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Blue Foods for Indonesia: A Human & Planetary Health Action Lab

Applied Problem Solving for Gender Inclusion:

Lessons Learned from Gender Equity Case Studies

Anika Quon, Anushka Vijay, Camille Effler

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Executive Summary

The following report contains research conducted by the Stanford University Blue Foods Action Lab in partnership with the Indonesia Ocean Justice Initiative (IOJI) and the Indonesian Ministry of National Development Planning (BAPPENAS) to empower gender equity in the Indonesia's blue food policy-making process and inform an inclusive Blue Food Assessment (BFA) and national development strategy.

The fisheries industry experiences pervasive inequalities, inhibiting access to resources, participation in decision-making processes, and representation—particularly for women and coastal community members. Hence, as the demand for blue food resources increases, policies and management practices are most effective when they promote inclusion and address gender-based injustices in the sector.

Through analyzing approaches from three case studies, this report aims to facilitate this transition towards gender-transformative blue food policies. Specifically, this report analyzes practices to center gender equity from the Philippine government, development assistance organizations including the Asian Development Bank and the World Bank, as well as the United States Agency for International Development. In doing so, this report highlights prevalent strategies to address gender equity within blue foods across three key themes: the collection and use of sex-disaggregated data, capacity building for policymakers, and structuring gender-informed policy.

Ultimately, this report may provide BAPPENAS with a resource to consider and prioritize the needs and leadership of women within blue foods policies and enable comprehensive transformation in the blue food sector.

1. Introduction

This research seeks to identify approaches and strategies from other contexts for the challenges faced by women in Indonesia's blue food sector. Challenges were identified through consultation with our client, the Indonesia Ocean Justice Initiative (IOJI), literature review, and expert interviews. While many gender-related challenges do exist, this research focuses specifically on identified challenges relating to the policy-making process.

Understanding the Indonesian Context

Women's roles in the blue food sector in Indonesia span from pre- to post-harvest and differ from region to region based on the type of fishery present, ranging from fishing, seaweed farming, trading, processing, and marketing.¹ As is common throughout the world, the roles of women in the blue food sector in Indonesia are often hidden, uncounted, and undervalued.² Other challenges faced by Indonesian women in the blue food sector also reflect challenges faced in other contexts, including restrictive gender norms, lack of access to resources and benefits, lack of participation in decision-making processes, and overarching legal and policy frameworks that are gender-neutral.³ Gender-neutral legal and policy frameworks are an important focal point due to subsequent effects on governance mechanisms impacting women's challenges.

For example, the Indonesian Law Number 31 of 2004, concerning Fisheries, provides a framework for government support, including financial protection through insurance, fishery business support, education and training, fuel oil, and other benefits.⁴ The law is predominantly gender-neutral and mentions 'women' only once in Article 45, where it directs the empowerment activities from Article 43 to "take into account the involvement and role of women" in the households of Fishermen, Fish Farmers, and Salt Farmers.⁵ The law's overall gender-neutral nature has resulted in an interpretation of what defines a "small fisherman household" as gendered, assuming a male perspective and excluding women.⁶ As this law is implemented through lower levels of government, the gender-neutral nature of the law, combined with existing gender norms and cultural beliefs, continues to disadvantage women in the blue food sector. These downstream impacts include data collection processes that exclude data on women in the fishery workforce, public consultation and decision-making processes that leave out the voices of women, interpretation of insurance premium payment policies that favor men, and the inability of women to obtain identification cards with fishery-related occupation.⁷ Without explicit top cover from national law and policy, lower-level government officials can vary in their willingness to provide more gender-inclusive approaches in their processes and decision-making. This tendency by government officials ultimately can leave women with limited access to resources and benefits and without a voice in the decision-making processes that shape their daily lives.

¹ Purwanti et al. "Gender Inequality Against Women Fishers In Indonesia", 2023; Fitriana and Stacy "The Role of Women in the Fishery Sector of Pantar Island, Indonesia", 2012; Gridanya Mega Laidha, personal communication, 29 April 2024.

² Ibid.

³ Ibid.

⁴ Republic of Indonesia, "Law No. 31: Fishery", 2004.

⁵ Ibid.

⁶ Ibid.

⁷ Ibid; Gridanya Mega Laidha, personal communication, 29 April 2024; Annisya Rosdiana, personal communication, 29 April 2024.

Emerging Research Findings

Exploring challenges through a policy-making lens, three interconnected themes emerged from the initial background research. These themes then guided the primary research to identify approaches within these topic areas from other contexts, as discussed in the Methodology. These research themes are displayed in Figure 1 and included along with guiding research questions and research methods in Appendix 1.

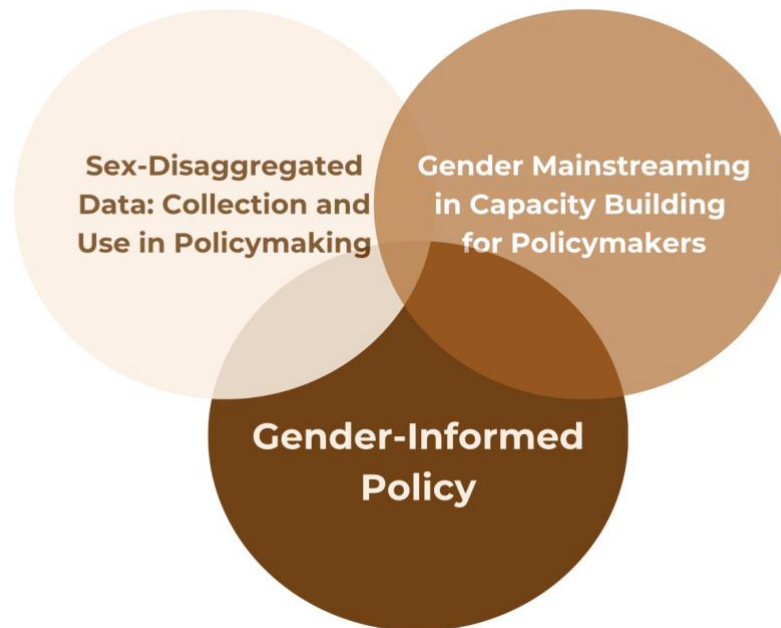


Figure 1: Three Emerging Research Findings

Primarily, data collection for fisheries in Indonesia can inform the distribution of benefits, allow the government to understand the fisheries workforce better, and more accurately account for resource use. However, the current process often relies on status quo definitions of fishers as men based on existing gender norms and narrow interpretation of the legal frameworks, which limits robust sex-disaggregated data and results in an incomplete picture. This incomplete picture can impact policy development and continue the cycle of women's invisibility within blue foods. It could also impact policy and decisions around conservation, food security, and economic development if the government lacks a complete picture of resource use and livelihood strategies within blue foods for both women and men. This research identifies, from other contexts, sustainable mechanisms at the government level that streamline across ministries for *the collection and use of sex-disaggregated data*, which could inform planning in Indonesia.

Next, *capacity building and strengthening for gender mainstreaming* with government stakeholders can ensure a continued and sustained gender perspective is applied through government processes and policies. The research for this focus area identifies best practices and lessons learned for gender mainstreaming and what mechanisms or instruments can support a sustained gender perspective for government processes.

Lastly, *gender-informed policy* relies on both sex-disaggregated data and gender mainstreaming for development and implementation and can also reinforce both of those factors as well. The research for this theme seeks to understand what gender-informed policies look like, what enables or challenges their formation, and how national-level policies translate to lower government levels.

2. Methodology

Moving toward gender-transformative policy and legislative frameworks in blue foods is aspirational, and no country stands as a perfect case study. Various stakeholders are involved as countries move toward gender-transformative approaches appropriate for their contexts. Through correspondence with key informants and content review of documents, this policy report draws on the diverse perspectives of government policymakers, development assistance organizations, and civil society organizations from other contexts. The selection of the stakeholders allowed for triangulation of findings and a more holistic approach to the research.

