Pacific Community
Communauté du Pacifique

Pacific handbook for
human rights, gender equity
and social inclusion
in tuna industries

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MODULE 2

Monitoring, evaluation and learning (MEL) and social analysis

Pacific handbook for

human rights, gender equity and social inclusion

in tuna industries

Module 2: Monitoring, evaluation and learning (MEL) and social analysis[1]

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Noumea, New Caledonia, 2023

Reference Note

This handbook has been adapted from the Pacific Handbook for Gender Equity and Social Inclusion in Coastal Fisheries and Aquaculture, with several of the authors involved in both pieces of work. Some of the text and graphics from the Coastal Handbook have been adapted for use in the Tuna Handbook.

Disclaimer

CONTENTS

Key points

- We need to invest in routinely collecting information about HR and GESI in tuna industries. This will provide the evidence base to strengthen regional and national legal and policy frameworks to meet HR and GESI goals for the Pacific.

- Monitoring, evaluation and learning (MEL) is evaluating progress towards policy objectives. It means identifying indicators for the objectives, and data relevant for the indicators. The data is collected and analysed periodically, for example, annually for a policy area or at key stages in a project, showing whether the situation is moving in the right direction. The learning aspect of MEL is about applying lessons from the evaluations, for continuous improvement.

- Social analysis is research into the human dimensions of a policy area. For this handbook we consider social analysis for human rights (HR), and social analysis for gender equity and social inclusion (GESI).

- There is a lot of overlap between social analysis and MEL for HR and GESI.

  - Social analysis and MEL provide information to inform legislation and policies and the design of programmes and services to ensure tuna activities provide equitable benefits for everyone.

  - Both require qualitative data (e.g. stories) and/or quantitative data (e.g. numbers), and both involve analysis using social science methods.

What is MEL for HR and GESI in tuna industries?

MEL is part of the process of managing projects, programmes and policy areas (see Figure 2.1). MEL reveals whether our activities are having the intended results or outcomes.[1] The United Nations has agreed standards for MEL as part of knowing whether governments are achieving what they set out to do, and if not, for learning how to do better.[2] The Pacific Community has a formal MEL policy called planning, evaluation, accountability, reflection and learning (PEARL). PEARL helps the Pacific Community use resources in the most effective way to address the needs of member countries.

KPIs for HR and GESI in Pacific tuna industries

Measurable indicators for seeing progress are a practical tool for the kinds of changes we are talking about throughout this handbook. What would be some appropriate key performance indicators (KPIs) for HR and GESI in Pacific tuna industries? The Tuna Report Cards produced by the Pacific Islands Forum Fisheries Agency have some indicators for regional tuna industries, such as increasing the total number of jobs in tuna industries by 18,000 over ten years, and an additional 40,000 tonnes of tuna available for regional consumption.[3] This section on MEL outlines the steps to take, and resources needed, for designing and implementing KPIs. See also the tool at the end of the Module: MEL for HR and GESI in tuna industries.

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1 Outcomes are the likely or achieved effects or changes resulting from activities. They are often divided into short-term (1–2 years), medium-term (2–5 years) and long-term (5–10 years or more).
2 United Nations Evaluation Group. (2016). Norms and Standards for Evaluation. New York: United Nations Evaluation Group (UNEG). Retrieved from http://www.unevaluation.org/2016-Norms-and-Standards
3 The Tuna Fishery Report Cards are available at: https://www.ffa.int/node/1569

Lophotus capellei

Lophotus lacepede

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Basic elements of MEL

Table 2.1. Key steps in MEL

Define what is being evaluated	Identify the intended outcomes of the project, programme or policy. Intended outcomes can also be called goals, aims and objectives. They can be divided into high level goals, such as 'improving livelihoods' and more direct, practical operational objectives specific for the fishery or value chain activity.
	Identify the activities and outputs that will achieve the outcomes.
Select indicators, data and methodology	Work out how you will know whether the project, programme or policy is achieving what it has set out to do.
	To do this, develop specific indicators for project/programme/policy objectives, that will show whether the activity is having the intended outcome.
	Decide how you will measure for the indicators – what data and what analysis methods?
	For example, if your objective is to have anonymous, accountable grievance mechanisms for fishing crew, your indicators might be whether or not fishing companies have such a grievance mechanism, whether crew are aware of it, and what happens with grievances lodged. Your data for this might be interviews with fishing company managers and fishing crew representative organisations. Your evaluation method might be a qualitative thematic review of interview data (see more on methods below in the section on social analysis).
Collect data	The kinds of data used for MEL for HR and GESI are the same types as used for social analysis – qualitative and quantitative interviews (group or individual), questionnaire surveys, or various kinds of social statistics.
	Data collection may include collating existing information (e.g. from existing social analysis reports, or ongoing statistical data such as from the Household Income and Expenditure Survey (HIES), or census) or gathering new information.
	Baseline – it is very important in MEL that a baseline be set, against which to evaluate progress towards intended outcomes. Subsequent data collection is measured against the baseline data.
	For HR and GESI, data must be collected with demographic details such as sex, age, ethnicity, job type and rank and other relevant social groupings, to enable a thorough evaluation of which groups are most vulnerable to HR abuse, or social exclusion.
Analyse data to answer key questions	This is where we evaluate progress towards intended outcomes. See the section on social analysis below for some information about analysis methods.
	During data analysis ensure data is disaggregated and presented by gender, age, ethnicity, and other relevant social groupings that are linked to the intended outcomes.
Report results	Communicate disaggregated monitoring and evaluation information to all relevant stakeholders to inform ongoing review.
Identify and use learning	Use results to adapt activities and revise and/or improve outcomes as necessary.

Monitoring: Are we doing things right?

Monitoring is the systematic and ongoing collection of information on project implementation, with a focus on processes, activities[4] and outputs.[5] Monitoring identifies what is working well and what is not working well, to help track progress and guide implementation. Data collected continuously, or at regular intervals during the programme or project, can help determine whether goals or outcomes (e.g. improved human rights protection, improved livelihoods for marginalised groups) are being achieved.

Evaluation: Are we doing the right things?

Evaluation looks at the overall picture, that is, the whole project and its broader context. It includes assessment of the design at certain time periods, implementation and results of a project. Evaluation is usually carried out at the midpoint and end of projects. Evaluations can examine relevance, efficiency, effectiveness, impact and sustainability. They should provide findings that can be used in decision-making by project beneficiaries, implementers and funders.

Learning: Have we adapted how we do things?

Monitoring and evaluation information can be used to refine, adapt and improve project design, planning, implementation and management. Lessons learned from both successes and failures can be used to modify a programme or project to ensure goals are met. By building learning into the design and implementation of future projects, we avoid making the same mistakes again.

4   Activities are the actions taken in a project or policy area, fisheries management measures, interventions made, and work performed.
5   Outputs are products or services resulting from the activities. For example, reports, or pieces of legislation.

