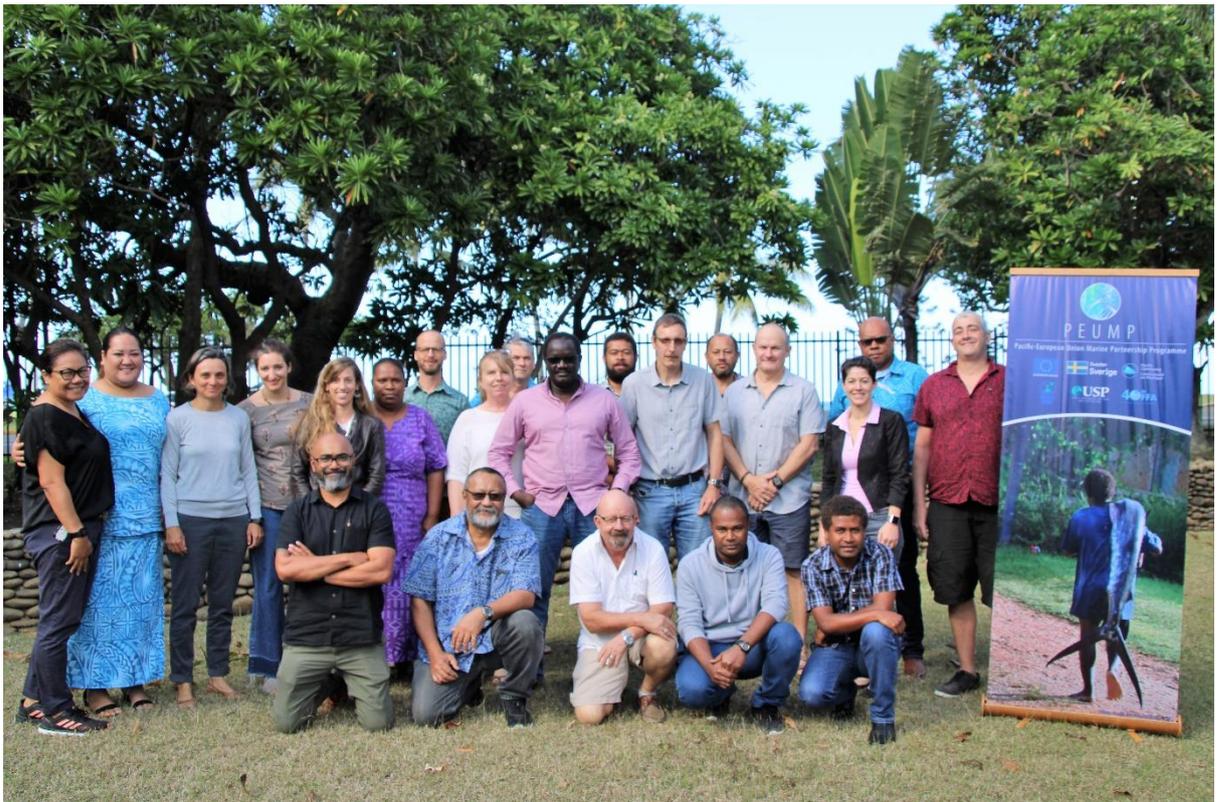
PEUMP

Pacific-European Union Marine Partnership Programme

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

4th – 5th September 2019

The Pacific Community, Noumea, New Caledonia





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I. Introduction

The training on Gender, Social Inclusion (GSI) and Human Rights Based Approaches (HRBA) was held on the 5th and 6th September 2019 at the Pacific Community (SPC) Headquarters in Noumea, New Caledonia.

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 Joanne Kunatuba, Gender Equality Officer with the SPC Social Development Program (SDP) and Josephine Kalsuak, 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 coastal fisheries.

Director of the Fisheries, Aquaculture and Marine Ecosystems (FAME division) division Neville Smith officially opened the training and delivered the key note. In his welcoming words, Neville emphasised the mandate of PEUMP staff and the whole of SPC towards an inclusive and people-centred approach, which is directed towards reaching those who are most vulnerable. He also stressed that the empowerment of coastal communities as rights holders strengthens their self-reliance and fosters sustainability of coastal fisheries development initiatives. Neville also highlighted that putting people at the centre is a Pacific owned value expressed in the Maori proverb: “*He aha te mea nui o te ao. He tāngata, he tāngata, he tāngata*, which translates as: What is the most important thing in this world? It is people, it is people, it is people”. Martin Chong, PEUMP coordinator provided an overview of the training and presented the learning objectives.

The training was addressed and tailored to the Key Result Area (KRA) 3 audience working on PEUMP coastal fisheries aspects, as well as KRA5 staff, responsible for the coastal fisheries component.

PEUMP KRA3: Sustainable management of coastal fisheries resources and ecosystems improved
PEUMP KRA5: Sustainable utilisation of the coastal and marine biodiversity promoted

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 for coastal fisheries staff, taking into account pre-existing knowledge and prior training received on GSI/HRBA. SPC’s FAME division has been exposed to gender equity and social inclusion concepts and their integration into coastal fisheries since the 1990ties (e.g.