Funding or donor organizations were selected as they are often the initial drivers of gender inclusion. Through their funding mechanisms, they typically require the collection of sex-disaggregated data, fund and organize gender mainstreaming capacity building, and support gender inclusion in a country's policy and legal frameworks. Funders can provide an overarching view from work across countries on lessons learned, challenges, and enabling factors.

While funding organizations play a critical role, the sustainability of gender inclusion in fisheries relies on the countries themselves to take ownership of the process and create sustainable mechanisms. Investigating government policies allows the researcher to understand the government's perspective and key takeaways in this domain.

It is worth acknowledging constraints in the research methodology which influenced the scope and applicability of our research findings. Namely, we were unable to directly engage with women involved in the selected case studies. This minimal engagement restricts our holistic understanding of the implementation and effectiveness of the initiatives we explored. Furthermore, we did not engage in significant conversations with Indonesian stakeholders regarding gender equity as it pertains to Indonesian cultural contexts. We recognize that maritime and blue food initiatives are necessarily situated in the cultural norms of the cases where they are implemented. Consequently, we refrain from assessing the applicability of these findings to Indonesia, and rather aim to share valuable insights into gender equity at various scales and contexts.

3. Introduction to Case Studies

The three primary case studies are introduced below, with Section 4 (Findings) drawing on details from each case to highlight lessons learned and best practices across the cases.

3a. The Philippines National Government

This case explores the gender dimensions of the Philippine Government’s Comprehensive National Fisheries Industry Development Plan (2021–2025), hereafter referred to as CNFIDP 2021–2025. The CNFIDP 2021–2025 provides an example of a fisheries-based plan incorporating a gender perspective in the development and includes specific examples of gender-related goals and metrics.⁸ As a larger, highly-populated, Southeast Asian island nation, the Philippines and CNFIDP provides a relevant comparison to Indonesia in how governments can take ownership and ensure sustainability of gender inclusion in policy efforts.

3b. Regional/Global Development Organizations: Asian Development Bank (ADB) and World Bank

The Asian Development Bank, hereafter referred to as ADB, is a regional development bank which aims to foster social and economic growth and cooperation across Asia and the Pacific. Through financial assistance, technical expertise, and policy guidance, ADB aims to facilitate sustainable development and tackle poverty in its member countries.⁹ The World Bank, a global financial institution, provides financial assistance to low and middle-income nations to support development projects and amplify sustainable growth and improved living standards.¹⁰ These two case studies were chosen as they illustrate how external funding organizations operate on both the regional level (ADB) and global level (World Bank) to support gender inclusion in their projects; these organizations are some of the largest development banks operating in Southeast Asia and thus their guidelines for gender inclusion set a standard for potential Indonesian projects.

This reports review of ADB draws on the direct communication with Samantha Hung, Director of the Gender Equality Division at ADB, as well as review of ADB’s Guidelines for Gender Mainstreaming Categories of ADB Projects (2021)¹¹ and Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects (2022).¹² Mirroring the study of ADB, the study of World Bank exemplifies organization-wide gender equity approaches of the organization, informed by communication with a development specialist at the World Bank, and document review of the World Bank’s Gender Strategy (2024-2030).¹³ These various perspectives highlight examples of gender equity and mainstreaming priorities both across institutional operations.

⁸ Bureau of Fisheries and Aquatic Resources, “Comprehensive National Fisheries Industry Development Plan 2021-2025.” Philippines Bureau of Fisheries and Aquatic Resources, n.d.

⁹ ADB, “About ADB”, 2019.

¹⁰ World Bank, “Who We Are.” 2024.

¹¹ ADB, “Guidelines for Gender Mainstreaming Categories of ADB Projects”, 2021.

¹² ADB, “Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects”, 2022.

¹³ World Bank, “2024-2030 Gender Strategy: Accelerate Gender Equality for a Sustainable, Resilient, and Inclusive Future”, 2024.

To better illustrate ADB and World Bank’s integration of gender equity within fisheries management initiatives, these cases also incorporate examples of gender mainstreaming from the organizations’ projects on fisheries management: ADB’s Cambodia Sustainable Coastal and Marine Fisheries Project (2022-2030)¹⁴ and the World Bank’s Bangladesh Sustainable Coastal and Marine Fisheries Project (2018-2025).¹⁵

3c. Foreign Aid Agencies: United States Agency for International Development (USAID)

The United States Agency for International Development (USAID) is unique from the other funding organization case studies in that it is an agency within a nation’s government, funding foreign projects. USAID is an independent agency within the United States Government that serves as one of the largest aid agencies in the world, funding projects for human rights and economic development across the world.¹⁶ USAID was selected as a case study because, as one of the largest foreign aid/development agencies of its kind, it can set a precedent for gender inclusion in projects worldwide, and make impactful change for gender mainstreaming.

This case specifically explores the USAID 2023 Gender Equality and Women's Empowerment Policy (GEWEP), which is an umbrella policy for the agency, recognizing the key role of gender inclusion and equity in achieving development goals across a variety of sectors.¹⁷ The policy outlines the vision of USAID for achieving gender equality across different programs.

4. Findings

Through a review of these case studies, prevalent strategies for integrating gender considerations into blue food and fisheries policies and programs were identified. These findings are categorized into the three aforementioned research themes: collection and use of sex-disaggregated data for decision making, capacity building and strengthening for gender mainstreaming, and gender informed policy (Figure 1). These three research themes were identified as they directly respond to current gender equity challenges within Indonesia’s blue foods sector and provide holistic insights to gender-transformative policy from content to creation. A comprehensive analysis of each case study can be found in Appendices 2-7.

4a. Collection and Use of Sex-Disaggregated Data

Primarily, the case studies exemplify mechanisms which enable the accurate collection and use of sex-disaggregated data to inform blue food policies. The establishment of (1) baseline data requirements, (2) use of participatory data collection methods, (3) collection of data on

¹⁴ ADB, “Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant’s Report”, 2023.

¹⁵ Ministry of Fisheries and Livestock, Bangladesh Department of Fisheries. “Bangladesh Sustainable Coastal And Marine Fisheries Project (BSCMFP) Environmental And Social Management Framework (ESMF)” World Bank, 2018.

¹⁶ USAID, “U.S. Agency for International Development,” 2022.

¹⁷ USAID, “Gender Equality and Women’s Empowerment Policy”, 2023.

comprehensive gender-related topics, and (4) continuous data collection for monitoring and evaluation are key themes exemplified throughout the various cases studied.

Baseline Sex-Disaggregated Data Requirements

Across the case studies, the mandated collection of baseline sex-disaggregated data has been essential towards identifying pressing gender equity issues, impacts, and key affected stakeholders.

The Philippines CNFIDP, for example, was shaped by stakeholder consultations and surveys with various stakeholders from government, fisherfolk, and NGO entities, with over half of survey respondents being female and the majority of surveyed organizations reporting existing sex-disaggregated data collection within their operations.¹⁸

Moreover, all development assistance organizations which were studied enforce the collection of baseline sex-disaggregated data collection and gender analysis across all projects. Namely, the ADB, the World Bank, and USAID all require baseline sex-disaggregated data to facilitate problem identification, project targets, and indicator design.¹⁹ While government entities are responsible for the collection of data, these organizations provide technical assistance and support to national staff on data collection.

Here, enforcing baseline data collection within blue foods policies can be valuable towards informing relevant and targeted project design, and developing meaningful indicators to monitor progress towards gender equality goals.

Participatory Data Collection Methods: Focus Group Discussions and Randomized Interviews

Several case studies employ participatory data collection methods such as focus group discussions and randomized interviews.