OVERALL GOAL
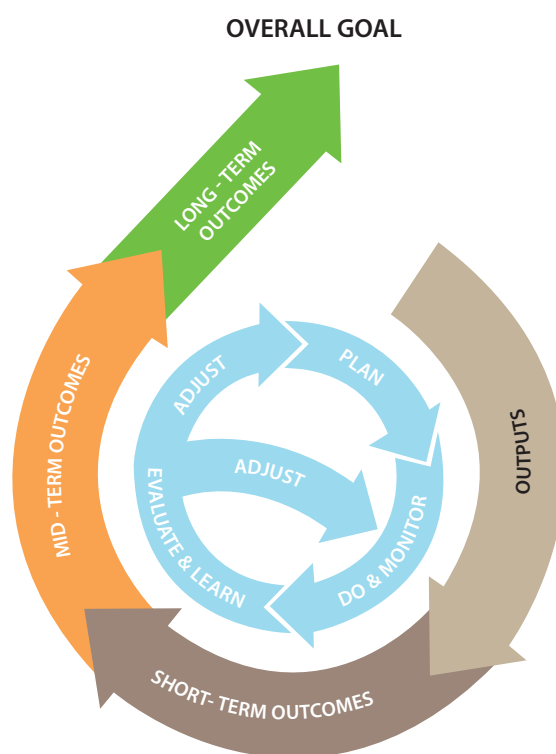
Figure 2.1 MEL as part of adaptive management

MEL is most commonly used in projects or programmes with a defined timeline. Most donor-funded projects have MEL as a required part of the project, to show that the project achieved its goals (or not). But MEL is also an important part of ongoing policy. For example, in tuna industries stocks of the key commercially fished species – skipjack, yellowfin, bigeye and albacore – have been **monitored** by the Pacific Community Oceanic Fisheries Programme for many decades. As part of Western and Central Pacific Fisheries Commission (WCPFC) annual work process, fisheries are **evaluated** against the stock monitoring, and **learning** is used in adjusting fisheries management accordingly. For example, bigeye tuna stocks were found to have been badly affected by juveniles being caught around fish aggregating devices (FADs), so the Parties to the Nauru Agreement (PNA) group put in place measures to limit FAD fishing.

Tip: indicators do not stand alone – they must be tailored to objectives

Sometimes fisheries people talk about sets of social and economic indicators for fisheries as if they stand alone and can be applied without first setting out the objectives (intended outcomes) to be achieved. Indicators indicate progress towards programme or project objectives, so indicators are meaningless without being tied to objectives. For example, fishery contribution to GDP is a commonly cited indicator, but it is only relevant if the objective is to increase or maintain economic contribution at the national level. If the objective is to increase or maintain economic contribution in a rural area, the indicator would be contribution to the local economy (not the national economy). If the objective is to increase or maintain livelihoods for women in rural areas, then contribution to GDP, or even the local economy, is not the right indicator – the indicator should relate to incomes of women, men and their households within communities.

MEL is relevant for understanding HR and GESI on fishing vessels, around port areas, in onshore tuna processing, small-scale tuna fisheries, and informal marketing of fresh or industrial tuna catches. For example, for tuna processing, MEL for GESI requires information on the different types of employment, such as the ratio of men and women in different types of jobs, in different pay bands and at different levels of seniority.

The information provided in this module is very basic. Here are some resources with further details on designing and implementing MEL:

- Wongbusarakum, S., Myers Madeira, E., & Hartanto, H. (2014). Strengthening the social impacts of sustainable landscapes programs. Arlington, Virginia, US: Forest & Climate Program of The Nature Conservancy (TNC) and Indonesia Terrestrial Program and Central Science Division of TNC. Available at: http://nature.ly/socialimpacts

- Blue Marble Evaluation. (2021) Blue Marble Evaluation. Website. bluemarbleeval.org

- BetterEvaluation. (2021). BetterEvaluation. Website. betterevaluation.org/en

Existing MEL for HR and GESI in Pacific tuna industries

The authors of this handbook are not aware of any MEL that has been conducted regarding HR in Pacific tuna industries at the time of writing.

The main existing MEL for social and economic aspects of tuna industries is that conducted by the Pacific Islands Forum Fisheries Agency (FFA) the annual Tuna Fishery Report Cards (see Table 2.2)[6] following the Regional Roadmap for Sustainable Pacific Fisheries (2015), and the annual Economic Development Indicators and Statistics (EDIS)[7] reports. All of the indicators are at the national level, which do not show patterns across groups within societies, meaning that existing MEL for tuna industries does not show how GESI issues are affecting the distribution of benefits among different social groups in countries (women, men, youth, different ethnic groups, rural versus urban, etc.).

Table 2.2 HR and GESI-relevant MEL in Tuna Fishery Report Cards

Objectives	Comments on indicators and data
Value: double the value of the region's tuna catch 2015–2024	
Increase the value of foreign access fees and licenses	Data is provided by FFA member governments.
Increase the value of fishing to GDP (gross domestic product)	Early versions of the Report Cards included estimates of the contribution by the tuna harvest sector to GDP (value added) but the 2020 Report Card noted that due to difficulties locating the economic base of fishing the method is under revision.
	It is not easy to reliably calculate the contributions of fishing to GDP[8] and many Pacific governments lack the general economic statistics to enable use of ortho-dox methods for calculating contribution to GDP.
Increase the share of catch value taken by FFA member country fleets	This data is available as part of the national catch data collected by the Oceanic Fisheries Programme of the Pacific Community for WCPFC processes.
Increase export values of tuna by 25% during 2019–2024	Estimates of export values from FFA member countries are based on import data from the major export destinations for tuna from the region.
Employment: increase total tuna-related employment by 18,000 during 2015–2024	Employment data is not disaggregated by gender or other social groupings that would enable understanding of HR and GESI issues.
	Employment figures are not in a standardised unit such as full-time equivalent (FTE), so are quite imprecise.
	The Report Cards note that employment should be 'decent work', and that minimum labour standards on fishing vessels are being introduced via the 2019 revision of the FFA Harmonised Minimum Terms and Conditions (HMTC). No data is yet collected to enable monitoring against labour standards.
Food security: increase tuna available for consumption within the Pacific islands region by 40,000 tonnes during 2015–2024	Lack of baseline data means it is difficult to say the extent to which this has been achieved.
	Existing national and regional seafood consumption data is not disaggregated enough to say clear things about tuna.

Source: Pacific Islands Forum Fisheries Agency and Pacific Community. (n.d.). Future of Fisheries Roadmap and Report Cards.
Retrieved December 10, 2021, from https://www.ffa.int/node/1569

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6   Pacific Islands Forum Fisheries Agency and Pacific Community. (n.d.). Future of Fisheries Roadmap and Report Cards. Retrieved December 10, 2021, from https://www.ffa.int/node/1569
7   Pacific Islands Forum Fisheries Agency. (n.d.). Economic Indicators. Retrieved December 10, 2021, from https://www.ffa.int/economic_indicators
8   Cai J., Huang H., & Leung P. (2019). Understanding the Contribution of Aquaculture and Fisheries to gross domestic product (GDP). FAO Fisheries and Aquaculture Technical Paper (Vol. 606).

Existing social analysis by researchers and existing technical reports may provide information useful for MEL, possibly for setting the baseline, but also for setting the context and highlighting the issues to investigate. For small-scale tuna fisheries and market activities in the Pacific Islands region, the Pacific Community, WorldFish, the Wildlife Conservation Society (WCS), the University of the South Pacific, and various other organisations have produced information on women's roles in fisheries and some gender analyses. Here are some useful resources:

- Pacific Community https://coastfish.spc.int/en/publications/bulletins/women-in-fisheries

- Worldfish https://www.worldfishcenter.org/research-theme/gender

- WCS Fiji https://fiji.wcs.org/resources/reports.aspx.

Data obstacles and opportunities

The quality and availability of data is a key factor constraining the development of MEL. Table 2.2 shows the lack of data on social and economic aspects of tuna industries generally, and none of it disaggregated enough for HR and GESI indicators. In 2020 the Forum Fisheries Committee, the governing body of the FFA, requested that the FFA develop a socio-economic development indicator framework for tuna industries. In 2020 and 2021 the FFA worked with external consultants towards drafting a framework. When completed and implemented, this framework will improve the data available for MEL for HR and GESI purposes. Likewise, the Pacific Community's Human Rights and Social Development Division is working on improving gender data for the Pacific.

MEL is also relevant for tuna companies – at a very basic level companies keeping track of their finances is a form of MEL. Large companies with a social responsibility agenda can also collect data on HR and GESI factors, like equal opportunity statistics. Companies are also an important source of information about HR and GESI factors, such as human rights complaints, for government monitoring.