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women in fisheries officers, gender and fisheries research). The integration of HRBA, in contrast, is a more recent concept that is making its way as a cross-cutting theme into the coastal fisheries sector, hence FAME has had less exposure and practical understanding on how this could look like in their daily work.

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 and SDP Gender Equality Officer have been involved in the planning process and contributed actively in developing training sessions. In doing so, SPC internal tools, guides and examples have been used and promoted, which added great value to content development.

A draft-training programme was also shared with the European Union Delegation for the Pacific Gender Adviser Alanieta Velulu who provided valuable feedback and comments.

1) Purpose and Objectives

The training was designed to provide a better overview of PEUMP's cross-cutting areas, to establish a learning base and a general understanding of abstract concepts and ideas and to provide some guidance and practical analysis tools to build gender analysis skills as well as an eye for potential entry points to include GSI and human rights aspects. As mentioned earlier, the training was tailored to coastal fisheries topics and group work was prepared using case scenarios from coastal fisheries contexts.

The main training purpose was to build capacity of the PEUMP Coastal Fisheries Programme staff (CFP) and SPREP to enable the mainstreaming of GESI and HRBA while assessing existing knowledge and identifying capacity gaps and needs. The training also looked at exploring entry points for the integration of GESI and HRBA at the activity level of KRA 3 and KRA 5.

The following training objectives were identified:

- Participants better equipped with GESI/HRBA knowledge, tools and processes to apply these concepts into coastal fisheries and related work under PEUMP
- Participants are more gender aware, sensitive towards inclusive approaches and better positioned to undertake gender-integrated or/and gender-focused research
- A better understanding of human rights aspects and dimensions allowing participants to apply GSI and human rights based approaches

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 25, of which 9 were females and 17 males, with the age ranging from 25 – 55 years. The youngest participants were two Pacific Islands Fisheries Professionals (PEUMP funded attachments) from the Solomon Islands and Papua New Guinea (PNG). Most participants were FAME staff from the PEUMP Coastal Fisheries Team (KRA3). However, the training was opened up to non-PEUMP Coastal Fisheries Programme (CFP) members who benefitted from the training opportunity. Two participants attended from the Secretariat of the



Pacific Regional Environment Programme (SPREP) PEUMP-KRA 5 team because KRA 5 has a coastal fisheries component that overlaps and links to KRA 3 thematic work areas. Not all participants have been able to attend all sessions throughout the two training days due to other pressuring work commitments. Yet, it was felt that most participants attended main sessions for both days and participated actively in discussions and group work that indicates priority given to GSI and HRBA.

Participant List

	Name	Position	Organisation	Gender
1	Andrew Halford	Senior Coastal Fisheries Scientist	FAME PEUMP KRA 3	Male
2	Alessandro Romeo	Economist Coastal Fisheries	FAME Non-PEUMP	Male
3	Bernard Vigga	Information Technology Officer	FAME PEUMP KRA 3	Male
4	Celine Muron	Information and Outreach Officer	FAME PEUMP KRA 3	Female
5	Chris Molai	Pacific Islander Junior Professional	FAME PEUMP KRA 3	Male
6	Connie Donato-Hunt	Monitoring, Evaluation and Learning Adviser	FAME Non-PEUMP	Female
7	Terry Opa	Monitoring, Evaluation and Learning Officer	FAME Non-PEUMP	Male
8	Elena Shishkova	Monitoring, Evaluation and Learning Officer	FAME Non-PEUMP	Female
9	Franck Magron	Coastal Fisheries Information and Database Manager	FAME PEUMP KRA 3	Male
10	George Shedrawi	Coastal Fisheries Scientist (Invertebrates)	FAME PEUMP KRA 3	Male
11	Ian Bertram	Coastal Fisheries Science and Management Adviser	FAME PEUMP KRA 3	Male
12	Ian Freeman	Coastal Fisheries and Aquaculture Monitoring and Surveillance Specialist	FAME Non-PEUMP	Male
13	Jacob Raubani	Coastal Fisheries and Aquaculture Management Policy Specialist	FAME Non-PEUMP	Male
14	Jeff Kinch	Social Scientist for Coastal and Community Fisheries	FAME PEUMP KRA 3	Male
15	Nathalie Demeillier	Programme Assistant	FAME PEUMP KRA 3	Female
16	Robson Hevalao	Pacific Islands Fisheries Professional (Management and Policy)	FAME PEUMP KRA 3	Male
17	Watisoni Lalavanua	Community Based Fisheries Management Officer	FAME PEUMP KRA 3	Male
18	William Sokimi	Fisheries Development Officer	FAME PEUMP KRA 3	Male

19	Stefani Janvier-Ghouila	Senior Administrative Assistant	FAME Non-PEUMP	Female
20	Jamie Davis	PEUMP SPREP Programme Coordinator	SPREP PEUMP KRA 5	Male
21	Anissa Lawrence	Tierra Mar	SPREP PEUMP KRA 5	Female
22	Martin Chong	PEUMP Programme Coordinator	FAME PEUMP PMU	Male
22	Andrew Smith	Deputy Director Coastal Fisheries Programme	FAME PEUMP KRA 3	Male
23	Constance Odiardo	Technical Assistance	FAME Non-PEUMP	Female
24	Caroline Vieux	LMMA Coordinator	FAME/LMMA PEUMP KRA 3	Female
25	Seya Brighton	Finance and Administrative Assistant	FAME Non-PEUMP	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 and HRBA.