Namely, the ADB's Cambodia Sustainable Coastal and Marine Fisheries Project (2022–2030) exemplifies the use of participatory data collection methods within the blue foods sector. The project conducted randomized interviews and several focus group discussions with men, women, and mixed-gender groups across all four Cambodian provinces targeted by the program.²⁰ In doing so, the project was able to gather community perspectives on topics such as gendered inequalities in participation in decision-making processes and the division of labor along the fisheries value chain in more detailed and personalized formats than from indirect survey methods.²¹

Similarly, the World Bank's Bangladesh Sustainable Coastal and Marine Fisheries Project

¹⁸ Philippines Bureau of Fisheries and Aquatic Resources. “Comprehensive National Fisheries Industry Development Plan 2021-2025.”, n.d.

¹⁹ ADB, “Guidelines for Gender Mainstreaming Categories of ADB Projects”, 2021; World Bank. “2024-2030 Gender Strategy: Accelerate Gender Equality for a Sustainable, Resilient, and Inclusive Future.” 2024.; USAID, “Gender Equality and Women’s Empowerment Policy”, 2023.

²⁰ ADB, “Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant’s Report”, 2023.

²¹ Ibid.

(2018–2025) utilized focus group discussions and behavioral surveys to strengthen and expand upon quantitative insights gathered from district, upzila, and village census data.²² Through these discussions, the project garnered data on socio-economic profiles, gender roles, access to resources, and factors affecting participation in fisheries management within the targeted communities.²³

Overall, participatory data collection methods including focus group discussions and in-depth interviews enable the collection of qualitative information in transparent and semi-structured formats. These methodologies help reveal the unique challenges and perspectives faced by women in the blue foods sector through sharing their insights in more personal settings, reflecting gender-based conditions which oftentimes cannot be captured in quantitative surveys alone, and enabling a nuanced understanding of gender dynamics in this field.

Comprehensive Data Collection Topics

The case studies demonstrate the collection of sex-disaggregated data on a comprehensive range of topics, including:

- Socio-economic profile, demographic, health, and education status of women
- Social and cultural gender roles
- Gender division of labor along the fisheries value chain
- Gendered differences in access and control of resources, and participation levels

Within the World Bank Bangladesh Sustainable Coastal and Marine Fisheries Project (2018–2025), data collection spanned topics including women’s health, education, and poverty status, access to resources including agricultural inputs, markets and technology, factors affecting men’s and women’s participation in leadership and entrepreneurship in the blue foods sector, and community perspectives regarding gender-based constraints in fisheries and aquaculture.²⁴

Likewise, USAID's 2023 GEWEP recommends the collection of sex-disaggregated data as it relates to other identities including ethnicity and religion to identify intersectionalities between gender inequalities and other determinants of social status.²⁵

Here, identifying an extensive range of topics for data collection fosters a holistic understanding of the complex challenges faced regarding women’s status, contributions, and concerns in the blue foods sector.

Interim and At-Exit Data Collection for Evaluation

Finally, the case studies depict the importance of continuous sex-disaggregated data collection within periodic evaluations and at-exit assessments.

²² Ministry of Fisheries and Livestock, Bangladesh Department of Fisheries. “Bangladesh Sustainable Coastal And Marine Fisheries Project (BSCMFP) Environmental And Social Management Framework (ESMF).” World Bank, 2018.

²³ Ibid.

²⁴ Ibid.

²⁵ USAID, “Gender Equality and Women’s Empowerment Policy”, 2023.

The ADB's "Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects" requires all projects to present sex-disaggregated data upon project completion to measure the achievement of gender performance indicators outlined in the project's design and monitoring framework and gender action plan.²⁶ Likewise, USAID's 2023 GEWEP enforces sex-disaggregated analysis of gender equality outcomes for all people-level standard and custom performance indicators.²⁷

Within the World Bank's Bangladesh Project, the establishment of a feedback mechanism and participation strategy for local community members enables the collection of continuous sex-disaggregated data on community perspectives, informing the effectiveness of project outcomes.²⁸

These practices underscore how sustained data collection can help track progress and inform achievement of gender equality targets within blue foods policies.

4b. Capacity Building and Strengthening for Gender Mainstreaming

The case studies highlight the crucial role of ensuring (1) ongoing and targeted training sessions, (2) sufficient budgeting and resource allocation, and (3) meaningful engagement with local stakeholders in capacity building for policymakers to enable gender mainstreaming in blue foods policies.

Ongoing and Targeted Training Sessions for Policymakers

The case studies all involve ongoing and topic-specific training sessions for project staff and policymakers to facilitate gender mainstreaming within policymaking.

Correspondence with Samantha Hung at ADB underscored the importance of topic-specific training on issues including gender-responsive budgeting and women's leadership to equip policymakers to prioritize gender equity issues in digestible and focused formats.²⁹ Moreover, the ADB's At-Exit Assessment Guidelines partially assess project performance based on the quantity and scope of gender training sessions, encouraging sustained capacity building efforts.³⁰

The World Bank's Gender Strategy (2024–2030) further demonstrates the importance of topic-specific training specifically about sex-disaggregated data. The Strategy recommends conducting training sessions which develop systematic methodologies for policymakers to translate and use sex-disaggregated data to inform actionable policies.³¹

²⁶ ADB, "Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects", 2022.

²⁷ USAID, "Gender Equality and Women's Empowerment Policy", 2023.

²⁸ Ministry of Fisheries and Livestock, Bangladesh Department of Fisheries. "Bangladesh Sustainable Coastal and Marine Fisheries Project (BSCMFP) Environmental And Social Management Framework (ESMF)". World Bank, 2018.

²⁹ Samantha Hung (Director of Gender Equality, Asian Development Bank (ADB)), personal communication, 06 May 2024.

³⁰ ADB, "Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects", 2022.

³¹ World Bank. "2024-2030 Gender Strategy: Accelerate Gender Equality for a Sustainable, Resilient, and Inclusive Future.", 2024.

USAID's GEWEP also requires ongoing capacity building for gender mainstreaming through mandating all USAID staff to participate in regular training on gender equality and women's empowerment.³² Although the Philippines CNFIDP does not explicitly mention policymaker training sessions, the participatory approach utilized in the plan development through consultations with government agencies, civil society organizations, academic institutions, and fisherfolk communities enabled long-term capacity building for policymakers through facilitating knowledge sharing amongst key stakeholders regarding gender equality issues in the fisheries sector.³³

Overall, through ensuring training for policymakers is continuous and intentionally designed to cover specific, comprehensive, and relevant topic areas (ex. gender-responsive budgeting, strategies to support women's leadership in targeted communities, sex-disaggregated data collection and use), capacity building for blue foods policymaking can make sustained impacts in building gender priorities within government stakeholders.

Budgeting and Resource Allocation for Capacity Building Actions

The case studies illustrate the value of sufficient budget and resource allocation to ensure the implementation of capacity building activities.

Both ADB's Cambodia Fisheries Project and the World Bank's Bangladesh Fisheries Project integrate capacity building costs into program budgets.³⁴ For example, ADB's Cambodia Fisheries Project explicitly identifies resources and budgeting needed to conduct study tours and gender equality awareness programs for policymakers and project staff, including expenses such as training staff salaries, food and transportation for participants, and educational materials.³⁵ Likewise, the World Bank project identifies specific budget allocation for training policymakers and conducting gender-related research to inform the project development.³⁶

Similarly, USAID's GEWEP requires all operating units to dedicate an annual budget to all Gender Key Issues, ensuring financial resources are available to support gender-related capacity building interventions.³⁷

Across these organizations, there is a strong commitment to ensuring adequate financial resources exist to support gender-responsive capacity building. By integrating resources and funding for capacity building for policymakers into policy development, blue foods policies can ensure the actualization of capacity building efforts.

³² USAID, "Gender Equality and Women's Empowerment Policy", 2023.

³³ Philippines Bureau of Fisheries and Aquatic Resources. "Comprehensive National Fisheries Industry Development Plan 2021–2025.", n.d.

³⁴ ADB, "Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant's Report", 2023.; Bangladesh Department of Fisheries. "Bangladesh Sustainable Coastal and Marine Fisheries Procurement Plan." World Bank, 2017.