Another point about existing data for MEL is that many government databases in the region need verification to correct inaccuracies. The quality of data put into databases is what is extracted and used for decision-making. Any inaccuracies carry forward and make the data less useful for MEL purposes, or even misleading.

The data required to understand HR and GESI in tuna industries is cross-cutting, so requires collaboration across different kinds of agencies. Some of it is labour data, some is health data, some is fisheries management data on compliance, some relates to women's affairs and social services. Some economic data is held by finance agencies, and some by national statistics offices. Data collection for HR and GESI MEL therefore requires going outside normal fisheries data collection, and collaborating with other agencies. Regionally it means collaboration between FFA and groups within the Pacific Community such as Fisheries and Aquaculture Marine Ecosystems (FAME), the Statistics for Development Division (SDD), the Oceanic Fisheries Programme (OFP) and the Human Rights and Social Development Division (HRSD). Another relevant regional organisation is the International Labour Organization (ILO) – they do not hold data but their knowledge and networks are useful for designing MEL frameworks relating to labour and human rights.

Human rights and labour abuses on some fishing vessels are one of the most pressing social concerns about tuna industries in the Pacific. Reports indicate that there are problems with slavery/trafficking/forced labour on fishing vessels, and other issues such as unreasonably long working hours, unsanitary living conditions, violence or discriminatory behaviour, and so on. But there are no solid numbers on the extent of these issues.

It is very difficult to collect or verify such data on offshore fishing vessels because the vessels operate out at sea; often the vessels are owned in one country, crew are recruited by agents based in another country, there are language barriers, and so on. These vessels provide fish catch data, which is verified by an observer system, but thus far a system for collecting and verifying data on labour conditions is not in place.

Ideas for how to collect HR and GESI data on offshore tuna fishing vessels

This is a new field so there are not yet tested and proven methods for data collection about HR and GESI for offshore fishing vessels. Here are some ideas for how it could be done in the Pacific, based on discussions with stakeholders in preparing this handbook.

Fisheries observers are well placed to collect information on HR and GESI on fishing vessels, and according to interviewees, observers already record the cleanliness of a vessel, whether there are bed bugs, how helpful the master is, and any points they notice about labour conditions. This data would be very useful for ongoing monitoring for HR on fishing vessels. Is there a way to capture this kind of data, separating it off from the catch data and feeding it back to FFA or member states for the purposes of monitoring labour conditions? Staff at the Solomon Islands Ministry of Fisheries and Marine Resources (MFMR) have considered this question, particularly the difficulty of debriefing crew without the master overhearing. In addition to observers on vessels at sea, port samplers and the multi-agency teams that board vessels for customs and border inspections are well placed to gather data for monitoring HR and GESI on fishing vessels and around port areas.

There are several caveats to note regarding using fisheries observers and port samplers to collect data on HR and labour conditions on fishing vessels:

- Observer work is already risky, with several having disappeared or died under questionable circumstances. Asking them to report HR abuses will increase their risk.

- Observers already have a heavy workload, so adding further HR reporting may not be feasible.

- Observers are trained in the biological and technical aspects of fisheries, not social analysis. Training in social science methods for HR and GESI would be needed.

Electronic and video surveillance of vessels could also be used as a source of data about HR on vessels, with 'dry' observers monitoring electronic data from an office on shore. Video monitoring is already being rolled out for biological monitoring to complement the work onboard observers do. For example, video surveillance could be used to monitor the length of working hours, as well as instances of physical abuse.

Other possibilities for collecting data on HR on fishing vessels include using innovations being designed to help improve the communication connectivity of crew while at sea, via smart phones, as part of work to improve 'worker voice' in the seafood industry. Or possibly data could be collected by fisheries agencies from recruiting agents, who debrief crew after trips. Increasingly tuna companies are using digital catch documentation and traceability – these are already established in Papua New Guinea and Solomon Islands. There are efforts to include it also for social responsibility including labour and human rights. See Module 3 for further details on ideas that are under development

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What is social analysis for HR and GESI in tuna industries?

There is no one-size-fits-all model for social analysis. This module provides examples of the types of information to include in analysis. Most Pacific Island governments do not have the resources for social analysis in their fisheries agency budgets, but external donors may fund it. Some external funders require such analysis as part of projects.

Social analysis helps identify stakeholders and work out what people need from the project/programme, and the possible social impacts – both positive and negative. Some people may have more opportunities than others, or be more vulnerable to human rights abuses based on their gender, life circumstances, economic background, social standing or education. Social analysis helps identify human rights issues and ensures the different needs of women and men of all diversities are recognised and considered.

Governments promote tuna industries because of the revenue dollars, economic activity and jobs they provide, but to truly understand the development impacts from tuna industries, we need to know who is doing what in the sector – in industrial fishing, processing, and trading, and small-scale coastal fishing and domestic markets. The social effects of tuna industries, positive and negative, should be understood as part of ongoing management of the sector.

Social analysis may involve looking at who benefits from tuna industries, such as employment numbers across gender, ethnicity and age distributions, and the conditions under which people are employed in terms of wages, leave provisions and so on. It may involve social and economic impact analysis to see whether the economic benefits of tuna industries outweigh the social costs they may cause. Social analysis can include almost anything related to the human dimensions of fisheries. In this handbook we focus on social analysis specifically related to HR and GESI.

TIP: developing in-house expertise in social analysis

If you are in a position to approve staff training or allocate funding for capacity building, you could consider sending staff for training in social analysis. You could also make it a requirement that a staff member trained to undertake social analysis does HR and GESI assessments of work plans, projects and strategies. It is important to note that one-off training will not make someone a social analysis specialist. Continuous investment in staff training and capacity building in social analysis is required, as well as working in partnership with the national agency for gender equality (sometimes called 'women's affairs'), and other GESI and human rights specialists.

Methods for social analysis of HR and GESI in tuna industries

There is a range of social science methods that are useful for analysing social issues in fisheries generally, including in HR and GESI in tuna industries. Some of these are:

- interviews with open ended questions, qualitative, such as 'tell me about the social impacts of tuna industries in your community'

- interviews can be individual or with groups, called focus group discussions

- questionnaire surveys, with closed-end questions requiring answers such as yes/no, numbers (e.g. kilograms, dollars), or Likert scales (on a scale of 1–5 'how satisfied are you with fisheries management in your country?')

- desk reviews

- mapping

- observation.

Much of the information that goes into a social analysis can be obtained by a 'desk review' of existing reports and research relevant for tuna industries in the Pacific. You can then supplement the findings of the desk review with new data collection, such as via interviews – questionnaire surveys or mapping – and specific social analysis of the group of people targeted in your project. In this handbook we focus on the content of social analysis, rather than methods. For methods, your agency may arrange for training or expert advice from a social scientist. There are also many published guides to social science methods and research design, which may be available through a library or to buy online. For example:

Vaccaro, I., Smith, E. A., & Aswani, S. (2010). Environmental social sciences: methods and research design. Cambridge UK: Cambridge University Press.

Existing HR and GESI social analysis for tuna industries

As of 2021 there have not been many publications on social analysis of HR issues in Pacific tuna industries. The group that has done most is Human Rights at Sea, who have many reports of cases of human rights abuses of tuna fishing crew and observers on their website: https://www.humanrightsatsea.org/publications/

Since the 1980s there have been several publications of social analysis of GESI issues in tuna industries, mainly focusing on women's employment in tuna industries.

Here are some of the key publications:

- Meltzhoff, S. K., & LiPuma, E. S. (1983). A Japanese fishing joint venture: worker experience and national development in the Solomon Islands. Manila: International Center for Living Aquatic Resources Management (ICLARM).

- Emberson-Bain, A. (1994). Sustainable development or malignant growth? Perspectives of Pacific island women. Suva, Fiji: Australian International Development Assistance Bureau (AIDAB).

