

THE EAST ASIAN SEAS CONGRESS



## Charting a New Decade of Healthy Oceans, People and Economies

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### Collab 2

## Mainstreaming Gender and Social Inclusion in Fishery and Marine Sector in the Arafura and Timor Seas Region

10 June 2021, 9:00 AM - 11:30 AM (GMT+7)  
Online via Zoom

### ORGANIZERS:



United Nations Development  
Programme (UNDP)



Global Marine Commodities



Arafura & Timor Seas  
Ecosystem Action  
Phase II

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### PROCEEDINGS

#### 1. EXECUTIVE SUMMARY

The Arafura-Timor Seas Ecosystem Action Program Phase 2 (ATSEA-2) Live Webinar of Mainstreaming Gender and Social Inclusion in Fishery and Marine Sector in the Arafura and Timor Seas Region was conducted via live YouTube on 10 June 2021.

Ms. Thea Arcella Bohol, ATSEA GESI Specialist, welcomed participants to the workshop on behalf of the ATSEA-2 project. Ms. Bohol informed that speakers and panelists of this webinar come from various areas of expertise, including government officials, civil society, the private sector, and research institutes. One hundred and fifty-four participants from different countries, including Indonesia, Timor Leste, the Philippines, Papua New, Australia, Cambodia, and Japan, attended the webinar. The webinar also celebrated World Ocean Day under the theme the ocean Life and Livelihood. This webinar response to the call for a more inclusive approach to reducing vulnerability in the fisheries and marine sector, particularly for women and minorities. The webinar seeks to answer how to apply further gender and social inclusion in the fisheries sector to ensure that minorities and women roles are appreciated and could also participate in sustainable fisheries marine management.

Ms. Yayan Hikmayani, S.Pi., M.Si. officially opened the event on behalf of the Ministry of Marine Affairs and Fisheries (MMAF). Ms. Hikmayani shared the gender discourse history since the early development in the seventies. In 1995, Indonesia issued presidential instruction no.9/1995 on mainstreaming gender in development. According to this regulation, gender should be an integral part of development processes to ensure men and women receive equal rights. The ministry has developed gender working groups and conducted several programs. The latest work was the development of the Gender Development Index (GDI) in 2020. The index can be used as the basis to examine men and women’s position in marine and fisheries sector and the formulation of future policies and regulations. Five panelists presented a wide range of gender and social inclusion issues, from the overall concept of GESI to GESI approach at the project level to the impact of Covid-19 on women and fisheries.

Ms. Yenny Widjaja of UNDP stressed the importance of gender mainstreaming. However, the social inclusion concept offers a more comprehensive approach to project implementation. Ms. Karen Hildahl of UNDP pointed that ideally, there should be more than one focal point at the project level to fully

incorporate gender into project day-to-day activities. Ms. Kusni Setyowati, Director of PT. Kelola Laut Indonesia provides an insight into private sector experience in working with the community including women in fisheries product processing. Proper procedures and hygiene training should be provided due to the fragility of fisheries products.

Mr. Dedi Supriadi Adhuri of Research Center for Society and Culture, Indonesian Institute of Sciences suggested that a project can achieve better results when working with women organizations compare to working on an individual level. Participation of women, men, and minority is vital in any decision-making, and access is available to related resources to ensure an inclusive process. There should also be an increased awareness on cross-sectional of gender, climate change, and marine protection.

## **2. KEY MESSAGES FROM PRESENTATIONS**

### **2.1 Ms. Yenny Widjaja, Mainstreaming Gender and Social Inclusion presentation at UNDP Programs in Indonesia (GESI)**

UNDP has been using intersectionality-based analysis to mainstream Gender and Social Inclusion in project development. The strategy is to enable women and men's concern and experience, an integral dimension of the project's design, implementation, and evaluation of policies and programs with the ultimate goal is to achieve Gender Equality. This approach provides more comprehensive information where data is obtained not only on discrimination but also on socio-economic status, governance, shock and fragility, and geography.