³⁵ ADB, "Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant's Report", 2023.

³⁶ Bangladesh Department of Fisheries. "Bangladesh Sustainable Coastal and Marine Fisheries Procurement Plan." World Bank, 2017.

³⁷ USAID, "Gender Equality and Women's Empowerment Policy", 2023.

Engagement with Local Stakeholders to Inform Capacity Building Actions

The case studies reveal the importance of engaging with local stakeholders to inform the development and implementation of capacity building efforts.

When discussing the design of capacity building interventions, Samantha Hung from ADB emphasized the necessity of partnering with knowledgeable local stakeholders including civil society organizations and “gender champions” within national government staff who strongly value gender equity.³⁸ Through engaging these entities in spearheading training sessions for policymakers, capacity building interventions can be relevant to local contexts. Within ADB’s Cambodia Fisheries Project, for example, study tours and awareness programs were conducted in partnership with community fisheries organizations, ensuring that capacity building was responsive and informative regarding issues faced in the Cambodian fishing communities that the project worked with.³⁹

Moreover, USAID's 2023 GEWEP encourages policymaker engagement with local communities in the creation of gender equity targets, data collection and monitoring, and reporting on gender-related indicators.⁴⁰ This sustained engagement with local communities can be viewed as a form of direct, locally-informed capacity building through equipping policymakers to directly design and implement policies which prioritize local perspectives and knowledge.

Overall, intentional engagement with local stakeholders ensures that that training for blue foods policymakers is relevant and focused on the specific needs and issues experienced by community beneficiaries.

4c. Gender-Informed Policy

Through the review of these case studies, four key components emerged surrounding the successful development of gender-informed policy: (1) the Development of Gender Action Plans (GAP) and Gender Classification Systems, (2) Hiring National Program Staff for Monitoring and Evaluation of GAP Actions, (3) Budgeting and Resource Allocation for GAP Actions, and (4) The writing and publication of Progress Reports for Monitoring and Evaluation of GAP Actions. Implementing these methods in the development and writing of policy can aid with addressing gender issues throughout Indonesia’s Blue Foods sector.

Development of Gender Action Plans (GAP) and Gender Classification Systems

When making policies in any sector, many organizations prioritize the development of Gender Action Plans (GAPs) and Gender Classification Systems, as found through document review and interviewing. ADB specifically includes GAPs in all projects as a way to bring gender issues to the forefront of policy making throughout the process.

³⁸ Samantha Hung (Director of Gender Equality, Asian Development Bank (ADB)), personal communication, 06 May 2024.

³⁹ ADB, “Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant’s Report”, 2023.

⁴⁰ USAID, “Gender Equality and Women’s Empowerment Policy”, 2023.

Not all case studies use GAPs so ubiquitously—for example, in the Philippines case study, only one of the four action plans made as part of CNFIDP includes mention of gender—however, even if GAPs are not included in all projects or policies, they remain a key part of addressing gender issues through policy making.⁴¹

In particular, including specific metrics and key performance indicators within GAPs ensures that they remain focused, measurable, and actionable. *Figure 2* shows some of the various Key Performance Indicators (KPIs) used by different projects across case studies. In the Philippines CNFIDP, despite only mentioning gender in one action plan, the use of communication-related gender metrics and key performance indicators (see *Figure 5* in Appendix 2) are high-level, and likely to be impactful in addressing gender issues in the fisheries sector.

In addition to or in the absence of specific GAPs or KPIs, gender classification systems such as those done by the World Bank and ADB can flag gender inclusion and issues throughout project or policy development. The World Bank reviews all projects for gender inclusion and identifies gender gaps; most are then “gender tagged.” Gender tagging is part of the World Bank corporate scorecard for projects that meet the target of gender equality according to specific metrics.⁴² In the World Bank’s Bangladesh Fisheries project, the development of policy included a multi-step process involving both assessment and a GAP: first, the development of a policy checklist with key gender-mainstreaming considerations, followed by an initial gender assessment, followed by a gender action plan.⁴³

ADB uses a 4-tier gender categorization system in order to classify all projects according to their gender targets and themes. Each tier has a different level of requirements for GAP indicators:⁴⁴

- Category I: gender equity theme (GEN)
- Category II: effective gender mainstreaming (EGM)
- Category III: some gender elements (SGE)
- Category IV: no gender elements (NGE)

For projects that do not specifically address gender issues, having a gender action plan allows for gender issues to remain top-of-mind and for the plan to be accessible and relevant to female stakeholders.

⁴¹ Philippines Bureau of Fisheries and Aquatic Resources. “Comprehensive National Fisheries Industry Development Plan 2021-2025.”, n.d.

⁴² World Bank. “2024-2030 Gender Strategy: Accelerate Gender Equality for a Sustainable, Resilient, and Inclusive Future”, 2024.

⁴³ Bangladesh Department of Fisheries. “Bangladesh Sustainable Coastal and Marine Fisheries Procurement Plan.” World Bank, 2017.

⁴⁴ ADB, “Guidelines for Gender Mainstreaming Categories of ADB Projects”, 2021.

Key Performance Indicator/Metrics	Case Study
Number of value chain maps assessed in terms of gender sensitivity and responsiveness, number of gender and development issues identified, number of IEC (information, education and communication) materials developed and disseminated	Philippines National Government — Comprehensive National Fisheries Industry Development Plan (2021–2025) (CNFIDP)
Increased income, employment, and entrepreneurship, time saving and increased productivity, improved affordability.	World Bank — Bangladesh Sustainable Coastal and Marine Fisheries Project (2018–2025).
Women’s participation and empowerment, increased access to facilities and resources for women, gender-responsive infrastructure, training and literacy, the percentage of women in fisheries governance bodies, the number of women-owned enterprises in the value chain, the proportion of research grants for gender-related projects, and the reduction in women's time poverty and unpaid care work.	ADB — Cambodia Sustainable Coastal and Marine Fisheries Project (2022–2030)

Figure 2: Table of Example KPIs used in Gender Action Plans to measure progress (nonexhaustive list; intended to display primary topics of focus)

Hiring National Program Staff for Monitoring and Evaluation of GAP Actions

Having a gender advisor or other staff dedicated to achieving and evaluating targets outlined in organization GAPs helps ensure accountability and consistency in achieving GAP goals. Hiring a specialist staff member to focus on specific project plans in light of gender—including monitoring, data collection, project implementation, budgeting, reporting, and more—can be a vital component of making impactful, long-lasting gender-informed policy.

The hiring of gender specialist staff was common across all development assistance organization case studies. USAID requires that all Bureaus, Missions, Regional Missions, and Country Offices must hire, contract, or appoint a Gender Advisor with a minimum allocation of their overall time dedicated to work on gender equality and women’s empowerment.⁴⁵ ADB’s Cambodia Sustainable Coastal and Marine Fisheries Project (2022–2030) includes a national gender specialist responsible for gender action planning, budgeting, implementation, monitoring, and reporting.⁴⁶ This helps enforce and prioritize accurate data collection, monitoring, and reporting of GAP actions. The recruitment process for the specialist, including the job advertisement and required qualifications is outlined in detail in the project document,

⁴⁵ USAID, “Gender Equality and Women’s Empowerment Policy”, 2023.

⁴⁶ ADB, “Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant’s Report”, 2023.

highlighting the importance given to monitoring and evaluation. Furthermore, the specialist's salary is included in the project budget. The World Bank's Bangladesh Fisheries Project specifically outlines the plan to hire a gender specialist and national gender and social development expert for project management and monitoring.⁴⁷

Hiring staff specifically delegated for GAP activities allows women's issues to continue to be highlighted and addressed.

Budgeting and Resource Allocation for GAP Actions

Designating specific funding and resources for GAP objectives ensures that gender elements get addressed in a wide variety of projects and sectors, even those not directly connected to gender.