- Tuara Demmke, P. (2006). Gender issues in the Pacific Islands Tuna Industry (DEVFISH Project). Honiara, Solomon Islands: Pacific Islands Forum Fisheries Agency (FFA), Pacific Islands Forum Secretariat (PIFS), Secretariat of the Pacific Community (SPC). Retrieved from https://www.ffa.int/system/files/Gender issues in P. I. Tuna Industries 1_0.pdf

- Sullivan, N., Ram-Bidesi, V., Diffey, S., & Gillett, R. (2008). Gender Issues in Tuna Fisheries: Case Studies in Papua New Guinea, Fiji and Kiribati. Honiara, Solomon Islands: Forum Fisheries Agency (FFA), Pacific Islands Forum Secretariat, Pacific Community (SPC).

- Vunisea, A. (2021). Gender Mainstreaming in Fiji's Offshore Tuna Industry. Suva, Fiji. Retrieved from https://wwfasia.awsassets.panda.org/downloads/gender_mainstreaming_in_fiji_s_offshore_tuna_industry_report.pdf

- Barclay, K. M., Satapornvanit, A. N., Syddall, V. M., & Williams, M. J. (2021). Tuna is women's business too: Applying a gender lens to four cases in the Western and Central Pacific. Fish and Fisheries, 1–17. https://doi.org/10.1111/faf.12634

HR social analysis

Human rights are based on legal frameworks, so social analysis for HR is oriented to legally defined human rights. To pursue a human rights-based approach (HRBA) for tuna industries means we need to first understand the impacts on people's human rights. What rights are affected by tuna industries? What can be done to protect, fulfil, and respect HR in tuna industries? How can rights holders be empowered and claimable rights strengthened? How well are duty bearers performing in guarding these rights?

The New Zealand Government has developed a short guide for social analysis for human rights.[9] According to that guide, analysis for HR should identify:

- any risks and vulnerabilities and negative, unintended consequences of [tuna industries], and how to mitigate against them;

- baseline data that is needed to ensure targets and indicators sensitive to human rights are included;

- who has capacity to improve human rights outcomes and the support they may need; and

- opportunities and describe interventions to protect and promote human rights.

Social analysis could mean finding out the extent and nature of HR abuses on fishing vessels, and across different fleets. It could mean exploring which interventions to address HR abuses on fishing vessels are most effective.

There are resources on human rights in seafood industries with lists of topics to cover in social analysis. You can search the websites of organisations such as RISE (https://riseseafood.org/) and Human Rights at Sea (https://www.humanrightsatsea.org/).

Here are two useful resources:

- Conservation International. 2021. Social responsibility assessment tool for the seafood sector: a rapid assessment protocol. Available at: www.riseseafood.org

Nakamura, K., Ota, Y., & Blaha, F. (2022). A practical take on the duty to uphold human rights in seafood workplaces. Marine Policy, 135(September 2021), 104844. Available at: https://doi.org/10.1016/j.marpol.2021.104844

GESI social analysis

What can we find out from a GESI analysis of tuna industries?

GESI analysis helps to identify:
- the roles of women and men of all diversities in tuna industries;

- different impacts on different groups of people (e.g., men and women, socially marginalised groups) based on different engagement with industry (job types, etc); and

- how different people benefit from tuna industries, through income, food or cultural benefits or if they do not benefit.

GESI analysis also examines:
- how changes in fisheries management, or social and economic conditions affect those benefits; and

- how social interactions, including relations between women and men, and social rules and hierarchies affect people's roles in tuna industries, and the opportunities and benefits they gain from the sector if they do.

The public image of the tuna fisheries is that men are the main players. However, when we look at whole value chains – including marketing, processing, and fisheries management – women are just as involved as men.[10] A gender analysis could show that we overlook certain areas of tuna industries because of 'unconscious bias' that offshore fisheries are male-dominated. Unconscious bias is discrimination that we are unaware of. It becomes embedded in our thinking processes through social and cultural messages surrounding us in our childhood and daily lives. Unconscious bias clouds people's perceptions and understanding of fisheries participation, resulting in women being excluded from opportunities and decision-making (see more on unconscious bias in Module 1).

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9 New Zealand Ministry of Foreign Affairs and Trade. (2013). Human Rights Analysis Guideline. Auckland: New Zealand Ministry of Foreign Affairs and Trade (MFAT). Retrieved from https://www.mfat.govt.nz/assets/Aid-Prog-docs/Tools-and-guides/Human_Rights_Analysis_Guideline.pdf especially p.5.
10 Barclay K. M., Satapornvanit A. N., Syddall V. M., & Williams M. J. (2021). Tuna is women's business too: Applying a gender lens to four cases in the Western and Central Pacific. Fish and Fisheries, 1–17. https://doi.org/10.1111/faf.12634

Recognising discrimination

A basic principle of social analysis is that people are often not conscious of all the ways that discrimination works in their community. The analysis must therefore go beyond surface ideas and probe into the social relations around fishing, processing and market activities.

Misconception: 'Women do not fish for tuna'

In order to properly monitor or evaluate GESI in tuna industries, we must be able to see beyond stereotypes or we might miss important data. A researcher interviewing people about tuna industries in Solomon Islands in 2019 was told by many interviewees that women do not fish for tuna. "The women are mainly involved in the cleaning of the fish and processing it for markets but the fishing part of things, especially when it comes to tuna, it is all males".[11] However, the research found that some women were involved in small-scale tuna fisheries near Gizo, usually with their husbands, and in 2019 the Noro-based fishing company NFD recruited three women cadets for the industrial fishery.[12] Gender-disaggregated data is needed to uncover participation that people don't expect, and which can be important for making sure fisheries projects are equitable.
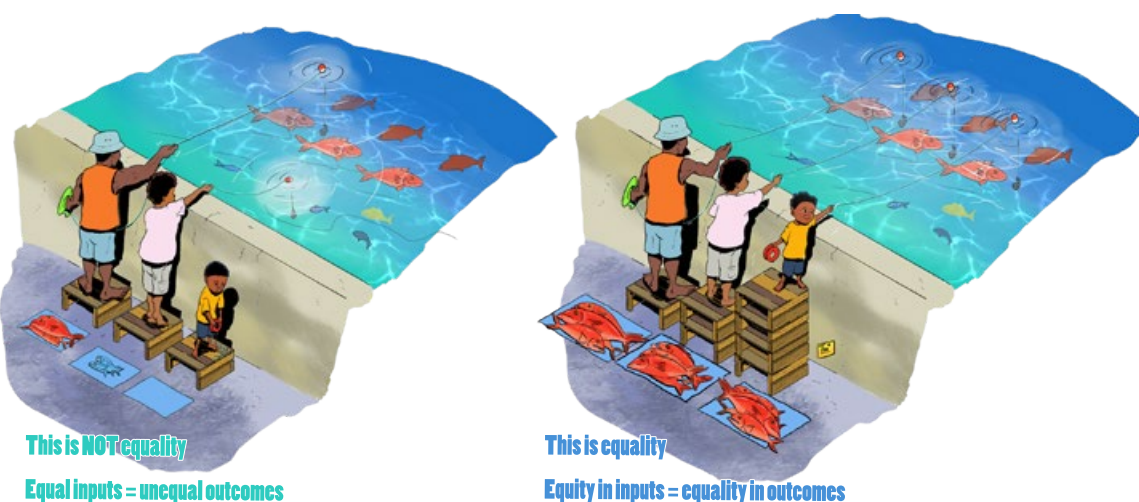
The internationally accepted definition of discrimination in the Convention on the Elimination of Discrimination Against Women (CEDAW), which most Pacific Island countries and territories have ratified, is very broad and includes direct and indirect forms: "any distinction, exclusion or restriction made on the basis of sex ... in the political, economic, social, cultural, civil or any other field".[13] Freedom from discrimination on the basis of sex is thus both a codified human right, and a key element of gender equity.

Using the findings of social analyses in policymaking and programme and project design enables all segments of the population to gain development benefits from tuna industries in a fairer manner.