UNDP Indonesia worked on seven integrated strategies to mainstream GESI, including (1) Country office gender architecture - Strong management systems and accountability mechanisms, (2) Systematic investment in building in-house capacities, (3) An enabling internal environment, (4) Effective systems for knowledge management and communication, (5) Effective integration of gender concerns into the program/project cycle, (6) Partnerships with other actors for gender equality inside and outside the UN System, and (7) Achievement of sustainable gender equality results. GESI required a multiple-track strategy for achieving gender equality and women's empowerment, a combination of "integration of gender into programming" and "focused/targeted intervention for specific groups (LNOB). It must be understood that not a "one-size-fits-all." It should target the ultimate goal of 'transforming' harmful norms, at various levels (policy, community, individual), with a direct (project/intervention) or indirect (research, data collection, knowledge sharing) approach.

GESI should present along the project pipeline from design, start-up, implementation, and Monitoring and Evaluation. UNDP has developed several measures to ensure GESI, including by (1) Segregated capacity women and men, (2) Segregated roles in Household and community levels, (3) Access and control over resources (financial, Fisheries equipment, markets), (4) Perception on culture upon gender roles and position, (5) Gender equal benefits, (6) Gender participation, (7) Policy reservation to support women's participation and leadership, and (8) Key Stakeholders engagement.

GESI is expected to transform individual and policy interventions through a gender-sensitive, responsive, and transformative approach. ATSEA 2 project also has Gender-Sensitive Activities, for example, in Rote

Ndao, where the project strengthens women's seaweed farmers related to Financial and business management and supports Integrated Coastal Management in responding to climate adaptation and marine pollution risk in the community. In Merauke, the project strengthens women's role in supporting the sustainable fisheries program and the marine protected area in Kolepom Island. The project also strengthens the women's forum customary law in the involvement of marine and fisheries management decision and strengthen the women's role in supporting the sustainable fisheries program in Aru Islands.

Building gender commitments into concrete actions can be done by developing (1) Gender-sensitive baseline, indicators, outputs, (2) Gender Action Plans, (3) Available Policy supports, (4) Tracking gender budget and expenditure, (5) Available Gender Experts (6) Systematic gender and social inclusion into project cycle, (7) GESI-sensitive organizational/institutional architecture.

## **2.2 Ms. Alda Sousa Lemos da Rosa, Intersectionality of gender, social inclusion, coastal resource management, Marine Protection, and Climate Change**

Ms. Lemos da Rosa identified various ways in which climate change affects women and men dependent on the fisheries sector, including farming, raising, work for the owner or profit-sharing system, and household small-business.

Ms. Lemos da Rosa stressed the importance of considering the cross-cutting issues between gender in marine protection and climate change adaptation, including the equal access and ability of all gender to participate and influence decision-making. As the center of development, gender should benefit equally and inclusively. Women have proven to be leading the way towards more equitable and sustainable solutions to climate change.

Inclusion of a meaningful range of interventions to add gender and social inclusion issues can be done through Government interventions such as support equipment for gender groups, capacity building and involving women and men in various activities, support project activities in the marine sector, facilitate by providing credit with a small move to small businesses through microcredit. Development partners can also participate in gender inclusion by providing capacity building and equipment support.

## **2.3 Ms. Karen Karen Hildahl of UNDP Ecuador presented the experience of the Global Marine Commodities Project (GMC) titled A Gender Perspective in FIPs and Multi-stakeholder Collaboration**

The project works in 4 countries, including Indonesia, Costa Rica, Ecuador, and the Philippines, with the project duration from 2017 to November 2021. The project's overall objective is to mainstream sustainability into seafood supply chains through market and policy mechanisms and partnerships with the overarching goal of rebuilding and protecting fish stocks and livelihoods.

The project work under two strategies, including market incentives and governance. The project established multi-stakeholder collaboration (MSC), a platform that enables discussion of the related actors including fisher folks, producers, buyers, exporters, retailers, government, CSOs, and Academia.

The project also looks at a gender perspective in the fishery supply chain from fishing, landing, and trading, processing, and export. MSC can be done in 4 areas, including (1) Understanding gender in the fishery supply chain, (2) Increased awareness of the need for a gender perspective in sustainable fisheries management, (3) Increase women's representation and influence, and (4) Gender issues adequately addressed in processes, plans and actions.