In review of case studies, development assistance organizations were found to be leaders in budgeting for GAP actions, nearly all set aside some level of funding for specific GAP objectives. The World Bank specifically allocated funding for staff gender specialists as a part of the overall budget for their Bangladesh Fisheries Project, and USAID's GEWEP plan requires that operating units attribute funding to all applicable Gender Key Issues (as identified by USAID) through each fiscal year. ADB specifically ties budgeting to their project GAPs and the KPIs within them—they have a procurement plan for all projects, which outlines budgeting for each indicator with GAP and resources needed.⁴⁸ For example, in the Cambodia Fisheries Project, ADB outlines the process for hiring gender specialists (ex. advertisement, qualifications needed) and integrates specialist salaries into the overall project budget. There are slight differences between funding organizations on how GAPs get funded depending on the specific organization's approach(es) and priorities, but overall, allocating specific funding for GAPs is a common thread between case studies.

Progress Reports for Monitoring and Evaluation of GAP Actions

Progress reports are a key tool to ensure policy implementation and continual monitoring for gender inclusion in policy. Including mandated progress reports, at regular time intervals and with comprehensive evaluation of indicators, within policy and GAP outlines can help inform progress and strengthen targets.

ADB at-exit project evaluation reports need to include varying levels of: summary and narrative analysis of DFM and GAP, project results, evaluation of quantitative and qualitative effectiveness of outcomes, ADB's accountability, lessons and recommendations.⁴⁹ The World Bank's Bangladesh Fisheries Project requires systematic follow-up on monitoring and reporting to ensure that policy reforms and gender actions are implemented. USAID's GEWEP policy states that USAID will generate a progress report to be used by administrators and the public to evaluate the systems and projects in place. Although the establishment of plans for monitoring and evaluation during plan creation is widely used by different case studies, The Philippines

⁴⁷ Bangladesh Department of Fisheries. "Bangladesh Sustainable Coastal and Marine Fisheries Procurement Plan." World Bank, 2017.

⁴⁸ ADB, "Guidelines for Gender Mainstreaming Categories of ADB Projects", 2021.

⁴⁹ ADB, "Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects", 2022.

CNFIDP had no clear explanation of continual updating or monitoring. However, the 2021–2025 version of CNFIDP was updated with data gathered as part of the 2016–2020, indicating some level of (potentially informal) evaluation.⁵⁰

Progress reports can be helpful in making sure plans continue to meet objectives, using metrics for key indicators. Progress reports provide a key connection between the three key research findings of gender inclusion: sex-disaggregated data, capacity building, and gender-informed policy. By enabling frequent monitoring and evaluation, progress reports ensure that these processes feed into each other for lasting change.

5. Key Takeaways

Ultimately, analyzing gender-informed policy strategies from government, development assistance, and foreign aid agencies reveals several approaches to promote gender equity in policy-making processes to guide challenges faced in the Indonesian blue foods sector.

Primarily, collecting comprehensive and consistent sex-disaggregated data through participatory methods provides an accurate representation of women's contributions and challenges within the sector. This data can ensure a more equitable distribution of benefits and increase women's visibility in the blue foods sector. Moreover, strengthened data collection can support economic development by offering insights on resource use and livelihood across the nation.

Secondly, these case studies highlight the importance of targeted, sufficiently funded, and community-engaged capacity building for policy-makers. This approach ensures that government stakeholders consistently prioritize and value gender equity throughout their decision-making processes in Indonesia's blue foods sector.

Finally, utilizing measurable performance indicators and regular monitoring systems can facilitate the transition from gender-neutral to gender-transformative policies which actively address women's inequities in access to resources and decision-making processes.

⁵⁰ Bureau of Fisheries and Aquatic Resources, “Comprehensive National Fisheries Industry Development Plan 2021–2025.” Philippines Bureau of Fisheries and Aquatic Resources, n.d.

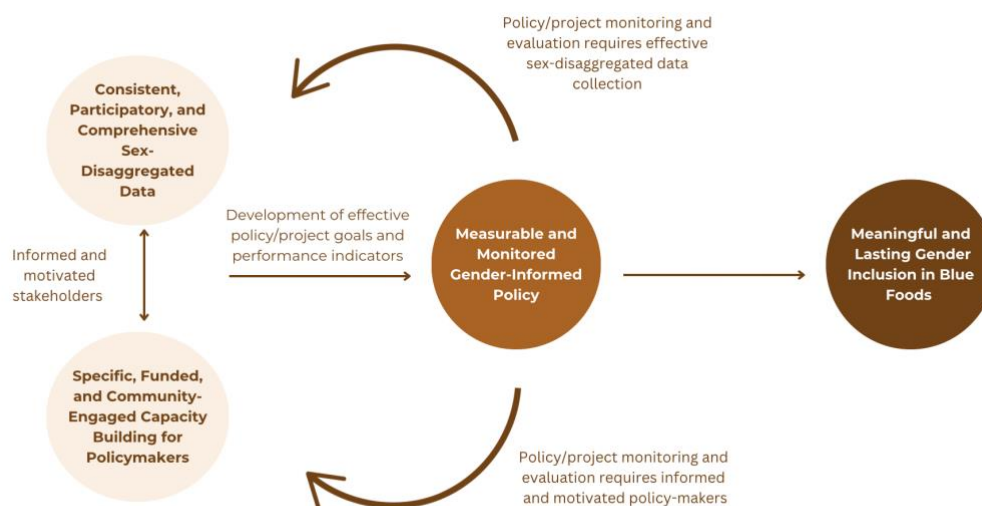


Figure 3: Circularity of Key Research Themes

As depicted in *Figure 3* above, continuous, participatory, and monitored collection of sex-disaggregated data, alongside sustained and specific capacity building for policymakers, can inform the development of measurable and monitored gender-informed policies.

These policies reinforce the importance of the first two principles, as effective gender-informed policies with specific performance indicators and clear monitoring and evaluation strategies necessitate consistent sex-disaggregated data collection and informed policymakers to facilitate this implementation and evaluation. Moreover, the first two principles inform each other, as effective capacity building for policymakers creates knowledgeable and motivated government stakeholders who are prepared to enforce sex-disaggregated data collection and use.

By prioritizing each of these principles, policymaking can create a self-reinforcing cycle that promotes long-term, effective gender inclusion in Indonesia's blue foods sector.

6. Conclusion

The results of this study on the inclusion of gender into Blue Foods policy can be distilled into three key findings that should be implemented and kept in mind to create lasting, impactful policy: (1) The Collection and Use of Sex-Disaggregated Data, (2) Capacity Building and Strengthening for Gender Mainstreaming, and (3) Gender-Informed Policy. Using three key case studies of the Philippine national government, development assistance organizations, and foreign aid organizations, we have understood how gender issues can be highlighted and addressed in the work of multiple different driving organizations. Drawing connections between these key findings can ensure that successful policy feeds into itself via constant evaluation and monitoring, thus promoting effective, long-term, and meaningful change for women in the Blue Foods sector. These findings may help BAPPENAS to implement policies in the Blue Foods sector in a way that is aware of and transformative for gender inclusion.