People are not the same

Because people have different capacities, aspirations and life situations, equality of inputs does not necessarily lead to equitable outcomes. Social analysis can reveal people's needs, enabling the design of equitable interventions to provide equal outcomes for all. Income inequality is not a breach of human rights, but inequality of opportunity based on discrimination is.

This is NOT equality
Equal inputs = unequal outcomes

This is equality
Equity in inputs = equality in outcomes

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11 Barclay K. M., Satapornvanit A. N., Syddall V. M., & Williams M. J. (2021). Tuna is women's business too: Applying a gender lens to four cases in the Western and Central Pacific. Fish and Fisheries, 1–17. https://doi.org/10.1111/faf.12634
12 International Finance Corporation. (2019). Investing in Fisheries and People in Solomon Islands. International Finance Corporation (IFC), World Bank Group. Retrieved from https://www.ifc.org/wps/wcm/connect/news_ext_content/ifc_external_corporate_site/news+and+events/news/investing+in+fisheries+and+people+in+solomon+islands
13 United Nations Office of the High Commissioner for Human Rights. (1979). Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). Retrieved from https://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx Article 1

Misconception: 'Gender' is only relevant for women

Effective social analysis about gender relations in tuna industries must be based on a solid understanding of gender in society. Gender is about the roles of all people, whatever gender they are. It also refers to the relationships between women and men and their respective status in their society, community and family. It is not only about women.

The roles that women have are fundamentally shaped by their societies. Gender roles and relationships are based on beliefs and practices that can be transformed to create more balanced relationships, partnerships and resilience for everyone, as has happened in Pacific cultures for thousands of years. Some social ideas about masculinity can be harmful to men, who may be expected to behave in certain ways, such as 'being strong' rather than seeking help when struggling with a health problem, or to take up activities that can affect their mental and physical health, such as alcohol and tobacco.[14]

When we take a gender perspective, we look at relationships between women and men to identify where there are differences that generate inequalities, vulnerabilities, fears and exclusion. Transforming harmful social ideas and practices requires everyone's collaboration, regardless of their gender. Good leadership enables such transformation. Poor leadership can amplify social exclusion. Some uses of social media can also amplify social exclusion.

Misconception: 'Women do not identify gender inequality as an issue, so it is not important for them'

Social analysis goes further than what people say about inequality and also looks at its effects on the lives of community members of different genders, ages, ethnicity, and so on.

Inequality is built into societies and into the way people live and interact with each other. It is therefore difficult for some people experiencing inequality to identify it. For example, in some cases, women who experience domestic violence believe it is 'normal' and that it is women's responsibility to 'behave' themselves to avoid angering their partners. The same applies to other population groups who are socially disadvantaged or discriminated against – they may come to see the discrimination as an unavoidable part of life, or even as being justified.

In other situations people do understand they are being unjustly discriminated against, but do not feel able to speak openly about it. They may believe that raising the problem will not solve the problem and may make things worse for them. Additionally, people prioritise other concerns over gender inequality and prefer to focus on those other concerns. For example, interviewees in an i-Kiribati tuna fishing community in Solomon Islands felt the most important discrimination they faced was as a migrant group, and they wanted the social researchers to focus on that, not on gender relations.[15] It is important for researchers to respect such wishes, and at the same time recognise that people prioritising other concerns over gender inequality does not mean that gender inequality does not exist.

14 American Psychological Association Boys and Men Guidelines Group. (2018). APA Guidelines for psychological practice with boys and men. Retrieved from https://www.apa.org/about/policy/boys-men-practice-guidelines.pdf
15 McClean N., Barclay K., Fabinyi M., Adhuri D. S., Sulu R. J., & Indrabudi T. (2019). Assessing tuna fisheries governance for community wellbeing: case studies from Indonesia and Solomon Islands. Sydney, Australia: University of Technology Sydney. Retrieved from https://www.uts.edu.au/about/faculty-arts-and-social-sciences/research/fass-research-projects/assessing-governance-tuna

Misconception: 'We work for the families and/or the communities.People all face the same issues so we do not need to make a difference between women and men – they work together'

Fisheries development is often based on the assumption that whole families will benefit. It might seem then that we do not need to gather gender disaggregated data for social analysis or MEL; we can just collect data about whole communities or households. However, benefits may not flow equally between and among families. For example, a nearshore fish aggregating device (FAD) may greatly improve the availability of fish, but FADs can only be used by people with access to boats (usually men). Sometimes only local resource-owning groups will be allowed to use the FADs. Therefore, the benefits may not be equitably shared. Men may share cash income with their families but they may also buy beer, which may lead to increased family violence. Women's income from working in tuna factories may be appropriated by relatives. A careful social analysis can help projects and programmes avoid causing inequalities and negative social impacts and ensure that every section of the community gains benefits. Financial literacy training undertaken with women cannery workers by SolTuna with gender specialists from the International Finance Corporation (IFC) involved planning household budgets within families, so that cannery wages could be divided among priorities, with some being saved for housing improvements, school-related costs, and other family needs, and some allocated for recreational purposes, such as a beer or two. This is a gender-sensitive example from tuna industries of handling development that builds family relations, rather than worsening inequalities.

To properly understand HR and GESI in tuna industries, analysis must look at social inequality in the broader society. A good social analysis explores existing social issues and possible violations of basic human rights, such as:

- unequal division of labour and benefits (some people do more of the work but get less of the benefits, or vice versa);

- unequal access to equipment, training or income by women, youth and people of low social status; and

- conflicts within communities, including gender-based violence and child abuse, that restrict women's mobility and access to opportunities.

These social factors have a direct impact on the ability of different groups in communities to gain benefits from tuna industries in an equitable and sustainable way.

Topic areas for GESI analysis

1 - Basic overview

Describe the social structure of the relevant group of people – for example, fishing crew, processing factory workers, fishing community, market vendors. Include gender, age, ethnicity/nationality and identify any socially excluded groups, such as people with disabilities.

- What are the roles of women and men of different segments of society (youth, socio-economic status, level of schooling, ethnic group, migration status, caste) in relation to tuna industries?

- Do inequalities exist in accessing resources for tuna-related activities (access to fishing grounds, equipment, information, training, etc.)? Are there inequalities in the distribution of benefits from tuna industries?

- How do environmental or economic changes in tuna industries affect women and men from different segments of society? Are the impacts different for women and men?

- To achieve equitable development from tuna resources, what are the needs of women and men from different segments of the community, including in accessing services and programmes?

- Are there opportunities to promote more equitable benefits from tuna resources?

- Who has access to equipment such as boats and engines, technical or traditional knowledge and decision-making power over tuna resources? Does any group have limited access to these things?

2 - GESI analysis of tuna livelihoods

'Tuna livelihoods' means earning a living through activities connected to tuna fishing. It could be working on fishing vessels or a shore base, working in a processing factory, working in fisheries management for the government, or small-scale tuna fishing and market activities.

- Describe the composition of the population involved in tuna livelihood activities by sex, age, social status, ethnicity, schooling level, income level, caste, geographical location and origin.

- Which activities are performed in relation to tuna industries and by whom (with information disaggregated by sex, age, caste, ethnic group, and other relevant social categories)?

- What level of access do women and men from different segments of the population have over the resources required to effectively engage in tuna livelihood activities (fishing vessels, engines, gear)?

- Do men and women have access to education and training for tuna industries? Does this access vary for men and women from different segments of the community?

- What are the benefits of tuna industries, as perceived by women and men from different segments of the community?

  · Food security: How many times do they eat tuna per day/week/etc? What proportion of protein intake does this fish represent (e.g. half the protein intake per week)? Is the tuna in canned form, fresh from local small-scale fishers or salted fish from the industrial fleet?

  · Incomes: What is the investment in terms of time and money for tuna activities? What percentage of total household incomes comes from these tuna activities? How is the income distributed within the family? What do people do with the income (buy food, save, pay school fees, etc.)?