1) Gender and Social Inclusion

The GSI day started with a brief overview 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 aquaculture sector while illustrating the difference between ‘sex and gender’ - an often not well understood difference, which can lead to a narrow understanding and false ideas of what gender equality is actually about. 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.

FAME Senior Coastal Fisheries and Science Adviser shared experience on **challenges that the FAME Coastal Fisheries Team (CFT) faces** with regards to the integration of GSI in their encounters with their national government counterparts and when working directly with communities. The fisheries science related work involves national fisheries staff and/or staff from line ministries such as environmental agencies.

Summary of main challenges highlighted by FAME & inclusive and gender friendly initiatives taken:

1. The engagement of women is heavily dependent on the staff gender composition of national agencies; hence, in some countries mid to senior level staff may comprise of only male officers. However, observations (no data available) show that more women are working as fisheries officers than e.g. 10 years ago. This is particularly true for RMI and Kiribati. This positive change seems more visible in the Polynesian countries, including a greater acceptance of



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women holding more senior management positions; however, this is only true for a few countries but indicates positive change.

2. The CFT makes efforts in involving younger national fisheries staff to be more inclusive because of the strong Pacific traditional and cultural respect, leadership and decision-making roles based on seniority, which often excludes the younger generations.
3. The CFT emphasises (invitation letter, selection processes) the need for a gender-balanced representation of national fisheries staff to access training opportunities in form of attachments or desk-training with SPC.
4. Inclusive consultations at community level are not always possible because of the traditional set-up and cultural norms. These cannot be (easily) challenged. However, where women are not well represented the CFT takes efforts to engage women in side discussions or informal chats. There is 'a big push' to get women and youth more involved on discussions around community management and community development plans.
5. Where national counterparts indicate their interest, the CFT team provides presentations on GSI, e.g. in RMI and Kiribati during a Coastal Fisheries and Aquaculture Monitoring, Control and Surveillance training.
6. The multitasking skills of women, their engagement in various stages of fish supply/value chains (varying from complicated technical such as pearl technicians to 'simpler' tasks such as gleaning) and their contributions to secondary activities (e.g. preparing fishing trips, food preservation) as well as their financial management of fish-based cash income are well understood by the CFT staff.
7. It is a challenge supporting alternative livelihoods; in particular, those livelihoods women can generate income from to support their families. The main reasons are: limited alternative options in remote areas, lack of finance mechanisms, high costs of transportation and distance to markets.
8. National fisheries officers are not trained on GSI, which makes it difficult for the CFT to integrate these concepts. CFT relies on a good relationship with their national counterparts and can only integrate gender as far as it does not become 'politically sensitive' and as long as it is felt that GSI concepts do not clash with traditional values.

In order to present existing gender inequalities and main gender issues most relevant in the Pacific, the SDP Gender Equality Officers did a quiz with questions varying from general gender issues to more specific gender issues in the context of coastal fisheries, climate change or violence against women.

Participants seemed to have a good understanding of general gender issues, however questions on women's economic contributions were mostly answered incorrectly, which indicates a general underestimation of women's informal/formal employment and its translation into economic value.

A **Power Walk** exercise was undertaken to demonstrate social inclusion and exclusion and how status, level of knowledge, education and other factors influence a person's stand in society, the risks of being





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marginalised and unfair (pre-) conditions to access benefits, protection and other services required basic/decent. The exercise allowed participants to put themselves into someone else's shoes and to assess how external factors can lead to vulnerability and marginalisation.

The second half of the day was focused on gender analysis and **gender analysis tools** that can be used by fisheries staff to better understand the situational circumstances of gender aspects at their work sites/community contexts they work in. When to use what tool and the purpose of each tool were explained. The tools are available in the Pacific Handbook for Gender Equity and Social Inclusion for Coastal Fisheries and Aquaculture and copies have been provided to participants during the workshop.

The following tools were presented and applied by the participants during group work sessions:

1. Gender division of labour
2. Time use survey
3. Access and control over resources



Participants during group work - applying gender analysis tools



FAME Social Scientists presented on the importance of **gender integrated research**. He pointed out: *“historically, research has focussed on men’s fishing activities, such as boat and offshore fishing, while overlooking other fishing and value chain activities, such as gleaning and processing. These areas tend to be dominated by women”*. The difference between gender-focused and gender integrated research was explained and examples provided to illustrate why gender-integrated research is beneficial and how it can contribute to getting the ‘full picture’ on socio-economic aspects of fisheries. It was also emphasised that gender-integrated research facilitates or allows for a fair provision of benefits,





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investments and development support because it takes into account women's primary and secondary roles in the collection, processing and retail trade areas of the fisheries sector – beyond harvesting.