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8. Appendices

Appendix 1. Research Themes, Questions, and Methods

Figure 4: Table of Research Themes, Research Questions, and Methods

Research Theme	Guiding Research Questions	Research Methods
Collection and use of sex-disaggregated data for policy and decision-making	<ul style="list-style-type: none"> • What are sustainable mechanisms at the government level that ensure the collection and use of sex-disaggregated data? • What enables the successful collection and use of data, what challenges exist? • Who are the responsible parties within the government, and how is the collection and use streamlined across ministries? 	<ul style="list-style-type: none"> • Document review • Interviews with funding organizations, civil society and government officials
Gender mainstreaming capacity building for policy making	<ul style="list-style-type: none"> • What are best practices and lessons learned for capacity building and strengthening of gender mainstreaming for policymakers? • What mechanisms or instruments are needed to support sustained gender mainstreaming (laws, funding, etc.)? • What enables policymakers to value gender and incorporate a gender perspective to create gender-informed policy and support sustainable budgeting and sex-disaggregated data? 	<ul style="list-style-type: none"> • Document review • Interviews with funding organizations, civil society and government officials
Gender informed policy making	<ul style="list-style-type: none"> • What do gender-informed policies look like? • What enables the formation of gender-informed policies? • How do national level policies translate/bridge to the lower government levels, especially in more decentralized locations similar to Indonesia • What are the challenges to implementation when gender-informed policies are created? 	<ul style="list-style-type: none"> • Policy review • Interviews with funding organizations, civil society and government officials

Appendix 2. The Philippines Case Study

This case explores the gender dimensions of the Philippine Government's Comprehensive National Fisheries Industry Development Plan (2021–2025), hereafter referred to as CNFIDP 2021-2025.

Background into the Report

The Bureau of Fisheries and Aquatic Resources (BFAR) led the creation of CNFIDP 2021–2025. The plan builds on previous plans, combining the CNFIDP 2016–2020 and the Comprehensive National Fisheries Post-Harvest, Marketing, and Ancillary Industries Plan 2018–2022 while incorporating updated overarching Department of Agriculture strategies. Five sub-sectors are addressed in the plan, including 1) municipal fisheries (small-scale or sustenance fishers), 2) commercial fisheries, 3) aquaculture, 4) post-harvest, and 5) trade and marketing.

Collection and Use of Sex-Disaggregated Data and Capacity Building for Gender Mainstreaming

The plan's creation utilized a participatory approach through consultation with fisheries stakeholders. As part of the capacity-building process, a stakeholder analysis was created, and the following stakeholder groups were identified: civil society (NGOs, academia, church), government, fisherfolk, private sector, and development partners. The interests, perceived problems, resources, and mandates were identified for each group as part of the stakeholder analysis. BFAR utilized consultation workshops and a survey to gather information on the CNFIDP 2016–2020 from the identified stakeholder groups and used the results to shape the development of the updated plan for 2021–2025. More than half of the survey respondents were female, and most organizations surveyed reported having gender experts and sex-disaggregated data.

Gender-Informed Policy

The strategies and proposed action plans for the CNFIDP are divided into sub-sectoral components, which include 1) capture fisheries (municipal and commercial), 2) aquaculture, 3) post-harvest, and 4) trade and marketing. Action plans include sectoral strategies, key performance indicators (KPIs), and implementation mechanisms that specify the lead implementer, supporting implementer, and source of funds. Gender is only included in the action plan for the Fisheries Post-Harvest sector (see Figure 5) and not in any of the other sub-sector action plans. Gender is also included in the strategic communication section of the CNFIDP, where gender is specifically mentioned as an important aspect of the industry that needs communication. The proposed action plan for the Fisheries Post-Harvest sector includes the communication-related gender metric and key performance indicator (see Figure 5).

The CNFIDP 2021–2025 provides an example of a fisheries-based plan incorporating a gender perspective in the development and includes specific examples of gender-related goals and metrics. However, the plan only includes gender in the post-harvest sector and not in the strategies and proposed action plans for capture fisheries or aquaculture. It would be important to understand what drove this decision, such as gender analysis, sex-disaggregated data, or other

factors. While only three gender-related goals and associated KPIs are included in the post-harvest sector proposed action plan, they are high-level and exploratory and, if accomplished, would provide valuable insight into the role of women and gender issues across the fisheries value chain. This would allow for the further development and implementation of additional action plans around the findings.

The CNFIDP 2021–2025 must be implemented through governance mechanisms and in partnership with stakeholders. While the gender inputs in the proposed action plans represent important steps toward gender mainstreaming in policy, it will be important to know how the gender goals are being implemented and evaluated. As well as what enabled their implementation, what challenges were encountered, and any other lessons learned. Consultation with policymakers familiar with the CNFIDP 2021–2025 was not possible during this research, but future engagement would allow for gathering information on the creation and implementation of this plan as it relates to gender. Below is a list of key questions that could guide future engagement with policymakers:

- What influenced the inclusion of gender in the policy?
- What enabling factors supported the inclusion of gender?
- What challenges were encountered?
- Gender KPIs are only included in the post-harvest section and not the capture fisheries sector or the aquaculture sector; what was this decision based on (sex-disaggregated data, gender analysis, etc.)?
- How does this national plan translate down to the lower government levels? How do the action plans translate down and at what levels are the various items in the action plan executed?
- How have the gender and women-related aspects of the plan been operationalized during the implementation of the plan?
- Was budgeting applied to the action plan and the gender-related elements?
- How is the plan being evaluated? Specifically, how are KPIs evaluated and reported?

Figure 5. Gender Inputs into Sample Budget Proposal for Fisheries Post-Harvest Sector, adapted from Annex A of the CNFIDP 2021-2025

KEY AND SPECIFIC ACTION PLANS	Key Performance Indicators	Implementation Period / Budgetary Requirements					Implementation Mechanism		
		2021	2022	2023	2024	2025	Lead Implementer	Partner Implementers	Sources of Funds
Improve inclusiveness for all gender and circumstances along the value chain of the different fisheries commodities		2,500,000	2,500,000	2,500,000	2,500,000	2,500,000	BFAR	PS, NGO, HEI, LGU, DSWD, FI	DOST, DA-BAR, NGO
- Identify the gender roles in post-harvest fisheries establishments and facilities and provide equal benefits to all gender and circumstances	# of value chain maps assessed in terms of gender sensitivity & responsiveness								
- Evaluate the different fisheries supply chains to identify GAD issues and develop necessary action points	# of GAD issues identified								
- Conduct massive information dissemination campaigns that emphasize the role of women in fisheries post-harvest	# of IEC materials developed and disseminated								

Appendix 3. Asian Development Bank Case Study

This case explores gender-related considerations within the ADB through insights from correspondence with Samantha Hung, Director of the Gender Equality Division at ADB, alongside analysis of ADB's Guidelines for Gender Mainstreaming Categories of ADB Projects (2021), Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects (2022), and Cambodia Sustainable Coastal and Marine Fisheries Project (2022–2030).

Background into Reports and Interviews

The Asian Development Bank (ADB) demonstrates its dedication to advancing gender equity both within its organization-wide guidelines and fisheries-related operations. Correspondence with Samantha Hung provided overarching insight into ADB's gender-related initiatives and policy, guiding the document review.⁵¹ ADB's "Guidelines for Gender Mainstreaming Categories of ADB Projects" depicts the organization's four-tier gender categorization system (Category I: Gender Equity Theme (GEN); Category II: Effective Gender Mainstreaming (EGM); Category III: Some Gender Elements (SGE); and Category IV: No Gender Elements (NGE)), used to assess projects based on their degree of integration of gender equality principles, guiding ADB employees, project partners, and stakeholders in project development.⁵² Moreover, the "Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects" guide ADB and national staff on evaluating gender equality results, measuring the achievement of gender performance indicators within the project's design and monitoring framework (DMF) and gender action plan (GAP).⁵³ The project gender ratings are ultimately reported annually in the Development Effectiveness Review, and inform ADB's Corporate Results Framework (CRF) indicators.⁵⁴

Finally, the Cambodia Sustainable Coastal and Marine Fisheries Project (2022–2030) depicts an application of ADB's various gender related guidelines. The project, a part of ADB's Action Plan for Healthy Oceans and Sustainable Blue Economy, falls into Category II: Effective Gender Mainstreaming (EGM) and aims to facilitate the sustainability and resilience of coastal and marine fisheries within four coastal provinces in Cambodia.⁵⁵ Within the project, the primary gender-related targets include promoting women's economic empowerment, strengthening leadership roles, and balancing women's unpaid care work.⁵⁶ The project aims to benefit 25 Community Fisheries (CFi) organizations, spanning nearly 20,000 households and approximately 200,000 community members.⁵⁷

⁵¹ Samantha Hung (Director of Gender Equality, Asian Development Bank (ADB)), personal communication, 06 May 2024.