  · Are there other benefits (e.g. cultural)?

3 - Decision-making for tuna industries

- What organisations are involved in managing tuna resources (e.g. mainly national fisheries agencies)?

- What is the social composition of these governing bodies (by gender, age, caste, landowning status, ethnic group, etc.)?

- What are the decision-making processes of these bodies?

  · Are women, coastal villagers and NGOs able to participate effectively, or do certain groups with influence and power tend to dominate (e.g. older men, company owners, government officials?)

  · Are small-scale fishers, fish workers and people who sell tuna in markets able to participate effectively, or does the industrial fishery and processing sector dominate?

- At the household level, how are financial decisions made in relation to tuna activities (e.g. buying equipment; paying for help with harvesting; selling products; using the income generated)?

  · Are women, young people, and other socially excluded groups happy with the decision-making process? Do they think some things should be done differently?

4 - Social or economic impacts of proposed changes

- How would changes proposed by legislation, by policy or by a development project affect different segments of the population?

  · Refer to activities performed, time dedicated to those activities, workload, use patterns, productivity, financial benefits, nutritional benefits, access to and control over income, and so on.

  · Break the impact assessment down by gender, age, ethnic group, and any other relevant social category.

- How will the changes proposed affect gender and other social relationships?

  · Could they worsen the social exclusion experienced by women or other groups?

  · Do they have the potential to positively transform situations of inequality by reducing exclusion and leading to equality in development outcomes across communities?

GESI concerns can also be added to routine types of analysis that fisheries agency staff already undertake see Table 2.3.

Table 2.3

Routine analyses done by fisheries staff	How to add GESI to these analyses
Assessments of fisheries development needs	What are the needs of each group in the community (disaggregated by sex, age, other social categories)?
	What are the perspectives of different groups on proposed activities?
	Who will be doing what kinds of work in the activities?
	What are the costs and benefits of the activities for different groups in the community?
Market surveys	How many women and men are selling tuna in the market?
	Who owns the marketing business?
	Are they selling fresh fish from local small-scale fishers, or are they selling reject fish from the industrial fleet?
	What are the arrangements for fish supply, for example, what are the transport and any 'middle-person' costs?
	Did they buy the fish they are selling, or are they selling fish they or their family member caught? If a retailer is employed by the market stall owner, how much is the retailer paid?
	What are the prices of the different sizes of tuna and fresh versus saltfish in the market?
	For people selling cooked or smoked tuna, what are the costs of cooking or smoking?
	How is the income from tuna sales distributed in families?
	Who makes decisions about the sale of tuna, who uses the income generated, and what do they buy?

Please note that the suggestions made in this section are basic. For more detail, there are many good resources on gender analysis and research for fisheries in developing countries. You can search the WorldFish and FAO websites. Here are two useful resources:

- Gender research in fisheries and aquaculture: A training handbook. USAID Oceans and Fisheries Partnership, and Gender in Aquaculture and Fisheries Section of the Asian Fisheries Society. (2018). Bangkok. Retrieved from https://repository.seafdec.or.th/handle/20.500.12067/991

- Food and Agriculture Organization of the United Nations (FAO). (2017). Towards gender-equitable small-scale fisheries governance and development – A handbook in support of the implementation of the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication. Retrieved from http://www.fao.org/3/i7419en/I7419EN.pdf

- Ali, S. (n.d.). Gender Equality and Social Inclusion Toolkit. Suva, Fiji: Fiji Women's Fund with support from the Australian Government. Retrieved from https://womensfundfiji.org/resources/fund-publications/gender-equality-and-social-inclusion-toolkit-social-inclusion-toolkit/

When planning a gender analysis, it is often helpful (and easier) to speak to a gender specialist, a local non-governmental organisation (NGO) with gender expertise, or your national agency for women's affairs to get an idea about the scope and work required. The Toksave Pacific Gender Resource is an online community for gender research, enabling members to access reports on the latest gender research in the region, including on fisheries.[16] A gender analysis checklist is provided as a tool at the end of this module.

⚙ Action points: how can fisheries managers use HR and GESI social analysis and MEL in their work?

Social analysis and MEL are foundational for being able to plan for and assess the human dimensions of any fisheries management or development initiative. This is the case for HR and GESI as well as for all other social or economic impacts. Fisheries agencies should use social analysis and MEL for all projects and programmes.

Fisheries management agencies are very important stakeholders for establishing high quality information about decent work in fisheries and post-harvest industries, in collaboration with other agencies. For example, fisheries management agencies are best placed to facilitate ongoing social and economic data collection on human rights on fishing vessels, decent work in fishing and processing, gender equity in tuna fishing, processing, and informal market activities, and economic data about small-scale tuna fisheries, and domestic markets for fresh tuna and industrial reject fish.

While fisheries management agencies are best placed as the central point for data collection social analysis and MEL for HR and GESI in tuna industries, the reality is that this is a huge task. Social analysis and MEL are not part of the skill sets of most fisheries managers. Fisheries agencies are already busy trying to manage the biological side of fisheries. One way to move forward with HR and GESI social analysis and MEL, given the capacity constraints, is to explore ways of better using existing resources – such as the vessel and labour conditions data already collected by observers, electronic observation data, and leveraging the access to vessels that observers and port samplers have to gather carefully selected additional data relevant for HR and GESI. Another way to move forward is to collaborate with other organisations.

Collaborate with other government agencies

Some relevant HR and GESI capacity gaps in fisheries agencies can be supplemented through collaborating with government agencies working in the areas of labour, justice, and gender affairs. These other organisations have additional sources of information and expertise that would greatly strengthen the efforts of fisheries management agencies. To ensure fisheries policies and services are socially inclusive, data for social analyses must be disaggregated by gender, age, ethnic group, and other relevant social categories. Some of this data is generated outside the fisheries agencies, for example, by national statistics offices that have household income and expenditure surveys (HIES) and censuses.

Collaborate with industry

Tuna fishing and processing companies gather quite a lot of information about their working conditions and corporate social responsibility that they provide to their buyers. This could be a useful source of data on HR and GESI. Companies provide data on catches that is verified through independent observer and port-based monitoring; possibly a similar model could be used for social and economic data. The scandals about human rights abuses on fishing vessels damage the industry, so there is an incentive for the industry to improve this situation.

Collaborate with NGOs, IGOs and regional organisations

Non-governmental organisations (NGOs) that work with seafarers and women are invaluable sources of knowledge that is relevant for designing social analysis and MEL for HR and GESI in tuna industries. They can help set the context, and may be subcontracted for monitoring activities. Intergovernmental organisations (IGOs) such as the International Labour Organization (ILO) and Food and Agriculture Organization (FAO), and regional organisations such as the Pacific Community and FFA are also useful as sources of information, networks, and to support national activities.

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16 Toksave. (n.d.). Toksave Pacific Gender Resource. https://www.toksavepacificgender.net/

🛠 Tool: MEL for HR and GESI in Pacific tuna industries

Here are some potential objectives, indicators and data that could be used for MEL for HR and GESI in tuna industries.[17] Are these suitable for your country? Can you think of some additions or alternatives that would be useful for your situation?

Objective: Working conditions on tuna fishing vessels are safe for everyone.