The last session was on **GSI mainstreaming** and what it means. The importance of creating an enabling environment was highlighted and the different elements and stages involved such as ensuring political will and commitment at highest level, putting in place systems and organisational structures to building capacity etc. were presented.

Main discussion points, observations and comments raised and shared by participants during the GSI training day:

- There is a serious data gap in terms of assessing women's roles and their contributions in coastal fisheries, e.g. gleaning activities which are mainly done by women.
- Data collected can be seen as biased because it is focused on men's fishing activities. The PEUMP programme is in a strategic position to look in great depth at market and trade information and the value chain of marine resources, which are often dominated by women.
- The costs of acquiring data are high and FAME does not always have access to raw data collected in country; it can be a long process of accessing this data with little control over national processes.
- Data are not always collected in reports that are coming out, and if collected it is not analysed with regards to gender issues. Some data are limited to specific areas in a country, hence it is not representative of the whole country.
- Participants asked if the concept of gender equity and equality can be illustrated using graphic designs from the fisheries sector, where possible to include graphical illustrations with reference to the Pacific and Pacific people. This was noted as an aspect for improvement.
- Cultural and traditional systems at community level are often dominated by patriarchal structures. As a result, decision-making processes often lack women's voices, youth voices or voices of other marginalised groups. The CFT feels that it is beyond their responsibilities and mandates to challenge these structures. Instead, CFT is trying to find informal ways and entry points to take into consideration more diverse voices, e.g. meeting with women's groups separately. It is felt that traditional structures have to be respected.
- The lack of women's representation in fishing associations has also been observed. One example noted was in Kadavu (Fiji), where SPC working relations with the Tuna Fishermen Association were built. Only one woman was a member of this association and she reported that women are generally not welcomed to participate and that she experienced some forms of discrimination. It was found that this woman had great knowledge, shared her experience and was able to greatly assist the SPC staff. A lesson learnt was the need to support women's participation in formal structures such as associations, clubs, and collectives (see below).
- There is common consensus that women's participation in organised collectives/associations/groups/clubs should be further supported and encouraged as alternative ways of hearing women's voices. Somehow, these alternative organisational structures compensate for the still existing discriminatory customary practices that are obstacles to women's engagement in formal decision making at community level as the latter is still strongly influenced by culture, tradition and religion.
- A way to get women more involved is through simple conversations with community women's group.





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- There is a real need to educate and raise GSI awareness to fisheries focal points in country.
- The GSI exercises on the 24h time use survey tool brought out the clear segregation of roles of men and women and children in the daily life of a family.
- The time use survey allows better planning and the ability to factor in if women's roles and capacities may be overstretched by adding work or if their engagement may bring any harm to the family life cycle. It also helps to acknowledge women's multiple roles and that additional engagement and responsibilities might clash with their little time available for relaxation or/and socialising.
- Illiteracy rates in some parts of the region can be stumbling blocks for women and men, in particular those living in rural areas. This needs to be acknowledged in information campaigns, dissemination of relevant information and knowledge in an understandable, digestible and useful way based on the target audience.
- There is a general perception that women are better fund managers (keepers) and key organisers of household flows compared to men, thus more likely to manage financial means from fisheries activities; men do have a say in how it is spent.
- There are some customary restrictions for women in fishing. For example, in Tokelau, women cannot fish beyond the reef as it is associated with bad luck. In other ways, women do not go far for fishing. There are also practical reasons why women do not go fishing or only access nearby marine areas, for example the need to visit a bathroom, need to be close to home to attend to child care duties and other household obligations.
- Organisational culture is about behavioural change, which comes with a lot of advocacy and awareness. Change does not happen over time; it is a lengthy process to achieve change in behavioural patterns that are deeply rooted.
- Some recommendations/pathways to mainstreaming gender through PEUMP can only go so far/do as much because it is a timely process of behaviour change and then structural change.
- If the ministry focal points are not gender sensitised then the CFT cannot ask certain questions on GSI that have conflict potential or are considered 'sensitive'.
- The gender terminology can be a negative factor because it is often perceived as a foreign concept, sometimes a 'gender fatigue' can be observed. That is why language should be carefully chosen, using more language that includes a sense of Pacific values such as 'a whole of community approach', 'family unity', 'fairness for all' or similar terms.

"It is difficult to ensure the inclusion of gender aspects in project work in the field (meant is community work) because there is a risk to spoil relationships with national counterparts or create and 'unease' with the community"

- Over the past 15-20 years the CFT has been seeing more females taking more lead in fisheries roles and it is felt that family support is stronger for females choosing to be in the fisheries sector at different levels.

"This is a positive result of gender advocacy that we need to show, as there was a big drive for women in fisheries in the 80's & 90's and is picking up again now".





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Main issues that have been raised were summarised by the trainers briefly to recapture key messages during discussions:

1. Cultural barriers/restrictions at community level are still one of the biggest challenges when it comes to participation/inclusion of women in consultative processes or in associations and decision- making.
2. As SPC staff, you have a duty of care to; at least ensure GSI considerations are taken into account to avoid harm or any further forms of discrimination and to address inequalities that you observe, even if your counterpart is not gender aware or if the topic appears to be sensitive in the country/community context.
3. Gender awareness and advocacy is about changing mindsets and behaviours. This is not an overnight process. It takes time and it is everybody's responsibility. Keep in mind that the socialization of gender roles begin at home at early age.