⁵² ADB, "Guidelines for Gender Mainstreaming Categories of ADB Projects", 2021.

⁵³ ADB, "Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects", 2022.

⁵⁴ ADB, "Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects", 2022.

⁵⁵ ADB, "Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant's Report", 2023.

⁵⁶ ADB, "Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant's Report", 2023.

⁵⁷ Ibid.

Collection and Use of Sex-Disaggregated Data

ADB places a strong emphasis on gathering and using sex-disaggregated data across all of its initiatives. Samantha Hung noted that baseline sex-disaggregated data is required across all ADB projects, and that ADB offers capacity building support for developing indicators and gathering data to national project staff.⁵⁸ The "Guidelines for Gender Mainstreaming Categories" requires a baseline gender analysis covering opportunities and constraints across all four project categorizations.⁵⁹ Additionally, the guidelines identify various examples of topics for data collection, including the volume and value of unpaid care, women's participation in decision-making positions, and women's risks and vulnerability to national climate change and natural disasters.⁶⁰ Furthermore, the At-Exit Assessment guidelines require interim and final reports of sex-disaggregated data used to assess success in meeting project goals across all four project categories.⁶¹

For example, the Cambodia Sustainable Coastal and Marine Fisheries Project (2022–2030) yields baseline sex-disaggregated data collection through participatory data collection methods. Specifically, the project conducted randomized interviews and several focus group discussions with men, women, and mixed-gender groups regarding pertinent topics including gender equality and decision-making participation, as well as gender division of labor along the fisheries value chain.⁶² This baseline sex-disaggregated data is updated regularly through quarterly progress reports, used to inform and update project targets.

Capacity Building and Strengthening for Gender Mainstreaming

ADB prioritizes strengthening and expanding capacity regarding gender priorities within national staff. Samantha Hung highlighted the importance of topic-specific training sessions for policymakers and project staff, focusing on topics such as gender-responsive budgeting and women's leadership in order to more effectively share information with policymakers and impact policy changes.⁶³ Furthermore, Samantha Hung emphasized the value of partnerships with knowledgeable local entities, such as civil society organizations or individuals, to conduct policymaker training.⁶⁴ Moreover, the significance of training and capacity building programs is emphasized within the At-Exit Assessment Guidelines, which evaluate a program's efficacy based on the quantity, scope, and topic areas of trainings completed.⁶⁵ The Cambodia Sustainable Coastal and Marine Fisheries Project manages study tours, gender equality and equity awareness-raising programs, and training on women's leadership from community fisheries organizations (CFIs), providing national project staff and policymakers opportunities to

⁵⁸ Samantha Hung (Director of Gender Equality, Asian Development Bank (ADB)), personal communication, 06 May 2024.

⁵⁹ ADB, "Guidelines for Gender Mainstreaming Categories of ADB Projects", 2021.

⁶⁰ *ibid.*

⁶¹ ADB, "Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects", 2022.

⁶² ADB, "Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant's Report, 2023.

⁶³ Samantha Hung (Director of Gender Equality, Asian Development Bank (ADB)), personal communication, 06 May 2024.

⁶⁴ *ibid.*

⁶⁵ ADB, "Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects", 2022.

strengthen knowledge and priorities of gender equity within their work.⁶⁶ The project also budgets for training staff, food for participants, transportation, and educational materials, ensuring opportunities for capacity building is effectively integrated into the project development.⁶⁷

Gender-Informed Policy

ADB promotes gender-informed policy through the development of Gender Action Plans (GAPs) for its projects, hosting data collection, training, and specific gender-related goals. The “Guidelines for Gender Mainstreaming Categories” emphasize the need for specified gender performance indicators and allocation of activities, resources, responsibilities, and timelines for implementation and monitoring of GAP indicators and targets across all project categories.⁶⁸ Additionally, gender activities and targets are not presented as separate results upon project completion. Instead, ADB’s At-Exit Assessment guidelines require final project reports to assess both the effectiveness of outcomes and the achievement of quantitative targets.⁶⁹ Depending on project classification, a comprehensive gender analysis must also be included in extended annual evaluation reports.⁷⁰

The GAP for the Cambodia Sustainable Coastal and Marine Fisheries Project hosts specific outputs, quantitative metrics, responsible parties, and implementation timeframes covering objectives across women's participation, community education and training, and infrastructure improvements within the main project outputs.⁷¹ Some examples of gender action plan objectives and indicators are highlighted in *Figure 6* below, which depicts an abridged version of the project’s GAP.⁷² Moreover, the employment of a national gender specialist for gender action planning, budgeting, implementation, monitoring, and reporting ensures enforcement of the GAP objectives. The hiring process for this specialist is outlined in detail, including the job advertisement, necessary qualifications, and integrating specialist salaries into project budgeting.⁷³

⁶⁶ ADB, “Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant’s Report, 2023.

⁶⁷ Ibid.

⁶⁸ ADB, “Guidelines for Gender Mainstreaming Categories of ADB Projects”, 2021.

⁶⁹ ADB, “Guidelines for the At-Exit Assessment of Gender Equality Results of ADB Projects”, 2022.

⁷⁰ Ibid.

⁷¹ ADB, “Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant’s Report, 2023.

⁷² ADB, “Cambodia Sustainable Coastal and Marine Fisheries Project: Technical Assistance Consultant’s Report, 2023.

⁷³ Ibid.

Figure 6: Example Abridged ADB Cambodia Sustainable Coastal and Marine Fisheries Project Gender Action Plan (2022–2030)

Gender Objectives	Activities/Indicators/ Targets	Responsibility	Timeframe
Output 1: Adaptive coastal and marine fisheries enhanced			
Promote gender equality in marine fisheries research and regulation	1.1.1 At least two of the research grants awarded to research studies on gender and coastal marine fisheries including recommendations to strengthen women’s position in the sector	FiA, GCWG, PMU, PPIU	2024–2028
Strengthen women’s leadership and decision in the community fisheries	1.2.2 At least 25% of marine community fisheries organization committee members are women (Baseline: 17%)	CFi, CPA, FiA, GCWG, PMU, PPIU	2023–2025
	1.2.3 At least 50% of all members of 25 community fisheries organizations and 15 community protected areas report increased knowledge on gender equality and women’s empowerment		2024–2026
Strengthen economic empowerment of women in fisheries	1.3.1 Socioeconomic transition programs formed 100 self-help groups, of which at least 50% are female self-help groups	FiA, PMU, PPIU, SHG	2025–2027

Appendix 4. World Bank Case Study

This case studies gender equity programs within the World Bank through insights from correspondence with World Bank gender specialists alongside document analysis of the World Bank's Gender Strategy (2024–2030) and Bangladesh Sustainable Coastal and Marine Fisheries Project (2018–2025).

Background into Reports and Interviews

Correspondence with World Bank gender specialists provided an overview of the World Bank's gender-related initiatives, guiding a document review of the World Bank's Gender Strategy (2024–2030).⁷⁴ The Strategy outlines six major goals for the organization - eradicating gender-based violence, developing human capital, increasing access to better jobs, increasing ownership of economic assets, improving service accessibility, and elevating women into leadership roles - and steps to achieve them across organizational operations.⁷⁵ The Strategy prioritizes data-driven and locally initiated solutions and strives to ensure accountability for gender outcomes in project implementation.⁷⁶ The Bangladesh Sustainable Coastal and Marine Fisheries Project (2018–2025) exemplifies these gender equity priorities, working to support poverty reduction and the environmental sustainability of coastal and marine fisheries in Bangladesh through strengthening infrastructure, financial support, and community fisheries management practices.⁷⁷

Collection and Use of Sex-Disaggregated Data

The World Bank places sex-disaggregated data at the core of its projects, centering sex-disaggregated data collection in problem development, project design, and indicator development. Government entities are responsible for the collection of baseline data for World Bank projects, with World Bank staff providing technical assistance on data collection.⁷⁸ The Bangladesh Sustainable Coastal and Marine Fisheries Project (2018–2025) utilizes various data collection methods, including district, upzila, and village census data, focus group discussions, behavioral surveys, and observation.⁷⁹ The project primarily relies on these participatory data collection methodologies and qualitative information on topics spanning socio-economic profiles, gender roles, access to resources, and factors affecting participation.⁸⁰ Additionally, this project integrates sex-disaggregated data into project monitoring through developing a feedback mechanism and participation strategy by which data on community member perspectives are regularly collected to inform project targets and progress.⁸¹

⁷⁴ World Bank Staff, personal communication, 10 May 2024.