#### **2.4 Ms. Kusni Setyowati, Director of PT. Kelola Laut Indonesia delivered a presentation on Economic Growth and how it works in the community**

Ms. Setyowati provided brief information about PT. Kelola Laut Indonesia. Indonesia has high potentials in natural resources with abundant biodiversity in marine and forestry. Arafura Islands and its seas are nursery and fishing ground of some economic species with high market value including cephalopods such as loligo squid, crustaceans such as mud crab (*Syllida cerata*), Demersal fish such as Snapper, Grouper, Emperor, and others reef fish, and pelagic fish such as Kingfish and Indian Mackerel. The species can be found in large quantities.

Market demand is high for a variety of frozen products, including cephalopods (whole round squid, whole clean squid, squid ring), crustaceans (half-cut mud crab), demersal fish (scarlet snapper fillet natural and portion cut skin on, grouper fillet skinless natural or portion-cut skinless, emperor fillet natural and portion-cut skinless), pelagic fish (Indian mackerel whole or gutted, and Spanish mackerel cutlet).

The price varies depending on the grade quality and values, such as live fish, chilled fish, frozen fish, or dried and salted fish. The processing follows the HACCP food safety standard and quality assurance management.

Community and social inclusion should be done by involving the community in manufacture to obtain a high-value product. It can be done by (1) Coaching the community on handling raw material to maintain quality, (2) Increasing the community's knowledge on grading up the quality, (3) Improving the community's skills on producing Finish Goods with high quality, and (4) Having the community committed to food safety management by following the rules of Good Manufacturing Practices.

Sustainability can be achieved through appropriate steps, including (1) Good Manufacturing Practices with high-quality products, (2) Community empowerment to provide high skills and earn a good profit, and (3) Build the community's commitment to maintaining the ecology.

#### **2.5 Dr. Dedi Supriadi Adhuri of Research Center for Society and Culture, Indonesian Institute of Sciences, delivered a presentation on The Impacts of Covid-19 to Women Fishers and Coastal Communities in Indonesia (Special Attention to ATS Region)**

The study examined women's roles in Indonesian fisheries. Mr. Dedi shared some insights on women's involvement based on fisheries practices in Aceh, Riau, Semarang, Probolinggo, Lombok, Sumbawa, Bitung, and Papua. Women are involved in fisheries predominantly in the post-harvest process and trading. In some areas, women also take part in the production stage, such as preparing fishing gears, equipment, and materials. In some areas, women are also investors who provide financial resources to

cover the fishing costs. In Papua, women play a critical role in passing on the knowledge of fishing to their kids.

The study also collected data of covid-19 impacts on fisheries, women fishers, and their responses. Data were collected from Aceh, North Sumatra, Lampung, North Kalimantan, Riau, Jakarta, Banten, West Java, East Java, North Nusa Tenggara, Maluku, West Nusa Tenggara, Central Java and North Maluku. The study identified several impacts: the decrease of fish price from 10-60% for domestic and international markets, suspension of fish export, and the difficulty of selling fish products. With local market activities being limited, fish has to be sold directly in the market at a lower price due to no intermediate buyer (collector) and closing of the fish factory.

In response to the Covid-19 situation, Persaudaraan Perempuan Nelayan Indonesia (Indonesian Fisher Women Association) carried out short and long-term programs. The organization's goals are to empower fisherwomen, increase awareness, support gender equity, establish centers for women and children victims of domestic violence, and support women to be financially independent. Local representatives offices can be found in Central Java, North Sumatra, Lampung, Jakarta, West Java, East Java, Southeast Sulawesi, North Sulawesi, West Nusa Tenggara, and East Nusa Tenggara

Several actions have been conducted as part of short-term response to Covid-19, including production and distribution of masks. In addition, foods were distributed for free as part of the program to assist communities impacted by Covid-19. The woman organization also initiated online marketing and post-harvest activities as part of a long-term response.

Mr. Adhuri suggested that a significant impact can be achieved when the project works with women's organizations rather than individual women.

### **3. OPEN FORUM**

The floor was opened for questions from the attendees of the webinar. The attendees' interest in gender and social inclusion spurred a series of discussions as summarized below:

**QUESTION 1:** What is the impact on fishermen on islands where the rate of Covid-19 is low? Is there any downturn from the economic point of view?

**Mr. Adhuri:** The most apparent impact is on marketing fish products. If the fish is for the local market, the effect is low. However, if the fish is for the international market (export), the impact is quite significant.