2) Human Rights and Human Rights Based Approaches

The second training day on **Human Rights** started with an introduction by RRRT Senior Human Rights Adviser. Human rights definitions, sources of human rights and core principles were presented. The linkages between the Sustainable Development Goals (SDGs) and human rights were illustrated and a hand-out was provided with references of human rights articles linked to each SDGs, in particular SDG 5 Gender Equality, SDG 13 Climate Action and SDG 14 Life Below Water. The application of human rights at the different layers was explained by providing examples from the work RRRT provides on access to justice. The contextualisation of human rights was highlighted using an example of counselling services working with faith based organisations and supporting the informal settling of disputes.

A separate session on the **Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)** was conducted to illustrate the human rights value of gender equality and to break down the term 'discrimination' as outlined in CEDAW Art. 1. Participants worked in groups to find different examples of different forms of gender discrimination from the coastal fisheries sector. The purpose of this exercise was to illustrate that a gender based discrimination can be direct or indirect and is not always obvious, yet the term is wide and includes all actions that might result in unfair treatment in all spheres of life. This session also helped to create to underline that gender equality is not a different concept to human rights and how these concepts fit together. The slides on the connection of CEDAW and the environment, in particular on climate change and natural resources in the context of rural women and women's participation to decision making could not be presented because of time restrictions.

The next session discussed the turn to **human rights in the context of small-scale fisheries (SSF)**, presented by the PMU Gender and Human Rights Specialist. The background history to the development of the 2014 **FAO Voluntary SSF Guidelines** was presented, explaining the shift from a focus on biological approaches, to the conservation of resources, to a more **people-centred approach** that recognizes fisheries as sources of livelihoods, sites of expression of cultural values and identities, and a buffer against shocks for fisheries-dependent communities. Equal benefits and distribution of blue growth profits





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Concerns that global industry demands are not meeting the needs of the most nutritionally vulnerable children, women and men were highlighted as the main thought that accompanied the advocacy for more equitable benefits for SSF as the largest group ocean users in the discussions of Blue Growth. The 13 guiding principles of the FAO SSF Guidelines were presented with direct reference to human rights and human rights principles. In addition, the human rights dimension of the **2015 SPC Noumea Strategy** “A New Song for Coastal Fisheries – Pathways to change” was highlighted (at regional level) and the stronger emphasis on community-based management.

Concerns that these demands (from those most able to pay) are not meeting the needs of the most nutritionally vulnerable children, women and men.

The right to food as a main theme of both, the Noumea strategy and the FAO SSF Guidelines, was defined and discussed as a human right in the coastal fisheries context. An example from South Africa was presented where the right to food was claimed by fisheries in the context of fishing rights that did not meet the socio-economic rights of artisanal fisheries and undermined their equitable access to marine resources. A similar court case could not be found for the Pacific. Participants raised questions if the Pacific legal systems would allow making decisions in line with human rights principles in the coastal fisheries context, if Pacific people may be more open to settle disputes within their customary ways and the weak law enforcement across the Pacific in general.

In a group exercise, participants were asked to use the definition of the right to food and find the correlation between this right and other human rights. The purpose of this exercise was to demonstrate that human rights are interdependent, indivisible and interrelated. For example, the right to food includes the right to adequate food, which is linked to the right to health because adequate food must satisfy dietary needs, taking into account the individual’s age, living conditions, health, occupation, sex, etc.; food be safe for human consumption and free from adverse substances.

Feedback: In general, this exercise was well received and it helped to understand the linkages with other human rights and to apply the definition of the right to food. Some participants struggled with the instructions at first, thus, it is recommendable to provide an example with the instructions when conducting this exercise again.

The conflict potential of different interest groups in the coastal fisheries field is key to most relevant human rights debates. Thus, a session on **‘competing rights’ and their human rights dimension** was presented. This included the following topics: Indigenous people’s rights; principles of equality and non-discrimination in the context of non-native fishing communities; unequal power relations between small-scale and large-scale fisheries; custom ownership vs. individual ownership; state ownership and state interests vs. small-scale fisheries interests. Different constellations of competing rights of different players were illustrated by explaining the unequal power relations and different interests and the human rights aspects of all these. The purpose of this session was train participants in understanding vulnerabilities within these constellations and how to argue from human rights perspective in situations of competing rights where different interests of e.g. an economic, conservation or cultural nature need to be balanced out.





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Discussion point on the right to food:

One participant provided an example to clarify on how to 'navigate' the right to food in the context of a Marine Protected Area (MPA).

Problem:

The scenario is as follows: "In a fishing community with a MPA in place a villager goes to get food from the MPA due to a food security emergency".