⁷⁵ World Bank. “2024-2030 Gender Strategy: Accelerate Gender Equality for a Sustainable, Resilient, and Inclusive Future.”, 2024.

⁷⁶ *ibid.*

⁷⁷ Ministry of Fisheries and Livestock, Bangladesh Department of Fisheries. “Bangladesh Sustainable Coastal And Marine Fisheries Project (BSCMFP) Environmental And Social Management Framework (ESMF).” World Bank, 2018.

⁷⁸ World Bank Staff, personal communication, 10 May 2024.

⁷⁹ Ministry of Fisheries and Livestock, Bangladesh Department of Fisheries. “Bangladesh Sustainable Coastal And Marine Fisheries Project (BSCMFP) Environmental And Social Management Framework (ESMF).” World Bank, 2018.

⁸⁰ *Ibid.*

⁸¹ *Ibid.*

Capacity Building and Strengthening for Gender Mainstreaming

Moreover, correspondence with World Bank representatives demonstrated that capacity building for policymakers is crucial in order to translate collected sex-disaggregated data into action, utilizing policymaker training sessions to establish common methodologies and systematic approaches to using data collected from multiple sources, such as sectoral ministries, NGOs, statistical bureaus, and gender ministries, in policymaking.⁸² The World Bank's Gender Strategy (2024–2030) echoes this priority for capacity building to use gender data, alongside capacity building to equip clients in the public and private sectors with ownership and commitment to gender equity priorities.⁸³ The Bangladesh Sustainable Coastal and Marine Fisheries Project (2018–2025) exemplifies these priorities through integrating the training of policymakers into its gender action plan priorities and ensuring adequate and flexible budgeting for training.⁸⁴

Gender-Informed Policy

The majority of World Bank projects are "gender tagged," a classification system which enables the World Bank to evaluate all projects for gender inclusion and identify projects that meet the target of gender equality principles.⁸⁵ This system encourages gender considerations as fundamental to project development within Public Expenditure Reviews, Poverty Assessments, Country Climate and Development Reports, Risk and Resilience Assessments, and Country Economic Memoranda in order to adhere to the gender tag.⁸⁶

The Bangladesh Sustainable Coastal and Marine Fisheries Project (2018–2025) demonstrates the implementation of gender-informed policies through three key reports: an initial gender assessment, a gender action plan, and a policy note.⁸⁷ The initial gender assessment informs the project design, utilizing sex-disaggregated data to identify project context and predominant gender-related issues.⁸⁸ For example, data collection spanned topics including the presence of women in decision-making forums, gender-based division of labor, existing capacity building and training sessions for implementing agencies, and whether stakeholder consultation exists in current policy development.⁸⁹ Subsequently, the gender action plan uses indicators to enforce measurable progress towards gender targets, such as increased income, employment, community leadership positions, time, and affordability for women in the communities targeted by the project.⁹⁰ The project also includes monitoring and evaluation of the gender action plan through

⁸² World Bank Staff, personal communication, 10 May 2024.

⁸³ World Bank. "2024-2030 Gender Strategy: Accelerate Gender Equality for a Sustainable, Resilient, and Inclusive Future.", 2024.

⁸⁴ Bangladesh Department of Fisheries. "Bangladesh Sustainable Coastal and Marine Fisheries Procurement Plan." World Bank, 1-7, 2017.

⁸⁵ World Bank Staff, personal communication, 10 May 2024.

⁸⁶ Ibid.

⁸⁷ Ministry of Fisheries and Livestock, Bangladesh Department of Fisheries. "Bangladesh Sustainable Coastal And Marine Fisheries Project (BSCMFP) Environmental And Social Management Framework (ESMF)". World Bank, 2018.

⁸⁸ Ministry of Fisheries and Livestock, Bangladesh Department of Fisheries. "Bangladesh Sustainable Coastal And Marine Fisheries Project (BSCMFP) Environmental And Social Management Framework (ESMF)". World Bank, 2018.

⁸⁹ Ibid.

⁹⁰ Ibid.

a feedback mechanism and a participation strategy for the involvement of men and women in planning, training, and staffing.⁹¹ Finally, a dedicated gender specialist and national gender and social development expert are integrated within the gender action plan to monitor the project, with funding integrated into budgeting.⁹²

Appendix 5. United States Agency for International Development Case Study

This case supplies a more detailed analysis of the USAID case study on the 2023 Gender Equality and Women's Empowerment Policy, hereafter referred to as GEWEP.

Background into Reports

This plan establishes the main objectives of USAID in advancing gender equality worldwide, and it outlines the standards and requirements that missions and programs must meet when funded by USAID. The plan is guided by eight key principles: Intersectional, integrated, transformative, collaborative, locally led, collaborative, do no harm, accountable.

Within the GEWEP lie three key USAID policies that are most relevant to the management of fisheries: *the Women's Entrepreneurship and Economic Empowerment Act (WEEE Act of 2018)*, *the U.S. Global Women's Economic Security Strategy (2022)*, and *the U.S. National Strategy on Gender Equity and Equality (2021)*.

Collection and Use of Sex-Disaggregated Data

USAID requires that a context-specific gender analysis is done before or during the design of any country strategy, project, or activity, with the aim of understanding what gender inequalities exist and how they can be addressed. GEWEP also requires that technical teams and program offices must reflect the findings of these analyses throughout each stage of project design and implementation and references further guidance documents to partners and the USAID workforce about specifically how to conduct analysis and incorporate findings into their programs.⁹³

USAID requires that all people-level standard and custom performance indicators must be sex-disaggregated. Furthermore, the GEWEP policy encourages other demographic data to be collected to understand how intersecting identities play a role in shaping inequalities. Addressing gender as a multidimensional facet that intersects with social status, religion, ethnicity, and more can be central in effective fisheries management.

Capacity Building and Strengthening for Gender Mainstreaming

⁹¹ Ibid.

⁹² Ibid.

⁹³ USAID, "Gender Equality and Women's Empowerment Policy", 2023.

Under GEWEP, USAID requires their workforce to participate in mandatory courses/training on gender equality and women’s empowerment and encourages community partners to submit Gender Plans of Action for each project to ensure that they are monitoring and addressing gender (in)equality in their work. The GEWEP plan also requires that operating units attribute funding to all applicable Gender Key Issues (as identified by USAID) through each fiscal year. Operating Units must also work directly with implementing partners to collect monitoring data and report on standard indicators surrounding gender issues.⁹⁴

Gender-Informed Policy

To ensure lasting, long-term action that continually addresses the most pressing gender inequality issues, GEWEP states that USAID will generate a progress report to be used by administrators and the public to evaluate the systems and projects in place. Furthermore, GEWEP requires all USAID-associated Bureaus, Missions, Regional Missions, and Country Offices must hire, contract, or appoint a Gender Advisor to dedicate time to issues of gender equality. USAID systems continually emphasize the need for systems of monitoring and progress-checking through any strategy and project implemented.⁹⁵

⁹⁴ USAID, “Gender Equality and Women’s Empowerment Policy”, 2023.

⁹⁵ Ibid.