**QUESTION 2:** Are there any multiple burdens on women in fisheries due to Covid?

**Mr. Adhuri:** Yes, besides the marketing and post-processing roles, women are also involved in managing the financial aspect of fishing to cover the operational cost such as gasoline, etc. There were cases where women have to borrow money so that their husbands can continue to catch fish.

**QUESTION 3:** Question to UNDP speaker. Because of COVID-19, a lot of information and discussion are now conducted online. But many stakeholders on the ground do not have access to such facilities. What options or strategies can UNDP offer to projects like ATSEA-2 or the governments to ensure inclusion is being addressed despite the limitation?

**Ms. Hildahl:** This is a huge challenge during the Covid-19 pandemic. Ideally, we work with partners on the ground to provide access to the facilities where computers, laptops, and other supporting equipment are available. We can do surveys through phone calls to continue project coordination.

**Ms. Widjaja:** Social restriction limits our mobilizations. Our experience in UNDP-ID was that we re-design or re-adjust our strategies and approaches. The project now works more locally on community-based organizations with sufficient safety and standard protocols for Covid-19 before they conducted the work. Some projects also distribute health Protection Prevention Equipment (PPE) such as masks to project beneficiaries. We also exercised virtual gender analysis and surveys.

**Ms. Bohol:** Hiring local staff and using practical tools such as a COCO toolbox that we can use without a phone signal is also useful for gathering data.

**QUESTION 4:** Question to Ms. Hildahl: based on GMS's experience, how big is the difference between the baseline to the current status in terms of percentage on women's engagement or the key impact that you have observed as the result of GMS's initiatives?

**Ms. Hildahl:** We don't have the number in percentage. The significant impact is to include gender objectives and indicators in fisheries management and action plans. In addition, the project increases the awareness of related actors on how important it is to have a gender perspective in fisheries management.

**Jensi Sartin, UNDP:** In our experience, there is good progress related to improved awareness in the general public. In the project, we try to increase women's participation in the various discourse on fisheries, including ensuring the gender aspect is well-considered and incorporated in the fisheries management plan.

**QUESTION 5:** What does intersectionality mean? Is it women's participation and access dependent on fisheries, or women of minority religious groups in fisheries? Is being inclusive time-consuming and requires additional resources? What are the boundaries to engage more?

**Ms. Bohol:** intersectionality is the interconnected nature of gender, effect of climate change, marine protection, etc. There are overlapping concerns such as crisis and disaster, which tend to aggravate existing inequality. So climate crisis will result in more gender and inclusion issues. Being inclusive does not necessarily mean more time-consuming. The more inclusive the intervention is, the more sustainable it is as it involves all the relevant stakeholders.

**QUESTION 6:** Question to CTI-CFF speaker: How is CTI-CFF women's leader forum influencing or providing gender-related recommendations and policy guidance to higher-level decision making in CTI-CFF's mechanism?

**Ms. Da Rosa:** the most common challenge faced so far is putting together the women and men when we implement the activities because women have many activities at home.

**QUESTION 7:** What are the most common challenges among the ATSEA countries vis-a-vis gender and social inclusion initiatives?

**Ms. Yeni Widjaja:** The work of the ATSEA 2 project in Indonesia is not always about building the technical fisheries skills, management, or system. More than that, we work with both men and women. Project target is not only about policy influencing policy but also with the people. In the framework of gender mainstreaming, this could be the real challenge. We touch upon the cultural norm at the fisheries society in Indonesia, where fisheries and marine management culture is still masculine. At a certain point in the supply chain, the process and the role are still dominated by men because of the persistent gender stereotype. Another challenge is also in project capacity in understanding gender and social inclusion. We might be already familiar with gender but perhaps not yet fully understand social inclusion, reserve applicable measures for social inclusion, benchmarks/indicators, and the supporting infrastructures, for example.

**QUESTION 8:** Previously, you mentioned promoting women's role in the fisheries industry. One of the many ways is increasing women's representation and influence. But often, the biggest challenge comes from the women themselves. The ones who work in the field are usually less confident to be involved in such things. Would you elaborate more details on how do you manage a practical approach to these women?

**Ms. Hildahl:** An ideal action to take in this case is to provide capacity building and training sessions for women to build confidence. It may also be important to strengthen women actor's capacities to encourage their participation in public domain activities such as communication and negotiation skills and information about public policy and fisheries management.