INDICATORS

- Crew labour standards under the FFA HMTC (or equivalent) are implemented
- The existence of independent fish worker associations (such as unions) for workers on tuna fishing vessels
- Proportion of workers with legal, enforceable contracts
- Numbers of safety incidents occurring annually
- Existence of effective, anonymous, accountable grievance mechanisms
- Presence of effective measures to prevent sexual harassment or other discrimination against male and female crew

SOURCES OF DATA FOR THE INDICATORS

- Labour conditions audit or survey – several audit documents have been developed for seafood industries[18]
- Review of legislation and the extent to which legal requirements are enforced
- Interview /survey labour organisations, including national trade union peak bodies, and international bodies such as the International Labour Organization
- Company data on contracts and labour organisations
- Company data, non-governmental organisation (NGO) data, government data on safety incidents at sea
- Questionnaire survey of small-scale fishing communities on working conditions including safety

Objective: Use tuna resources to improve food and nutrition security across all groups in society

INDICATOR

- Tuna is available and affordable for and eaten by groups at risk of food insecurity

SOURCES OF DATA FOR THE INDICATOR

- Canned tuna sold domestically – this data exists in the FFA economics database and OFP cannery survey, but is national only (not useful for understanding HR and GESI).
- There is no systematic data collection on domestic sales of raw tuna – including rejects from the industrial fleet (saltfish) or catches from local small-scale fisheries. This data could be obtained via landings surveys, processor surveys and market surveys.
- Tuna consumption by vulnerable groups (such as low-income urban households, or women and youth within households). Some of this information could be adapted from the HIES, but since that is not a consumption survey it would need further work.
- HIES could be used to identify groups at risk of food insecurity.
- Pacific governments generally do not have nutritional data collection that could be used for this indicator.
- New data can be collected via surveys of dietary diversity among vulnerable groups using modules developed by the Food and Agriculture Organization of the United Nations (FAO) and the World Health Organization (WHO).[19]
- A free online database that gives micronutrient information for fish species is available: https://www.fishbase.se/topic/List.php?group=nutrientwhich

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17 Note that the usual national economic indicators such as contribution to GDP are not included here, because that kind of indicator is not useful for understanding HR and GESI issues within national economies, or for migrant workers in global fishing industries. Finer grain economic factors to do with employment and informal livelihoods are more appropriate.

18 Conservation International. (2021). Social Responsibility Assessment Tool for the Seafood Sector: A Rapid Assessment Protocol. Retrieved from www.riseseafood.org; Seafood Task Force. (2020). Code of Conduct & Auditable Standards Tuna Handbook. Seafood Task Force. Retrieved from https://www.seafoodtaskforce.global/wp-content/uploads/2021/01/STF.G.S.002.EN_STF-Tuna-Handbook-English.pdf

19 Gibson E., Stacey N., Sunderland T. C. H., & Adhuri D. S. (2020). Dietary diversity and fish consumption of mothers and their children in fisher households in Komodo District, eastern Indonesia. PLoS ONE, 15(4), 1–22. https://doi.org/10.1371/journal.pone.0230777

Objective: Ensure tuna sector employment wages are above the poverty line

INDICATORS

- Entry level wages in tuna sector in relation to the poverty line

- Numbers/proportion of tuna-earning households living above the poverty line

SOURCES OF DATA FOR THE INDICATORS

- Wages data from companies, disaggregated by gender, age, ethnicity, schooling level, and so on, to enable understanding of GESI correlations with poverty

- HIES data for informal sector tuna (fishing, processing, trading) incomes disaggregated by social groups

- National labour force surveys

- Relevant national or subnational poverty line from the relevant government agency, such as the Ministry of Finance

Objective: Tuna industries offer equal employment opportunities

INDICATORS

- Proportions of women and men employed in different roles and remuneration bands in tuna companies and fisheries management

- Average incomes per role in tuna companies, disaggregated by gender and/or other social grouping

- Roles and incomes in informal tuna livelihood activities, disaggregated by gender and/or other social grouping

- Existence of equity-oriented training for employees

SOURCES OF DATA FOR THE INDICATORS

- FFA economics database for numbers employed, but not standardised to FTE unit, not disaggregated by role or remuneration band, some gender disaggregation

- National labour force surveys

- Could use HIES if occupational classifications are upgraded

- Could undertake specific employment/incomes survey

- Company data

- Fishing community interview or questionnaire surveys

- Gender mainstreaming data within fisheries management agencies

Objective: Tuna processing factory working conditions are safe for everyone

INDICATORS

- Effectiveness of workplace health and safety measures on processing lines, working with machinery and heavy equipment, and in cold storage

SOURCES OF DATA FOR THE INDICATORS

- Company data, including relevant reports/audits provided to buyers on corporate social responsibility

- Interviews/questionnaire with employees

- Interviews/questionnaire with worker associations

- Health clinic/hospital data on injuries requiring treatment

⚒ Tool: gender analysis checklist for a programme or project cycle[20]

Ensuring that gender considerations are accounted for throughout the programme or project cycle requires consideration of key issues and questions at each stage. Reflecting on the results of this checklist will indicate if and where the programme or project cycle's proposals (for objectives, activities and mechanisms for engagement and analysis) should be modified and improved to maximise the participation of men and women and thus the effectiveness of the programme or project.[21]

Phase 1: Preparatory

Institutions and governance

- Describe the current bodies or committees that deal with tuna industries. How gender sensitive are the people/groups represented here? Have participants received any kind of gender training?
- Describe the mechanisms that exist to ensure balanced representation of different groups (men, women, youth, elders, people with disabilities) within these structures.
- Describe the mechanisms that will be used to raise awareness and share information about the project/programme/policy. How will these mechanisms ensure that all groups have access to information that targets their specific information needs?
- Identify the type of scientific information and socio-economic analysis needed to inform the programme or project. What expert support may be needed to ensure that gender considerations are addressed adequately?
- Identify how social structures (such as traditions, governance, religion, rights and status of groups) promote or reduce the ability of men and women to access resources and information critical to livelihoods in tuna industries.

Phase 2: Situation analysis, and Phase 3: Problem analysis

Policies, plans, strategies

- Are gender issues in relation to tuna industries clearly identified and addressed in current policies, programmes and institutional arrangements? How?
- What tuna industry development plans and policies already exist? To what extent do these reflect gender equality commitments? Do these policies and plans contribute to addressing gender issues in relation to access to and control of critical resources for tuna industries?

Conduct an initial stocktake of roles and responsibilities – who is doing what in the following areas?

- Identify who (women or men) are involved and in what ways in tuna fishing and fishing support activities.
- Identify who (women or men) are involved and in what ways in post-harvest activities (e.g. industrial processing and export, small-scale informal marketing, drying, smoking).
- Identify relevant employment and income-generating activities. Who (women or men) does what?

Knowledge gaps

- Are sex-disaggregated data or indicators available for the relevant tuna activities? If so, what information do they provide?
- What information needed to complete a gender analysis is missing? How will these gaps be filled during the planning phase?

Small-scale fishing knowledge and skills – who knows what and who can do what?

- Identify what resources men and women use, for example, boats, engines, fishing gear, FADs, fishing grounds. Who (men or women) have particular knowledge of these resources, where they are located, their seasons? Identify who has control over these resources.
- Describe what knowledge and skills are used by men and by women to manage fisheries resources or develop aquaculture.
- What fishing or aquaculture techniques are used? Who (women or men) uses what?

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20 This checklist is adapted from: Secretariat of the Pacific Community. (2015). The Pacific Gender and Climate Change Toolkit: Tools for Practitioners. Suva, Fiji. https://www.pacificclimatechange.net/document/pacific-gender-climate-change-toolkit-complete-toolkit
21 PACC. 2014. Mainstreaming climate change adaptation in the Pacific: A practical guide. Apia: SPREP/UNDP.

Small-scale fishing access to (use rights) and control of (decision-making rights) resources – who controls what?

- What are the different levels of access to each of the following, for women and for men? Who has access to: fisheries inputs (fishing vessels, outboard motors, bait, nets, freezers); aquaculture or fisheries extension officers; local NGOs or other community members; knowledge about fishing practices; transport?

- Who has control over: fishing grounds; FADs; transport; and finance for accessing credit to purchase inputs; advisory services; access to markets?

Phase 4: Solution analysis, and Phase 5: Design

Needs – who needs what and for what?