Solution:

The right to food vs. conservation tools for long-term sustainable marine resources are competing interests. In this case, the right to food in 'emergency situations' need to be part of the planning and design of a MPA policy/legal framework through inclusive decision making processes. The type of justifiable emergency situations and the opening of a MPA need to be clearly outlined in the management plan for the MPA with reference to the right to food as a human right. This is a HRBA because the MPA design and development process allowed inclusive participation and factored in the right to food as a human right, which deserves priority in emerging situations concerning food security. An opening clause has been included into the MPA legal framework, which allows transparency, accountability and makes this a claimable right. In order to avoid abuse the type of emergency, length of opening etc. are regulated and people are aware (right and access to information).

In the following up to this session, a fictive case study was handed over to the participants who worked in groups to apply what they have learnt by identifying competing rights with the focus on rights of a small-scale fisheries community to livelihood, participation, food etc. Participants were asked to take on the role of an advocate and prepare an argumentation using human rights arguments to defend the interests of the SSF community. One of the participants presented arguments based on state's interests such as conservation and economic growth. This was presented in form of a trial, both sides presenting their arguments.

The final sessions allowed a better understanding of what a **Human Rights Based Approach** is. SPC's draft **People Centered Approach** was briefly presented as SPC's interpretation of a HRBA, a strategy that aims at creating an institutional environment, which focusses on good governance processes and upholds fundamental human rights principles while operationalising social development across sectors with the focus on people at the centre of all interventions.

The **RRRT PLANET** (Participation, Accountability, Non-Discrimination, Empowerment, Transforming social norms) principles were presented as a tool to apply a HRBA and a group exercise was conducted to allow the participants reflection time on how to apply the PLANET principles in the context of their work, identify challenges and brainstorm solutions.



III. Outcomes, follow-up actions and way forward

The need for more practical tools to assist GSI and HRBA application for fisheries practitioners is one main outcome raised by the majority of participants. This has been taken on board by the trainers and participants' expectations towards a tool have been clarified in discussions.

The Pacific Handbook for GSI in coastal fisheries and aquaculture was used during the training and available tools have been presented and applied in group work. The development of additional modules on community engagement, coastal fisheries management and marine resource dependent-livelihoods is expected to provide further support with additional tools and guidance. As a way forward, feedback from this training will feed into the development of these modules, including tools.

Disseminating findings from the gender and fisheries assessments and other GSI/HRBA relevant research is key to guide and inform the work of FAME PEUMP staff. A follow-up activity should focus on supporting the planning of activities to take on findings from these researches and actively assist in the follow-up of supporting countries to implement recommendations made.

Activities such as training on GSI/HRBA at national/ community level can be directly supported by the Gender and Human Rights Specialist, RRRT and SDP. This is a way forward to undertake joint activities at implementation level, which provides a platform for one-to-one capacity building while also allowing PMU/RRRT/SDP participation in fieldwork to better understand the dimension of cross-cutting topics in the coastal fisheries field.

IV. Evaluation

What was positive?

1. Good presentation of gender analysis tools
2. Case study on community conflicts was helpful to filter the social aspects and how fisheries decisions might affect people's lives – this was the most popular session
3. Good collaboration to include KRA5 staff because of the overlapping themes and as a way of learning about FAME's challenges and to allow exchange
4. Good overview of how the international gender and human rights issues feed into the regional and national level

What can be done better?

1. Less theory on the human rights conventions because it is not so relevant for fisheries staff
2. Clearer instructions on the practical exercises and spend more time to explain the learning objectives in the beginning
3. Highlight more positive case studies or success stories to learn from and develop more tools
4. Training too long due to workload of FAME staff, advisable to deliver shorter training sessions

ANNEX I Concept Note

Concept Note

Training on PEUMP cross-cutting issues: Gender Equality, Human Rights Based Approaches, Monitoring/Evaluation and Learning, Communication and Visibility

1. Background

The Pacific-European Union Marine Partnership (PEUMP) Programme addresses some of the most serious challenges faced by the region. Among these are the increasing depletion of coastal fisheries resources; threats to marine biodiversity, including negative impacts of climate change and disasters; the uneven contribution of oceanic fisheries to national economic development; the need for improved education and training in the sector; and the need to mainstream a rights-based approach and to promote greater recognition of gender issues within the sector. The EU-SPC PEUMP agreement emphasises the need to consider cross-cutting issues on gender equality, human rights-based approaches, poverty reduction, youth empowerment and social inclusion. A holistic approach is required throughout the programme to ensure that PEUMP support contributes to overarching Sustainable Development Goals (SDGs). Equal access to marine resources as well as the fair, sustainable and inclusive use and management of these vital resources, is an important focus of the PEUMP programme. This is linked to the “New Song for Coastal Fisheries” document (The Noumea strategy), which aims to enable “more equitable access to benefits and decision-making within communities to include women, youth and marginalised groups”. The inception phase of the PEUMP programme identified the need for training on gender equality and human rights-based approaches (HRBA), as well as Monitoring/Evaluation and Learning (MEL). This was suggested as a means to support technical staff across all six of the programme’s Key Result Areas with the following aims:

<ul style="list-style-type: none"> (i) (ii) (ii) 	<ul style="list-style-type: none"> <i>To mainstream gender/HRBA into their respective work areas;</i> <i>Track and report progress of performance indicators to achieve realistic targets;</i> <i>Ensure adequate communications and visibility of all PEUMP related activities.</i>
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1. Purpose & Objectives

The training will not only build the capacity of PEUMP staff but will simultaneously assist the Gender and Human Rights Specialist to assess existing technical capacity, identify specific training needs and gaps while exploring entry points for mainstreaming gender and HRBA per KRA at activity level. This stocktaking activity will then assist to determine future training needs and other types of technical assistance that can be provided through the Gender and Human Rights Specialist. Outcomes of the training will guide the development of a gender and human rights plan for the PEUMP programme. The training will also provide an excellent opportunity to present relevant findings, lessons learnt, good practices and recommendations from existing gender and fisheries assessments to inform programming and enhance evidence-based approaches. In addition, the training for each KRA



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technical team will enable the Project Management Unit staff (PMU) to build closer working relations with implementing CROP partners and foster cross-collaboration between KRAs and the PMU. This will, in turn, support mainstreaming efforts via a multi-sectoral approach, preventing work in silos.

The following training objectives have been identified:

- Capacity of PEUMP technical staff to integrate cross-cutting issues is strengthened
- Entry points for the integration of cross-cutting topics per KRA at activity level are identified and explored
- PEUMP performance indicators and targets are reviewed and refined
- Build effective reporting practices in line with EU-SPC-PEUMP agreement requirements
- Strengthen methods of evaluating impacts and effectiveness of project activities and outputs
- Develop an understanding of the PEUMP Communications and Visibility approach, branding requirements and the overall programme Communications Strategy.
- Identify specific areas requiring specific communications support from the PMU.

2. Training sessions

A draft training programme will be developed and shared with each KRA partner for review to ensure that the training is tailored to KRA outputs. The training will provide a general understanding of basic cross-cutting topics and will also include specific training sessions on KRA thematic areas such as coastal and oceanic fisheries, or a combination of both. It is important to keep the training objectives broad as this is the first capacity building activity. This initial training programme will inform the PMU's planning of more specific follow-up activities based on identified needs. Cross cutting topics include (i) the integration of gender and HRBA, social inclusion and poverty reduction; (ii) improved MEL systems for harmonised reporting and progress tracking; (iii) understanding communication and visibility processes under PEUMP. Sessions will be designed using a participatory approach and the use of different media tools will be promoted.

3. Participants

The training is target at PEUMP staff at technical level (fully and partially PEUMP funded). The identification of additional non-PEUMP funded staff at CROP level who may benefit from the training will be encouraged. In addition, NGO/CSO participants are encouraged to join. Selection of participants shall be identified by each KRA focal point





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ANNEX II Training Programme

Workshop on Gender & Human Rights Based Approaches, Monitoring

Evaluation & Learning

4th – 6th September 2019

Archives Meeting room, Building 2

SPC FAME Coastal Fisheries

Noumea, New Caledonia

Time	Session	Details	Presenter/Facilitator
Wednesday, 4th September Gender and Social Inclusion			
8.30 – 9.00 am	Registration and group picture		Natalie/Tupe
9.00 – 9.10 am	Welcome and introduction	PEUMP's mandate on mainstreaming cross-cutting topics	Neville
9.10 – 9.15 am	Overview	Training programme overview, purpose and learning objectives	Martin
9.15 – 9.25 am	Introduction round	Getting to know the participants and facilitators	Tupe/Natalie
9.25 – 9.40 am	Gender Equality a development goal – a brief overview	Definitions and concepts – equity and equality Introducing the policy/legal framework	Natalie
9.40 – 10.00 am	Challenges faced by FAME	Sharing experience on challenges and obstacles faced by the coastal fisheries team in addressing gender issues, tackling gender inequalities and promoting social inclusion at national and community level	FAME
10.00 – 10.15 am	MORNING TEA BREAK		
10.15 – 10.30 am	Gender issues in the Pacific	Quiz and presentation	Joanne
10.30 – 11.15 am	Gender and social dimensions of resilience	Power Walk & Presentation of examples of social inclusion/exclusion from gender and fisheries studies	Joanne and Natalie





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11.15 – 12.00 pm	How gender affects the lives of people	Exercise and discussion	Joanne
12.00 – 12.30 pm	Introduction to Gender and social inclusion (GESI) analysis tools	Processes and tools using the Pacific Handbook	Natalie
12.30 – 1.00 pm	Gender analysis tool – Gender division of labour	Group Exercise and presentation	FAME, Natalie and Joanne
12.30 – 1.00 pm	Gender analysis tool: Access and control over resources	Group Exercise and presentation	FAME, Natalie and Joanne
1.00 – 2.00 pm	LUNCH BREAK		
2.00 – 2.45 pm	Gender-integrated research	The importance of a socio-economic analysis through a gender lens & Presenting an example of coastal fisheries research with gender-integrated methodology	Jeff
2.45 – 3.00 pm	Gender and social inclusion mainstreaming – an instrument to address inequalities in the heart of the issue	Enabling the environment for mainstreaming gender	Joanne
3.00 – 3.15 pm	AFTERNOON TEA BREAK		
3.15 – 3.30 pm	Mainstreaming is everybody's business	Group exercise	Joanne
3.30 - 4.00 pm	Presenting the remaining chapters of the Pacific Handbook on gender and social mainstreaming	Reflection and feed-back on the Handbook and additional modules planned under PEUMP; other tools that can guide and assist	Natalie