**Jensi Sartin:** In UNDP, our [case study](#) finds several recommendations: (1) changing stakeholder's perception of women role in sustainable fisheries, (2) promoting sex-disaggregated information for actors along the value chain and the contribution of each group of actors by sex, (3) developing gender-responsive action and indicators, and (4) ensuring representation and active participation of men and women at all stages. The recommendations include capacity building (communication, negotiation, decision-making, public policy, etc.) of women who are key actors to participate in public domain activities.

**QUESTION 9:** You highlighted the need to engage the community stronger. In your company's experience, what support, if any, or collaboration do you have with national or local government to ensure better community engagement with the private sector?

**Ms. Kusni:** Fisheries industry work under the strict operational procedure of Food Safety Programs, HACCP, and Quality Assurance Management. A government institution issues the HACCP certificate. In Juwana, the company works with the community by providing capacity building. For example, the company taught ten people in the village about post-harvest of fish products with proper hygiene, sanitation, and package the product. Now, the company has 100 people under the program.



**QUESTION 10:** Based on the various discussion earlier, where do we see the LGBTQ's role in the picture of inclusivity?

**Ms. Yeni:** GESI is not only focused on the result but also the process. No one size fits all; it depends on where the project is working and our mandated group/ beneficiaries. Important to observed if culture has accepted LGBTQ. Especially in Indonesia, there will be pros and cons. Specific measures and actions have to be gender-sensitive. LGBTQ should be included in social inclusion. It is important to look beyond men and women and collect in-depth information on their identity and characteristics.

**Ms. Karen:** Yes, it should be taken into consideration. Every initiative and program has the potential to increase the gap. It is crucial to incorporate GESI to reduce this gap and promote GESI. It is vital for inclusion and diversity.

**Ms. Bohol:** Different country, different culture. No one size fits all. It requires a different approach. No study conducted so far on LGBTQ on how their needs are on the issues.

#### **4. CLOSING REMARKS**

**Mr. Celestino da Cunha Barreto,** National Director of Fisheries of Timor Leste's Ministry of Agriculture and Fisheries, officially closed the webinar.


Mr. Barreto Acknowledged ATSEA 2 project as the facilitator of the related stakeholders to share experiences on Gender Mainstreaming and Social Inclusion in the Fisheries and Marine Sector in the Arafura and Timor Seas Regions. Gender discussion enables stakeholders to determine the involvement of women and men in fisheries and marine development which in turn leads to sustainable fisheries and marine resources management. It will promote sustainable development of the Arafura and Timor Seas region to improve the quality of life of its inhabitants through conservation and sustainable management of marine coastal ecosystem.


## **ANNEX 1. WEBINAR AGENDA, PRESENTATION MATERIALS, AND RECORDING**



### Program Flow | 10 June

- 7:00 Technicals – Moremedia Team, ATSEA and GMC Team
- 8:00 Opening of waiting room
- 9:00 Welcome | Moderator: **Ms. Thea Arcella Bohol**
  - Acknowledge participants from different countries, ministries, etc
  - Mention objectives of the Webinar
- 9:05 Opening remark from government of Indonesia from **Prof. Sjarief Widjaja, PhD**
- 9:15 ATSEA2 and GMC Videos
  - Segue Moderator
- 9:30 **Ms. Alda Sousa Lemos da Rosa**
  - Intersectionality of gender, social inclusion, coastal resource management marine protection, and climate change
- 9:42 **Ms Yenny Widjaja**
  - Experiences in mainstreaming gender and inclusion
- 9:55 Segue Moderator
  
- 10:00 **Ms. Karen Hildahl**
  - Learnings from mainstreaming gender and social inclusion in FIP and multisectoral coordination
- 10:15 Q&A
- 10:25 **Ms. Kusni Setyowati**
  - Role of women and minorities in fisheries value chain, the case from Aru
- 10:40 Q&A
- 10:50 **Dr. Dedi Adhuri**
  - Impact of COVID 19 on women and minorities in the fisheries sector.
- 11:05 Q&A
- 11:20 Closing remark by **Dr. Celestino de Cunha Barreto**
- *Thank participants. Good bye. Feedback form*

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Presentation materials can be accessed [here](#) while the recording of the webinar can be found [here](#).