- Describe how project objectives and activities adequately address the needs and priorities of men and women in tuna industries. What mechanisms are used to identify these needs and priorities? How do these mechanisms ensure that men and women contribute equally? (Note: this is especially relevant if either men or women are perceived as having the main role in the activity.)

- What resources do men and women need in order to gain benefits from tuna industries? How might current differences in the ability of men and women to access these resources affect programmes/projects?

- What are the expected benefits and opportunities that the project will generate? Indicate ones that may be more accessible for women than men and vice versa (e.g. fisheries training; juggling carer responsibilities with income opportunities, etc.)

Knowledge and skills – who needs to know what?

- What capacity-building needs in relation to tuna activities were identified? For each one, indicate whether it was identified by men, women or both groups.

- Will the project provide training, awareness and education to enhance the current skills and knowledge of men and women? What mechanisms will be used to ensure that men and women contribute and benefit equally? (Note: this is especially relevant if either men or women are perceived as having the main role in a particular activity.)

Inputs from social scientists

- How and to what extent have social scientists, including gender specialists, been involved in the design process?

- Has a gender analysis of proposed policies and interventions been undertaken? If not, when will such an analysis be planned and carried out?

- What resources are allocated to ensure that gender considerations are acted on?

Phase 6: Implementation, monitoring and evaluation

Implementation

- Do the implementing partners already have commitments to achieving gender equity?
- Do they have the skills and capacity to implement programmes using gender-sensitive approaches? If not, include capacity building for partners at the outset.
- Describe the mechanisms that are being used to ensure the full and active participation of men and women at all stages of the implementation process.
- Have any specific measures to address gender issues been identified during the planning phases? If so, describe how they will be resourced and their implementation tracked.

Monitoring and evaluation

Through the use of sex-disaggregated indicators specifically designed for project/programme objectives and specific tools, the monitoring and evaluation framework should allow us to track the following kinds of issues.

- How the programme or project has addressed women's and men's needs in tuna industries.
- How the programme or project has affected women's and men's workloads.
- The additional resources made available for women and for men for tuna-related development, for example, equipment, training, improved access to extension services, improved access to credit, including any shifts in knowledge and skills.
- Capacities and knowledge developed by women and men relating to tuna industries and how they are using these to strengthen development outcomes for all groups within communities.
- Reduction in gender inequalities, for example, in terms of access to benefits from or control over tuna activities.

🛠 Tool: gendered value chain analysis[22]

A value chain (Figure 2.3) is the full range of production activities that all people are involved in when a product passes through different stages and gains value. This includes access to productive resources (e.g. equipment, finance) before harvesting, during harvesting, during processing and transportation of the product, and during trading to wholesalers, exporters, or final consumers at a market, shop or restaurant. Value chains include local or national, regional and/or global markets.

Preparation ➤ Harvesting (catching fish and gleaning) ➤ Processing ➤ Wholesale ➤ Retail ➤ Consumption

Figure 2.3. A simple value chain showing the different stages for a marine product

In general, we find that how women and men participate in the value chain as part of their livelihood activities very much depends on the existing division of labour, and the social norms governing work considered appropriate for women and for men in their culture. These roles can also be influenced by other factors such as age, marital status, ethnicity and economic status, which are sometimes identified as 'gender-based constraints' (GBC) in the value chain. It is important to recognise the activities women perform in value chains, whether their work is paid or unpaid, part time or full time, the specific needs of women and the specific barriers they face in value chain activities. Women's participation along the value chain can include their access to and control over productive assets (e.g. nets, ice-chests) and the benefits derived from them (e.g. income). This is often influenced by an individual's ability to make decisions or choices and to transform these choices into desired livelihood outcomes – such as food or income, payment of school fees, improved housing and other forms of material well-being. Achieving these outcomes depends on people's ability to control access to resources and profits.

A gender-sensitive value-chain analysis (or mapping) identifies all value-chain actors (women and men, youth) and their level of involvement in each stage, their relationships with each other, the gender-based constraints (GBC) faced by women and men in performing their tasks (see Table 2.4) including inequalities in access to and control over resources, or in decision-making about certain activities in the value chain. Identifying GBC is a key step that complements a simple value-chain analysis by adding a gender lens.

The information collected on the various actors, their relationships and the GBC they face along value-chain nodes need to be gender-disaggregated using gender indicators or measures (see Table 2.4). This helps identify gender-specific barriers and underlying forms of discrimination that relate to existing gender norms. For example, women and men experience access to markets differently because of their gender roles. Women's mobility may be more restricted because they are expected to stay home and look after children and manage households; they may not own or have access to a means of transportation; or travelling might not be safe for them.

Table 2.4 Tool for analysing gender-based constraints (GBC) in value chains

Activity per stage	Constraints faced by women	Causes/factors leading to GBC	Consequences for the value chain	Actions to address GBC
Preparation				
Harvesting				
Processing				
Wholesale				
Retail				

Source: adapted from Food and Agriculture Organization of the United Nations. (2018). Developing gender-sensitive value chains – guidelines for practitioners. Rome: FAO, in Stacey N., Govan H. (2021). Module 8: Livelihoods. In: Barclay K., Mangubhai S., Leduc B., Donato-Hunt C., Makhoul N., Kinch J. and Kalsuak J. (eds). Pacific handbook for gender and social inclusion in small-scale fisheries and aquaculture. Second edition. Noumea, New Caledonia: Pacific Community.

Value chain analysis also identifies where improvements in the quality of the product could help producers or sellers to gain higher value. For example, if saltfish from industrial tuna fishing vessels is kept cold rather than left on the deck or wharf in the sun before being picked up by people who trade in saltfish, saltfish sellers might be able to sell their product for higher prices. Interventions could include postharvest seafood quality training for saltfish traders, ensuring saltfish traders have affordable reliable access to ice-chests and ice, improving access to credit (to avoid money lenders with high interest rates), facilitating transport used in the saltfish trade, or establishing women's cooperatives to help sellers access information to better understand market and trade prices.

22 This gendered value chain analysis tool has been adapted from Stacey N., Govan H. (2021). Module 8: Livelihoods. In: Barclay K., Mangubhai S., Leduc B., Donato-Hunt C., Makhoul N., Kinch J. and Kalsuak J. (eds). Pacific handbook for gender and social inclusion in small-scale fisheries and aquaculture. Second edition. Noumea, New Caledonia: Pacific Community.

Acronyms

CEDAW	Convention on the Elimination of Discrimination Against Women
EDIS	Economic and Development Indicator Statistics
FAD	fish aggregating device
FAME	Fisheries Aquaculture and Marine Ecosystems Division of the Pacific Community
FAO	United Nations Food and Agriculture Organization
FFA	Pacific Islands Forum Fisheries Agency
FTE	full time equivalent, a standard unit used for measuring employment
GBC	gender-based constraints
GDP	gross domestic product
GESI	gender equity and social inclusion (outside this handbook the word 'equality' is usually used, rather than 'equity' in GESI)
HIES	Household income and expenditure survey
HMTC	Harmonised Minimum Terms and Conditions for Access by Fishing Vessels (FFA)
HR	human rights
HRBA	Human rights-based approaches
HRSD	Human Rights and Social Development Division of the Pacific Community
IFC	International Finance Corporation (World Bank Group)
IGOs	intergovernmental organisations, such as the Pacific Community or United Nations bodies
ILO	International Labour Organization
KPI	key performance indicator, a prominent part of MEL processes
MEL	monitoring evaluation and learning
NFD	National Fisheries Development, a tuna fishing company in Solomon Islands
NGO	non-governmental organisation
OFP	Oceanic Fisheries Programme in FAME in the Pacific Community
PEARL	planning, evaluation, accountability, reflection and learning
PNA	Parties to the Nauru Agreement
SDD	Statistics for Development Division of the Pacific Community
TNC	The Nature Conservancy
WCPFC	Western and Central Pacific Fisheries Commission
WCS	Wildlife Conservation Society
WHO	World Health Organization