Time	Session	Details	Presenter/Facilitator
Thursday, 5th September			
<i>Human Rights and Human Rights Based Approaches</i>			
8.30 – 9.00 am	Registration and Welcome	Summary of main outcomes from the day before Brief overview of the programme for the day	Leimor
9.00 – 10.00 am	Human Rights - International human rights law and the Pacific overview	Brief overview of historic development and conceptualisation	Josephine





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		The Pacific human rights status <i>Roles and Responsibilities: rights holders versus duty bearers</i>	
10.00 – 10.15 am	MORNING TEA BREAK		
10.15 – 10.30 am	Gender equality a human right Violation of the gender equality principle – a human rights violation	Presenting CEDAW in a nutshell – focus on gender and the environment in the climate change context CEDAW Art. 1 and the term discrimination	Natalie and Josephine
10.30 – 11.00 am	A turn to human rights in coastal fisheries	Overview of main human rights issues in coastal fisheries Gender Equality and the FAO SSF Guidelines (video) Illustration of the right to food in the Pacific context using the FAO SSF Guidelines and the human rights focus in the ‘New Song’	Natalie
11.00 – 11.30 am	Group exercise – Interconnectivity of Human Rights	Correlation between human rights in the context of the Right to Food in the coastal fisheries sector	FAME, Natalie and Josephine
11.30 – 12.00 pm	Specific focus on competing rights	Indigenous people’s rights vs right to property/state ownership and other competing rights – a balancing act	Natalie
12.00 – 12.30 pm	Group exercise – Identify human rights dimensions	Case study – recognising human rights relevance, violations and competing interests	FAME, Natalie and Josephine
12.30 – 1.00 pm	Human Rights Based Approaches (HRBA)	How would such approaches look like? What would it look like in the fisheries sector? What are the linked to poverty reduction?	Natalie





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		SPC's interpretation of a HRBA through the People-Centred-Approach - A guide to programming and implementation	
1.00 – 2.00 pm	LUNCH BREAK		
2.00 – 2.30 pm	Using tools to apply a HRBA	The PLANET principles	Josephine
2.30 – 3.00 pm	HRBA – recognised, applied and promoted in the FAME/PEUMP context	Group work	FAME, Josephine, and Natalie
3.00 – 3.15 pm	AFTERNOON TEA BREAK		
3.15 – 3.30 pm	HRBA – recognised, applied and promoted in the FAME/PEUMP context	Presentation of group work	Presentation in plenum
3.30 – 4.00 pm	Evaluation	Evaluation forms and feedback circle	Tupe
4.00 – 4.30 pm	Closing	Handover of training certificates	Neville

Time	Session	Details	Presenter/Facilitator
Friday 6th September 2019 PEUMP KRA3 MEL Workshop Closed Session KRA3 PEUMP staff			
9.00 - 9.30 am	Refresh session on MEL	Refresh: Fundamentals of MEL Definition of MEL Why is MEL important? When should MEL take place?	Tupe
9.30 - 10.00 am	The role of Indicators	What are Indicator, baselines, targets, sources of verification	Terry/Connie
10.00 -10.15 am	MORNING TEA BREAK		
10.15 - 10.30 am	Update on PEUMP MEL	MEL Conditions under PEUMP EU Agreement MEL work done under PEUMP so far (indicators tracking table, annual report, 4 month report)	Tupe
10.30 - 11.00 am	PEUMP MEL Tool: Guide to Review the KRA 3 Indicators	The Guide will help KRA 3 PEUMP team when reviewing KRA 3 indicators. Factors to	Tupe and Terry/Connie





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11.00 – 1.00 pm	Reviewing the KRA 3 Indicators	<p>consider for each indicator are clear definition, unit of measure, ways of disaggregating data, data source, method of data collection, reporting frequency and responsible individuals for data. The baseline and targets are also considered.</p> <p>GROUP WORK TO REVIEW INDICATORS – The outcome is a revised set of KRA 3 indicators.</p> <p>REPORT BACK FROM GROUP WORK</p> <p>Discussion of Finalised Indicators</p>	
LUNCH BREAK			
2.00 – 3.00 pm	Testing 1,2,3: Trialling the revised KRA 3 Indicators	<p>Mock scenarios using the revised indicators will allow KRA 3 team to see how the indicator progress will be tracked using the PEUMP indicator tracking excel table.</p> <p>Discussion on what tools need to be developed to support KRA 3 staff collect and track the data for each indicator</p> <p>Future MEL Trainings to support KRA 3 staff (identified by KRA 3 PEUMP staff)</p>	Tupe and Terry/Connie
AFTERNOON TEA BREAK & CLOSING			





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